

IASW's 2024 Annual Report



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CPD Events 2024

Events in Numbers



31
11
2

Independent IASW events
(Council & Prof Dev Coor led)

HSE Funded
(discipline specific & interdisciplinary)

Collaborations

10 in person



Attendance Stats

1,290

Places Booked of
1,708 places provided



186

HSE HSCP Funded CPD Events

CPD places funded by the HSE
HSCP Office distributed across 12
courses & events
(10 interdisciplinary and 2 social work specific)



Special Interest Group (SIG) Events

5 SIG led events took place (three in person & two webinars)

Anti-Racism Advisory Group (ARAG)

- Launch of IASW Anti-Racism Strategy 2024-27
- How Social Work Could Address Labor Market Inequality & Promote Ethnic Minority Representation from the Lens of Critical Race Theory

Adult Safeguarding and Protection (ASAP)

- Listening and Advocating: Using Social Work Values to Influence Adult Safeguarding Policy and Practice

International Affairs Committee (IAC)

- World Social Work Day - Buen Vivir: Shared Future for Transformative Change

Social Workers in Adult Mental Health (SWAMH)

- Working with LGBTQ+ Children and Adolescents in a Family and Societal Context

Social Workers in Foster Care (SWIFC)

- Safeguarding in Adult Mental Health – Building Blocks towards Best Practice

IASW in Numbers 2024



Representing

Over the past year the IASW was represented at 49 events, advisory groups, working groups and committees. The top five areas of social work represented are:



20%
Adult
Safeguarding



20%
Mental Health



18%
Child Rights



16%
HSCP



8%
Disability

We also represented in other areas of specialism i.e. Anti-Racism, Medical Health, International and probation



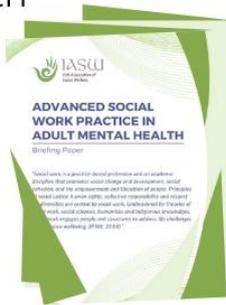
Publications

In 2024 the IASW published three papers

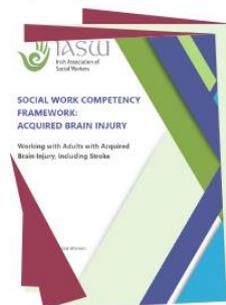
Reports on Social Work Practice Placements in Ireland



Advanced Social Work Practice in Adult Mental Health



Social Work Competency Framework: Acquired Brain Injury



Communications

Contributions to policy development, advocacy, lobbying & representing the voices of the social work profession. Below is a snapshot of some of the 'comms' work in 2024:



The IASW was mentioned over **8** times in news articles throughout the year.

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

9 Submissions to the lobbying register in 2024

Vision, Mission & Values

Vision

Our Vision is for the IASW to be the strong, ethical, and independent voice of social work and social workers in Ireland. We strive to ensure that the full potential and positive impact of social work is delivered, helping to create a better society, through the promotion of excellence in practice, social justice, and human rights.

Mission

Our mission, as the representative body of social work in Ireland, is to advance the interests of our members, the profession and service users; working with our members and partner bodies for enhanced wellbeing, human rights, social justice, and equality for all.

Values

1. Primary focus on the needs of those using social work services,
2. Promote social justice, challenging discrimination, respecting diversity, and advocating with and on behalf of those who use social work services.
3. Use professional power appropriately and emphasise consideration of and promotion of service users' views,
4. Be cognisant of tensions between support and control that arise particularly in systems with a regulatory function and strive towards service users maximising their own decision making,
5. Adhere to the CORU Code of Professional Conduct and Ethics, [3]
6. Work to achieve high professional standards, including engaging in Continuing Personal and Professional Development (CPD),
7. Social workers must undertake professional supervision to help maintain high quality social work practice,
8. Social workers involved in social work education, training and supervision will seek to ensure that their professional relationships in these areas are constructive and non-exploitative,
9. In responding to the needs of individuals, families, groups and communities, social workers will seek to involve other professionals as appropriate,
10. Taking into account the rights of others, social workers will support those who use social work services to access full information, including to records of work on their behalf,
11. Respect service users' rights to confidentiality, within appropriate limits, in professional practice,
12. These principles apply to all contexts of social work practice, education, and research.

IASW Strategic Objectives 2022 -2024

Membership

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

Communications

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

Continuing Professional Development (CPD)

Put in place and implement a strategic plan for the ongoing delivery and development of our CPD programme.

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.

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.

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.

International Partnerships

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

Legal and Administration Details

Board of Directors	Vivian Geiran Siobhan Nunn Sinead McGarry Rachel McCormack Fiachra Ó'Súilleabháin Claire McGettrick Monica Hynds O'Flanagan Una Burgess Denise Kirwan Obuanuju Ibebugwu C.Dalikení, M.Hickey, B. Murphy & G.Gartland	Chair Treasurer Vice-Chair Retired 29 May 2024
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	

Chief Operations Officer Report

The IASW presents their annual report together with the audited financial statements of the Irish Association of Social Workers for the year ended 31 December 2024. The Directors confirm that the annual report and financial statements comply with the current statutory requirements.

Objectives, Activities, Achievements and Performance

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

The Membership of the IASW has increased through the span of the last strategic plan. Membership in 2023/2024 increased and cancellations decreased giving an overall membership of 1,824 by November 2024. This is a significant increase from 1,716 members in January 2024.

Much of this progress is through the persistence of the IASW team, particularly the Office Administrator-following up and dissuading members from cancelling, creating competitions for membership, fee reductions following events if new people register within a certain timeframe and using available opportunities to highlight the many member benefits of the Association.

Student membership has increased in the 12 months from 59 new members in 2023 to 74 new student members in 2024. Overall student membership in December 2024 stood at 134.

A key challenge for increasing IASW membership is the internal resource in the IASW team. In the absence of a dedicated Membership Officer, increasing numbers is largely based on member word of mouth, IASW team members and volunteers attending Universities and networking events, advertising through social work publications, events and CPD.

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

Communication within the IASW relies, in the main, on word of mouth through the members and the limited resource within the IASW team. Weekly bulletin updates, an event mailer and communication through the Special Interest Group members have ensured a significant level of engagement and follow-up for consultation requests and meeting representation.

Of note, the IASW is requested by national media outlets to comment in national press, radio and on television on topical matters affecting Social Workers and the people they work with.

The IASW relies heavily on its volunteer members to be both available, confident and competent to speak on behalf of the association on topical matters nationally.

It is envisaged that in 2025 communications, press release and media training will be provided to key Board members and active SIG members to ensure the IASW message and vision is conveyed in a consistent manner nationally as and when required.

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.

Within the IASW, CPD remains, year on year a significant member benefit. The CPD coordinator within the IASW is employed part time and works with the special interest groups, the wider IASW membership, other professional bodies the HSCP office in the HSE, Tusla, the probation service and government departments to offer a suite of CPD events that are topical and serve the current needs of members.

The CPD events are also informed by government policy, CORU updates and legislative changes to ensure that IASW members are kept up to date on the practical application of changes required to improve the service provided by Social Workers to the wider community.

A key driver to the CPD offering also emerges through the IASW National conference workshops and the joint IASW- BASW- NI conference.

The CPD coordinator actively reaches out to the SIG network and is available to members who may have needs that are not yet being addressed through the existing offering.

A focus for the coming strategic plan is to improve multidisciplinary and interagency working through CPD events.

A CPD committee is in place and will be working with the CPD coordinator in the IASW to build on the already comprehensive CPD offering available through the IASW.

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.

One of the key aims of the strategic plan was to increase the IASW office resource, this was achieved in September 2024 with the employment of a Chief Operations Officer (COO). This post has served to reduce the need for operational involvement of Board members, notably the Chair of the Board. What this means is that the Board can focus on the strategic direction of the IASW and improve the member representation, benefits and react to member needs in a timely manner.

With the COO now in place the IASW is in an excellent position to represent its members at all levels of organisations that employ social workers and within the government departments that create the policies and legislation from which Social Workers must operate.

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.

A full governance review was carried out in 2022. Following this a number of recommendations emerged and these have been formalised and adopted by the Board of Directors. Significant work was undertaken by the IASW Office Manager in 2023 and 2024 to update all operational policies and procedures including terms of reference for Boards and committees, Board nominations, committee membership and SIG operations. This has ensured that the IASW is fully compliant and is operating with best practice guidelines for all organisational activities.

The organisational structure of the IASW is clear with each element having a specific purpose and guidelines from which to operate.

At Board and committee level there are clear terms of office and mechanisms to ensure a smooth running of Board meetings, proposed changes and amendments to IASW policies.

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.

Through its very active SIG network the IASW has been consulted and engaged on a number of matters in 2024 concerning policy development, legislation, inter agency operations, multi-disciplinary working and national agency restructuring.

The IASW remains committed to supporting state agencies to introduce change that are for the good of society and provide an improvement in service from an evidence-based model.

In 2024 the IASW also carried out a number of consultations and members authored reports on a number of matters including Advanced Practice in Adult Mental Health, A Social Work Competency Framework- Acquired Brain Injury: working with people with ABI including stroke, A report on

Social Work Practice Placements- a scoping exercise, the redrafting of online safety codes, a response to Sinn Fein consultation on priorities for Health and Social Care, a submission by the IASW on the Green Paper for Disability reform

Adult safeguarding in the Health and Social Care Sector, a submission on clinical governance in nursing, a Advance Social Work practice in Adult Mental Health, Support of the Mental Health reform letter to Simon Harris (Taoiseach)

Calls for the inclusion of alcohol in the national drug strategy.

The IASW also posted a number of press releases on its own website and on social medial channels on topical issues throughout 2024. This included a number of letters to the editor of the Irish Times that were published outlining the vital role of social workers, the barriers to becoming a social worker and the need to tackle the shortage of Social Workers in Ireland. Other press releases included condemning the war in Gaza, supporting best practice in adult mental health services, support of recommendations made through the child law project, support for the employment of a Chief Social Worker in the HSE, calling for an end to the recruitment embargo in the HSE, a joint motion by the IASW and the International Federation of Social Work for the introduction of a European Pact on Migration and Asylum.

Support for the re-introduction of funding for the child law project following the report entitled “Falling Through the Cracks”

Support for the launch of the “Safe Staffing Now” campaign ahead of the General Election in November 2024.

Many of these press releases were instigated through a call to the IASW office by a concerned member asking, “can anything be done?”

Often a press release on the site will trigger further activism, conversations and educational opportunities for members.

Through the Anti Racism Advisory Group, the IASW continue to work with members to increase understanding and awareness of racism in the community and among professionals.

The IASW is also keen to place a focus on eco social work. A small eco social work working group has been established. Members are welcome to contact the office if they are interested in joining this small active group.

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

The IASW members continue to be active in our international partnerships.

Ongoing communication and support remains through the International Affairs Committee with the IFSW. The IASW Chairperson collaborating with our Spanish colleagues at the IFSW General Council meeting submitted a join motion in support of a European Pact on Migration and Asylum.

The IASW also remain committed to a joint memorandum of understanding with our BASW- NI members for reciprocal membership.

It is envisaged that in 2025 the CPD coordinator will submit an abstract and present at the IFSW conference in Norway on the topic of eco social work and sustainability, an emerging and important aspect of social work that is impacting migration the environment and the quality of life of many.

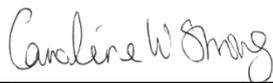
The IASW will work in 2025 with the European Social Network to gather data for their annual European Social Services Index. The International Affairs Committee have agreed to take on this important Irish branch of European data collection.

Future Plans To Achieve Strategic Goals

The IASW launched an ambitious strategic plan for 2025-2027 which endeavours to continue the work of the association. Including increasing membership to become an even stronger voice for social work, create a CPD strategy that will improve on the already comprehensive offering and seek educational partnerships that align with the vision and ethos of the Association. The IASW will also seek to become more visible, more vocal and more available for its members and the Special Interest Group network to ensure the sustainable growth of the association.

The Association relies heavily on its volunteer members who are so giving of their time, expertise and experience to inform the many submissions, consultations and papers. For this we are truly thankful- you, the members- are the Irish Association of Social Workers.

We welcome new members and remind existing members to become involved in any way they can in the Special Interest Group Network, in the Board Committees or indeed in the Board of Directors.



Caroline Strong
Chief Operations Officer

Chairperson's Statement

While 2024 closed with significant changes emerging in the socio-political landscape, in Ireland and internationally, it was another busy and productive year for social work and the IASW. Further progress has been made on advancing the goals we had set out in our strategic plan for 2022 to 2024, as we also started the process of developing a new strategic plan for the coming planning cycle. Our Annual Report 2024 presents you with a broad overview of some of our activities and achievements over the past calendar year, during which we have had much to celebrate, while maintaining focus on both new and enduring and challenging issues and building on opportunities arising. I want to reference some of our activity over the past year and acknowledge some achievements here.



Once again, our membership numbers – the bedrock of our professional association strength – continue to increase steadily. The Association's finances also continue to be in good health, with the HSE, Probation Service, Tusla and the Department of Justice providing critical funding in 2024, which is greatly appreciated and well utilised. Our improved finances enabled us to recruit a Chief Operations Officer (COO), with Caroline Strong being warmly welcomed as COO to the team in September.

The ongoing recruitment and retention issues arising from the chronic national shortage of social workers continued as the primary focus of the All-Employers Social Work Forum, on which our COO and Chair represent IASW. We published and are progressing the findings of an IASW exploratory report on the issues related to social work practice placements, so important to the development of social work students. As IASW representative I also chair the partnership Consortium on the Apprenticeship in Social Work initiative. The apprenticeship was launched formally, as well as in practice, in 2024 and is already making positive inroads in increasing social worker numbers. We welcome the appointment in 2024 of Amanda Casey as the HSE's first Chief Social Worker, representing a hugely significant development in strengthening the strategic approach to addressing social work issues nationally.

Our extensive IASW programme of CPD and other events throughout the year, included our National Social Work Conference, on *Human Rights and Social Work*, in Portlaoise in October, as one of many highlights. Our collaborative work with our BASW-NI colleagues in 2024 culminated in a very successful North-South Conference on *Responding to Domestic Violence and Abuse*, in Dundalk in February. In addition to supporting individual and groups of IASW members, making media inputs and taking action on a number of public affairs and advocacy issues in Ireland over 2024, IASW representatives contributed to the work of the International Federation of Social Workers (IFSW) at European and Global levels, including joining with our sister association in Spain to have a joint motion on migration passed at the IFSW (Europe) Delegates Meeting in October and joining with our Aotearoa New Zealand association colleagues in calling on IFSW Global to show solidarity with the Palestinian people.

I extend a huge thank you to all our members, supporters, funders and staff, who collectively make it possible to do what we do. At our 2024 AGM, Majella Hickey, Colletta Dalikeni, Bridín Murphy and Gary Gartland stepped down from the Board, having completed their terms and Siobhán Nunn, Oby Enekwechi-Ibebugwu, Monica Hynds-O'Flanagan, Una Burgess and Denise Kirwan were elected as Directors. I want to thank all Board members who served during 2024 for their hard work over the year. As always, I want to thank our dedicated staff team, as well as all those other

colleagues who give so much to the work of IASW, and – once again – contributed in so many ways to all that has been achieved together over the course of 2024. I also want to acknowledge and express specific appreciation for the great work done by the various Committees, Special Interest Groups (SIGs), Associate Groups and Working Groups and individual members, who give of their time and experience so willingly and selflessly.



Vivian Geiran
IASW Chairperson
SW00319

It's a Collective Effort - Our Staff and Volunteers

Staff Team - The IASW Staff Team consists of Caroline Strong - Chief Operations Officer, Danielle McGoldrick - Office Manager, Katie Mulligan - Office Administrator and Cliona Murphy - Professional Development Coordinator. Our staff team are highly qualified and skilled at delivering our objectives.

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

All volunteers, regardless of their role, work with passion, energy and give most generously of their free time to support the work of the association through participation in the Board, Committees, Special Interest Groups and working groups, through representation, publicity, lobbying & advocacy activities, at events, forums, advisory groups, and task forces.

The volunteer contribution to the IASW is nothing short of remarkable. Collectively they contribute to 100s of hours of their time each year, going above and beyond. The IASW is 'run for members by members', and we are immensely grateful to our dedicated team of volunteers, we couldn't do it without you, you are the true heroes behind our mission.

The Board of Directors

The IASW is a registered in Ireland as a Company Limited by Guarantee. The IASW is governed by a Board of Directors with a maximum number of 10 people. The Company Secretary is not a director, the board appointed Danielle McGoldrick, Office Manager to this role, Caroline Strong our COO also attends and participates in Board meetings.

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 2024.

Directors and Attendance from January - December 2024

Name	Role	Board Attendance	Term Start	Term Finish (6yrs)
Vivian Geiran	Chair (May'21)	7/7	May-20	May-25
Sinéad McGarry	Director	5/7	May-22	May-25
Fiachra Ó'Súilleabháin	Director	5/7	May-22	May-28
Rachel McCormack	Director	2/7	May-19	May-25
Claire McGettrick	Independent Director	3/7	May-21	May-27
Obianuju Enekeuchi-Ibebugwu	Director	3/3	May-24	May-30
Denise Kirwan	Independent Director	2/3	May-24	May-30
Una Burgess	Independent Director	2/3	May-24	May-30
Siobhan Nunn	Director	2/3	May-24	May-30
Monica Hynds O'Flanagan	Director	3/3	May-24	May-30

Bridin Murphy	Director	1/4	Jul-20	Retired May-24
Gary Gartland	Director	3/4	May-19	Retired May-24
Majella Hickey	Director	4/4	May-18	Retired May-24
Colletta Dalikeni	Director	2/4	May-18	Retired May-24

Selection of Board Members

The Elections and Nominations Committee are 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.

Board Committees & SIG Network

The Board is supported by a committee structure that deals with specific aspects of the association's business. There are seven board committees, at least one Director of the Board participates and attends subcommittee meetings.

Each committee and SIG are governed by terms of reference specifying the scope of their competencies and any delegated authorities.

<i>Board Committees Attendance Rates</i>	<i>Meetings Held</i>
HR, Governance & Risk Committee	3/4
Finance and Audit Committee	4/4
International Affairs Committee (IAC)	4/4
Journal Committee	4/4
CPD Committee	2/4
Membership Growth Committee	2/4
Elections, Nominations & Motions	2/2*

<i>SIG Network Attendance Rates</i>	<i>Meetings Held</i>
Adult Mental Health (SWAMH)	5/4
Adult Safeguarding & Protection (ASaP)	3/4
Anti-Racism Advisory Group (ARAG)	2/4
Child & Adolescent Mental Health (CAMHS)	4/4
Children & Families	4/4
Disability (SWID)	4/4
Foster Care (SWIFC)	4/4
Head Medical Social Workers (HMSW)	6/4
Social Workers in Primary Care (SWIPC)	4/4

*Established in autumn 2024

Membership

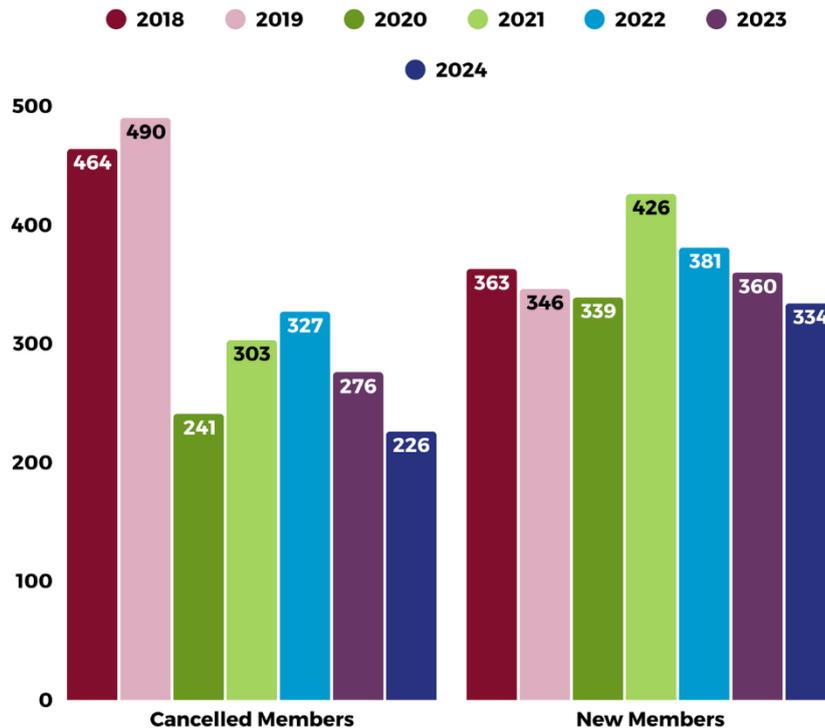
The Office Administrator with support from the Office Manager processes membership applications, deals with queries around qualifications, including clarifying entry requirements for potential social work students, social workers with international qualifications, also deal with queries in relation to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

Membership Growth 2018 - 2024

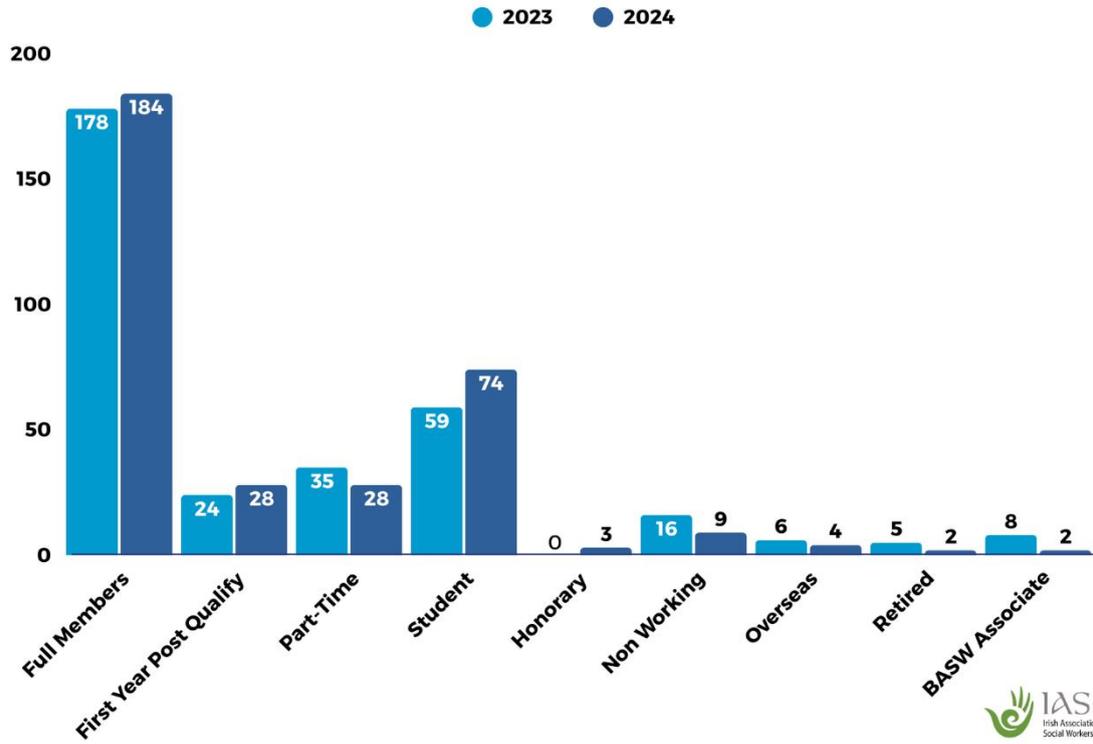
Years	2018	2019	2020	2021	2022	2023	2024
Cancelled Members	464	490	241	303	327	276	226
New Members	363	346	339	426	381	360	334
Total No. Members	1295	1281	1413	1570	1630	1718	1822

The table above provides statistics on the number of members who have joined and cancelled their membership with the IASW over the last six years. As you can see the association members has increased by over 423 members over this seven-year period, a growth of over 40.7% which we are extremely pleased about given the challenges we have faced to retain these members; Registration & Union Fees, cost of living crisis, rise in the cost of Fitness to Practise Insurance coverage, and an increase in the expenses of running the association.

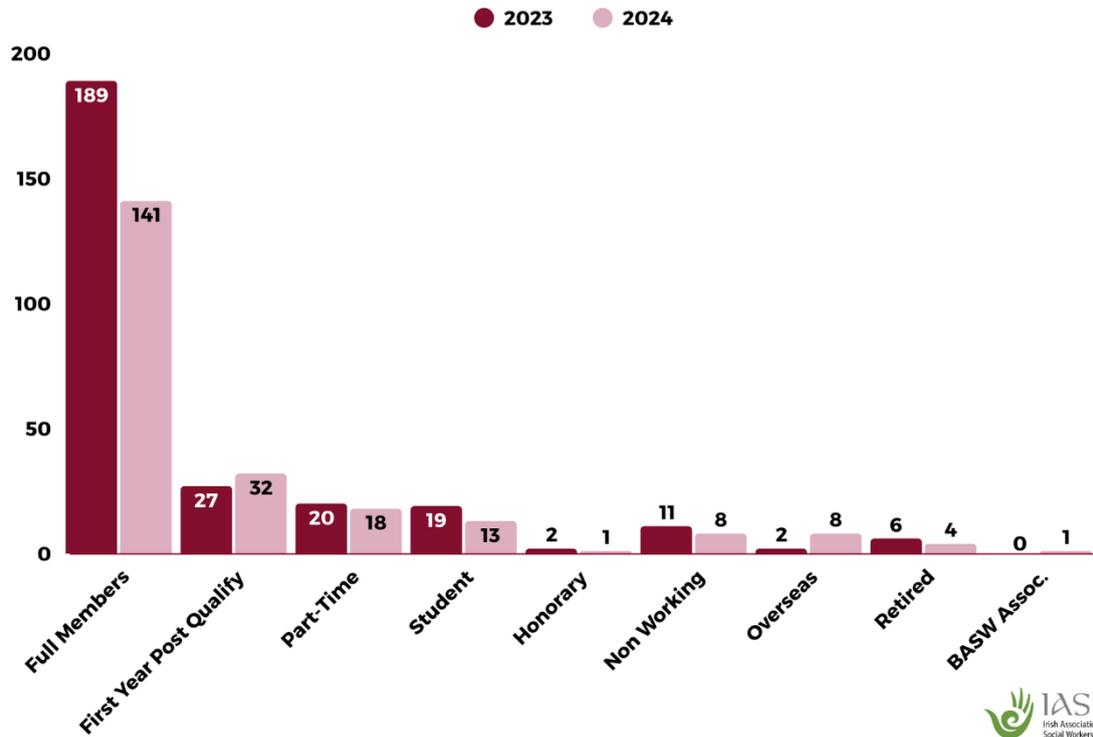
Growth in Association Membership



New Members 2023 vs 2024



Cancelled Members 2023 vs 2024



Board Committee Reports

HR, Governance & Risk Committee

Report by: Una Burgess

Committee Members:

- Una Burgess (Chair)
- Jacqueline Fyne
- Grainne Cowan
- Evelyn Obho
- Staff: Danielle McGoldrick

Meeting Dates in 2024:

- 22 October

Activities of the Committee:

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

Future plans of the Group:

Finalise and adopt the risk register and risk policy.

Develop policies regarding Leave for Medical Care Purposes, Domestic Violence Leave, Flexible Working for Care Purposes and Remote Working Requests.

Finance and Audit Committee

Report by: Danielle McGoldrick

As per the minutes of the AGM, Bridin Murphy, as IASW Treasurer, attended the AGM remotely and provided a verbal overview of the completed year end accounts for year ended 31st December 2023. All filings are up to date with Revenue and copies of the filed accounts and current Management Accounts have been shared with all members of the Board.

Danielle McGoldrick confirmed, on behalf of the Finance Committee's opinion, in respect of the Irish Association of Social Work's position as a viable going concern and reiterated the need to continue to focus on revenue generation and a careful financial approach to costs and expenditure in the coming year.

There continues to be a need to significantly expand IASW membership which will have both a positive knock-on effect financially, leading to the strengthening of IASW resources. Other Financial considerations will be the financial viability and capacity to increase the directly employed workforce in IASW, and this will be kept under review by the COO and the Finance & Audit Committee.

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

Funding Stream	Income
2024 Membership Fees	€278,386
2024 Funding	
<ul style="list-style-type: none"> HSE – CPD Structural Funding Tusla – CPD Structural Funding HSE Interdisciplinary & Single D Event Funding Dept of Justice Funding – IASW & BASW NI Joint Conference Probation Services Funding & HSE Funding – Chief Operations Officer post All Ireland SW Conference Funding (<i>income deferred to 2025</i>) 	<ul style="list-style-type: none"> €54,400 €16,157 €12,650 €9,000 €66,667 €1,000
Other Income	
<ul style="list-style-type: none"> CPD Event Participant Fees Advertising Services 	<ul style="list-style-type: none"> €18,814 €36,856

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

Expenditure: The total expenditure for the year amounted to €419,006. Staff costs make up the largest part of the expenditure totalling €155,030 for the year, with operation costs of € 263,976 being the other area of major expenditure. Further details on staff costs and other expenditure are presented in the appendix to the accounts page 71 of the audited financial statements.

Further details on income and expenditure amounts are contained within the financial statements, which can be found at the end of this report.

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

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

Conclusion: We would like to thank Emma Delaney, Mauro Guzman 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.

Committee Members:

- Siobhan Nunn (Chair & Treasurer)
- Una Burgess
- Celine O Connor
- Staff: Danielle McGoldrick & Caroline Strong

Meetings in 2024:

- 10 January 2024
- 13 March 2024
- 16 October 2024

Activities of the Committee in 2024:

- Tender process for auditors
- Review monthly Profit & Loss report and management accounts
- Review IASW membership fees
- Sign off on the Annual Budget
- Review IASW Advertising rates
- Sign off on IASW Long Service Acknowledgement policy

Future plans of the Committee:

- Viability of IASW Administrator role
- Review funding applications
- Policy review and development

International Affairs Committee (IAC)

Report by: Anna Deneher

Committee Members:

- Anna Deneher (Chair)
- Aine McGuirk
- Kate Gillen
- John Brennan
- Vivian Guerin
- Jacqui Smyth
- Shane McCarthy
- Sean Woods
- Staff: Katie Mulligan & Caroline Strong

Meetings in 2024:

- 18 September 2024
- 30 September 2024
- 10 October 2024
- 9 December 2024

Activities of the Committee in 2024:

- Attendance in person (AMcG & VG) and online (AD) at IFSW-Europe Delegate's Meeting 25th-27th October held in Lisbon.
- Joint motion at IFSW delegates meeting by IASW and General Council for Social Work, Spain on the implementation of the European Pact on Migration and Asylum in ways that are capable of providing a coordinated response, that guarantees the human rights of all people who arrive in our territories, avoiding return processes at the border that violate the fundamental rights of people, including independent human rights monitoring mechanisms, from arrival to possible return, in line with the European Charter of Fundamental Rights and issues raised already by the Fundamental Rights Agency.
- Participation in Eurochild Convention in Malta in July 2024 (AD). Presentation by Valerie Philpott, IASW on Ending Orphanage Volunteering and the institutionalization of children.

Future plans of the Committee:

- Ongoing liaison with IFSW
- Ongoing participation in European Pillar of Social Rights (JB))
- Ongoing participation in Eurochild (AD)
- Planning of event for World Social Work Day 2025

Journal Committee

Report by: Fiachra Ó Súilleabháin

Committee Members:

- Fiachra Ó Súilleabháin (Chair)
- Gloria Kirwan (Editor)
- Breffni Coffey
- Jennifer Stanley
- Gráinne Murtagh
- Staff: Katie Mulligan & Caroline Strong

Meetings in 2024:

- 12 January 2024
- 12 April 2024
- 13 August 2024
- 11 Oct 2024

Activities of the Committee in 2024:

- In 2024, the journal committee successfully published another edition of the *Irish Social Worker* (ISSN 0332-4583) this autumn. IASW members received the physical copy in the post in the last fortnight. The edition includes ten articles, five book reviews, five obituaries, and one editorial from Gloria Kirwan. To quote from Gloria's editorial: The contents of this edition provide a unique insight into the high calibre of social work practice and research delivered by social workers across Ireland in many different fields and contexts. All of the contributions in this issue illustrate how social workers are concerned with a wide range of issues in society. Social workers based in a variety of settings will find the articles here address issues they encounter regularly in their work with individuals, families, groups and communities (p.4).
- The journal committee, with the printers (Doggett group), changed the presentation format of the journal to resemble more typically presented academic journals. This coheres with the strategic objective of the committee to produce academically robust, peer-reviewed editions.

Future plans of the Committee:

- We continue to value practitioner-led and user-oriented articles and welcome submissions from student-researchers, from practitioners as well as authors who have engaged in participatory and engaged research. We also continue to invite a broad range of submissions for publication in the *Irish Social Worker*.
- Articles are double blind-reviewed and we continue to receive a volume of submissions which is very positive for a 2025 'general edition'.
- Prof. Stephanie Holt continues to guest edit a special issue on domestic violence. This is due to be published in spring 2025.
- The committee has welcomed new members in recent months, and we would benefit even more from more volunteers to act as peer-reviewers.

Continuous Professional Development (CPD) Committee

Report by: Rachel McCormack

Committee Members:

- Rachel McCormack (Chair)
- Denise Kirwan
- Philomena Butler
- Harry Johnston
- Blathnaid McCabe
- Mark Oshiokameh
- Staff Members: Cliona Muphy & Caroline Strong

Meetings in 2024:

- 19 Jan 2024
- 5 April 2024 (No Quorum)
- 23 April 2024
- 11 July 2024

Activities of the Committee in 2024:

- Developed TOR and presented to board.
- Supported the CPD Coordinator in line with terms of reference.
- Developed a more responsive and inclusive CPD group by expanding membership of the steering committee.
- Elected a new chair from BOD for the year 2025, Denise Kirwan.

Future plans of the Committee:

- Continue to support the CPD officer as per TOR of the committee to ensure it remains relevant to the changing needs of the association's members.
- To review CPD resources available to members.
- Further develop the CPD group's engagement with external partners and experts to bring in diverse perspectives and new learning opportunities.

Membership Growth Committee

Report by: Majella Hickey

Committee Members:

- Majella Hickey (Chair)
- Kellyanne Moran
- Monica Hynds O'Flanagan
- Keith Hannafin
- Michelle Calpin
- Staff Members: Katie Mulligan, Danielle McGoldrick & Caroline Strong

Meetings in 2024:

- 19 February 2024
- 25 October 2024 (No Quorum)

Activities of the Committee in 2024:

- Recruitment of 4 new members following expression of interest.
- Membership continued to increase (from 1718 in Dec 2023 to 1829 in Dec 2024).
- Monthly member referral – monthly voucher draws for a referrer.
- Annual student graduate – free year of membership.
- Annual 12 Draws of Christmas.

Future plans of the Committee:

- Work towards the IASW's strategic plan of membership growth of 10%.
- Create a new action plan for marketing the IASW to new members.

Elections, Nominations, and Motions Committee

Report by: Vivian Geiran

Committee Members:

- Vivian Geiran (Chair)
- Una Burgess
- Staff Members: Danielle McGoldrick & Caroline Strong

Meetings in 2024:

- This Board Committee was established in Autumn 2024, as one of the remaining IASW Governance Review items to be actioned.
- 1 October 2024
- 3 December 2024

Activities of the Committee in 2024:

- Establishing Committee, finalising terms of reference (ToR), recruiting members, finalising processes and scheduling/arranging meetings.
- Finalising drafting of ToRs for various Committees and SIGs, liaising with relevant Chairpersons and dealing with issues arising.
- Managing advertisement process to invite expressions of interest for committees, plus selection, notification and induction of incoming committee members.
- Update /amend IASW Electoral Bye-Law (signed off by Board on 11 November 2024).
- Planning to develop comprehensive register of membership of IASW Committees, including names and dates of appointment etc.
- Beginning succession planning for Board of Directors due to changes coming in 2025, including reviewing role specification of Board Chairperson.

Future plans of the Committee:

- Filling the current vacant position on the ENM Committee.
- Succession planning for recruitment of new Board members to replace those stepping down in 2025, having completed their terms on the Board.
- Reviewing and revising (in Q.1 of 2025) as necessary the specification for the role of IASW Board Chair, given that this role will have to be filled in 2025 and in the context of the appointment of the Chief Operations Officer (COO) plus the implications of that appointment for changes to the Chair role.
- Preparation for the AGM 2025 in relation to motions and nominations.
- Ongoing work on the various aspects of the ENM Committee role, as set out in its Terms of Reference.

Special Interest Group Reports

Social Worker in Anti-Racism Advisory Group (ARAG)

Report by: Nisarg Nagwadia

Committee Members:

- Nisarg Nagwadia (Chair)
- Anna Deneher
- Marta Correia (Secretary)
- Sinead Twomey
- Nisarg Nagwadia
- Hilda. Loughran
- Colletta Dalikeni

Meetings in 2024:

- 26 September 2024
- 5 December 2024

Membership:

- 24 Members

Activities / Events for 2024:

- ARAG Talk Time Sessions.
- Session 1 -Thursday, 3rd of Oct'24, Session 2 Thursday, 7th of Nov'24, Session 3 Thursday, 5th of Dec'24.

Future plans of the group:

- Session 4 Thursday, 9th of Jan'25, Session 5 Thursday, 6th of Feb'25, Session 6 Thursday, 6th of Mar'25.
- Upcoming activities: - 24th January, CPD/ARAG Conference and AGM - Safeguarding Ethnic Minorities Against Racial Profiling and Targeting.
 - 6 ARAG CPD events planned in 2025 28th Feb'25 - Reviewing and Reflecting on the ARAG strategy.

Social Workers in Adult Safeguarding and Protection (ASaP)

Report by: Jacinta Barrett

Committee Members:

- Jacinta Barrett (Chair)
- Geraldine Farren (Secretary)

Meetings in 2024:

- 14 February 2024
- 1 May 2024
- 16 December 2024
- The committee met regularly outside of these meetings .

Membership:

- 64 Members

Activities / Events for 2024:

- Dr Anne O Loughlin gave a presentation on Assisted Dying, Complex, Nuanced and Highly Emotive Issues.
- Susie Byrne National Advocacy Service presented to the group on her role as an advocate and the impact of the ADM Act.
- Amanda Casey Chief Social Worker gave a presentation to the group attending on her new role.
- ASaP Chair attended meetings with IASW representatives with the Department of Health in relation to the IASW position paper on Safeguarding and the DOH safeguarding policy.

Other highlights from the year:

- ASaP committee supporting IASW to review position paper on adult safeguarding.
- ASaP members met to provide response to DOH safeguarding policy proposals to IASW as part of joint submission.
- ASaP Chair has attended National Safeguarding Advisory Committee as an IASW representative.
- ASaP secretary facilitated panel presentations at IASW Conference in Oct 24.
- ASaP committee supported IASW in planning a webinar for National Safeguarding Day in which ASaP secretary presented.
- ASaP member Ann O Loughlin leading out on Assisted dying working group.

Social Workers in Children & Adolescent Mental Health (CAMHS)

Report by: Sinéad Gernon

Committee Members:

- Sinéad Gernon (Chair)
- Niamh Greevy (Secretary)
- Mary McNamara
- Sheila McKenna
- Aisha Sanusi
- Michelle Butler

Meetings in 2024:

- 15 February 2024
- 18 April 2024
- 6 September 2024
- 12 December 2024

Membership:

- 41 Members

Activities / Events for 2024:

- We are focusing on connecting with CAMHS SWs nationally and trying to ensure there is social work representation on committees established to influence the development of mental health services.
- In our meetings we are aiming to include opportunities for business meeting, networking and CPD.
- We had organised a CPD event with Cliona, with Dan Hughes for November but this had to be postponed due to Dan Hughes' health so we are planning to re-schedule this for 2025.

Children and Families Special Interest Group

Report by: Kate Gillen

Committee Members:

- Aoife Bairead (Chair)
- Kate Gillen (Secretary)

Meetings in 2024:

- 8 April 2024
- 13 May 2024
- 2 September 2024
- 23 September 2024

Membership:

- 32 Members

Activities / Events for 2024:

- Acting Chair Aoife Bairéad hosted a round table discussion with key stakeholders, including TUSLA, the HSE, CAMHS, the Ombudsman for Children and judiciary on the growing number of Special Emergency Arrangements for children in care and lack of family based placement options for children in care. The event was well received by participants, many of whom commented on the need for leadership in this space.
- The C&F SIG hosted three virtual 'townhall' events with Tusla social workers to discuss the implications of the proposed restructuring within the organisation.
- Feedback from the discussions was collated and used as the basis for meeting agendas and discussion with Tusla senior leadership.
- The SIG submitted a response to the national consultation by DCEDIY on the proposed new service for Guardians ad Litem.

Head Medical Social Workers Forum (HMSW)

Report by: Donal Gill and Aoife O'Neill (Co-Chairs)

Committee Members:

- Donal Gill (Chair)
- Aoife O'Neill (Chair)
- Andrea Ward (Secretary)

Meetings in 2024:

- 28 Feb 2024
- 30 Apr 2024
- 26 June 2024
- 10 September 2024
- 25 Oct 2024 (In person meeting Merlin Park, Galway)
- 27t November 2024

Membership:

- 56 Members

Activities / Events for 2024:

- Laura Harrington, PSW National Maternity Hospital was selected as representative on the National Maternity and Gynaecology Clinical Guidelines Expert Advisory Group.
- Tony Carlin, PSW St Lukes Hospital Rathgar submitted an Expression of Interest to the Cancer Patient Advisory Committee under the Department of Health.
- Carol de Wilde on behalf of the group led a submission to the Department of Health on the Design Guide for Long-Term Residential Care Settings for Older People.
- Anne O'Loughlin, PSW NRH, Aoife O'Neill, PSW, Royal Hospital Donnybrook and Catherine Walsh, PSW, Mayo University Hospital led a sub-group submission to the Department of Health on the Public consultation on Policy Proposals on Adult Safeguarding.
- Niamh Walsh, Senior Social Worker Cappagh Hospital was nominated by the SIG to the HSCP office as a Representative on the working group for Model of Care for Pain Services.
- Donal Gill, PSW, Galway University Hospital, Andrea Ward, PSW Cappagh Orthopaedic Hospital, Aoife O'Neill, PSW Royal Hospital Donnybrook, Niamh Finucane, Head of Bereavement and Social Work St Francis Hospice Raheny and Heather Hawthorne, PSW The Mater Hospital led a submission to the Department of Health on the Clinical Governance of Nursing Homes.
- Donal Gill was nominated to the HSCP office as a representative on a working group on Same-Sex Accommodation in Acute Hospitals Working group.
- Engagement with specific Supervision training for Senior Medical Social Workers to meet training deficits for departments unable to access bespoke training.
- Ongoing workforce planning completing a census of MSW posts across Ireland.
- Bespoke events at local hospital sites for International Social Work Day and HSCP Day.
- Bespoke events at local hospital sites raising awareness with the instruction of Assisted Decision Making Training.
- Bespoke events at local hospital sites during Children First Awareness Week in September 2024.

Other highlights from the year:

- 2024 was a milestone for the Head MSW group as it was the first time the group moved beyond being an affiliate of the IASW and became an integrated SIG with all the group becoming IASW members. This has enhanced communication between IASW and the group and led to a little less administration for the co-chairs and secretary which has been very welcome. We look forward to further collaboration and developments as a designated Head MSW SIG with IASW in the future.
- Appointment of Chief Social Worker in HSE: The Head MSW SIG were delighted with the announcement of the appointment of Amanda Casey to the role of the Chief Social Worker in the HSE. This is an important and pivotal role for the future of health related social work services in this county. As former chair of the Head MSW and previous PSW in the Mater Hospital, Amanda brings a wealth of professional experience to this role and the group congratulate her and wish her the very best.
- New Co-Chairs and Secretary: In January 2024 Andrea Ward and Maria Boyle took on the role of Co-Chairs of the group and Heather Hawthorne took on the role of Secretary. We wish them well in the roles.

Social Workers in Primary Care (SWIPC)

Report by: Susan Doherty

Committee Members:

- Susan Doherty (Chair)
- Sarah Fox (Secretary)

Meetings in 2024:

- 14 February 2024
- 31 July 2024
- 1 October 2024
- 11 December 2024

Membership:

- 56 Members

Activities / Events for 2024:

- Unfortunately there has been a significant drop in attendance at these meeting due in part to some SIG members being unable to attend as they do not meet new criteria of IASW membership.
- There have been a variety of topics relevant to Primary Care Social Work on the Agenda which led to lively, humorous and insightful debates! Subjects including Safeguarding And Primary Care SW, The Assisted Decision Making Act and Capacity Assessments in Primary Care, The Mentor/ Mentee HSE program, the role out of Social Work Apprenticeships, Career Pathways review progress and various other issues relevant to Primary Care Social Work.
- In November 2023 we reviewed the Terms of Reference of the SIG as requested by IASW. Feedback was sought from SIG members and a number of small changes were made as well as incorporation of IASW Terms of References that are relevant to our SIG.
- In December 2024 IASW requested that a review of the document Submission on the Public Consultation - HIQA Draft National Standards for Home Support Services. The document was extremely thorough covered all areas of human rights, person centred care, with client's will and preference at the forefront of any and all decisions. The document outlines very clear guidelines on the standards that have to be achieved however I did note that the current model of Home Care Companies, their recruitment, work policies, remuneration, retention and training does not lend to achieving HIQA's expected levels of care.
- Lisa Daly, SIG member completed an updated survey in 2024 of Primary Care Social Worker numbers in Ireland. In July 2024 she gave an updated presentation based on information received. This survey has been very useful in highlighting staff vacancies and reflect current staffing numbers nationwide.
- The Committee had hoped to organise a Conference that focused on key initiatives in Primary Care Social Work in November 2024 however this did not happen due to various issues beyond our control. We plan to submit a detailed Conference proposal in January 2024 with expected Conference date in May 2025.

Social Workers in Adult Mental Health (SWAMH)

Report by: Kerry Cuskelly

Committee Members:

- Kerry Cuskelly (Chair)
- Sinead McKenna (Secretary)
- Linda Curran
- Frank Browne
- Aishat Sanusi
- Rosie McCarthy

Meetings in 2024:

- 19 January 2024
- 27 March 2024
- 19 April 2024
- 28 June 2024
- 08 November 2024

Membership:

- 112 Members

Activities / Events for 2024:

- IFSW global study of challenging working conditions of social workers survey – April 17th 2024.
- Attendance at Mental Health Reform launch of Prisons and mental health report – April 23rd 2024.
- April 19th – SWAMH national conference (safeguarding).
- April 19th – SWAMH AGM.
- HSE Higher Implementation Group (Sub-group Mental Health Engagement and Recovery). Work package completed.
- Represented Social Work on Mental Health Commission Working Groups around development of Standards in Community Residences in 2024.

Other highlights from the year:

- Nominated member at Mental Health Service Provision NCP for Older People, Model of Care Implementation Oversight Group. Occurs quarterly.
- Nominated member at National Implementation Monitoring Committee meetings. Occurs monthly.
- Nominated member at Mental Health Commission board meetings. Occurs monthly.
- Nominated member at HSE National HSCP Office Research sub-group meetings. Occurs quarterly.
- Partner organisation for the Priorities for Future Research on Reducing and Stopping Psychiatric Medicines (PROTECT) research study (TCD).
- Mental Health Reform, signatory to open letter to Taoiseach regarding mental health bill.

Social Workers in Disability (SWID)

Report by: Catherine Rafter

Committee Members:

- Richie Wallace (Chair)
- Catherine Rafter (Secretary)
- Eibhlin Fleming (PDS Subgroup Lead)
- Colman Parker (PDS Subgroup Lead)
- Ciara Lynam
- Anne O'Loughlin
- Aisling McRory

Meetings in 2024 (SWID):

- 15 February 2024
- 24 April 2024
- 26 June 2024
- 11 September 2024

Meetings in 2024 (SWID Subgroup PDS):

- 21 February 2024
- 28 May 2024
- 19 June 2024
- 28 November 2024

Membership:

- 95 Members

Activities / Events for 2024:

- The PDS subgroup has been an invaluable resource for social workers on CDNTs all over Ireland who have looked for support, guidance, and collaboration with regards to working with children with complex needs and their families. It has been a very active group in highlighting at a national level issues for Social Workers in the context of working within the PDS model and the challenges this raises.
- There was a focus by 2024 to increase the participation of Social Workers in adult services in SWID. There has been a lot of interest in getting group meetings set up with particular interest in the new Assisted Decision Making legislation and functional assessment training. At the end of the year the participation numbers had risen somewhat. It was agreed that increased participation for SW in adult services required further focus and support in 2025.
- The ongoing chronic lack of and inequitable resourcing of respite services throughout the country remains high priority for SWID. A specific working group was set up to look at how to best advocate for this much needed resource. The group had previously met with the Minister of State with responsibility for children with Disability in 2023 having submitted a comprehensive Recommendation summary on behalf of IASW. This group again met over 2024 and it was agreed to continue to engage with the Minister of State and Minister for Children, Disability and Equality to highlight ongoing concerns.
- A representative from SWID has been nominated as an IASW representative for HSE engagement with professional bodies in relation to the HSE Roadmap for Service Improvement 2023-2026 for children's disability services.
- A representative from SWID is the IASW representative on the National Disability Authority (NDA) Advisory Group on the NDA review of the Children's Disability Network Teams Service Model at the request of the HSE. A SWID member has also been chosen as the only HSCP representative to the Steering Group of the NDA review.

- SWID Social workers are members of the Disability Advisory Group (DAG). This group is part of the National Clinical Programme for People with Disability (NCPPD). Situated within the office of HSE Chief Clinical Officer. The group promotes and supports compliance with the United Nations Convention on the Rights of People with Disability (UNCRPD) across the entire HSE sector and partner agencies. The programme aims to add value to existing & extensive disability services and expertise in the HSE and its partners. SWID social workers are members of DAG children and adult subgroups. Issues arising are shared and discussed at SIG meetings.

Social Workers in Foster Care (SWIFC)

Report by: Valerie O'Brien

Committee Members:

- Valerie O'Brien (Chair)
- Harold Barber (Secretary)

Meetings in 2024:

- 5 September 2024
- 10 October 2024
- 4 November 2024
- 5 December 2024

Membership:

- 22 Members

Activities / Events for 2024:

- Offered to assist the IASW re Prep of Doc re Alternative Care System.
- Linkage re proposed Tusla Strategic Re organization.
- Linkage re Foster Care Stakeholders.
- Working to increase participation of IASW members.
- Looking at succession planning for current chair.

Other highlights from the year:

- Ongoing liaison with IFCA and IFCO.
- Ongoing liaison in EPIC.
- Ongoing liaison in Tulsa.
- Ongoing liaison with child welfare development.
- Planning for Developing Strategic Plan for Foster Care in Swifc.

Staff Team Reports

Professional Development Coordinator Report

The highlights of 2024 included the success of the All-Island Conference on Domestic Violence and Abuse with BASWNI as well as the IASW National Social Work Conference **Human Rights, Social Work Responsibilities: Challenging Inequality, Injustice and Discrimination**. Both days saw social workers' hearts and minds engaged by the presentations and workshops. It was invigorating to hear the social work expertise and practice wisdom, to witness the passion for human rights and social justice, and to learn about the difference social work makes across the country. Once again, I was reminded of how important it is for the profession to share time together in person.

CPD Events

A total 31 CPD events and courses were provided during 2024, of which ten were in person, double the number of in person events held in the previous year. In response to member feedback, ten skills development courses were delivered, four in person and six delivered online.

CPD events provided by the IASW can be broken down into three broad categories: independent, HSE funded and collaborations. In 2024, there were:

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

Of the 1,708 total places provided, 1,290 places were booked.¹

Five SIG led events took place (three in person & two webinars). Unusually, three SIG conferences planned were cancelled or postponed (some more than once) in large part a symptom of the difficulties SIGs experienced securing speakers as well as the increased time pressure volunteer SIG members find themselves under.

HSE HSCP Funded CPD Events

Annual IASW HSE Event Funding Applications in 2024 secured €12,650 for three CPD courses, one interdisciplinary and the other two for social work only, bringing the number of social work places to 72. I also partnered on an additional nine interdisciplinary CPD events and courses with other professional bodies securing a further 114 places for social work. This brings the total social work CPD places funded by the HSE HSCP Office to 186.

Two of the additional courses were in person (The Decider Skills) while the rest were delivered online and included leadership, motivational interviewing and SFBT.

Collaborations

Two collaborative events with took place. An all-island conference **Responding to Domestic Violence and Abuse: North & South** with BASWNI had an audience of almost 280 as well as parallel workshops with speakers North and South. A half day event **Social Work in Action – Sharing the Learning on Capacity Building** was put together with the National Safeguarding Office, HSE and

¹ Data missing for one interdisciplinary event.

provided a forum for social workers to showcase and share learning on capacity building and to make connections with social work colleagues.

Ongoing tasks throughout 2024 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. I continued to meet with final year students nationally regarding the CPD Requirements of Registration and to promote the benefits of IASW membership.

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. The SIG CPD event proposal process introduced in 2023 helped ensure the necessary resources were available to prioritise support for our SIG led CPD events.

Office Manager Report

Office Management in the IASW requires the Office Manager to carry out the following duties: HR, Operations, Company Secretary, Financial Controller, and line managing 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 2024, the 'admin team' lead out on and assisted the COO, Board, Committees of the Board, SIGs, Members and Professional Development Coordinator in creating, developing, and carrying out activities and initiatives, in-line with our strategic objectives.

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

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

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

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

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

- Provide admin support to the CPD team, tasks include dealing with queries re. IASW events, requirements of registration, and supervision queries.

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

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

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

- Providing administrative support to Board Committees and the SIG Network: participate in meetings, internal policy development, development and distribution of communications, editing/proofing documents, support to board/group members, etc.
- Development, review and implementation of internal policies and procedures.
- Participation in the monthly Senior Management meetings and staff meetings

- Convening and providing administrative support for Board meetings, AGM, and Subcommittees of the Board.
- Financial planning and analysis, forecasting, budgeting, internal controls, and financial reporting, including audit preparations and reporting.
- Implementing and maintaining procedures/office administrative systems.
- Coordination of the 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.

- Promotion of the Associate Membership Scheme with BASW, Northern Ireland.
- Assisting with the admin tasks associated with the joint IASW & BASW, NI conference.
- Tasks associated with the membership of IFSW.

Recap 2024

In 2024 the 'admin team' focused on the roll out of the Governance Review Recommendations, 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:

- Preparing the accounts for the Financial Statements
- Succession planning & recruitment; Board of Directors & Board Committees
- Engagement on key external media issues
- Coordination of invitations from stakeholders, SW employers, universities, etc.
- Non-Member SIG promo, Member-Get-a-Member initiative, New Graduates Draw & 12 Days of Christmas Draw
- Social media - an increase in activity and new content formats
- Development of a wide variety of submissions & representations
- Publication of a quarterly newsletter
- Publication of the weekly round up
- Publication of the Annual Report
- Publication of the Irish Social Worker journal
- Governance Review - reviewing practices and structures of the association
- Development of new internal policies
- Review of internal policies
- Annual General Meeting
- Assisting with the COO recruitment process
- Supporting the new Chief Operations Officer

Office Administrator Report

The Office Administration in the IASW works closely with the staff team, the office manager in particular, as well as the special interest groups and the members as a whole. This role provides essential support across all areas of daily operations. Office admin responsibilities include managing member communications, maintaining accurate records, and handling general inquiries. I also oversee administrative tasks such as processing memberships, managing our internal systems, and ensuring the smooth operation of office functions. I am responsible for coordinating with special interest groups to arrange representation for the social work profession. I design and distribute statements, position papers, and other publications as needed. Additionally, I share relevant resources and job advertisements with the organization's members, ensuring timely and effective communication. It is amazing to be part of an organisation full of passionate social workers who are ready and willing to put in the time to make a difference for social justice in Ireland.

Membership

In my role, I can provide IASW members with daily support via phone, emails, and texts. In addition to maintaining the membership referral campaign, which has continued to be successful throughout 2024, we also had the 12 Draws of Christmas Campaign.

Toward the end of the year, we had the capability this year to introduce promo codes for non-members to join. We specifically targeted non-members who have attended CPD events audience of non-members. We are excited at the prospects of marketing and conversion rates for non-members to join with this new incentive.

We were elated to reach a new benchmark in our membership numbers by surpassing 1800 members! From our successful university visits and conversations with social work students to the incredible word-of-mouth efforts by our members, the impact of our outreach is clear—94 new members joined through referrals. Additionally, we've received requests to promote our association through merchandise and flyers at external events. A huge thank you to our members for expanding this community and to our dedicated board and staff—your support and representation of social work make this all possible.

Communications

Throughout 2024 we redesigned how we send out our advertisement mailers to have more visual appeal as well as performance metrics by using an external service. In addition to being more mobile-friendly, it offers more functionality, and it boasts a better look for our vendors. The weekly round-up has continued to perform well with an average open-rate of 59% compared to the industry average of 43%.

This year we debuted our weekly roundup, which is a showcase of the events, representations, submissions, and papers that our members are doing weekly. As all of our members are volunteers, it's tremendous to see how much they are doing above and beyond. Throughout 2024 we saw 49 of social work representations from members attending working group meetings, events and being the voice for social justice while representing the IASW.

Continuing Professional Development

Throughout 2024 I have been able to develop my knowledge of design through canva, vimeo and our mailer application, Constant Contact. I am excited for the future of our communications and marketing efforts as we are able to make more visuals for our members, collaborators and the public.

Special Interest Group Support

At the beginning of 2024 we completed the transition to our SIGs being a member-only benefit. We are delighted to have 460+ SIG members across our 10 Special Interest Groups. We can view our SIGs with live accurate counts. I also transitioned the SIG Bulletin over to mailing software. This improves aesthetics, allows for analytics and works better with some servers to ensure delivery of our communications

Representing Social Work

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

Influencing Policy and Practice

Throughout 2024, I am able to support the SIG groups and IASW Board members with design and dissemination of the following documents.

- Reports on Social Work Practice Placements in Ireland
- Advanced Social Work Practice in Adult Mental Health
- Social Work Competency Framework: Acquired Brain Injury

Over the course of 2024, the IASW submitted nine lobbying efforts. Our ability to submit these pieces advocating for change was made possible by the collective voice and support of our members.

- The IASW as a member organisation of the Mental Health Reform supported a letter to An Taoiseach, Leo Varadkar urging Government to invest an additional €115M in Ireland's mental health services including €25M for voluntary and community providers to meet the growing demand for support.
- IASW with the All-Employers Social Work Forum and the Social Work Education and Practice Teaching (SWEPT) group, to explore, assess and evaluate possibilities and make recommendations to improve social work practice placement availability and co-ordination in Ireland.
- Commission on Care for Older People.
- Safeguarding in Adult Mental Health: Building Blocks towards Best Practice – contextualizes the complexity of skills, knowledge and practices required.
- IASW Response to Sinn Féin Consultation, Priorities for Change in Health & Social Care.
- IASW is extremely concerned at the content of the latest report from the Child Law Project (CLP): Volume 1 2024 and calls for urgent action to be taken on the issues arising.
- IASW is concerned at the current impasse in the ongoing industrial relations issues in the National Advocacy Service.
- Health & Social Care Professional Organisations continue to highlight serious concern with the current direction, impact and safety of Children's Disability Services.
- Meeting with Fiona O'Byrne and her Dept. of Further and Higher Education, Research, Innovation and Science (DFHERIS) colleague, Elaine, to discuss the IASW's Practice Placements report.

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

Financial Statements

for the year ended 31 December 2024

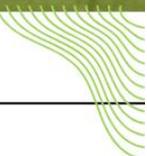


IASW
Irish Association of
Social Workers

The Voice of Social



IASW
Irish Association of
Social Workers



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DIRECTORS AND OTHER INFORMATION

Directors

Vivian Geiran
Colletta Dalikeni (Resigned 29 May 2024)
Majella Hickey (Resigned 29 May 2024)
Gary Gartland (Resigned 29 May 2024)
Rachel McCormack
Bridin Murphy (Resigned 29 May 2024)
Claire McGettrick
Fiachra Criostoir O Suilleabhain
Una Burgess (Appointed 29 May 2024)
Monica Hynds O'Flanagan (Appointed 29 May 2024)
Siobhan Nunn (Appointed 29 May 2024)
Denise Kirwan (Appointed 29 May 2024)
Obianuju Lilian Ibebugwu (Appointed 29 May 2024)
Sinead McGarry

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

Bank of Ireland
Frederick Street,
Ashbourne
Co. Meath
Ireland

National Social Work Organisation of Ireland CLG

DIRECTORS' REPORT

for the financial year ended 31 December 2024

The directors present their report and the audited financial statements for the financial year ended 31 December 2024.

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 2024.

Financial Results

The surplus for the financial year after providing for depreciation and taxation amounted to €81,208 (2023 - €18,369).

At the end of the financial year, the company has assets of €502,383 (2023 - €457,361) and liabilities of €65,882 (2023 - €102,068). The net assets of the company have increased by €81,208.

National Social Work Organisation of Ireland CLG

DIRECTORS' REPORT

for the financial year ended 31 December 2024

Directors and Secretary

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

Vivian Geiran

Colletta Dalikeni (Resigned 29 May 2024)

Majella Hickey (Resigned 29 May 2024)

Gary Gartland (Resigned 29 May 2024)

Rachel McCormack

Bridin Murphy (Resigned 29 May 2024)

Claire McGettrick

Fiachra Criostoir O Suilleabhain

Una Burgess (Appointed 29 May 2024)

Monica Hynds O'Flanagan (Appointed 29 May 2024)

Siobhan Nunn (Appointed 29 May 2024)

Denise Kirwan (Appointed 29 May 2024)

Obianuju Lilian Ibebugwu (Appointed 29 May 2024)

Sinead McGarry

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

Future Developments

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

Post Balance Sheet Events

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

Auditors

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

Financial Reserves Policy

Principle

Maintaining sufficient reserves within the Irish Association of Social Workers (IASW) supports the overall development

DIRECTORS' REPORT

for the financial year ended 31 December 2024

of the organisation and is an integral part of our financial planning.

The IASW needs reserves in order to;

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

Policy

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

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

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

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

Procedure

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

Monitoring

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

DIRECTORS' REPORT

for the financial year ended 31 December 2024

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

Sinead McGarry

Director

Date: -----

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

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.

National Social Work Organisation of Ireland CLG

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

Signed on behalf of the board

Vivian Geiran

Director

Sinead McGarry

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 2024 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and the related notes to the financial statements, including 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 2024 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.

INDEPENDENT AUDITOR'S REPORT

to the Members of National Social Work Organisation of Ireland CLG

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 50, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 55, which is to be read as an integral part of our report.

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

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

Emma Delaney

for and on behalf of

KSI FAULKNER ORR LTD

Behan House

10 Lower Mount Street

Dublin 2

Date: _____

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

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

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

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

National Social Work Organisation of Ireland CLG

INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Income		499,831	424,755
Expenditure		(419,006)	(406,483)
		-----	-----
Surplus before interest		80,825	18,272
Interest receivable and similar income		378	97
		-----	-----
Surplus before tax		81,203	18,369
Tax on surplus		5	-
		-----	-----
Surplus for the financial year		81,208	18,369
		-----	-----
Total comprehensive income		81,208	18,369
		=====	=====

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

Vivian Geiran
 Director

Sinead McGarry
 Director

National Social Work Organisation of Ireland CLG

BALANCE SHEET

as at 31 December 2024

	Notes	2024 €	2023 €
Fixed Assets			
Tangible assets	8	1,719	1,448
Current Assets			
Debtors	9	136,801	38,740
Cash and cash equivalents		363,863	417,173
		500,664	455,913
Creditors: amounts falling due within one year	11	(65,882)	(102,068)
Net Current Assets		434,782	353,845
Total Assets less Current Liabilities		436,501	355,293
Reserves			
Restricted reserves		150,000	150,000
Unrestricted reserves		286,501	205,293
Members' Funds		436,501	355,293

National Social Work Organisation of Ireland CLG

BALANCE SHEET

as at 31 December 2024

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

Sinead McGarry
Director

National Social Work Organisation of Ireland CLG

RECONCILIATION OF MEMBERS' FUNDS

as at 31 December 2024

	Retained surplus		Total
	€	€	€
At 1 January 2023	336,924	-	336,924
	-----	-----	-----
Surplus for the financial year	18,369	-	18,369
	-----	-----	-----
At 31 December 2023	355,293	-	355,293
	-----	-----	-----
Surplus for the financial year	81,208	-	81,208
	-----	-----	-----
Other movements in Members' Funds	(150,000)	150,000	-
	-----	-----	-----
At 31 December 2024	<u>286,501</u>	<u>150,000</u>	<u>436,501</u>

National Social Work Organisation of Ireland CLG

CASH FLOW STATEMENT

for the financial year ended 31 December 2024

	2024	2023
Notes	€	€
Cash flows from operating activities		
Surplus for the financial year	81,208	18,369
Adjustments for:		
Interest receivable and similar income	(378)	(97)
Tax on surplus on ordinary activities	(5)	-
Depreciation	1,147	1,029
	<u>81,972</u>	<u>19,301</u>
Movements in working capital:		
Movement in debtors	(98,061)	(7,196)
Movement in creditors	(36,181)	29,440
	<u>(52,270)</u>	<u>41,545</u>
Cash (used in)/generated from operations	<u>(52,270)</u>	<u>41,545</u>
Cash flows from investing activities		
Interest received	378	97
Payments to acquire tangible assets	(1,418)	(999)
	<u>(1,040)</u>	<u>(902)</u>
Net cash used in investment activities	<u>(1,040)</u>	<u>(902)</u>
Net (decrease)/increase in cash and cash equivalents	(53,310)	40,643
Cash and cash equivalents at beginning of financial year	417,173	376,530
	<u>417,173</u>	<u>376,530</u>
Cash and cash equivalents at end of financial year	10 363,863	417,173
	<u><u>363,863</u></u>	<u><u>417,173</u></u>

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. General Information

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

2. Summary of Significant Accounting Policies

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

Statement of compliance

The financial statements of the company for the year ended 31 December 2024 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

Basis of preparation

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

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

Income

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

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

Intangible assets

Intangible assets are valued at cost less accumulated amortisation.

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

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

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

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	2024	2023
	€	€
Operating surplus is stated after charging:		
Depreciation of tangible assets	1,147	1,029
	<u> </u>	<u> </u>

6. Employees

The average monthly number of employees, including directors, during the financial year was 4, (2023 - 4).

	2024	2023
	Number	Number
Administration	3	3
CPD Officer	1	1
	<u> </u>	<u> </u>
	4	4
	<u> </u>	<u> </u>

National Social Work Organisation of Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

7. Intangible assets

	€
Cost	
At 1 January 2024	12,300
	<hr/>
At 31 December 2024	12,300
	<hr/>
Provision for diminution in value	
At 31 December 2024	12,300
	<hr/>
Net book value	
At 31 December 2024	-
	<hr/> <hr/>

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

8. Tangible assets

	Fixtures, fittings and equipment	Computer Equipment	Total
	€	€	€
Cost			
At 1 January 2024	1,418	13,749	15,167
Additions	-	1,418	1,418
	<hr/>	<hr/>	<hr/>
At 31 December 2024	1,418	15,167	16,585
	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 January 2024	1,418	12,301	13,719
Charge for the financial year	-	1,147	1,147
	<hr/>	<hr/>	<hr/>
At 31 December 2024	1,418	13,448	14,866
	<hr/>	<hr/>	<hr/>
Net book value			
At 31 December 2024	-	1,719	1,719
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 December 2023	-	1,448	1,448
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

9. Debtors

	2024	2023
	€	€
Trade debtors	8,387	16,437
Other debtors	5,502	6,127
Prepayments	122,912	16,176
	<hr/>	<hr/>
	136,801	38,740
	<hr/> <hr/>	<hr/> <hr/>

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

10. Cash and cash equivalents	2024	2023
	€	€
Cash and bank balances	213,268	266,955
Cash equivalents	150,595	150,218
	<u>363,863</u>	<u>417,173</u>
	=====	=====
11. Creditors	2024	2023
Amounts falling due within one year	€	€
Taxation	4,911	3,282
Other creditors	1,315	1,654
Accruals	5,323	10,745
Deferred Income	54,333	86,387
	<u>65,882</u>	<u>102,068</u>
	=====	=====

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

12. State Funding

Agency	HSE
Government Department	The Department of Health Service Executive
Grant Programme	CPD - Continuing Professional Development
Term	2023/2024
Total Fund	€108,800
Received in year and taken to income	€54,400
Deferred	€Nil
Restriction on use	Yes
Capital Grant	No
Agency	HSE
Government Department	The Department of Health Service Executive
Grant Programme	CPD - Continuing Professional Development
Term	2024
Total Fund	€12,650
Received in year and taken to income	€12,650
Deferred	€Nil
Restriction on use	Yes
Capital grant	No

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

Agency	Department of Justice
Government Department	Department of Justice
Grant Programme	Funding for IASW & BASW North South Conference
Term	February 2024
Total Fund	€9,000
Received in year and taken to income	€9,000
Deferred	€Nil
Restriction on use	Yes
Capital grant	No

Agency	HSE
Government Department	The Department of Health Service Executive
Grant Programme	Funding for COO Post
Term	2024-2025
Total Fund	€80,000
Received in year and taken to income	€26,667
Deferred	€53,333
Restriction on use	Yes
Capital Grant	No

Agency	Probation services
Government Department	Probation services
Grant Programme	Funding for COO Post
Term	2024
Total Fund	€20,000
Received in year and taken to income	€20,000
Deferred	€Nil
Restriction on use	Yes
Capital Grant	No

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

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

13. Status

The liability of the members is limited.

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

14. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2024.

15. Post-Balance Sheet Events

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

16. Reserves

The reserves figure of €437,501 (€150,000 of which are restricted funds) comprises cash at bank of €363,863. €53,383 of creditors falling due within one year has been designated for use in 2024 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 2024

NOT COVERED BY THE AUDITORS REPORT

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

National Social Work Organisation of Ireland CLG

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

DETAILED INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 31 December 2024

	2024	2023
	€	€
Income		
Membership Fees	278,386	259,088
Interdisciplinary Events - Participants Fees	746	3,555
IASW Events - Participants Fees	18,068	11,545
Single Discipline Events - HSE Grant	8,650	-
DCEDIY Grant for Scoping Exercise	-	4,513
HSE CPD Structural Funding	54,400	54,400
HSE and probation funding - COO post	66,667	-
DOJ Conference Funding & AISW Conference Funding	12,499	-
Tusla CPD Structural Funding	16,157	13,500
Interdisciplinary Events - HSE Grant	4,000	31,873
Advertising Income	36,856	45,031
Other income	3,402	1,250
	<hr/>	<hr/>
	499,831	424,755
	<hr/>	<hr/>
Expenditure		
Wages and salaries	155,030	141,618
Social welfare costs	17,140	15,448
Staff training	1,767	1,089
CPD Events Expenditure	48,042	61,787
PDCO & COO Expenses	5,616	4,000
Rent payable	6,000	8,000
Publications	17,733	13,858
Photo copying	625	616
Insurance	112,034	91,838
Office equipment	2,748	1,463
Board & SIG Network	2,837	1,073

National Social Work Organisation of Ireland CLG

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

DETAILED INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 31 December 2024

	2024	2023
	€	€
Repairs and maintenance	450	550
Stationery	1,642	2,066
Advertising & Marketing	500	11,213
Postage	12,767	14,246
Telephone	841	911
Website & IT Support	13,949	10,957
Consultancy fees	4,513	12,075
Payroll services	3,598	3,228
Bank charges	643	764
Professional Memberships	3,898	3,772
General expenses	1,483	926
Auditor's remuneration	4,003	3,956
Depreciation	1,147	1,029
	<hr/>	<hr/>
	419,006	406,483
	<hr/>	<hr/>
Miscellaneous income		
Bank interest	378	97
	<hr/>	<hr/>
Net surplus	81,203	18,369
	<hr/> <hr/>	<hr/> <hr/>



The National Social Work
Organisation of Ireland
t/a The Irish Association of Social
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Representing Social Work in Ireland
since 1971

A Member of the International
Federation of Social Workers

