

# ANNUAL REPORT 2019



IASW

Irish Association of Social Workers  
Cumann na hÉireann um Oibríthe Sóisialta

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

The National Social Work Organisation of Ireland

t/a Irish Association of Social Workers

A Company Limited by Guarantee

Annual Report and Financial Statements for the year ended 31 December 2019

## **IASW Vision**

Social workers engaging in their profession with pride and integrity, displaying the highest standards of excellence in social work practice.

## **Mission Statement**

The IASW seeks to enable social workers to promote the social work profession in the Republic of Ireland and to continually improve the quality of their practice.

## **IASW Values**

The work of the IASW is underpinned by the social work values outlined in the CORU Code of Professional Conduct and Ethics for Social Workers.

The strategic plan is informed by these values which are in broad terms:

- Respect for the inherent dignity and worth of persons
- Pursuit of social justice
- Integrity in professional practice
- Confidentiality in professional practice
- Competency in Professional Practice

Page 4: The Code of Professional Conduct and Ethics for Social Workers  
(Social Workers Registration Board 2019)

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## Legal and Administration Details

### Board of Directors

Aine McGuirk - Chair  
John Brennan - Vice Chair  
Anette O'Callaghan - Treasurer  
Conor Boksberger - (Resigned August 2019)  
Coletta Dalikeni  
Majella Hickey  
Hilda Loughran  
Rachel McCormack  
Gary Gartland

### Company Secretary

Danielle McGoldrick

### Registered Office

IASW  
St. Andrews Resource Centre  
114 – 116 Pearse Street  
Dublin 2

### Registered Company No.

518634

### Auditors

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

### Principal Bankers

Allied Irish Bank  
1 – 4 Lower Baggot Street  
Dublin 2

# Directors Report & Chairperson's Statement

## Directors Report

The Directors present their annual report together with the audited financial statements of the Irish Association of Social Workers for the year ended 31 December 2019. The Directors confirm that the annual report and financial statements comply with the current statutory requirements.

## Chairperson's Statement

Dear Members,

Welcome to the IASW Annual Report for 2019. This is the 49th Annual Report of the Association. IASW works hard for each of its members by promoting social work and the professionals that work in this important field. In doing this we have worked hard to reach the strategic goals the Board set for the association at the start of the year. This work continues to grow and change to meet the challenges that emerge within a profession that takes a systemic approach to the social work needs of the Irish population.

The work of the association is directed by the Board and Council of IASW. This report will inform you of much of the work carried out over the year. The IASW cannot exist without our staff and we have attracted a staff group that are regularly praised and complimented by members and external agencies. The work of the IASW is increasing. We now have two full time staff and one part time, having welcomed Marina Tiribelli to the team this year.

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

### 1. Ensuring the sustainable development of the IASW:

Membership growth remain steady as we continue to attract new members. Growing membership remains a high priority. While the benefits of membership include CPD, the Journal, and Fitness to Practice Insurance, I also remind members that engaged members get the opportunity to make a difference in their area of practice and influence the journey of social work in Ireland.

Another aspect of our sustainability is the potential to influence the political and service agenda in Ireland and promote professional standards and ethical practice in the delivery of social work services to the public. IASW has increased lobbying activities at a political level, also engaging with key agencies, and providing the social work view to the media.

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

The CPD Officer's report details the level of activity in this area over the year. IASW continues to benefit from a CPD programme run at hugely discounted costs. During the year we bid farewell to Sylvia Ryan and Cliona Murphy returned to the post and thanks Sylvia for her input and insights during her time with IASW, and welcome Cliona back.

Cliona acknowledged the support of the Health and Social Care Professionals office who help fund this aspect of our work.

### 3. Increasing access to information and support for social workers:

The two most important points of contact for our members are the Office and the Website. These are also the points of contact for non-members, social workers in other countries and the general public. We try to maintain a reasonable presence on Twitter and Facebook, but this is often thwarted by time and availability. All statements

made by the association must reflect the views of members rather than individuals. Social Workers are shy people as evidenced by the photographs on the website which are now a few years old, and we will try to address this. On the other hand, the news section is very current and of a high standard thanks to the input of our staff and special interest groups.

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

Media interest continues and IASW have been featured on a number of radio shows both national and regional, and on the RTE News, during 2019. There is good will to get the positive stories of Social Work to the general public, but it is important that the information given is always well informed, relevant to the audience and accurate.

IASW had many successes this past year including the hosting of an all-Ireland Research Conference, the completion of an all-Ireland survey (a collaboration of professional associations and regulators north and south), and representation at key fora including addressing issues including the safeguarding of vulnerable adults and the recruitment and retention of social workers in Ireland.

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

The IASW contributed in many areas of social work practice on issues that affected our service users and profession during 2019. I am grateful to all who volunteered their expertise either directly by completing an interview, attending a meeting, or providing expertise to formulate a position for consideration by the press, a responsible agency, or a Government Department.

IASW meets with many of the stakeholders in social work. We work with a variety of agencies including the HSE, Tusla, CORU, Forsa, DCYA and DOH to promote the interests of our members and our service users. The issues we might engage in are legion so we endeavour to select the issues that we can represent with robust information and in a national rather than a local context.

We continue to work with the International Federation of Social Workers at European and global level. IASW presented a joint statement on the problem with Brexit for Social Workers and service users with our United Kingdom colleagues in Vienna, in September 2019.

Over this past year we have had a growing membership, a dedicated staff team, a committed Board, and hardworking SIGs and Council. I encourage you to get involved in the work of your association. There is much to be learned from each other so that we continue to keep Social Work relevant to the issues and problems of Ireland in the 21<sup>st</sup> Century.



**Aine McGuirk**

**Chair (SW004099)**

## Our Staff and Volunteers

**Our Staff:** Danielle McGoldrick, Office Manager, Cliona Murphy/Sylvia Ryan, CPD Officer(s) and Marina Tiribelli (Office Administrator).

Our staff are highly qualified and skilled at delivering on our objectives. Their skills include, project and event management, analysis, communication, report writing and the facilitation of collaboration.

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

**Council Groups met a total of 53 times in 2019.**

**The IASW was represented at over 55 events nationwide.**



All staff are provided with regular staff supervision.

The HR Committee (a subgroup of the Board) are currently in the process of developing a Performance Development Review process for the staff team and are reviewing the Employee Handbook.

### **Our Volunteers ‘The IASW Board of Directors’**

There were two resignations from the Board in 2019, namely Conor Boksberger (August’19) & Ruth Murray (2019 AGM). The Board of Directors significant contribution to the association is acknowledged each year at the post AGM dinner.

### **Succession Planning**

In June 2022, four Directors will have completed a six-year consecutive term on the Board of Directors. The Board are in process of identifying new members to replace these Directors when they step down. One of the positions that need to be filled is the position of Chair. Aine McGuirk still step down as Chair at the 2021 AGM and will remain on the Board for a further year to support the new Chair.

Board of Directors Term of Office:

Name	Role	Term Start	Term Finish (6yrs)
John Brennan	Director	Jun-16	Jun-22
Hilda Loughran	Director	Jun-16	Jun-22
Anette O'Callaghan	Director	Jun-16	Jun-22
Aine McGuirk	Director	Jun-16	Jun-22
Majella Hickey	Director	May-18	Jun-24
Colletta Dalikeni	Director	May-18	Jun-24
Gary Gartland	Director	May-19	Jun-25
Rachel McCormack	Director	May-19	Jun-25
* 2 Vacancies			

Board Attendance Rates 2019:

We anticipate that there will be at least one new appointment made at the 2020 AGM. Board attendance averaged around 90% over the course of 2019-2020.

### ATTENDANCE AT IASW BOARD MEETINGS 2019 TERM

	John	Aine	Conor	Anette	Hilda	Coletta	Majella	Gary	Rachel
Jan-19	1	1	1	1	1	1	1		
Mar-19	1	1	0	1	1	0	1		
Apr-19	1	1	0	1	1	1	1		
Jun-19	1	1	1	1	1	1	1	0	1
Aug-19	1	1		1	1	0	1	1	0
Sep-19	0	1		1	0	1	0	0	1
Nov-19	1	1		1	0	0	0	1	0
Dec- 19 (Call)	1	1		0	1	1	1	1	1
<b>Totals</b>	<b>7 of 8</b>	<b>8 of 8</b>	<b>2 of 4</b>	<b>7 of 8</b>	<b>6 of 8</b>	<b>5 of 8</b>	<b>6 of 8</b>	<b>3 of 5</b>	<b>3 of 5</b>

# Treasurer & Financial Controller Report

Treasurer: Anette O'Callaghan

Financial Controller: Danielle McGoldrick

## *Funding:*

The IASW is funded by a combination of Membership Fees and the HSE HSCP National Office funding. The IASW also generates incomes from two other sources: advertising services and CPD event participant fees. In 2019 the IASW had a total income of €347,482.00 (details below):

Funding Stream	Income
<b>2019 Membership Fees</b>	195,396
<b>2019 HSCP Funding</b>	
• CPD Officer Post	68,000
• Single Discipline Event Funding	25,940
• Interdisciplinary Event Funding	4,092
<b>Other Income</b>	
• Participant Fees	25,244
• Advertising Services	28,810
<b>Total</b>	<b>347,482</b>

The IASW would like to pay tribute to the generosity of our funder, the HSE HSCP National Office, and to the members for their continued belief and support in the work of the IASW.

## *Expenditure:*

The total expenditure for the year amounted to €307,693. Staff costs make up the largest part of the expenditure totalling €117,808 for the year, with operation costs of €189,885 being the other area of major expenditure. Further details on staff costs and other expenditure are presented in the appendix of the accounts page 49 of the audited financial statements.

At the year end, the IASW carried a **surplus of €52,144**.

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

## *Policy for holding reserves:*

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

## *Other:*

The Financial Controller developed an Internal Financial Controls Guidelines and Policy. The policy has been signed off by the Auditors and Board of Directors.

The IASW has engaged the services of Grainne Maguire a Marketing Expert. Grainne is an experienced marketer with over 25 years expertise in brand, product, and digital marketing. Grainne will work with the Office Manager, Office Administrator Majella Hickey & Coletta Dalikeni in the development of a Membership Strategy.

*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, the Chair and Treasurer of the IASW.

The Financial Statements for 2019 can be found at the end of this report.

*Audit Observations:*

KSI Faulkner Orr recommended the association: nothing to report.

*Conclusion:*

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

# Professional Development Coordinator Report

During 2019, Sylvia Ryan was in the role of CPD Coordinator from January to October. Handover to Cliona Murphy taking place in November. We had a most successful year with 40 events delivered, increased funding secured from the National HSCP Office and excellent feedback from participants at our CPD events. Sylvia brought different thinking from her previous work experience in delivering training programmes in other not for profit sectors. She also contributed to promoting the IASW on social media, at CPD venues when possible, and with the Health and Social Care Professions Office who fund the post. Since the last AGM, in relation to events:

- CPD events have been planned and delivered including conferences (SIG & CPD Officer led), seminars and workshops
- Interdisciplinary events and national conferences were co-ordinated with CPD officers from other Health and Social Care Professions

In addition to the *events* outlined above, *support* was provided to members to run events themselves and includes promotion of events through e-mail, Facebook, Twitter, the IASW newsletter and [www.iasw.ie](http://www.iasw.ie).

In December 2019, a survey was conducted to ascertain the CPD needs of the membership and **152 respondents** took part in answering questions to determine what training and supports they feel they need. This has informed the events planning for 2020 and the annual funding proposal submitted to HSCP office.

*Promotion of the work and profile of the Association* was progressed by populating the website, Twitter, and Facebook with news about the IASW and its work. This included submissions on proposed policy and legislation, examples of advocacy work taken on behalf of the members and service users, IASW in the media, and presentations from relevant events. The CPD Officer is an active member of the HSE Health and Social Care Professions Advisory Group and the CPD Officers Network which promotes and provides interdisciplinary CPD events and learning.

A key element of the CPD role is to *provide information and advice* to social workers in relation to continuing professional development and the *Code of Professional Conduct and Ethics for Social Workers*. Members are kept updated and informed of changes and clarifications led by CORU through member e-mails and the CPD section of the website. These fora provide an opportunity to *hear the views of members* and non-members alike, to discuss the issues arising and to *explore options as to how best to represent member concerns*.



The All Ireland Social Work Research Conference  
June 2019 Organising Committee; Eavan Brady,  
Niamh Flanagan, Kerry Cuskelly & Sarah Donnelly



'Understanding ACEs for a Social Work  
Perspective' Event October 2019

# Office Manager Report

## Company Secretary

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

## Financial Controller

In my role as Financial Controller, I am responsible for ensuring that all accounting allocations are appropriately made and documented. I perform cash management functions and oversee accounts payable, accounts receivable, cash disbursements, pay-roll, and bank reconciliation functions. I provide management accounts for the Board of Directors and prepare annual budgets.

## Office Manager

Since November 2008 I have worked as the full time Office Manager for the IASW, in September 2019 I moved to a part-time role (19hrs p/week), working from home. I am extremely grateful to the Board of the IASW for providing me this flexible working opportunity.

In July 2019 we welcomed Marina Tiribelli as the new Office Administrator. Marina is a huge asset to the IASW, and has made significant changes to our office space, in-house office procedures, and has brought a new energy to the IASW office. Marina has proven herself to be extremely self-motivated, hard-working and a fantastic team player.

The responsibility of these tasks; 1) the high volume of electronic communication in/out from the office and 2) the provision of all day-to-day administrative tasks involved in the running of the association's head office are now shared between the Office Manager and Office Administrator.

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

Office Manager also assists the Board in developing ideas, services, initiatives, and coordinating projects such as policy and strategic development.

Over the next twelve months, I hope to carve out much needed time to implement and oversee the development of a Membership Strategy, policies and procedures (development of GDPR Guidelines & a review of Employee Handbook and Reserves policy), that are crucial for good governance and practice, and in order to successfully grow the membership of the association.

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

# Office Administrator Report

My name is Marina Tiribelli and I joined the IASW as Office Administrator on July 15th, 2019.

I have been living in Dublin since February 2019, moving here with my husband from Scotland. I am originally from Argentina, so I have had the opportunity to work and study in different countries for the past few years. I have a bachelor's degree on Administration and a master's degree on International Relations, with 8 years of experience working in various Not-for-profit organisations with Office/Admin positions. We are very happy living in Ireland and hope to make it our home long term.

It has been a pleasure working for all the members under the supervision of Danielle McGoldrick, Office Manager, for the past year. She has been a great support and guidance. St. Andrews Resource Centre has also been very welcoming as well as Cliona Murphy, CPD Officer, with whom I share the office space daily. All Board and Council members, especially our Chair, Aine McGuirk, to whom I speak weekly, have also been very welcoming. My first year at the IASW has been a great experience, with a wide variety of activities, projects, and daily tasks.

Some of the things I work on a daily basis are: dealing with membership (activations, cancellation, changes on categories, refunds, general queries via email and telephone, sending welcome emails and updating information), sending mailers to members on different topics, placing adverts, generating invoices as well as following up on payments, keeping the petty cash, lodging cheques, updating the webpage in its various sections, placing news articles and doing general cleansing, sending general emails to the Council, organising representations and following up, welcoming new council members, ordering stationary, general organisation of the office, disseminating, scanning and archiving post, setting up ZOOM calls for Board and Council and formatting Press Releases and sending them to the press. Regarding CPD, I assist collating CPD packs and evaluation forms, checking registrations, answering queries, and dealing with payments and refunds.

In last few months I have work formatting the content of the last The Irish Social Worker Journal as well as organising the postage (envelopes and labels for 1300+ members, authors, and legal deposits) and ensuring it was mailed. Working on the Journal also entails answering queries, sending the guidelines to those interested in writing, keeping track of book reviews, and following up, and sending journals on the post to new members.

I have also taken on the task of re-launching the IASW quarterly Newsletter overseeing writing articles, collating, formatting, designing, and sending it to all out members via the platform Constant Contacts. All newsletters are then uploaded to our webpage: <https://iasw.ie/Social-Workers-Newsletter>

I have also recently built new Directories for Independent Social Workers and Supervisors which were launched in May 2020 on our webpage: Independent Social Workers Directory: <https://www.iasw.ie/page/548> and Supervision Directory: <https://www.iasw.ie/page/547>

Regarding Board and Council Meeting I oversee checking the booking of the rooms, ordering refreshments, printing material, and preparing packs for each attendee. For the Council meeting I send reminders, gather reports, check attendance, and take minutes. For the Board, I update the membership stats, which I have recently re-design with more detail and charts, and which are updated monthly to keep a comparative track of new, cancelled, and total number of members per month and year. I also keep the attendance chart up to date and file the minutes signed by the Chair.

For the coming year I will continue to support the Office Manager, CPD Officer and Chair in the tasks and projects detailed above as well others. I have recently contributed in formatting the Code of Ethics and Code of Practice as well as the Council Reports for this Annual Report. We are looking into expanding our options for future Board and Council meeting regarding venues and conference call options. I will be working on ideas for re-branding the IASW, doing an IASW Brand / Style Guide, getting photographs and historical material for our 50<sup>th</sup> Anniversary in 2021 and organising the historical material we already have in the office. Finally, I will be doing some training courses in Minutes Taking, Preparation of the Annual Report and Executive PA Skills.

# Membership

The membership secretary processes membership applications, deals with queries around qualifications, including clarifying entry requirements for potential social work students, social workers with international qualifications, also deal with queries in relation to registration and fitness to practice issues.

Over the last number of months, we have successfully advertised the IASW in the Tusla & HSE broadcast, Practice Links Magazine and on Twitter.

### Membership Strategy:

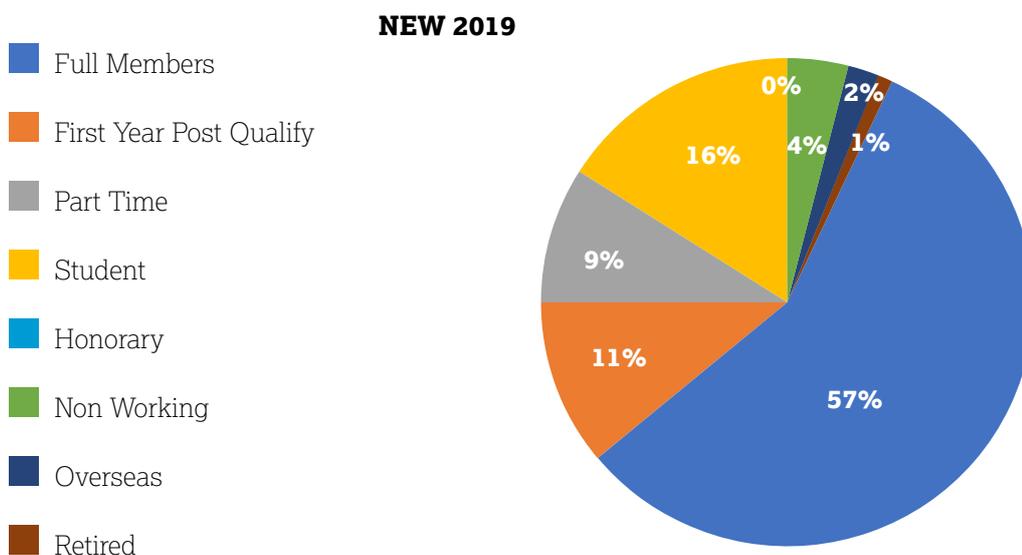
The Board of Directors have recently recruited the services of Grainne Maguire, a Marketing Expert, to develop a Membership Strategy for the association. The strategy will focus on growth and retention of membership. Grainne will be working on the strategy with the Office Manager, Office Administrator and two Directors: Majella Hickey & Coletta Dalikeni.

### Association Membership Statistics 2016 – 2019:

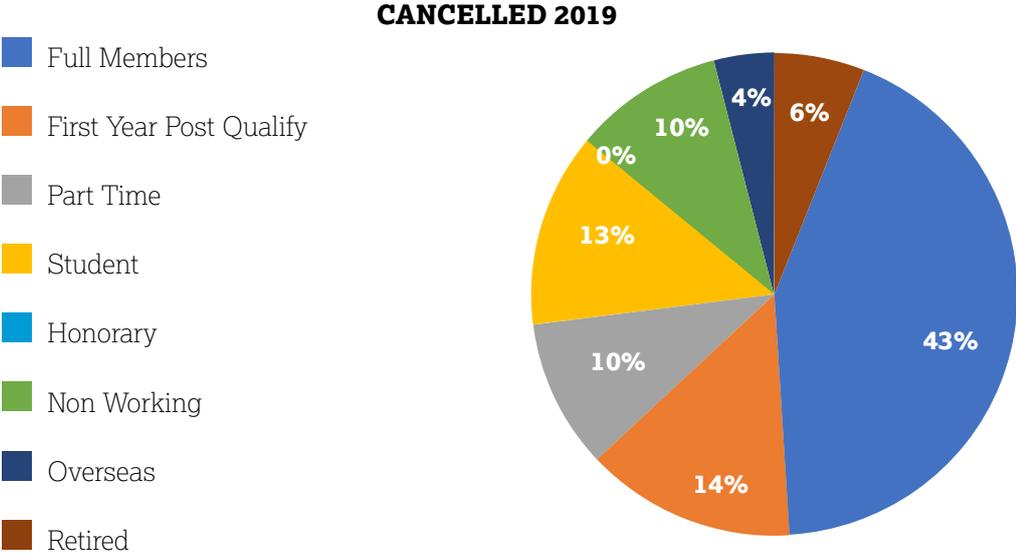
	2016	2017	2018	2019
<b>Total No. of Cancelled Members</b>	218	178	396	491
<b>Total No. of New Members</b>	407	78	340	346
<b>No. of Members in same year</b>	<b>1243</b>	<b>1347</b>	<b>1295</b>	<b>1281</b>

The table above provides statistics on the number of members who have joined and cancelled their membership with the IASW over the least four years. As you can see the association members has remained steady at approx. 1200 members over this four-year period, which we are extremely pleased about given the challenges we have faced to retain these members; Registration & Union Fees, rise in the cost of Fitness to Practice Insurance coverage, and an increase in the expenses of running the association.

### 2019 New Member Registrations:



2019 Membership Cancellations:



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

### Committee Members

- Dr Valerie O'Brien - Chairperson
- Harold Barber – Secretary
- Monica Vaughan
- Colette Toland
- Avril Kelly
- Mary Flanagan
- Karen Hope
- Joan Boland
- Derek Hanley
- Joan Boland
- Eoin Mahoney
- Cahal McHale

### Meetings

- 16th April 2019
- 28th May 2019
- 27th July 2019
- 17th September 2019
- 1st November 2019 - AGM at the IFCA Annual Conference in Limerick
- 17th December 2019

### Membership

There are up to 65 social workers who have indicated an interest in this group. However, there are only a small number actively involved. SWIFC aims to increase participation in 2020.

### Activities / Events for 2019

No major events were organised by SWIFC this year due to changes in the committee. Cahal McHale had served as Chairperson for several years and had driven much of the activity. In the absence of his keen stewardship, it took some time for the SWIFC to get re-established. 2019 was spent looking at internal structures and coordinating with other stakeholders in the foster care arena.

### Other highlights from the year

- Members of SWIFC were invited to attend several meetings with Tusla in conjunction with IASW. This opportunity provided SWIFC with the platform to speak directly with senior officials from Tusla and express concerns in relation to a number of issues impacting social workers in foster care. The opportunity to meet the new CEO Mr Bernard Gloster as part of an IASW delegation was particularly helpful
- Monica Vaughan and Colette Toland represented SWIFC at the Review of the Child Care Act 1991 hosted by DCYA. It was a welcome opportunity to influence policy and highlight key issues in foster care delivery that needs attention. Reference was made at the meeting to the SWIFC Discussion Paper and the Paper which called on the Minister to set up a new working party for foster carers. There is a need for SWIFC to continue advocating for this action
- Continued liaison with CEO of IFCA -founded in 1981, Ms Catherine Bond with the aim to enhance coordination, cooperation and communication re foster care issues and to identify areas of mutual interest for lobbying and advocacy purposes. The insurance issue for foster carers was an issue of major concern
- Continued linkage with the Children's Rights Alliance and through this forum, ongoing link with EPIC – founded in 2000 to keep a focus on specific issues for children in care
- Ongoing connections and liaison with Kinship Care Ireland. Kinship Care Ireland represents people involved in the full-time parenting of children by relatives. Kinship care involves relatives that care at both a formal and informal level and arising from this distinction, there are major policy, supports and service implications that are key to social work

*Major Discussion in the year focused on:*

- The need to use the review of the Child Care Act 1991 underway in the DOCYA to influence policy and practice areas that require ongoing attention
- The need to better co-ordinate the care planning process with the foster carer reviewing process
- The need to review and further consider the complaints procedures under which allegations against foster carers are managed
- The need to better enhance coordination in the area of adoption and foster care and to explore the merits of greater cooperation among both groups of social workers in IASW. This is particularly important given the expansion of adoption services in Tusla and the new enactment of adoption legislation which provides more opportunities for the adoption of children out of care
- The need to develop therapeutic service which would offer all those affected by children in care issues (birth parents, children, foster carers) a wraparound service of support. Service needed which can provided intervention at individual; dyad, triad; family and wider agencies level. The initiative taken by TUSLA to support advance training in the area of systemic therapy is welcomed

*Strategic Development of SWIFC for 2020:*

- Advocacy – Policy and practice development
- Training of Social Workers – baseline and advanced
- Supporting and Supervision in foster care with emphasis on issues of recruitment and retention

**2019 Publications**

Audit of Adoption Research in Ireland written by Dr Valerie O'Brien and Dr Sahana Mitra was published by Adoption Authority of Ireland.

The Work identifies all research conducted to date in the area of adoption from foster care. The link to the press release re Adoption Research with full report details can be accessed at: [https://www.aai.gov.ie/images/Research\\_Press\\_Release\\_12Sep2019.pdf](https://www.aai.gov.ie/images/Research_Press_Release_12Sep2019.pdf)

**1.2 Social Workers in Disability (SWID) Special Interest Group****Committee Members**

- |                                  |                         |
|----------------------------------|-------------------------|
| • Claire O' Reilly - Chairperson | • Caitriona Whitty      |
| • Anne O'Loughlin - Secretary    | • Aoife Timothy         |
| • John Ryan                      | • Colman Parker         |
| • Wendy Goulding                 | • Anna Maria Cunningham |
| • Claire Convery                 | • Eilis Mannion         |
| • Sarah Kavanagh                 | • Andrew Dennison       |
| • Brenda Walsh                   | • Penny Holmes          |

**Meetings**

- 18th January 2019
- 22nd February 2019
- 8th March 2019
- 21st June 2019
- 15<sup>th</sup> November 2019

## Membership

Approximately 25 members can be considered active members who are on our mailing list. Of these, approximately 18 attend meetings regularly or on a more ad hoc basis.

## Activities / Events for 2019

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

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

- Guy Shennan, Chair of BASW between 2014-2018
- Agnes Lunny, CEO Positive Futures
- Rachel Cassen, CEO Leap Ireland
- Hilda Loughran, Associate Prof Social Work/Social Policy UCD

## Other highlights from the year

- SWID developed a new SWID leaflet. This new information leaflet aims to create awareness of our Social Work role in various disability services and settings. This leaflet is available to download on the IASW website
- SWID has been actively involved in submissions in research about adult safeguarding policy in Ireland. SWID will monitor and respond to these reviews as appropriate
- SWID attended several meetings, seminars, and working groups, alongside our colleagues in the other professional bodies, to develop possible solutions to current issues in our disability services. These meetings were facilitated by HSE Disability Services, various voluntary bodies, and councils
- SWID is also concerned about the lack of residential and respite placements for children and adults with disabilities and is actively working on how to move this forward through 2020
- In 2019 there was an increasing lack of HSE funding for home care supports and this is becoming a serious issue for the adults and children with disabilities that we represent. SWID has been liaising with other IASW SIG's and service user groups to address this coherently. SWID is actively working on how to move this forward through 2020
- SWID has had ongoing concerns about the poor career structures and opportunities for Social Worker's at all levels within the field of disability. Similarly, we are aware of the issues occurring with the rollout of Progressing Disability Services, namely the lack of governance and supervision for Social Workers. SWID's work in this area will continue through 2020
- SWID are organising our annual conference. This will take place in late 2020. Date and time to be confirmed. Our conference will aim to explore how people with disabilities are supported across children and adult services. We are focusing on rollout of Progressing Disability Services and how we can work collaboratively to ensure that people with disabilities and their families are having equal opportunity to access services that are person centred, consistent and of high quality

## 1.3 Social Workers in Probation Special Interest Group

### Committee Members

- Saragh McGarrigle - Chairperson
- Kim McDonnell - Vice Chairperson
- Claire McNamara - Secretary

## Meetings

The majority of the committee's work was completed through regular email and phone contact.

## Membership

The Probation Service SIG events are open to all Probation Staff to attend and we maintain a contact list of those who wish to receive information in relation to the SIG activities and the IASW.

## Activities / Events for 2019

- Peer Discussion and Journal Club: This club takes place on the last Wednesday of the month at the Probation Offices in Smithfield. It provides an opportunity to meet monthly to discuss a journal article and to talk about significant issues pertaining to our work. This club is open to Dublin based Probation Staff at all grade levels. A review was recently undertaken which yielded overall positive feedback from attendees. This activity is currently on hold due to contact restrictions associated with Covid-19. It is envisaged that this model could be replicated by the Probation SIG members in other regions of the Probation Service in the future
- Representation to ISAW Council Meetings: A member of the Probation Service committee attended Council meetings during 2019/2020 and participated in the discussions and issues as well as bringing back matters of interest to the rest of the SIG
- Conference and AGM: The Probation Special Interest Group held their annual conference and A.G.M. on the 18<sup>th</sup> November 2019. The conference was entitled 'Contemporary Issues in Criminal Justice Social Work' and focused on three primary themes; acquired brain injury, dual diagnosis, and child-to-parent violence. The conference was opened by Aine McGuirk, IASW Chairperson and speakers included Dr Declan Coogan, UCG, Aidan Trant, Social Worker, National Rehabilitation Hospital and Dr Marie Oppeboen and Donal Ryan, addiction counsellor from CARMHA. The conference was well received by all attendees and some interesting discussions were facilitated

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

### Committee Members

- Eileen Ní Shuilleabháin - Chairperson
- Linda Curran - Vice Chairperson
- Elaine Donnelly - Secretary
- Sinead McKenna
- Paul Guckian
- Kerry Cuskelly
- Maria Egan
- Jim Lane
- Jim Campbell
- Lorraine Kelly

### Meetings

- 5<sup>th</sup> July 2019 - Teleconference
- 13<sup>th</sup> September 2019- Teleconference
- 10<sup>th</sup> October 2019 - Primary Care Centre Athlone
- 6<sup>th</sup> December 2019 – Teleconference

## Membership

The SWAMH membership numbers for 2019 were 10 members.

## Activities / Events for 2019

SWAMH held a national conference on 21 February 2019, "Learning from each other; Critical Reflections of the intersections between Mental Health Act 2001 and Human Rights" The event was held in the Law Library in Blackhall Place and was very successful.

## Other highlights from the year

SWAMH made a press release on 3 July 2019. We welcomed the announcement from Minister of State for Mental Health and Older People, Jim Daly, regarding the Mental Health Act, Draft Heads of Bill. The draft heads of bill have been sent to the Mental Health Commission for due consideration.

## 2019 Publications

SWAMH made a press release on 21<sup>st</sup> February 2019 calling for the urgent reform of the Mental Health Act, claiming that the current laws are not fit for purpose.

## 1.5 Social Workers working with Children & Families (C&F) Special Interest Group

### Committee Members

- The SIG did not have a committee this year, and work is underway to grow the SIG again
- An email went to all IASW members announcing the re-launch of the SIG in September 2019 and there was a very positive response to this
- All meetings, most of which have been in 2020, are held via Zoom conference call facilities to assist in maximum membership participation. Thanks to everyone who became involved

### Meetings

- 10<sup>th</sup> October 2019

### Membership

The Children & Families (C&F) SIG membership numbers for 2019 were 17 members.

## Activities / Events for 2019

- Represented at meeting with Tusla CEO in November 2019
- Members participated in the Voluntary Care in Ireland study ongoing at University College Cork

## Other highlights from the year

The IASW council agreed to the SIG proposal that the association should purchase a ZOOM account to allow for remote meetings and conference calling.

## 1.6 Social Workers in the Southern Region Special Interest Group

### Committee Members

- Pearl Doyle - Chairperson
- Catherine Crowley - Secretary
- Shane O'Meara - Event Co-Ordinator
- Terry Bradshaw - Council Representative

- Rachel McCormack - IASW Board of Directors
- Siobhan Bruen - Committee Member
- Carmel Halton - Committee Member
- Ellen Sheehan - Committee Member
- Kate Power - Committee Member

### Meetings

- Dates: Monthly meetings held from January 2019 - November 2019
- Discussions focused on recruitment and retention of Social Workers employed by Tusla
- Ways of supporting Social Workers in times of crises
- Preparation for World Social Work Day

### Membership

The Southern Region membership numbers for 2019 were part of the IASW Southern Region members. There is not an exact number of members.

### Activities / Events for 2019

- World Social Work Day celebration on the 19<sup>th</sup> March 2019 with Leon Roach, on the theme of the importance of relationships in Social Work. Carmel Halton, Director MSW Course, UCC also presented
- Meeting with Sean Sherlock TD, Joint Committee member on Children & Youth Affairs, to discuss recruitment and retention of Social Workers in Tusla. Sean asked parliamentary questions on our behalf. We received replies from Tusla, on use of Agency staff, costs relating to Signs of Safety framework and recruitment related issues
- Chairs' attendance at meeting with Bernard Gloster, CEO of Tusla together with other representatives of IASW

### Other highlights from the year

- Presentations to MSW and BSW students, UCC

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

### Committee Members

- Eoin Barry - Chairperson
- Katie O'Sullivan - Secretary
- Olivia Fagan
- Lynn Harnedy

### Meetings

- 25<sup>th</sup> February 2019
- 11<sup>th</sup> November 2019

### Membership

The Social Workers in Child and Adolescent Mental Health (CAMHS) membership numbers for 2019 were around 60 on our mailing list and average between 15 and 30 who attend our regular meetings.

### Activities / Events for 2019

Our major event for 2019 was holding a conference on eating disorders in November. This was a well-attended event and was well received based on the feedback of our membership.

The event featured internationally recognized speakers including Rachel Bryant Vaughn, Dr Sara McDevitt, Aishling Lyons, and Harriet Parsons. This event featured a range of topics and discussions including an

update on the latest research for AFRID, an update on the national clinical programme for eating disorders, the nutritional aspects of eating disorders and an update on the supports available in BodyWhys. This event built on our national conference which we held on attachment in 2018. We intend to continue to hold one conference a year which will allow us to have high quality speakers on a topic.

### Other highlights from the year

- During 2019 the updated Operating Procedure for CAMHS was published and we were involved in writing and updating this document. This has now been implemented but local teams require further training and resources to implement the operating guidelines and this is something we intend to continue to advocate for this year
- We continue to use our special interest group meetings as a place to share ideas and concerns from around the country. At recent meeting we have discussed new programme and group ideas
- At our February meeting in 2019 we presented an update on the new Operating Guidelines for CAMHS

### Publications

CAMHS Operating Guidelines.

## 1.8 Social Workers in Ageing (SIGA) Special Interest Group

### Committee Members

January – July 2019:

- |                                     |   |
|-------------------------------------|---|
| • Aisling Coffey - Chairperson:     | • Anne O Loughlin - Committee Members   |
| • Fiachra McCabe - Vice Chairperson | • Martina Mc Govern - Committee Members |
| • Caroline O Donoghue - Secretary   | • Asong Jingwa - Committee Members      |
| • John Brennan - Committee Members  | • Joyce Doyle - Committee Members       |

October – December 2019:

- |                                      |                                      |
|--------------------------------------|--------------------------------------|
| • Patrice Reilly - Chairperson       | • Aisling Coffey - Committee Members |
| • Niamh Walsh - Vice Chairperson     | • Martin Magee - Committee Members   |
| • Geraldine Kerr - Secretary         | • John Brennan - Committee Members   |
| • Deputy Secretary - Deirdre McNally | • Michael Carey - Committee Members  |

### Meetings

- 20<sup>th</sup> February 2019
- 24<sup>th</sup> April 2019
- 26<sup>th</sup> June 2019
- 3<sup>rd</sup> December 2019

### Membership

The Social Workers in Ageing (SIGA) membership numbers for 2019 were 95 members.

### Activities / Events and Other Highlights for 2019

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

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

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

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

- Home Care Services: Year on year IASW has been calling on government to increase funding for home care for all adults who require this service and to put home care on a statutory footing. In 2019 IASW again worked with 21 other NGOs calling for increased investment in home care for both older and younger adults. SIGA also collaborates with these NGO partners in attempting to influence the scope of the proposed statutory home care scheme
- HIQAs Public consultation on Draft Guidance on a Human Rights-Based Approach to Care and Support in Health and Social Care Settings. Anne O Loughlin, SIGA member is the IASW representative on this Advisory Group and keeps SIGA members updated on developments

3) Professional Development of Social Work Practice to Examine Opportunities for Education and Involvement in Research. SIGA was delighted to welcome Eileen Reilly, Senior Social Worker, Beaumont Hospital to our AGM on 26/06/19. Eileen presented on research she has undertaken on Women ageing Solo in Ireland. Her input was stimulating and thought provoking.

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

- Home Care Campaigning: As outlined under section 2 above, SIGA has been active this year in campaigning on the need for enhanced resources for home care for older persons and younger adults with a disability
- National Clinical Programme for Older People (NCPOP) and the Integrated Care Programme for Older Persons (ICPOP). John Brennan remains engaged as IASW rep on the NCPOP and the ICPOP. John kindly provides updates in writing on his activities at each SIGA meeting
- An Inter-professional Interest Group (IIG) was formed in late 2015 within the NCPOP to bring together health, social care, and other related professional representatives. The Interest Group is embarking upon a project to review discipline-specific and inter-professional competencies for those working with older people. There is a literature review on interdisciplinary working in progress and the group are currently engaging a research officer to pursue this objective
- The nine ICPOP 'Pioneer' Sites for Integrated Care are continuing to develop. Five of these teams have a social worker and we are delighted that they are all SIGA members. John Brennan and Patrice Reilly continue to convene a working group comprising of these five social workers
- Embedding collective leadership to foster collaborative inter-professional working in the care of older people (Eclectic) Research: Will develop a framework for Interdisciplinary competency framework for working with older persons – John Brennan, Patrice and Sarah Donnelly on working group re same and will feedback to SIGA group

## SIGA Priorities 2019/2020

The SIGA Committee for 2019/2020, alongside members, agreed SIGA priorities for the following 12-month term as follows:

- Conference: Integrated Care/Slainte Care, the Social Work Contribution and Value
- Development of toolkit for working with self-neglect
- Carer Assessments
- HSE cross divisional safeguarding policy
- Access to home care and respite services
- Measuring the impact and effectiveness of social work
- CPD Workshops at each SIGA meeting with a visit to St Marys Memory Technology Resource Room planned for June 2020

## 1.9 Social Workers in Primary Care Special Interest Group

### Committee Members

- Patrick Donovan - Co-Chairperson
- Gloria McClaffety - Co-Chairperson
- Sharon Flood - Vice Chairperson
- Marie Kinsella - Secretary
- Ombola Akinsula - Training Officer
- Eadaoin Ni Bhroin - Non-Executive Officer
- Michelle Losty - Non-Executive Officer

### Meetings

- 27<sup>th</sup> March 2019
- 21<sup>st</sup> May 2019
- 19<sup>th</sup> September 2019
- 26<sup>th</sup> November 2019

### Membership

The Primary Care SIG membership numbers for 2019 were 90 members.

### Activities / Events for 2019

- The Primary Care SIG organised a follow up day in March 2019 from the Development Day for Primary Care Social Workers in Limerick on 24<sup>th</sup> October 2018. The focus on the second day on 27<sup>th</sup> March 2019 was on following on from outcomes of the first day and focusing on “Articulating the role of the Primary Care Social Worker”. Following these training days, a plan was developed to implement the outcomes into defined goals. The goals will then be divided into specific timeframes of short-term goals, to be completed with a 12-month timeframe and longer-term goals to be completed within a 36-month timeframe
- The Primary Care SIG held three 3 more SIG meetings in 2019. The committee committed to rotating the location of the SIG meetings, aiming to make the meetings as accessible to as many Primary Care Social Workers nationally as possible. The meetings in 2019 were held in May (Naas), September (Portlaoise) & December (Dublin). At each SIG meeting there was a CPD/training element
- The Chair/Vice Chair of the Primary Care SIG attended all IASW Council meetings
- The Primary Care SIG co-worked with the HSE Primary Care Managers Group on issues of mutual concern.
- The Primary Care SIG completed an update of Primary Care Social Work database
- The Primary Care SIG had regular email communication with SIG members. Information emails from IASW/HSE and other relevant community groups/services were collated and circulated to SIG members

**Other highlights from the year**

- The Primary Care SIG advocated for the inclusion of Primary Care Social Work in the rollout of the Community Healthcare Network learning sites
- Following the Primary Care SIG AGM in November 2019, there were no nominations for the Primary Care SIG Committee. At present the Primary Care SIG is on hold until a new committee can be formed

**1.10 Retired Social Workers Special Interest Group****Committee Members**

- Patricia Waldron - Council representative (retired from EHB/TUSLA 2004. I returned to work a day per week until the beginning of 2019. Joined the group in past few years and agreed to be representative on Council and present a regular report on our activities during the year)
- Mary Kennedy - Convenor (retired from St James's Hospital)
- Margaret Horne - Convenor (retired from the Adelaide 26 years ago)

**Meetings**

First Monday of every second month:

- February
- April
- July
- October
- December

**Membership**

The Retired Social Workers SIG membership numbers for 2019 were 37 retired social workers on the contact list aged up to 96 years.

**Activities / Events for 2019**

- This is a social networking group who have been meeting for lunch on the first Monday of every second month for over 20 years. We meet for lunch in the Talbot Hotel, Stillorgan Road, Dublin from 12.30-2.30. The Hotel is wheelchair accessible and serves a buffet lunch. We have an enjoyable social gathering and always welcome new retirees from any part of the country. The group is very friendly and supportive. Should the need arise, it can be a useful forum to discuss everything from pension entitlements to shopping, holidays, visits to Concerts, Art Galleries, etc
- There was also some discussion re membership and some members of the group said that they did not use online banking so had dropped out as members. I brought this to the attention of Council earlier in the year who agreed to address the issue. The person involved broke her hip but has fully recovered. She and several others celebrated their 90th Birthdays during the year
- Most members come from a Medical Social Work background with some from the universities, with one or two from Department of Health and Justice and EHB/Tusla
- New members and retirees are welcome to join us at our next event or suggest some other activities

**Other highlights from the year**

Many retired members, medical and non-medical joined the celebration of "100 years of Medical Social Work in Ireland" in Trinity College of Nursing at D'Olier Street Dublin on October 24<sup>th</sup>, 2019. An entertaining evening of education and music (see also Head Medical Social Workers (HMSW) Associate Group Annual Report. for more details).

## 1.11 Journal Committee

### Committee Members

- Majella Hickey - Editor
- Frank Browne
- Steven Peet
- Brid Joy
- Colletta Dalikeni

### Meetings

The Journal Committee conducted all communication through E Mail. The Editor disseminated the articles to committee members with competence and expertise in the subject area. Each member of the committee evaluated the articles providing comprehensive typed feedback and guidance to the authors.

### Membership

The Journal Committee continued to work with a blind panel of peer reviewers during 2019- 2020. The blind panel of reviewers consist of four academics from the University sector and four practitioners. Each reviewer reviewed two articles per year.

### Activities / Events for 2019

- The Winter 2019 edition was entitled: The Irish Social Worker: Open Access Practice and Research Journal. It featured a presentation and articles from the IASW National Conference and the All Ireland Research Conference 2019
- We were delighted to reproduce a presentation entitled 'Object Poverty' delivered by staff and participants of the Saol Project as part of the IASW conference in May 2019. Sixteen objects associated with poverty served as a rally call for different issues. This presentation helped to increase awareness of what it is like to be caught up in a cycle of homelessness, poverty, and addiction in modern day contemporary society
- All articles in the Irish Social Worker are peer reviewed by a blind panel of practitioners and academics with support and guidance offered by the editorial committee. The Winter 2019 edition featured 12 peer reviewed articles, one of which derived from the IASW National Conference and nine of which derived from the ALL Ireland Research Conference held in Dublin on 14<sup>th</sup> June 2019. Themes included: relationships, poverty, child welfare, fostering and adoption, mental health, community education, service user involvement and co-production, acquired brain injury, youth participation and integrated care
- All articles published in the Irish Social Worker are available after six months (with the authors permission) to LENUS (HSE) open access repository for Irish health publications. This facilitates authors to disseminate their work to a much wider audience both in Ireland and Internationally

### Publications

The Irish Social Worker Open Access Practice and Research Journal Winter 2019.

## 1.12 International Affairs Committee (IAC)

### Committee Members

- Anna Deneher - Chairperson
- Kerry Cuskelly
- Maria Swan,
- Ineke Durville
- Lynn Harnedy
- Áine McGuirk - Ex-officio
- John Brennan

Ineke Durville retired from the Committee at the meeting of 31<sup>st</sup> July 2019. Lynn Harnedy resigned from the Committee on 18<sup>th</sup> December 2019. John Brennan retired as Chair of the Committee in January 2019 and Anna Deneher was elected Chair on 14<sup>th</sup> February 2019.

**Meetings**

- 14<sup>th</sup> February 2019
- 30<sup>th</sup> May 2019
- 31<sup>st</sup> July 2019
- 28<sup>th</sup> August 2019
- 24<sup>th</sup> September 2019
- 3<sup>rd</sup> December 2019

**Membership**

The International Affairs Committee (IAC) membership numbers for 2019 were 7 members.

**Activities / Events for 2019**

World Social Work Day was celebrated on the 19<sup>th</sup> March 2019. The IASW joined with BASW NI to organise a North-South conference in Dundalk. The title was 'Social Work Professionalism - Promoting Values, Empowering Identity'. This was a very successful event attracting 170 delegates from both sides of the border.

- Aine McGuirk & John Brennan attended the IFSW Europe Delegates Meeting, Vienna, Austria on 8<sup>th</sup> and 9<sup>th</sup> September 2019 and John Brennan attended the IFSW Europe Conference from 9<sup>th</sup> to 11<sup>th</sup> September
- A joint resolution with BASW NI and BASW UK was adopted at the IFSW Europe Delegates Conference on the potential negative impacts of Brexit for social work and users of social work service
- The International Affairs Committee Conference 'Advocates and Allies' was held on 30<sup>th</sup> September 2019 and was attended by 40 participants including a presentation by a service user
- John Brennan attended the European Social Platform Annual Conference in Helsinki in September 2019
- Presentation on IFSW's perspective on tackling poverty at joint IFSW/EAPN/ATD Fourth World event with MEPs on 16<sup>th</sup> October in EU Parliament (John Brennan)
- Participation in and promotion of Professional Identity Survey in conjunction with BASW, CORU and NISC

**Other highlights from the year**

- John Brennan was elected as Vice-President of IFSW Europe in January 2019
- Presentation given to visiting students from University of New Hampshire re Social Work in Ireland (Anna Deneher, May 2019)
- Meetings held with visiting social workers from Spain and the Netherlands (Anna Deneher)
- Attendance at meeting of International Regulators (Aine McGuirk)
- Participation in survey on IFSW Ethical Principles

**Publications**

Contribution to the Global Agenda Report for Social Work and Social Development (Kerry Cuskelly, December 2019).

**1.13 Social Workers and Migration (SWIM) Associate Group****Committee Members**

- Maeve Foreman - Adjunct Assistant Professor of Social Work, Trinity College
- Susan Mackey - Social Worker, Nasc
- Colletta Dalikeni - Lecturer in Social Care, Dundalk Institute of Technology

- Deborah Chemhere - Tusla Homeless Liaison Officer/Team Leader
- Erica Calder - Senior Social Worker, Enable Ireland
- Brian Davis - Social Worker, Baleskin Reception Centre for Refugees and Asylum Seekers
- Notable contribution was also made by Dr Muireann Ní Raghallaigh, Lecturer in Social Work, University College Dublin

### **Meetings**

The Associate Group communication was maintained throughout the year by email contact.

### **Membership**

The Social Workers and Migration Associate Group membership numbers for 2019 was 87.

### **Activities / Events for 2019/20**

- Submission to the Oireachtas Committee on Justice and Equality on Direct Provision and the International Protection Application Process from the Irish Association of Social Workers' (IASW) Special Interest Group on Social Work and Migration, 31st May 2019
- Representation at the BASW Annual Conference 21.06.19 and participation at BASW SIG 'The immigration Asylum and Trafficking (IAT)' workshop Conference on NRPF (No Recourse to Public Funds)

### **Publications by members**

- Dalikeni Colletta, Child-rearing practices: cross cultural perspectives of African asylum-seeking families and child protection social workers in Ireland (2019) European Journal of Social Work <https://www.tandfonline.com/doi/full/10.1080/13691457.2019.1585333>
- Caroline McGregor, Colletta Dalikeni, Carmel Devaney, Lisa Moran & Sheila Garrity (2019) Practice guidance for culturally sensitive practice in working with children and families who are asylum seekers: learning from an early years study in Ireland, Child Care in Practice, DOI <https://www.tandfonline.com/doi/full/10.1080/13575279.2018.1555137>
- Ní Raghallaigh, Muireann and Smith, Karen and Scholtz, Jennifer Jean (2019) Safe haven: a study on the needs of refugee children arriving in Ireland through the Irish Refugee Protection Programme. Dublin: Children's Rights Alliance
- Donnelly S, Raghallaigh MNÍ, Foreman M (2019) 'Reflections on the use of community based participatory research to affect social and political change: examples from research with refugees and older people in Ireland' European Journal of Social Work22(5):831-844

## **1.14 Head Medical Social Workers (HMSW) Associate Group**

### **Committee Members**

- Amanda Casey - Chairperson until May 2019
- Kaylene Jackson - Co-Chairperson from May 2019
- Donal Gill - Co-Chairperson from May 2019 (Donal stepped down at the end of 2019)
- Anne O'Loughlin - Secretary

### **Meetings**

- 13<sup>th</sup> February 2019
- 13<sup>th</sup> May 2019
- 4<sup>th</sup> September 2019
- 12<sup>th</sup> November 2019

## Membership

The Head Medical Social Workers (HMSW) membership numbers for 2019 were 47 members. There has been an expansion of social work posts across a variety of medical settings, including private, with stand-alone social work posts in many of these. The combination of experienced and new is a distinct feature of this group and adds significantly to its value as a practice forum.

## Activities / Events for 2019

The HMSW group is an expansive cohort covering a wide range of medical settings requiring creative collaboration for both generic medical social work issues as well as specialised service areas.

## Generic Medical Social Work Themes

- MSW Recruitment and Clinical Governance: HMSW's are engaged in reviewing and advocating for appropriate workforce planning and clinical governance structures across a variety of settings
- Children First: Integrating compliance into medical settings was a challenge across the board and HMSW's participated in Implementation Committees within the Hospital Group structures
- Adult Safeguarding: HMSW's have relentlessly contributed to the process of development and review of safeguarding policies and procedures through various platforms nationally
- Health and Social Care Professionals: HMSW's continue to represent the profession and those we serve within the HSCP forums in all medical sectors. Raising the profile and influence of social work in medical settings is a high priority for this group

## Specialist Medical Social Work Themes

- Children's Health Ireland: The process of amalgamation of children's medical services has been on-going and HMSW's in each of the three standalone services have been proactively engaged in contributing to this process
- National Clinical Programmes: There are currently 32 national clinical programmes across the national health sector. The HMSW's group contributes to each of these programmes collectively where appropriate but also as individual institutions as needed

## Other highlights from the year

- Celebrating 100 years of Medical Social Work in Ireland. While there were many local events to celebrate the contribution of medical social work throughout the country, a national event was held in Dublin which created a fantastic opportunity for the amalgamation of the old and the new

### Medical Social Work Centenary Celebration 1919-2019

#### Programme of Speakers

Margaret Horne, Retired Almoner, Head Social Worker

\*

Colette Kelleher, Independent Senator

\*

Niamh O'Rourke, St James's Hospital

\*

Kaylene Jackson & Sinead Stakelum, National Maternity Hospital, Holles St.

Glass Cortile Room, TCD School of Nursing & Midwifery, D'Olier St, Dublin

24<sup>th</sup> October 2019 at 6:30pm



- Margaret Horne – actively retired
- Paula Markey –HMSW St James’s Hospital (current) & Mary Kennedy (HMSW St James’s Hospital – actively retired)
- Guest speakers provided wonderful nostalgic contributions and insights into the advancing role of Medical Social Workers
- Supervision Training: The HMSW’s group were again able to facilitate specialised supervision training for Senior Medical Social Workers across all settings as part of the group’s commitment to practice excellence and good clinical governance
- Retirements: Two group members retired from our ranks in 2019 – Maria Clarke (Connolly Hospital) and Rosemary Grant (Coombe) after many years of contribution to the profession and we wish them well in their active retirement

## 1.15 Adverse Childhood Experiences (ACEs) Associate Group

### Committee Members

- Mary Kennedy - Chairperson
- Katie Murphy - Vice Chairperson
- Angela Moore - Secretary

### Meetings

- 22<sup>nd</sup> September 2019
- 16<sup>th</sup> October 2019

### Membership

The Adverse Childhood Experiences (ACEs) membership numbers for 2019 were 14 members.

### Activities / Events for 2019

Let’s get practical about ACEs Seminar, October 16<sup>th</sup>, 2019.

### Other highlights from the year

The ACEs SIG was formed in 2019 and has several events/activities planned for 2020.

**National Social Work Organisation of Ireland CLG  
Annual Report and Financial Statements for the  
financial year ended 31 December 2019**

## National Social Work Organisation of Ireland CLG

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## National Social Work Organisation of Ireland CLG

### DIRECTORS AND OTHER INFORMATION

**Directors**

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

**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

# National Social Work Organisation of Ireland CLG

## DIRECTORS' REPORT

for the financial year ended 31 December 2019

The directors present their report and the audited financial statements for the financial year ended 31 December 2019.

### **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 2019.

### **Financial Results**

The surplus for the financial year after providing for depreciation and taxation amounted to €52,106 (2018 - €15,857).

At the end of the financial year, the company has assets of €344,120 (2018 - €281,247) and liabilities of €80,855 (2018 - €70,088). The net assets of the company have increased by €52,106.

### **Directors and Secretary**

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

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

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.

**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**

**Aine Mc Guirk**  
Director

**Anette O'Callaghan**  
Director

**Date: 24.03.2020**

## National Social Work Organisation of Ireland CLG

### DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2019

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

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

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

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

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

#### **Signed on behalf of the board**

**Aine Mc Guirk**

**Director**

**Anette O'Callaghan**

**Director**

**Date: 24.03.2020**

# 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 2019 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and the related notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

In our opinion the financial statements:

- Give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2019 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 further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 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

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

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

#### Other Information

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

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

### **Opinions on other matters prescribed by the Companies Act 2014**

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

- In our opinion, the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- In our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

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

### **Matters on which we are required to report by exception**

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

### **Respective responsibilities**

#### **Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

#### **Auditor's responsibilities for the audit of the financial statements**

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 38, 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: 24.03.2020**

## National Social Work Organisation of Ireland CLG

### APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor.

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

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

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

# National Social Work Organisation of Ireland CLG

## INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 31 December 2019

	<b>2019</b>	<b>2018</b>
<b>Notes</b>	<b>€</b>	<b>€</b>
<b>Income</b>	359,682	320,736
<b>Expenditure</b>	<u>(307,693)</u>	<u>(305,031)</u>
<b>Surplus before interest</b>	51,989	15,705
Interest receivable and similar income	<u>155</u>	<u>152</u>
<b>Surplus before tax</b>	52,144	15,857
<b>Tax on surplus</b>	<u>(38)</u>	<u>-</u>
<b>Surplus for the financial year</b>	<u>52,106</u>	<u>15,857</u>
<b>Total comprehensive income</b>	<u>52,106</u>	<u>15,857</u>

Approved by the board on 24.03.2020 and signed on its behalf by:

**Aine Mc Guirk**

**Director**

**Anette O'Callaghan**

**Director**

## National Social Work Organisation of Ireland CLG

### BALANCE SHEET

as at 31 December 2019

	Notes	2019 €	2018 €
<b>Fixed Assets</b>			
Intangible assets	7	4,920	7,380
Tangible assets	8	1,776	811
		<u>6,696</u>	<u>8,191</u>
<b>Current Assets</b>			
Debtors	9	23,066	13,972
Cash and cash equivalents		314,358	259,084
		<u>337,424</u>	<u>273,056</u>
<b>Creditors: Amounts falling due within one year</b>	10	<u>(80,855)</u>	<u>(70,088)</u>
<b>Net Current Assets</b>		<u>256,569</u>	<u>202,968</u>
<b>Total Assets less Current Liabilities</b>		<u>263,265</u>	<u>211,159</u>
<b>Reserves</b>			
Income and expenditure account		263,265	211,159
Equity attributable to owners of the company		<u>263,265</u>	<u>211,159</u>

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

Approved by the board on 24.03.2020 and signed on its behalf by:

**Aine Mc Guirk**

**Director**

**Anette O'Callaghan**

**Director**

## National Social Work Organisation of Ireland CLG

### RECONCILIATION OF MEMBERS' FUNDS

as at 31 December 2019

	<b>Retained surplus</b>	<b>Total</b>
	<b>€</b>	<b>€</b>
<b>At 1 January 2018</b>	195,302	195,302
Surplus for the financial year	<u>15,857</u>	<u>15,857</u>
<b>At 31 December 2018</b>	211,159	211,159
Surplus for the financial year	<u>52,106</u>	<u>52,106</u>
<b>At 31 December 2019</b>	<u><b>263,265</b></u>	<u><b>263,265</b></u>

## National Social Work Organisation of Ireland CLG

### CASH FLOW STATEMENT

for the financial year ended 31 December 2019

	2019	2018
Notes	€	€
Cash flows from operating activities		
Surplus for the financial year	<b>52,106</b>	15,857
Adjustments for:		
Interest receivable and similar income	<b>(155)</b>	(152)
Tax on surplus on ordinary activities	<b>38</b>	-
Depreciation	<b>1,274</b>	819
Amortisation of intangibles	<b>2,460</b>	2,460
	<b>55,723</b>	18,984
Movements in working capital:		
Movement in debtors	<b>(9,056)</b>	2,894
Movement in creditors	<b>10,767</b>	6,388
Cash generated from operations	<b>57,434</b>	28,266
Tax paid	<b>(76)</b>	(108)
Net cash generated from operating activities	<b>57,358</b>	28,158
<b>Cash flows from investing activities</b>		
Interest received	<b>155</b>	152
Payments to acquire tangible fixed assets	<b>(2,239)</b>	-
Net cash (used in)/generated from investment activities	<b>(2,084)</b>	152
<b>Net increase in cash and cash equivalents</b>	<b>55,274</b>	28,310
<b>Cash and cash equivalents at beginning of financial year</b>	<b>259,084</b>	230,774
<b>Cash and cash equivalents at end of financial year</b>	<b>314,358</b>	259,084

# National Social Work Organisation of Ireland CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

### 1. GENERAL INFORMATION

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

### 2. 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 2019 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 accrual's basis.

#### Tangible fixed assets and depreciation

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

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

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

**Trade and other debtors**

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

**Trade and other creditors**

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

**Taxation and deferred taxation**

Current tax represents the amount expected to be paid or recovered in respect of taxable income for the 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.

**Intangible assets**

Intangible assets are valued at cost less accumulated amortisation. Amortisation is calculated to write off the cost in equal annual instalments over their estimated useful life of 5 years.

**3. DEPARTURE FROM COMPANIES ACT 2014 PRESENTATION**

The directors have elected to present an Income and Expenditure Account instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.

**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.

<b>5. OPERATING SURPLUS</b>	<b>2019</b>	2018
	€	€
<b>Operating surplus is stated after charging:</b>		
Depreciation of tangible fixed assets	<b>1,274</b>	819
Amortisation of goodwill	<b>2,460</b>	2,460

**6. EMPLOYEES**

The average monthly number of employees, including directors, during the financial year was 0.0010, (2018 - 13).

	<b>2019</b>	2018
	<b>Number</b>	Number
Directors	<b>11</b>	11
CPD Officer	<b>1</b>	1
Administration	<b>1</b>	1
	<b>13</b>	13

**7. INTANGIBLE FIXED ASSETS**

	€
<b>Cost</b>	
At 1 January 2019	<u>12,300</u>
At 31 December 2019	<u>12,300</u>
<b>Provision for diminution in value</b>	
At 1 January 2019	4,920
Charge for financial year	<u>2,460</u>
At 31 December 2019	<u>7,380</u>
<b>Net book value</b>	
At 31 December 2019	<u><b>4,920</b></u>
At 31 December 2018	<u>7,380</u>
	<u><b>7,380</b></u>

## 8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Computer Equipment €	Total €
<b>Cost</b>			
At 1 January 2019	1,418	7,903	9,321
Additions	-	2,239	2,239
	<hr/>	<hr/>	<hr/>
At 31 December 2019	1,418	10,142	11,560
	<hr/>	<hr/>	<hr/>
<b>Depreciation</b>			
At 1 January 2019	852	7,658	8,510
Charge for the financial year	284	990	1,274
	<hr/>	<hr/>	<hr/>
At 31 December 2019	1,136	8,648	9,784
	<hr/>	<hr/>	<hr/>
<b>Net book value</b>			
At 31 December 2019	<b>282</b>	<b>1,494</b>	<b>1,776</b>
	<hr/>	<hr/>	<hr/>
At 31 December 2018	566	245	811
	<hr/>	<hr/>	<hr/>

## 9. DEBTORS

	2019 €	2018 €
Trade debtors	4,187	5,195
Other debtors	-	(410)
Taxation	38	-
Prepayments	8,841	9,187
Accrued income	10,000	-
	<hr/>	<hr/>
	<b>23,066</b>	13,972
	<hr/>	<hr/>

## 10. CREDITORS

	2019 €	2018 €
Taxation	1,524	3,570
Other creditors	1,043	461
Accruals	21,421	9,190
Deferred Income	56,867	56,867
	<hr/>	<hr/>
	<b>80,855</b>	70,088
	<hr/>	<hr/>

**11. 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.

**12. CAPITAL COMMITMENTS**

The company had no material capital commitments at the financial year-ended 31 December 2019.

**13. POST-BALANCE SHEET EVENTS**

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

**14. CASH AND CASH EQUIVALENTS**

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
Cash and bank balances	<b>164,256</b>	259,084
Cash equivalents	<b>150,102</b>	-
	<b><u>314,358</u></b>	<u>259,084</u>

**15. APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved and authorised for issue by the board of directors on 24.03.2020.

xxx xxx xxx

NATIONAL SOCIAL WORK ORGANISATION OF IRELAND CLG  
SUPPLEMENTARY INFORMATION  
RELATING TO THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019  
NOT COVERED BY THE REPORT OF THE AUDITORS  
THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED  
FINANCIAL STATEMENTS

# National Social Work Organisation of Ireland CLG

## SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

### DETAILED INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 31 December 2019

	2019 €	2018 €
Income		
Membership Fees	195,396	190,724
Interdisciplinary Events - Participants Fees	3,670	11,182
Interdisciplinary Events - HSE Grant	4,092	3,293
IASW Events - Participants Fees	3,206	7,476
Single Discipline Events - Participants Fees	18,368	4,420
Single Discipline Events - HSE Grant	25,940	8,250
IASW Roadshow - Participants Fees	-	2,436
CPD Funding	68,000	68,000
IASW-Other Grants	2,003	-
Advertising Income	28,810	24,830
Other income	10,197	125
	<u>359,682</u>	<u>320,736</u>
Expenditure		
Wages and salaries	117,808	115,727
Social welfare costs	12,618	12,545
Staff training	923	280
CPD Expenditure	36,802	17,002
CPD Officer Expenses	3,038	1,717
Rent payable	6,000	7,750
Insurance	62,479	60,619
Board & Council Expenses	2,921	3,531
Chairperson Expenses	1,085	-
Printing, Publications & Postage	28,253	23,253
Telephone	938	680
Website & IT Support	12,685	32,572
IFSW Europe Expenses	-	746
SWSD	-	7,820
IASW AGM & National Conference	3,705	6,191
Legal and professional	4,768	723
Payroll services	2,296	-
Bank charges	1,235	4,133
World Social Work Conference 2018	-	145
General expenses	180	1,129
Affiliation Fess	2,498	1,499
Auditor's remuneration	3,727	3,690
Depreciation	3,734	3,279
	<u>307,693</u>	<u>305,031</u>
Miscellaneous income		
Bank interest	155	152
	<u>52,144</u>	<u>15,857</u>
Net surplus	52,144	15,857

IASW  
St. Andrews Resource Centre, 114-116 Pearse Street, Dublin 2  
Tel: +353 860 241 055  
Email: [officemanager@iasw.ie](mailto:officemanager@iasw.ie)  
Website: <https://www.iasw.ie/>



Representing Social Work in Ireland since 1971  
A Member of the International Federation of Social Workers