

**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 2020.**



**IASW**

**Irish Association of  
Social Workers**

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## **Legal and Administration Details**

### **Board of Directors**

Aine McGuirk            Chair  
John Brennan            Vice Chair  
Anette O’Callaghan    Treasurer  
Coletta Dalikeni  
Majella Hickey  
Hilda Loughran  
Rachel McCormack  
Gary Gartland  
Vivian Geiran  
Rachel McCormack

### **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 2020. The Directors confirm that the annual report and financial statements comply with the current statutory requirements.

### **Chairperson's Statement**

Welcome to the IASW Annual Report for 2020 a year that is already firmly located in history as the year that the world struggled to cope with a new global pandemic. The pandemic presented many challenges for our profession and yet despite those challenges we have succeeded in furthering the goals identified in our strategic plan.

In normal times, the association is depended on its staff and its members to achieve its strategic objectives, but 2020 became what is now considered some kind of new normal. Great credit is due to the staff: Cliona Murphy, (CPD), Danielle McGoldrick (Office and Board) and Marina Tirbelli (Administration). I am grateful for their ongoing commitment and cooperation.

The Board of Management has also worked really hard completing a great level of work over this year. This has included bringing the business of the association in line with legislation and best practice as an employer, with appropriate policies in place ensuring that the monies of the association are handled prudently and appropriately to further the objectives of our strategic plan.

I am extremely grateful for the efforts of both staff and Board, but I also must thank the members of IASW's Council and special interest groups, where both issues of concern and expertise synthesise to direct and lead the activities of the association and give voice to that which affects the vulnerable and marginalised.

### **Objectives, Activities, Achievements and Performance**

#### *(1) Ensuring the sustainable development of the IASW*

I am so pleased to see a slow and steady growth in membership over this year and we will continue to push that number up going forward, with your support, thereby ensuring the sustainable development of the IASW as the professional body supporting and representing the social work profession in Ireland. The office has done an outstanding job in driving membership over the past year guided by the work carried out by Grainne Maguire, on behalf of the Board.

#### *(2) Improving the standards and quality of professional social work practice.*

In March 2020, the Corona crisis brought devastating social, economic, and political effects that will leave deep and longstanding scars across countries and communities and for families and individuals. Has social work and the IASW stepped up to play its part? I believe it has and continues to do so. The nature of social work is that we will continue to work with the psychosocial effects of Covid for many generations to come. In adversity comes opportunity and over the past months we have made consistent and significant efforts in raising the profile of the profession with key stakeholders, political activists, and the government.

The biggest challenge for the profession was devising new ways of working that maintained the relationship with the client / service user / patient, despite barriers posed using technology and PPE, with some agencies better prepared than others to facilitate these changes. There were very specific challenges for students and their colleges and particular praise goes to those that facilitated practice placements in this changed environment.

Liaison with BASW Northern Ireland and Professionalism in social work project: IASW has been working with our partners up north during the past year on developing further our joint project on professionalism and social work. This unique project brings together not only the two social work associations but also the regulators from both north and south of Ireland. Limited by Covid we held a webinar on 29/10/2020 to share the progress of the project and the very interesting results of the all island survey. Further development of this project is planned that ultimately will help define 'professionalism' for those joining and practicing our profession.

*(3) Facilitating social workers to meet the CPD requirements of registration.*

In IASW our CPD programme went through the greatest change of all with a sudden forced move to online learning delivery. But as with all areas IASW adapted quickly, had Zoom already in place, and was able to commence a process that would lead to the procurement of new communications services that will support CPD delivery for 2021. I am very pleased with the quality of our programme as we commence 2021. The inspired commencement of Talk Time deserves specific mention a format of peer support that is being adapted by other organisations.

*(4) Increasing access to information and support for social workers.*

The Office has worked exceptionally hard over the past year and from March 2020 staff have been doing that largely from their own homes. It is a great credit to our staff that members had no interruption in service delivery from our office.

The roll out of a survey to find out what was happening in social work in the first few months of the pandemic arrangements was crucial in identifying how social workers were coping regarding their professional challenges and to share ideas and innovations.

Since the last AGM, the work of the Board has increased. Meetings are now held virtually saving a lot of time in travel and facilitating better attendance at meetings. We do hope that we can meet in person later this year, but the use of virtual meeting methodologies will be a feature of Board and council activity going forward to ensure better representation across the country.

IASW Council has also gone virtual, and I think it facilitates easier involvement of members across the country. Special Interest Groups and cross SIG interactions can take place with far less difficulty. Membership responses have been very healthy over the past year with great engagement in both the Social Work during Covid Survey and the membership survey.

*(5) Enhancing the public profile and perception of social work.*

During 2020 IASW commenced a piece of work with consultants to advise us on a plan to enhance the public profile and perception of social work. This work has identified many issues for us including that key agencies, politicians and the media are interested in hearing what Irish social work has to say. In doing this we must recognise that we are a small business with just 2.5 staff, and a voluntary Board and Council. However, I have concluded that IAW punches way above its weight and does a pretty good job within those restrictions. Meetings were held with key agencies including Tusla and the HSE, and there has been significant communication and interaction with the Department of Health and the Department of Children, Equality, Disability, Integration and Youth.

*(6) Using social work expertise to influence the development of local, national, and international policy and practice.*

There have been many issues of concern during 2020 for social work. We have made extensive representation on too many issues to name here. Many resources have been added to the tool kit for

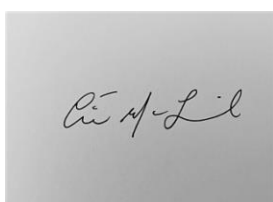
responding during the pandemic, issues have been pursued, rights have been fought for, and there is greater awareness of what matters to social work. Significant work has been completed on IASW's approach to advocacy and this will continue during 2021.

IASW's contribution to international work continues through contribution to IFSW activities and collaboration with our neighbours in BASW.

### Future Plans to Achieve Strategic Goals

2021 is the end of the timeframe for the current strategic plan. A key task for the incoming Board is to identify new strategic objectives for the next phase of IASW development.

I end my time as Chair proud of my profession and really hopeful for the future of social work in Ireland with many thanks to all those (far too many to mention) that have worked with me, guided me, challenged me, disagreed with me, taught me, and learnt with me.



**Aine McGuirk**

**Chair (SW004099)**

You're feeling **positive** about the IASW 



**92%**  
favourability

You think favourably, very favourably or extremely favourably of the IASW



**86%**  
satisfaction

You are satisfied, very satisfied or extremely satisfied with the IASW



**72%**  
good value

You think you get good, very good or extremely good value from the IASW



**86%**  
good experience

You rated your recent experience with us as good, very good or excellent

**143**  
of you said we should continue doing what we are already doing

**THANK YOU!**

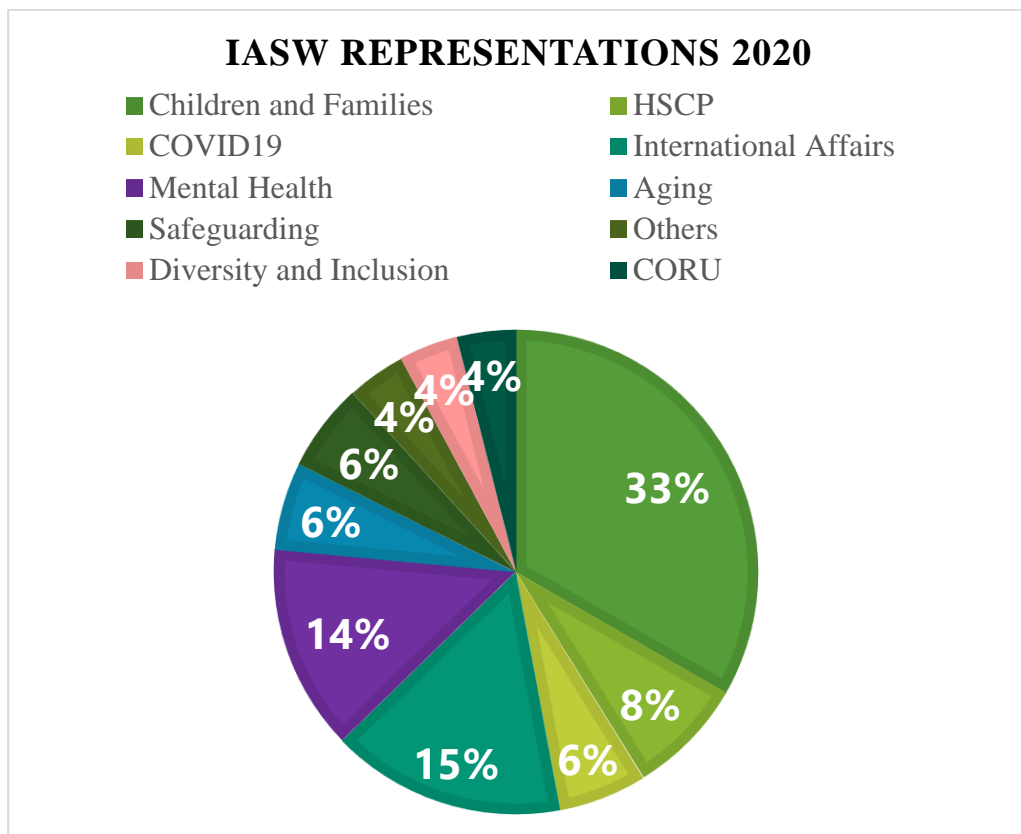
<https://iasw.ie/IASW-Member-Survey-2020>

**Our Staff and Volunteers**

The IASW staff team consists of Danielle McGoldrick, Office Manager, Cliona Murphy, CPD Officer and Marina Tiribelli, Office Administrator. Our staff team are highly qualified and skilled at delivering on our objectives.

Our Board of Directors, Council Members, and Members give very generously of their free time to support the work of the association through participation in the Board, Special Interest Groups, Committees, Associate Groups, and through representation and publicity and virtually at events, forums, advisory groups, and task forces.

The IASW was represented at over fifty events in 2020, the chart below shows by area of specialism the break-down of those representations.



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

At the AGM in 2020, none of the Directors retired and we welcomed two new Directors: Vivian Geiran and Bridin Murphy. This meant that we had a full complement (max. 10 Directors) of Directors participating in the Board. In this most difficult year, the Board of Directors worked tirelessly on behalf of the IASW and its members, the Chair report speaks to the work of the Board during this year.

**Succession Planning**

In June 2022, three 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. Aine McGuirk and John Brennan still step down as Chair and Vice-Chair respectively at the 2021 AGM. Aine will remain on the Board for a further year to support the new Chair.



*Board of Directors Term of Office*

<b>Name</b>	<b>Role</b>	<b>Term Start</b>	<b>Term Finish (6yrs)</b>
John Brennan	Director	Jun-16	Jun-21
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
Vivian Geiran	Director	Jul-20	Jul-26
Bridin Murphy	Director	Jul-20	Jul-26
Rachel McCormack	Director	May-19	Jun-25

*Board Attendance Rates 2020*

	<b>John</b>	<b>Aine</b>	<b>Rachel</b>	<b>Gary</b>	<b>Anette</b>	<b>Hilda</b>	<b>Colletta</b>	<b>Majella</b>	<b>Vivian</b>	<b>Bridin</b>
Jan-20	1	1	0	1	0	1	1	1		
Mar-20	1	1	0	0	0	0	1	1		
Apr-20	1	1	1	1	1	1	1	1		
Jun-20	1	1	1	0	0	1	1	1	1	
Jul-20	0	1	1	1	1	0	1	1	0	1
Sep-20	1	1	1	1	1	1	1	1	1	1
Nov-20	1	1	0	0	1	1	1	1	1	0
<b>Totals</b>	<b>6/7</b>	<b>7/7</b>	<b>4/7</b>	<b>4/7</b>	<b>4/7</b>	<b>5/7</b>	<b>7/7</b>	<b>7/7</b>	<b>3/4</b>	<b>2/3</b>

*Council Attendance Rates 2020*

	Feb	Apr	Sept	Dec
	Attendance	Attendance	Attendance	Attendance
Head Medical Social Workers				
Foster Care				
Adverse Childhood Experiences				
Disability				
Child & Family				
Child & Adolescent Mental Health				
Ageing				
Adult Mental Health				
Adoption				
Southern Region				
Retired				
Probation				
Migrant & Ethnic Communities				
Journal Committee				
International Affairs Committee				
Adult Safeguarding & Protection	n/a	n/a		

## 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 2020 the IASW had a total income of €336,665 (details below):

Funding Stream	Income
<b>2020 Membership Fees</b>	213,430
<b>2020 HSCP Funding</b>	
• <b>CPD Officer Post</b>	68,000
• <b>Single Discipline Event Funding</b>	8,986
• <b>Other HSCP Income e.g., Zoom subscription &amp; Event Tech Support</b>	1714.83
<b>Other Income</b>	
• <b>Participant Fees</b>	6,252
• <b>Advertising Services</b>	18,501
• <b>Compensation</b>	10,000
• <b>DCYA Research Assistant Funding</b>	9,070

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

### *Expenditure:*

The total expenditure for the year amounted to €315,978. Staff costs make up the largest part of the expenditure totalling €130,469 for the year, with operation costs of €185,509 being the other area of major expenditure. Further details on staff costs and other expenditure are presented in the appendix to the accounts page 58 of the audited financial statements, which can be found in this report.

At the year end, the IASW carried a **surplus of €20,702**.

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:* HSCP funding for Interdisciplinary Event has been discontinued for this year. Income from Participants fees is significantly reduced for 2020 compared to 2019. This is a direct result of COVID as events became primarily free as part of being hosted as virtual events as well as number of events being reduced.

*Audit Opinions:* The auditors KSI Faulkner Orr have audited the financial statements of the IASW which comprise of the Statement of Financial Position, the Statement of Cashflows and related notes. The financial statements have been prepared in accordance with International Standards on Auditing (UK and

Ireland). The audit opinion is laid out in full and signed by KSI Faulkner Orr and the Chair and Treasurer of the IASW.

The Financial Statements for 2020 can be found at the end of this report.

Audit Observations: KSI Faulkner Orr had no recommendations to make to the IASW during this financial year.

*Conclusion:* We would like to thank Emma Delaney 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**

2020 was a year of crises and opportunities during which the social work profession demonstrated resourcefulness and creativity, quickly adapting to meet the needs of the people they work with and to provide a safe and quality social work service as best they could. Many worked without the resources, equipment and supports needed to do their job, creating solutions, and finding innovative ways to keep the contact and connection that service users needed. 2020 required that I refocus and reprioritise my work and role to respond to needs and issues arising from impact of COVID-19 pandemic on IASW members and social work, to support our members and the wider profession and to highlight the unmet needs of those in need of, but not receiving, a social work service. It has been a privilege to support the membership as best I could and to witness the leadership, strength, compassion, and creativity of the profession. I have never been prouder to be a social worker.

### **Ensuring the sustainable development of the IASW**

Public health restrictions from March onwards had a huge impact on CPD events, essentially closing down the possibilities for social workers to participate and learn together at CPD events. Working with Professional Development Coordinators from a range of HSCPs, to explore options and support for online learning, the IASW contracted streaming and technical support to deliver online CPD events. Online provision has extended the reach of CPD opportunities, removing the barrier of distance and travel time, as well as providing the opportunity for social workers to engage in CPD at a time that suits them, by viewing videos of the events made available through [www.iasw.ie](http://www.iasw.ie).

Funding applications to the HSE were successful in securing €10,700 in CPD event funding.

### **Improving the standards and quality of professional social work practice and facilitating social workers to meet the CPD requirements of registration.**

Despite the pandemic and public health restrictions, 31 CPD events took place in 2020, the shift to online events in March. The range of CPD opportunities included Council led conferences, a film and panel discussion, webinars, and skills development. Some were the result of collaborations with organisations including the HSE, School of Social Policy, Social Work & Social Justice, UCD and Social Care Ireland. The member only IASW CPD Resources section of the website was updated.

### **Increasing access to information and support for social workers**

Inspired by the generosity of IASW members who wanted to share resources, learning and innovative responses to emerging challenges and need with others during the first lockdown, a *Covid-19 Resources* section was created on [www.iasw.ie](http://www.iasw.ie). Weekly emails were sent to members signposting them to key supports and resources. Acutely aware of the high volume of information in circulation, the *Covid-19 Resources* weekly updates and website section filtered out excess and irrelevant information, focusing only on resources and supports specific to social work.

Talktime, a peer support forum for members, was initiated and facilitated by Board member, Hilda Loughran, and I, in response to the pressure and stress on our members as they faced into the unknown of continuing to provide a service often in the absence of much needed connection and support of peers and colleagues. This open group initially had no agenda so as to be able to respond to the needs of the group but over time guest speakers were invited to explore specific areas identified by the group.

### **Enhancing the public profile and perception of social work**

The year saw the development of two key strategies for the Association, both of which were motions members voted for at the 2020 AGM, namely the IASW Anti-Racism Strategy 2021 – 2023 and the IASW

Advocacy Strategy. As professional development coordinator, I played an active role in the advisory group to each strategy, both of which impact positively on the public profile and perception of social work.

My role also involved managing the social media accounts of the Association, promoting the value, and enhancing understanding of social work, advocating for those we work with and for, as well as sharing information, resources, and solutions.

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

A key focus of the role in 2020 was providing support to members and the chair as they engaged in advocacy work on behalf of the profession and the people social workers work with, support ranging from drafting press releases, copy editing and strategic planning as required. One example is the advocacy work highlighting nursing home residents' rights to family life and protection from abuse and neglect. An example of a good win in 2020 was working with members to successfully secure social work expertise on Steering Group and Workstreams for the HSE Health Sector Psycho-Social Plan in response to Covid-19.

*The Voice of Social Work* page on [www.iasw.ie](http://www.iasw.ie) was developed to create a place to share information on how the IASW is working on behalf of the profession. The IASW continues to respond to the concerns and issues raised by social workers and represents those concerns at national level through correspondence with key stakeholders as well as through our media work. The IASW has also lobbied for the inclusion of social work expertise to inform the development of national policy in response to the impact of the pandemic and associated lockdown restrictions.

During lockdown, it quickly became apparent that crucial information on how social workers are supported (or are unsupported) to do the work they need to do was missing. To capture this information, hear the worries and concerns of social workers, and explore the experiences of and adaptability of social work in an era of pandemic, I sought and received permission from the British Association of Social Workers (BASW) to replicate and adapt their *Social work during Coronavirus (COVID-19) - Ongoing Survey*. Also sought and received was funding support from the Department of Children and Youth Affairs (DCYA) to conduct the **IASW Social Work During Covid-19 Ongoing Survey**. You can see more information at [https://www.iasw.ie/IASW\\_SocialWork\\_Covid19Survey](https://www.iasw.ie/IASW_SocialWork_Covid19Survey) Sinéad McGarry worked as research assistant on the survey and did Trojan work analysing and writing up the 450 survey responses. Her dedication and wholehearted engagement with the data made it possible to learn and make use of the key messages from each phase of data collection quickly and concisely. Many thanks also to the Advisory Group (Sarah Donnelly, Niamh Flanagan, and Vivian Geiran) whose advice, support and expertise strengthened and enriched the survey at all stages. The findings and recommendations of the survey were used to inform the lobbying and advocacy work of the Association as we responded to the needs of the social work profession and those in need of, and in receipt of, social work services.

**CPD is #1**

- your top most helpful benefit
- the top problem we can help you solve
- the main thing we should continue doing
- the number 2 place to access and engage with us

<https://iasw.ie/IASW-Member-Survey-2020>

## Office Manager Report

In 2020, the IASW had to consider how best we could respond to needs and issues arising from impact of COVID-19 pandemic on IASW members, the profession, and their service users. The 'admin team' lead out on and assisted the Board, Council & CPD Development Officer in creating, developing, and carrying out each of these activities and initiatives, that were undertaken during this year:

- Covid response and support/resources.
- CPD moving some activities to online.
- Anti-Racism strategy development and communication.
- Advocacy strategy development
- Assisting with advocacy & lobbying e.g., Rights of Residents in Nursing Homes, Mother & Baby Home Report
- Membership Survey & Member-Get-a-Member initiative
- Code of Ethics Published and communicated to members.
- PCI compliance phone calls to all members.
- Social media - an increase in activity and new content formats.
- Website updates and redevelopment.
- A focus on member growth through the development of strategy, engagement with the IASW team, tactical activities, research, data analysis and information to support this focus.

### **Finances**

The associations finances remained very healthy in 2020, and we saw a steady growth in our membership numbers, in-spite of global Covid-19 pandemic.

As the Office Manager I am responsible for ensuring that all accounting allocations are appropriately made and documented. I provide management accounts for the Board of Directors and prepare annual budgets.

Further information on the association's finances can be found in the Treasurer report and a copy of the 2020 Financial Statements can be found within this report.

### **Annual General Meeting**

The outbreak of Covid-19 forced the 'admin team' to rethink how we would deliver our AGM, and for the first time in the history of the IASW, members were able to participate in the Annual General Meeting from the comfort of their own homes. We were delighted to see a significant increase in attendance at our 2020 AGM. Further information on the motions passed at the AGM can be found on our website.

## In-House Policy Documents & Strategic Plan Development

The year saw the 'Admin' team involved in the development of three key strategies for the Association.

1. IASW Anti-Racism Strategy 2021 – 2023
2. IASW Advocacy Strategy
3. IASW Membership Strategy

Other policies created, developed, and updated include Financial Procedures & Control Manual, IASW Code of Ethics & Practice, GDPR policy, Social Media Policy and Updating the Employee Handbook.

The Board of Directors 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. I worked alongside Grainne in developing this strategy and look forward to sharing the finalised strategy with the members in 2021. I have enjoyed this process immensely and have learned so much from Grainne during this process. Further information on the development of the membership strategy can be found on page XXX of this report.

2020 was an extremely busy year for the 'admin team' and a huge part of our role this year involved us; helping to represent the members interests, providing support and advice to members, brokering information, and providing them with valuable content, ensuring that the IASW is represented at the appropriate for a(s), and raising awareness of the IASW and the social work profession.

I look forward to working with the staff team and member in 2021, and I would like to take this opportunity to thanks the Directors of the Board and all of the volunteers who do an enormous amount of work on behalf of the members each year, and who greatly assist staff with our roles.





## Office Administrator Report

### **Office Administrator**

The year 2020 was extremely busy despite struggling with Covid-19. I started finalising the full re-organisation of the office, including all the filing cabinets after the office was painted at the end of 2019. Daily Administrator Tasks.

As usual during the year I continued with daily tasks: dealing with membership in full (activations, cancellation, changes on categories, refunds, general queries, welcome emails/packs and updating information), sending mailers to members, placing adverts, updating the webpage, producing the Newsletter, organising the Council meetings, dealing with representations and following up, formatting and sending Press Releases and assisting the CPD Coordinator (sending evaluations emails, checking registrations, answering queries, and dealing with payments and refunds), among others.

### **Administrator CPD Training**

During 2020 I took a course on Minute Taking with Pitman as well as a GDPR training on HSEland. I also did two webinars, one on Effective Annual Report Writing and another one Social Media for Impact.

### **Irish Social Work Journal**

We had two mail outs to all members in 2020. One in February for the 2019 Journal and one in December for the 2020 Journal. This involved the formatting of the journal and design in collaboration with Doggett Printers. I also prepared the mailing list for all the recipients who are not IASW members and organised the printing of labels and packing of journals for our 1400+ members. This piece of work also included allocating reviews and following up with all book reviewers for the 2019 and 2020 journals, as well as the upcoming 2021 journal.

50th Anniversary Celebrations; Ahead of the 50th Anniversary I prepared a full list of past Chairs and Presidents as well as past Editors of the Irish Social Worker to facilitate the contact with them and invite them to participate of the 2020 Edition of the Irish Social Worker in commemoration of the 50th Anniversary.

### **Webpage and Publications**

In 2020, I launched new sections on the webpage and reformatted others: developing the Directory of Supervision and Directory of Independent Social Workers as well as the Terms & Conditions for both Directories, creating the staff section and re-designing the sections of Social Work Qualifications, Professional Affiliations and Useful Links.

I worked on formatting documents such as the 2020 Annual Report, the Code of Ethics & Practice, the Updated Supervision Guidance Document, and the AGM Motions 2007-2020. Most recently in 2021 I formatted and did the full design of the "IASW Anti-Racist Strategy 2021-2023".

IASW 2020 AGM; I oversaw the technical aspects of the 2020 AGM and learned how to use the Zoom functions that were implemented such as polling, spotlight, and chat, writing instructions for the groups and other users of the IASW Zoom Account. I also set up the second licence to be able to hold two meetings simultaneously. For the AGM I worked in the collation and editing of the video: "Challenging Racism in Social Work and Embracing Diversity".

## Membership and Retention

The start of the Membership Marketing Strategy and Advocacy Strategy generated new pieces of work, as I provided support with emails, Member and Non-Member Surveys, Member get a Member Campaign, Social Media Posts, etc.

A full update of the database was done throughout the year. Operating a new deactivated system allowed me to follow up with members whose memberships get cancelled due to failed payments, successfully re-joining many of them. I also implemented a new system of emailing and phoning members who had expressed interest in cancelling their membership. I was able to offer information, assistance and use the opportunity to discuss Fitness to Practice Insurance, retaining many of them. This work added to the first stages of the Membership Strategy allowed the IASW to reach 1400 members for the first time. Before finishing the first quarter of 2021 the IASW is now close to reaching 1500 members.

Another task of 2020 was moving all members to the new pathway within the payment system to comply with data security requirements within GDPR, the new EU directive regarding the Payment Card Industry Data Security Standard. By December 2020 I had successfully moved 940 members out of 1400. By March 2021, only 170 members remain to be moved out of 1480 members. This was a big piece of work for the IASW as it involved sending letters on the post, drafting, and sending bi-monthly emails, and calling hundreds of members over the phone. The results have been excellent and updating payment details for all members has also contributed to less membership cancellations in 2021 due to expired payment details.

It has been a great experience working with all IASW members and staff for the past 18 months. In March 2021 I am moving to a position in another organisation and saying goodbye to the IASW. I have prepared manuals with step-by-step instructions of all the tasks involved within the role that I wish will be useful in years to come, and I wish Sarah McDonnell, the new Administrator, and everyone at the IASW the best going forward with upcoming projects and the 50th Anniversary Celebrations.

You described us as

**Professional** Helpful  
Informative **Representative**  
Positive Good Values Respectful  
useful **RESOURCEFUL** Supportive

<https://iasw.ie/IASW-Member-Survey-2020>

## 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.

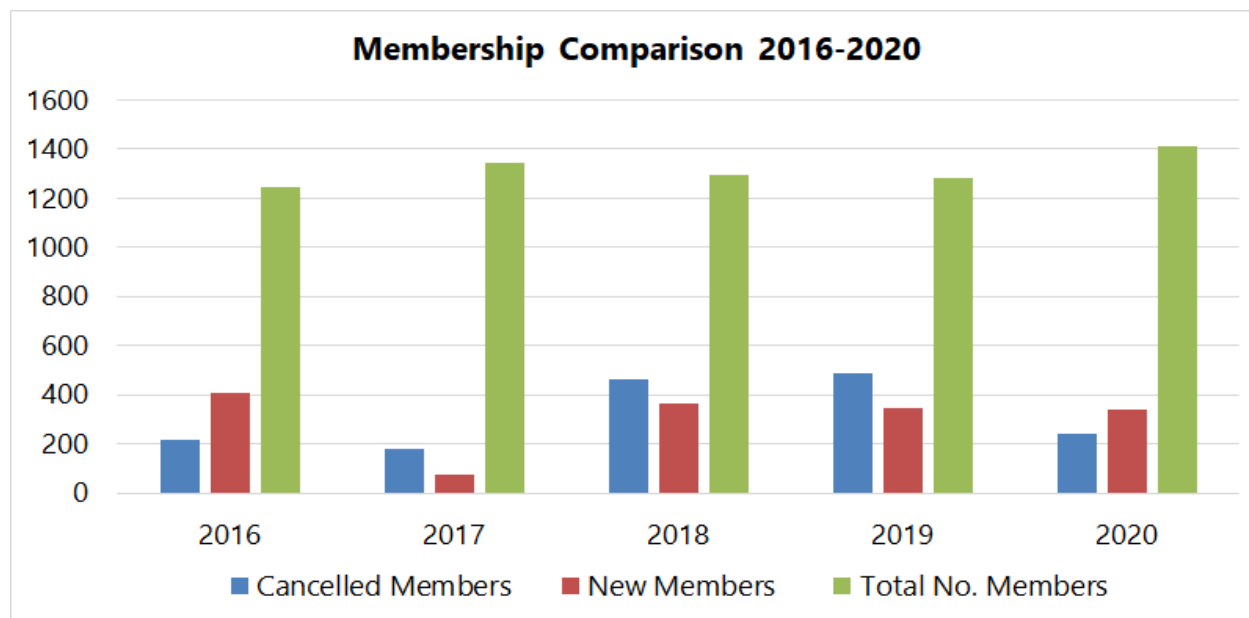
Over the last number of months, we have successfully advertised the IASW in the Tusla & HSE broadcast, Practice Links Magazine and on Twitter.

### *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.

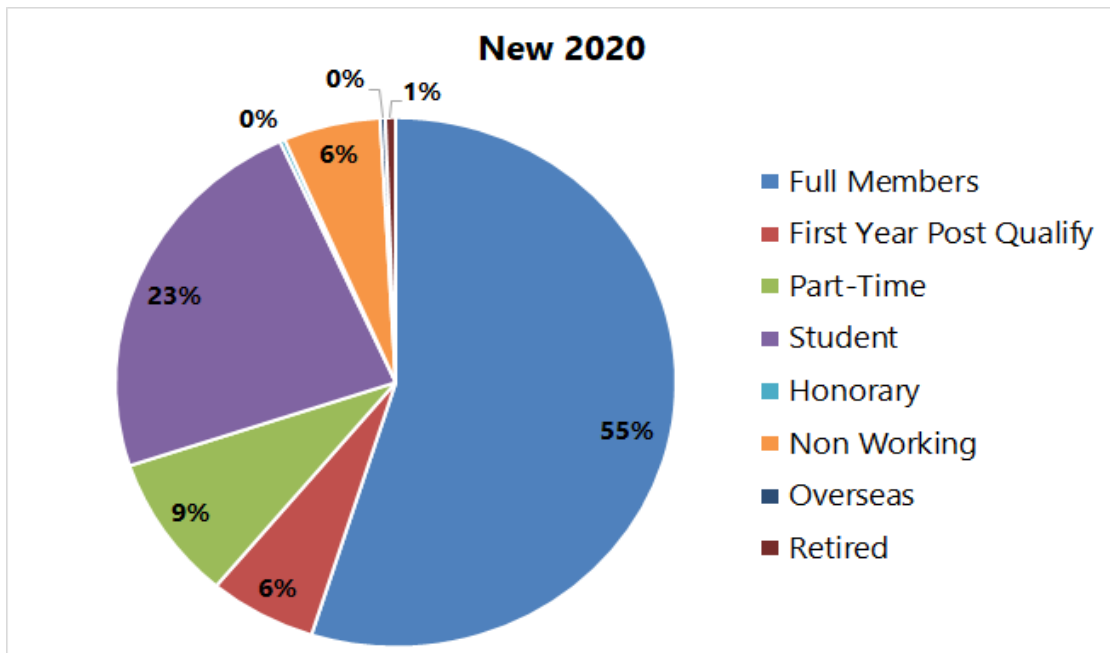
### *Association Membership Statistics 2016 – 2020*

	2016	2017	2018	2019	2020
<b>Cancelled Members</b>	218	178	464	490	241
<b>New Members</b>	407	78	363	346	339
<b>Total No. Members</b>	<b>1243</b>	<b>1347</b>	<b>1295</b>	<b>1281</b>	<b>1413</b>

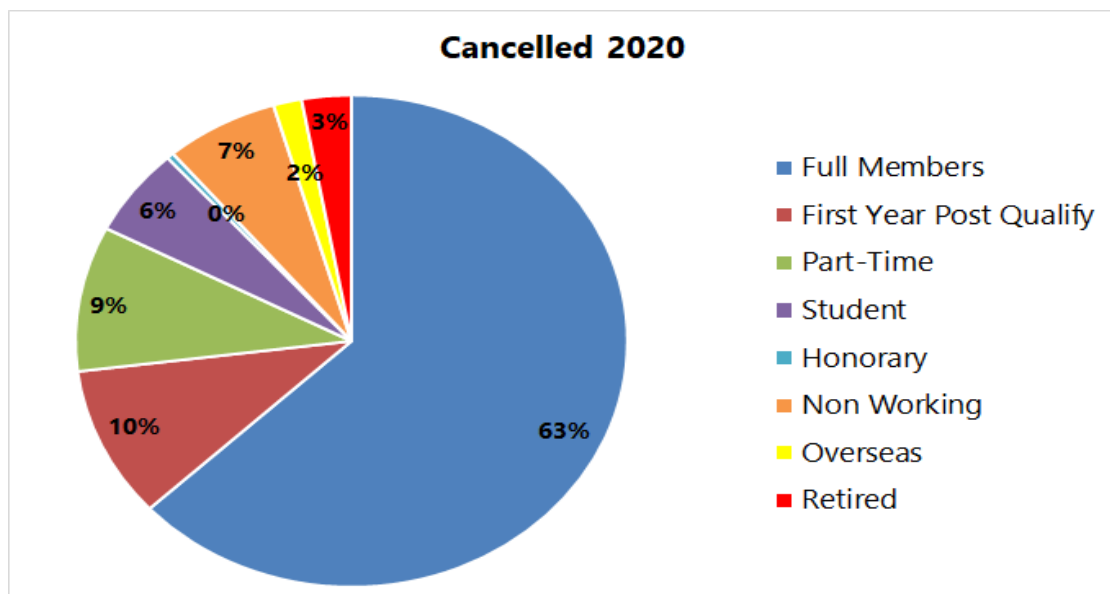


The table above provides statistics on the number of members who have joined and cancelled their membership with the IASW over the last four years. As you can see the association members has remained steady at approx. 1200 members over this four-year period, which we are extremely pleased about given 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.

2020 New Member Registrations



2020 Membership Cancellations



**We asked you how likely you are to renew your IASW membership**

———— **Your membership renewal rating** ————

A graphic showing five white stars on a blue background, indicating a 5-star rating for membership renewal likelihood.

## IASW Membership Strategy

**Membership Strategy Leads:** Grainne Maguire & Danielle McGoldrick

**Committee Members:** Majella Hickey, Colletta Dalikeni, Aine McGuirk, Cliona Murphy & Marina Tiribelli.

A key objective of the IASW Strategic Plan 2019 – 2021 is ensuring the sustainable development of the association. The key action point for this objective is to grow the association’s membership base to ensure the IASW has the necessary financial and practice-skills resources to represent the social work profession. Members are at the heart of the organisation and a growth strategy is essential.

**What Does the IASW Plan to Do?** Develop and execute a membership strategy to drive sustainable member growth and retention.

**How Does it Plan to Get There?**

- Clearly defined objectives and strategy for membership growth based on research and understanding of members, the association, the profession, and the role and purpose of the IASW.
- Clearly defined target segments and a deep understanding of the member journey and experience.
- A tactical and multi- channel marketing, communications, and engagement strategy.
- Appropriate resourcing and organisation structure to support the plan.
- The championing of the member strategy from the Chair and the Board, the activation of the plan by IASW staff, mobilisation through organisational structures and members, and evaluation, monitoring, and measurement of outcomes.

The membership plan for the IASW is built on a membership growth strategy. Member growth will come from 3 priority areas that have been identified as part of the strategy work – recruitment, retention, and relevance.

- The objective is to grow IASW membership to 2,000 members – a market share increase from 29% to 41% of CORU registered social workers.
- The net member growth for each of 2021 and 2022 to achieve this goal will be in the region of 3 times the net member growth in 2020.
- Retention rates will also need to increase by 2%.
- IASW will need to ensure that throughout this period it remains relentlessly relevant to members and prospective new members.
- This will only be achievable with significantly increased levels of effort and the correct resourcing.

The IASW is mission driven, created 50 years ago to support a cause by people who had a passion for furthering and promoting that cause, and is still thriving today based on that cause. The fee that members pay; the volunteer work they do and any other actions or contributions they make, is critical to the associations ability to pursue its mission. There is no other association that pursues this cause and impacts lives like the IASW does every day.

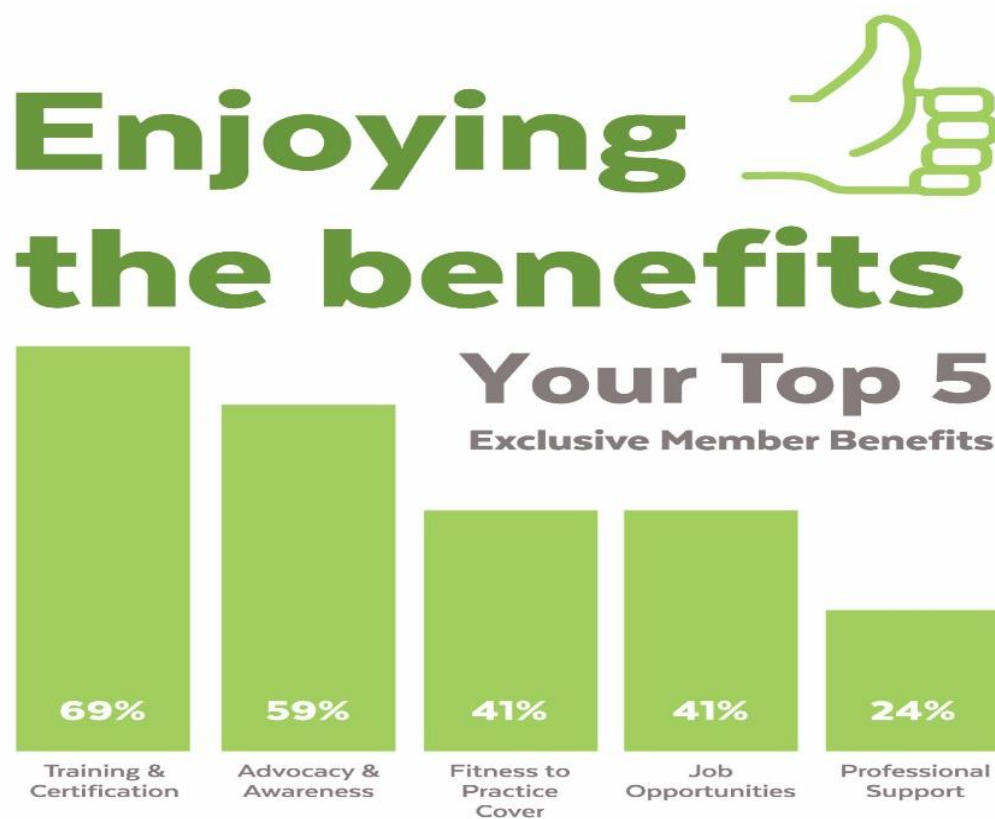
The IASW exists largely to support the goals of individuals or members. To have a collective **impact** as an organisation, the members represented by the IASW must be able to have their own individual impact as well— it is their “return on involvement.” The goal of the membership marketing strategy is member growth, growth creates strength and strength creates **impact** – both individual and collective.

## The Strategy

The strategy identifies core target segments, maps out the member journey from awareness to advocacy, employs a multi-channel communication and engagement strategy and a comprehensive tactical plan.

The IASW will need to evaluate the performance of all activities. Response rates to activities and initiatives must be understood and communicated. The starting point will be consistent and frequent monitoring analysing, measuring, and reporting on key member metrics.

The member strategy has been informed by market research, benchmarking and has been developed with the inputs and expertise of many people. Led by Grainne Maguire (Marketing Consultant) the core team was made up of Danielle McGoldrick, Marina Tiribelli, Clóna Murphy, Áine McGuirk, Colletta Dalikeni and Majella Hickey. Many thanks to all involved for their commitment, input, and hard work.



<https://iasw.ie/IASW-Member-Survey-2020>

## IASW Advocacy Strategy

### Advocacy Strategy Group Committee Members:

- Vivian Geiran
- Kerry Cuskelly
- Sinéad McGarry
- Áine McGuirk
- Clíona Murphy
- Brídín Murphy

### Meetings:

- 12.10.2020
- 30.10.2020
- 05.11.2020
- 19.11.2020
- 07.12.2020

### Activities / Events for 2020:

The Board acted on motions passed at the previous AGM in relation to the need for IASW to develop a strategy regarding advocacy. In September 2020, the IASW commissioned Kelleher O’Meara Advocacy and Strategy to work with the Association to develop an Advocacy Strategy and related action plans, against the background of a strong sense within the IASW of a need to focus on what it has referred to as:

*“the key issues, agencies and people that will improve the understanding, position and influence of social work in Irish health and social services.*

*Social work interacts with all service sectors, sees the person in the environment and employs systemic and reflective practices across the full range of service provision. However, our professional influence remains poor within service sectors and aspects of our work are facing continual colonisation by other roles and professions.”*

### Highlights from the year:

The advocacy strategy was formulated by the group and in consultation with Council, was agreed to be the formal advocacy strategy of the IASW.

**The Advocacy Statement** which has been passed by the Council is set out here:

*As social workers, we take a stand for social justice, and against inequality and injustice.*

*Taking a stand means speaking up and speaking out. It means speaking from the unique perspective of the social worker. This voice speaks from the emancipatory values of social work and of the IASW, from the core value of the fundamental right of each person to be treated equally.*

*We do not sit on the side-lines observing the lived experience of the adults, children, and communities we work with. We are active on their behalf, taking a stand for and with those who are marginalised, disadvantaged, at risk, and not heard.*

*We speak up for social justice, we demand the change needed to tackle the inequality we experience every day, and the resources to make that change happen.*

*Our stand is not even primarily about the Association or even the profession. It is about the perspective and unique insight of the social worker, based on our professional training and on the ground experience, and our unique stand for the person, families, and communities we seek to empower.*

## The Four Key ‘Asks’

The Advocacy Strategy Group worked with Kelleher O’Meara to identify key areas of focus for advocacy work from 2021-2024. Given the breadth of social work in Ireland, a wide range of issues were identified that IASW could prioritise in terms of its advocacy work and focus. So, there was a consultation with the Special Interest Groups which generated a ‘long list’ of ‘asks’ and some areas of consensus.

The ‘long list’ of ‘asks’ were honed by the IASW Special Interest Group, using a process which assessed issues which most reflect the ‘unique voice of social work; identifying the issues on which IASW might *lead, partner with others, or follow others’ lead*; as well as identifying the issues where there is a realistic opportunity to make progress and an assessment of IASW’s capacity to deliver.

The Advocacy Strategy Group advised on the following issues or ‘asks’ to be progressed in the Association’s three-year Advocacy Strategy:

- Adult Safeguarding legislation
- Right to Home Care
- Adoptees’ right to birth information.
- Statutory right to aftercare

This strategy does not preclude IASW from responding to other issues as they arise. The work of the Strategy Advocacy Group continued into 2021, focusing on developing public affairs and communications plans and planning next steps.

Almost 60% of you told us

**Advocacy & Raising Awareness**

are in your Top 3 benefits

---

**It is the third top problem we can help you solve**

**Raising our profile  
is important to you**



You want us to be more visible  
and vocal in representing you  
and the Social Work profession

<https://iasw.ie/IASW-Member-Survey-2020>





The IASW Social Work During Covid-19 Survey was informed by 456 responses from 12th May – 29th June.

### **Key Findings:**

#### **Social workers told us they were most concerned about:**

- Reduced ability to provide a quality service, in light of impact of restrictions on social work service delivery and availability.
- The well-being and increased vulnerability of clients, who had less access to supports and services.
- The impact of the loss of face-to-face work with clients, which given the centrality of human relationships in social work, was consistently identified as a key professional concern.
- The limitations of remote work practices. Social workers highlighted the limitations of telehealth when working with young children, with people with disabilities, cognitive impairment, communication difficulties or those living with risk in their lives.
- The lack of essential resources, equipment and supports.
- The lack of representation and influence of social work on social policies, at organisational and national level and subsequent impact on social workers and those we work with.
- The impact of social work redeployment and failure of managers to value the impact of redeployment on clients.

Positive developments emerged as social workers adapted to new ways of working. Social workers have clearly demonstrated their resourcefulness and creativity in times of crisis, adapting practice, thinking outside the box and creating solutions to develop contact and connection with clients in order to deliver as safe and quality service as possible.

### **Key Reflections:**

Social workers delivered clear messages from frontline practice about what was happening for the most vulnerable and marginalised in Irish society during the pandemic. These messages are of the utmost importance for the IASW, policy makers, employers, social work managers and social work professionals and a systemic response from all stakeholders is required. The IASW has a key role to play in strengthening the voice, influence, and representation of social work at national level, ensuring the concerns, expertise and solutions of the social work profession inform social policy and organisational responses. Survey findings have helped inform our advocacy strategy, engagement with political and organisational leaders, media and advocacy campaigns and these key messages from social workers will continue to inform the work of the Board in the year ahead.

Sinéad McGarry

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

**Name of SIG/Committee/Group:** Social Workers in Foster Care - SWIFC

### **Committee Members:**

- **Chair:** Dr Valerie O'Brien
- **Vice Chair:** Ms Monica Vaughan
- **Secretary:** Mr Harold Barber
- Ms Colette Toland
- Ms Avril Connolly
- Ms Joan Boland
- Ms Mary Flanagan.

### **Meetings in 2020:**

- 25.02.2020
- 07.04.2020
- 12.05.2020
- 09.06.2020
- 30.07.2020
- 15.09.2020
- 20.10.2020
- 08.12.2020

**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 2021.

### **Activities / Events for 2020:**

- 8 Meetings
- Participated in IASW marketing forum.
- Chair represented IASW at Children's Alliance Forum
- Advocacy work with IFCA strengthened through partnership approach.

### **Other highlights from the year:**

- Advocacy work to build on services for birth parents of children in care continued through representation to TUSLA as part of IASW initiative.
- Advocacy work to increase retention of social workers to enable greater continuity of service to foster carers and children in care.
- Support workers in context of Covid in terms of challenges of foster care

**2020 Publications:** None

Dr Valerie O'Brien  
Chair

## 1.2 Social Workers in Disability (SWID) Special Interest Group

**Name of SIG/Committee/Group:** Social Workers in Disability (SWID)

**Committee Members:**

- **Chair** - Claire O' Reilly
- **Vice Chair** - Sarah Kavanagh
- **Secretary** - Anne O'Loughlin
- David Glennon
- John Ryan
- Aoife Timothy
- Denise Costello
- Colman Parker
- Wendy Goulding
- Sally Veale
- Anna Maria Cunningham
- Karen Savage
- Eilis Mannion
- Brenda Walsh
- Penny Holmes
- Eibhlin Fleming
- Caroline Greene
- Aoife Breen
- Thelma Greene
- Ciara Mc Nally

**Meetings in 2020:**

- 24.04.2020
- 08.05.2020
- 12.06.2020
- 17.07.2020
- 18.09.2020
- 05.11.2020
- 18.12.2020

SWID has been meeting virtually since the lockdown and it is planned to remain using online platform into 2021. SWID members have utilised the IASW's Zoom platform. We have increased our contact and meetings to enable SWID members to feel supported, share ideas, experiences and discuss the impact of COVID -19 on our role.

Members of SWID have advised that this type of platform has enabled them to engage with the SIG again and evident from the meeting, it has increased the number of members attending the meeting.

**Membership:** Approximately 30 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 2020:**

On the 16th of October, SWID held our Annual Conference "I'm a Child First ... Collaboratively Working to Support Children with Disabilities" online. We feel this was a huge success and incredible speakers on the day who provided unique perspectives on this conference topic. The speakers were:

- Niall Muldoon, Ombudsman for Children
- Bernard Gloster, CEO of TUSLA
- Conor Powell – Legal SC
- Caroline Canton - HSE
- Dr Jeothy Damdaran – CAMHS
- Katherine O'Leary- Parent/ Advocate

This virtual conference was an occasion for professionals to reflect on the work that we do and how collaboratively we can make positive changes and create better outcomes for children with additional needs. Slides and video clips from the conference can be viewed on IASW website.

We would like to thank all the people who were involved in helping us with the conference. Also, we like to thank the IASW, especially Aine, Cliona and Marina, for the support, help and providing Streamtech for the Conference.

**Other highlights from the year:**

- SWID has been actively involved in submissions to Minister of Education, National Council of Special Education to advocate for co-ordinated response to the educational needs of children with disability during the Covid-19 pandemic.
- SWID provided an online platform for Social Workers in various disability services to share information, experiences, and practices during the Covid-19 pandemic.
- SWID has been actively involved in submissions in research about Adult Safeguarding Policy, Stroke Strategy and Progressing Disability Services. SWID will monitor and respond to these reviews as appropriate.
- SWID has been actively involved with Adult Safeguarding policies and procedures in relation to working with people with disabilities.
  - 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.
  - In 2020 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 2021.
  - 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 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 2021.

**2020 Publications:** None

Sarah Kavanagh  
Interim Chair

**1.3 Social Workers in Probation Special Interest Group**

**Committee Members**

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

**Activities/Events:** There is no report for the Probation SIG, due to the fact that the SIG was in active during 2020.

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

**Name of SIG/Committee/Group:** SWAMH- Social Workers in Adult Mental Health

### **Committee Members**

- **Chair** – Linda Curran
- **Vice Chair** – Sinead McKenna
- **Secretary** – Elaine Donnelly
- Kerry Cuskelly
- Jim Campbell
- Jim Lane
- Maria Egan
- Paul Guckian
- Michelle Byrne
- Vincent McHugh
- Clare Seldon
- Rachel Ferguson

### **Meetings in 2020:**

- 27.03.2020
- 22.05.2020
- 17.07.2020
- 11.09.2020
- 16.10.2020

**Membership:** Number of members in 2020: 12

### **Activities / Events for 2020:**

- SWAMH organised an “online webinar in November line with the “UN 16 Days of Activism against Gender-Based Violence”. This event may be rescheduled for 2021.
- Linda Curran and Sinead McKenna facilitated a “talk time” specifically for social workers in adult mental health.

### **Other highlights from the year:**

- SWAMH chair Linda Curran attended mental health reform events.
- SWAMH chair Linda Curran contributed to Kelleher O Meara advocacy statement work.
- Kerry Cuskelly represented SWAMH on IASW COVID 19 psychosocial response steering group.
- Advocacy letters were sent to Tom O’Brien, Programme Manager, Mental Health Unit re. implementation of the vision for change policy and need for social work inclusion on NIMC, (SWAMH chair and IASW chair)
- SWAMH committee member Kerry Cuskelly was successfully appointed to the National Implementation and Monitoring (NIMC) Steering Committee. Kerry was nominated for this role due to the trojan work she completed with alongside Lorraine Kelly (former SWAMH committee member) earlier this year on SWAMH’s response to Sharing the Vision.
- SWAMH put forward a motion “That the IASW endorse the equality for children campaign which seeks equal legal recognition for children of LGBT+ parents” which was passed at the IASW AGM.

### **2020 Publications:**

- SWAMH completed work on a housing statement and plan to publish same in 2021.

Linda Curran

Chair

## **1.5 Social Workers working with Children & Families (C&F)**

**Name of SIG/Committee/Group:** Children and Families

### **Committee Members**

- **Chair:** Maria McGloughlin
- Kate Gillen
- Aoife Bairead

### **Meetings in 2020:**

- 30.04.2020
- 09.09.2020
- 18.06.2020
- 09.10.2020
- 16.07.2020
- 19.11.2020

**Membership:** Number of members in 2020: 22

### **Activities / Events for 2020:**

- Instrumental in advocating for response in respect of Mother and Baby Homes
- Submissions in respect of Family Justice Oversight Group
- Initiative in respect of meetings liaising with other SIGs.
- Participation in Anti-racism strategy developed by IASW.
- Draft of Anti-racism position paper specific to issues of Children & Families developed
- Participation by Maria McGloughlin in the development of the IASW advocacy strategy

### **Other highlights from the year:**

- This year has seen a very significant increase in activity and participation of a greater number of members than in previous years. Use of technology has allowed people to participate in meetings remotely and allowed for a greater geographical spread of membership. COVID has impacted significantly on social workers and it is yet to be seen how damaging it will be to vulnerable children and families in receipt of social work services.

**2020 Publications:** None

Maria McGloughlin  
Chair

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

**Name of SIG/Committee/Group:** Southern Region

### **Committee Members**

- **Chair** – Terry Bradshaw
- **Secretary** – Steven Peat
- Rachel McCormack
- Catherine Crowley
- Pearl Doyle
- Siobhan Bruen
- Carmel Halton (Academic Rep)
- Kelly McGowan (Student Rep)

### **Meetings in 2020:**

- 30.10.20

The role of the committee is to facilitate members to discuss the above issues and to support IASW work/functions at local level. You do not have to be on the local committee to attend meetings, all members are welcome. The group will meet approx. 6 times a year. For the coming year will be meeting with Zoom or MS Teams, until public health advice allows us to meet in person.

### **Activities / Events for 2020:**

- Activity has been slow, but it is planned that an event will be held in May 2021 to mark the 50th anniversary of the IASW. Rachel Mc Cormack and Terry Bradshaw continue to be involved in the planning for the Biennial Child Protection & Welfare Conference to be held in online in October 2021. It is hoped that a “live” conference will be held in October 2022.
- Feedback was given for the IASW Draft Advocacy Statement in November and Terry attended the November and February Council Meetings online.
- Plans for the forthcoming year include recruitment of representatives from different teams in the Southern area. It is also hoped that new members will be recruited from the final year BSW and MSW classes in UCC.

**Other highlights from the year:** None

**2020 Publications:** None

Terry Bradshaw

Chair

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

**Name of SIG/Committee/Group:** Social Workers in Child and Adolescent Mental Health (CAMHS)

### **Committee Members**

- **Chair:** Eoin Barry
- Olivia Fagan
- Katie O'Sullivan

### **Meetings in 2020:**

Traditionally we have held meetings three times a year, with one of these meeting being our AGM and the other one being an all-day conference. We had held our traditional AGM in March 2020 prior to the imposition of stay-at-home restrictions.

During Covid we changed this structure and had meetings once a month to allow member to talk about what is happening for them and to consider issues that may have arisen.

There was good engagement at these meeting and the feedback from the members was that this was helpful. During the year we hosted 10 virtual meetings. Our 2021 AGM is planned for Monday 26th of April.

**Membership:** approx.60

### **Activities / Events for 2020:**

- As above. During 2020 we did not hold a conference but would hope to do so in the coming 12 months.

### **Other highlights from the year:**

- As a special interest group, we were able to create a regular shared space for social workers to highlights issues arising and to learn from one another as practice rapidly changed during the pandemic.
- SIG Members joined HIQA group on updating the standards for children social services.
- SIG members were involved in the working group on reform for Direct Provision.

### **2020 Publications:**

- Initial work has started on updating the Role of Social Workers in CAMHS documents. This will be approved at the AGM.

Eoin Barry

Chair



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

**Name of SIG/Committee/Group:** SWAMH- Social Workers in Adult Mental Health

### **Committee Members**

- **Chair – Patrice Reilly**
- **Vice Chair – Niamh Walsh**
- **Secretary – Geraldine Kerr**
- **Deputy Secretary – Deirdre McNally**
- Aisling Coffey
- John Brennan

### **Meetings in 2020:**

- 26.02.2020 - established and focus on Safeguarding
- 03.06.2020 - Visit to Memory Technology Resource Room planned as part of SIGA meeting but same postponed due to Covid-19.
- 18.08.2020 - Focus on Talktime Support; Reflections on the Role of SW & the needs of older persons during Covid-19; Review of SIGA Goals/ SW Response to Pandemic
- 01.12.2020 - Focus of meeting was on IASW Advocacy Statement and SIGA Advocacy Asks.

**Membership:** 101

### **Activities / Events for 2020:**

SIGA continued to focus on the goals and priorities of the SIG as follows:

- 1) Provide a Professional Forum for Social Workers Working with Older Persons to Exchange Information and Support. In between SIGA meetings, the Chair and Secretary share correspondence and updates on conferences, CPD opportunities, research, policy, and publications via email. SIGA meetings during 2020 focused on much discussion and information sharing regarding issues affecting social work with older persons including:
  - Changes in Safeguarding Vulnerable Adults Policy and Practice
  - Assisted Decision Making Act
  - National Clinical Programme for Older Persons & Integrated Care Programme for Older Persons Updates & Developments including the development of integrated care teams nationally.
  - Issues with equality of access to Homecare and the statutory homecare consultation
  - Covid-19 specific issues especially in terms of access to social supports such as day services & nursing home residents' access to family contact and communication
  - Issues related to supporting Persons with Dementia & their families.
  - Issues related to supporting persons with self-neglect issues.
  - Carer Supports
  - Defining and Measuring the role of social work with older persons
  - SIGA provided feedback on the IASW Advocacy Statement including specific Asks from the SIG.
  - IASW AGM 2020 Motion

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

- SIGA contributed to the SAGE Financial Abuse Guidelines
- SIGA Pre Budget Submission re Homecare
- SIGA contributed to a letter to Government regarding older persons' access to SW during pandemic.
- Homecare Services: Aisling Coffey represented the IASW on the cross-agency coalition of 21 NGOs which advocates for the government to increase funding for homecare for all adults and to put homecare on a statutory footing. SIGA Chair will be the rep going forward.
- HIQA's 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) Advocacy / Representation on the Needs of Older Persons from a Social Work Perspective:

- Home Care Campaigning: as above
- 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), representing all HSCPs, nursing and medical, was formed within the NCPOP. John Brennan, Sarah Donnelly, and Patrice Reilly are involved in this group's research with UCD, the Eclectic project (Embedding collective leadership to foster collaborative inter-professional working in the care of older people Research). This group is developing a competency framework for all disciplines on interprofessional working. The finalised version will be used by the ICPOP to inform the development of integrated care teams. The Eclectic study will seek to explore whether a form of leadership, known as collective leadership, may help health and social care professionals to work together as a team in providing care for older persons, and, whether collective leadership may be utilized as a method to develop team-based competencies for interprofessional collaborative working by such teams. Alongside this, the social workers are drafting a SW Competency Framework for working with older persons. SIGA members, and other SIGs have been asked to contribute their feedback on that drafted to date.
- The Integrated Care for Older Persons teams are continuing to develop, with the development of integrated care teams across Ireland now part of national policy and strategy. There are six social workers working in integrated care for older persons across Ireland with interviews having occurred for additional posts in recent weeks. Social work is included as a core team member on all integrated care for older person's teams going forward with plans for these teams to develop to cover all of Ireland over the coming 1-3 years.

The SIGA Chair continues to convene a working group comprising of these social workers with the aim of supporting the social workers and coordinating the development of the role. This group continues to meet every 6-8 weeks with frequent email and telephone contact outside of meetings. The group is currently working on drafting a publication on the role of social work in integrated care, further to two members previously publishing pieces through the Irish Social Worker.

**Other highlights from the year:** none

**2020 Publications:** SIGA members contributed to The Liaison Social Work Role in Nursing Homes and Residential Settings: A Model for Practice (2020)

Patrice Reilly  
Chair

## 1.9 Retried Social Workers Special Interest Group

### **Committee Members**

- Patricia Waldron - Council representative
- Mary Kennedy - Convenor (retired from St James's Hospital)
- Margaret Horne - Convenor (retired from the Adelaide 26 years ago)

### **Meetings**

This group is a social networking group who have been meeting for lunch on the first Monday of every second month since the 1980's. The founder member was the late Mary Lahiff who worked in the Meath Hospital.

Unfortunately, we were unable to meet for lunch since February 2020. This was our last meeting.

In the past years, this group met in what was Bewley's Hotel and then moved to the Talbot Hotel, Stillorgan Road, Dublin from 12.30 to 2.30. Our plan was to continue last year, but Covid put paid to that! 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 for discussing anything from pension entitlements to shopping, holidays, visits to Concerts, Art Galleries, etc.

Membership of IASW for retired members revealed that some previous members had dropped out as they felt their interest in keeping up with current IASW activities had diminished as the years went by. Also, some members did not do online banking and reported that their cheques were refused. I have brought this to the attention of Council.

Most members come from a medical social work background with some from the Universities, one or two from Department of Health, Justice and EHB/Tusla.

New members are always welcome to join us. Suggestions for other activities are always welcome, Hopefully, we may meet for an activity indoor/outdoor before the end of 2021.

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

Pat Waldron

## **1.10 Anti-Racist Advisory Group (ARAG)**

**Name of SIG/Committee/Group:** (ARAG) Anti-Racist Advisory Group

### **Committee Members**

- Colletta Dalikeni
- Hilda Loughran
- Washington Marovatsanga
- Diana Ihirwe
- Evelyn Obho
- Nisarg Nagwadia

### **Meetings in 2020:**

- 26.08.2020
- 14.09.2020
- 14.10.2020
- 11.11.2020
- 01.12.2020

**Membership:** 50

### **Activities / Events for 2020:**

- Acceptance of the Anti-racism Motion at IASW AGM on 1<sup>st</sup> July 2020
- IASW was accepted as a member of Irish Network Against Racism (INAR)
- Authorship of the IASW Anti-Racism strategy

### **Other highlights from the year:**

- The group held three 'Talk Time' sessions on anti-racist social work practice in August, September, and October 2020. The aim of these discussions was to provide an opportunity for the membership to explore their thoughts, feelings, and experiences of racism in social work. Discussion included experiences of racism among colleagues as well as from service users, awareness/lack of awareness of bias, implications for social work as a profession at training, practice, and professional development levels as well as consideration of more structural or systemic concerns which may support or leave unchallenged incidences of racism. The overall position of the Talk Time group was that racism in any form is unacceptable and that the values, principles, and mission of social work is to challenge racism and advocate for social justice.

### **Major Discussion in the year focused on:**

- A Call to Action to prioritise anti-racism in all areas of social work followed by establishment of the IASW Anti-Racist Advisory Group. On Nov 11th. The group held an Anti-Racism Forum where participants of the Talk Time and others were involved to a call for action. Guest Speaker Wayne Reid from BASW addressed the Forum and generated ideas about how the commitment to anti-racist and anti-oppressive practice is realised in BASW. These initiatives in conjunction with the outcome of our own Talk Time discussions formed the focus of the Call to Action which focused on 3 stages:
  - ❖ Action Stage 1: Seeking support from the board to developing and implementing an Anti-Racist Social Work Strategic Plan
  - ❖ Action Stage 2: Drafting an IASW Anti-Racist Strategy comprising of 3 streams: Policy and Advocacy, Education and Research, Practice and CPD which reflecting the July AGM Motion.

- ❖ Action Stage 3: Ratifying the IASW Anti-racist Strategy and agree on allocation of resources to support the implementation of the Strategic Plan including Agree and mechanisms to ensure that Anti-Racism is embedded in all aspects of IASW and is transparently a core activity of the organisation and its members.
- We held a Consultation meeting in early December and brainstormed ideas for developing the Anti-Racism Strategy

#### **2020 Publications:**

- IASW Anti-Racism Strategy <https://www.iasw.ie/events/292-launch-iasw-anti-racism-strategy-2021-2023>
- Dalikeni, Colletta. (2020). “Child-Rearing Practices: Cross Cultural Perspectives of African Asylum-Seeking Families and Child Protection Social Workers in Ireland”. *European Journal of Social Work*: Vol. 24, N. 1, pp. 8-20.
- Dalikeni Colletta (2020) Caring about Race? Social Care, Blackness and Vulnerability. *Cu’ram* magazine Social Care Ireland (<https://online.fliphtml5.com/wmqes/lpwa/#p=6>)
- Ihirwe Diane (2020) Racism is the knee on our neck Making it hard to breathe (<https://www.thejournal.ie/readme/diane-ihirwe-black-lives-matter-george-floyd-5114377-Jun2020/>)
- Marovatsanga, Washington. (2020). “When in Rome, You Do as the Romans Do? Black Africans and Social Work in the Republic of Ireland.” (<https://aran.library.nuigalway.ie/handle/10379/15938> Unpublished PhD)
- Garrett. Paul Michael (2021). *Dissenting Social Work*. Milton: Taylor and Francis.

Colletta Dalikeni

## **1.11 Journal Committee**

**Name of SIG/Committee/Group:** The Journal Committee

### **Committee Members**

- Majella Hickey (Editor)
- Steven Peet
- Sinead Twomey
- Frank Browne
- Colletta Dalikeni

### **Meetings:**

The Journal Committee communicated through E Mail and Zoom meetings. 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 2020- 2021. The blind panel of reviewers consisted of three academics from the University sector and four practitioners. Each reviewer reviewed two articles per year.

### **Activities / Events for 2020:**

The Winter 2020 edition was entitled: The Irish Social Worker: Open Access Practice and Research Journal.

All articles in the Irish Social Worker were peer reviewed by a blind panel of practitioners and academics with support and guidance offered by the editorial committee.

The journal offered readers a wide range of articles in the areas of Child and Family Social Work, Mental Health Policy, Integrated Care for Older Persons, Neoliberalist Social Work, Reflective Practice and the Role of the Natural Environment in Promoting Well-being and Development.

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.

The Committee are currently in the process of reviewing articles for 2021 Special edition of Irish Social Worker. This special edition winter journal will mark the 50th Anniversary of the IASW.

### **2020 Publications:**

The Irish Social Worker Open Access Practice and Research Journal Winter 2020

Majella Hickey  
Editor

## **1.12 International Affairs Committee (IAC)**

**Name of SIG/Committee/Group:** International Affairs Committee

**Committee Members:**

- **Chair** – Anna Deneher
- Kerry Cuskelly
- Áine McGuirk
- Maria Swan
- John Brennan

**Meetings in 2020:**

- 05.02.2020
- 24.09.2020
- 03.04.2020
- 22.10.2020
- 05.06.2020
- 10.12.2020
- 08.07.2020

**Membership:** Number of members in 2020: 5

**Activities / Events for 2020:**

- Attendance at meeting with BASW NI, CORU and NISC re Professional Identity Survey initial findings (30th January 2020)
- Ongoing liaison with BASW NI re: Professional Identity Survey
- Attendance at Professional Standards Authority Conference, London 6th March (Aine McGuirk)
- Planned World Social Workday 2020 celebrations in collaboration with BASW NI, 27th March subsequently cancelled due to Covid-19.
- Attendance at IFSW Europe Conference and Delegates Meeting, Birmingham, 23rd-26th April 2020 cancelled due to Covid-19.
- Virtual participation in IFSW Webinar 24th April hosted by BASW on responses to Covid-19 and the role of IFSW.
- Online participation in IFSW Webinar 30th April 2020 hosted by Israeli Association of Social Workers on social workers' response to Covid-19.
- Drafting of IASW Statement on Racism (June 2020)
- Participation in video on racism in Social Work for IASW AGM (July 2020)
- Participation in IFSW 2020 General Meeting 11th -13th July 2020 online
- Participation in IFSW 2020 Global Conference 13th – 17th July 2020 virtually
- Providing input to consultation on the IFSW Global Agenda for Social Work
- Providing input to actions on promoting anti-racist and anti-discriminatory practice for IASW Anti-Racist Strategy
- Meeting with University of Paris Est Creteil 16th October 2020 re IASW and social work in Ireland
- Participation in IFSW-Europe 2020 General Meeting 6th & 7th November 2020 online
- Liaison with Universities re nomination of IASW representative to IFSW Young Social Worker's Project
- Meeting with IFSW Africa region November 2020 regarding project to mentor to Social Work Associations in Africa region.
- Application to Eurochild for Anna Deneher to become IFSW-Europe representative



**Other highlights from the year:**

Throughout 2020 John Brennan continued in his role as IFSW European Vice President

**2020 Publications:**

- Article on Ireland's Social Work Response to Covid-19 for IFSW Website (May 2020) <https://www.ifsw.org/irelands-social-work-response-to-covid-19/>
- IASW Statement on Racism (June 2020) <https://www.iasw.ie/page/613>

Anna Deneher

Chair

**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.

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

**Name of SIG/Committee/Group:** Head Medical Social Workers Group

**Committee Members:**

- **Chairperson** - Kaylene Jackson
- **Secretary** - Anne O' Loughlin

**Meetings in 2020:**

- 15.01.2020
- 08.09.2020
- 14.10.2020
- 11.11.2020

**Membership:** 49

Membership across all medical settings:

- Adult acute
- Paediatric Acute
- Adult and Paediatric Rehabilitation
- Adult Long-Term Care
- Private Medical Settings
- Maternity Settings
- Palliative and Hospice Settings

Medical social workers contributed to an overall Covid – 19 responses through contributions to:

- Local organisations/hospitals.
- Hospital Group structures.
- Health and Social Care Professionals (HSCP) Office.
- Various National Clinical Programmes within the HSE.

**Activities / Events for 2020:**

- Covid - 19 had a significant impact as expected. Initial stages of the pandemic response focussed on localised, organisational strategies to maintain and maximise social work interventions within highly volatile medical environments.
- By August 2020, the Group re-established a virtual connectedness to address broader issues in response to Covid – 19 and its expansive psychosocial impact.
  - Peer support: This was a significant factor in re-establishing the Group contact. Opportunities to debrief as well as share positive learning experiences and innovative practices were welcomed by all.
  - Collaboration: Various members were able to work together on specific trigger issues to advocate for the inclusion of psychosocial issues in the overall pandemic response. Contributions were made to service pathways, protocol development and strategy responses across various medical sectors.
  - Review of KEY Service delivery issues:

- Telehealth

Rapid assimilating the various platforms, implementation and practice impact was essential. The HMSW Group provided opportunity for shared experience and expertise which could be translated into local social work practice as appropriate.

- Advocacy

Awareness of psychosocial vulnerabilities within medical settings is always a priority but within a pandemic this became paramount. Members of the group actively advocated for marginalised groups and high-risk psychosocial issues arising alongside Covid – 19.

Engagement in strategy work as a group was initiated to develop a more cohesive and streamlined response to social work issues arising nationally.

The group also participated in the IASW Advocacy Statement process.

- Safeguarding

Safeguarding adults and children remained high on this group's agenda throughout 2020 and all members were investing in promoting safeguarding practices in parallel with pandemic responses.

- Practice Teaching

The pandemic significantly disrupted training of social work students particularly in relation to practice placement. Several members of the group engaged in a Pilot Practice Teaching Placement pod in conjunction with UCD/UCC and Trinity College to support practice teachers in providing essential placements in medical settings during the Covid – 19 pandemics.

- Non – Covid work streams

Members of the group continued to contribute to broader strategy development throughout the year. E.g., National Stroke Strategy

#### **Activities / Events for 2020:**

- Medical Social Workers (through the HMSW Group) participated on the development of various national documents and guidelines including:
- The liaison social work role in nursing homes and residential settings: guidance for social workers
- The liaison social work role in nursing homes and residential settings: a model for practice
- Guidance for the medical social work profession response to covid-19
- Guidance for bereavement support provided by specialist palliative care social workers in Ireland.

**2020 Publications:** None

Kaylene Jackson

Chair

## **1.15 Adverse Childhood Experiences (ACEs) Associate Group**

### **Committee Members**

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

### **Activities / Events for 2020**

The Associate Group communication was maintained throughout the year by email contact and some meetings took place during the first half of the year.

## **1.16 Adult Safeguarding and Protection (ASaP) Associate Group**

**Name of SIG/Committee/Group:** (ASaP) Adult Safeguarding and Protection

**Committee Members:**

- **Chair** – Bernadette Casey
- **Vice Chair** – Celine O’Connor
- **Secretary** – Clair Hughes
- Grainne Cowan
- Jacinta Barrett

**Meetings in 2020:**

- 30.07.2020
- 27.08.2020
- 24.09.2020
- 29.10.2020
- 26.11.2020
- 15.12.2020

**Membership:** 55 members

We welcome membership from a wide variety of settings in Adult social work, safeguarding, disability, residential and aftercare, mental health, medical and primary care, homeless and social housing services, older persons as well as representatives from Academics, students, and those with an interest in adult safeguarding. Membership is also open to those working in statutory, voluntary agencies and charities.

**Activities / Events for 2020:**

- Set up and established a new IASW associate group for safeguarding in July 2020 and with agreement of group members an interim committee was established.
- Actively engaged and recruited membership of group to grow to 55 members ( IASW members and non-members)
- Developed and agreed our ToR.
- Developed GDPR compliant communication.
- Email setup to communicate with members safeguardingiasw@gmail.com.
- Developed and populated our webpage on the IASW website
- Shared articles / information for CPD and Learning.
- Facilitated two presentations at our group meetings.
  - (i) Safeguarding - Dr Anne O Loughlin on her PhD research findings on The Effects of Being Silent and What Happens When You Say Nothing.
  - (ii) Whistleblowing - Integrity International Ireland on support, advice, and training on integrity in the workplace.
- Three areas of focus were agreed by the group as a priority to focus on over the next year for subgroups: -
  - Representation and Advocacy
  - Communication
  - Education and Training
- Provided three reports to the IASW Council.
- The committee attended meetings with the IASW to help develop the IASW Advocacy Statement.
- EOI process for the IASW Rep from the ASaP group for the National Safeguarding Advisory Committee (NASC).

- Group members made a written submission to the Oireachtas on The Lived Experience of People with a Disability Matters.
- Attended the Age Action AGM, 2020.
- Continue to encourage Non IASW members of the ASaP group to join the IASW.

**Other highlights from the year:**

- The ASaP group plan to organise a safeguarding webinar in Q1 2021 facilitated by Dr Anne O'Loughlin on her PHD findings on The Effects of Being Silent and What Happens When You Say Nothing following her previous presentation to the wider ASaP group.
- Sarah Mahon, IASW NASC Rep provided feedback to our group from committee meetings which was greatly welcomed.
- Following Sarah Mahon stepping down, Amanda Casey was nominated by the board of the IASW to act as IASW Rep on the National Safeguarding Advisory Committee (NSAC)
- The IASW presented the Safeguarding position paper to ASaP members which advocates for developments in safeguarding including safeguarding legislation and an adequately resourced independent statutory social work authority.

**2020 Publications:** None

Bernadette Casey  
Interim Chair

## **1.17 Council of Irish Adoption Agencies (CIAA)**

**Name of SIG/Committee/Group:** (CIAA) Council of Irish Adoption Agencies

**Committee Members:**

- **Chair** – Hazel Douglas
- **Secretary** – Mary Farrell
- **Treasurer** – Sinéad Whiting
- Joan Thompson
- Therese McCaffery
- Therese McDermot
- Eileen Browne
- Laura Shine
- Deirdre Chambers

Members were due for re-election in October 2020, but this was deferred to March 2021.

**Meetings in 2020:**

- 15.01.2020
- 05.11.2020
- 04.03.2020

There were also several informal Microsoft Teams Meetings in November/December re catch up regarding on going issues of concern and pending publishing of the Mother and Baby Home Commission Report.

**Membership:** Approximately 90; All social work practitioners in adoption services are automatically members of CIAA.

**Activities / Events for 2020:**

Planned activities, trainings days and launch of new name for the organisation put on hold due to the lockdown.

**Other highlights from the year**

**A written submission was made to Adoption Authority Ireland**

This was made in January 2020 regarding draft guidelines for Domestic Adoption practice which had been requested by the CIAA the previous year and had been on going. This was in preference to attending a meeting with the Adoption Board as there were some concerns that it should be TUSLA and not CIAA that should not be involved in operational procedures. The Adoption Board had planned to review this submission with others and then convene a meeting with stakeholders, but no further progress was made.

**Press release re Information & Tracing Legislation**

A joint press release was prepared in conjunction with IASW in early January but was not picked up by the media as a General Election was imminent. This advocated that Information and Tracing Legislation could still be introduced without adopted adults having automatic rights to their birth certificates or having to consult birth mothers in advance of releasing information. This is now again having to be revisited with a different prospective.

**2020 Publications:** None

Hazel Douglas  
Interim Chair

**National Social Work Organisation of Ireland CLG**

**Annual Report and Financial Statements**

**for the financial year ended 31 December 2020**



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## **National Social Work Organisation of Ireland CLG DIRECTORS AND OTHER INFORMATION**

**Directors**

John Brennan  
Colletta Dalikeni  
Majella Hickey  
Hilda Loughran  
Aine Mc Guirk  
Anette O'Callaghan  
Gary Gartland  
Rachel McCormack  
Vivian Geiran (Appointed 1 July 2020)  
Bridin Murphy (Appointed 1 July 2020)

**Company Secretary**

Danielle McGoldrick

**Company Number**

518634

**Registered Office and Business Address**

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

**Auditors**

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

**Bankers**

AIB,  
1 Lower Baggot Street,  
Dublin 2.

**National Social Work Organisation of Ireland CLG**  
**DIRECTORS' REPORT**

for the financial year ended 31 December 2020

The directors present their report and the audited financial statements for the financial year ended 31 December 2020.

#### **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 2020.

#### **Financial Results**

The surplus for the financial year after providing for depreciation and taxation amounted to €20,659 (2019 - €52,106).

At the end of the financial year, the company has assets of €349,970 (2019 - €344,120) and liabilities of €66,046 (2019 - €80,855). The net assets of the company have increased by €20,659.

#### **Directors and Secretary**

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

John Brennan  
Colletta Dalikeni  
Majella Hickey  
Hilda Loughran  
Aine Mc Guirk  
Anette O'Callaghan  
Gary Gartland  
Rachel McCormack  
Vivian Geiran (Appointed 1 July 2020)  
Bridin Murphy (Appointed 1 July 2020)

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**

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**Aine Mc Guirk**  
**Director**

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**Anette O'Callaghan**  
**Director**

**Date:** \_\_\_\_\_

## **National Social Work Organisation of Ireland CLG**

# **DIRECTORS' RESPONSIBILITIES STATEMENT**

for the financial year ended 31 December 2020

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:** \_\_\_\_\_

# **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 2020 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 2020 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 5 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 **Error! Bookmark not defined.**, which is to be read as an integral part of our report.

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

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

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

**Date:** \_\_\_\_\_

## **National Social Work Organisation of Ireland CLG**

### **APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT**

#### **Further information regarding the scope of our responsibilities as auditor**

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

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

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



**National Social Work Organisation of Ireland CLG**  
**INCOME AND EXPENDITURE ACCOUNT**

for the financial year ended 31 December 2020

	Notes	2020 €	2019 €
<b>Income</b>		<b>336,665</b>	359,682
<b>Expenditure</b>		<b>(315,978)</b>	(307,693)
<b>Surplus before interest</b>		<b>20,687</b>	51,989
Interest receivable and similar income		<b>15</b>	155
<b>Surplus before tax</b>		<b>20,702</b>	52,144
Tax on surplus		<b>(43)</b>	(38)
<b>Surplus for the financial year</b>		<b>20,659</b>	52,106
<b>Total comprehensive income</b>		<b>20,659</b>	52,106

Approved by the board on \_\_\_\_\_ 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 2020

	Notes	2020 €	2019 €
<b>Fixed Assets</b>			
Intangible assets	8	2,460	4,920
Tangible assets	9	745	1,776
		<u>3,205</u>	<u>6,696</u>
<b>Current Assets</b>			
Debtors	10	5,393	23,066
Cash and cash equivalents		341,372	314,358
		<u>346,765</u>	<u>337,424</u>
<b>Creditors: Amounts falling due within one year</b>	11	<u>(66,046)</u>	<u>(80,855)</u>
<b>Net Current Assets</b>		<u>280,719</u>	<u>256,569</u>
<b>Total Assets less Current Liabilities</b>		<u>283,924</u>	<u>263,265</u>
<b>Reserves</b>			
Income and expenditure account		283,924	263,265
<b>Equity attributable to owners of the company</b>		<u>283,924</u>	<u>263,265</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 \_\_\_\_\_ 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 2020

	<b>Retained surplus</b>	<b>Total</b>
	€	€
<b>At 1 January 2019</b>	211,159	211,159
Surplus for the financial year	52,106	52,106
<b>At 31 December 2019</b>	263,265	263,265
Surplus for the financial year	20,659	20,659
<b>At 31 December 2020</b>	<b>283,924</b>	<b>283,924</b>

## National Social Work Organisation of Ireland CLG

### CASH FLOW STATEMENT

for the financial year ended 31 December 2020

	Notes	2020 €	2019 €
<b>Cash flows from operating activities</b>			
Surplus for the financial year		20,659	52,106
Adjustments for:			
Interest receivable and similar income		(15)	(155)
Tax on surplus on ordinary activities		43	38
Depreciation		1,031	1,274
Amortisation of intangibles		2,460	2,460
		<u>24,178</u>	<u>55,723</u>
Movements in working capital:			
Movement in debtors		17,635	(9,056)
Movement in creditors		(14,814)	10,767
		<u>26,999</u>	<u>57,434</u>
Cash generated from operations		26,999	57,434
Tax paid		-	(76)
		<u>26,999</u>	<u>57,358</u>
<b>Cash flows from investing activities</b>			
Interest received		15	155
Payments to acquire tangible fixed assets		-	(2,239)
		<u>15</u>	<u>(2,084)</u>
Net cash generated from/(used in) investment activities		15	(2,084)
		<u>27,014</u>	<u>55,274</u>
<b>Net increase in cash and cash equivalents</b>		<b>27,014</b>	<b>55,274</b>
<b>Cash and cash equivalents at beginning of financial year</b>		<b>314,358</b>	<b>259,084</b>
		<u>314,358</u>	<u>259,084</u>
<b>Cash and cash equivalents at end of financial year</b>	<b>15</b>	<b>341,372</b>	<b>314,358</b>
		<u><u>341,372</u></u>	<u><u>314,358</u></u>

# National Social Work Organisation of Ireland CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2020

### 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 2020 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

#### Basis of preparation

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

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

#### Income

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

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

#### 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. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income, and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

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

Establishing lives for depreciation purposes of property, plant, and equipment

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

## 4. 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.

## 5. 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.

6. OPERATING SURPLUS	2020	2019
	€	€
<b>Operating surplus is stated after charging:</b>		
Depreciation of tangible fixed assets	1,031	1,274
Amortisation of goodwill	2,460	2,460
	<u>          </u>	<u>          </u>

## 7. EMPLOYEES

The average monthly number of employees, including directors, during the financial year was 3, (2019 - 3).

	2020	2019
	Number	Number
CPD Officer	1	1
Administration	2	2
	<u>          </u>	<u>          </u>
	3	3
	<u>          </u>	<u>          </u>

## 8. INTANGIBLE FIXED ASSETS

	€
<b>Cost</b>	
At 1 January 2020	12,300
At 31 December 2020	12,300
<b>Provision for diminution in value</b>	
At 1 January 2020	7,380
Charge for financial year	2,460
At 31 December 2020	9,840
<b>Net book value</b>	
At 31 December 2020	<b>2,460</b>
At 31 December 2019	4,920

## 9. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Computer Equipment €	Total €
<b>Cost</b>			
At 1 January 2020	1,418	10,142	11,560
At 31 December 2020	1,418	10,142	11,560
<b>Depreciation</b>			
At 1 January 2020	1,136	8,648	9,784
Charge for the financial year	284	747	1,031
At 31 December 2020	1,420	9,395	10,815
<b>Net book value</b>			
At 31 December 2020	<b>(2)</b>	<b>747</b>	<b>745</b>
At 31 December 2019	282	1,494	1,776

## 10. DEBTORS

	2020 €	2019 €
Trade debtors	1,387	4,187
Taxation	-	38
Prepayments	4,006	8,841
Accrued income	-	10,000
	<b>5,393</b>	23,066

## 11. CREDITORS

	2020 €	2019 €
Amounts falling due within one year		
Taxation	3,234	1,524
Other creditors	389	1,043
Accruals	5,556	21,421
Deferred Income	56,867	56,867
	<b>66,046</b>	80,855

**12. STATUS**

The liability of the members is limited.

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

**13. CAPITAL COMMITMENTS**

The company had no material capital commitments at the financial year-ended 31 December 2020.

**14. POST-BALANCE SHEET EVENTS**

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

**15. CASH AND CASH EQUIVALENTS**

	<b>2020</b>	2019
	€	€
Cash and bank balances	<b>191,255</b>	164,256
Cash equivalents	<b>150,117</b>	150,102
	<u><b>341,372</b></u>	<u>314,358</u>

**16. APPROVAL OF FINANCIAL STATEMENTS**

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



**NATIONAL SOCIAL WORK ORGANISATION OF IRELAND CLG**

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020**

**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 2020

	2020	2019
	€	€
<b>Income</b>		
Membership Fees	213,430	195,396
Interdisciplinary Events - Participants Fees	2,111	3,670
Interdisciplinary Events - HSE Grant	-	4,092
IASW Events - Participants Fees	383	3,206
Single Discipline Events - Participants Fees	3,758	18,368
Single Discipline Events - HSE Grant	8,986	25,940
DCYA Research Assistant Funding	9,070	-
CPD Funding	68,000	68,000
Compensation	10,000	-
IASW-HSE Grants	1,715	-
IASW-Other Grants	554	2,003
Advertising Income	18,501	28,810
Other income	157	10,197
	<u>336,665</u>	<u>359,682</u>
<b>Expenditure</b>		
Wages and salaries	130,469	117,808
Social welfare costs	14,417	12,618
Staff training	441	923
CPD Expenditure	43,884	36,802
CPD Officer Expenses	1,109	3,038
Rent payable	8,000	6,000
Insurance	59,788	62,479
Board & Council Expenses	1,270	2,921
Chairperson Expenses	500	1,085
Printing, Publications & Postage	17,129	28,253
Telephone	1,413	938
Website & IT Support	18,270	12,685
IASW AGM & National Conference	-	3,705
Legal and professional	4,792	4,768
Consultancy fees	538	-
Payroll services	1,281	2,296
Bank charges	850	1,235
General expenses	855	180
Affiliation Fees	3,771	2,498
Auditor's remuneration	3,710	3,727
Depreciation	3,491	3,734
	<u>315,978</u>	<u>307,693</u>
<b>Miscellaneous income</b>		
Bank interest	15	155
	<u>15</u>	<u>155</u>
<b>Net surplus</b>	<u>20,702</u>	<u>52,144</u>

IASW

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Representing Social Work in Ireland since 1971

A Member of the International Federation of Social Workers