

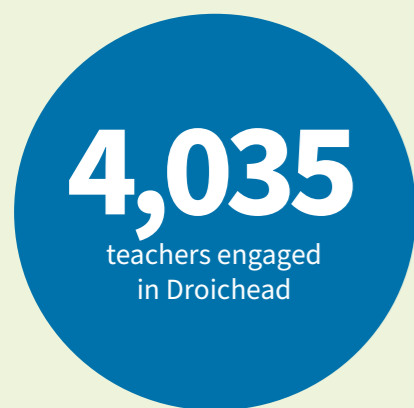
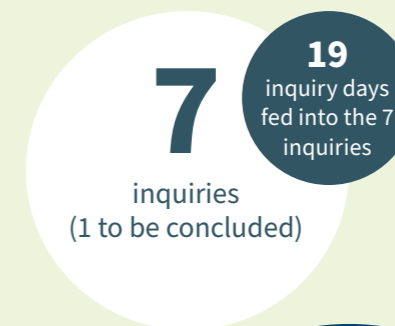
# Annual Report

2022/2023

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28 March 2022 - 27 March 2023

# A Snapshot: 28 March 2022 to 27 March 2023





## Chairperson's report

### Michelle Keane

Chairperson of the Teaching Council/  
Cathaoirleach na Comhairle Múinteoireachta

**Tá an mhúinteoireacht ar cheann de na gairmeacha is tábhachtaí in Éirinn agus d'fhéadfaí a rá gurb í an ceann is suntasaí. Eascraíonn sé seo ón bhfíorscéal go mbíonn gach gairm eile, gach deis chun dul chun cinn sa saol, ag brath ar theagasc agus meantóireacht éifeachtach ár ndaoine go léir sna blianta ba mhó a raibh tionchar acu orthu.**

Teachers create enduring effects on individual and societal wellbeing and development. Theirs is an indispensable role with profound and far-reaching influence. It is therefore fair to say that the paramount factor in this circumstance is the quality of our teachers where, collectively in Ireland, we are fortunate to have the most dedicated of professionals.

This pivotal role that teachers occupy in the lives of their students is supported by a potent and foundational element - trust. Parents and families, entrusting the most cherished aspects of their lives - their children - to educators, do so with faith in the transformative potential of a quality education and a deep-rooted trust in teachers. In Ireland, this is merited by the high standards we keep and the demonstrable excellence of our profession.

Therein lies the role of the Teaching Council, as an acknowledgement by society, and legislated for by the Oireachtas, of the longstanding esteem associated with teaching, and the absolute intent of always safeguarding that esteemed status, and those who we serve. In doing so, this ensures that high standards of teaching and learning are not only preserved but can continually be elevated to meet the demands of the future.

Today, as part of a global community, we confront an array of unprecedented challenges that scale internationally - climate change, resource management, and the health of our economies and societies. I firmly believe that the continuing contribution of teachers, schools and education will underpin Ireland's response to all such matters, including the creation of opportunities for ongoing sustainable development.

The year under review has been remarkable. As Ireland continued to recover from the global pandemic, a much longed for sense of normality began to return, following from the sustained period of serious disruption, grievous loss and great anxiety experienced throughout our society. In that context, once again, the contribution of teachers and schools throughout our country, and most particularly their presence in our classrooms, shone through in the interests of our young people.

As one global crisis came to a conclusion, another began in the form of the war in Ukraine. This elevated the already difficult conditions evolving in economies across Europe and worldwide, fuelling further inflation and a serious cost of living crisis, also exacerbating pressures in Ireland, of which we are all very much aware.

Throughout this period, the Teaching Council remained committed to our mandate. We continued to progress our strategic goals, promoting high standards of professionalism and continuous professional development amongst teachers.

As outlined in this annual report, we are successfully implementing initiatives aimed at enhancing the quality of teaching and learning in our schools, providing relevant and timely professional development opportunities, collaborating with educational institutions, and offering a wide range of resources and support to the profession.

In addition, the Teaching Council has made significant progress in strengthening our regulatory functions. We continued to uphold professional standards for teacher registration and certification, conducting investigations into complaints, and taking appropriate action where necessary. We have also taken significant steps to streamline all our administrative processes and to improve our services to the profession, all of which will continue to be our priority, across a register of 118,432 teachers at our reporting year-end (March 2023).

The Teaching Council has also been actively engaged in advocating for the teaching profession, working with stakeholders, contributing to policy discussions and consultations and collaborating with other professional organisations to promote the value and wellbeing of the teaching profession.

Of course, we recognise that there are still challenges. The education landscape continues to evolve rapidly, and teachers are experiencing increasing pressures and expectations around their roles, including economic factors. As a collective, all stakeholders concerned for education must continue to support our teachers in navigating these challenges. In tandem, we must also remain vigilant in upholding professional standards and addressing any concerns or issues that may arise.

I take this opportunity to express my sincere appreciation to each of the members of the Teaching Council, to the great people who form our staff, and the stakeholders who we depend on for their commitment and dedication to our mission. While the Teaching Council has no role in guiding or defining employment arrangements for its members, who serve on the Council in a voluntary capacity, our work is dependent on the availability of members as a collective and also in the various important committees on which they serve. To date, the Council has benefited from, and has been grateful for, the discretion and flexibility exercised by employers, including school patrons and boards of management, in facilitating leave from school and attendance at meetings by members of the Council. While I acknowledge that this can be difficult to manage, it is essential that the importance of this facilitation and co-operation should continue to be understood by all stakeholders.

I warmly welcome Dr Lynn Ramsey who took up her role as Director of the Teaching Council in February 2023, in succession to Tomás Ó Ruairc, and I wish Lynn every success as she leads our organisation forward. On behalf of the Council, I also express our appreciation to Deputy Director, Phil Fox, who served as Acting Director with great diligence and dedication during the year.

We thank the Minister for Education, Norma Foley TD, and the officials of her Department, for their support of the work of the Teaching Council, including the benefit of renewed regulatory orders designed to support teacher availability and supply, among all other initiatives being deployed in conjunction with working groups across the education system.

The past year has exemplified the resilience and determination of our profession, and I am confident that we will continue to make further significant progress in the current year and onwards. Together, we can continue to build a stronger, ever more vibrant education system that benefits our young people, our communities, our society and our economy, where teachers will always be instrumental in underpinning the progress and success of our nation.

*Michelle Keane*

**Michelle Keane**  
Chairperson







## Director's report

### Dr Lynn Ramsey

Director of the Teaching Council/  
Stiúrthóir na Comhairle Múinteoireachta

**Seo an chéad deis atá agam mar Stiúrthóir ár dtuarascáil bhliantúil a chur ar fáil. Is eagraíocht ardfheidhmíocht í an Chomhairle Mhúinteoireachta, ina bhfuil gairmí díograiseacha atá tiomanta do rath agus folláine múinteoirí agus do ghairm na múinteoireachta ann. Mar sin, is mór an onóir dom an eagraíocht seo a threorú agus muid ag leanúint lenár sainordú a chomhlíonadh.**

I look forward to working closely with all stakeholders in delivering on the statutory role and objectives of the Teaching Council in the interests of the public, the teaching profession and the pupils, students, schools and wider communities.

During the year in review, the Teaching Council continued our implementation programmes in line with our statutory role and strategic plan (2022 - 2027), as reported in greater detail in the following pages. Our overarching objective is to ensure that standards are maintained and enhanced and, in so doing, that the continuing excellence of the profession is promoted across Ireland.

Our strategic plan is being implemented across four pillar goals including the ongoing development and enhancement of teacher registration and supply; the creation of collaborative professional communities of teaching and learning; the continuing of fitness to teach processes of the Council and the promotion of sustainable ways of working in the Council. These are all essential in furthering the interests of the profession.

Working with all stakeholders, we continued to support initiatives designed to underpin teacher supply and availability, across several working groups, including our chairing of the Communications Working Group on Teacher Supply within the Teacher Supply Action Plan.

Some of the key achievements during the year include the initiation and approval of additional four-year concurrent Initial Teacher Education (ITE) programmes, qualifying teachers in two subject areas. The Teaching Council has also been continually attentive to the needs of Newly Qualified Teachers (NQTs), initiating a second cycle review of the Droichead Integrated Professional Induction Framework policy, while also ensuring the alignment of all programmes with Céim standards.

We further streamlined and enhanced our registration systems and processes, including our new online registration system, that has also speeded up processes, making it easier for applicants to track applications in real time. We are also leveraging this technology to provide accurate data to refine teacher supply models in conjunction with the Department of Education and other stakeholders.

Further initiatives were introduced to support teacher supply, including regulatory orders enabling teachers who qualified abroad to complete their induction in Ireland. Additionally, student teachers were enabled to join the register, to be available for substitute teaching roles, if they have successfully completed the first two years of an accredited undergraduate Initial Teacher Education programme.

In response to the needs of Ukrainian citizens seeking refuge in Ireland and in line with the EU Temporary Protection Directive we launched a tailored registration process for qualified Ukrainian teachers, with 107 applicants approved for entry to the national register of teachers.

As the State's regulator for the teaching profession, and wherever required, the Teaching Council carries out reviews, investigations and hearings into serious complaints made about registered teachers. Forty-three complaints were received during the reporting year.

New regulations were also progressed during the reporting year. These further empower the Teaching Council to direct employers to inform the Council of teacher dismissals or resignations related to complaints or disciplinary actions. These regulations made under Section 37 of the Teaching Council Act 2001, as amended were approved by Council in March 2023 and signed into effect by the Minister for Education on 11 May 2023.

The Teaching Council is also currently engaged with the Department of Education, and other stakeholders, to bring forward procedures under Section 28 of the Education Act 1998, formalising processes for parental complaints at school level. We are also reviewing and updating our Fitness to Teach procedures, Investigating Committee procedures, information booklets, and website content to enhance clarity and efficiency in these essential processes.

Actively promoting teaching as a profession, the Teaching Council's management and staff participated in various working groups, hosted forums, and engaged in extensive dialogues with the Department of Education and guidance organisations. The Teaching Council also participated and presented at a number of career and recruitment fairs across Ireland and Northern Ireland, promoting teaching as a career and emphasising support for groups underrepresented in the profession.

Throughout the year, we actively collaborated with the Department of Education and other stakeholders, fostering professional development and engagement activities within the education community in Ireland, to oversee implementation of the Cosán Action Plan, promoting continuous learning and development within the teaching profession.

The Teaching Council is also engaged with international and national bodies, notably the European Commission and the Organisation for Economic Co-operation and Development (OECD), to develop a model for local community engagement in educational policymaking, first piloted by the Council through its innovative BEACONS programme (Bringing Education Alive for our Communities On a National Scale). The project to develop a model of engagement commenced in May 2022 and is supported by EU funding. The OECD will report its findings in October 2023.

The Teaching Council's research programmes are designed to support a culture of shared learning and evidence-informed practice, involving the deployment of a substantial range of resources. During the year, the Council was very pleased to support 47 research projects with funding. We also showcased a wide range of very insightful research and information projects by teachers and a range of professional learning workshops at our FÉILTE event.

I am very grateful to the Chairperson, Council members, my management team and all my colleagues for their support and encouragement and for their dedicated contribution and commitment throughout the year in review and onwards.

The Teaching Council will continue its focus on upholding public trust in teaching in Ireland, while engaging collaboratively with teachers, school leaders, pupils, children and young people and all education stakeholders in meeting systemic needs. I am confident that our collective work will continue to provide empowerment and support to teachers and education for the future and I look forward to strongly supporting the profession of teaching into the future.



**Lynn Ramsey**  
Director

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## Who we are

**The Teaching Council was established on a statutory basis in March 2006. We are the professional standards body for the teaching profession, and we promote and regulate professional standards in teaching.**

**We act in the interests of the public good while upholding and enhancing standards in the teaching profession.**



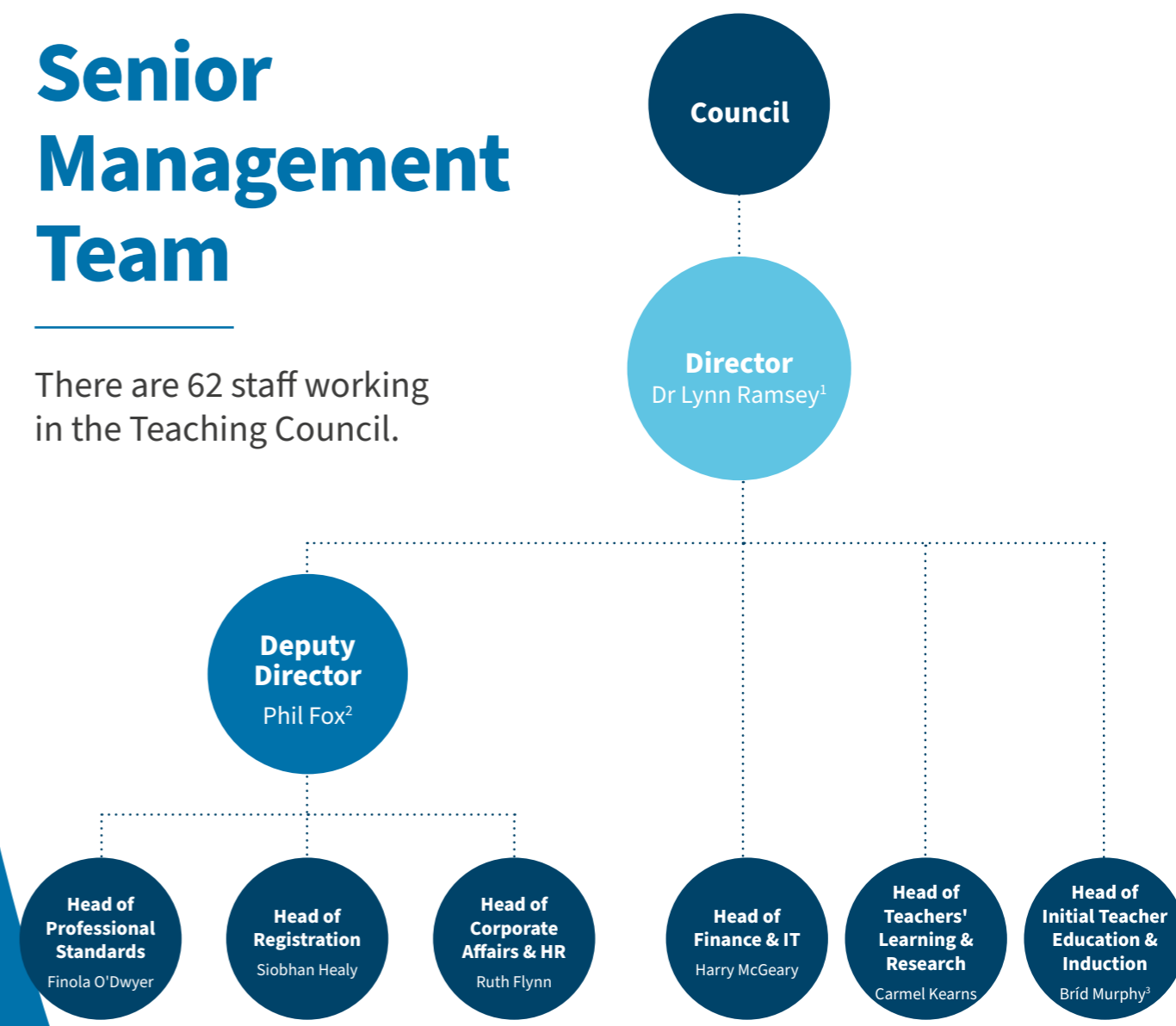
# Membership of the Teaching Council

The Council has 37 members, of whom 22 are registered teachers, and 16 of whom are elected by teachers. The membership is comprised of:



# Senior Management Team

There are 62 staff working in the Teaching Council.



1. Dr Lynn Ramsey was appointed Director 01 February
2. Phil Fox was Acting Director from 17 January 2022 until 31 January 2023
3. Bríd Murphy was appointed Head of Initial Teacher Education and Induction 16 December 2022





# What we do?

## The Teaching Council's statutory functions are to:

- Promote and regulate the teaching profession;
- Set and maintain standards of teaching, knowledge, skill, and competence;
- Register teachers;
- Determine the education and training and qualifications required for registration;
- Review and accredit programmes of initial teacher education;
- Process applications for registration and registration renewal, and requests to extend the timeline allowed for the fulfilment of registration conditions;
- Receive vetting disclosures for registration and employment purposes;
- Act as the competent authority for the recognition of qualifications for teachers who qualify outside of Ireland;
- Establish procedures and criteria for the induction of newly qualified teachers (NQTs);
- Conduct inquiries into and, where appropriate, impose sanctions in relation to, the fitness to teach of any registered teacher;
- Maintain a code of professional conduct for teachers;
- Advise the Minister in relation to:
  - the minimum standards of educational qualifications required for entry into programmes of teacher education,
  - teacher supply,
  - the professional development of teachers, and
  - any matters relating to the functions of the Council.

“The Teaching Council promotes and supports the highest standards in teachers’ professionalism and teacher education through effective policies, regulation, and research. We seek to foster a conducive landscape for sustainable and responsive teaching and learning in our communities. We do this by collaborating with the Department of Education and all stakeholders in an increasing diversity of innovative ways. This work will ensure quality teaching and learning for all, through enhanced creativity, inclusion, diversity, leadership, and wellbeing. This in turn will further develop public confidence and trust in the teaching profession in Ireland, and in education more broadly.

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# Achieving our strategic objectives

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**This annual report covers the period from 28 March 2022 - 27 March 2023 and outlines the progress made in achieving our four strategic goals.**



# The four strategic goals for 2022 to 2027 are:

## Teacher registration and supply

**Goal:** Ensure a sufficient supply of registered and vetted teachers to meet the identified needs of the school system, including diversity, in collaboration with the Department of Education, Department of Further and Higher Education, Research, Innovation and Science and all stakeholders.



## Collaborative professional communities for sustainability

**Goal:** Provide practical frameworks and supports for collaborative professional communities with a particular focus on inclusion, joy and creativity in quality teaching and learning.



## Fitness to teach

**Goal:** Continue to ensure that fitness to teach processes are fair, appropriate and effective in the interests of the public and the profession.



## Corporate and resourcing sustainable ways of working

**Goal:** Maintain and enhance the Teaching Council's flexible, collaborative and innovative organisational culture that supports shared learning and responsiveness to regulatory requirements and national priorities.



## Strategic objective 1 - Teacher Registration and Supply

### Goal -

**Ensure a sufficient supply of registered and vetted teachers to meet the identified needs of the school system, including diversity, in collaboration with the Department of Education, Department of Further and Higher Education, Research, Innovation and Science and all stakeholders.**



- The second cycle of review and accreditation of existing programmes of ITE, primary and post-primary, commenced in November 2021 and will conclude in Q4 2023. This cycle will ensure that all 68 existing programmes of primary and post-primary ITE are aligned with Céim: Standards for Initial Teacher Education (2020).
- Action 12 in the Department of Education's Teacher Supply Action Plan (2018) requested the Higher Education Authority to engage with the Initial Teacher Education (ITE) programme providers to ensure that additional 4-year concurrent post-primary ITE programmes are in place which qualify teachers in two subject areas, including targeted subjects. Between March 2022 and March 2023, two new 4-year concurrent programmes of ITE were approved. The two programmes approved are the Bachelor of Education in Gaeilge and Modern Languages from University College Dublin (UCD), and the Bachelor of Education in Technology, Engineering and Graphics from Dublin City University (DCU) and Technological University of the Shannon (TUS).

The Council also received the submission for one programme of Further Education ITE which at the time of publication of this report are progressing through the review and accreditation process.

- The Council will conduct a focused review of Droichead policy concentrating on areas that have been identified as in need of improvement as indicated by commissioned research (DEEPEN) and quality assurance processes (DQA) and areas that require update/revision in light of the changes in the education landscape since the policy was published in 2017. This will ensure that Droichead continues to meet the needs of Newly Qualified Teachers (NQTs).
- The Council implemented revised Curricular Subject Registration Requirements (Post-primary) in January 2023. A review of the qualification assessment processes for teachers who qualify overseas was initiated to identify and enhance processing efficiencies.
- A tailored registration process for qualified Ukrainian teachers granted temporary protection under the EU Temporary Protection Directive commenced in April 2022. The application process for qualified Ukrainian teachers opened on 21 April 2022 and as of 27 March 2023, 107 applications were approved for registration. Of these, eight are primary, 98 are post-primary and one is recognised under Other.
- Engagement continued with the Migrant Teacher Project and Department of Education Visiting Teacher Schemes.
- In February 2023, the Council re-introduced a temporary amendment regulation that allows teachers who qualify outside of Ireland to apply for registration and complete induction in Ireland.

- The Council is represented on the Teacher Supply Steering Group, the Implementation Group and on three of the four established working groups, namely the Data, Higher Education and Communications Working Groups.
- The Communications Working Group, which is chaired by the Director of the Council, continued its work promoting the profession in line with the Teacher Supply Action Plan. In November 2022, the Council and Department of Education jointly hosted the sixth National Consultative Forum on Teacher Supply. The forum was held in the Morrison Hotel, Ormond Quay, Dublin 1.
- Extensive engagement continued with the Department of Education as part of the Teacher Supply Data Working Group. Data held by the Teaching Council continues to be an invaluable source of information relating to teacher supply.
- A meeting was held between the Teaching Council, Department of Education, and guidance organisations to promote teaching as a profession. The meeting explored ways to further support one another in the provision of guidance in this area. Guidance organisations included the Institute of Guidance Counsellors, Association of Higher Education Career Services (AHECS), and Adult Guidance Association.

A separate presentation was also delivered to AHECS members in September 2022 on teaching as a career.

- The Council attended 48 career fairs and recruitment fairs across Ireland and Northern Ireland to promote teaching as a career. Events were attended which targeted post-primary and third-level students, and adults in employment seeking to transition into teaching.

At each of these events, particular reference was made to the availability of access courses to support entry to programmes of initial teacher education for groups that are underrepresented in the teaching profession. These groups include those with disabilities, those from the traveller community, those from socioeconomically disadvantaged areas, and others.

- Each year the Teaching Council engages with final year student teachers. The Council, along with the National Induction Programme for Teachers (NIPT), visits final year student teachers to brief them on the role and functions of the Teaching Council and the Droichead process. These visits took place in January, February and March 2023. Staff from the registration team also recorded a webinar to provide guidance on the Council's fast-track registration process for Newly Qualified Teachers.

Prior to recording the webinar, staff engaged with final year student teachers, via their programme providers, to collate their questions which were then answered as part of the presentation.

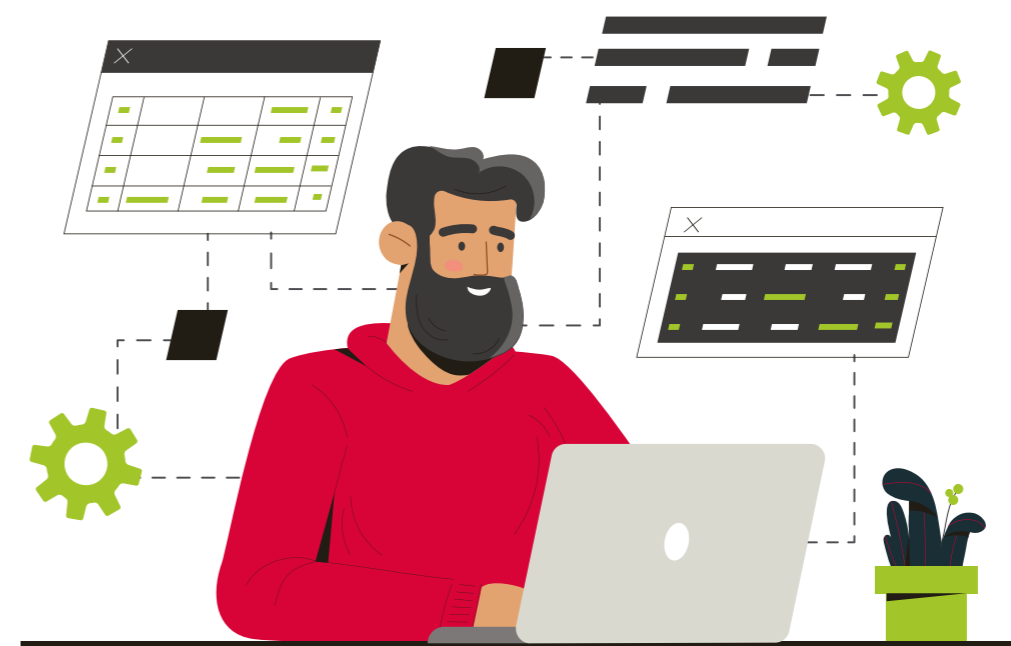
Implement the new registration portal My Registration and position the Teaching Council as a leading innovator in the field of professional regulation, including digitisation.

The My Registration portal continued to be developed and enhanced to provide efficiencies to registration processes. The following processes took place:

- Developed a student teacher registration process. The student teacher registration process integrated with the renewal of registration and newly qualified teacher (NQT) processes;
- Developed a registration process to register Ukrainian teachers;
- Introduced the online registration for newly qualified teachers in 2022 and enhanced this process in time for 2023 graduates;
- Commenced the development, translation and testing of the Irish language portal;
- Implemented efficiency changes to the Professional Masters in Education (PME) verification process;
- Implemented Linguistic Competency and Immersive Educational Experience changes to application forms, in line with the updated criteria to the Curricular Subject Registration Requirements (Post-primary).

Provide accurate data to support the ongoing refinement of teacher supply modelling by leveraging NOVUS, the new registration database, in collaboration with the Department of Education and other stakeholders.

The Council continued to provide accurate registration data to support ongoing teacher supply modelling, in collaboration with the Department of Education and other stakeholders.



## Strategic objective 2 - Collaborative Professional Communities for Sustainability

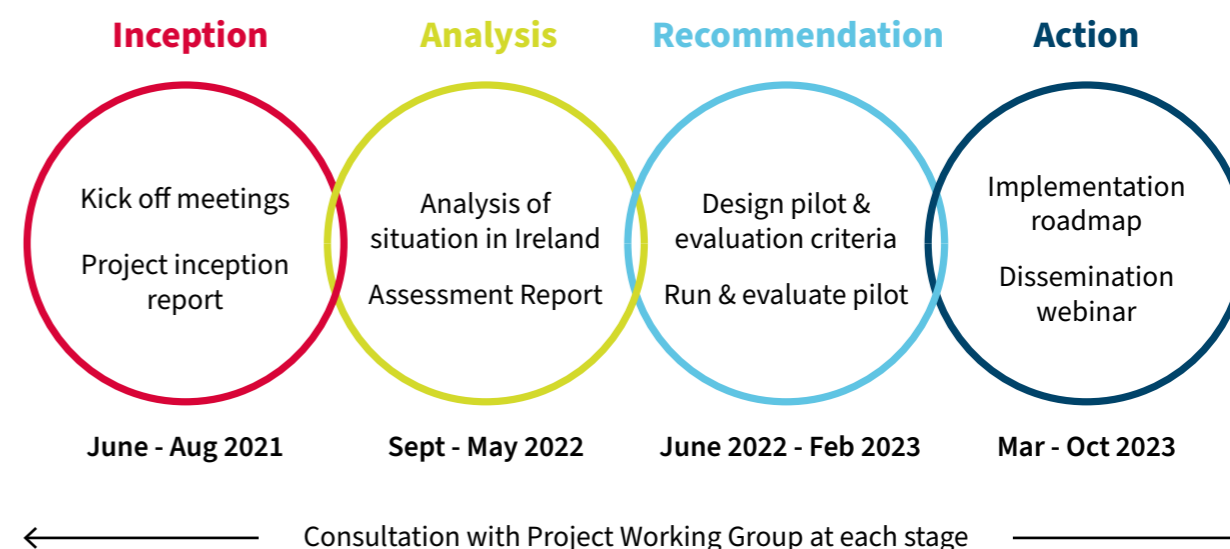
### Goal -

**Provide practical frameworks and supports for collaborative professional communities with a particular focus on inclusion, joy and creativity in quality teaching and learning.**



- The Council collaborated with the Department of Education to oversee the implementation of the Cosán Action Plan. A virtual Cosán stakeholder event took place in October 2022. More than 100 delegates attended and were representative of a range of stakeholders who support teachers' professional learning, including the Department of Education support services, HEIs, and education support centres. A key purpose of the event was to highlight the strategic importance of Cosán in the education system and the progress made to date by the various stakeholders in aligning their work programmes with Cosán.
- In collaboration with ESCL, the third series of Cosán workshops for schools took place during the reporting year. This involved 20 workshops which were facilitated in collaboration with 16 education support centres. They were designed to support primary, post-primary and further education teachers in engaging with the Cosán framework in their school context. The programme, which consists of three workshops and a number of collaborative school-based activities, was promoted widely, including in teacher union magazines. Having completed the programme, workshop participants and facilitators were offered the opportunity to complete online surveys, and feedback from those surveys was being analysed at the end of the reporting year, to inform planning for future Cosán activities.
- In response to feedback received from teachers during the Cosán development process, a Cosán infographic was developed to support them in engaging with the Cosán framework. To complement this resource, work was ongoing at the end of the reporting year on the development of a new Cosán video.
- The Cosán Working Group met on four occasions in May, September, and November 2022, and once in January 2023 and considered feedback from the workshops programme and progress made to date on the Cosán Action Plan. This will help inform their ongoing work in promoting the system-wide implementation of Cosán.
- An online professional learning community called the 'Cosán Community' has been established on T-REX.ie.
- The Council continued its work with the Directorate-General for Structural Reform (DG-REFORM), the Organisation for Economic Co-operation and Development (OECD), and national stakeholder bodies to develop of a model of local school community engagement to strengthen education policy making in Ireland. The Project Working Group met on four occasions in May, June, and October 2022, and once in March 2023.

## Project Plan



During the analysis phase of the project the OECD conducted a desk-based assessment of the existing engagement processes in Ireland. This assessment informed the next phase of the project, the pilot of engagement events.

As part of the pilot, seven engagement events took place across Ireland to test various models of engagement. Some of the events were held online and some in-person. The OECD contracted the Burren College of Art to run the engagement events which were then evaluated by the Centre for Effective Services. The final evaluation report from the Centre for Effective Services was presented to the Project Working Group in March 2023.

This will bring the project into the final phase which will see the OECD develop a roadmap outlining the next steps for the implementation of a model of engagement to improve education policy making in Ireland. A hybrid event is scheduled to take place in October 2023 to share the findings with national and international stakeholders.

- FÉILTE, our annual event which promotes and celebrates excellence in learning and teaching took place on Saturday, 1 October 2022 in The Helix in DCU. FÉILTE featured a keynote address by Declan Coyle, creator of The Green Platform, three live-streamed panel discussions, 28 showcases, six workshops, a Comhrá Taighde (research conversation), Leadership Meet, Student Meet and Teach Meet. The theme of the event was "Respect, Remembering, Reflecting, Reimagining".
- A FÉILTE Working Group was established to assist with planning the event, consisting of members of the Teaching Council and stakeholders in education. This group met on two occasions in 2022/2023.
- By the end of the reporting year, the Education Committee had begun to plan the review of the Council's research strategy, which is due to conclude in 2024.
- 41 applications were received under round 5 of the Research Bursary Scheme (RBS) and 52 applications were received under round 1 of the Researchers in Residence Scheme (RiRS).

Eligible applications were considered by the appointed review panel and research funding of €110,000 was awarded to 47 research projects, 38 of which were collaborative in nature.

An online research awards event took place in May 2022.



- By the end of the reporting year, 56 applications had been received under round 6 of the Research Bursary Scheme and were under review.
- In September 2022, in collaboration with Oxford University, a review of the first round of the RiRS commenced. The Council delayed the launch of the next round of the RiRS to allow time for the findings of the review to inform the design and delivery of the second round of the scheme.
- A total of 19 research reports, setting out the findings from previously funded research, were published on the Council's website.
- Four new sets of resources were added to the Using Research in Our School collection. These related to the following Cosán learning areas:
  - ICT, Numeracy,
  - Literacy,
  - Leading Learning in Irish.
- As part of FÉILTE 2022, 14 researchers who received funding under the John Coolahan Research Support Framework took part in a Comhrá Taighde (research conversation) where they shared their insights about their research journeys, and the findings from their research.
- The Teaching Council provides all registered teachers with free access to an online library of journals and eBooks. An additional 35 eBooks were added to the online library.
- A special edition ezine was produced to mark World Book Day in March 2023. This ezine promoted the online library and featured 10 eBooks from our collection.
- The Research Engagement Group (REG), met three times. This group, which is comprised of registered teachers and others with experience of research in the areas of teaching, learning and/or assessment, supports the Council in delivering its research functions.
- The Council and the Department of Education sought tenders for the delivery of a research project on the experience of beginning teachers in Ireland today. The research will investigate beginning teachers' professional journeys, and the key personal, educational, professional and systemic influences that define and shape their early careers and practice including the impact of initial teacher education. At the end of the reporting year, a number of tenders had been received and a tender evaluation process was underway.
- A social media and engagement strategy was implemented to promote our activities throughout the year. This strategy included a schedule for the release of ezines, news updates and social media posts.
- At the end of the year planning commenced for the development of a communications and engagement strategy. This strategy will provide a strategic approach to communicating our role as a regulator of the teaching profession and will be aligned to our objectives outlined in the Strategic Plan 2022 to 2027.

## Strategic objective 3 - Fitness to Teach

### Goal -

**Continue to ensure that fitness to teach processes are fair, appropriate and effective in the interests of the public and the profession.**



Under the Teaching Council's Fitness to Teach functions (Part 5 of the Teaching Council Acts 2001, as amended) the Council can investigate complaints made in relation to registered teachers regarding serious matters. Once a complaint is made, the Council will initiate an investigation and decide if it should be dealt with through the Council's formal disciplinary procedures.

The Council may, following a disciplinary inquiry, decide to advise, admonish, or censure the teacher in writing, impose fitness to teach conditions on the teacher's registration, or suspend or remove the teacher from the Register of Teachers. Where a teacher is suspended or removed from the Register, they are not eligible to be paid a State-funded salary.

The Council advises that all complaints should initially be brought to the teacher's school before they are brought to the Council. However, where a child or vulnerable person is at risk, this should be brought, in the first instance, to the attention of An Garda Síochána and Tusla - The Child and Family Agency, and subsequently to the attention of the Teaching Council.

- The implementation of procedures under section 28 of the Education Act 1998 would provide for a formalised parental complaints procedure at school level, allowing grievances or complaints to be dealt with, potentially without engaging with Fitness to Teach procedures. In this regard, the Council continued to engage with the Minister, Department of Education and other stakeholders in relation to the need to implement procedures under section 28 of the Education Act 1998, whether this is by means of procedures under the Education (Student and Parent Charter) Bill, 2019 or by whatever means the Minister sees fit.
- The commencement of Regulations to give effect to Section 37 of the Teaching Council Act 2001, as amended will give Council, subject to the consent of the Minister, the authority to direct a teacher's employer to advise the Council if a registered teacher has been dismissed or has resigned from their teaching position following upon the making of a complaint or a disciplinary process at school level. The draft Regulations were approved by the Council on 6 March 2023 and at the end of the reporting year, awaited the consent of the Minister for Education. The Regulations were subsequently signed by the Minister and took effect on 11 May 2023.
- In line with the Council's strategic objective to ensure that information for the public and teachers is written in plain English and easy to understand, the Professional Standards team has commenced a review of the 'Fitness to Teach' information booklets and the 'Fitness to Teach' information on the Council website.
- Our 'Fitness to Teach - Information for Employers' and 'What to do if a complaint is made about you - Information for registered teachers' booklets were being updated at the end of the reporting year to reflect the status of the Regulations made under section 37 of the Teaching Council Act 2001, as amended. These Regulations have since taken effect on 11 May 2023 and in this regard, updated booklets and information have been uploaded to the Teaching Council website.
- The Council has commenced a review of the Investigating Committee procedures and inquiry procedures, in an effort to further streamline Fitness to Teach processes. Potential amendments to the Council Acts are also being considered with a view to introducing greater efficiencies.

## Strategic objective 4 - Corporate and Resourcing Sustainable Ways of Working

### Goal -

**Maintain and enhance the Teaching Council's flexible, collaborative and innovative organisational culture that supports shared learning and responsiveness to regulatory requirements and national priorities.**



- In April 2022, in consultation with staff, a blended working protocol was developed and implemented in line with the Blended Working Policy Framework for Civil Service Organisations. The Council believes that blended working can increase flexibility, improve health and wellbeing, and enhance work-life balance.

Staff can avail of blended working arrangements which are facilitated to support wellbeing and align with the changing needs of the workforce, while maintaining organisational efficiency and effectiveness. These blended working arrangements are accessed through an application process and approved by line managers. All arrangements are subject to ongoing monitoring and review.

- The Teaching Council continues to prioritise staff professional development. Staff attended many different programmes over the year which delivered a range of skill enhancements in the areas of wellbeing, leadership, personal and professional development.
- The Council continued its focus on the security of its infrastructure while further developing resilience. A new firewall was installed, and significant network modernisation work was undertaken. These developments will enhance security in addition to supporting business continuity and hybrid working.
- A competitive tender process was undertaken to redevelop and redesign our website, [www.teachingcouncil.ie](http://www.teachingcouncil.ie). In March 2023 a contract was awarded to the preferred contractor and the project was due to commence in Q2 2023.
- The Teaching Council communicates with stakeholders to communicate its role and responsibilities, to build understanding of what its work means, and to generate support for its regulation and promotion of the profession of teaching, in the public interest. The Director and staff regularly made presentations on issues related to the work of the Council, engaging with a wide range of stakeholders, teachers, parents and the wider public. The following is a non-exhaustive list of the types of stakeholder engagement activities the Council undertook:
  - hosted an information seminar with the Higher Education Institutions;
  - appeared at a Joint Oireachtas Committee on Autism;
  - attended a Four Nations (Meetings of the Chairs and Chief Executives of the General Teaching Councils in Ireland, Northern Ireland, Scotland, and Wales) meeting in Edinburgh;
  - chaired the National Consultative Forum on teacher supply;
  - attended stakeholder briefings/meetings relating to teacher supply;
  - hosted FÉILTE the annual event which celebrates World Teachers' Day;
  - European Union Network of Education Councils General Assembly Meeting;
  - guest lectures to students on post-graduate teacher education programmes;
  - member of the SCoTENS steering committee and sub-committees.

- As part of our engagement strategy to promote the profession and increase understanding of the Council's work, the Council engages in proactive media outreach, as well as responding to queries from the media.

### Joint Committee on Autism

The Acting Director and Acting Head of Initial Teacher Education and Induction provided a written statement and attended the Joint Oireachtas Committee on Autism in October 2022. Following attendance at the committee support was provided by communicating with the Register of Teachers to encourage teachers to make themselves available to partake in the Summer Programme 2023. Statistics taken from the Register of Teachers were also provided to the committee on the number of teachers on the register with a qualification in Special Education attached to their registration.

## Statements made by the Council during the reporting year included:

### April 2022

[Tailored Registration Process for Qualified Ukrainian Teachers](#)

[New Chairperson and Deputy Chairperson elected by the Teaching Council](#)

### May 2022

[Teaching Council Registration under 'Route 5 - Student Teachers' has commenced](#)

### June 2022

[Curricular Subject Requirements \(Post-primary\) Update June 2022](#)

### October 2022

[New Director of The Teaching Council announced](#)

### January 2023

[Teachers who qualified abroad can apply for registration and complete their induction in Ireland on a time-bound basis](#)



# Corporate governance

# 4

## Finance

The Council's expenditure in the 2022 financial year was €8.55 million, an increase of €0.39 million compared to 2021. The increase resulted mainly from higher costs relating to meetings and venues (a return to physical meetings post-pandemic) and increased depreciation due to the first full year's depreciation charge for the My Registration portal. The Council's income (including investment and net rental income less tax) was €7.10 million, a decrease of €1.31 million over 2021. The decrease was due to the reduction in value of financial assets caused by challenging market conditions. Registration income increased in line with the growth in the number of teachers on the Register.

A new cloud-based financial management system was implemented during the year. The new system will improve productivity, financial control and management of information. The Council continues to focus on cost management to consolidate its financial position.

## Data protection

As the professional standards body for the teaching profession, the Council continues to promote high standards in data protection practices and takes its responsibilities very seriously in the processing of personal data in line with data protection legislation, including the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. The Council continuously reviews all its practices where personal data is processed to ensure full compliance with data protection legislation and the safeguarding of personal data.

The Council's Privacy Policy is reviewed on an ongoing basis to ensure it adheres to legislation and best practice in the delivery of appropriate data protection procedures. It is published on our website ensuring that all who engage with us can understand how we treat any personal data that we process and understand how they can exercise their data protection rights.

On 29 November 2022, the Circuit Court confirmed an administrative fine of €60,000 imposed on the Council by the Data Protection Commission in relation to an externally initiated cyber-attack in March 2020.

## Freedom of information

The Council is subject to the provisions of the Freedom of Information Act, 1997, and the Freedom of Information (Amendment) Act 2014. The Council received five Freedom of Information (FOI) requests during the year. Details of all non-personal requests are published quarterly on our website.

## Gender balance in the membership of Council

As of 27 March 2023, the Council had 50% female and 50% male members with one position vacant.

The Council therefore meets its obligation under the Code of Practice for the Governance of State Bodies 2016.

## Section 42 of the Irish Human Rights and Equality Commission Act 2014 — Public Sector Equality and Human Rights Duty (the Duty)

The Council is committed to eliminating discrimination, protecting human rights and promoting equality among our staff and users of our service. The Council has put in place measures to ensure that consideration is given to human rights and equality in the development of policies, procedures, and engagement with stakeholders.

The Council has an internal Code of Conduct for Members of Council and Staff based on the following principles:



The code states that the Council is committed to promoting fairness by:

- complying with employment equality and equal status legislation; and
- aiming for fairness and equality of treatment in all of its dealings with the public.

This code as well as all relevant legislation including the Irish Human Rights and Equality Commission Act 2014, the Employment Equality Acts 1998-2015 and Equal Status Acts 2000-2018 shape the culture of the Teaching Council. The Teaching Council carries out its Public Sector Equality and Human Rights Duty in accordance with guidance from the Irish Human Rights and Equality Commission.

An Access Officer is available to provide or arrange assistance and guidance to persons with disabilities accessing our services. The contact details for the Access Officer is published on our website.

## Ethics in Public Office Acts 1995 and 2001

Council members and staff members holding designated positions are obliged to comply with the provisions of the Ethics in Public Office Act 1995, and the Standards in Public Office Act 2001, and to furnish a Statement of Interests to the Standards in Public Office Commission where there may be a material influence on their performance of Council matters.

## Customer service charter

The Customer Service Charter is in place and published on our website. This charter reflects our commitment to providing high standards of service in accordance with Quality Customer Service initiatives approved by Government.

## Employment Equality Acts, 1998-2015

The Teaching Council is committed to a policy of equal opportunity and adopts a positive approach to equality in the organisation. The Teaching Council has in place policies that provide staff with options in relation to meeting their career and personal needs, such as continuous personal development opportunities, study leave, reduced working hours and career breaks. A Bullying and Harassment and Dignity at Work Policy is in operation and has been communicated to all staff.



# The Register of Teachers

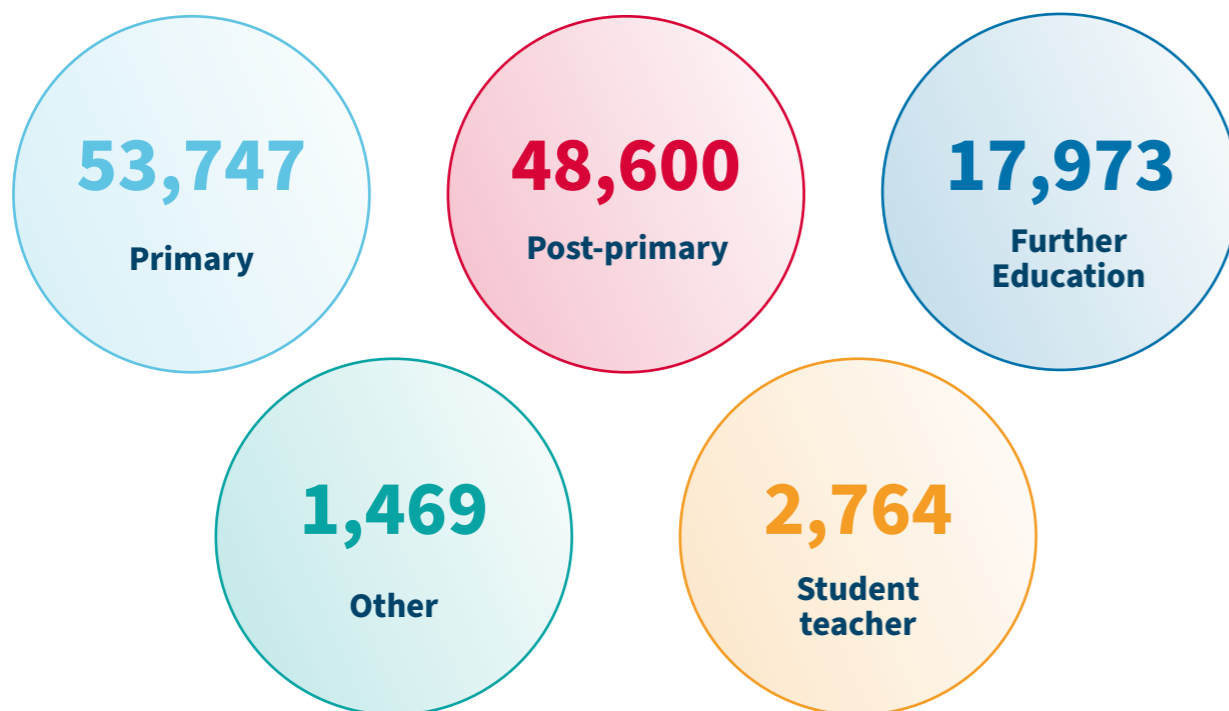
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The Teaching Council as the professional standards body for teaching is responsible for the registration of teachers. This involves establishing and maintaining the Register of Teachers, setting the standards for entry to the

### Register of teachers



### Register, and assessing applications for entry to the Register.

**Note:** Teachers may be registered under more than one route

#### Registrations

A total of 118,432 teachers were registered with the Teaching Council on 27 March 2023. There were 8,891 new registrants entered onto the Register, including 3,603 new graduates. Registration for these 3,603 new graduates were processed under the Council's fast-track NQT registration process between May and August 2022.

Over this 12-month period, 3,383 teachers lapsed from the Register. Of these, 372 teachers lapsed from the Register for not addressing their conditions, of which 9 subsequently re-registered. A total of 1,895 teachers lapsed for non-payment of renewal fee, with 65 teachers subsequently re-registering. 572 teachers were removed for non-compliance with the request to complete re-vetting. Separately, 544 teachers voluntarily removed themselves from the Register.

As in previous years and consistent with the teaching profession in other countries, approximately 76% of registered teachers are female and 24% are male.

The Registration Committee and the Registration Review Group met on six occasions over this period. The Registration Review Group considered 16 cases.

### Registration renewals

Since January 2014, registration with the Council is a requirement for a teacher to receive a State funded salary. Registration lasts for one year and teachers must renew their registration each year to remain on the Register of Teachers. The registration renewal fee remains at €65 and income tax relief can be claimed. During the reporting year, 111,007 teachers renewed their registrations with approximately 99% selecting the online payment option.

### Registration with conditions

Registration subject to conditions (conditional registration) is granted when an applicant for registration has not fulfilled all of the registration requirements. In general, conditions fall into two categories, post-qualification professional practice conditions (Droichead) and other conditions, for example the Irish language requirement, qualification shortfalls and history and structure of the Irish education system.

If conditional registration is granted, the teacher will be informed about the condition(s) applied, the measures required to meet them, and the timeframe within which they must be met. Where registration is granted subject to condition(s), the teacher may request an extension of time to complete the condition(s) attached to their registration should they not have completed it by the expiry date.

During this reporting period, 1,453 teachers engaged in the extension request process. Of this figure, 1,391 teachers were granted an extension of time to comply with the conditions attached to their registration; 37 extension request applications were refused and a further 25 teachers were engaged in the process at the time of reporting.

Where a person fails to comply with the conditions attached to their registration within the specified period and does not apply for an extension of time, the conditional registration shall lapse. 372 teachers' registration lapsed, and 14 routes of registration were removed for non-compliance with conditions.

The Registration Panel carries out the assessment of extension requests on behalf of the Council. The panel met on thirteen occasions in this reporting year.

### Professional Master of Education Verification Project

The Council supports student teachers undertaking a Professional Master of Education (PME) in post-primary to verify that their undergraduate subjects meet the requirements for teaching at least one post-primary curricular subject, in advance of applying for registration.

While the HEIs assess students' overall qualifications for access onto the PME programme in line with broad criteria, the Council offers an additional subject specific verification service. This checks that the subject taken at undergraduate level meets the specific requirements as set down by the Council for registration with that post-primary subject. This confirms the PME student teacher's eligibility to register with the Council on completion of their programme and speeds up the summer registration process.

A total of 88% of the PME student teachers (post-primary) who commenced their two-year programme in 2022 availed of this free process.

## Registration of Student teachers

An amendment to the Teaching Council Registration Regulations was approved and signed into law by the Minister for Education, together with the Chairperson and the Director of the Teaching Council, in December 2021. This amendment enables student teachers who have successfully completed the first two years of an accredited undergraduate Initial Teacher Education programme (primary and post-primary) to apply for registration with the Teaching Council.

During the reporting year, 2,764 student teachers were registered.

## Droichead

Droichead is the only route of induction for all primary and post-primary NQTs.

A total of 6,598 teachers engaged in the Droichead process across the two academic years of 2021/2022 and 2022/2023.

Of the 3,891 NQTs across 1,827 schools who participated in 2021/2022, 1,336 NQTs completed the process in advance of the reporting year. Two NQTs banked elements of the process for completion later. The remaining 2,553 teachers completed the process at the end of the 2021/2022 academic year.

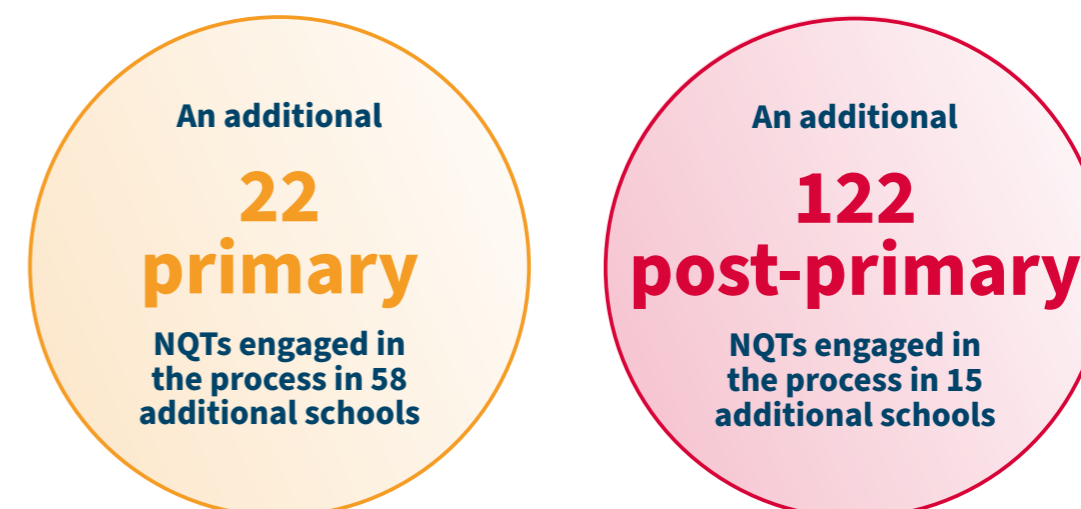
**Table: Overview of Droichead 2021/2022**

School Type	NQTs	Schools
Primary	2,251	1,238
Post-primary	1,640	589
<b>Total</b>	<b>3,891</b>	<b>1,827</b>

**Table: Overview of Droichead on 28 March 2023 (2022/2023 academic year)**

School Type	NQTs	Schools
Primary	2,273	1,296
Post-primary	1,762	604
<b>Total</b>	<b>4,035</b>	<b>1,900</b>

## Growth of Droichead was prominent in both the primary and post-primary sectors.



## Vetting

The Teaching Council administers the vetting of teachers for initial registration, registration renewal and employment purposes. During the reporting year, 41,689 teachers were vetted. Of these teachers, 26% were vetted for initial registration or employment purposes and 74% were vetted as part of the Council's policy of re-vetting registered teachers on a three-year cycle.

The outcome of the vetting process is known as a disclosure. As part of the registration process, the Council is required to consider vetting disclosures, for suitability of the individual as a "fit and proper person" for registration or registration renewal purposes.

The Council's Evidence of Character Panel met on 12 occasions and considered 54 vetting disclosures relating to applicants for registration and renewal of registration. A further 179 cases were presented for ratification to the panel. The panel was provided with an update on 14 teachers who had been approved for registration / re-registration with conditions as imposed by the panel. The panel also considered one submission made by a teacher as part of the re-vetting project.

### Qualifications Assessment

In accordance with EU Directive 2005/36/EC on the mutual recognition of qualifications (as amended), the Teaching Council is the competent authority in Ireland for assessing applications for registration from persons recognised as teachers in other EU/ EEA countries. Applicants must meet the criteria as set out in The Teaching Council [Registration] Regulations 2016. All applications for registration from teachers who qualified outside of the EU/EEA are assessed on an individual basis.



**204** Registered teachers may apply to add an additional subject(s) to their registration. **A total of 204 applications to add an additional subject(s) were approved.**

### Tailored registration process to support the registration of qualified Ukrainian teachers

In April 2022, the Teaching Council developed a tailored registration process to support the registration of qualified Ukrainian teachers who have been granted temporary protection under the EU Temporary Protection Directive. The tailored process takes account of EU Mutual Recognition legislation and the ‘Guidelines on the recognition of professional qualifications of people fleeing from the war in Ukraine’ published by the European Commission. The application process for qualified Ukrainian teachers opened on 21 April 2022 and as of 27 March 2023, 107 applications were approved for registration. Of these, 8 are primary, 98 are post-primary and one is recognised under Other.

### Exam to assess knowledge of the History and Structure of the Irish Education System

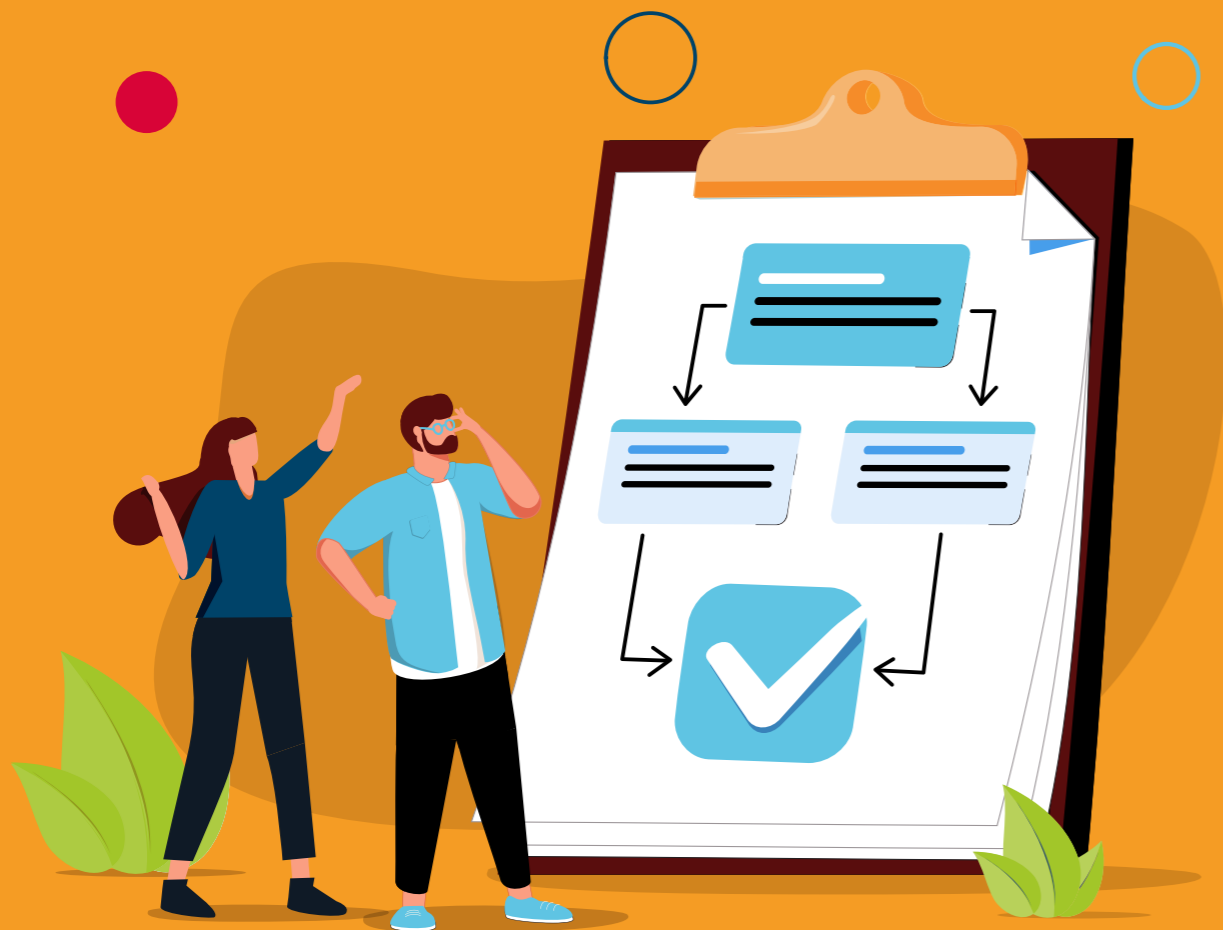
Where an applicant for registration as a post-primary teacher has completed a programme of teacher education outside of the Republic of Ireland, they are required to gain a knowledge and understanding of the history and structure of the Irish education system. They can do this by successfully completing an online exam in the History and Structure of the Irish Education System (H&S). The online exam is run three times a year.

The dates for the online H&S exam in the reporting year and the number of candidates for each exam were:

Exam date	Number of candidates
09 April 2022	67
09 July 2022	60
12 November 2022	105

### Curricular subject registration requirements

Following an extensive consultation process with key stakeholders between June 2018 and April 2019, revised Curricular Subject Requirements were published on 11 November 2020. The revised requirements came into effect from January 2023 for applicants applying for registration with the Council. The revised requirements allowed for registration in new curricular languages of Polish, Portuguese, Lithuanian and Mandarin Chinese.



# Ensuring high standards of professional conduct and practice



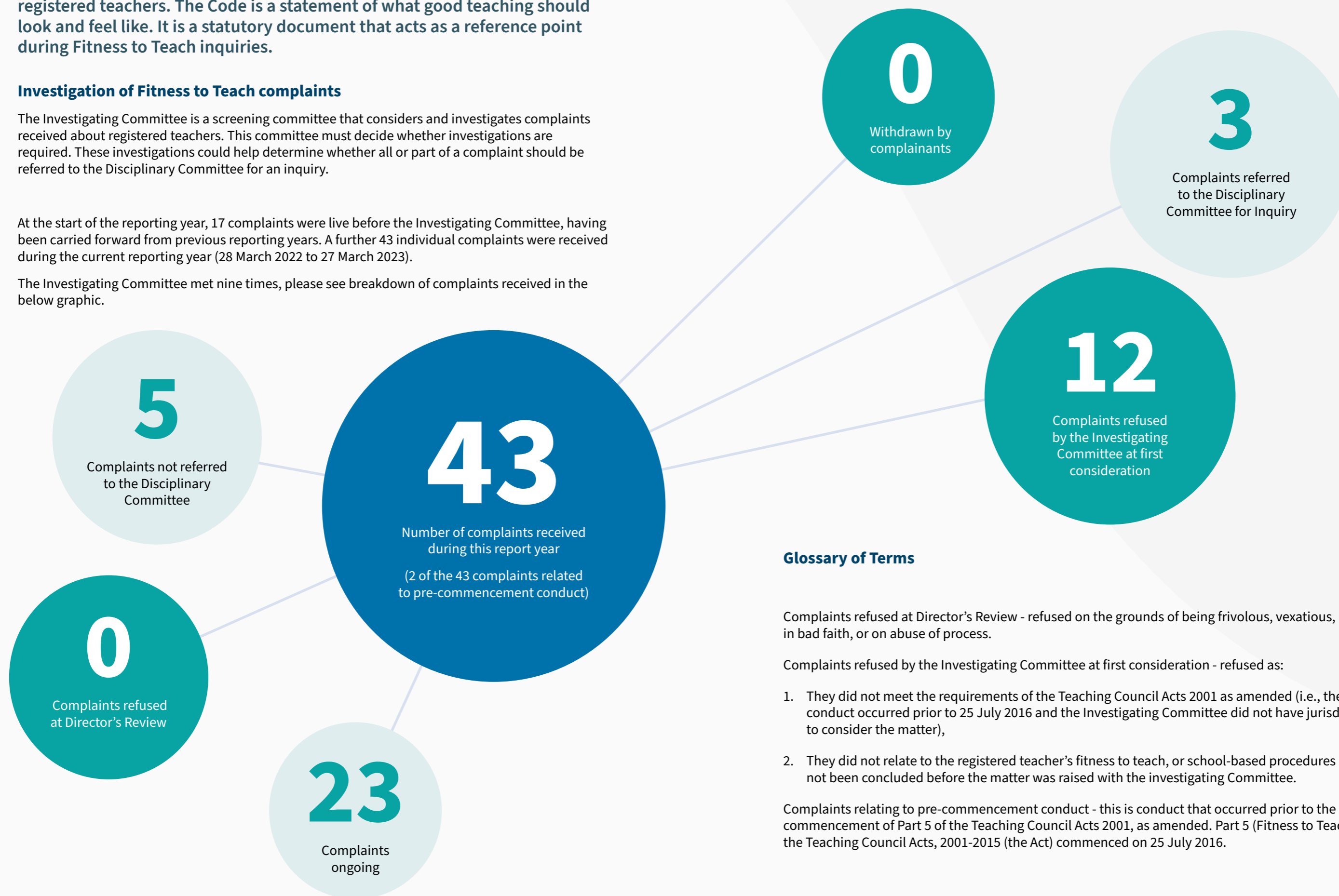
The Code of Professional Conduct for teachers sets out the standards of professional knowledge, skill, competence and conduct that are expected of registered teachers. The Code is a statement of what good teaching should look and feel like. It is a statutory document that acts as a reference point during Fitness to Teach inquiries.

### Investigation of Fitness to Teach complaints

The Investigating Committee is a screening committee that considers and investigates complaints received about registered teachers. This committee must decide whether investigations are required. These investigations could help determine whether all or part of a complaint should be referred to the Disciplinary Committee for an inquiry.

At the start of the reporting year, 17 complaints were live before the Investigating Committee, having been carried forward from previous reporting years. A further 43 individual complaints were received during the current reporting year (28 March 2022 to 27 March 2023).

The Investigating Committee met nine times, please see breakdown of complaints received in the below graphic.



### Glossary of Terms

Complaints refused at Director's Review - refused on the grounds of being frivolous, vexatious, made in bad faith, or on abuse of process.

Complaints refused by the Investigating Committee at first consideration - refused as:

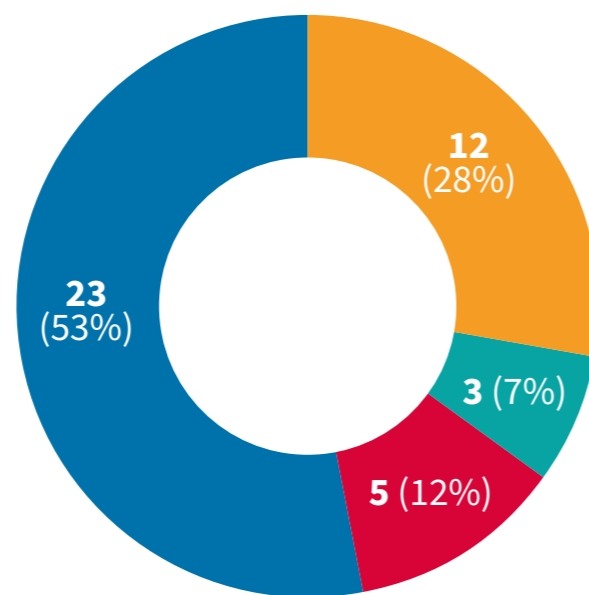
1. They did not meet the requirements of the Teaching Council Acts 2001 as amended (i.e., the conduct occurred prior to 25 July 2016 and the Investigating Committee did not have jurisdiction to consider the matter),
2. They did not relate to the registered teacher's fitness to teach, or school-based procedures had not been concluded before the matter was raised with the investigating Committee.

Complaints relating to pre-commencement conduct - this is conduct that occurred prior to the commencement of Part 5 of the Teaching Council Acts 2001, as amended. Part 5 (Fitness to Teach) of the Teaching Council Acts, 2001-2015 (the Act) commenced on 25 July 2016.



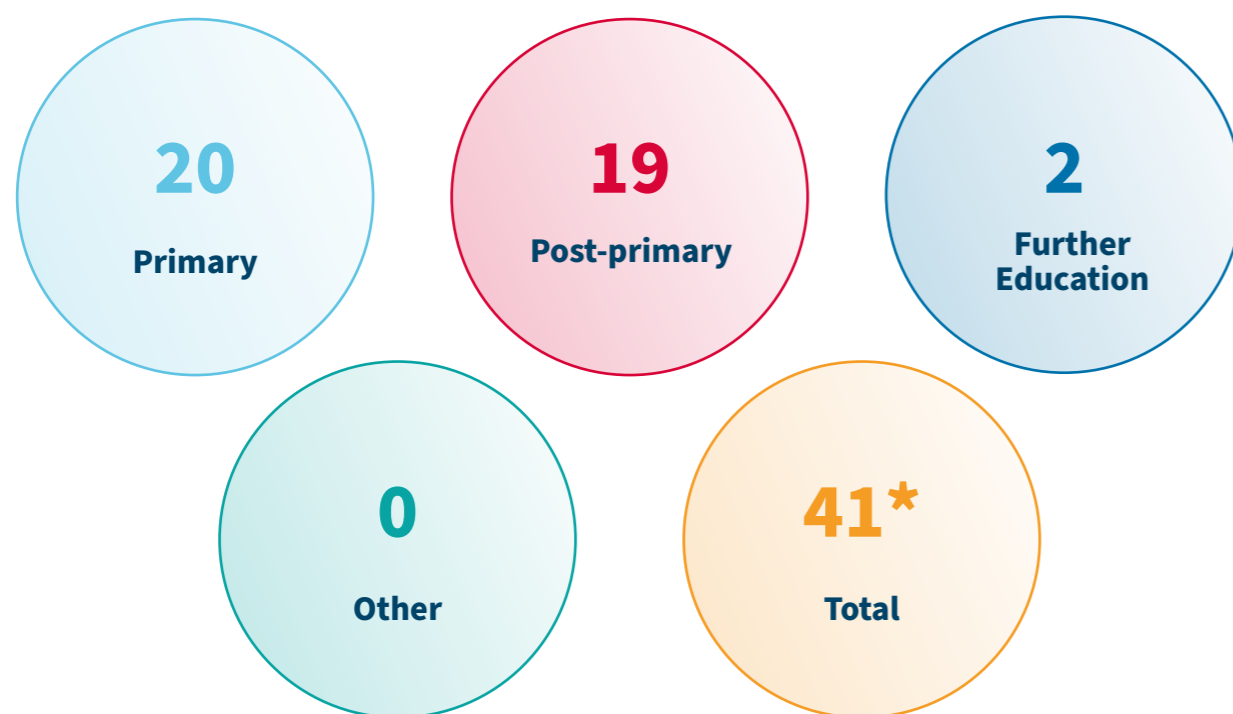
### Progress of 43 complaints received by end of reporting year\*

- **23 (53%)** investigations still ongoing
- **12 (28%)** Refused by Investigating Committee as they did not meet the requirements of the Teaching Council Acts (Did not relate to fitness to teach or local procedures not exhausted)
- **5 (12%)** Reached final decision not to refer to Disiplinary Committee
- **3 (7%)** Referred to Disciplinary Committee



\*0 (0) refused at Director Review stage

### Number of complaints about teachers



\*43 complaints were received during the reporting year in relation to 41 teachers. Two teachers were complained about more than once.

### Complaints carried forward from previous reporting periods

Complaint Group	Number
Complaints from previous reporting years under consideration by Investigating Committee	17
Complaints from previous reporting years referred to the Disciplinary Committee for inquiry	2

### Grounds of Complaint

The Council can investigate complaints on a number of grounds as set out in Part 5 of the Teaching Council Acts 2001, as amended, which include:

- professional misconduct;
- poor professional performance;
- engaging in conduct contrary to the Code of Professional Conduct for Teachers;
- being medically unfit to teach;
- a court conviction for certain offences;
- failing to comply with, or contravening a provision of the Teaching Council Acts 2001, as amended; the Education Act, 1998; the Education Welfare Act, 2000; the Education and Training Boards Act, 2013, and any regulations, rules or orders made under those Acts;
- failing to comply with an undertaking or to take any action specified in a consent given to a panel of the Council's Disciplinary Committee at an inquiry, and
- erroneous registration due to a false or fraudulent declaration or misrepresentation.

### Source of complaint

Complaint Group	Number
Parents	25
The Teaching Council via the Executive Committee, the complaint having come to the attention of the Council through the media or otherwise	8
Teachers/colleagues	3
Member of the public/not a parent	2
Student	2
Principal	1
Employer e.g., Boards of management / ETBs	2

### Categories of Complaint

The following illustrates the categories of complaint recorded and the number of complaints received in each category:

Conduct/behaviour*	28
Competence/performance/practice	3
Medical concerns	0
Criminal convictions	3
Dishonesty/professional integrity	6
Breach of Code of Professional Conduct for Teachers	43

**Note:** More than one category of complaint can be attached to an individual complaint. Therefore, the categories of complaint in the table above will not necessarily amount to the total number of complaints received during the reporting year.

\*Complaints related to conduct/behaviour include physical abuse/assault, verbal assault, sexual/intimate contact with a student, inappropriate personal relationship with a student (non-sexual), inappropriate communications (of a sexual and non-sexual nature), bullying, discriminatory behaviour and inappropriate social media usage.

### Fitness to Teach inquiries

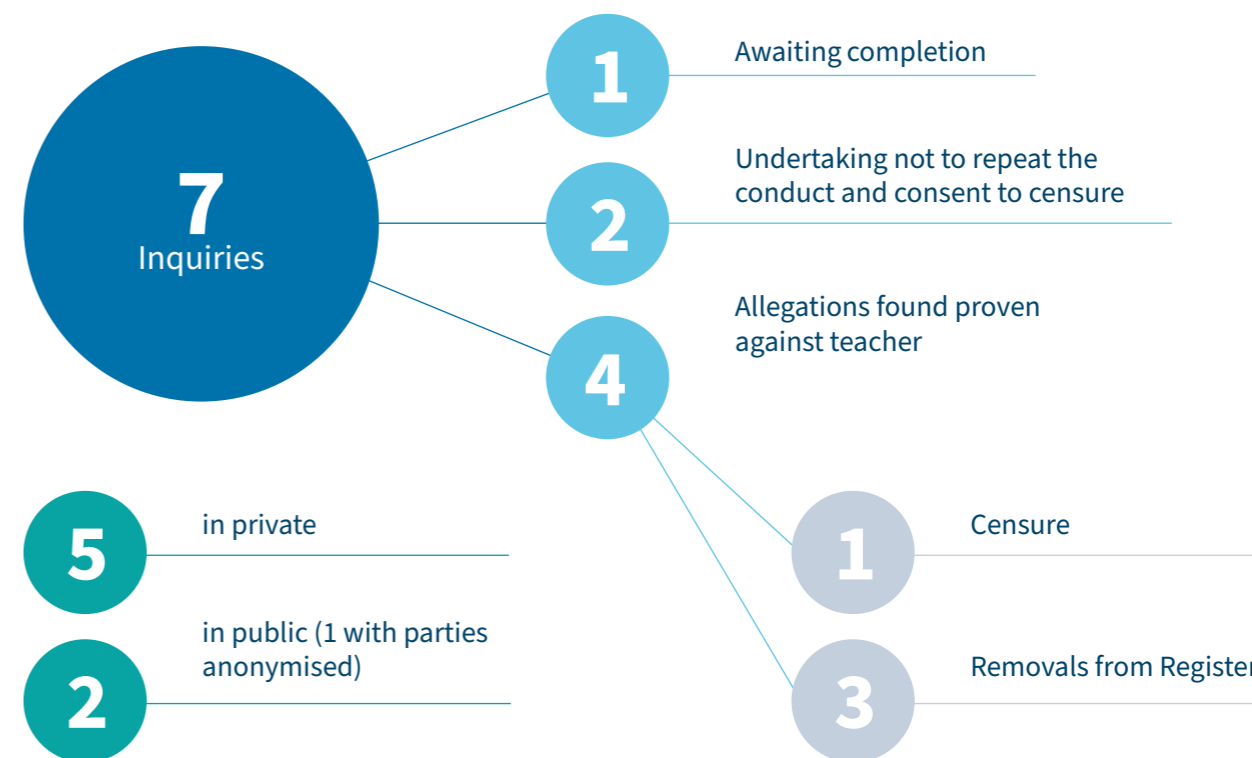
The Teaching Council receives and investigates complaints in relation to registered teachers, which can ultimately result in an inquiry into a teacher’s fitness to teach. Inquiries generally take place in public, with members of the media in attendance, but in certain circumstances they may take place in private or in public with the names of participants anonymised. They may also take the form of an examination of documents and written submissions, in cases where the allegations against a teacher are not contested. There have been no inquires conducted by examination of documents during the reporting year.

At the start of the reporting year, 17 inquiries were at planning stage, having been referred and carried forward from previous reporting periods. A further five complaints were referred to the Disciplinary Committee for inquiry in the 2022/2023 reporting year.

#### The subject matter of the complaints referred to inquiry ranged from

- o conviction cases including sexual offences,
- o professional misconduct including fraudulent and dishonest behaviour e.g., submitting false and fraudulent documentation to the Teaching Council and/or employers,
- o poor professional performance, and
- o a breach of the Teaching Council’s Code of Professional Conduct for Teachers.

### Outcomes of Fitness



Following the relaxation of Covid-19 restrictions, inquiries returned to in-person format from 1 April 2022, with some-preliminary case management hearings continuing to be held online. All preliminary hearings are held in private with an independent legal assessor sitting with the inquiry panel and a stenographer recording proceedings. The preliminary hearings and inquiries completed were conducted over a total of 19 days.

### Inquiry statistics 2022/2023

During the 2022/2023 reporting year:	Amount
Inquiries at planning stage at start of reporting year	17
Further complaints referred to inquiry	5
Preliminary hearings held	7
Inquires held (1 to be concluded)	7
Number of sanction decisions confirmed by the High Court (all four were removals from register)	4
Number of EU alerts raised	4
Number of website publications	7

### Website notices

In circumstances where findings are made against teachers and sanctions applied at inquiries, or where teachers consent to being censured, Council can publish website notices on the Fitness to Teach area of our website. There were seven notices published during the reporting year.

### Notifications to EU member states

The Teaching Council is obliged to notify all other EU Member States, where the practice of a registered teacher is prohibited or restricted by a national authority or Court. Alerts were issued in relation to four registered teachers, all of which related to the removal of those registered teachers from the Register. From time to time, the Council also issues alerts to teacher regulators in EU Member States in circumstances where the High Court confirms the interim suspension of a teacher, pursuant to section 47 of the Teaching Council Acts. Interim suspension Orders arise where the Teaching Council has public interest concerns regarding a registered teacher. No alerts were raised in these circumstances during the reporting year.

### Executive Committee

The Executive Committee is a statutory committee of the Teaching Council. It performs functions outlined in the Teaching Council Acts; this includes matters which Council may delegate to it, such as its functions under section 42(1) and section 47 of the Act.

Section 42(1) of the Teaching Council Acts 2001 as amended provides that the Council may make a complaint to the Investigating Committee. This can arise where a registered teacher comes to our attention via the media or where either a member of the public or another body notifies the Council of a concern relating to a registered teacher but does not submit a formal complaint. The Executive Committee decided during this reporting year that Council should become the complainant with regard to eight complaints.

Section 47 of the Teaching Council Act, as amended provides that the Council, if it is satisfied that it is in the public interest, may apply to the High Court for an Order to suspend the registration of a registered teacher for a specified period. The Executive Committee considered two applications this reporting year and decided not to apply to the High Court for a section 47 Order in both cases.

# Appendices

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## APPENDIX 1

## Financial Statements for the year ended 31 December 2022

## Council Information

Chairperson / Deputy Chairperson	
Michelle Keane	Chairperson
Ann Mulcahy	Deputy-Chairperson
Council Members	
Asiya Al-Tawash	(Term of office completed 3/4/22)
Jean Beswick Duignan	(Appointed 2/6/22)
Sinead Brett	(Resigned 23/5/22)
Geoffrey Browne	(Term of office completed 3/4/22)
Kathleen Burke	
Noel Cronin	
Catherine Cross	(Term of office completed 3/4/22)
Mary Curley	
Michael Delargey	
Eamon Dennehy	(Appointed 4/4/22)
Niamh Dennehy	(Appointed 4/4/22)
Charles Dolan	(Resigned 12/12/22)
Brendan Doody	(Resigned 12/12/22)
Catherine Doolan	
Niall Duddy	
Declan Fahie	(Appointed 2/6/22)
Mai Fanning	(Appointed 4/4/22)
John Holian	(Term of office completed 3/4/22)
Niamh Hourigan	(Appointed 4/4/22)
Anne Howard	
Rosena Jordan	
Mary Kelly	(Term of office completed 3/4/22)
David Leahy	(Term of office completed 3/4/22)
Gerry Leydon	

Council Members	
Anne Loughnane	(Appointed 4/4/22)
Áine Lynch	(Appointed 4/4/22)
Mary Magner	(Appointed 4/4/22)
Dr. Anthony Malone	(Term of office completed 3/4/22)
Claire Markey	(Term of office completed 3/4/22)
Peter McCabe	
Fergal McCarthy	(Appointed 4/4/22)
Seán McMahon	
Noelle Moran	(Term of office completed 3/4/22)
Paul Moroney	
Catherine Moynihan	
Dr. Melanie Ní Dhuinn	(Term of office completed 3/4/22)
Deirdre O'Connor	(Term of office completed 3/4/22)
Teresa O'Doherty	(Appointed 4/4/22)
Ciaran James O'Donnell	
Seán Ó Dubhlaing	
Séamus Ó Fearraigh	(Term of office completed 3/4/22. Re-appointed 2/6/22)
Seán Ó hArgáin	(Appointed 4/4/22)
Liam O'Neill	(Appointed 4/4/22)
Seán O'Neill	
Bryan O'Reilly	(Appointed 2/6/22)
David O'Sullivan	(Appointed 4/4/22)
Eamonn Shaughnessy	
Tracie Tobin	

**Auditors**

Crowleys DFK Unlimited Company  
Chartered Accountants and Statutory Audit Firm  
16/17 College Green  
Dublin 2

**Bankers**

Bank of Ireland  
Main Street  
Maynooth  
Co. Kildare

**Business Address**

Block A  
Maynooth Business Campus  
Maynooth  
Co. Kildare

**Solicitors**

Fieldfisher Ireland  
The Capel Building  
Mary's Abbey  
Dublin 7

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## Governance Statement and Council Members' Report

### Governance

The Teaching Council was established under the Teaching Council Act 2001. The functions of the Council are set out in section 7 of this Act. The Council is accountable to the Minister for Education and is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The day-to-day management, control and direction of the Teaching Council are the responsibility of the Director and the senior management team. The Director and the senior management team must follow the broad strategic direction set by the Council and must ensure that all Council members have a clear understanding of the key activities and decisions related to the organisation, and of any significant risks likely to arise. The Director acts as a direct liaison between the Council and the management of the Teaching Council.

### Council Responsibilities

The duties and responsibilities of the Council are set out in its Code of Practice which also contains the matters specifically reserved for Council decision. Standing items considered by the Council include:

- Declaration of interests
- Approval of minutes of previous meetings
- The Director's Report
- To receive and consider reports from committees and make decisions, where appropriate
- Reserved matters

Section 18 of the Teaching Council Act 2001 requires the Council to keep all proper and usual accounts and records of money received and expended and all property, assets and liabilities of the Council.

In preparing these financial statements the Council is required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements

The Council is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 18 of the Teaching Council Act 2001. The maintenance and integrity of the corporate and financial information on the Teaching Council's website is the responsibility of the Council.

The Council is responsible for approving the annual budget.

The Council is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



The Council considers that the financial statements of the Teaching Council give a true and fair view of the financial performance and the financial position of the Teaching Council at 31 December 2022.

### Council Structure

The Teaching Council is made up of 37 voluntary members, as follows:

- Eleven primary teachers (nine elected and two teacher union nominees)
- Eleven post-primary teachers (seven elected and four teacher union nominees)
- Two nominated by colleges of education
- Two nominated by specified third-level bodies
- Four nominated by school management (two primary and two post-primary)
- Two nominated by parents' associations (one primary and one post-primary) and
- Five nominated by the Minister for Education (including one representing each of IBEC and ICTU)

Council members are appointed for a four-year term. See Council information at beginning of the financial statements for details on the current Council.

The Council has established the following Committees and Panels:

- Executive Committee - facilitates the efficient and effective functioning of the Council by conducting the business of the Council between Council meetings.
- Investigating Committee - Any person may apply to the Investigating Committee for an inquiry into the fitness to teach of a registered teacher.
- Disciplinary Committee - A panel of the Disciplinary Committee will conduct a hearing on a complaint referred to it by the Investigating Committee.
- Registration Committee - advises the Council and makes recommendations in all areas relating to the registration of teachers.
- Education Committee - is responsible for making recommendations to the Council on policy relating to the continuum of teacher education.
- Finance Committee - oversees the Council's financial affairs.
- Audit and Risk Committee - monitors the system of internal control within the organisation and manages risk.
- Registration Review Group - The Registration Committee sits as the Registration Review Group in instances where teachers are unhappy with the outcome of a panel's decision and request a review of the initial decision.
- Registration Panel - is responsible for the assessment of issues which relate to the registration of teachers, such as the granting of extensions to those holding conditional registration.
- Evidence of Character Panel - assesses the evidence of character of applicants seeking to register as teachers with the Council. The Panel is also responsible for the assessment of fit and proper persons as part of the registration renewal process.
- Qualifications Panel - assesses the professional qualifications of applicants seeking to register as teachers.

### Disclosures required by the Code of Practice for the Governance of State Bodies (2016)

The Council is responsible for ensuring compliance with the requirements of the Code of Practice for the Governance of State Bodies ("the Code"). The following disclosures are required by the Code:

#### Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced "business-as-usual" functions.

	2022 €	2021 €
Legal advice	135,426	157,729
Pension administration	15,929	13,250
Data Protection	14,177	3,625
Health & Safety	-	6,642
Internal control & internal audit	21,587	24,785
Communications	24,247	39,567
ICT	63,557	24,269
Human Resources	35,466	26,477
Strategic planning	-	19,284
Procurement	2,337	5,541
	<b>312,726</b>	<b>321,169</b>

#### Other Legal Costs

	2022 €	2021 €
Legal Costs - Registration	108,168	111,405
Legal Costs - Professional Standards	822,267	785,511
	<b>930,435</b>	<b>896,916</b>

#### Travel & Subsistence Expenditure

	2022 €	2021 €
<b>Domestic</b> - Council members	161,096	47,717
<b>Domestic</b> - Staff	32,065	6,690
<b>International</b> - Council members	6,775	-
<b>International</b> - Staff	3,758	-
	<b>203,694</b>	<b>54,407</b>

#### Hospitality Expenditure

	2022 €	2021 €
Staff welfare	2,250	940

## Statement of Compliance

The Council has adopted the Code of Practice for the Governance of State Bodies (2016) and has put procedures in place to ensure compliance with the Code. The Council was largely in compliance with the Code for 2022 with the exception of some minor aspects of the Customer Service requirements and the Board Effectiveness Review, both of which will be addressed in 2023.

## Future Developments

The Council plans to continue its present activities.

## Accounting Records

The Council is responsible under Section 18 of the Teaching Council Act, 2001, for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the organisation. The Council is also responsible for safeguarding the assets of the organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The accounting records of The Teaching Council are maintained at Maynooth Business Campus, Maynooth, Co. Kildare.

## Auditors

The auditors, Crowleys DFK Unlimited Company (Chartered Accountants and Statutory Audit Firm) have indicated their willingness to continue in office.

## Going Concern

The council members have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the organisation's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the council members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and the classification of the assets and liabilities that may arise if the organisation was unable to continue as a going concern.

## Post Balance Sheet Events

There were no events subsequent to the year end that would impact on or require disclosure in the financial statements or in the notes thereto.

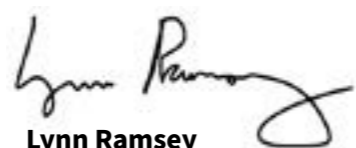
## Statement on Relevant Audit Information

There is no relevant audit information of which the statutory auditors are unaware. The council members 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.

On behalf of the Council.



**Michelle Keane**  
Chairperson



**Lynn Ramsey**  
Director

Date: 3 July 2023

## Statement on Internal Control

### Scope of Responsibility

On behalf of the members of The Teaching Council I acknowledge our responsibility for ensuring that an effective system of internal control is in place and operating.

### Purpose of the System of Internal Control

The system of internal control is designed to manage risk to an acceptable level rather than to eliminate it. The system can therefore only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded and that material errors or irregularities are either prevented or detected in a timely way.

The system of internal control, which accords with Guidance issued by the Department of Public Expenditure and Reform has been in place in The Teaching Council for the year ended 31 December 2022 and up to the date of approval of the financial statements.

### Capacity to Handle Risk

During 2022, The Teaching Council had an Audit and Risk Committee comprising five Council members and two independent external members. The Committee met four times in 2022.

The Teaching Council outsources its internal audit function which is adequately resourced and conducts a programme of work agreed with the Audit and Risk Committee.

The Audit and Risk Committee has developed a Risk Management Policy which sets out its risk appetite, the risk management processes in place and details the roles and responsibilities of staff in relation to risk.

### Risk and Control Framework

The Teaching Council has implemented a risk management system which identifies and reports key risks and the management actions being taken to address and, to the extent possible, to mitigate those risks.

A risk register is in place which identifies the key risks facing the Teaching Council and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by the Audit and Risk Committee on a regular basis. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level.

The risk register details the controls and actions needed to mitigate risks. I confirm that a control environment containing the following elements is in place:

- Procedures for all key business processes have been documented
- Financial responsibilities have been assigned at management level with corresponding accountability
- A comprehensive planning and budgetary system is in operation and expenditure trends are reviewed on a monthly basis
- Statement on Internal Control
- Procedures for addressing the financial implications of major business risks include financial instructions and notes of procedures, delegation practices such as authorisation limits approved by Council and segregation of duties between processing and approval of payments
- Systems are in place to safeguard both physical assets and the integrity of the information and communication technology systems

## Ongoing Monitoring and Review

Formal procedures have been established for monitoring control processes and control deficiencies are communicated to those responsible for taking corrective action and to management and Council, where relevant, in a timely manner. I confirm that the following ongoing monitoring systems are in place:

- Key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies
- Reporting arrangements have been established at all levels where responsibility for financial management has been assigned and
- There are regular reviews by senior management of monthly and annual performance and financial reports which indicate performance against budget

## Procurement

I confirm that The Teaching Council has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2022 The Teaching Council complied with those procedures with the exception of the items noted below.

- The Council used an organisation for executive coaching without tendering for same as it was felt that the organisation provided a unique offering. The expenditure involved was €14k in 2022.
- The Council has always used the same supplier of insurance services without tendering. This supplier specialises in public sector clients. The Council intends to tender for insurance services in 2023. The expenditure involved in 2022 was €34k.

## Review of Effectiveness

I confirm that the Teaching Council has procedures to monitor the effectiveness of its risk management and control procedures. The Teaching Council's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the internal and external auditors, the Audit and Risk Committee which oversees their work, and the senior management within the Teaching Council responsible for the development and maintenance of the internal financial control framework.

I confirm that the Council conducted an annual review of the effectiveness of the internal controls for 2022.

## Internal Control Issues

No significant weaknesses in internal control were identified in relation to 2022 that require disclosure in the financial statements.

On behalf of Council.



**Michelle Keane**  
Chairperson

Date: 3 July 2023

## Independent Auditors' Report to the Council Members of The Teaching Council

### Report on the audit of the financial statements

#### Opinion

We have audited the financial statements of Teaching Council for the year ended 31 December 2022 which comprise the Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement and the related notes to the financial statements, including a summary of significant accounting policies set out in note 1. 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".

In our opinion the financial statements:

- » give a true and fair view of the assets, liabilities and financial position of the association as at 31 December 2022 and of its surplus for the year then ended;
- » have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- » have been properly prepared in accordance with the requirements of Section 18 of the Teaching Council Act 2001.

#### 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 council in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

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

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

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

#### Other Information

The council members 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.

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

Based on the knowledge and understanding of the council and its environment obtained in the course of the audit, we have not identified any material misstatements in the Governance Statement and Council Members' Report.

### **Respective responsibilities**

#### **Responsibilities of council members for the financial statements**

As explained more fully in Governance Statement and Council Members' Report, the council members 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 council members are responsible for assessing the council's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting unless management either intends to liquidate the council 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.

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

Our report is made solely to the council's members, as a body, in accordance with Section 18 of the Teaching Council Act 2001. Our audit work has been undertaken so that we might state to the council'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 council and the council's members, as a body, for our audit work, for this report, or for the opinions we have formed.

#### **Natalie Kelly**

for and on behalf of  
Crowleys DFK Unlimited Company  
Chartered Accountants and Statutory Audit Firm  
16/17 College Green, Dublin 2

Date: 3 July 2023

## **Appendix to the Independent Auditors' Report to the Council Members of The Teaching Council**

### **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 organisation's internal control.
- » Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council members.
- » Conclude on the appropriateness of the Council members' 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 organisation'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 organisation 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.



## Income and Expenditure Account for the year ended 31 December 2022

	Notes	2022 €	2021 €
<b>Income</b>			
Registration and Assessment Fees		8,128,870	7,553,822
<b>Total Income</b>	<b>2</b>	8,128,870	7,553,822
<b>Expenditure</b>			
Accommodation Costs		(201,476)	(156,113)
Staffing Costs		(4,839,286)	(4,860,376)
Professional Standards Costs		(911,555)	(853,301)
Other Administration Costs		(640,603)	(754,647)
Meeting Costs		(232,330)	(93,064)
Registration Costs		(163,508)	(197,912)
Information Technology Costs		(440,880)	(310,833)
Communications, Education and Research Costs		(590,465)	(608,253)
Depreciation	<b>7</b>	(532,896)	(329,905)
<b>Total Expenditure</b>		(8,552,999)	(8,164,404)
<b>(Deficit)/Surplus on Ordinary Activities</b>		(424,129)	(610,582)
Investment income		93,069	92,891
Fair value movement in Financial Assets		(1,339,681)	592,896
Property Rental Income		261,306	211,306
Property Management Costs		(43,071)	(36,854)
<b>Surplus before taxation</b>	<b>3</b>	(1,452,506)	249,657
Taxation	<b>6</b>	-	-
<b>(Deficit)/Surplus after taxation</b>		(1,452,506)	249,657

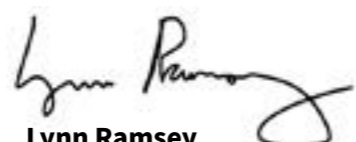
There are no recognised surpluses or deficits other than the result for the above financial periods. The result of the year has been generated exclusively from continuing operations.

The notes on pages 65 to 72 form part of these financial statements.

The financial statements were approved by the Council on 3 July 2023 and signed on its behalf by



**Michelle Keane**  
Chairperson



**Lynn Ramsey**  
Director

## Balance Sheet as at 31 December 2022

	Notes	2022 €	2022 €	2021 €	2021 €
<b>Non-Current Assets</b>					
Tangible assets	<b>7</b>		4,534,378		4,722,874
Financial Assets	<b>8</b>		12,064,706		13,311,318
			16,599,084		18,034,192
<b>Current Assets</b>					
Receivables and Prepayments	<b>9</b>	76,337		11,466	
Cash and Cash Equivalents		592,796		840,034	
		669,133		851,500	
<b>Current Liabilities: Amounts falling due within one year</b>	<b>10</b>	(306,553)		(471,522)	
<b>Net Current Assets</b>			362,580		379,978
<b>Total Assets Less Current Liabilities</b>			16,961,664		18,414,170
<b>Reserves</b>					
Designated Reserve	<b>11</b>		4,000,000		4,000,000
General Reserves	<b>11</b>		12,961,664		14,414,170
<b>Total Funds</b>			16,961,664		18,414,170

The notes on pages 65 to 72 form part of these financial statements.

The financial statements were approved by the Council on 3 July 2023 and signed on its behalf by



**Michelle Keane**  
Chairperson



**Lynn Ramsey**  
Director



## Cash Flow Statement for the year ended 31 December 2022

	Notes	2022 €	2021 €
<b>Reconciliation of operating deficit to net Cash flow from operating activities</b>			
Operating (deficit)/Surplus (before interest received and tax)		(1,452,506)	249,657
Depreciation	3	532,896	329,905
(Increase)/Decrease in debtors	9	(64,871)	50,116
(Decrease)/Increase in creditors	10	(164,969)	66,4455
<b>Net cash flow from operating activities</b>		<b>(1,149,450)</b>	<b>696,123</b>
<b>Cash Flow from Investing Activities</b>			
Interest received		-	-
Income from investment portfolio	13	(93,069)	(92,891)
Fair Value movement in investment portfolio	13	1,339,681	(592,896)
Taxation	13	-	-
Capital expenditure	13	(344,400)	(553,393)
<b>Net cash flow from investing activities</b>		<b>902,212</b>	<b>(1,239,180)</b>
<b>Reconciliation of net cash flow to movement in cash and cash equivalents (Note 14)</b>			
Net (Decrease) in cash and cash equivalents in the year		(247,238)	(543,057)
Net cash and cash equivalents at 1 January 2021		840,034	1,383,091
<b>Net cash and cash equivalents at 31 December 2022 14</b>		<b>592,796</b>	<b>840,034</b>

The financial statements were approved by the Council on 3 July 2023 and signed on its behalf by



**Michelle Keane**  
Chairperson



**Lynn Ramsey**  
Director

## Notes to the Financial Statements for the year ended 31 December 2022

### 1. Accounting Policies

#### 1.1. Basis of preparation

The financial statements are prepared on the going concern basis in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council (FRC). The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the organisations’ financial statements.

#### 1.2. Income

Income comprises registration and assessment fees received during the year. All fees receivable are accounted for on a receipts basis, except for income from the review and accreditation of programmes of initial teacher education which is on an invoice basis. Teachers register throughout the year and this registration lasts for 12 months. Income is not deferred to reflect this. In 2014 the Council purchased Block A, Maynooth Business Campus and is in receipt of rental income from tenants of the building. This is included under “Property Rental Income” in the Income and Expenditure Account.

#### 1.3. Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at historic cost less accumulated depreciation.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, as follows

- » Premises - 2.5% straight line
- » Fixtures and Fittings - 10% straight line
- » Computer Software - 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.

At the end of each reporting period, the organisation assesses whether there is objective evidence of impairment of any financial assets that are measured at cost or amortised cost included unlisted investments, investments, loans, trade debtors and cash. If there is objective evidence of impairment, impairment losses are recognised in the Income and Expenditure in that financial year.

#### 1.4. Pensions

The Council operates a defined benefit pension scheme for the majority of its employees. The scheme is based on the Public Service Model and is approved by the Minister for Education and the Minister for Finance. Pension benefits payable under the scheme are funded by the Exchequer.

In addition, the Council's arrangements have a number of specific characteristics:

- » the Identify and assess the risks of material misstatement of the financial statements, whether due to fraud Council makes an agreed contribution to the Department of Education
- » the contribution comprises an employee element along with an employer element. In accordance with government policy on public sector pensions the employer's contribution amounts to 25% of gross pay for employees paying PRSI at the A rate and 30% of gross pay for employees paying PRSI at the D rate.
- » there is an explicit commitment from the Department of Education with the agreement of the Department of Finance that the Exchequer will meet the cost of benefits as they fall due.

The Public Service Pensions (Single Scheme and Other Provisions) Act 2012 introduced the new Single Public Service Pension Scheme ("Single Scheme") which commenced with effect from 1 January 2013. All new employees of the Teaching Council, who are new entrants to the public sector on or after 1 January 2013 are members of the Single Scheme.

The Council considers that its pension arrangements as described above have the same financial effect from the Council's point of view as a defined contribution scheme. It is of the view that the provisions of FRS 17, Accounting for Retirement Benefits, which arise under defined benefit schemes are not appropriate to its circumstances. Accordingly, it accounts for its contribution as if the scheme was a defined contribution scheme.

#### 1.5. Taxation

The Finance (No.2) Act 2013, Section 37, amends Schedule 4 to the Taxes Consolidation Act 1997 to include the Teaching Council in the list of specified non-commercial State-sponsored bodies that qualify for exemption from certain tax provisions under Section 227 of the Taxes Consolidation Act 1997. This section exempts from income tax and corporation tax certain income arising which would otherwise be chargeable to tax under Case III, IV and V of Schedule D. Deposit interest remains subject to DIRT. The yearly charge for taxation is based on deposit interest for the year and is calculated with reference to the tax rate applying on the date the interest is received.

#### 1.6. Designated Reserves

The Council has determined that it may at its discretion set aside unrestricted funds for designated future purposes. Where such funds are no longer required for the intended purpose, they will be released to the General Reserve.

#### 1.7. Financial Assets

Financial assets held as non-current assets are stated at their market value. Any surplus or deficit is accounted for through the Income and Expenditure Account. Income from Financial Assets is recognised in the Income and Expenditure account in the year in which it is received.

#### 1.8. Receivables

Receivables are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

#### 1.9. Payables

Payables 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.

#### 1.10. Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

### 2. Income

The income of the organisation for the year has been derived from its principal activity wholly undertaken in Ireland.

### 3. Operating Surplus/(Deficit)

The income of the organisation for the year has been derived from its principal activity wholly undertaken in Ireland.

	2022 €	2021 €
<b>Operating surplus/(deficit) is stated after charging:</b>		
Depreciation	532,896	329,905

### 4. Staffing and Remuneration

The income of the organisation for the year has been derived from its principal activity wholly undertaken in Ireland.

	2022 €	2021 €
<b>Staffing costs</b>		
Wages and salaries	2,678,917	2,506,674
Social welfare costs	269,022	229,255
Pension costs	531,408	492,577
Managed Services & Agency staff cost	1,229,949	1,512,680
Training & Staff Welfare costs	124,917	113,640
Sundry staff costs	5,073	5,550
	<b>4,839,286</b>	<b>4,860,376</b>

	2022	2021
	€	€
<b>(A) Aggregate Employee Benefits</b>		
Staff short-term benefits	2,678,917	2,506,674
Retirement benefit costs	531,408	492,577
Employer's contribution to social welfare	269,022	229,255
	<u>3,479,347</u>	<u>3,228,506</u>

The total number of staff employed (WTE) at year end was 62.5 (2021: 54.4).

	2022	2021
	€	€
<b>(B) Staff Short-Term Benefits</b>		
Basic pay	2,674,185	2,505,482
Overtime	4,732	1,192
Allowances	-	-
	<u>2,678,917</u>	<u>2,506,674</u>

#### (C) Key Management Personnel

Key management personnel in the Teaching Council consists of the Director, Deputy Director, Head of Teachers' Learning and Research, Head of Initial Teacher Education and Induction, Head of Registration, Head of Professional Standards, Head of Corporate Affairs and HR and Head of Finance and IT. The total value of employee benefits for key management personnel is set out below:

	2022	2021
	€	€
Salary	675,883	659,035
	<u>675,883</u>	<u>659,035</u>

This does not include the value of retirement benefits earned in the period. The key management personnel are members of the Teaching Council pension scheme and their entitlements in that regard do not extend beyond the terms of the model public service pension scheme.

Council members do not receive any remuneration for their work on behalf of the Council.

	2022	2021
	€	€
<b>(D) Director's Salary and Benefits</b>		
Basic pay	107,620	118,407
	<u>107,620</u>	<u>118,407</u>

The position of Director was vacant for the whole of 2022. During this period, the Deputy Director occupied the role in an acting capacity. The remuneration figure noted above for 2022 relates to the Acting Director role. The new Director commenced on 1 February 2023.

#### (E) Employee Short-term Benefits Breakdown

Employees' short-term benefits in excess of €60,000 are categorised into the following bands:

Range	From	To	No. of Employees	
			2022	2021
€ 60,000	€ 60,000	€ 69,999	3	2
€ 70,000	€ 70,000	€ 79,999	3	2
€ 80,000	€ 80,000	€ 89,999	2	1
€ 90,000	€ 90,000	€ 99,999	2	3
€100,000	€100,000	€109,999	1	0
€110,000	€110,000	€119,999	0	1

#### 5. Pension Costs

The pension cost represents contributions payable by the Council to the pension fund.

#### 6. Taxation

	2022	2021
	€	€
Current Year Taxation	-	-
DIRT	-	-

The Finance (No.2) Act 2013, Section 37, amends Schedule 4 to the Taxes Consolidation Act 1997 to include the Teaching Council in the list of specified non-commercial State-sponsored bodies that qualify for exemption from certain tax provisions under Section 227 of the Taxes Consolidation Act 1997. This section exempts from income tax and corporation tax certain income arising which would otherwise be chargeable to tax under Case III, IV and V of Schedule D. Deposit interest remains subject to DIRT.

## 7. Tangible Assets

	Premises	Fixtures & Fittings	Computer Software	Computer Equipment	Total
	€	€	€	€	€
<b>Cost</b>					
At 1 January 2022	3,691,937	1,541,474	1,688,812	581,940	7,504,163
Additions	-	1,885	277,295	65,220	344,400
Disposals	-	(1,139)	(411,152)	(64,529)	(476,820)
At 31 December 2022	3,691,937	1,542,220	1,554,955	582,631	7,371,743
<b>Depreciation</b>					
At 1 January 2022	646,086	978,713	650,913	505,577	2,781,289
On disposals	-	(1,139)	(411,152)	(64,529)	(476,820)
Charge for the year	92,298	139,172	237,933	63,493	532,896
At 31 December 2022	738,384	1,116,746	477,694	504,541	2,837,365
<b>Net book values</b>					
At 31 December 2022	2,953,553	425,474	1,077,261	78,090	4,534,378
At 31 December 2021	3,045,851	562,761	1,037,899	76,363	4,722,874

## 8. Financial Assets

	2022	2021
	€	€
<b>Fair value</b>		
At 1 January	13,311,318	12,625,531
Funds to portfolio	-	-
Fair value movement in financial assets	(1,339,681)	592,896
Investment income	93,069	92,891
At 31 December 2021	12,064,706	13,311,318

## 9. Receivables and Prepayments

	2022	2021
	€	€
Other receivables	76,337	11,466
	76,337	11,466

## 10. Payables: Amounts falling due within one year

	2022	2021
	€	€
Other taxes and social security costs	126,127	70,946
Accruals	180,426	400,576
	306,553	471,522

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment. No interest was due at the financial year end date.

The terms of accruals are based on the underlying contracts. The repayment terms of trade creditors vary.

	2022	2021
	€	€
<b>Included in other taxes and social security costs:</b>		
PAYE/PRSI	89,454	70,847
PSWT	36,405	-
RCT	268	99
VAT	-	-
	126,127	70,946

## 11. Reserves

	General Reserve	Designated Reserve	Total
	€	€	€
<b>Opening Reserves</b>	14,414,170	4,000,000	18,414,170
Accruals	(1,452,506)	-	(1,452,506)
<b>Closing Reserves</b>	12,961,664	4,000,000	16,961,664

In accordance with the Council's financial strategy the designated reserves have been established as a contingency reserve to cover any significant costs arising from legal challenge to any part of the Teaching Council Acts, 2001 to 2015 and from any of the Council's rulings. In accordance with the Council's accounting policy where such funds are no longer required they will be released back to the General Reserve.

## 12. Related Party Transactions

In accordance with the Teaching Council Acts, 2001 to 2015 Council members are entitled to reimbursement of expenses necessarily incurred whilst engaging in the business of the Council and Committees of the Council. Council members who are teachers are also required to renew their registration annually. All transactions are conducted on an arms-length basis and have been incorporated into these financial statements.

### 13. Gross Cash Flows

	2022 €	2021 €
<b>Returns on Investments and Servicing of Finance</b>		
Interest received	-	-
<b>Taxation</b>		
DIRT	-	-
<b>Capital Expenditure and financial investment</b>		
Payments to acquire tangible assets	(344,400)	(553,393)
Income from investment portfolio	(93,069)	(92,891)
Fair Value movement in investment portfolio	1,339,681	(592,596)
	902,212	(1,239,180)

### 14. Analysis of Changes in Net Cash and Cash Equivalents

	Opening balance €	Cash flows €	Closing balance €
Cash at bank and in hand	840,034	(247,238)	592,796
Net Cash and Cash Equivalents	840,034	(247,238)	592,796

### 15. Post Balance Sheet Events

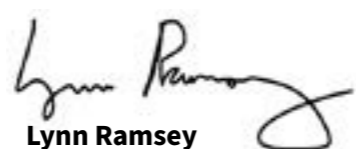
There were no events subsequent to the year end that would impact on or require disclosure in the financial statements or in the notes thereto.

### 16. Approval of Financial Statements

The financial statements were approved by the Council on 3 July 2023 and signed on its behalf by



**Michelle Keane**  
Chairperson



**Lynn Ramsey**  
Director

## APPENDIX 2

### Teaching Council Members

The Council has 37 voluntary members, as follows:

- Eleven primary teachers, nine of whom are elected and two of whom are teacher union nominees
- Eleven post-primary teachers, seven of whom are elected and four of whom are teacher union nominees
- Two nominated by colleges of education
- Two nominated by specified third-level bodies
- Four nominated by school management (two primary and two post-primary)
- Two nominated by parents' associations (one primary and one post-primary) and
- Five nominated by the Minister for Education (including one representing each of IBEC and ICTU).

The Council met on ten occasions during the year and the attendance of each member is shown in the following table:

Council Members	Meetings Attended
Ms Áine Lynch	10
Ms Ann Mulcahy	10
Ms Anne Howard	10
Ms Anne Loughnane	10
Mr Brendan Doody <sup>1</sup>	6
Ms Catherine Doolan	7
Ms Catherine Moynihan	10
Mr Charles Dolan <sup>2</sup>	4
Mr Ciaran James O'Donnell	8
Mr David O'Sullivan	10
Mr Declan Fahie	10
Mr Eamon Dennehy	9
Mr Eamonn Shaughnessy	9
Mr Fergal McCarthy	10
Mr Gerry Leydon	4
Ms Jean Beswick-Duignan	10



Council Members	Meetings Attended
Ms Kathleen Burke	7
Mr Liam Ó Néill	9
Ms Mai Fanning	4
Ms Mary Magner	6
Ms Mary Curley	10
Mr Michael Delargey	6
Ms Michelle Keane	10
Mr Niall Duddy	4
Prof Niamh Hourigan	9
Dr Niamh Dennehy	10
Mr Noel Cronin	10
Mr Paul Moroney	10
Mr Peter McCabe	5
Ms Rosena Jordan	7
Mr Seán Ó hArgáin	9
Mr Seán Ó Dubhlaing	10
Mr Seán O'Neill	8
Prof Teresa O'Doherty	10
Ms Tracie Tobin	7
Mr Bryan O Reilly <sup>3</sup>	8
Mr Séamus Ó Fearraigh <sup>4</sup>	8
Ms Gráinne Conachy <sup>5</sup>	3
Ms Mary Rose Cremin <sup>6</sup>	1

1. Mr Brendan Doody resigned from Council during the reporting year
2. Mr Charles Dolan resigned from Council during the reporting year
3. Mr Bryan O Reilly was appointed to Council during the reporting year
4. Mr Séamus Ó Fearraigh was appointed to Council during the reporting year
5. Ms Gráinne Conachy was appointed to Council during the reporting year
6. Ms Mary Rose Cremin was appointed to Council during the reporting year

## APPENDIX 3

### Committees and Panels

The Teaching Council has established a number of committees and panels to facilitate its work. There are three statutory committees, four standing committees overseeing policy, procedures and governance with three panels dealing with individual teacher registration, vetting and qualification matters.

### Executive Committee

The Executive Committee facilitates the efficient and effective functioning of the Council by conducting the business of the Council between general meetings.

The Committee, which consists of 11 members, met on nine occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Ann Mulcahy	9
Ms Anne Loughnane <sup>1</sup>	5
Mr Brendan Doody <sup>2</sup>	3
Mr David O'Sullivan	8
Mr Fergal McCarthy	9
Mr Michael Delargey	4
Ms Michelle Keane (Chairperson)	9
Ms Rosena Jordan	4
Mr Seán O'Neill	9
Prof Teresa O'Doherty	6
Mr Séamus Ó Fearraigh <sup>3</sup>	6
Ms Gráinne Conachy <sup>4</sup>	3

1. Appointed to the Executive Committee during the reporting year
2. Resigned from the Council during the reporting year
3. Appointed to the Executive Committee during the reporting year
4. Appointed to the Executive Committee during the reporting year

## Investigating Committee

Any person may make a complaint to the Investigating Committee in relation to a registered teacher. The committee, which consists of 11 members, met on 10 occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Ann Mulcahy (Chairperson)	10
Ms Anne Loughnane	10
Ms Catherine Moynihan	8
Mr Eamonn Shaughnessy	8
Ms Mai Fanning	6
Ms Mary Curley	8
Mr Michael Delargey	6
Mr Niall Duddy	1
Mr Peter McCabe	8
Mr Bryan O Reilly <sup>1</sup>	7
Mr Séamus Ó Fearraigh <sup>2</sup>	8

1. Appointed to the Investigating Committee during the reporting year
2. Appointed to the Investigating Committee during the reporting year

## Disciplinary Committee

Complaints received by the Teaching Council in relation to registered teachers can ultimately result in an inquiry being conducted by a panel of the Disciplinary Committee into a teachers' fitness to teach.

The Investigating Committee of the Council may refer a complaint to the Disciplinary Committee for inquiry.

The Disciplinary Committee, which consists of 13 members, met on four occasions during the year. The attendances for these meetings are set out below:

Committee Members	Meetings Attended
Ms Áine Lynch	3
Ms Anne Howard	4
Ms Catherine Doolan	2
Mr Charles Dolan <sup>1</sup>	2
Mr Declan Fahie <sup>2</sup>	3
Mr Fergal McCarthy	3
Mr Gerry Leydon	1
Ms Kathleen Burke	3
Ms Mary Magner <sup>3</sup>	2
Mr Noel Cronin	3
Mr Paul Moroney	3
Ms Rosena Jordan <sup>4</sup>	2
Mr Seán O'Neill	4
Ms Tracie Tobin (Chairperson)	3

1. Resigned from the Council during the reporting year
2. Appointed to the Disciplinary Committee during the reporting year
3. Appointed to the Disciplinary Committee during the reporting year
4. Resigned from the Disciplinary Committee during the reporting year

## Disciplinary Inquiry Panels

In addition to attendance at scheduled committee meetings, a number of committee members attended at Fitness to Teach preliminary inquiries/inquiries (19 days in total). The attendances for these meetings are set out below:

Panels Members	Meetings Attended
Ms Áine Lynch	1
Ms Anne Howard	3
Ms Catherine Doolan	6
Mr Charles Dolan <sup>1</sup>	8
Mr Declan Fahie <sup>2</sup>	0
Mr Fergal McCarthy	1
Mr Gerry Leydon	10
Ms Kathleen Burke	9
Ms Mary Magner <sup>3</sup>	0
Mr Noel Cronin	7
Mr Paul Moroney	3
Ms Rosena Jordan <sup>4</sup>	1
Mr Seán O'Neill	0
Ms Tracie Tobin	8

1. Resigned from the Council during the reporting year
2. Appointed to the Disciplinary Committee during the reporting year
3. Appointed to the Disciplinary Committee during the reporting year
4. Resigned from the Disciplinary Committee during the reporting year

## Registration Committee

The Registration Committee advises the Council and makes recommendations in all areas relating to the registration of teachers.

The committee, which consists of 13 members, met on six occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Anne Howard	6
Mr Brendan Doody <sup>1</sup>	2
Mr Ciaran James O'Donnell	3
Mr Eamon Dennehy <sup>2</sup>	4
Mr Fergal McCarthy <sup>3</sup>	3
Mr Gerry Leydon	4
Ms Mai Fanning <sup>4</sup>	0
Ms Mary Curley	6
Mr Niall Duddy	2
Prof Niamh Hourigan <sup>5</sup>	3
Mr Peter McCabe	5
Ms Rosena Jordan (Chairperson)	5
Mr Seán Ó hArgáin <sup>6</sup>	3
Ms Gráinne Conachy <sup>7</sup>	2

1. Resigned from the Council during the reporting year
2. Appointed to the Registration Committee during the reporting year
3. Appointed to the Registration Committee during the reporting year
4. Appointed to the Registration Committee during the reporting year
5. Appointed to the Registration Committee during the reporting year
6. Appointed to the Registration Committee during the reporting year
7. Appointed to the Registration Committee during the reporting year

## Registration Review Group

The Registration Committee sits as the Registration Review Group in instances where teachers are unhappy with the outcome of a panel's decision and request a review of the initial decision. The group met on six occasions during the year. Committee members who were involved in the panel decision or who have a conflict of interest withdraw from the meeting.

Group Members	Meetings Attended
Ms Anne Howard	6
Mr Brendan Doody <sup>1</sup>	2
Mr Ciaran James O'Donnell	3
Mr Eamon Dennehy <sup>2</sup>	4
Mr Fergal McCarthy <sup>3</sup>	3
Mr Gerry Leydon	4
Ms Mai Fanning <sup>4</sup>	0
Ms Mary Curley	6
Mr Niall Duddy	2
Prof Niamh Hourigan <sup>5</sup>	2
Mr Peter McCabe	4
Ms Rosena Jordan	5
Mr Seán Ó hArgáin <sup>6</sup>	3
Ms Gráinne Conachy <sup>7</sup>	2

1. Resigned from the Council during the reporting year
2. Appointed to the Registration Committee during the reporting year
3. Appointed to the Registration Committee during the reporting year
4. Appointed to the Registration Committee during the reporting year
5. Appointed to the Registration Committee during the reporting year
6. Appointed to the Registration Committee during the reporting year
7. Appointed to the Registration Committee during the reporting year

## Registration Panel

The Registration Panel is responsible for the assessment of issues which relate to the registration of teachers such as granting of extensions to those holding registration with conditions.

The panel, which consists of seven members, met on 13 occasions during the year. The attendances for these meetings are set out below:

Panel Members	Meetings Attended
Mr Charles Dolan <sup>1</sup>	0
Mr Eamon Dennehy (Chairperson)	13
Mr Eamonn Shaughnessy <sup>2</sup>	2
Mr Liam Ó Néill	12
Ms Mary Magner	10
Dr Niamh Dennehy	10
Mr Seán Ó Dubhlaing	13
Mr Séamus Ó Fearraigh <sup>3</sup>	8
Ms Gráinne Conachy <sup>4</sup>	2

1. Resigned from the Council during the reporting year
2. Resigned from the Registration Panel during the reporting year
3. Appointed to the Registration Panel during the reporting year
4. Appointed to the Registration Panel during the reporting year

## Education Committee

The Education Committee is responsible for making recommendations to the Council on policy relating to the continuum of teacher education and research.

The committee, which consists of 13 members, met on seven occasions during the reporting year. The attendances for these meetings are set out below:

Committee Members	Meetings Attended
Mr Brendan Doody <sup>1</sup>	2
Ms Catherine Doolan	5
Ms Catherine Moynihan	5
Ms Jean Beswick-Duignan <sup>2</sup>	4
Ms Kathleen Burke	4
Mr Liam Ó Néill	5
Ms Mary Magner	6
Dr Niamh Dennehy	6
Mr Noel Cronin	5
Mr Paul Moroney	6
Mr Seán Ó hArgáin	6
Mr Seán O'Neill (Chairperson)	7
Prof Teresa O'Doherty	7
Ms Gráinne Conachy <sup>3</sup>	1

1. Resigned from the Council during the reporting year
2. Appointed to the Education Committee during the reporting year
3. Appointed to the Education Committee during the reporting year

## Finance Committee

The Finance Committee oversees the Council's financial affairs.

The committee, which consists of seven members, met on four occasions during the reporting year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Ann Mulcahy	4
Mr Eamon Dennehy	4
Mr Fergal McCarthy	4
Mr Gerry Leydon	4
Prof Niamh Hourigan	4
Mr Seán Ó Dubhlaing	4
Mr Séamus Ó Fearraigh	4

## Audit and Risk Committee

The Audit and Risk Committee monitors the systems, financial controls, and procedures of the Council to ensure they operate in an orderly and efficient manner.

The committee, which consists of seven members, met on five occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Mr Brendan Doody <sup>1</sup>	2
Mr Ciaran James O'Donnell	4
Mr David O'Sullivan (Chairperson) <sup>2</sup>	4
Ms Kathleen Burke	3
Mr Seán Ó hArgáin <sup>3</sup>	4
Ms Sinead Brett <sup>4</sup>	1
Ms Deirdre O'Connor <sup>5</sup>	1

1. Resigned from the Council during the reporting year
2. Appointed to the Audit and Risk Committee during the reporting year
3. Appointed to the Audit and Risk Committee during the reporting year
4. Resigned from the Council during the reporting year
5. Resigned from the Council during the reporting year



## Evidence of Character Panel

The Council's Evidence of Character Panel assesses the evidence of character of applicants seeking to register as teachers with the Council.

The panel, which consists of seven members, met on 10 occasions during the year. The attendances for these meetings are set out below:

Panel Members	Meetings Attended
Ms Anne Loughnane	10
Mr Ciaran James O'Donnell	7
Mr Liam Ó Néill	10
Prof Niamh Hourigan	5
Mr Seán Ó Dubhlaing (Chairperson)	10
Ms Tracie Tobin	7
Mr Bryan O'Reilly	7

## Qualifications Panel

The Qualifications Panel assesses the professional qualifications of applicants seeking to register as teachers.

The panel, which consists of seven members, met on 10 occasions during the year. The attendances for these meetings are set out below.

Panel Members	Meetings Attended
Mr Declan Fahie	8
Mr Eamonn Shaughnessy (Chairperson)	6
Ms Jean Beswick-Duignan	8
Mr Michael Delargey	8
Mr Niall Duddy	3
Prof Teresa O'Doherty	9
Ms Tracie Tobin	9

## Cosán Working Group

The Cosán Working Group is comprised of teachers and relevant stakeholders tasked with promoting and co-ordinating the Cosán Development Process. A number of the members of this Working Group are Council members. It met on three occasions during the reporting year. Council members' attendance for these meetings is set out below:

Group Members	Meetings Attended
Ms Catherine Doolan	2
Ms Catherine Moynihan	4
Mr Niall Duddy	0
Mr Noel Cronin	3
Mr Paul Moroney	2
Mr Peter McCabe	2
Mr Seán O'Neill	3

## FÉILTE Working Group

The FÉILTE Working Group is comprised of external stakeholders and members of Council. The group met on three occasions.

Group Members	Meetings Attended
Ms Áine Lynch	1
Ms Ann Mulcahy	1
Ms Catherine Doolan	2
Mr Eamonn Shaughnessy	3
Ms Michelle Keane	3
Mr Niall Duddy	0
Ms Tracie Tobin	0

## School Placement Implementation Group

The School Placement Implementation Group is comprised of external stakeholders and members of Council. The group met on two occasions.

Group Members	Meetings Attended
Dr Niamh Dennehy	2
Mr Peter McCabe	2

## APPENDIX 4

## Meeting Expenses - Financial Year 2022

Member	Expenses Claimed	Meetings Attended
Ms Áine Lynch	€0	15
Ms Ann Mulcahy (Deputy Chairperson)	€12,382.74	34
Ms Anne Howard	€4,007.61	29
Ms Anne Loughnane	€10,725.01	35
Mr Brendan Doody	€0	17
Ms Catherine Doolan	€2,224.90	24
Ms Catherine Moynihan	€0	27
Mr Charles Dolan	€2,731.37	14
Mr Ciaran James O'Donnell	€2,664.52	25
Mr David O'Sullivan	€0	22
Mr Declan Fahie	€304.28	21
Mr Eamon Dennehy	€3,226.52	34
Mr Eamonn Shaughnessy	€8,028.92	28
Mr Fergal McCarthy	€8,443.81	33
Mr Gerry Leydon	€470.26	27
Ms Jean Beswick-Duignan	€746.14	22
Ms Kathleen Burke	€3,369.80	26
Mr Liam Ó Néill	€0	36
Ms Mai Fanning	€0	10
Ms Mary Magner	€6,725.48	24
Ms Mary Curley	€7,691.45	30
Mr Michael Delargey	€2,833.81	24
Ms Michelle Keane (Chairperson)	€7,849.14	22
Mr Niall Duddy	€5,148.86	12
Prof Niamh Hourigan	€469.84	23
Dr Niamh Dennehy	€3,728.14	28
Mr Noel Cronin	€3,976.04	28
Mr Paul Moroney	€8,195.75	24

Member	Expenses Claimed	Meetings Attended
Mr Peter McCabe	€1,392.97	26
Ms Rosena Jordan	€6,080.20	24
Mr Seán Ó hArgáin	€1,367.65	25
Mr Seán Ó Dubhlaing	€8,009.00	37
Mr Seán O'Neill	€0	31
Prof Teresa O'Doherty	€355.29	32
Ms Tracie Tobin	€9,723.71	34
Mr Bryan O Reilly	€393.98	22
Mr Séamus Ó Fearraigh	€11,218.53	26
Ms Gráinne Conachy	€0	13
Ms Mary Rose Cremin	€0	1



# Tuarascáil Bhliantúil

2022/2023

—

28 Márta 2022 - 27 Márta 2023

# Forléargas: 28 Márta 2022 go 27 Márta 2023

**107**  
múinteoir de chuid na  
hÚcráine cláraithe

**4**  
chinneadh smachtbhanna  
atá deimhnithe ag an  
Ard-Chúirt (baineadh  
den chlár iad ar fad)

**7**  
bhfiosrúchán  
(1 le cur i gcrích)

**19**  
lá fiosrúcháin  
a chuir leis an  
7 bhfiosrúchán

**4**  
fhógra do Bhallstáit an Aontais  
faoi 4 mhúinteoir a uireadh  
cosc orthu dul i mbun  
múinteoireachta nó a cuireadh  
srian orthu cleachtadh ar  
bhonn proifisiúnta

**118,432**  
múinteoir cláraithe leis an  
gComhairle Mhúinteoireachta

**2,764**  
múinteoir faoi  
oiliúint cláraithe

**558**  
iarratas ar  
mheasúnú cáilíochta ceadaithe  
le haghaidh clárúcháin

**47**  
tionscadal arna maoiniú faoin gCreat Tacaíochta  
Taighde John Coolahan, 17 faoi Scéim  
Sparánachta Taighde, agus 30 faoi Scéim  
Taighdeoirí Cónaithe

**20**  
ceardlann Cosán do  
scoileanna arna éascú i gcomhar  
le hIonaid Tacaíochta  
Oideachais na hÉireann (ECSI)

**5**  
phodchraoladh  
taifeadta

**35**  
ríomhleabhar curtha leis an  
leabharlann ar líne agus tá siad ar  
fáil saor in aisce do na múinteoirí  
cláraithe ar fad

**4,035**  
múinteoir i mbun Droichead

**111,007**  
clárúchán athnuaithe  
ag múinteoirí

**41,689**  
múinteoir a ndearnadh  
grínnfhiosrúchán orthu  
tríd an gcóras ríomh-  
ghrínnfhiosrúcháin

**14**  
fhaighteoir de mhaoiniú  
taighde ón gComhairle  
Mhúinteoireachta  
a bronnadh  
ag FÉILTE 2022

**19**  
ríomhíris eisithe, lena  
n-áirítear  
5 ríomhíris taighde

**2**  
chlár nua creidiúnaithe faoi  
Céim: Caighdeán ar Oiliúint  
Tosaigh Múinteoirí

**43**  
gearán maidir le  
feidhmiúlacht  
chun múineadh

**12**  
chlár atá ann faoi láthair atá  
creidiúnaithe faoi Céim:  
Caighdeán ar Oiliúint  
Tosaigh Múinteoirí

**1,144,237**  
amharc leathanaigh ar [www.teachingcouncil.ie](http://www.teachingcouncil.ie)

**215,332**  
úsáideoir nua ar  
[www.teachingcouncil.ie](http://www.teachingcouncil.ie)



## Tuarascáil an Chathaoirligh

### Michelle Keane

Chairperson of the Teaching Council/  
Cathaoirleach na Comhairle Múinteoireachta

**Tá an mhúinteoireacht ar cheann de na gairmeacha is tábhachtaí in Éirinn agus d'fhéadfaí a rá gurb í an ceann is suntasaí. Eascraíonn sé seo ón bhfíorscéal go mbíonn gach gairm eile, gach deis chun dul chun cinn sa saol, ag brath ar theagasc agus meantóireacht éifeachtach ár ndaoine go léir sna blianta ba mhó a raibh tionchar acu orthu.**

Bíonn éifeachtaí leanúnacha ag múinteoirí ar fhorbairt agus ar fholláine na sochaí agus an duine aonair. Tá ról riachtanach acu a théann i bhfeidhm go mór domhain ar dhaoine. Is fíor a rá mar sin gurb é an rud is tábhachtaí sa chás seo ná caighdeán ár múinteoirí agus tá an t-ádh orainn, in Éirinn, go bhfuil na daoine gairmiúla is díograisí againn.

Tacaítear leis an ról ríthábhachtach seo atá ag múinteoirí i saol a gcuid daltaí le gné láidir agus bhunúsach - muinín. Tugann tuismitheoirí agus teaghlach na nithe is ionúine ina saolta - a leanaí - d'oideachasóirí, agus déanann siad é sin le hiontaoibh sa chumas claochlaitheach den oideachas ardchaighdeáin agus muinín atá fréamhaithe go domhain i múinteoirí. In Éirinn, tá údar leis seo mar gheall ar na caighdeáin arda a choinnímid agus barr feabhais soiléir ár ngairme.

Is ann atá ról na Comhairle Múinteoireachta, mar aitheantas ag an tsochaí, agus í reachtáithe ag an Oireachtas, ar an meas seanbhunaithe a bhaineann leis an teagasc, agus an rún a bhaineann leis an stádas measúil sin a chosaint i gcónaí, chomh maith leis na daoine ar a bhfreastalaímid. Ar an dóigh sin, cinntíonn sé seo nach amháin go gcaomhnaítear ardchaighdeáin teagasc agus foghlama ach gur féidir iad a ardú go leanúnach chun freastal ar éilimh na todhchaí.

Sa lá atá inniu ann, mar chuid de phobal domhanda, tugaimid aghaidh ar réimse dúshlán nach bhfacthas riamh roimhe seo agus atá ar scála idirnáisiúnta – athrú aeráide, bainistiú acmhainní, agus sláinte ár ngeilleagair agus ár sochaithe. Creidim go láidir go mbeidh rannchuidiú leanúnach na múinteoirí, scoileanna agus oideachais mar bhonn faoi fhreagairt na hÉireann maidir leis na nithe sin go léir, lena n-áirítear deiseanna a chruthú d'fhorbairt inbhuanaithe leanúnach.

Is iontach an bhliain atá faoi athbhreithniú. Lean Éire ag téarnamh ón bpaindéim dhomhanda, d'fhill an normáltacht arís, rud a bhí ag teastáil go géar, i ndiaidh tréimhse leanúnach de bhristeacha tromchúiseacha, cailleanas trom agus imní mhór ar fud ár sochaí. Sa chomhthéacs sin, arís eile, bhí an méid a dhéanann múinteoirí agus scoileanna ar fud ár dtíre, agus go háirithe a láithreach inár seomraí ranga, le feiceáil go soiléir ar mhaithe lenár ndaoine óga.

De réir mar a tháinig deireadh le géarchéim dhomhanda amháin, thosaigh géarchéim eile i bhfoirm an chogaidh san Úcráin. Chuir sé seo leis na cúinsí a bhí deacair cheana féin maidir le forbairt i ngeilleagair ar fud na hEorpa agus an domhain, ag cur tuilleadh le boillsciú agus le géarchéim costais maireachtála thromchúiseach, ag cur leis an mbrú ar dhaoine in Éirinn, rud is eol dúinn go léir.

Le linn na tréimhse seo, d'fhan an Chomhairle Mhúinteoireachta tiomanta dár sainordú. Leanamar lenár spriocanna straitéiseacha a chur chun cinn, ag cur ardchaighdeáin ghairmiúlachta agus forbairt ghairmiúil leanúnach chun cinn i measc múinteoirí.

Mar atá leagtha amach sa tuarascáil bhliantúil seo, táimid ag cur tionscnaimh i bhfeidhm go rathúil atá dírithe ar fheabhas a chur ar cháilíocht an teagasc agus na foghlama inár scoileanna, ag soláthar deiseanna forbartha gairmiúla ábhartha agus tráthúla, ag comhoibriú le hinstiúidí oideachais, agus ag soláthar réimse leathan acmhainní agus tacaíochta don ghairm.

Ina theannta sin, tá dul chun cinn suntasach déanta ag an gComhairle Mhúinteoireachta maidir lenár bhfeidhmeanna rialála a neartú. Leanamar orainn ag tacú le caighdeáin ghairmiúla maidir le clárúchán agus deimhniúchán múinteoirí, imscrúduithe a dhéanamh ar ghearáin, agus gníomhaíocht iomchuí a dhéanamh nuair ba ghá. Thógamar céimeanna suntasacha freisin chun ár bpróisis riaracháin ar fad a chuíchóiriú agus chun feabhas a chur ar ár seirbhísí don ghairm, agus leanfaidh gach ceann acu de bheith mar thosaíocht againn, ar chlár de 118,432 múinteoir ag deireadh na bliana tuairiscithe (Márta 2023).

Chomh maith leis sin, bhí an Chomhairle Mhúinteoireachta gnóthach maidir le bheith mar ionadaí do ghairm na múinteoireachta, ag obair le páirtithe leasmhara, ag cur le plé agus comhairliúcháin beartas agus ag comhoibriú le heagraíochtaí gairmiúla eile chun luach agus folláine ghairm na múinteoireachta a chur chun cinn.

Ar ndóigh, tuigimid go bhfuil dúshlán fós ann. Leanann tírdhreach an oideachais ag forbairt go tapa, agus tá an brú agus na hionchais ar mhúinteoirí ag dul i méid maidir lena ról, lena n-áirítear tosca eacnamaíocha. Mar chomhchoiteann, ní mór do na páirtithe leasmhara go léir a bhfuil baint acu leis an oideachas leanúint de thacaíocht a thabhairt dár múinteoirí chun dul i ngleic leis na dúshlán seo. I gcomhar le chéile, ní mór dúinn chomh maith leanúint de bheith airdeallach maidir le caighdeáin ghairmiúla a chaomhnú agus aghaidh a thabhairt ar aon ábhair imní nó saincheisteanna a d'fhéadfadh teacht chun cinn.

Tapaim an deis seo chun mo bhuíochas ó chroí a chur in iúl do gach comhalta den Chomhairle Mhúinteoireachta, do na daoine iontacha a chruthaíonn ár bhfoireann, agus do na páirtithe leasmhara a bhfuilimid ag brath orthu as a dtiomantas agus as a ndíograis dár misean. Cé nach bhfuil aon ról ag an gComhairle Mhúinteoireachta maidir le socruithe fostaíochta a threorú ná a shainiú dá cuid comhaltaí, a fhónann ar an gComhairle go deonach, braitheann ár gcuid oibre ar fháil ar chomhaltaí mar chomhchoiteann agus ar na coistí tábhachtacha éagsúla ar a bhfónann siad. Go dtí seo, bhain an Chomhairle leas as an lánrogha agus as an tsolúbthacht a fheidhmíonn fostóirí, pátrúin scoile agus boird bhainistíochta san áireamh, agus iad ag éascú am saor ón scoil agus freastal ar chruinnithe do chomhaltaí na Comhairle. Cé go n-aithnímid go bhféadfadh sé a bheith deacair é seo a bhainistiú, tá sé ríthábhachtach go leanfaidh gach páirtí leasmhar de thuiscint thábhacht an éascaithe agus an chomhoibríthe seo.

Cuirim fáilte mhór roimh an Dr Lynn Ramsey a ghlac lena ról mar Stiúrthóir na Comhairle Múinteoireachta i mí Feabhra 2023, i gcomharbas ar Thomás Ó Ruairc, agus guím gach rath ar Lynn agus í i gceannas ar an eagraíocht. Thar ceann na Comhairle, gabhaim buíochas freisin leis an Leas-Stiúrthóir, Phil Fox, a bhí ina Stiúrthóir Gníomhach dúthrachtach díograiseach i rith na bliana.



Gabhadimid buíochas leis an Aire Oideachais, Norma Foley TD, agus le hoifigigh a Roinne, as a dtacaíocht d'obair na Comhairle Múinteoireachta, lena n-áirítear an tairbhe a bhaineann le horduithe rialála athnuaite a dearadh chun tacú le hinfhaighteacht agus soláthar múinteoirí, i measc gach tionscnamh eile atá á bunú i gcomhar le grúpaí oibre ar fud an chórais oideachais.

Léirigh an bhliain seo caite acmhainneacht agus díograis ár ngairme, agus tá muinín agam go leanfaimid de thuilleadh dul chun cinn suntasach a dhéanamh sa bhliain reatha agus amach anseo. Le chéile, is féidir linn leanúint de chóras oideachais níos láidre agus níos bríomhaire a chruthú a dhéanann tairbhe dár dhaoine óga, dár bpobail, dár sochaí agus dár ngeilleagar, ina mbeidh múinteoirí i gcónaí lárnach maidir le dul chun cinn agus rath ár náisiúin.

*Michelle Keane*

**Michelle Keane**  
An Cathaoirleach





## Tuarascáil ón Stiúrthóir

### Dr Lynn Ramsey

Director of the Teaching Council/Stiúrthóir na Comhairle Múinteoireachta

**Seo an chéad deis atá agam mar Stiúrthóir ár dtuarascáil bhliantúil a chur ar fáil. Is eagraíocht ardfheidhmiúcht í an Chomhairle Mhúinteoireachta, ina bhfuil gairmí díograiseacha atá tiomanta do rath agus folláine múinteoirí agus do ghairm na múinteoireachta ann. Mar sin, is mór an onóir dom an eagraíocht seo a threorú agus muid ag leanúint lenár sainordú a chomhlíonadh.**

Táim ag tnúth le bheith ag obair go dlúth leis na páirtithe leasmhara go léir chun ról agus cuspóirí reachtúla na Comhairle Múinteoireachta a bhaint amach ar mhaithe leis an bpobal, le gairm na múinteoireachta agus leis na daltaí, leis na mic léinn, leis na scoileanna agus leis na pobail i gcoitinne.

Le linn na bliana faoi athbhreithniú, lean an Chomhairle Mhúinteoireachta lenár gcláir forfheidhmithe de réir ár ról reachtúil agus ár bplean straitéisigh (2022 - 2027), mar a mhiontuairiscítear sna leathanaigh seo a leanas. Is é an cuspóir uileghabhálach atá againn ná a chinntiú go ndéantar caighdeán a chothabháil agus a fheabhsú agus, ar an dóigh sin, go gcuirtear barr feabhais leanúnach na gairme chun cinn ar fud na hÉireann.

Tá ár bplean straitéiseach á chur i bhfeidhm thar cheithre chuspóir thábhachtacha, lena n-áirítear forbairt leanúnach agus feabhsú an chlárúcháin agus an tsoláthair múinteoirí; pobail ghairmiúla chomhoibríocha teagasc agus foghlama a chruthú; leanúint le próisis na Comhairle um fheidhmiúlacht chun múineadh agus le bealaí inbhuanaithe oibre a chur chun cinn sa Chomhairle. Tá siad seo go léir riachtanach chun leasanna na gairme a chur chun cinn.

Ag obair leis na páirtithe leasmhara go léir, leanamar orainn ag tacú le tionscnaimh a dearadh chun tacú le soláthar agus infhaighteacht múinteoirí, ar fud roinnt grúpaí oibre, lena n-áirítear ár gcathaoirleacht ar an nGrúpa Oibre Cumarsáide um Sholáthar Múinteoirí laistigh den Phlean Gníomhaíochta um Sholáthar Múinteoirí.

I measc na bpríomhghaiscí i rith na bliana tá cláir bhreise chomhthráthacha um Oideachas Tosaigh Múinteoirí (ITE), cláir a cháilíonn múinteoirí in dhá réimse ábhair, a thionscnamh agus a fhaomhadh. Ina theannta sin, choinnigh an Chomhairle Mhúinteoireachta aird leanúnach ar riachtanais Múinteoirí Nuacháilithe (NQTanna), ag cur tús le hathbhreithniú dara timthriall ar an mbeartas Droichead Integrated Professional Induction Framework (Creat Ionduchtúcháin Ghairmiúil Chomhtháite Droichead), agus ag an am céanna ag cinntiú go ndéantar gach clár a ailíniú le caighdeán Céim.

Rinneamar ár gcórais agus ár bpróisis chlárúcháin a chuíchóiriú agus a fheabhsú tuilleadh, lena n-áirítear ár gcóras clárúcháin nua ar líne, rud a chuir dlús le próisis freisin, rud a fhágann go bhfuil sé níos éasca d'iarratasóirí iarratais a rianú i bhfíor-am. Tá an teicneolaíocht seo á treisiú againn freisin chun sonraí cruinne a sholáthar chun múnlaí soláthair múinteoirí a bheachtú i gcomhar leis an Roinn Oideachais agus le páirtithe leasmhara eile.

Tugadh tionscnaimh bhreise isteach chun tacú le soláthar múinteoirí, lena n-áirítear orduithe rialála a chuireann ar chumas múinteoirí a cháiligh thar lear a n-ionduchtú a chur i gcrích in Éirinn. Ina theannta sin, cuireadh ar chumas múinteoirí faoi oiliúint a bheith ar an gclár, a bheith ar fáil do ról teagasc ionaid, má tá an chéad dá bhliain de chlár creidiúnaithe Oideachais Tosaigh Múinteoirí fochéime curtha i gcrích acu.

Mar fhreagra ar riachtanais shaoránaigh na hÚcráine atá ag lorg dídine in Éirinn agus i gcomhréir le Treoir an AE maidir le Cosaint Shealadach, sheolamar próiseas clárúcháin saincheaptha do mhúinteoirí cáilithe de chuid na hÚcráine, agus ceadaíodh 107 iarratasóir le hiontráil ar chlár náisiúnta na múinteoirí.

Mar rialtóir an Stáit do ghairm na múinteoireachta, agus nuair is gá, déanann an Chomhairle Mhúinteoireachta athbhreithniú, imscrúduithe agus éisteachtaí ar ghearáin thromchúiseacha a dhéantar faoi mhúinteoirí cláraithe. Fuarthas trí ghearán is daichead le linn na bliana tuairiscithe.

Cuireadh rialacháin nua chun cinn freisin le linn na bliana tuairiscithe. Tugann siad seo cumhacht bhreise don Chomhairle Mhúinteoireachta treoir a thabhairt d'fhostóirí an Chomhairle a chur ar an eolas faoi dhífhostú múinteoirí nó faoi éirí as a bhaineann le gearáin nó le gníomhartha araíonachta. Ceadaíodh na rialacháin seo a rinneadh faoi Alt 37 den Acht um Chomhairle Mhúinteoireachta 2001, arna leasú, ag an gComhairle i Márta 2023 agus shinigh an tAire Oideachais chun feidhme iad an 11 Bealtaine 2023.

Tá an Chomhairle Mhúinteoireachta i dteagmháil faoi láthair leis an Roinn Oideachais, agus le páirtithe leasmhara eile, chun nósanna imeachta a thabhairt chun cinn faoi Alt 28 den Acht Oideachais 1998, ag cur próiseas ar bhonn foirmiúil le haghaidh gearáin ó thuismitheoirí ag leibhéal na scoile. Chomh maith leis sin, tá athbhreithniú agus nuashonrú á ndéanamh againn ar ár bpróisis um Fheidhmiúlacht chun Múineadh, ar nósanna imeachta an Choiste Imscrúdaithe, ar leabhráin eolais, agus ar ábhar ár suímh gréasáin chun an tsoiléireacht agus an éifeachtúlacht a fheabhsú sna próisis riachtanacha seo.

Ghlac bainistíocht agus foireann na Comhairle Múinteoireachta páirt, agus an mhúinteoireacht á cur chun cinn acu go gníomhach mar ghairm, i ngrúpaí oibre éagsúla, d'óstáil siad fóraim, agus ghlac siad páirt i gcomhphlé fairsing leis an Roinn Oideachais agus le heagraíochtaí treoracha. Ghlac an Chomhairle Mhúinteoireachta páirt i roinnt aontaí gairme agus earcaíochta ar fud na hÉireann agus Thuaisceart Éireann, lena n-áirítear cur i láthair a dhéanamh ann, ag cur an teagasc chun cinn mar ghairm bheatha agus ag cur béim ar thacaíocht do ghrúpaí a bhfuil tearcionadaíocht acu sa ghairm.

I rith na bliana, chomhoibríomar go gníomhach leis an Roinn Oideachais agus le páirtithe leasmhara eile, ag cothú forbairt ghairmiúil agus gníomhaíochtaí rannpháirtíochta laistigh den phobal oideachais in Éirinn, chun maoirseacht a dhéanamh ar Phlean Gníomhaíochta Cosán a chur i bhfeidhm, chun foghlaim agus forbairt leanúnach a chur chun cinn laistigh de ghairm na múinteoireachta.

Tá an Chomhairle Mhúinteoireachta i dteagmháil freisin le comhlachtaí idirnáisiúnta agus náisiúnta, go háirithe leis an gCoimisiún Eorpach agus leis an Eagraíocht um Chomhar agus Forbairt Eacnamaíochta (OECD), chun samhail a fhorbairt do rannpháirtíocht an phobail áitiúil i gceapadh beartas oideachais, arna phiólótú ag an gComhairle ar dtús trína clár nuálach BEACONS (Beocht a Chur san Oideachas dár bPobail ar Bhonn Náisiúnta). Cuireadh

tús leis an tionscadal chun samhail rannpháirtíochta a fhorbairt i mí na Bealtaine 2022 agus faigheann sé tacaíocht ó mhaoiniú ón Aontas Eorpach. Tuairisceoidh an OECD a chuid torthaí i mí Dheireadh Fómhair 2023.

Dearadh cláir thaighde na Comhairle Múinteoireachta chun tacú le cultúr foghlama comhroinnte agus cleachtais atá bunaithe ar fhianaise, lena mbaineann réimse suntasach acmhainní a chur i bhfeidhm. I rith na bliana, bhí an Chomhairle sásta tacú le 47 tionscadal taighde le maoiniú. Chomh maith leis sin, chuireamar réimse leathan tionscadal taighde agus faisnéise an-léargasach ar taispeáint ó mhúinteoirí agus réimse ceardlanna foghlama gairmiúla ag ár n-imeacht FÉILTE.

Táim an-bhuíoch den Chathaoirleach, de chomhaltaí na Comhairle, de m'fhoireann bainistíochta agus de mo chomhghleacaithe go léir as a dtacaíocht agus as a spreagadh agus as a gcion agus as a dtiomantas i rith na bliana faoi athbhreithniú agus i leith.

Leanfaidh an Chomhairle Mhúinteoireachta lena fócas ar mhúinín an phobail sa teagasc in Éirinn a chaomhnú, agus ag an am céanna teagmháil a dhéanamh le múinteoirí, ceannairí scoile, daltaí, leanaí agus daoine óga agus le páirtithe leasmhara oideachais uile chun freastal ar riachtanais chórasacha. Tá muinín agam go leanfaidh ár gcomhobair de chumhachtú agus de thacaíocht a sholáthar do mhúinteoirí agus d'oideachas don todhchaí agus táim ag tnúth le tacaíocht láidir a thabhairt do ghairm na múinteoireachta amach anseo.



**Lynn Ramsey**  
Stiúrthóir

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# Cé muid féin

**Bunaíodh an Chomhairle Mhúinteoireachta ar bhonn reachtúil i mí Márta 2006. Is comhlacht caighdeáin ghairmiúla do ghairm na múinteoireachta muid, agus déanaimid caighdeáin ghairmiúla sa mhúinteoireacht a rialáil agus a chur chun cinn.**

**Gníomhaímid ar mhaithe le leas an phobail agus ag an am céanna tacaímid le caighdeáin i ngairm na múinteoireachta chomh maith le feabhas a chur orthu.**



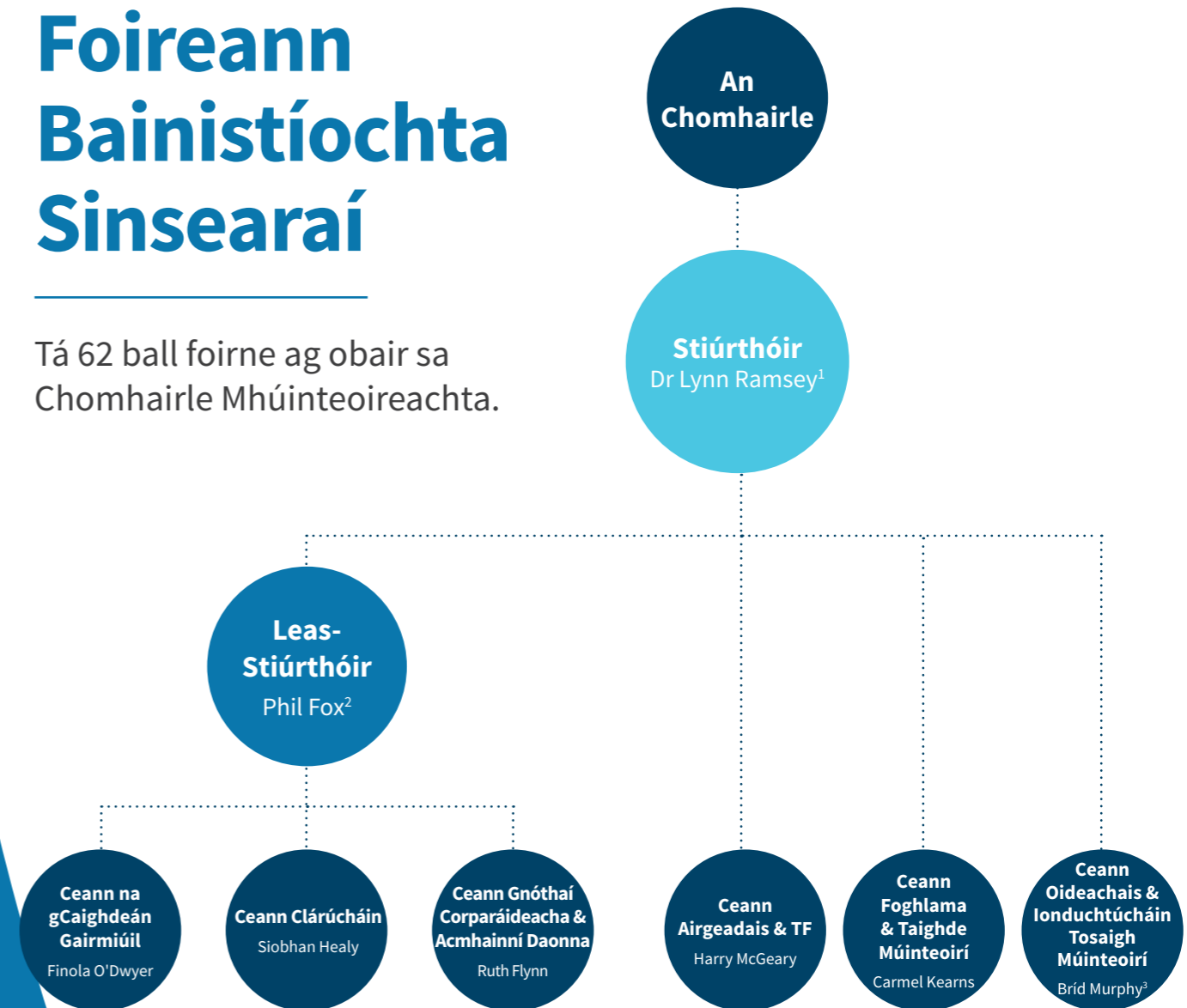
# Comhaltas na Comhairle Múinteoireachta

Tá 37 comhalta ar an gComhairle, is múinteoirí cláraithe iad 22 acu, agus 16 acu arna thoghadh ag múinteoirí. Is éard atá sa bhallraíocht ná:



# Foireann Bainistíochta Sinsearaí

Tá 62 ball foirne ag obair sa Chomhairle Mhúinteoireachta.



1. Ceapadh an Dr Lynn Ramsey ina Stiúrthóir ar an 1 Feabhra
2. Bhí Phil Fox ina Stiúrthóir Gníomhach ón 17 Eanáir 2022 go dtí an 31 Eanáir 2023
3. Ceapadh Bríd Murphy ina Ceann Oideachais Tosaigh Múinteoirí agus Ionduchtú ar an 16 Nollaig 2022



# Céard a dhéanaimid?

## Is iad feidhmeanna reachtúla na Comhairle Múinteoireachta:

- Gairm na múinteoireachta a chur chun cinn agus a rialáil;
- Caighdeáin teagaisc, eolais, scile agus inniúlachta a leagan síos agus a chothabháil;
- Múinteoirí a chlárú;
- An t-oideachas agus an oiliúint agus na cáilíochtaí a theastaíonn le haghaidh clárúcháin a chinneadh;
- Athbhreithniú agus creidiúnú a dhéanamh ar chlár oideachais tosaigh múinteoirí;
- Iarratais ar chlárú agus athnuachan clárúcháin a phróiseáil, chomh maith le hiarratais chun síneadh a chur leis an amlíne a cheadaítear chun coinníollacha clárúcháin a chomhlíonadh;
- Nochtadh grinnfhiosrúcháin a fháil chun críocha clárúcháin agus fostaíochta;
- Gníomhú mar an t-údarás inniúil chun aitheantas a thabhairt do cháilíochtaí do mhúinteoirí a cháilíonn lasmuigh d'Éirinn;
- Nósanna imeachta agus critéir a bhunú chun múinteoirí nuacháilithe (NQTanna) a ionduchtú;
- Fiosrúcháin a dhéanamh maidir le feidhmiúlacht chun múineadh aon mhúinteora chlárúcháin agus, nuair is cuí, smachtbhannaí a fhorchur i ndáil leis an gcéanna;
- Cód iompair ghairmiúil a choinneáil do mhúinteoirí;
- Comhairle a thabhairt don Aire maidir le:
  - na caighdeáin íosta de cháilíochtaí oideachais atá ag teastáil chun dul isteach i gclár oideachais múinteoirí,
  - soláthar múinteoirí,
  - forbairt ghairmiúil na múinteoirí, agus
  - aon ábhair a bhaineann le feidhmeanna na Comhairle.

“Déanann an Chomhairle Mhúinteoireachta na caighdeáin is airde i ngairmiúlacht múinteoirí agus in oideachas múinteoirí a chur chun cinn agus tacaíonn sí leo trí bheartais, rialáil agus taighde éifeachtach. Féachaimid le tírdhreach fabhrach a chothú le haghaidh teagasc agus foghlaim inbhuanaithe agus fhreagrúil inár bpobail. Déanaimid é seo trí chomhoibriú leis an Roinn Oideachais agus leis na páirtithe leasmhara go léir i níos mó bealaí nuálacha. Cinnteoidh an obair seo teagasc agus foghlaim ar ardchaighdeán do chách, trí chruthaitheacht, ionchuimsiú, éagsúlacht, ceannaireacht agus folláine níos fearr. Dá réir sin, forbrófar muinín an phobail i ngairm na múinteoireachta in Éirinn, agus san oideachas ar bhonn níos leithne.



## Ár gCuspóirí Straitéiseacha a bhaint amach

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Clúdaíonn an tuarascáil bhliantúil seo an tréimhse ón 28 Márta 2022 - 27 Márta 2023 agus leagtar amach inti an dul chun cinn atá déanta maidir lenár gceithre sprioc straitéiseacha a bhaint amach.



# Ceithre sprioc straitéiseacha ó 2022 go 2027:

## Clárúchán agus soláthar múinteoirí

**Sprioc:** Soláthar leordhóthanach múinteoirí cláraithe agus grinnfhiosrúcháin a chinntiú chun freastal ar riachtanais aitheanta an chórais scoile, lena n-áirítear éagsúlacht, i gcomhar leis an Roinn Oideachais, an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus leis na páirtithe leasmhara go léir.



## Pobail ghairmiúla chomhoibríocha don inbhuanaitheacht

**Sprioc:** Creataí agus tacaíochtaí praiticiúla a sholáthar do phobail ghairmiúla chomhoibríocha le béim ar leith ar ionchuimsiú, áthas agus cruthaitheacht i dteagasc agus i bhfoghlaím ar ardchaighdeán.



## Feidhmiúlacht chun múineadh

**Sprioc:** Leanúint ar aghaidh ag cinntiú go bhfuil na próisis um fheidhmiúlacht chun múineadh cothrom, cuí agus éifeachtach ar mhaithe leis an bpobal agus leis an ngairm.



## Bealaí oibre inbhuanaithe a thabhairt isteach agus acmhainní a sholáthar ina leith

**Sprioc:** Cultúr eagraíochtúil solúbtha, comhoibríoch agus nuálach na Comhairle Múinteoireachta a thacaíonn le foghlaim chomhroinnte agus freagrúlacht do riachtanais rialála agus do thosaíochtaí náisiúnta a chothabháil agus a fheabhsú.



## Cuspóir straitéiseach 1 – Clárúchán agus Soláthar Múinteoirí

### Sprioc -

**Soláthar leordhóthanach múinteoirí cláraithe agus grinnfhiosrúcháin a chinntiú chun freastal ar riachtanais aitheanta an chórais scoile, lena n-áirítear éagsúlacht, i gcomhar leis an Roinn Oideachais, an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus leis na páirtithe leasmhara go léir.**



- Cuireadh tús leis an dara timthriall athbhreithnithe agus creidiúnaithe ar chláir reatha ITE, bun scoile agus iar-bhunscoile, i mí na Samhna 2021 agus críochnóidh sé in R4 2023. Cinnteoidh an timthriall seo go n-ailíneoidh gach ceann de na 68 clár reatha de OTM bun scoile agus iar-bhunscoile le Céim: Caighdeán Oideachais Tosaigh Múinteoirí (2020).
- D'iarr Gníomh 12 i bPlean Gníomhaíochta do Sholáthar Múinteoirí (2018) ag an Roinn Oideachais ar an Údarás um Ard-Oideachas dul i dteagmháil le soláthraithe an chláir Oideachas Tosaigh Múinteoirí (ITE) chun a chinntiú go bhfuil cláir bhreise iar-bhunscoile comhthráthacha 4 bliana de chuid ITE, cláir a cháilíonn múinteoirí in dhá réimse ábhair, i bhfeidhm, lena n-áirítear ábhair spriocdhírthe. Idir Márta 2022 agus Márta 2023, ceadaíodh dhá chlár chomhthráthacha nua 4 bliana de chuid ITE. Is iad an dá chlár atá ceadaithe ná Baitsiléir Oideachais sa Ghaeilge agus sna Nuatheangacha ó Choláiste Ollscoile, Baile Átha Cliath (UCD), agus an Baitsiléir Oideachais sa Teicneolaíocht, san Innealtóireacht agus sa Ghrafaic ó Ollscoil Chathair Bhaile Átha Cliath (DCU) agus ó Ollscoil Teicneolaíochta na Sionainne (TUS).

Chomh maith leis sin, fuair an Chomhairle aighneacht le haghaidh clár amháin Breisoideachais ITE, atá ag dul chun cinn, ag tráth foilsithe na tuarascála seo, tríd an bpróiseas athbhreithnithe agus creidiúnaithe.

- Déanfaidh an Chomhairle athbhreithniú dírithe ar bheartas Droichead a dhíríonn ar réimsí a sainaithníodh mar chinn a bhfuil feabhas ag teastáil ina leith mar a léirítear i dtaighde coimisiúnaithe (DEEPEN) agus próisis dearbhaithe cáilíochta (DQA) agus réimsí a dteastaíonn nuashonrú/athbhreithniú ina leith i bhfianaise na n-athruithe i dtírdhreach an oideachais ó foilsíodh an beartas in 2017. Cinnteoidh sé seo go leanfaidh Droichead ag freastal ar riachtanais na Múinteoirí Nuacháilithe (NQTanna).
- Chuir an Chomhairle Riachtanais athbhreithnithe i bhfeidhm maidir le Clárú Ábhar Curaclaim (Iar-bhunoideachas) i mí Eanáir 2023. Cuireadh tús le hathbhreithniú ar na próisis measúnaithe cáilíochta do mhúinteoirí a cháilíonn thar lear chun éifeachtúlacht próiseála a aithint agus a fheabhsú.
- Cuireadh tús le próiseas clárúcháin saincheaptha do mhúinteoirí cáilithe de chuid na hÚcráine ar tugadh cosaint shealadach dóibh faoi Threoir an AE maidir le Cosaint Shealadach i mí Aibreáin 2022. Osclaíodh an próiseas iarratais do mhúinteoirí cáilithe de chuid na hÚcráine ar an 21 Aibreán 2022 agus ón 27 Márta 2023, ceadaíodh 107 iarratas le clárúchán. As na hiarratais sin, bhí bun scoil i gceist le hocht gcinn acu, iar-bhunscoil i gceist le 98 acu agus ceann amháin aitheanta faoi Eile.
- Lean an rannpháirtíocht ar aghaidh le Tionscadal na Múinteoirí Imirceacha agus le Scéimeanna Múinteoirí Cuairte na Roinne Oideachais.
- I mí Feabhra 2023, thug an Chomhairle rialachán sealadach leasaithe isteach arís a ligean do mhúinteoirí a cháilíonn lasmuigh d'Éirinn iarratas a dhéanamh ar chláirú agus ionduchtú iomlán in Éirinn.

- Tá ionadaíocht ag an gComhairle ar an nGrúpa Stiúrtha um Sholáthar Múinteoirí, ar an nGrúpa Forfheidhmithe agus ar thrí cinn de na ceithre ghrúpa oibre atá bunaithe, eadhon na Grúpaí Oibre um Shonraí, Ardoideachas agus Cumarsáid.
- Lean an Grúpa Oibre Cumarsáide, a bhfuil Stiúrthóir na Comhairle ina chathaoirleach air, lena chuid oibre ag cur na gairme chun cinn i gcomhréir leis an bPlean Gníomhaíochta um Sholáthar Múinteoirí. I mí na Samhna 2022, d'óstáil an Chomhairle in éineacht leis an Roinn Oideachais an séú Fóram Comhairleach Náisiúnta um Sholáthar Múinteoirí. Tionóladh an fóram in Óstán Morrison, Cé Urumhan, Baile Átha Cliath 1.
- Leanadh ar aghaidh le rannpháirtíocht fhorleathan leis an Roinn Oideachais mar chuid den Ghrúpa Oibre um Shonraí maidir le Soláthar Múinteoirí. Tá sonraí atá i seilbh na Comhairle Múinteoireachta fós ina bhfoinse luachmhar faisnéise a bhaineann le soláthar múinteoirí.
- Tionóladh cruinniú idir an Chomhairle Mhúinteoireachta, an Roinn Oideachais, agus eagraíochtaí treorach chun an mhúinteoireacht a chur chun cinn mar ghairm. Scrúdaíodh ag an gcruinniú na bealaí chun tuilleadh tacaíochta a thabhairt dá chéile maidir le treoir a sholáthar sa réimse seo. I measc na n-eagraíochtaí treoracha bhí Institiúid na dTreoirchomhairleoirí, Association of Higher Education Career Services (Cumann na Seirbhísí Gairme Ardoideachais) (AHECS), agus an tSeirbhís um Threoir san Oideachas Aosach.

Soláthraíodh cur i láthair ar leith freisin do bhaill AHECS i Meán Fómhair 2022 maidir leis an teagasc mar ghairm bheatha.

- D'fhreastail an Chomhairle ar 48 aonach gairme agus aonach earcaíochta ar fud na hÉireann agus Thuaisceart Éireann chun an mhúinteoireacht a chur chun cinn mar ghairm bheatha. Freastalaíodh ar imeachtaí a dhírigh ar mhic léinn iar-bhunscoile agus sa tríú leibhéal, agus ar dhaoine fásta i bhfostaíocht a bhí ag iarraidh aistriú go dtí an mhúinteoireacht.

Ag gach ceann de na himeachtaí seo, rinneadh tagairt ar leith do chúrsaí rochtana atá ar fáil chun tacú le hiontráil ar chlár oideachais tosaigh múinteoirí do ghrúpaí atá faoi ghannionadaíocht i ngairm na múinteoireachta. Áirítear leis na grúpaí sin iad siúd atá faoi mhíchumas, iad siúd ón lucht siúil, iad siúd ó cheantair atá faoi mhíbhuntáiste socheacnamaíoch, agus daoine eile.

- Téann an Chomhairle Mhúinteoireachta i dteagmháil gach bliain le múinteoirí faoi oiliúint atá sa bhliain dheireanach. Tugann an Chomhairle, in éineacht leis an gClár Náisiúnta Ionduchtaithe do Múinteoirí (NIPT), cuairt ar mhúinteoirí faoi oiliúint sa bhliain dheireanach chun iad a chur ar an eolas faoi ról agus feidhmeanna na Comhairle Múinteoireachta agus faoin bpróiseas i leith Droichead. Bhí na cuairteanna sin ar siúl in Eanáir, Feabhra agus Márta 2023. Thairfead baill foirne ón bhfoireann clárúcháin seimineár gréasáin freisin chun treoir a thabhairt maidir le próiseas clárúcháin mear na Comhairle do Múinteoirí Nuacháilithe.

Sular taifeadh an seimineár gréasáin, chuaigh an fhoireann i dteagmháil le múinteoirí faoi oiliúint sa bhliain dheireanach, trína soláthraithe cláir, chun a gcuid ceisteanna a chur i dtoll a chéile, agus freagraíodh iad ansin mar chuid den chur i láthair.

An tairseach chlárúcháin nua Mo Chlárú a chur i bhfeidhm agus an Chomhairle Mhúinteoireachta a chur in áit mar nuálaí ceannródaíoch i réimse na rialála gairmiúla, lena n-áirítear digitíú.

Leanadh den tairseach Mo Chlárú a fhorbairt agus a fheabhsú chun éifeachtúlacht a chur leis an bpróiseas clárúcháin. Cuireadh na próisis seo a leanas i bhfeidhm:

- Forbraíodh próiseas clárúcháin do mhúinteoirí faoi oiliúint. Comhtháthaíodh an próiseas clárúcháin do mhúinteoirí faoi oiliúint le próisis athnuaithe clárúcháin agus próisis do mhúinteoirí nuacháilithe (NQT);
- Forbraíodh próiseas clárúcháin chun múinteoirí de chuid na hÚcráine a chlárú;
- Tugadh isteach an clárú ar líne do mhúinteoirí nuacháilithe in 2022 agus cuireadh feabhas ar an bpróiseas seo in am do chéimithe 2023;
- Cuireadh tús le forbairt, aistriúchán agus tástáil na tairsí Gaeilge;
- Cuireadh i bhfeidhm athruithe éifeachtúlachta ar phróiseas fíoraithe na Máistrí Gairmiúla san Oideachas (PME);
- Athruithe ar fhoirmeacha iarratais maidir le hInniúlacht Teanga agus Eispéireas Tumoideachais a chur i bhfeidhm, de réir na gcritéar nuashonraithe maidir leis na Riachtanais Chlárúcháin Ábhair Churaclaim (Iar-bhunoideachas).

Soláthair sonraí cruinne chun tacú le mionchoigeartú leanúnach ar shamhaltú soláthair múinteoirí trí NOVUS, an bunachar sonraí clárúcháin nua, a ghiaíil, i gcomhar leis an Roinn Oideachais agus le páirtithe leasmhara eile.

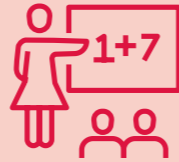
Lean an Chomhairle ar aghaidh ag soláthar sonraí clárúcháin cruinne chun tacú le samhaltú leanúnach soláthair múinteoirí, i gcomhar leis an Roinn Oideachais agus le páirtithe leasmhara eile.



## Cuspóir straitéiseach 2 – Pobail Ghairmiúla Chomhoibríocha don Inbhuanaitheacht

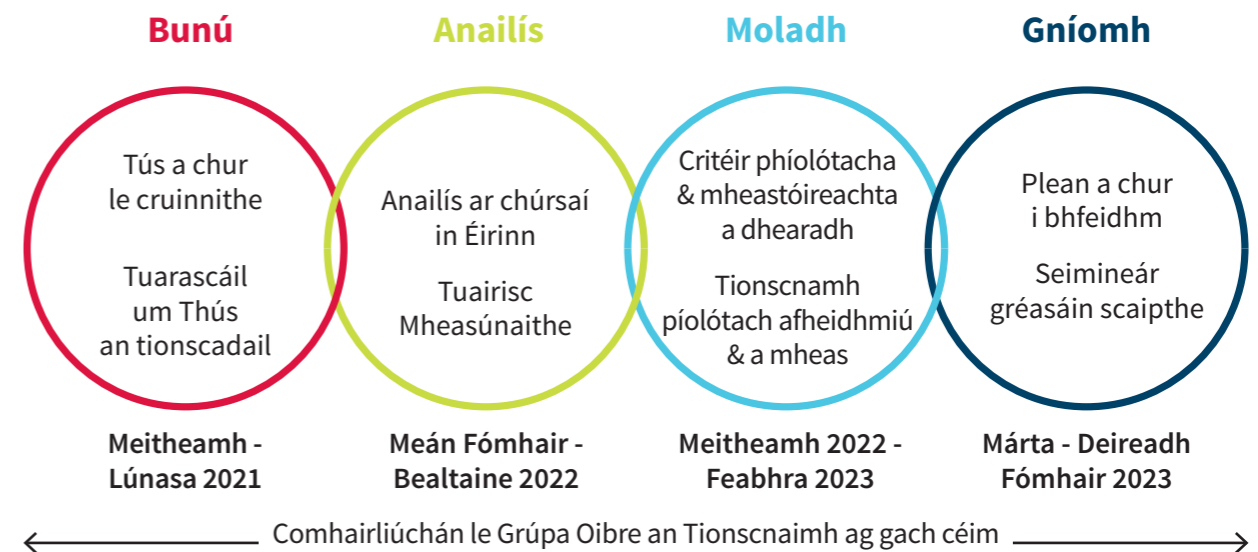
### Sprioc -

Creataí agus tacaíochtaí praiticiúla a sholáthar do phobail ghairmiúla chomhoibríocha le béim ar leith ar ionchuimsiú, áthas agus cruthaitheacht i dteagasc agus i bhfoghlaim ar ardchaighdeán.



- Chomhoibrigh an Chomhairle leis an Roinn Oideachais chun maoirseacht a dhéanamh ar Phlean Gníomhaíochta Cosán a chur i bhfeidhm. Reáchtáladh imeacht fíorúil de pháirtithe leasmhara Cosán i mí Dheireadh Fómhair 2022. D'fhreastail níos mó ná 100 toscaire agus rinne siad ionadaíocht do réimse páirtithe leasmhara a thacaíonn le foghlaim ghairmiúil múinteoirí, lena n-áirítear seirbhísí tacaíochta na Roinne Oideachais, institiúidí ardoideachais, agus ionaid tacaíochta oideachais. Ba phríomhchuspóir na hócáide é béim a leagan ar thábhacht straitéiseach Cosán sa chóras oideachais agus ar an dul chun cinn atá déanta go dtí seo ag na páirtithe leasmhara éagsúla maidir lena gcláir oibre a ailíniú le Cosán.
- I gcomhar le ESCI, reáchtáladh an tríú sraith de cheardlanna Cosán do scoileanna le linn na bliana tuairiscithe. Bhí 20 ceardlann i gceist a éascaíodh i gcomhar le 16 hionad tacaíochta oideachais. Dearadh iad chun tacú le múinteoirí bun scoile, iar-bhunscoile agus breisoideachais dul i ngleic le creat Cosán ina gcomhthéacs scoile féin. Cuireadh an clár, ina bhfuil trí cheardlann agus roinnt gníomhaíochtaí comhoibríocha scoilbhunaithe, chun cinn go forleathan, lena n-áirítear in irisí aontas múinteoirí. Tar éis dóibh an clár a chríochnú, tugadh deis do rannpháirtithe agus d'éascaitheoirí na gceardlann suirbhéanna ar líne a chomhlánú, agus bhí anailís á déanamh ar aiseolas ó na suirbhéanna sin ag deireadh na bliana tuairiscithe, chun bonn eolais a chur faoin bpleanáil do gníomhaíochtaí Cosán amach anseo.
- Mar fhreagra ar aiseolas a fuarthas ó mhúinteoirí le linn phróiseas forbartha Cosán, forbraíodh grafaic eolais Cosán chun tacú leo dul i ngleic le creat Cosán. Chun cur leis an acmhainn seo, bhí obair ar siúl ag deireadh na bliana tuairiscithe maidir le fiseán nua Cosán a fhorbairt.
- Tháinig Grúpa Oibre Cosán le chéile ceithre huair i mí Bealtaine, Meán Fómhair agus Samhain 2022, agus uair amháin i mí Eanáir 2023 agus phléigh siad aiseolas ó chlár na gceardlann agus an dul chun cinn atá déanta go dtí seo ar Phlean Gníomhaíochta Cosán. Cabhróidh sé seo le heolas a thabhairt dá gcuid oibre leanúnaí maidir le cur i bhfeidhm Cosán ar fud an chórais a chur chun cinn.
- Bunaíodh pobal foghlama gairmiúla ar líne darb ainm 'Pobal Cosán' ar T-REX.ie.
- Lean an Chomhairle lena cuid oibre leis an Ard-Stiúrthóireacht um Athchóiriú Struchtúrach (DG-REFORM), leis an Eagraíocht um Chomhar agus Forbairt Eacnamaíochta (OECD), agus le comhlachtaí páirtithe leasmhara náisiúnta chun samhail de rannpháirtíocht an phobail scoile áitiúil a fhorbairt chun ceapadh beartas oideachais in Éirinn a neartú. Tháinig an Grúpa Oibre Tionscadail le chéile ceithre huair i mí Bealtaine, Meitheamh agus Deireadh Fómhair 2022, agus uair amháin i mí Márta 2023.

## Plean Tionscadail



Le linn céim anailíse an tionscadail, rinne an OECD measúnú deascbhunaithe ar na próisis rannpháirtíochta reatha in Éirinn. Bhí an measúnú seo mar bhonn eolais don chéad chéim eile den tionscadal, an treoir d'imeachtaí rannpháirtíochta.

Mar chuid den imeacht piolótach, reáchtáladh seacht n-imeacht rannpháirtíochta ar fud na hÉireann chun samhail éagsúla rannpháirtíochta a thástáil. Reáchtáladh cuid de na himeachtaí ar líne agus cuid acu go pearsanta. Thug an OECD conradh do Choláiste Ealaíne Bhoirne chun na himeachtaí rannpháirtíochta a reáchtáil a ndearna an Lárionad um Sheirbhísí Éifeachtacha meastóireacht orthu ansin. Cuireadh an tuarascáil mheastóireachta deiridh ón Lárionad um Sheirbhísí Éifeachtacha faoi bhráid an Ghrúpa Oibre Tionscadail i mí an Mhárta 2023.

Tabharfaidh sé seo an tionscadal isteach sa chéim dheireanach ina bhforbróidh an OECD plean ina leagfar amach na chéad chéimeanna eile chun samhail rannpháirtíochta a chur i bhfeidhm chun ceapadh beartas oideachais in Éirinn a fheabhsú. Tá imeacht hibrideach le bheith ar siúl i mí Dheireadh Fómhair 2023 chun na torthaí a roinnt le páirtithe leasmhara náisiúnta agus idirnáisiúnta.

- Bhí FÉILTE, ár n-imeacht bliantúil a chuireann agus a cheiliúran barr feabhais san fhoghlaim agus sa teagasc a chur chun cinn, ar siúl Dé Sathairn 1 Deireadh Fómhair 2022 sa Helix in OCBÁC. Mar chuid de FÉILTE bhí príomhóráid ó Declan Coyle, cruthaitheoir The Green Platform, trí phlé painéil beoshruithaithe, 28 sárthaispeántas, sé cheardlann, Comhrá Taighde (comhrá taighde), Leadership Meet, Student Meet agus Teach Meet. Ba é téama na hócáide ná "Meas, Cuimhneamh, Machnamh, Athshamhlú".
- Bunaíodh Grúpa Oibre FÉILTE chun cabhrú leis an imeacht a phleanáil, ar a raibh comhaltaí den Chomhairle Mhúinteoireachta agus páirtithe leasmhara san oideachas. Tháinig an grúpa seo le chéile dhá uair in 2022/2023.
- Faoi dheireadh na bliana tuairiscithe, chuir an Coiste Oideachais tús leis an athbhreithniú ar straitéis taighde na Comhairle a phleanáil, atá le críochnú in 2024.
- Fuarthas 41 iarratas faoi bhabhta 5 den Scéim Sparánachta Taighde (RBS) agus fuarthas 52 iarratas faoi bhabhta 1 den Scéim um Thaighdeoirí Cónaithe (RiRS).

Rinne an painéal athbhreithnithe ceaptha breithniú ar iarratais incháilithe agus bronnadh maoiniú taighde €110,000 ar 47 tionscadal taighde, agus 38 díobh comhoibríoch.

Bhí ócáid bhronnta taighde ar líne ar siúl i mí Bealtaine 2022.



- Faoi dheireadh na bliana tuairiscithe, fuarthas 56 iarratas faoi bhabhta 6 den Scéim Sparánachta Taighde agus bhí siad faoi athbhreithniú.
- I mí Mheán Fómhair 2022, i gcomhar le hOllscoil Oxford, cuireadh tús le hathbhreithniú ar an gcéad bhabhta den RiRS. Chuir an Chomhairle moill ar sheoladh an chéad bhabhta eile den RiRS chun am a thabhairt do thorthaí an athbhreithnithe chun bonn eolais a chur faoi dheardh agus seachadadh an dara bhabhta den scéim.
- Foilsíodh 19 dtuarascáil taighde san iomlán, ina leagtar amach na torthaí ó thaighde a maoiníodh roimhe seo, ar shuíomh gréasáin na Comhairle.
- Cuireadh ceithre shraith nua d'acmhainní leis an mbailiúchán um Thaighde a Úsáid inár Scoil. Bhain siad seo leis na réimsí foghlama Cosán seo a leanas:
  - TFC, Uimhearthacht,
  - Litearthacht,
  - Foghlaim na Gaeilge a Threorú.
- Mar chuid de FÉILTE 2022, ghlac 14 taighdeoir a fuair maoiniú faoin gCreat Tacaíochta Taighde John Coolahan páirt i gComhrá Taighde (comhrá taighde) inar roinn siad a gcuid léargais faoina n-aistear taighde, agus faoi thorthaí a gcuid taighde.
- Cuireann an Chomhairle Mhúinteoireachta rochtain saor in aisce ar fáil do gach múinteoir cláraithe ar leabharlann ar líne d'irisleabhair agus de ríomhleabhair. Cuireadh 35 ríomhleabhar breise leis an leabharlann ar líne.
- Cuireadh eagrán speisialta ríomhíris ar fáil chun Lá Domhanda na Leabhar a chomóradh i Márta 2023. Chuir an ríomhíris seo an leabharlann ar líne chun cinn agus bhí 10 ríomhleabhar ónár mbailiúchán ann.
- Tháinig an Grúpa Rannpháirtíochta Taighde (REG) le chéile trí huair. Tacaíonn an grúpa seo de mhúinteoirí cláraithe agus daoine eile a bhfuil taithí acu ar thaighde i réimsí an teagaisc, na foghlama agus/nó an mheasúnaithe leis an gComhairle a feidhmeanna taighde a sholáthar.
- D'iarr an Chomhairle agus an Roinn Oideachais ar thairiscintí chun tionscadal taighde a sholáthar maidir le taithí múinteoirí atá ag tosú amach in Éirinn inniu. Fiosróidh an taighde turais ghairmiúla múinteoirí a thosú, agus na príomhthionchair phearsanta, oideachasúla, ghairmiúla agus chórasacha a shainíonn agus a bhfuil tionchar acu ar a ngairmeacha agus a gcleachtas luath lena n-áirítear tionchar oideachas tosaigh múinteoirí. Ag deireadh na bliana tuairiscithe, fuarthas roinnt tairiscintí agus bhí próiseas meastóireachta tairisceana ar siúl.
- Cuireadh straitéis meán sóisialta agus rannpháirtíochta i bhfeidhm chun ár ngníomhaíochtaí a chur chun cinn i rith na bliana. Áiríodh leis an straitéis sin sceideal chun ríomhírisí, nuashonruithe nuachta agus poist sna meáin shóisialta a scaoileadh.
- Ag deireadh na bliana cuireadh tús leis an bpleanáil chun straitéis chumarsáide agus rannpháirtíochta a fhorbairt. Cuirfidh an straitéis seo cur chuige straitéiseach ar fáil chun ár ról mar rialtóir ar ghairm na múinteoireachta a chur in iúl agus ailíneoidh sí lenár gcuspóirí atá leagtha amach sa Phlean Straitéiseach 2022 go 2027.

## Cuspóir straitéiseach 3 – Feidhmiúlacht chun múineadh

### Spríoc -

**Leanúint ar aghaidh ag cinntiú go bhfuil na próisis um fheidhmiúlacht chun múineadh cothrom, cuí agus éifeachtach ar mhaithe leis an bpobal agus leis an ngairm.**



Faoi fheidhmeanna na Comhairle Múinteoireachta maidir le Feidhmiúlacht chun Múineadh (Cuid 5 d'Achtanna na Comhairle Múinteoireachta 2001, arna leasú) is féidir leis an gComhairle imscrúdú a dhéanamh ar ghearán a dhéantar i leith múinteoirí cláraithe maidir le hábhair thromchúiseacha. Sa chás go ndéantar gearán, cuirfidh an Chomhairle tús le himscrúdú agus cinfidh sí ar cheart déileáil leis trí nósanna imeachta foirmiúla araíonachta na Comhairle.

Féadfaidh an Chomhairle, tar éis fiosrúchán araíonachta, cinneadh a dhéanamh chun comhairle, rabhadh nó cáineadh a thabhairt i scríbhinn don mhúinteoir, coinníollacha feidhmiúlachta a fhorchur ar chlárú an mhúinteora, nó an múinteoir a chur ar fionraí nó a bhaint de Chlár na Múinteoirí. Sa chás go gcuirtear múinteoir ar fionraí nó go mbaintear den Chlár é/í, níl sé/sí i dteideal tuarastal státmhaoinithe a fháil.

Molann an Chomhairle gur chóir aon ghearán a chur faoi bhráid scoil an mhúinteora ar dtús sula gcuirtear faoi bhráid na Comhairle é. Sa chás, áfach, go bhfuil leanbh nó duine soghonta i mbaol, ba cheart é sin a chur in iúl don Gharda Síochána agus do Tusla - an Ghníomhaireacht um Leanaí agus an Teaghlach, agus ina dhiaidh sin ar aird na Comhairle Múinteoireachta.

- Déanfaí foráil do nós imeachta foirmiúil gearán ó thuismitheoirí ag leibhéal na scoile le cur i bhfeidhm nósanna imeachta faoi alt 28 den Acht Oideachais 1998, rud a d'fhágfadh go bhféadfaí déileáil le casaoidí nó gearáin, gan dul i ngleic le nósanna imeachta um Fheidhmiúlacht chun Múineadh. Maidir leis sin, lean an Chomhairle ar aghaidh ag plé leis an Aire, leis an Roinn Oideachais agus le páirtithe leasmhara eile maidir leis an ngá atá le nósanna imeachta a chur i bhfeidhm faoi alt 28 den Acht Oideachais 1998, cibé acu trí nósanna imeachta faoin mBille Oideachais (Cairt Mac Léinn agus Tuismitheoirí), 2019 nó cibé bealach is cuí leis an Aire.
- Tosach feidhme na Rialachán chun éifeacht a thabhairt d'Alt 37 den Acht um Chomhairle Mhúinteoireachta 2001, arna leasú, an t-údarás don Chomhairle, faoi réir thoilíú an Aire, ordú a thabhairt d'fhostóir múinteora comhairle a chur ar an gComhairle má briseadh nó má éiríonn múinteoir cláraithe as a phost múinteoireachta i ndiaidh gearán nó próiseas araíonachta a dhéanamh ag leibhéal na scoile. Cheadaigh an Chomhairle na dréacht-Rialacháin ar an 6 Márta 2023 agus ag deireadh na bliana tuairiscithe, bhíodhas ag fanacht le toiliú an Aire Oideachais. Shínigh an tAire na Rialacháin ina dhiaidh sin agus tháinig siad i bhfeidhm ar an 11 Bealtaine 2023.
- I gcomhréir le cuspóir straitéiseach na Comhairle lena chinntiú go scríobhtar eolas don phobal agus do mhúinteoirí i mBéarla atá simplí agus éasca le tuiscint, tá tús curtha ag foireann na gCaighdeán Gairmiúil le hathbhreithniú ar na leabhráin eolais 'Feidhmiúlacht chun Múineadh' agus ar an bhfaisnéis 'Feidhmiúlacht chun Múineadh' ar shuíomh gréasáin na Comhairle.
- Bhí ár leabhráin 'Feidhmiúlacht chun Múineadh - Faisnéis d'Fhostóirí' agus 'Cad ba cheart a dhéanamh má dhéantar gearán fút - Eolas do mhúinteoirí cláraithe' á nuashonrú ag deireadh na bliana tuairiscithe chun stádas na Rialachán a rinneadh faoi alt 37 den Acht um Chomhairle Mhúinteoireachta 2001, arna leasú, a léiriú. Tháinig na Rialacháin seo i bhfeidhm ó shin ar an 11 Bealtaine 2023 agus maidir leis seo, uaslódáladh leabhráin agus faisnéis nuashonraithe ar shuíomh gréasáin na Comhairle Múinteoireachta.
- Thosaigh an Chomhairle athbhreithniú ar nósanna imeachta agus nósanna imeachta fiosrúcháin an Choiste Imscrúdaithe, mar iarracht ar phróisis um Fheidhmiúlacht chun Múineadh a chuíchóiriú tuilleadh. Tá leasuithe féideartha ar na hAchtanna ón gComhairle á mbreithniú freisin d'fhonn éifeachtúlacht níos fearr a thabhairt isteach.

## Cuspóir straitéiseach 4 – Bealaí Oibre Inbhuanaithe a Thabhairt Isteach agus Acmhainní a Sholáthar ina leith

### Sprioc -

**Cultúr eagraíochtúil solúbtha, comhoibríoch agus nuálach na Comhairle Múinteoireachta a thacaíonn le foghlaim chomhroinnte agus freagrúlacht do riachtanais rialála agus do thosaíochtaí náisiúnta a chothabháil agus a fheabhsú.**



- I mí Aibreáin 2022, i gcomhairle leis an bhfoireann, forbraíodh prótacal oibre cumaisc agus cuireadh i bhfeidhm é i gcomhréir leis an gCreat Beartais Oibre Cumaisc d'Eagraíochtaí na Státseirbhíse. Creideann an Chomhairle gur féidir le hobair chumaisc solúbthacht a mhéadú, sláinte agus folláine a fheabhsú, agus cothromaíocht oibre is saoil a fheabhsú.

Is féidir leis an bhfoireann leas a bhaint as socruithe oibre cumaisc a éascaítear chun tacú le folláine agus chun ailíniú le riachtanais athraitheacha an lucht saothair, agus éifeachtúlacht agus éifeachtacht eagraíochtúil á gcothabháil ag an am céanna. Is féidir leas a bhaint as na socruithe oibre cumaisc seo trí phróiseas iarratais agus ceadaíonn bainisteoirí líne iad. Tá gach socrú faoi réir monatóireacht agus athbhreithniú leanúnach.

- Leanann an Chomhairle Mhúinteoireachta de thús áite a thabhairt d'fhorbairt ghairmiúil na foirne. D'fhreastail an fhoireann ar go leor clár éagsúil i rith na bliana a sholáthair réimse feabhsuithe scileanna i réimsí na folláine, na ceannaireachta, na forbartha pearsanta agus gairmiúla.
- Lean an Chomhairle dá fócas ar shlándáil a bonneagair agus athléimneacht á forbairt tuilleadh ag an am céanna. Suiteáladh balla dóiteáin nua, agus rinneadh obair shuntasach nuachóirithe líonra. Cuirfidh na forbairtí seo feabhas ar shlándáil chomh maith le tacú le leanúnachas gnó agus le hobair hibrideach.
- Tugadh faoi phróiseas tairisceana iomaíoch chun ár suíomh gréasáin, [www.teachingcouncil.ie](http://www.teachingcouncil.ie) a athfhorbairt agus a athdhearadh. I mí an Mhárta 2023, bronnadh conradh ar an gconraitheoir roghnaithe agus bhí an tionscadal le tosú in R2 2023.
- Déanann an Chomhairle Mhúinteoireachta cumarsáid le páirtithe leasmhara chun a ról agus a freagrachtaí a chur in iúl, chun tuiscint a chothú ar cad is brí lena cuid oibre, agus chun tacaíocht a ghiniúint chun gairm na múinteoireachta a rialáil agus a chur chun cinn, ar mhaithe le leas an phobail. Rinne an Stiúrthóir agus an fhoireann cur i láthair go rialta ar shaincheisteanna a bhaineann le hobair na Comhairle, ag plé le réimse leathan páirtithe leasmhara, múinteoirí, tuismitheoirí agus an pobal i gcoitinne. Seo a leanas liosta neamh-uileghabhálach de na cineálacha gníomhaíochtaí rannpháirtíochta páirtithe leasmhara a rinne an Chomhairle:
  - óstáladh seimineár faisnéise leis na hInstitiúidí Ardoideachais;
  - thángthas i láthair ag Comhchoiste Oireachtais um Uathachas;
  - freastalaíodh ar chruinniú ceithre Náisiún (Cruinnithe de Chathaoirligh agus Príomhfheidhmeannaigh na gComhairlí Múinteoireachta Ginearálta in Éirinn, i dTuaisceart Éireann, in Albain agus sa Bhreatain Bheag) i nDún Éideann;
  - rinneadh cathaoirleacht ar an bhFóram Comhairleach Náisiúnta maidir le soláthar múinteoirí;
  - freastalaíodh ar chruinnithe faisnéise/cruinnithe páirtithe leasmhara a bhaineann le soláthar múinteoirí;
  - óstáladh FÉILTE an t-imeacht bliantúil a dhéanann ceiliúradh ar Lá Domhanda na Múinteoirí;
  - Cruinniú Comhthionóil Ghinearálta Líonra de Chomhairlí Oideachais an Aontais Eorpaigh;
  - aoi-léachtaí do mhic léinn ar chlár iarchéime oideachais múinteoirí;
  - ball de choiste stiúrtha agus d'fhochoistí SCoTENS.

- Mar chuid dár straitéis rannpháirtíochta chun an ghairm a chur chun cinn agus tuiscint ar obair na Comhairle a mhéadú, glacann an Chomhairle páirt i bhfor-rochtain réamhghníomhach sna meáin, chomh maith le freagra a thabhairt ar cheisteanna ó na meáin.

### An Comhchoiste um Uathachas

Sholáthair an Stiúrthóir Gníomhach agus an Ceann Gníomhach ar Oideachas Tosaigh Múinteoirí agus Ionduchtú ráiteas scríofa agus d'fhreastail sé ar an gComhchoiste Oireachtais um Uathachas i mí Dheireadh Fómhair 2022. I ndiaidh a bheith i láthair ag an gcoiste, soláthraíodh tacaíocht trí chumarsáid a dhéanamh le Clár na Múinteoirí chun múinteoirí a spreagadh chun iad féin a chur ar fáil le páirt a ghlacadh i gClár Samhraidh 2023. Soláthraíodh staitisticí a tógadh ó Chlár na Múinteoirí don choiste chomh maith maidir le líon na múinteoirí atá ar an gclár agus cáilíocht san Oideachas Speisialta ceangailte lena gclárú.

## I measc na ráiteas a rinne an Chomhairle le linn na bliana tuairiscithe bhí:

### Aibreán 2022

[Próiseas Clárúcháin Saincheaptha do Múinteoirí Cáilithe ón Úcráin](#)

[Cathaoirleach agus Leas-Chathaoirleach nua tofa ag an gComhairle Mhúinteoireachta](#)

### Bealtaine 2022

[Tá tús curtha le Clárú na Comhairle Múinteoireachta faoi 'Bealach 5 – Múinteoirí Faoi Oilíúint'](#)

### Meitheamh 2022

[Nuashonrú ar Riachtanais Ábhair Churaclaim \(Iar-bhunoideachas\) Meitheamh 2022](#)

### Deireadh Fómhair 2022

[Stiúrthóir nua na Comhairle Múinteoireachta fógartha](#)

### Eanáir 2023

[Is féidir le múinteoirí a cháiligh thar lear iarratas a dhéanamh ar chlárú agus a n-ionduchtú a chur i gcrích in Éirinn ar bhonn tréimhse faoi cheangal ama](#)



# Rialachas Corparáideach

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# 4

## Airgeadas

B'ionann caiteachas na Comhairle sa bhliain airgeadais 2022 agus €8.55 milliún, méadú €0.39 milliún i gcomparáid le 2021. Maidir leis an méadú seo, bhí baint den chuid is mó ag costais níos airde i dtaca le cruinnithe agus ionaid (filleadh ar chruinnithe fisiciúla tar éis na paindéime) agus dímeas méadaithe mar gheall ar mhúirear dímeasa na chéad bhliana iomláine don tairseach Mo Chlárú. B'ionann ioncam na Comhairle (lena n-áirítear infheistíocht agus glanioncam cíosa lúide cáin) agus €7.10 milliún, laghdú €1.31 milliún thar 2021. Tharla an laghdú mar gheall ar an laghdú ar luach na sócmhainní airgeadais de bharr dálaí dúshlánacha an mhargaidh. Tháinig méadú ar ioncam clárúcháin de réir an fháis ar líon na múinteoirí ar an gClár.

Cuireadh córas nua bainistíochta airgeadais néalbhunaithe i bhfeidhm i rith na bliana. Cuirfidh an córas nua feabhas ar tháirgiúlacht, ar rialú airgeadais agus ar bhainistiú faisnéise. Leanann an Chomhairle de bheith ag díriú ar bhainistiú costas chun a staid airgeadais a chomhdhlúthú.

## Cosaint Sonraí

Mar an comhlacht um chaighdeán ghairmiúla do ghairm na múinteoireachta, leanann an Chomhairle d'ardchaighdeán a chur chun cinn i gcleachtais cosanta sonraí agus glacann sí a cuid freagrachtaí go han-dáiríre i bpróiseáil sonraí pearsanta i gcomhréir leis an reachtaíocht um chosaint sonraí, lena n-áirítear an Rialachán Ginearálta maidir le Cosaint Sonraí (GDPR) agus an tAcht um Chosaint Sonraí 2018. Déanann an Chomhairle athbhreithniú leanúnach ar a cleachtais uile ina bpróiseáiltear sonraí pearsanta chun a chinntiú go gcloítear go hiomlán leis an reachtaíocht um chosaint sonraí agus go gcosnaítear sonraí pearsanta.

Déantar athbhreithniú ar Bheartas Príobháideachais na Comhairle ar bhonn leanúnach lena chinntiú go gcloítear le reachtaíocht agus le dea-chleachtas maidir le nósanna imeachta cuí cosanta sonraí a sholáthar. Foilsítear é ar ár láithreán gréasáin chun a chinntiú gur féidir le gach duine a bhíonn i dteagmháil linn tuiscint a fháil ar an gcaoi a gcaithimid le haon sonraí pearsanta a phróiseálaimid agus chun a thuiscint conas is féidir leo a gcearta cosanta sonraí a fheidhmiú.

Ar an 29 Samhain 2022, dheimhnigh an Chúirt Chuarda fineáil riaracháin €60,000 a ghearr an Coimisiún um Chosaint Sonraí ar an gComhairle maidir le cibirionsaí a tionscnaíodh go seachtrach i Márta 2020.

## Saoráil Faisnéise

Tá an Chomhairle faoi réir fhorálacha an Achta um Shaoráil Faisnéise, 1997, agus an Achta um Shaoráil Faisnéise (Leasú), 2014. Fuair an Chomhairle cúig iarratas um Shaoráil Faisnéise (FOI) i rith na bliana. Foilsítear sonraí faoi gach iarratas neamhphearsanta go ráithiúil ar ár láithreán gréasáin.

## Cothromaíocht inscne i mballraíocht na Comhairle

Ón 27 Márta 2023, bhí 50% de mhná agus 50% d'fhir ar an gComhairle agus post amháin folamh ann.

Dá bhrí sin, comhlíonann an Chomhairle a hoibleagáid faoin gCód Cleachtais um Rialachas Comhlachtaí Stáit 2016.

## Alt 42 den Acht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas, 2014 – Dualgas na hEarnála Poiblí um Chomhionannas agus Cearta an Duine (an Dualgas)

Tá an Chomhairle tiomanta do dheireadh a chur le hidirdhealú, cearta an duine a chosaint agus comhionannas a chur chun cinn i measc ár bhfoirne agus úsáideoirí ár seirbhíse. Tá bearta curtha i bhfeidhm ag an gComhairle lena chinntiú go ndéantar breithniú ar chearta an duine agus ar an gcomhionannas i bhforbairt beartas, nósanna imeachta agus rannpháirtíochta le páirtithe leasmhara.

Tá Cód Iompair inmheánach ag an gComhairle do Chomhaltaí na Comhairle agus d'Fhoireann na Comhairle bunaithe ar na prionsabail seo a leanas:

### Ionracas



### Eolas



### Oibleagáidí



### Dílseacht



### Cothroime



### Timpeallacht oibre agus sheachtrach



### Freagracht



### Athbhreithniú



Deirtear sa chód go bhfuil an Chomhairle tiomanta do chothroime a chur chun cinn trí:

- reachtáocht um chomhionannas fostaíochta agus stádas comhionann a chomhlíonadh; agus
- cothrom na Féinne agus an chóir comhionann a bhaint amach agus é ag déileáil leis an bpobal.

Tá tionchar ag an gcód seo chomh maith le gach reachtaíocht ábhartha lena n-áirítear an tAcht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas, 2014, na hAchtanna um Chomhionannas Fostaíochta, 1998-2015 agus na hAchtanna um Stádas Comhionann 2000-2018 ar chultúr na Comhairle Múinteoireachta. Déanann an Chomhairle Mhúinteoireachta a Dualgas um Chomhionannas san Earnáil Phoiblí agus Cearta an Duine de réir treorach ó Choimisiún na hÉireann um Chearta an Duine agus Comhionannas.

Tá Oifigeach Rochtana ar fáil chun cúnaimh agus treoir a sholáthar nó a shocrú do dhaoine faoi mhíchumas a bhfuil rochtain acu ar ár seirbhísí. Tá sonraí teagmhála an Oifigigh Rochtana foilsithe ar ár láithreán gréasáin.

## Na hAchtanna um Eitic in Oifigí Poiblí 1995 agus 2001

Tá sé d'oibleagáid ar bhaill foirne na Comhairle agus ar bhaill foirne a bhfuil poist ainmnithe acu forálacha an Achta um Eitic in Oifigí Poiblí 1995, agus an Achta um Chaighdeán in Oifigí Poiblí 2001 a chomhlíonadh, agus Ráiteas Leasanna a thabhairt don Choimisiún um Chaighdeán in Oifigí Poiblí i gcás ina bhféadfadh tionchar ábhartha a bheith ann ar a bhfeidhmíocht ar ábhair na Comhairle.

## Cairt Seirbhíse do Chustaiméirí

Tá an Chairt um Sheirbhís do Chustaiméirí i bhfeidhm agus foilsithe ar ár láithreán gréasáin. Léiríonn an chairt seo ár dtiomantas d'ardchaighdeán seirbhíse a sholáthar de réir tionscnaimh um Sheirbhís Ardchaighdeán do Chustaiméirí atá faofa ag an Rialtas.

## Na hAchtanna um Chomhionannas Fostaíochta, 1998-2015

Tá an Chomhairle Mhúinteoireachta tiomanta do bheartas comhdheiseanna agus glacann sí cur chuige dearfach i leith an chomhionannais san eagraíocht. Tá beartais i bhfeidhm ag an gComhairle Mhúinteoireachta a sholáthraíonn roghanna don fhoireann maidir lena riachtanais ghairme agus phearsanta a chomhlíonadh, ar nós deiseanna forbartha pearsanta leanúnacha, saoire staidéir, uaireanta oibre laghdaithe agus sosanna gairme. Tá Beartas um Bhulaíocht agus Ciapadh agus Dínit ag an Obair i bhfeidhm agus cuireadh in iúl é do gach ball foirne.



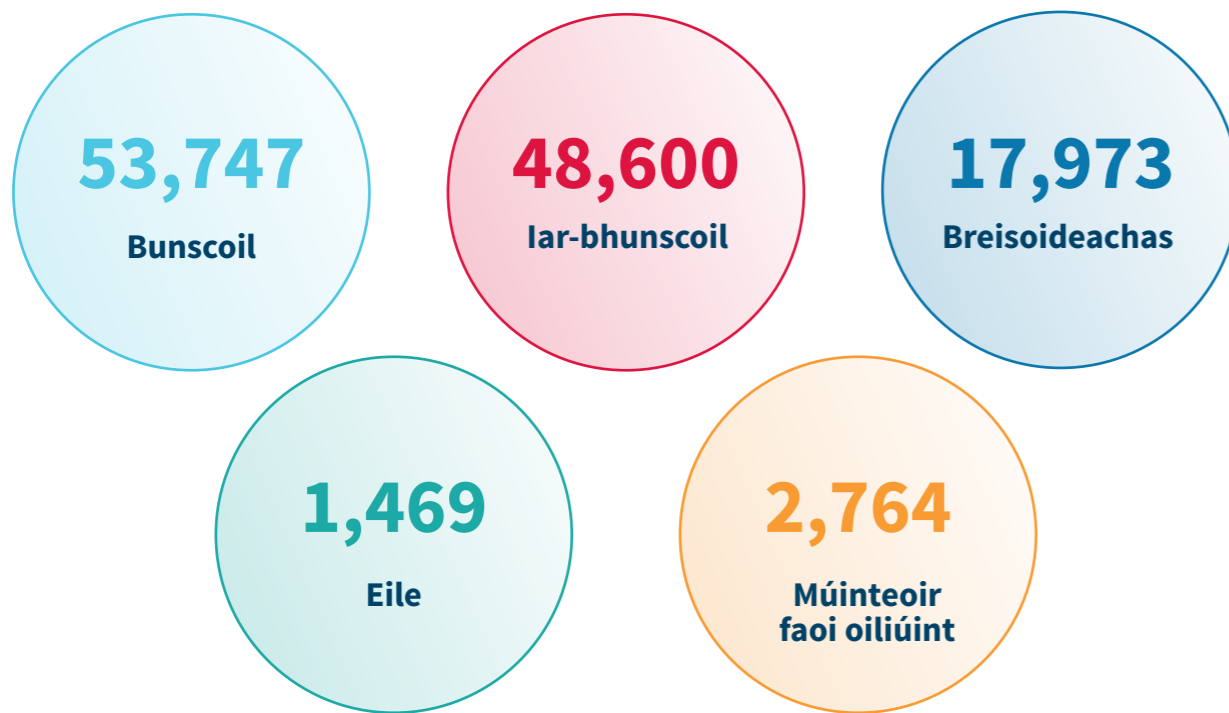
# An Clár Múinteoirí





Is í an Chomhairle Mhúinteoireachta an comhlacht um chaighdeáin ghairmiúla don mhúinteoireacht atá freagrach as múinteoirí a chlárú. Is éard atá i gceist leis seo ná an Clár Múinteoirí a bhunú agus a chothabháil, na caighdeáin a leagan amach chun a bheith ar an gClár, agus measúnú a dhéanamh ar iarratais le bheith ar an gClár.

### Clár na Múinteoirí



### Clárú, agus measúnú ar iarratais iontráil a dhéanamh ar an chlár

**Nóta:** Is féidir múinteoirí a chlárú faoi níos mó ná bealach amháin

### Clárúcháin

Cláraíodh 118,432 múinteoir san iomlán leis an gComhairle Mhúinteoireachta ar an 27 Márta 2023. Cuireadh 8,891 cláraí nua leis an gClár, lena n-áirítear 3,603 céimí nua. Próiseáladh clárú don 3,603 céimí nua seo faoi mhearphróiseas clárúcháin NQT na Comhairle idir Bealtaine agus Lúnasa 2022.

Le linn na tréimhse 12 mhí sin, chuaigh 3,383 múinteoir as feidhm ón gClár. Astu siúd, chuaigh 372 múinteoir as feidhm ón gClár toisc nár thug siad aghaidh ar a gcoinníollacha, agus d'athchláraigh 9 gcinn acu ina dhiaidh sin. Chuaigh 1895 múinteoir san iomlán as feidhm mar gheall ar neamhíoc na táille athnuachana, agus d'athchláraigh 65 múinteoir ina dhiaidh sin. Baineadh 572 múinteoir den Chlár mar gheall ar neamh-chomhlíonadh an iarratais chun athghrinnfhiosrúchán a chur i gcrích. As féin, bhain 544 múinteoir iad féin den Chlár go deonach.

Mar a tharla sna blianta roimhe seo agus i gcomhréir le gairm na múinteoireachta i dtíortha eile, is mná iad thart ar 76% de na múinteoirí cláraithe agus is fir iad 24%.

Tháinig an Coiste Clárúcháin agus an Grúpa Athbhreithnithe Clárúcháin le chéile sé huairé seo le linn na tréimhse sin. Mheas an Grúpa Athbhreithnithe Clárúcháin 16 chás.

### Athnuachan clárúcháin

Ó mhí Eanáir 2014, is riachtanas é clárú leis an gComhairle do mhúinteoir chun tuarastal atá maoinithe ag an Stát a fháil. Maireann an clárú ar feadh bliana agus ní mór do mhúinteoirí a gclárú a athnuachan gach bliain chun fanacht ar an gClár Múinteoirí. Tá an táille athnuachana clárúcháin fós ag €65 agus féadtar faoiseamh cánach ioncaim a éileamh. Le linn na bliana tuairiscithe, rinne 111,007 múinteoir athnuachan ar a gclárúcháin agus roghnaigh thart ar 99% díobh an rogha íocaíochta ar líne.

### Coinníollacha a bhaineann le Clárúcháin

Deonaítear clárú faoi réir coinníollacha (clárú coinníollach) i gcás nár comhlíonadh na ceanglais chlárúcháin go léir ag an iarratasóir ar chlárú. Go ginearálta, titeann coinníollacha faoi dhá chatagóir, coinníollacha cleachtas ghairmiúil iarcháilíochta (Droichead) agus coinníollacha eile, mar shampla riachtanas na Gaeilge, easnaimh cháilíochta agus stair agus struchtúr chóras oideachais na hÉireann.

Má dheonaítear clárú coinníollach, cuirfear an múinteoir ar an eolas faoin gcoinníoll/faoi na coinníollacha a chuirtear i bhfeidhm, faoi na bearta is gá chun iad a chomhlíonadh, agus faoin tréimhse ama ina gcaithfear iad a chomhlíonadh. Sa chás go ndeonaítear clárúcháin faoi réir coinníll/coinníollacha, féadfaidh an múinteoir síneadh ama a iarraidh chun an coinníoll/na coinníollacha a ghabhann lena gclárú a chomhlánú sa chás nach mbeidh sé curtha i gcrích acu faoin dáta éaga.

Le linn na tréimhse tuairiscithe seo, ghlac 1,453 múinteoir páirt sa phróiseas iarratais ar shíneadh ama. As an bhfigiúr seo, tugadh síneadh ama do 1,391 múinteoir chun na coinníollacha a bhain lena gclárú a chomhlíonadh; Diúltaíodh do 37 iarratas ar shíneadh ama agus bhí 25 múinteoir eile i mbun an phróisis ag tráth an tuairiscithe.

I gcás ina mainníonn duine na coinníollacha a ghabhann lena gclárú a chomhlíonadh laistigh den tréimhse shonraithe agus nach ndéanann sé iarratas ar shíneadh ama, rachaidh an clárú coinníollach i léig. Chuaigh 372 clárú múinteoirí i léig, agus baineadh 14 bhealach clárúcháin de bharr nár comhlíonadh leis na coinníollacha.

Déanann an Painéal Clárúcháin measúnú ar iarratais ar shíneadh ama thar ceann na Comhairle. Tháinig an painéal le chéile trí huairé déag sa bhliain tuairiscithe seo.

### Tionscadal Fíoraithe Mháistir Gairmiúil san Oideachas

Tacaíonn an Chomhairle le múinteoirí faoi oiliúint atá ag tabhairt faoi Mháistreachta Ghairmiúil san Oideachas (PME) san iar-bhunscoil chun a dheimhniú go gcomhlíonann a n-ábhair fochéime na riachtanais maidir le hábhar curaclaim iar-bhunscoile amháin ar a laghad a mhúineadh, sula ndéanann siad iarratas ar chlárú.

Cé go ndéanann na hInstitiúidí Ardoideachais measúnú ar cháilíochtaí foriomlána na mac léinn chun rochtain a fháil ar an gclár MGO de réir critéir leathana, cuireann an Chomhairle seirbhís bhreise fíoraithe a bhaineann go sonrach le hábhar ar fáil. Seiceálann sé seo go gcomhlíonann an t-ábhar a thógtar ag leibhéal fochéime na ceanglais shonracha atá leagtha síos ag an gComhairle le haghaidh clárúcháin leis an ábhar iar-bhunscoile sin. Deimhníonn sé seo incháilitheacht an mhúinteora faoi oiliúint MGO chun clárú leis an gComhairle ar chríochnú a gclár agus cuireann sé dlús le próiseas clárúcháin an tsamhraidh.

Bhain 88% de mhúinteoirí faoi oiliúint MGO (iar-bhunoideachas) a chuir tús lena gclár dhá bhliain in 2022 leas as an bpróiseas saor in aisce seo.

## Clárú na Múinteoirí Faoi Oiliúint

Rinne an tAire Oideachais, in éineacht le Cathaoirleach agus Stiúrthóir na Comhairle Múinteoireachta, leasú ar Rialacháin Chlárúcháin na Comhairle Múinteoireachta a fhaomhadh agus a shíniú ina dhlí i mí na Nollag 2021. Cuireann an leasú seo ar chumas múinteoirí faoi oiliúint a bhfuil an chéad dá bhliain de chlár creidiúnaithe Oideachais Tosaigh Múinteoirí fochéime (bunscoileanna agus iar-bhunscoile) curtha i gcrích acu iarratas a dhéanamh ar chlárú leis an gComhairle Mhúinteoireachta.

Le linn na bliana tuairiscithe, cláraíodh 2,764 múinteoir faoi oiliúint.

## Droichead

Is é Droichead an t-aon bhealach ionductaithe do gach NQT bunscoile agus iar-bhunscoile.

Ghlac 6,598 múinteoir páirt i bpróiseas Droichead thar an dá bhliain acadúla 2021/2022 agus 2022/2023.

As na 3,891 NQTanna ar fud 1,827 scoil a ghlac páirt in 2021/2022, chríochnaigh 1,336 NQT an próiseas roimh an mbliain tuairiscithe. Chuir dhá NQTanna gnéithe den phróiseas i gcrích níos déanaí. Chuir an 2,553 múinteoir eile an próiseas i gcrích ag deireadh na bliana acadúla 2021/2022.

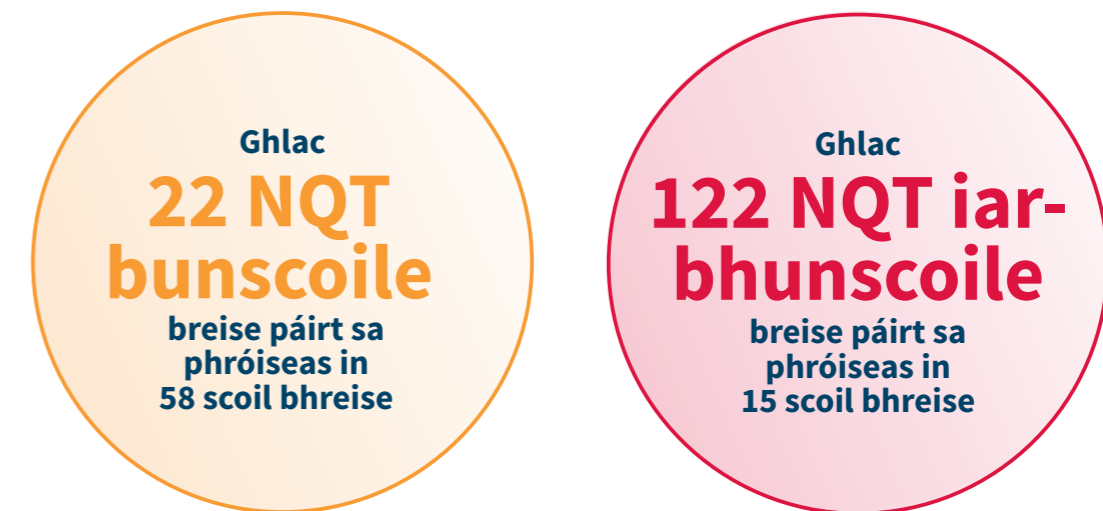
### Tábla: Achoimre ar Droichead 2021/2022

Cineál Scoile	NQTanna	Scoileanna
Bunscoil	2,251	1,238
Iar-bhunscoil	1,640	589
<b>Iomlán</b>	<b>3,891</b>	<b>1,827</b>

### Tábla: Achoimre ar Droichead ar an 28 Márta 2023 (an bhliain acadúil 2022/2023)

Cineál Scoile	NQTanna	Scoileanna
Bunscoil	2,273	1,296
Iar-bhunscoil	1,762	604
<b>Iomlán</b>	<b>4,035</b>	<b>1,900</b>

## Bhí fás Droichead soiléir sna hearnálacha bunscoile agus iar-bhunscoile araon.



## Grinnfhiosrúchán

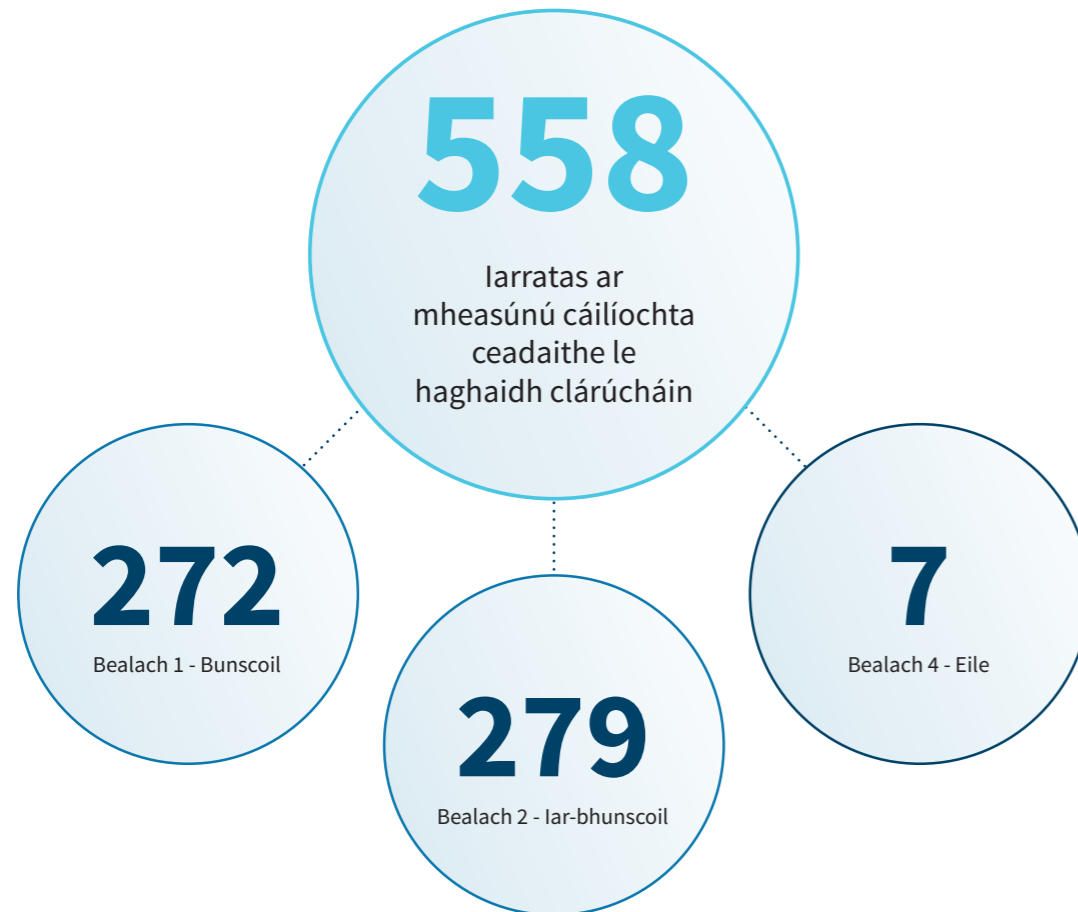
Riarann an Chomhairle Mhúinteoireachta grinnfhiosrúchán múinteoirí chun críocha clárúcháin tosaigh, athnuachana clárúcháin agus fostaíochta. Le linn na bliana tuairiscithe, rinneadh grinnfhiosrúchán ar 41,689 múinteoir. As na múinteoirí sin, rinneadh grinnfhiosrúchán ar 26% chun críocha clárúcháin tosaigh nó fostaíochta agus rinneadh grinnfhiosrúchán ar 74% mar chuid de bheartas na Comhairle d'áth-ghrinnfhiosrúchán a dhéanamh ar mhúinteoirí cláraithe ar thimthriall trí bliana.

Tugtar nochtadh ar thoradh an phróisis ghrinnfhiosrúcháin. Mar chuid den phróiseas clárúcháin, ceanglaítear ar an gComhairle breithniú a dhéanamh ar nochtadh grinnfhiosrúcháin, ar mhaithe le hoiriúnacht an duine aonair mar "dhuine cuí oiriúnach" chun críocha clárúcháin nó athnuachana clárúcháin.

Tháinig Painéal Fianaise ar Charachtar na Comhairle le chéile 12 uair agus bhreithnigh sé 54 nochtadh grinnfhiosrúcháin a bhain le hiarratasóirí ar chlárú agus ar athnuachan clárúcháin. Cuireadh 179 cás eile faoi bhráid an phainéil lena ndaingniú. Cuireadh nuashonrú ar fáil don phainéal ar 14 múinteoir a bhí ceadaithe le clárú / hathchlárú le coinníollacha mar a chuir an painéal i bhfeidhm. Bhreithnigh an painéal aighneacht amháin freisin a rinne múinteoir mar chuid den tionscadal ath-ghrinnfhiosrúcháin.

## Measúnú cáilíochtaí

I gcomhréir le Treoir 2005/36/CE ón AE maidir le haitheantas frithpháirteach cáilíochtaí (arna leasú), is í an Chomhairle Mhúinteoireachta an t-údarás inniúil in Éirinn chun measúnú a dhéanamh ar iarratais ar chlárú ó dhaoine atá aitheanta mar mhúinteoirí i dtíortha eile an AE/LEE. Ní mór d'iarratasóirí na critéir atá leagtha amach i Rialacháin na Comhairle Múinteoireachta [Clárú] 2016 a chomhlíonadh. Déantar gach iarratas ar chlárú ó mhúinteoirí a cháiligh lasmuigh den AE/LEE a mheas ar bhonn aonair.



# 204

Is féidir le 204 múinteoir cláraithe iarratas a dhéanamh ar ábhar/ábhair bhreise a chur lena gclárú. **Ceadáíodh 204 iarratas san iomlán chun ábhar/ábhair bhreise a chur lena gclárú.**

## Próiseas clárúcháin saincheaptha chun tacú le clárú múinteoirí cáilithe de chuid na hÚcráine

I mí Aibreáin 2022, d'fhorbair an Chomhairle Mhúinteoireachta próiseas clárúcháin saincheaptha chun tacú le clárú múinteoirí cáilithe de chuid na hÚcráine ar tugadh cosaint shealadach dóibh faoi Threoir an AE maidir le Cosaint Shealadach. Cuirtear san áireamh sa phróiseas saincheaptha reachtaíocht an Aontais maidir le hAitheantas Frithpháirteach agus na 'Treoirlínte maidir le cáilíochtaí gairmiúla daoine atá ag teitheadh ón gcogadh san Úcráin' a d'fhoilsigh an Coimisiún Eorpach. Osclaíodh an próiseas iarratais do mhúinteoirí cáilithe de chuid na hÚcráine ar an 21 Aibreán 2022 agus ón 27 Márta 2023, ceadáíodh 107 iarratas le clárúcháin. As sin, tá 8 bunscoil, 98 iar-bhunscoil agus aithnítear ceann amháin acu faoi Eile.

## Scrúdú chun eolas a mheas ar Stair agus ar Struchtúr Chóras Oideachais na hÉireann

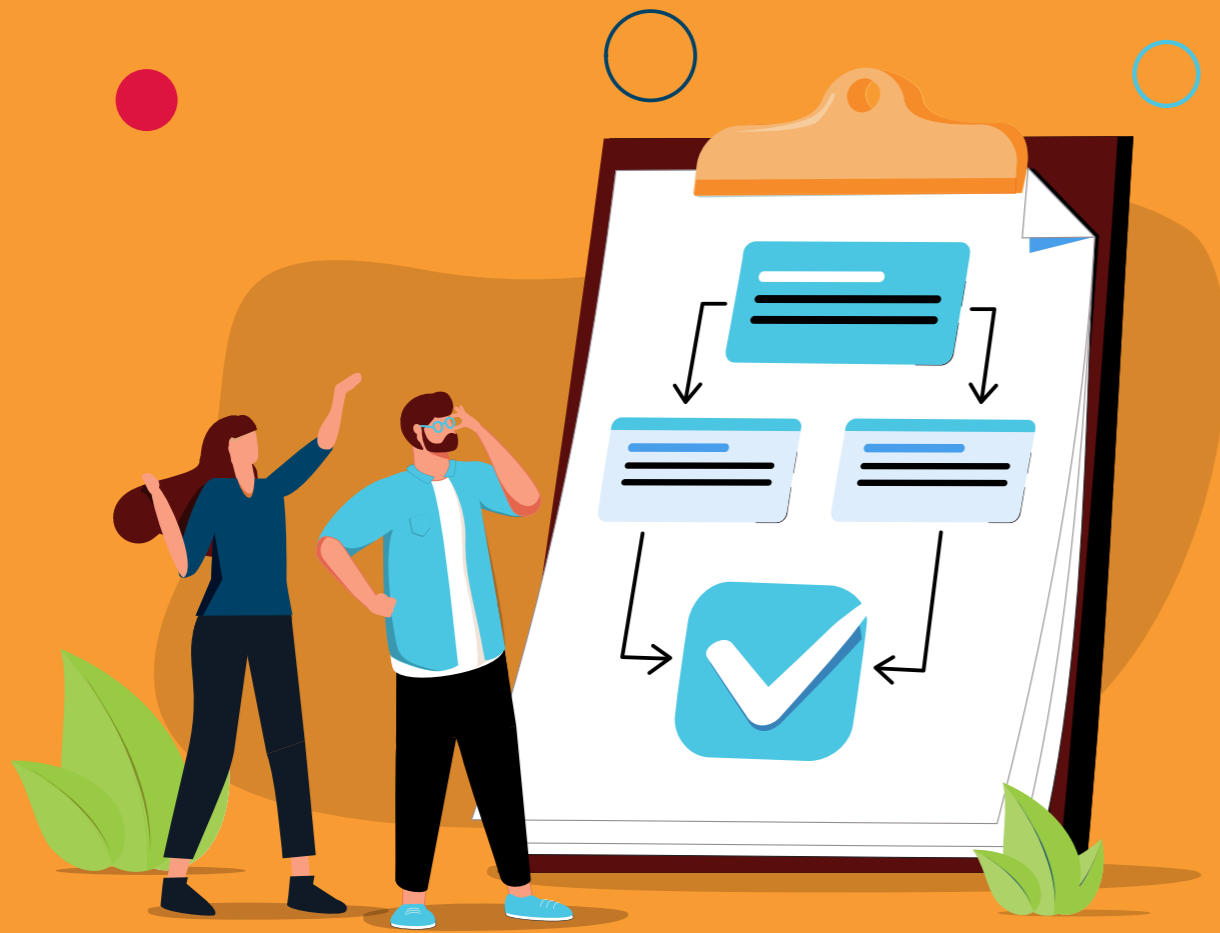
Más amhlaidh gur chríochnaigh an t-iarratasóir ar chlárú mar mhúinteoir iar-bhunscoile clár oideachais múinteoirí lasmuigh de Phoblacht na hÉireann, tá sé de dhualgas air nó uirthi eolas a chur agus tuiscint a fháil ar stair agus struchtúr chóras oideachais na hÉireann. Chun an ceanglas seo a chomhlíonadh ní mór duit Scrúdú Staire agus Struchtúr Chóras Oideachais na hÉireann (H&S) a chur i gcrích ar líne. Reáchtáiltear an scrúdú ar líne trí huair sa bhliain.

Ba iad seo a leanas na dátaí don scrúdú H&S ar líne sa bhliain tuairiscithe agus ba iad líon na n-iarrthóirí do gach scrúdú:

Dáta scrúdaithe	Líon na n-iarrthóirí
9 Aibreán 2022	67
9 Iúil 2022	60
12 Samhain 2022	105

## Ceanglais chlárúcháin ábhair churaclaim

I ndiaidh próisis comhairliúcháin fhairsing le príomhpháirtithe leasmhara idir Meitheamh 2018 agus Aibreán 2019, foilsíodh Riachtanais Athbhreithnithe Ábhair Churaclaim ar an 11 Samhain 2020. Tháinig na ceanglais athbhreithnithe i bhfeidhm ó mhí Eanáir 2023 d'iarratasóirí a dhéanann iarratas ar chlárú leis an gComhairle. Cheadaigh na ceanglais athbhreithnithe clárú i dteangacha curaclaim nua na Polainnise, na Portaingéilise, na Liotuáinise agus na Mandairínise.



**Iompar agus  
cleachtas  
gairmiúil ar  
ardchaighdeán  
a chinntiú**

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**6**

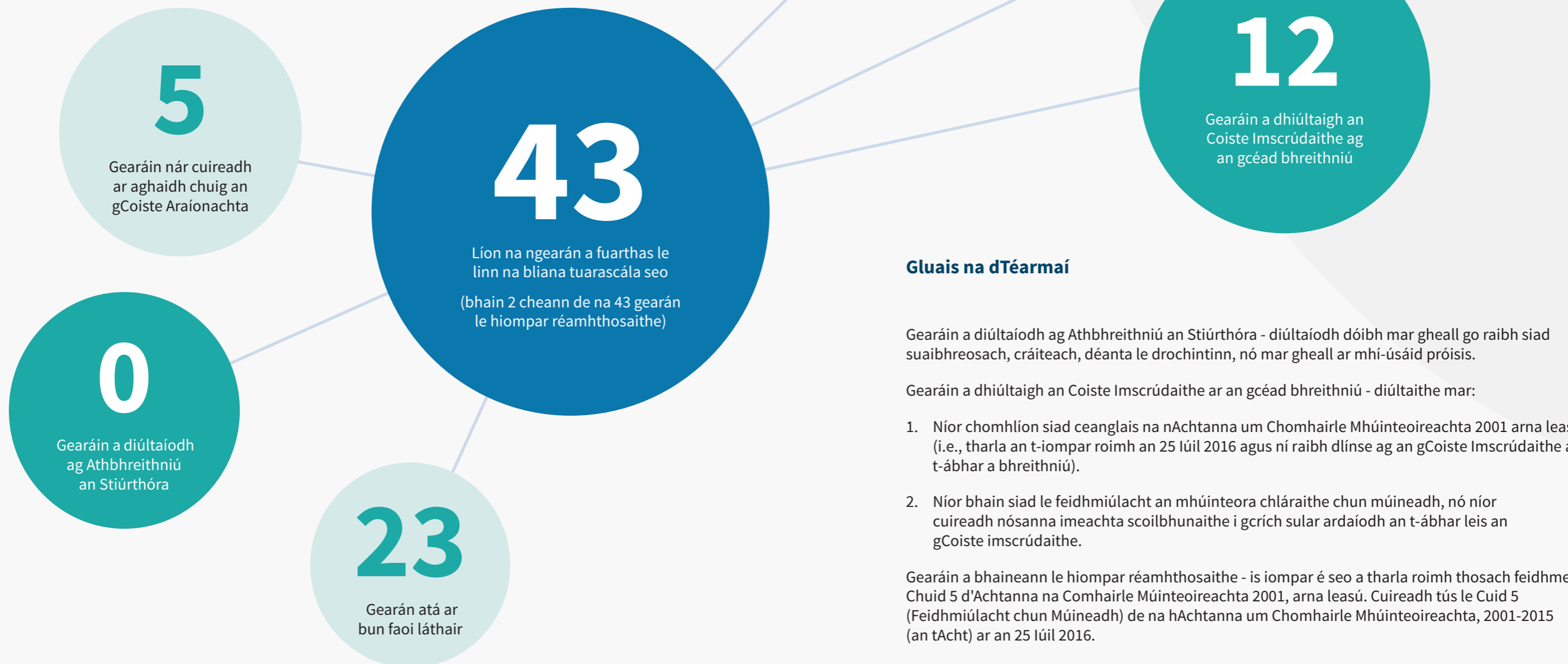
Leagtar amach sa Chód Iompair Ghairmiúil do mhúinteoirí na caighdeáin eolais, scile, inniúlachta agus iompair ghairmiúil a bhfuiltear ag súil leo ó mhúinteoirí cláraithe. Is ráiteas é an Cód ar cad ba cheart a bheith i gceist le teagasc maith. Is doiciméad reachtúil é a fheidhmíonn mar phointe tagartha le linn fiosrúcháin um Fheidhmiúlacht chun Múineadh.

### Imscrúdú ar ghearáin maidir le Feidhmiúlacht chun Múineadh

Is coiste scagtha é an Coiste Imscrúdaithe a mheasann agus a dhéanann imscrúdú ar ghearáin a fhaightear faoi mhúinteoirí cláraithe. Ní mór don choiste seo cinneadh a dhéanamh i dtaobh an bhfuil gá le fiosrúcháin. D'fhéadfadh na fiosrúcháin seo cabhrú leis an gcinneadh ar cheart gearán ina iomláine, nó cuid de, a chur faoi bhráid an Choiste Araíonachta le haghaidh fiosrúcháin.

Ag tús na bliana tuairiscithe, bhí 17 ngearán beo os comhair an Choiste Imscrúdaithe, tar éis iad a thabhairt ar aghaidh ó bhlianta tuairiscithe roimhe sin. Fuarthas 43 gearán aonair eile le linn na bliana tuairiscithe reatha (28 Márta 2022 go 27 Márta 2023).

Tháinig an Coiste Imscrúdaithe le chéile naoi n-uaire, féach miondealú na ngearán a fuarthas sa ghrafaic thíos.



### Gluais na dTéarmaí

Gearáin a diúltaíodh ag Athbhreithniú an Stiúrthóra - diúltaíodh dóibh mar gheall go raibh siad suaibhreasach, cráiteach, déanta le drochintinn, nó mar gheall ar mhí-úsáid próisis.

Gearáin a dhiúltaigh an Coiste Imscrúdaithe ar an gcéad bhreithniú - diúltaithe mar:

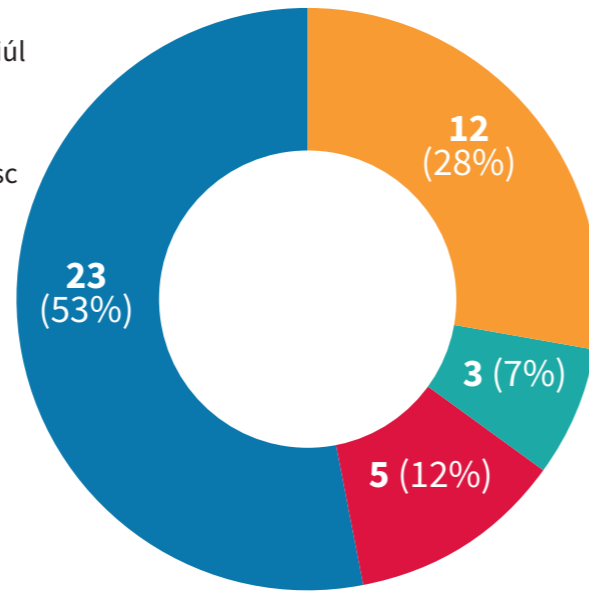
1. Níor chomhlíon siad ceanglais na nAchtanna um Chomhairle Mhúinteoireachta 2001 arna leasú (i.e., tharla an t-iompar roimh an 25 Iúil 2016 agus ní raibh dlínse ag an gCoiste Imscrúdaithe an t-ábhar a bhreithniú).
2. Níor bhain siad le feidhmiúlacht an mhúinteora chláraithe chun múineadh, nó níor cuireadh nósanna imeachta scoilbhunaithe i gcrích sular ardaíodh an t-ábhar leis an gCoiste imscrúdaithe.

Gearáin a bhaineann le hiompar réamhthosaithe - is iompar é seo a tharla roimh thosach feidhme Chuid 5 d'Achtanna na Comhairle Múinteoireachta 2001, arna leasú. Cuireadh tús le Cuid 5 (Feidhmiúlacht chun Múineadh) de na hAchtanna um Chomhairle Mhúinteoireachta, 2001-2015 (an tAcht) ar an 25 Iúil 2016.



**Dul chun cinn 43 gearán a fuarthas faoi dheireadh na bliana tuairiscithe\***

- 23 (53%):** Líon na n-imscrúduithe fós ar siúl
- 12 (28%):** Líon na n-imscrúduithe ar dhiúltaigh an Coiste Imscrúdaithe dóibh toisc nár chomhlíon siad riachtanais Achtanna na Comhairle Múinteoireachta (Níor bhain siad le feidhmiúlacht chun múineadh nó níor triaileadh nósanna imeachta áitiúla ar fad)
- 5 (12%):** Líon na gcinntí deiridh déanta gan a atreorú chuig an gCoiste Araíonachta
- 3 (7%):** Líon atreoraithe chuig an gCoiste Araíonachta



\*0 (0) diúltaithe ag céim an Athbhreithnithe Stiúrthóra

**Líon na ngearán faoi mhúinteoirí**



\*Fuarthas 43 gearán le linn na bliana tuairiscithe maidir le 41 múinteoir. Rinneadh gearán faoi bheirt mhúinteoirí níos mó ná uair amháin.

**Gearáin a tugadh ar aghaidh ó thréimhsí tuairiscithe roimhe seo**

Grúpa Gearáin	Uimhir
Gearáin ó bhlianta tuairiscithe roimhe seo atá á bhreithniú ag an gCoiste Imscrúdaithe	17
Gearáin ó bhlianta tuairiscithe roimhe seo a cuireadh ar aghaidh chuig an gCoiste Araíonachta le haghaidh fiosrúcháin	2

**Forais an Ghearáin**

Is féidir leis an gComhairle imscrúdú a dhéanamh ar ghearáin ar roinnt foras mar atá leagtha amach i gCuid 5 d'Achtanna na Comhairle Múinteoireachta 2001, arna leasú, lena n-áirítear:

- mí-iompar gairmiúil;
- drochfheidhmíocht ghairmiúil;
- gabháil d'iompar atá contrártha do Chód Iompair Ghairmiúil do Mhúinteoirí;
- gan a bheith ábalta teagasc a dhéanamh ó thaobh sláinte de;
- ciontú cúirte ar chiontaí áirithe;
- mainneachtain foráil de na hAchtanna um Chomhairle Mhúinteoireachta, 2001, arna leasú, a chomhlíonadh, nó í a shárú; an tAcht Oideachais, 1998; an tAcht Oideachais (Leas), 2000; an tAcht um Boird Oideachais agus Oiliúna, 2013, agus aon rialacháin, rialacha nó orduithe arna ndéanamh faoi na hAchtanna sin;
- mainneachtain déanamh de réir gealltanais nó aon ghníomh a dhéanamh a bheidh sonraithe i dtoiliú arna thabhairt do phainéal de Choiste Araíonachta na Comhairle ag fiosrúchán, agus
- clárú mícheart mar gheall ar dhearbhu nó mífhaisnéis atá bréagach nó calaoiseach.

**Foinse an ghearáin**

Grúpa Gearáin	Uimhir
Tuismitheoirí	25
An Chomhairle Mhúinteoireachta tríd an gCoiste Feidhmiúcháin, tar éis don ghearán teacht ar aird na Comhairle trí na meáin nó ar shlí eile	8
Múinteoirí/comhghleacaithe	3
Duine den phobal/duine nach tuismitheoir é/i	2
Dalta	2
Príomhoide	1
Fostóir, m.sh., Boird bhainistíochta / BOonna	2

### Catagóirí na nGearán

Léiríonn an méid seo a leanas na catagóirí gearáin a taifeadh agus líon na ngearán a fuarthas i ngach catagóir:

Iompar*	28
Inniúlacht/feidhmíocht/cleachtas	3
Imní leighis	0
Ciontuithé coiriúla	3
Mímhacántacht/ionracas gairmiúil	6
Sárú ar an gCód Iompair Ghairmiúil do Mhúinteoirí	43

**Nóta:** Is féidir níos mó ná catagóirí gearáin amháin a cheangal le gearán aonair. Dá bhrí sin, ní gá gurb ionann na catagóirí gearáin sa tábla thuas agus líon iomlán na ngearán a fuarthas le linn na bliana tuairiscithe.

\*I measc na ngearán a bhaineann le hiompar tá mí-úsáid/ionsaí fisiciúil, ionsaí ó bhéal, teagmháil ghnéasach/pearsanta le mac léinn, caidreamh pearsanta míchuí le mac léinn (neamhghnéasach), cumarsáid mhíchuí (de chineál gnéasach agus neamhghnéasach), bulaíocht, iompar idirdhealaitheach agus úsáid mhíchuí na meán sóisialta.

### Fiosrúcháin um Fheidhmiúlacht chun Múineadh

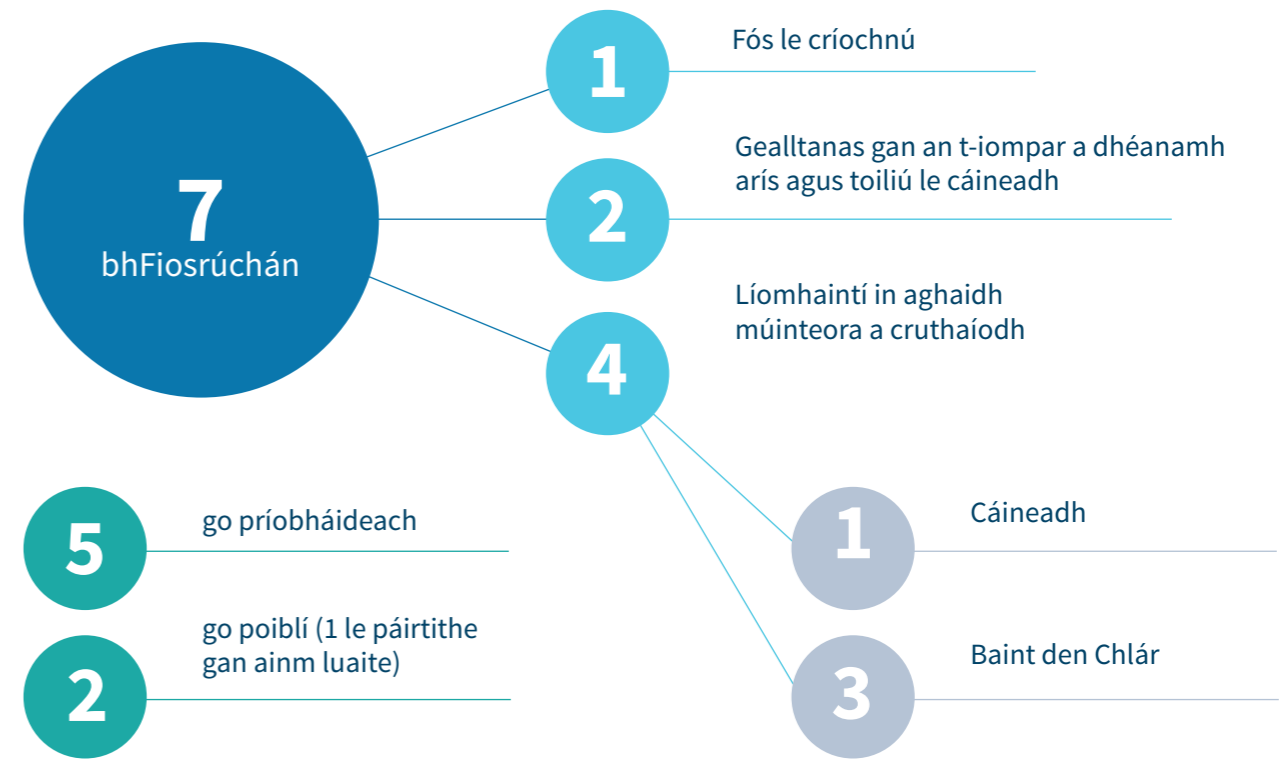
Faigheann agus imscrúdaíonn an Chomhairle Mhúinteoireachta gearáin maidir le múinteoirí cláraithe, agus d'fhéadfadh fiosrúchán a bheith mar thoradh air sin maidir le feidhmiúlacht múinteora chun múineadh. De ghnáth bíonn fiosrúcháin ar siúl go poiblí, le baill de na meáin i láthair, ach i gcúinsí áirithe d'fhéadfadh siad a bheith ar siúl go príobháideach nó go poiblí le hainmneacha na rannpháirtithe anaithnidithe. D'fhéadfaidís a bheith i bhfoirm scrúdú ar dhoiciméid agus aighneachtaí i scríbhinn, i gcásanna nach ndéantar agóid sna líomhaintí in aghaidh múinteora. Ní dhearnadh aon fhiosrúcháin trí scrúdú a dhéanamh ar dhoiciméid le linn na bliana tuairiscithe.

Ag tús na bliana tuairiscithe, bhí 17 fiosrúchán ag céim na pleanála, tar éis iad a atreorú agus a thabhairt ar aghaidh ó thréimhsí tuairiscithe roimhe sin. Cuireadh cúig ghearán eile faoi bhráid an Choiste Araionachta lena bhfiosrúchán sa bhliain tuairiscithe 2022/2023.

#### I measc ábhar na ngearán a cuireadh ar aghaidh chuig an bhfiosrúchán bhí

- o cásanna ciontaithe lena n-áirítear cionta gnéasacha,
- o mí-iompar gairmiúil lena n-áirítear iompar calaoiseach agus mímhacánta, m.sh., doiciméid bhréagacha agus chalaoiseacha a chur faoi bhráid na Comhairle Múinteoireachta agus/nó fostóirí,
- o drochfheidhmíocht ghairmiúil, agus
- o sárú ar Chód Iompair Ghairmiúil na Comhairle Múinteoireachta do Mhúinteoirí.

### Torthaí um Fheidhmiúlacht



I ndiaidh do shrianta Covid-19 maolú, d'fhill fiosrúcháin ar fhoráid phearsanta ón 1 Aibreán 2022, agus leanadh de roinnt réamhéisteachtaí bainistíochta cásanna a reáchtáil ar líne. Tionóltar gach réamhéisteacht go príobháideach le measúnóir dlí neamhspleách ina shuí leis an bpainéal fiosrúcháin agus rinne luathscríbhneoir taifead ar imeachtaí. Rinneadh na réamhéisteachtaí agus na réamhfiosrúcháin a cuireadh i gcrích thar 19 lá san iomlán.

#### Staitisticí fiosrúcháin 2022/2023

Le linn na bliana tuairiscithe 2022/2023:	Méid
Fiosrúcháin ag an gcéim phleanála ag tús na bliana tuairiscithe	17
Cuireadh tuilleadh gearán ar aghaidh chuig fiosrúchán	5
Réamhéisteachtaí a tionóladh	7
Fiosrúcháin ar siúl (1 le cur i gcrích)	7
Líon na gcinntí smachtbhannaí a dheimhnigh an Ard-Chúirt (baineadh an ceathrar ar fad den chlár)	4
Líon na bhfoláireamh ón Aontas a ardaíodh	4
Líon na bhfoilseachán láithreán gréasáin	7

## Fógraí láithreán gréasáin

I gcúinsí ina ndéantar cinneadh i gcoinne múinteoirí agus ina gcuirtear smachtbhannaí i bhfeidhm ag fiosrúcháin, nó nuair a thoilíonn múinteoirí a bheith cáinte, is féidir leis an gComhairle fógraí gréasáin a fhoilsiú ar an limistéar Feidhmiúlacht chun Múineadh dár suíomh gréasáin. Foilsíodh seacht bhfógra le linn na bliana tuairiscithe.

## Fógraí do Ballstáit an AE

Tá sé de cheangal ar an gComhairle Mhúinteoireachta fógra a thabhairt do gach Ballstát eile den AE, áit a bhfuil cleachtas múinteora chláráithe toirmisceithe nó srianta ag údarás náisiúnta nó ag Cúirt. Eisíodh foláirimh maidir le ceathrar múinteoirí cláráithe, agus bhain gach ceann acu le baint na múinteoirí cláráithe sin den Chlár. Ó am go ham, eisíonn an Chomhairle foláirimh do rialtóirí múinteoirí i mBallstáit an AE i gcúinsí ina ndeimhníonn an Ard-Chúirt fionraí eatramhach múinteora, de bhun alt 47 d'Achtanna na Comhairle Múinteoireachta. Tagann Orduithe eatramhacha fionraíochta chun cinn sa chás go bhfuil imní a bhaineann le leas an phobail ar an gComhairle Mhúinteoireachta maidir le múinteoir cláráithe. Níor ardaíodh aon fholáirimh sna cúinsí sin le linn na bliana tuairiscithe.

## An Coiste Feidhmiúcháin

Is coiste reachtúil de chuid na Comhairle Múinteoireachta é an Coiste Gnó. Comhlíonann sé feidhmeanna atá leagtha amach in Achtanna na Comhairle Múinteoireachta; áirítear leis sin nithe a fhéadfaidh an Chomhairle a tharmligean chuici, amhail a feidhmeanna faoi alt 42(1) agus alt 47 den Acht.

Foráiltear le hAlt 42(1) d'Achtanna na Comhairle Múinteoireachta 2001, arna leasú, gur féidir leis an gComhairle gearán a dhéanamh leis an gCoiste Imscrúdaithe. D'fhéadfadh sé seo teacht chun cinn nuair a thagann múinteoir cláráithe ar ár n-aird trí na meáin nó sa chás go gcuireann duine den phobal nó comhlacht eile imní in iúl don Chomhairle maidir le hábhar imní a bhaineann le múinteoir cláráithe ach gan gearán foirmiúil a chur isteach. Chinn an Coiste Gnó le linn na bliana tuairiscithe seo gur cheart don Chomhairle a bheith ina gearánach maidir le hocht ngearán.

Foráiltear le hAlt 47 den Acht um Chomhairle Mhúinteoireachta, arna leasú, gur féidir leis an gComhairle, más deimhin léi gur ar mhaithe le leas an phobail é, iarratas a dhéanamh chun na hArd-Chúirte ar Ordú chun clárú múinteora chláráithe a chur ar fionraí ar feadh tréimhse shonraithe. Bhreithnigh an Coiste Gnó dhá iarratas i mbliana agus chinn siad gan iarratas a dhéanamh chuig an Ard-Chúirt ar Ordú alt 47 sa dá chás.

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## AGUISÍN 1

### Ráitis Airgeadais don bhliain dar críoch an 31 Nollaig 2022

#### Eolas faoin gComhairle

Cathairleach / Leaschathairleach	
Michelle Keane	An Cathairleach
Ann Mulcahy	Leaschathairleach
Comhaltaí na Comhairle	
Asiya Al-Tawash	(Téarma oifige críochnaithe ar 3/4/22)
Jean Beswick Duignan	(Ceaptha ar 2/6/22)
Sinead Brett	(Éirithe as a cúraimí ar 23/5/22)
Geoffrey Browne	(Téarma oifige críochnaithe ar 3/4/22)
Kathleen Burke	
Noel Cronin	
Catherine Cross	(Téarma oifige críochnaithe ar 3/4/22)
Mary Curley	
Michael Delargey	
Eamon Dennehy	(Ceaptha ar 4/4/22)
Niamh Dennehy	(Ceaptha ar 4/4/22)
Charles Dolan	(Éirithe as a chúraimí ar 12/12/22)
Brendan Doody	(Éirithe as a chúraimí ar 12/12/22)
Catherine Doolan	
Niall Duddy	
Declan Fahie	(Ceaptha ar 2/6/22)
Mai Fanning	(Ceaptha ar 4/4/22)
John Holian	(Téarma oifige críochnaithe ar 3/4/22)
Niamh Hourigan	(Ceaptha ar 4/4/22)
Anne Howard	
Rosena Jordan	
Mary Kelly	(Téarma oifige críochnaithe ar 3/4/22)
David Leahy	(Téarma oifige críochnaithe ar 3/4/22)
Gerry Leydon	

#### Comhaltaí na Comhairle

Anne Loughnane	(Ceaptha ar 4/4/22)
Áine Lynch	(Ceaptha ar 4/4/22)
Mary Magner	(Ceaptha ar 4/4/22)
An Dr Anthony Malone	(Téarma oifige críochnaithe ar 3/4/22)
Claire Markey	(Téarma oifige críochnaithe ar 3/4/22)
Peter McCabe	
Fergal McCarthy	(Ceaptha ar 4/4/22)
Seán McMahon	
Noelle Moran	(Téarma oifige críochnaithe ar 3/4/22)
Paul Moroney	
Catherine Moynihan	
An Dr Melanie Ní Dhuinn	(Téarma oifige críochnaithe ar 3/4/22)
Deirdre O'Connor	(Téarma oifige críochnaithe ar 3/4/22)
Teresa O'Doherty	(Ceaptha ar 4/4/22)
Ciaran James O'Donnell	
Seán Ó Dubhlaing	
Séamus Ó Fearraigh	(Téarma oifige críochnaithe ar 3/4/22). (Athcheaptha ar 2/6/22)
Seán Ó hArgáin	(Ceaptha ar 4/4/22)
Liam O'Neill	(Ceaptha ar 4/4/22)
Seán O'Neill	
Bryan O'Reilly	(Ceaptha ar 2/6/22)
David O'Sullivan	(Ceaptha ar 4/4/22)
Eamonn Shaughnessy	
Tracie Tobin	

#### Iníúcháirí

Cuideachta Neamhtheoranta Crowleys DFK  
Cuntasóirí Cairte agus Gnólacht Iníúchta  
Reachtúil  
16/17 Faiche an Choláiste  
Baile Átha Cliath 2

#### Baincéirí

Banc na hÉireann  
An Phríomhshráid  
Maigh Nuad,  
Co. Chill Dara

#### Seoladh Gnó

Bloc A  
Campas Gnó Mhaigh Nuad  
Maigh Nuad,  
Co. Chill Dara

#### Dlíodóirí

Fieldfisher Ireland  
Foirgneamh Chéipil  
Mainistir Mhuire  
Baile Átha Cliath 7

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## Ráiteas Rialachais agus Tuarascáil Chomhaltaí na Comhairle

### Rialachas

Bunaíodh an Chomhairle Mhúinteoireachta faoi Acht na Comhairle Múinteoireachta, 2001. Tá feidhmeanna na Comhairle leagtha amach in alt 7 den Acht seo. Tá an Chomhairle cuntasach don Aire Oideachas agus tá sí freagrach as dea-rialachas a chinntiú agus cuireann sí an tasc seo i gcrích trí chuspóirí agus spriocanna straitéiseacha a shonrú agus trí chinntí straitéiseacha a dhéanamh maidir le gach mórcheist ghnó. Is é an Stiúrthóir agus an fhoireann bainistíochta shinsearach atá freagrach as bainistíocht laethúil, rialú agus stiúradh na Comhairle Múinteoireachta. Ní mór don Stiúrthóir agus don fhoireann bainistíochta shinsearach an stiúradh straitéiseach ginearálta atá sonraithe ag an gComhairle a leanúint, agus a chinntiú go bhfuil tuiscint shoiléir ag gach comhalta den Chomhairle ar na príomhghníomhaíochtaí agus cinntí atá le cur i gcrích i ndáil leis an eagraíocht, lena n-áirítear aon rioscaí suntasacha a d'fhéadfadh a bheith i gceist. Feidhmíonn an Stiúrthóir mar phointe teagmhála díreach idir an Chomhairle agus foireann bainistíochta na Comhairle Múinteoireachta.

### Freagrachtaí na Comhairle

Tá dualgais agus freagrachtaí na Comhairle sonraithe ina Cód Cleachtas ina gcuimsítear freisin nithe atá á bhforchoimeád le haghaidh cinnidh ón gComhairle fúthu. I measc na nithe buana a bhreithníonn an Chomhairle tá:

- Dearbhú leasa
- Miontuairiscí cruinnithe a reáchtáladh roimhe seo a fhaomhadh
- Tuarascáil an Stiúrthóra
- Glacadh le tuarascálacha ó choistí agus iad a bhreithniú chomh maith le cinntí a dhéanamh ina dtaobh, más cuí
- Nithe forchoimeáda

Ceanglaíonn Alt 18 d'Acht na Comhairle Múinteoireachta, 2001, ar an gComhairle na cuntais agus na taifid is cuí agus is gnách a choimeád ar airgead a fuarthas agus a caitheadh agus ar gach maoin, sócmhainn agus dliteanas de chuid na Comhairle.

Nuair a bhíonn na ráitis airgeadais seo á n-ullmhú, ceanglaítear ar an gComhairle:

- Beartais chuntasaíochta chuí a roghnú agus iad a chur i bhfeidhm go comhsheasmhach
- Breithiúnais agus meastacháin atá réasúnta agus stuama a dhéanamh
- Na ráitis airgeadais a ullmhú ar bhonn an ghnóthais leantaigh ach amháin más léir nach den chiall é talamh slán a dhéanamh de go leanfaidh sé ag feidhmiú
- A shonrú cibé acu ar leanadh nó nár leanadh caighdeáin chuntasaíochta cuí, faoi réir aon athrú ábhartha ar nochtadh agus ar míníodh iad sna ráitis airgeadais

Tá an Chomhairle freagrach as taifid chuntasaíochta shásúla a choimeád a nochtann, go réasúnta cruinn ag tráth ar bith, a staid airgeadais agus a chuireann ar a cumas a chinntiú go gcomhlíonann na ráitis airgeadais Alt 18 d'Acht na Comhairle Múinteoireachta, 2001. Tá an Chomhairle freagrach as cothabháil agus sláine na faisnéise corparáidí agus airgeadais ar shuíomh gréasáin na Comhairle Múinteoireachta.

Tá an Chomhairle freagrach as an mbuiséad bliantúil a fhaomhadh.

Chomh maith leis sin, tá an Chomhairle freagrach as a sócmhainní a chosaint agus, dá réir sin, bearta réasúnacha a dhéanamh chun calaois agus mírialtachtaí eile a chosc agus a bhrath.



Measann an Chomhairle go dtugann ráitis airgeadais na Comhairle Múinteoireachta léargas fíorcheart ar fheidhmíocht airgeadais agus ar staid airgeadais na Comhairle Múinteoireachta ag an 31 Nollaig 2022.

### Struchtúr na Comhairle

Tá 37 comhalta deonach páirteach sa Chomhairle Mhúinteoireachta, mar seo a leanas:

- Aon mhúinteoir bunscoile dhéag (naonúr tofa agus beirt ainmnithe de chuid cheardchumann na múinteoirí);
- Aon mhúinteoir iar-bhunscoile déag (seachtar tofa agus ceathrar ainmnithe de chuid cheardchumann na múinteoirí);
- Beirt ainmnithe ag coláistí oideachai;
- Beirt ainmnithe ag comhlachtaí tríú leibhéal sonraithe;
- Ceathrar ainmnithe ag lucht bainistíochta scoile (beirt bhunscoile agus beirt iar-bhunscoile);
- Beirt ainmnithe ag cumainn tuismitheoirí (ainmní bunscoile amháin agus ainmní iar-bhunscoile amháin) agus;
- Cúigear ainmnithe ag an Aire Oideachais (lena n-áirítear duine amháin a dhéanann ionadaíocht ar IBEC agus ICTU);

Ceaptar comhaltaí na Comhairle le haghaidh téarma ceithre bliana. Tá sonraí faoin gComhairle atá ann faoi láthair le fáil san eolas faoin gComhairle ag tús na ráiteas airgeadais.

Tá na Coistí agus na Painéil seo a leanas bunaithe ag an gComhairle:

- An Coiste Feidhmiúcháin - Éascaíonn sé feidhmiú éifeachtach agus éifeachtúil na Comhairle trí ghnó na Comhairle a dhéanamh idir na cruinnithe Comhairle.
- An Coiste Imscrúdaithe - Féadfaidh duine ar bith iarratas a chur faoi bhráid an Choiste Imscrúdúcháin ar mian leis nó léi fiosrúchán a dhéanamh maidir le hoiriúnacht chun teagaisc múinteoir atá cláraithe.ó léi fiosrúchán a dhéanamh maidir le hoiriúnacht chun teagaisc múinteoir atá cláraithe.
- An Coiste Araíonachta - Reáchtálfaidh painéal den Choiste Araíonachta éisteacht maidir le gearán curtha faoina bhráid ag an gCoiste Imscrúdúcháin.
- An Coiste Clárúcháin - Cuireann an Coiste seo comhairle ar an gComhairle agus déanann sé moltaí maidir le gach gné a bhaineann le clárú múinteoirí.
- An Coiste Oideachais - Tá an Coiste seo freagrach as moltaí a chur faoi bhráid na Comhairle maidir le beartas a bhaineann le contanam an oideachais múinteoirí.
- An Coiste Airgeadais – Déanann an Coiste seo maoirseacht ar ghnóthaí airgeadais na Comhairle.
- An Coiste Iniúchta agus Riosca – Déanann an Coiste seo monatóireacht ar an gcóras rialaithe inmheánaigh laistigh den eagraíocht agus bainistíonn sé riosca.
- An Grúpa Athbhreithnithe Clárúcháin - Feidhmíonn an Coiste Clárúcháin mar an Grúpa Athbhreithnithe Clárúcháin i gcásanna ina bhfuil múinteoirí míshásta le toradh cinnidh atá déanta ag an bpainéal agus iarann siad athbhreithniú ar an gcinneadh tosaigh.
- An Painéal Clárúcháin - Tá an Painéal seo freagrach as measúnú a dhéanamh ar shaincheistanna a bhaineann le clárú múinteoirí, cosúil le síneadh ama a cheadú dóibh siúd atá cláraithe ar bhonn coinníollach.
- Painéal Fianaise ar Charachtar - Déanann an Painéal seo measúnú ar charachtar iarrthóirí ar mian leo clárú mar mhúinteoirí leis an gComhairle. Chomh maith leis sin, tá an Painéal freagrach as measúnú a dhéanamh ar dhaoine oiriúnacha agus cuí mar chuid den phróiseas athnuachana clárúcháin.
- An Painéal Cáilíochtaí - Déanann an Painéal seo measúnú ar cháilíochtaí gairmiúla iarrthóirí ar mian leo clárú mar mhúinteoirí.

### Nochtaí arna gCeangal de réir an Chóid Cleachtas chun Comhlachtaí Stáit a Rialú (2016)

Tá an Chomhairle freagrach as deimhin a dhéanamh de go bhfuiltear ag cloí le ceanglais an Chóid Cleachtas chun Comhlachtaí Stáit a Rialú ("an Cód"). Ceanglaítear na nochtuithe seo a leanas de réir an Chóid:

#### Costais Chomhairliúcháin

Áirítear i gcostais chomhairliúcháin an costas a bhaineann le comhairle sheachtrach a sholáthar don lucht bainistíochta agus ní áirítear iontu feidhmeanna seachfhoinisithe "gnó mar is gnách".

	2022 €	2021 €
Comhairle dhlíthiúil	135,426	157,729
Riar pinsean	15,929	13,250
Cosaint Sonraí	14,177	3,625
Sláinte & Sábháilteacht	-	6,642
Rialú inmheánach & iniúchadh inmheánach	21,587	24,785
Cumarsáid	24,247	39,567
TFC	63,557	24,269
Acmhainní Daonna	35,466	26,477
Pleanáil straitéiseach	-	19,284
Soláthar	2,337	5,541
	<b>312,726</b>	<b>321,169</b>

#### Costais Dlí Eile

	2022 €	2021 €
Costais Dhlíthiúla – Clárúchán	108,168	111,405
Costais Dlíthiúla – Caighdeáin Ghairmiúla	822,267	785,511
	<b>930,435</b>	<b>896,916</b>

#### Caiteachas Taistil & Cothaithe

	2022 €	2021 €
Intíre - Comhaltaí na Comhairle	161,096	47,717
Intíre - Foireann	32,065	6,690
Idirnáisiúnta - Comhaltaí Comhairle	6,775	-
Idirnáisiúnta - Foireann	3,758	-
	<b>203,694</b>	<b>54,407</b>

#### Caiteachas Fáilteachais

	2022 €	2021 €
Leas foirne	2,250	940

## Ráiteas Comhlíontachta

Ghlac an Chomhairle leis an gCód Cleachtais chun Comhlachtaí Stáit a Rialú (2016) agus tá nósanna imeachta curtha i bhfeidhm acu le cinntiú go bhfuil an Cód á chomhlíonadh. Bhí an Cód á chomhlíonadh den chuid is mó ag an gComhairle in 2022 ach amháin i ndáil le roinnt gnéithe beaga de na ceanglais a bhain le Seirbhísí do Chustaiméirí agus leis an Athbhreithniú ar Éifeachtacht an Bhoird, dhá ghné a bhfuil sé beartaithe déileáil leo in 2023.

## Forbairtí Amach Anseo

Tá sé beartaithe ag an gComhairle leanúint ar aghaidh lena gníomhaíochtaí.

## Taifid Chuntasáiochta

Faoi Alt 18 d'Acht na Comhairle Múinteoireachta, 2001, tá an Chomhairle freagrach as taifid chuntasáiochta shásúla a choimeád ina nochtar, go réasúnta cruinn ag tráth ar bith, staid airgeadais na heagraíochta. Chomh maith leis sin, tá an Chomhairle freagrach as sócmhainní na heagraíochta a chosaint agus, dá réir sin, bearta réasúnacha a dhéanamh chun calaois agus mírialtachtaí eile a chosc agus a bhrath. Tá taifid chuntasáiochta na Comhairle Múinteoireachta á gcoimeád ag Campas Gnó Mhaigh Nuad, Maigh Nuad, Co. Chill Dara.

## Iníúcháirí

Chuir na hiniúcháirí, Cuideachta Neamhtheoranta Crowleys DFK (Cuntasóirí Cairte agus Gnólacht Iniúchta Reachtúil) in iúl go bhfuil siad toilteanach leanúint ar aghaidh i mbun oifige.

## Gnóthas Leantach

Tá buiséid agus sreafaí airgid ullmhaithe ag comhaltaí na comhairle le haghaidh tréimhse de dhá mhí dhéag ar a laghad ó dháta faofa na ráiteas airgeadais ina léirítear nach bhfuil aon éiginnteacht ábhartha ag baint le cumas na heagraíochta a dliteanas reatha a íoc nuair a bhíonn siad dlite, agus leanúint ar aghaidh mar ghnóthas leantach. Ar an mbonn seo, measann comhaltaí na comhairle gur cuí é na ráitis airgeadais a ullmhú ar bhonn gnóthais leantaigh. Dá réir sin, ní áirítear sna ráitis airgeadais seo aon choigeartuithe ar na suimeanna glanluacha agus rangú na sócmhainní agus na ndlíteanas a d'fhéadfadh a bheith i gceist sa chás nach mbeadh an eagraíocht in ann leanúint ar aghaidh ag feidhmiú mar ghnóthas leantach.

## Eachtraí Iarchláir Chomhardaithe

Ní raibh aon eachtraí i ndiaidh dheireadh na bliana a d'fhéadfadh difear a dhéanamh do na ráitis airgeadais ná do na nótaí a ghabhann leo nó a mbeadh ceangal ann iad a nochtadh sna cáipéisí céanna.

## Ráiteas maidir le Faisnéis Iniúchta Ábhartha

Níl na hiniúcháirí reachtúla ar an eolas faoi aon fhaisnéis iniúchta ábhartha. Tá gach beart is gá déanta ag comhaltaí na comhairle chun teacht ar aon fhaisnéis iniúchta ábhartha agus tá siad sásta go bhfuil na hiniúcháirí reachtúla ar an eolas faoin bhfaisnéis sin.

Thar ceann na Comhairle.



**Michelle Keane**  
An Cathaoirleach



**Lynn Ramsey**  
Stiúrthóir

Dáta: 3 Iúil 2023

## Ráiteas ar Rialú Inmheánach

### Raon Feidhme Freagrachta

Thar ceann chomhaltaí na Comhairle Múinteoireachta, admhaím an fhreagracht atá orainn a chinntiú go bhfuil córas éifeachtach de rialú inmheánach á chothabháil agus á fheidhmiú.

### Aidhm an Chórais Rialaithe Inmheánaigh

Is é an aidhm atá leis an gcóras rialaithe inmheánaigh riosca a bhainistiú ag leibhéal inghlactha seachas deireadh a chur le riosca ar fad. Dá réir sin, ní féidir leis an gcóras ach dearbhú réasúnta seachas dearbhú absalóideach a sholáthar go bhfuil sócmhainní á gcosaint, go bhfuil idirbhearta á n-údarú agus á dtaifeadadh i gceart, agus go bhfuil earráidí nó mírialtachtaí ábhartha á gcosc nó á mbrath ar bhealach tráthúil.

Tá an córas rialaithe inmheánaigh, a sholáthraíonn treoir arna heisiúint ag an Roinn Caiteachais Phoiblí agus Athchóirithe, curtha i bhfeidhm ag an gComhairle Mhúinteoireachta don bhliain dar críoch an 31 Nollaig 2022 agus suas go dtí dáta faofa na ráiteas airgeadais.

### Acmhainn chun Déileáil le Riosca

I rith 2022, bhí Coiste Iniúchta agus Riosca i mbun feidhme ag an gComhairle Mhúinteoireachta a raibh cúigear comhaltaí den Chomhairle agus beirt comhaltaí sheachtracha neamhspleácha páirteach ann. Bhuail comhaltaí an Choiste le chéile ceithre huaire in 2022.

Cuireann an Chomhairle Mhúinteoireachta a feidhm iniúchta inmheánaigh amach ar conradh, a bhfuil dóthain acmhainní ar fáil lena haghaidh, agus cuirtear clár oibre i gcrích atá comhaontaithe leis an gCoiste Iniúchta agus Riosca.

Tá Beartas Bainistíochta Riosca forbartha ag an gCoiste Iniúchta agus Riosca ina leagtar amach a inghlacthacht riosca, na próisis bainistíochta riosca atá curtha i bhfeidhm agus a thugann mionchuntas faoi róil agus freagrachtaí na mball foirne i leith riosca.

### Creat Riosca agus Rialaithe

Tá córas bainistíochta riosca curtha i bhfeidhm ag an gComhairle Mhúinteoireachta a shainithníonn agus a thuairiscíonn príomhrioscaí agus na gníomhartha bainistíochta atá á ndéanamh chun dul i ggleic leis na rioscaí sin, a mhéid is féidir, chun na rioscaí sin a mhaolú.

Tá clár rioscaí i bhfeidhm ina sainithnítear na príomhrioscaí atá roimh an gComhairle Mhúinteoireachta agus tá na rioscaí seo sainaitheanta, measúnaithe agus rangaithe de réir a suntasaí is atá siad. Déanann an Coiste Iniúchta agus Riosca an clár a athbhreithniú agus a nuashonrú go rialta. Úsáidtear toradh na measúnuithe seo chun acmhainní a phleanáil agus a leithdháileadh lena chinntiú go bhfuil rioscaí á mbainistiú ag leibhéal inghlactha.

Tá sonraí le fáil sa chlár rioscaí maidir leis na rialuithe agus gníomhaíochtaí atá riachtanach chun rioscaí a mhaolú. Deimhním go bhfuil timpeallacht rialaithe i bhfeidhm ina bhfuil na gnéithe seo a leanas:

- Doiciméadaíodh na nósanna imeachta a bhaineann le gach príomhphróiseas gnó;
- Sannadh freagrachtaí airgeadais ag leibhéal bainistíochta mar aon le cuntasacht chomhfhreagrach;
- Tá córas cuimsitheach pleanála agus buiséadaithe á fheidhmiú agus déantar athbhreithniú go míosúil ar threochtaí caiteachais;
- Ráiteas ar Rialú Inmheánach;
- I measc na nósanna imeachta atá bunaithe chun déileáil le himpleachtaí airgeadais mór-rioscaí gnó tá teoracha airgeadais agus nótaí faoi nósanna imeachta, cleachtais tarmilgín amhail teorainneacha údraithe atá faofa ag an gComhairle agus deighilt dualgas idir próiseáil agus faomhadh iocaíochtaí;
- Tá córais curtha i bhfeidhm chun sócmhainní fisiciúla agus sláine na gcóras teicneolaíochta faisnéise agus cumarsáide a chosaint.

## Monatóireacht agus Athbhreithniú Leanúnach

Tá nósanna imeachta foirmiúla curtha ar bun chun monatóireacht a dhéanamh ar phróisis rialaithe agus cuirtear easnaimh rialaithe in iúl go pras dóibh siúd atá freagrach as gníomh ceartaitheach a dhéanamh agus don lucht bainistíochta agus don Chomhairle, nuair is cuí. Deimhním go bhfuil na córais mhonatóireachta leanúnacha seo a leanas curtha i bhfeidhm:

- Táthar tar éis príomhrioscaí agus rialuithe gaolmhara a shainaithint agus tá próisis curtha i bhfeidhm chun monatóireacht a dhéanamh ar oibriú na bpríomhrialuithe sin agus aon easnamh a shainaithnítear a thuairisciú
- Tá socruithe tuairiscithe curtha i bhfeidhm ag gach leibhéal ina bhfuil freagracht as bainistíocht airgeadais sannta agus
- Tá athbhreithnithe rialta á ndéanamh ag an lucht bainistíochta sinsearaí ar fheidhmíocht mhíosúil agus bhliantúil agus ar thuarascálacha airgeadais ina dtugtar léargas ar fheidhmíocht i gcomparáid le buiséad

## Soláthar

Deimhním go bhfuil nósanna imeachta curtha i bhfeidhm ag an gComhairle Mhúinteoireachta lena chinntiú go bhfuil rialacha agus treoirínte soláthair reatha á gcomhlíonadh agus i rith 2022 go raibh na nósanna imeachta sin á gcomhlíonadh ag an gComhairle Mhúinteoireachta, cé is moite de na míreanna luaite thíos.

- Bhain an Chomhairle úsáid as eagraíocht chun oiliúint a chur ar lucht feidhmiúcháin gan próiseas tairisceana a eagrú de bhrí gur chinn an Chomhairle go raibh seirbhís ar leith á tairiscint ag an eagraíocht. Ba é €14k an caiteachas in 2022.
- Riamh anall ba nós leis an gComhairle an soláthraí seirbhísí árachais chéanna a úsáid gan próiseas tairisceana a eagrú. Díríonn an soláthraí seo ar chliant san earnáil phoiblí. Tá sé beartaithe ag an gComhairle próiseas tairisceana a reáchtáil le haghaidh seirbhísí árachais in 2023. In 2022 bhí an caiteachas cothrom le €34k.

## Athbhreithniú ar Éifeachtacht

Deimhním go bhfuil nósanna imeachta curtha i bhfeidhm ag an gComhairle Mhúinteoireachta chun monatóireacht a dhéanamh ar éifeachtacht a nósanna imeachta bainistíochta agus rialaithe. Tá an mhonatóireacht agus an t-athbhreithniú atá á ndéanamh ag an gComhairle Mhúinteoireachta ar an gcóras de rialú inmheánach airgeadais bunaithe ar an obair atá á déanamh ag na hiniúcháirí inmheánacha agus seachtracha, an Coiste Iniúchta agus Riosca a dhéanann maoirseacht ar an obair, agus an fhoireann bainistíochta shinsearach laistigh den Chomhairle Mhúinteoireachta atá freagrach as an gcreat rialaithe airgeadais inmheánaigh a fhorbairt agus cothabháil a dhéanamh air.

Deimhním go bhfuil athbhreithniú bliantúil ar éifeachtacht na rialuithe inmheánacha le haghaidh 2022 curtha i gcrích ag an gComhairle.

## Saincheistanna a bhaineann le Rialú Inmheánach

Níor tarraingíodh aird ar aon laige sa rialú inmheánach in 2022 a chuirfeadh de cheangal a leithéid a nochtadh sna ráitis airgeadais.

Thar ceann na Comhairle.



**Michelle Keane**  
An Cathaoirleach

Dáta: 3 Iúil 2023

## Tuarascáil an Iniúcháir Neamhspleách do Chomhaltaí Comhairle na Comhairle Múinteoireachta

### Tuarascáil maidir leis an iniúchadh ar na ráitis airgeadais

#### Tuairim

Tá iniúchadh déanta againn ar ráitis airgeadais na Comhairle Múinteoireachta don bhliain dar críoch an 31 Nollaig 2022 ina gcuimsítear an Cuntas Ioncaim agus Caiteachais, an Clár Comhardaithe, an Ráiteas Sreabhaidh Airgid agus na nótaí gaolmhara a bhaineann leis na ráitis airgeadais, lena n-áirítear achoimre ar bheartais chuntasaíochta shuntasacha atá leagtha amach i nóta 1. Baineadh úsáid as creat tuairiscithe airgeadais nuair a bhí na ráitis á n-ullmhú a nglactar leis i nDlí na hÉireann agus in FRS 102 "An Caighdeán Tuairiscithe Airgeadais atá infheidhme sa Ríocht Aontaithe agus i bPoblacht na hÉireann".

Seo a leanas ár dtuairim maidir leis na ráitis airgeadais:

- ▶ tugann siad léargas fíorcheart ar shócmhainní, dliteanais agus staid airgeadais an chumainn amhail ag an 31 Nollaig 2022 agus ar a bharrachas ag deireadh na bliana sin;
- ▶ ullmhaíodh iad go cuí de réir FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (An Caighdeán Tuairiscithe Airgeadais atá infheidhme sa Ríocht Aontaithe agus i bPoblacht na hÉireann); agus
- ▶ tá siad ullmhaithe go cuí de réir cheanglais Alt 18 d'Acht na Comhairle Múinteoireachta, 2001.

#### Bonn tuairime

Reáchtálar ar n-iniúchadh de réir na gCaighdeán Iniúcháireachta Idirnáisiúnta (Éire) (ISAs) (Éire)) agus an dlí is infheidhme. Tá tuilleadh cur síos déanta ar ár bhfreagrachtaí faoi na caighdeáin sin sa chuid maidir le freagrachtaí an Iniúcháir as iniúchadh na ráiteas airgeadais dár dtuarascáil. Táimid neamhspleách ar an gcomhairle de réir na gceanglas eiticíúil atá ábhartha dár n-iniúchadh ar ráitis airgeadais in Éirinn, lena n-áirítear an Caighdeán Eiticíúil arna eisiúint ag Údarás Maoirseachta Iniúchta agus Cuntasaíochta na hÉireann (IAASA), agus tá ár bhfreagrachtaí eiticíúla comhlíonta againn de réir na gceanglas sin. Creidimid go bhfuil an fhianaise iniúchta a fuairamar leordhóthanach agus cuí lenár dtuairim a bhunú uirthi.

#### Conclúidí maidir le gnóthas leantach

I ndiaidh na ráitis airgeadais a iniúchadh, táimid den tuairim gur cuí í an úsáid a bhain comhaltaí na comhairle as an mbonn cuntasaíochta gnóthais leantaigh chun na ráitis airgeadais a ullmhú.

Bunaithe ar an obair atá déanta againn, níl aon éiginnteacht ábhartha sainaitheanta againn a bhaineann le teagmhais nó dálaí, ina n-aonar nó le chéile, a d'fhéadfadh a bheith ina n-údar amhrais maidir le cumas na comhairle leanúint ar aghaidh mar ghnóthas leantach le haghaidh tréimhse dhá mhí dhéag ar a laghad ón uair a n-údaraithear eisiúint na ráiteas airgeadais.

Déantar cur síos ar ár bhfreagrachtaí agus ar fhreagrachtaí na gcomhaltaí comhairle maidir le gnóthas leantach sna ranna ábhartha den tuarascáil seo.

#### Faisnéis Eile

Tá na comhaltaí den chomhairle freagrach as an bhfaisnéis eile. Cuimsítear san fhaisnéis eile an fhaisnéis atá sa tuarascáil bhliantúil seachas na ráitis airgeadais agus Tuarascáil ár nIniúcháirí maidir leis sin. Ní chlúdaíonn ár dtuairim maidir leis na ráitis airgeadais an fhaisnéis eile agus, seachas mar a chuirtear in iúl go sainráite inár dtuarascáil, níor thugaimid aon tuairim dhearbhaite ina leith.



Maidir leis an iniúchadh atá déanta againn ar na ráitis airgeadais, táimid freagrach as an bhfaisnéis eile a léamh agus, tríd an méid sin a dhéanamh, breithniú a dhéanamh ar cibé acu atá nó nach bhfuil an fhaisnéis eile ar neamhréir go hábhartha leis na ráitis airgeadais nó le heolas a bailíodh le linn dúinn an t-iniúchadh a dhéanamh, nó an bhfuil an chuma ar an bhfaisnéis, ar shlí éigin eile, gur míshonraíodh í ó thaobh ábhair de. Sa chás go dtagaimid ar aon neamhréir ábhartha nó ábhar a bhfuil an chuma air gur míshonrú é, tá sé de cheangal orainn cinneadh a dhéanamh maidir le cibé acu atá nó nach bhfuil sé ina mhíshonrú ábhartha sna ráitis airgeadais nó ina mhíshonrú ábhartha san fhaisnéis eile. Más rud é, bunaithe ar an obair atá curtha i gcrích againn, go gcinnimid go bhfuil míshonrú ábhartha na faisnéise eile seo i gceist, ceanglaítear orainn an méid sin a thuairisciú. Níl aon rud le tuairisciú againn i dtaca leis sin.

### Ábhair a bhfuil ceangal orainn a thuairisciú ar bhonn eisceachta

Bunaithe ar an eolas agus ar an tuiscint a fuarthas ar an gcomhairle agus ar a timpeallacht le linn an iniúchta, níor shainaithníomar aon mhíshonrú ábhartha sa Ráiteas Rialachais ná i dTuarascáil Chomhaltaí na Comhairle.

### Freagrachtaí faoi seach

#### Freagrachtaí chomhaltaí na comhairle as na ráitis airgeadais

Mar atá mínithe ar bhealach níos iomláine sa Ráiteas Rialachais agus i dTuarascáil na gComhaltaí den Bhord, tá comhaltaí na comhairle freagrach as na ráitis airgeadais a ullmhú agus as iad féin a shásamh go dtugtar léargas fíorcheart iontu, agus as pé rialú inmheánach a mheasann siad a bheith riachtanach chun ráiteas airgeadais atá saor ó mhíshonrú ábhartha a ullmhú, cibé acu mar thoradh ar chalaos nó earráid.

Agus na ráitis airgeadais á n-ullmhú, tá comhaltaí na comhairle freagrach as cumas na comhairle leanúint ar aghaidh mar ghnóthas leantach a mheas, nithe a bhaineann le gnóthas leantach a nochtadh, de réir mar is cuí, agus úsáid a bhaint as an mbonn cuntasáiochta gnóthais leantaigh mura bhfuil sé beartaithe ag lucht bainistíochta an chomhairle a leachtú nó stop a chur le bheith i mbun feidhme, nó mura bhfuil an dara rogha ann ach é sin a dhéanamh.

#### Freagrachtaí iniúcháirí as iniúchadh a dhéanamh ar na ráitis airgeadais

Is iad ár gcuspóirí ná dearbhú réasúnta a fháil chun fáil amach an bhfuil na ráitis airgeadais ar an iomlán saor ó mhíshonrú ábhartha, mar gheall ar chalaos nó ar earráid, agus Tuarascáil Iniúchára a eisiúint lenár dtuairim san áireamh. Is éard atá i gceist le dearbhú réasúnach ná ardleibhéal dearbhaithe, ach ní hionann é agus dearbhú iomlán a thabhairt go dtabharfaidh iniúchadh a dhéantar de réir na ISAs (Ireland) míshonrú ábhartha faoi deara nuair is ann dá leithéid. D'fhéadfadh míshonruithe teacht chun cinn de thoradh calaoise nó earráide, agus glactar leis gur míshonruithe ábhartha iad dá bhféadfaí, ina n-aonar nó ina-iomláine, a bheith ag súil go réasúnach go mbeidh tionchar acu ar na cinntí geilleagracha a dhéanann úsáideoirí bunaithe ar na ráitis airgeadais seo.

#### An aidhm ata lenár gcuid oibre iniúchta agus na daoine dá bhfuilimid freagrach

Cuirtear an tuarascáil seo i dtoll a chéile do chomhaltaí na comhairle amháin, mar chomhlacht, de réir Alt 18 d'Acht na Comhairle Múinteoireachta, 2001. Tugadh faoinár obair iniúchta le go bhféadfaimis cuntas a thabhairt do chomhaltaí na comhairle ar na nithe a bhfuil sé de cheangal orainn iad a chur in iúl dóibh i dTuarascáil Iniúchára agus ní chun aon chríche eile. A oiread is a cheadaítear de réir an dlí, ní ghlacaimid freagracht as ná ní admhaímid sinn féin a bheith freagrach d'aon duine eile seachas don chomhairle agus do chomhaltaí na comhairle, mar chomhlacht, i leith ár n-obair iniúchta, le haghaidh na tuarascála seo, ná i leith na dtuairimí a tháinig muid orthu.

#### Natalie Kelly

le haghaidh agus thar ceann  
Cuideachta Neamhtheoranta Crowleys DFK  
Cuntasóirí Cairte agus Gnólacht Iniúchta Reachtúil  
16/17 Faiche an Choláiste, Baile Átha Cliath 2

Dáta: 3 Iúil 2023

## Aguisín le Tuarascáil an Iniúchára Neamhspleách do Chomhaltaí Comhairle na Comhairle Múinteoireachta

### Tuilleadh eolais maidir le raon feidhme ár bhfreagrachtaí mar iniúcháir

Mar chuid den iniúchadh de réir ISAs (Éire), bainimid feidhm as breithiúnais gairmiúil agus coinnimid meon de sceipteachas gairmiúil i rith an iniúchta. Déanaimid an méid seo a leanas freisin:

- Sainaithnímid agus déanaimid measúnú ar rioscaí míshonraithe ábhartha na ráiteas airgeadais, cibé más bunaithe ar chalaos nó earráid atá siad, dearaimid agus cuirimid nósanna imeachta iniúchta i gcrích a fhreagraíonn do na rioscaí sin, agus faighimid fianaise iniúchta atá leordhóthanach agus oiriúnach chun bunús a chur lenár dtuairim. Tá riosca níos mó ag baint le gan mhíshonrú ábhartha ag eascairt ó chalaos a thabhairt faoi deara ná gan riosca a tharlaíonn de bharr earráide a thabhairt faoi deara, de bhrí go bhféadfadh claonpháirteachas, brionnú, easnaimh d'aon turas, mífhaisnéis a bheith i gceist le calaois, nó go bhféadfaí rialú inmheánach a shárú.
- Tagaimid ar thuiscint ar rialú inmheánach atá ábhartha don iniúchadh chun nósanna imeachta iniúchta a dhearadh atá oiriúnach sna himthosca, ach ní chun críche tuairim a chur in iúl maidir le héifeachtacht rialú inmheánach na heagraíochta.
- Déanaimid meastóireacht ar oiriúnacht na mbeartas cuntasáiochta a úsáidtear agus ar réasúntacht na meastachán cuntasáiochta agus na nochtuithe gaolmhara déanta ag comhaltaí na Comhairle.
- Déanaimid cinneadh maidir le hoiriúnacht chomhaltaí na Comhairle úsáid a bhaint as bonn cuntasáiochta an ghnóthais leantaigh agus, bunaithe ar an bhfianaise iniúchta a fuarthas, tagraímid do cibé acu atá nó nach bhfuil éiginnteacht ábhartha ann maidir le teagmhais nó coinníollacha a d'fhéadfadh amhras nach beag a chaitheamh ar chumas na heagraíochta leanúint ar aghaidh mar ghnóthas leantach. Má chinnimid gurb ann do neamhchinnteacht ábhartha, ceanglaítear orainn aird a tharraingt ar na nochtaí lena mbaineann sna ráitis airgeadais inár dTuarascáil Iniúchára, nó má bhíonn na nochtaí sin uireasach, ár dtuairim a athrú. Tá ár gconclúidí bunaithe ar an bhfianaise iniúchta a bhí faighte suas go dtí dáta ár dTuarascála Iniúchára. É sin ráite, d'fhéadfadh teagmhais nó coinníollacha amach anseo a bheith mar bhonn le deireadh a chur leis an eagraíocht a bheith ag leanúint ar aghaidh mar ghnóthas leantach.
- Meastóireacht ar chur i láthair, struchtúr agus ábhar na ráiteas airgeadais trí chéile, lena n-áirítear na nochtuithe, agus cibé acu an ndéanann nó nach ndéanann na ráitis airgeadais ionadaíocht ar na hidirbhearta agus ar na teagmhais bhunúsacha ar shlí a thugann léargas cothrom.

Déanaimid cumarsáid leo siúd atá freagrach as rialachas i ndáil leis, i measc nithe eile, an raon feidhme agus uainiú pleanáilte an iniúchta agus torthaí suntasacha iniúchta, lena n-áirítear aon easnamh suntasach i rialú inmheánach a thugaimid faoi deara i rith ár n-iniúchta.

## Cuntas Ioncaim agus Caiteachais don bhliain dar críoch an 31 Nollaig 2022

	Nótaí	2022 €	2021 €
<b>Ioncam</b>			
Táillí Clárúcháin agus Measúnaithe		8,128,870	7,553,822
<b>Ioncam Iomlán</b>	<b>2</b>	8,128,870	7,553,822
<b>Caiteachas</b>			
Costais Chóiríochta		(201,476)	(156,113)
Costais foirne		(4,839,286)	(4,860,376)
Costais Caighdeán Gairmiúil		(911,555)	(853,301)
Costais Riaracháin Eile		(640,603)	(754,647)
Costais Cruinnithe		(232,330)	(93,064)
Costais Chlárúcháin		(163,508)	(197,912)
Costais Teicneolaíochta Faisnéise		(440,880)	(310,833)
Costais Chumarsáide, Oideachais agus Taighde		(590,465)	(608,253)
Dímheas	<b>7</b>	(532,896)	(329,905)
<b>Caiteachas Iomlán</b>		(8,552,999)	(8,164,404)
<b>(Easnamh)/Barrachas ar Ghnáthghníomhaíochtaí</b>		(424,129)	(610,582)
Ioncam ó infheistíocht		93,069	92,891
Gluaiseacht luacha chóir ar Shócmhainní Airgeadais		(1,339,681)	592,896
Ioncam Cíosa Réadmhaoine		261,306	211,306
Costais Bhainistíochta Réadmhaoine		(43,071)	(36,854)
<b>Barrachas roimh chánachas</b>	<b>3</b>	(1,452,506)	249,657
Cánachas	<b>6</b>	-	-
<b>(Easnamh)/Barrachas i ndiaidh cánachais</b>		(1,452,506)	249,657

Níl aon bharrachas nó easnamh aitheanta eile ann seachas an toradh le haghaidh na dtréimhsí airgeadais thuasluaite. Tá toradh na bliana ginte go heisiach ó oibríochtaí leanúnacha.

Tá na nótaí ar leathanaigh 65 go 72 mar chuid de na ráitis airgeadais seo.

Cheadaigh an Chomhairle na ráitis airgeadais ar an 3 Iúil 2023 agus shínigh na daoine a leanas iad thar a ceann:

  
Michelle Keane  
An Cathaoirleach

  
Lynn Ramsey  
Stiúrthóir

## An Clár Comhardaithe amhail ag an 31 Nollaig 2022

	Nótaí	2022 €	2022 €	2021 €	2021 €
<b>Sócmhainní Neamhreatha</b>					
Sócmhainní inláimhsithe	<b>7</b>		4,534,378		4,722,874
Sócmhainní Airgeadais	<b>8</b>		12,064,706		13,311,318
			16,599,084		18,034,192
<b>Sócmhainní Reatha</b>					
Infháltais agus Réamhíocaíochtaí	<b>9</b>	76,337		11,466	
Airgead agus Coibhéisí Airgid		592,796		840,034	
		669,133		851,500	
<b>Dliteanais Reatha: Méideanna a bheidh dlite laistigh de bhliain amháin</b>	<b>10</b>	(306,553)		(471,522)	
<b>Glansócmhainní Reatha</b>			362,580		379,978
<b>Sócmhainní Iomlána Lúide Dliteanais Reatha</b>			16,961,664		18,414,170
<b>Cúlchistí</b>					
Cúlchiste Ainmnithe	<b>11</b>		4,000,000		4,000,000
Cúlchistí Ginearálta	<b>11</b>		12,961,664		14,414,170
<b>Cistí Iomlána</b>			16,961,664		18,414,170

Tá na nótaí ar leathanaigh 65 go 72 mar chuid de na ráitis airgeadais seo.

Cheadaigh an Chomhairle na ráitis airgeadais ar an 3 Iúil 2023 agus shínigh na daoine a leanas iad thar a ceann:

  
Michelle Keane  
An Cathaoirleach

  
Lynn Ramsey  
Stiúrthóir



## Ráiteas Sreabhaidh Airgid don bhliain dar críoch an 31 Nollaig 2022

		2022 €	2021 €
<b>Nótaí</b>			
<b>Réiteach an easnaimh oibriúcháin le glansreabhadh airgid ó ghníomhaíochtaí oibriúcháin</b>			
(Easnamh)/Barrachas oibriúcháin (roimh ús a fháil agus cáin)		(1,452,506)	249,657
Dímheas	3	532,896	329,905
(Méadú)/Laghdú ar fhéichiúnaithe	9	(64,871)	50,116
(Laghdú)/Méadú ar chreidiúnaithe	10	(164,969)	66,4455
<b>Glansreabhadh airgid ó ghníomhaíochtaí oibriúcháin</b>		<b>(1,149,450)</b>	<b>696,123</b>
<b>Sreabhadh Airgid ó Ghníomhaíochtaí Infheistíochta</b>			
Ús a fuarthas		-	-
Ioncam ó phunann infheistíochta	13	(93,069)	(92,891)
Gluaiseacht Luacha Chóir ar phunann infheistíochta	13	1,339,681	(592,896)
Cánachas	13	-	-
Caiteachas caipitil	13	(344,400)	(553,393)
<b>Sreabhadh airgid glan ó ghníomhaíochtaí infheistíochta</b>		<b>902,212</b>	<b>(1,239,180)</b>
<b>Réiteach glansreabhadh airgid le gluaiseacht airgid thirim agus coibhéisí airgid (Nóta 14)</b>			
Glan (Laghdú) ar airgead tirim agus coibhéisí airgid thirim sa bhliain		(247,238)	(543,057)
Airgead glan agus coibhéisí airgid amhail ar an 1 Eanáir 2021		840,034	1,383,091
<b>Airgead glan agus coibhéisí airgid amhail ar an 31 Nollaig 2022 14</b>		<b>592,796</b>	<b>840,034</b>

Cheadaigh an Chomhairle na ráitis airgeadais ar an 3 Iúil 2023 agus shínigh na daoine a leanas iad thar a ceann:



**Michelle Keane**  
An Cathaoirleach



**Lynn Ramsey**  
Stiúrthóir

## Nótaí a ghabhann leis na Ráitis Airgeadais don bhliain dar críoch an 31 Nollaig 2022

### 1. Beartais Chuntasaíochta

#### 1.1. Bunús ullmhúcháin

Ullmhaítear na ráitis airgeadais ar bhonn an ghnóthais leantaigh de réir FRS 102 "An Caighdeán Tuairiscithe Airgeadais atá infheidhme sa Ríocht Aontaithe agus i bPoblacht na hÉireann", arna eisiúint ag an gComhairle Tuairiscithe Airgeadais (FRC). Cuireadh na beartais chuntasaíochta seo a leanas i bhfeidhm go comhsheasmhach le linn plé le míreanna a mheastar a bheith ábhartha do ráitis airgeadais na heagraíochta.

#### 1.2. Ioncam

Cuimsítear in ioncam táillí clárúcháin agus measúnaithe faighte i rith na bliana. Déantar cuntas ar gach táille infhaighte ar bhonn fáltais, seachas ioncam a bhaineann le hathbhreithniú agus creidiúnú clár oiliúna tosaigh do mhúinteoirí a dhéantar a chuntas ar bhonn sonraisc. Cláraíonn múinteoirí i rith na bliana agus maireann an tréimhse chlárúcháin 12 mhí. Ní iarchuirtear ioncam chun é seo a léiriú. In 2014, cheannaigh an Chomhairle Bloc A, Campas Gnó Mhaigh Nua, agus tá ioncam cíosa á fháil aici ó thionóntaí an fhoirgnimh. Tá sé seo curtha san áireamh faoi "Ioncam Cíosa Réadmhaoine" sa Chuntas Ioncaim agus Caiteachais.

#### 1.3. Sócmhainní Seasta Inláimhsithe agus Dímheas

Léirítear sócmhainní seasta inláimhsithe ag costas stairiúil lúide dímheas carntha.

Déantar foráil le haghaidh dímheasa ar gach sócmhainn sheasta inláimhsithe, ag rátaí atá ríofa chun an costas nó luacháil a dhíscríobh, lúide luach iarmharach measta, gach sócmhainne go córasach thar a saolré úsáideach measta, mar seo a leanas

- » Áitribh - líne dhíreach 2.5%
- » Daingneáin agus Feistis - líne dhíreach 10%
- » Bogearraí Ríomhaireachta - líne dhíreach 20%
- » Trealamh Ríomhaireachta - líne dhíreach 33.33%

Déantar athbhreithniú ar luachanna anonn sócmhainní seasta inláimhsithe gach bliain chun críche bearnúcháin i dtreimhsí má thugann imeachtaí nó athruithe ar imthosca le fios go mb'fhéidir nach bhfuil an luach tugtha anonn in-aisghabhála.

Ag deireadh gach tréimhse thuairiscithe, déanann an eagraíocht measúnú ar cibé acu atá nó nach bhfuil aon fhianaise oibiachtúil ann maidir le bearnúchán aon sócmhainn airgeadais a thomhaistear ag costas nó costas amúchta san áireamh lena n-áirítear infheistíochtaí neamhliostaithe, infheistíochtaí, iasachtaí, féichiúnaithe trádála agus airgead tirim. Má tá fianaise oibiachtúil ar bhearnúchán ann, aithnítear cailteanas bearnúcháin sa Ráiteas ar Ioncam agus Caiteachas don bhliain airgeadais sin.

#### 1.4. Pinsin

Tá scéim pinsin le sochar sainithe bunaithe ag an gComhairle d'fhormhór a fostaithe. Tá an scéim bunaithe ar an tSamhail Seirbhíse Poiblí agus faofa ag an Aire Oideachais agus ag an Aire Airgeadais. Tá sochair pinsin atá iníoctha faoin scéim á maoiniú ag an Státchiste.

Chomh maith leis sin, tá roinnt saintréithe sonracha luaite le socrúithe na Comhairle:

- na rioscaí a bhaineann le míshonrú ábhartha na ráiteas airgeadais a aithint agus a mheas, cibé acu mar gheall ar chalaos a dhéanann an Chomhairle ranníocaíocht chomhaontaithe leis an Roinn Oideachais
- cuimsítear sa ranníocaíocht gné fostaí mar aon le gné fostóra. De réir bheartas an rialtais maidir le pinsin na hearnála poiblí, tá ranníocaíocht an fhostóra cothrom le 25% den phá comhlán le haghaidh fostaithe a bhfuil ÁSPC ag ráta A á íoc acu agus 30% den phá comhlán d'fhostaithe a bhfuil ÁSPC ag ráta D á íoc acu.
- tá gealltanais soiléir tugtha ag an Roinn Oideachais le comhaontú na Roinne Airgeadais go n-íocfaidh an Státchiste costais na sochar nuair a bhíonn siad dlite.

Le hAcht um Pinsin na Seirbhíse Poiblí (Scéim Aonair agus Forálacha Eile), 2012, bunaíodh An Scéim Pinsin Seirbhíse Poiblí Aonair (“Scéim Aonair”) a bhfuil éifeacht léi ón 1 Eanáir 2013. Is comhaltaí den Scéim Aonair iad gach fostaí nua de chuid na Comhairle Múinteoireachta, ar iontrálaithe nua san earnáil phoiblí iad ar nó i ndiaidh an 1 Eanáir 2013.

Measann an Chomhairle go bhfuil an éifeacht airgeadais chéanna ag a socrúithe pinsin thuasluaite, bunaithe ar thuairim na Comhairle, is atá ag scéim pinsin le ranníocaíocht shainithe. Tá an Chomhairle den tuairim nach bhfuil forálacha FRS 17, Cuntasaíocht do Shochair Scoir, a thagann chun cinn faoi scéimeanna pinsin le sochar sainithe, oiriúnach dá himthosca. Dá réir sin, déanann sí cuntas ar an ranníocaíocht amhail is dá mba rud é gur scéim le ranníocaíocht shainithe í an scéim.

#### 1.5. Cánachas

Leasaíonn Acht Airgeadais (Uimh. 2), 2013, Alt 37, Sceideal 4 le hAcht Comhdhlúite Cánacha, 1997, chun an Chomhairle Mhúinteoireachta a áireamh ar liosta de chomhlachtaí Stát-urraithe, neamhthráchtála, sonraithe atá cáilithe le haghaidh díolúine ó fhorálacha cánach áirithe faoi Alt 227 d'Acht Comhdhlúite Cánacha, 1997. Díolmhaíonn an t-alt seo comhlachtaí ó cháin ioncaim agus ó cháin ioncaim chorparáide áirithe a d'eascair agus a bheadh, murach sin, inmhuirearaithe i leith cánach faoi Chás III, IV agus V de Sceideal D. Fanann ús taise faoi réir DIRT. Tá an táille bhliantúil le haghaidh cánachais bunaithe ar ús taise don bhliain agus arna ríomh trí thagairt a dhéanamh don ráta cánach atá infheidhme ar an dáta a bhfaightear an t-ús.

#### 1.6. Cúlchistí Ainmnithe

Chinn an Chomhairle gur féidir léi, dá lánrogha, cistí neamhshrianta a chur i leataobh le haghaidh críocha ainmnithe amach anseo. Sa chás nach dteastaíonn a leithéid de chistí don chuspóir beartaithe níos mó, aistreofar iad chuig an gCúlchiste Ginearálta.

#### 1.7. Sócmhainní Airgeadais

Sonraítear sócmhainní airgeadais á gcoimeád mar shócmhainní neamhreacha ag a margadhluach. Déantar cuntas ar aon bharrachas nó easnamh tríd an gCuntas Ioncaim agus Caiteachais. Aithnítear ioncam ó Shócmhainní Airgeadais san chuntas Ioncaim agus Caiteachais sa bhliain a fhaightear é.

#### 1.8. Infháltais

Tomhaistear infháltais ag praghas idirbhirt, lúide aon bhearnúchán. Tomhaistear iasachtaí infhála ag luach cóir ar dtús, glan ar chostais idirbhirt, agus ina dhiaidh sin tomhaistear iad ag costas amúchta trí úsáid a bhaint as an modh úis ghlain, lúide aon bhearnúchán.

#### 1.9. Iníoctha

Ar dtús, aithnítear míreanna iníoctha ag luach cóir agus ina dhiaidh sin, sonraítear iad ag costas amúchta trí úsáid a bhaint as modh glanráta úis, ach amháin dá mbeadh an éifeacht lascainithe neamhábhartha, agus sa chás sin sonraítear iad ag costas.

#### 1.10. Airgead sa bhanc agus ar láimh

Is éard atá i gceist le hairgead sa bhanc agus ar láimh ná airgead ar féidir é a ghlacadh as bainc agus níos lú ná fógra trí mhí i gceist lena aistarraingt.

### 2. Ioncam

Tá ioncam na heagraíochta don bhliain díorthaithe ón bpríomhghníomhaíocht atá á cur i gcrích go hiomlán in Éirinn.

### 3. Ollbharrachas Oibriúcháin/(Easnamh)

Tá ioncam na heagraíochta don bhliain díorthaithe ón bpríomhghníomhaíocht atá á cur i gcrích go hiomlán in Éirinn.

	2022 €	2021 €
<b>Sonraítear barrachas/(easnamh) oibriúcháin i ndiaidh muirearaithe:</b>		
Dímheas	532,896	329,905

### 4. Foireann agus Luach Saothair

Tá ioncam na heagraíochta don bhliain díorthaithe ón bpríomhghníomhaíocht atá á cur i gcrích go hiomlán in Éirinn.

	2022 €	2021 €
<b>Costais Foirne</b>		
Pá agus tuarastail	2,678,917	2,506,674
Costais leasa shóisialaigh	269,022	229,255
Costais phinsin	531,408	492,577
Costas Seirbhísí Bainistithe & Foireann Ghníomhaireachta	1,229,949	1,512,680
Costais Oiliúna & Leas Foirne	124,917	113,640
Costais foirne eile	5,073	5,550
	4,839,286	4,860,376

	2022 €	2021 €
<b>(A) Sochair Chomhiomlána Fostaithe</b>		
Sochair ghearrthéarmacha foirne	2,678,917	2,506,674
Costais sochair scoir	531,408	492,577
Ranníocaíocht an Fhostóra do Leas Sóisialta	269,022	229,255
	3,479,347	3,228,506

Ag deireadh na bliana, ba 62.5 líon iomlán na gcomhaltaí foirne (WTE) a bhí fostaithe (2021: 54.4).

	2022 €	2021 €
<b>(B) Sochair Ghearrthéarmacha Foirne</b>		
Bunphá	2,674,185	2,505,482
Ragobair	4,732	1,192
Liúntais	-	-
	2,678,917	2,506,674

#### (C) Príomhphearsanra Bainistíochta

Páirteach i bpríomhphearsanra bainistíochta na Comhairle Múinteoireachta tá an Stiúrthóir, Leas-Stiúrthóir, Ceannasaí Fhoghlaim agus Thaighde Múinteoirí, Ceannasaí Oideachas agus Ionduchtú Tosaigh Múinteoirí, Ceannasaí Clárúcháin, Ceannasaí na gCaighdeán Gairmiúil, Ceannasaí na nGnóthaí Corparáideacha agus AD agus Ceannasaí Airgeadais agus TF. Tá eolas maidir le luach iomlán na sochar fostaí do príomhphearsanra bainistíochta leagtha amach thíos:

	2022 €	2021 €
Tuarastal	675,883	659,035
	675,883	659,035

Ní áirítear anseo luach na sochar scoir tuillte i rith na tréimhse. Is comhaltaí iad na príomhphearsanra bainistíochta de scéim pinsin na Comhairle Múinteoireachta agus ní théann a dteidlíochtaí sa chomhthéacs sin thar théarmaí shamhail scéim pinsin na seirbhíse poiblí.

Ní fhaigheann comhaltaí na Comhairle aon luach saothair don obair a dhéanann siad thar ceann na Comhairle.

	2022 €	2021 €
<b>(D) Tuarastal agus sochair an Stiúrthóra</b>		
Bunphá	107,620	118,407
	107,620	118,407

Bhí post an Stiúrthóra folamh le haghaidh 2022 ar fad. I rith na tréimhse seo, bhí an Leas-Stiúrthóir i mbun an róil i gcáil ghníomhach. Baineann an figiúr luacha saothair thuasluaite le haghaidh 2022 do ról an Stiúrthóra Gníomhaigh. Thosaigh an Stiúrthóir nua ag obair ar an 1 Feabhra 2023.

#### (E) Miondealú ar Shochair Ghearrthéarmacha Fostaithe

Tá sochair ghearrthéarmacha fostaithe sa bhreis ar €60,000 catagóirithe sna bandaí seo a leanas:

Raon		Líon na bhFostaithe	
Ó	Go	2022	2021
€60,000	€69,999	3	2
€70,000	€79,999	3	2
€80,000	€89,999	2	1
€90,000	€99,999	2	3
€100,000	€109,999	1	0
€110,000	€119,999	0	1

#### 5. Costais phinsin

Is ionann an costas pinsin agus na ranníocaíochtaí atá iníoctha ag an gComhairle don chiste pinsin.

#### 6. Cánachas

	2022 €	2021 €
An Bhliain Chánach Reatha	-	-
DIRT	-	-

Leasaíonn Acht Airgeadais (Uimh. 2), 2013, Alt 37, Sceideal 4 le hAcht Comhdhlúite Cánacha, 1997, chun an Chomhairle Mhúinteoireachta a áireamh ar liosta de chomhlachtaí Stát-urraithe, neamhthráchtála, sonraithe atá cáilithe le haghaidh díolúine ó fhorálacha cánach áirithe faoi Alt 227 d'Acht Comhdhlúite Cánacha, 1997. Díolmhaíonn an t-alt seo comhlachtaí ó cháin ioncaim agus ó cháin ioncaim chorparáide áirithe a d'eascair agus a bheadh, murach sin, inmhúirearaithe i leith cánach faoi Chás III, IV agus V de Sceideal D. Fanann ús taise faoi réir DIRT.

## 7. Sócmhainní Inláimhsithe

	Áitribh	Daingneáin agus Feistis €	Bogearraí Ríomhaireachta €	Trealamh Ríomhaireachta €	Iomlán €
<b>Costas</b>					
Amhail ar an 1 Eanáir 2022	3,691,937	1,541,474	1,688,812	581,940	7,504,163
Breiseanna	-	1,885	277,295	65,220	344,400
Diúscairtí	-	(1,139)	(411,152)	(64,529)	(476,820)
Amhail ar an 31 Nollaig 2022	3,691,937	1,542,220	1,554,955	582,631	7,371,743
<b>Dímheas</b>					
Amhail ar an 1 Eanáir 2022	646,086	978,713	650,913	505,577	2,781,289
Ar dhiúscairtí	-	(1,139)	(411,152)	(64,529)	(476,820)
Muirear don bhliain	92,298	139,172	237,933	63,493	532,896
Amhail ar an 31 Nollaig 2022	738,384	1,116,746	477,694	504,541	2,837,365
<b>Glanluachanna de réir na leabhar</b>					
Amhail ar an 31 Nollaig 2022	2,953,553	425,474	1,077,261	78,090	4,534,378
Amhail ar an 31 Nollaig 2021	3,045,851	562,761	1,037,899	76,363	4,722,874

## 8. Sócmhainní Airgeadais

	2022 €	2021 €
<b>Luach cóir</b>		
Amhail ar an 1 Eanáir	13,311,318	12,625,531
Cistí chuig an bpunann	-	-
Gluaiseacht luacha chóir ar shócmhainní airgeadais	(1,339,681)	592,896
Ioncam ó infheistíocht	93,069	92,891
Amhail ar an 31 Nollaig 2021	12,064,706	13,311,318

## 9. Infháiltas agus Réamhíocaíochtaí

	2022 €	2021 €
Infháiltas eile	76,337	11,466
	76,337	11,466

## 10. Iníochta: Méideanna a bheidh dlite laistigh de bhliain amháin

	2022 €	2021 €
Cánacha eile agus costais slándála sóisialaí	126,127	70,946
Fabhruithe	180,426	400,576
	306,553	471,522

Tá cáin agus árachas sóisialta faoi réir théarmaí na reachtaíochta ábhartha. Fabhraítear ús ar íocaíocht dhéanach. Ní raibh aon ús dlite ag dáta deiridh na bliana airgeadais.

Tá na téarmaí fabhruithe bunaithe ar chonarthaí bunúsacha. Tá éagsúlacht le tabhairt faoi deara chomh fada is a bhaineann le téarmaí aisíocaíochta creidiúnaithe trádála.

	2022 €	2021 €
<b>San áireamh i gcánacha eile agus costais slándála sóisialaí tá:</b>		
ÍMAT/ÁSPC	89,454	70,847
PSWT	36,405	-
RCT	268	99
CBL	-	-
	126,127	70,946

## 11. Cúlchistí

	Cúlchiste Ginearálta €	Cúlchiste Ainmnithe €	Iomlán €
<b>Cúlchistí Tosaigh</b>	14,414,170	4,000,000	18,414,170
Fabhruithe	(1,452,506)	-	(1,452,506)
<b>Cúlchistí Deiridh</b>	12,961,664	4,000,000	16,961,664

De réir straitéis airgeadais na Comhairle, tá na cúlchistí ainmnithe bunaithe ar chúlchiste teagmhasach chun aon chostais shuntasacha a eascraíonn as agóidí dlíthiúla a bhaineann le haon chuid d'Achtanna na Comhairle Múinteoireachta, 2001 go 2015 agus as aon cheann de rialuithe na Comhairle, a chlúdach. De réir bheartas cuntasáochta na Comhairle, sa chás nach bhfuil a leithéid de chistí ag teastáil níos mó, aistrítear ar ais chuig an gCúlchiste Ginearálta iad.

## 12. Idirbhearta Páirtithe Gaolmhara

De réir Achtanna na Comhairle Múinteoireachta, 2001 go 2015, tá comhaltaí na Comhairle i dteideal aisíocaíochta a fháil i leith costas nach raibh an dara rogha acu ach iad a thabú le linn ghnó na Comhairle agus Choiste na Comhairle a dhéanamh. Tá sé de cheangal ar chomhaltaí Comhairle ar múinteoirí iad chomh maith a gcuid sonraí clárúcháin a athnuachan gach bliain. Déantar gach idirbheart ar bhonn neamhthuilleamaí agus tá siad curtha san áireamh sna ráitis airgeadais seo.

### 13. Sreabhadh Airgid roimh Chánachas

	2022 €	2021 €
Torthaí ar Infheistíochtaí agus Seirbhísíú Airgeadais		
Ús a fuarthas	-	-
<b>Cánachas</b>		
DIRT	-	-
<b>Caiteachas Caipitil agus infheistíocht airgeadais</b>		
Íocaíochtaí chun sócmhainní inláimhsithe a fháil	(344,400)	(553,393)
Ioncam ó phunann infheistíochta	(93,069)	(92,891)
Gluaiseacht Luacha Chóir ar phunann infheistíochta	1,339,681	(592,596)
	902,212	(1,239,180)

### 14. Anailís ar Athruithe ar Airgead Glan agus Coibhéisí Airgid

	Iarmhéid tosaigh €	Sreafaí airgid €	Iarmhéid deiridh €
Airgead sa bhanc agus ar láimh	840,034	(247,238)	592,796
Airgead Glan agus Coibhéisí Airgid	840,034	(247,238)	592,796

### 15. Eachtraí Iarchláir Chomhardaithe

Ní raibh aon eachtraí i ndiaidh dheireadh na bliana a d'fhéadfadh difear a dhéanamh do na ráitis airgeadais ná do na nótaí a ghabhann leo nó a mbeadh ceangal ann iad a nochtadh sna cáipéisí céanna.

### 16. Ceadú na Ráiteas Airgeadais

Cheadaigh an Chomhairle na ráitis airgeadais ar an 3 Iúil 2023 agus shínigh na daoine a leanas iad thar a ceann:



**Michelle Keane**  
An Cathaoirleach



**Lynn Ramsey**  
Stiúrthóir

## AGUISÍN 2

### Comhaltaí na Comhairle Múinteoireachta

Tá 37 comhalta deonach ag an gComhairle, mar seo a leanas:

- Aon mhúinteoir déag bunscoile, naonúr acu tofa agus beirt ainmnithe ag ceardchumainn múinteoirí
- Aon mhúinteoir déag iar-bhunscoile, seachtar acu tofa agus ceathrar acu ainmnithe ag ceardchumainn múinteoirí
- Beirt ainmnithe ag coláistí oideachais
- Beirt ainmnithe ag comhlachtaí tríú leibhéal sonraithe
- Ceathrar ainmnithe ag lucht bainistíochta scoile (beirt bhunscoile agus beirt iar-bhunscoile)
- Beirt ainmnithe ag cumainn tuismitheoirí (ainmní bunscoile amháin agus ainmní iar-bhunscoile amháin) agus
- Cúigear ainmnithe ag an Aire Oideachais (lena n-áirítear duine amháin a dhéanann ionadaíocht ar IBEC agus ICTU).

Tháinig an Chomhairle le chéile deich n-uaire i rith na bliana agus taispeántar tinreamh gach comhalta sa tábla seo a leanas:

Comhaltaí na Comhairle	Freastal ar Chruinnithe
Áine Lynch, Uas.	10
Ann Mulcahy, Uas.	10
Anne Howard, Uas.	10
Anne Loughnane, Uas.	10
Brendan Doody, Uas. <sup>1</sup>	6
Catherine Doolan, Uas.	7
Catherine Moynihan, Uas.	10
Charles Dolan, Uas. <sup>2</sup>	4
Ciaran James O'Donnell, Uas.	8
David O'Sullivan, Uas.	10
Declan Fahie, Uas.	10
Eamon Dennehy, Uas.	9
Eamonn Shaughnessy, Uas.	9
Fergal McCarthy, Uas.	10
Gerry Leydon, Uas.	4
Jean Beswick-Duignan, Uas.	10



Comhaltaí na Comhairle	Freastal ar Chruinnithe
Kathleen Burke, Uas.	7
Liam Ó Néill, Uas.	9
Mai Fanning, Uas.	4
Mary Magner, Uas.	6
Mary Curley, Uas.	10
Michael Delargey, Uas.	6
Michelle Keane, Uas.	10
Niall Duddy, Uas.	4
An tOllamh Niamh Hourigan	9
Dr Niamh Dennehy	10
Noel Cronin, Uas.	10
Paul Moroney, Uas.	10
Peter McCabe, Uas.	5
Rosena Jordan, Uas.	7
Seán Ó hArgáin, Uas.	9
Seán Ó Dubhlaing, Uas.	10
Seán O'Neill, Uas.	8
An tOllamh Teresa O'Doherty	10
Tracie Tobin, Uas.	7
Bryan O Reilly, Uas. <sup>3</sup>	8
Séamus Ó Fearraigh, Uas. <sup>4</sup>	8
Gráinne Conachy, Uas. <sup>5</sup>	3
Mary Rose Cremin, Uas. <sup>6</sup>	1

1. D'éirigh Brendan Doody, Uas. as an gComhairle le linn na bliana tuairiscithe
2. D'éirigh Charles Dolan, Uas. as an gComhairle le linn na bliana tuairiscithe
3. Ceapadh Bryan O Reilly, Uas. chun na Comhairle le linn na bliana tuairiscithe
4. Ceapadh Séamus Ó Fearraigh, Uas. chun na Comhairle i rith na bliana tuairiscithe
5. Ceapadh Gráinne Conachy, Uas. chun na Comhairle le linn na bliana tuairiscithe
6. Ceapadh Mary Rose Cremin, Uas. chun na Comhairle le linn na bliana tuairiscithe

## AGUISÍN 3

### Coistí agus Painéil

Tá roinnt coistí agus painéal bunaithe ag an gComhairle Mhúinteoireachta chun a cuid oibre a éascú. Tá trí choiste reachtúla ann, ceithre bhuanchoiste a dhéanann maoirseacht ar bheartas, nósanna imeachta agus rialachas agus bíonn trí phainéal ag plé le clárú múinteoirí aonair, grinnfhiosrúchán agus cúrsaí cáilíochta.

### An Coiste Feidhmiúcháin

Éascaíonn an Coiste Gnó feidhmiú éifeachtúil agus éifeachtach na Comhairle trí ghnó na Comhairle a reáchtáil idir cruinnithe ginearálta.

Tháinig an Coiste, ar a bhfuil 11 chomhalta, le chéile naoi n-uaire i rith na bliana. Tá tinreamh na gcruinnithe seo leagtha amach thíos.

Comhaltaí an Choiste	Freastal ar Chruinnithe
Ann Mulcahy, Uas.	9
Anne Loughnane, Uas. <sup>1</sup>	5
Brendan Doody, Uas. <sup>2</sup>	3
David O'Sullivan, Uas.	8
Fergal McCarthy, Uas.	9
Michael Delargey, Uas.	4
Michelle Keane (Cathaoirleach), Uas.	9
Rosena Jordan, Uas.	4
Seán O'Neill, Uas.	9
An tOllamh Teresa O'Doherty	6
Séamus Ó Fearraigh, Uas. <sup>3</sup>	6
Gráinne Conachy, Uas. <sup>4</sup>	3

1. Ceapadh é/í ar an gCoiste Gnó le linn na bliana tuairiscithe
2. D'éirigh sé/sí as an gComhairle le linn na bliana tuairiscithe
3. Ceapadh é/í ar an gCoiste Gnó le linn na bliana tuairiscithe
4. Ceapadh é/í ar an gCoiste Gnó le linn na bliana tuairiscithe

## An Coiste Imscrúdaithe

Is féidir le haon duine gearán a dhéanamh leis an gCoiste Imscrúdaithe maidir le múinteoir cláraithe. Tháinig an coiste, ar a bhfuil 11 chomhalta, le chéile 10 n-uaire i rith na bliana. Tá tinreamh na gcruinnithe seo leagtha amach thíos.

Comhaltaí an Choiste	Freastal ar Chruinnithe
Ann Mulcahy (Cathaoirleach), Uas.	10
Anne Loughnane, Uas.	10
Catherine Moynihan, Uas.	8
Eamonn Shaughnessy, Uas.	8
Mai Fanning, Uas.	6
Mary Curley, Uas.	8
Michael Delargey, Uas.	6
Niall Duddy, Uas.	1
Peter McCabe, Uas.	8
Bryan O Reilly, Uas. <sup>1</sup>	7
Séamus Ó Fearraigh, Uas. <sup>2</sup>	8

1. Ceapadh é/í ar an gCoiste Imscrúdaithe le linn na bliana tuairiscithe
2. Ceapadh é/í ar an gCoiste Imscrúdaithe le linn na bliana tuairiscithe

## An Coiste Araíonachta

Mar thoradh ar ghearáin a fhaigheann an Chomhairle Mhúinteoireachta maidir le múinteoirí cláraithe, d'fhéadfadh painéal den Choiste Araíonachta fiosrúchán a dhéanamh faoi fheidhmiúlacht múinteoirí chun múineadh.

Féadfaidh Coiste Imscrúdaithe na Comhairle gearán a chur faoi bhráid an Choiste Araíonachta lena fhiosrú.

Tháinig an Coiste Araíonachta, ina bhfuil 13 chomhalta, le chéile ceithre huaire i rith na bliana. Tá tinreamh na gcruinnithe seo leagtha amach thíos:

Comhaltaí an Choiste	Freastal ar Chruinnithe
Áine Lynch, Uas.	3
Anne Howard, Uas.	4
Catherine Doolan, Uas.	2
Charles Dolan, Uas. <sup>1</sup>	2
Declan Fahie, Uas. <sup>2</sup>	3
Fergal McCarthy, Uas.	3
Gerry Leydon, Uas.	1
Kathleen Burke, Uas.	3
Mary Magner, Uas. <sup>3</sup>	2
Noel Cronin, Uas.	3
Paul Moroney, Uas.	3
Rosena Jordan, Uas. <sup>4</sup>	2
Seán O'Neill, Uas.	4
Tracie Tobin (Cathaoirleach), Uas.	3

1. D'éirigh sé/sí as an gComhairle le linn na bliana tuairiscithe
2. Ceapadh é/í ar an gCoiste Araíonachta le linn na bliana tuairiscithe
3. Ceapadh é/í ar an gCoiste Araíonachta le linn na bliana tuairiscithe
4. D'éirigh sé/sí as an gCoiste Araíonachta le linn na bliana tuairiscithe

## Painéil Fiosrúcháin Araíonachta

Chomh maith le freastal ar chruinnithe coiste sceidealaithe, d'fhreastail roinnt comhaltaí an choiste ar réamhfiosrúcháin um Fheidhmiúlacht chun Múineadh (19 lá san iomlán). Tá tinreamh na gcruinnithe seo leagtha amach thíos:

Rolla Comhaltaí	Freastal ar Chruinnithe
Áine Lynch, Uas.	1
Anne Howard, Uas.	3
Catherine Doolan, Uas.	6
Charles Dolan, Uas. <sup>1</sup>	8
Declan Fahie, Uas. <sup>2</sup>	0
Fergal McCarthy, Uas.	1
Gerry Leydon, Uas.	10
Kathleen Burke, Uas.	9
Mary Magner, Uas. <sup>3</sup>	0
Noel Cronin, Uas.	7
Paul Moroney, Uas.	3
Rosena Jordan, Uas. <sup>4</sup>	1
Seán O'Neill, Uas.	0
Tracie Tobin, Uas.	8

1. D'éirigh sé/sí as an gComhairle le linn na bliana tuairiscithe
2. Ceapadh é/í ar an gCoiste Araíonachta le linn na bliana tuairiscithe
3. Ceapadh é/í ar an gCoiste Araíonachta le linn na bliana tuairiscithe
4. D'éirigh sé/sí as an gCoiste Araíonachta le linn na bliana tuairiscithe

## An Coiste Clárúcháin

Tugann an Coiste Clárúcháin comhairle don Chomhairle chomh maith le moltaí a dhéanamh i ngach réimse a bhaineann le clárú múinteoirí.

Tháinig an coiste, ar a bhfuil 13 chomhalta, le chéile sé huairé i rith na bliana. Tá tinreamh na gcruinnithe seo leagtha amach thíos.

Comhaltaí an Choiste	Freastal ar Chruinnithe
Anne Howard, Uas.	6
Brendan Doody, Uas. <sup>1</sup>	2
Ciaran James O'Donnell, Uas.	3
Eamon Dennehy, Uas. <sup>2</sup>	4
Fergal McCarthy, Uas. <sup>3</sup>	3
Gerry Leydon, Uas.	4
Mai Fanning, Uas. <sup>4</sup>	0
Mary Curley, Uas.	6
Niall Duddy, Uas.	2
An tOllamh Niamh Hourigan <sup>5</sup>	3
Peter McCabe, Uas.	5
Rosena Jordan (Cathaoirleach), Uas.	5
Seán Ó hArgáin, Uas. <sup>6</sup>	3
Gráinne Conachy, Uas. <sup>7</sup>	2

1. D'éirigh sé/sí as an gComhairle le linn na bliana tuairiscithe
2. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe
3. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe
4. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe
5. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe
6. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe
7. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe

## Grúpa Athbhreithnithe Clárúcháin

Bíonn an Coiste Clárúcháin mar an Grúpa Athbhreithnithe Clárúcháin i gcásanna ina bhfuil múinteoirí míshásta le toradh cinnidh painéil agus ina n-iarrann siad athbhreithniú ar an gcéad chinneadh. Tháinig an grúpa le chéile sé huairé i rith na bliana. Éiríonn comhaltaí an choiste a raibh baint acu le cinneadh an phainéil atá i gceist nó a bhfuil coinbhleacht leasa acu as an gcrúinniú.

Comhaltaí an Ghrúpa	Freastal ar Chruinnithe
Anne Howard, Uas.	6
Brendan Doody, Uas. <sup>1</sup>	2
Ciaran James O'Donnell, Uas.	3
Eamon Dennehy, Uas. <sup>2</sup>	4
Fergal McCarthy, Uas. <sup>3</sup>	3
Gerry Leydon, Uas.	4
Mai Fanning, Uas. <sup>4</sup>	0
Mary Curley, Uas.	6
Niall Duddy, Uas.	2
An tOllamh Niamh Hourigan <sup>5</sup>	2
Peter McCabe, Uas.	4
Rosena Jordan, Uas.	5
Seán Ó hArgáin, Uas. <sup>6</sup>	3
Gráinne Conachy, Uas. <sup>7</sup>	2

1. D'éirigh sé/sí as an gComhairle le linn na bliana tuairiscithe
2. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe
3. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe
4. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe
5. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe
6. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe
7. Ceapadh é/í ar an gCoiste Clárúcháin le linn na bliana tuairiscithe

## Painéal Clárúcháin

Tá an Painéal Clárúcháin freagrach as measúnú a dhéanamh ar shaincheisteanna a bhaineann le clárú múinteoirí, mar shampla síneadh chur le clárúcháin daoine a bhfuil clárúcháin faoi choinníollacha acu.

Tháinig an painéal, ina bhfuil seachtar comhaltaí, le chéile 13 huairé i rith na bliana. Tá tinreamh na gcrúinnithe seo leagtha amach thíos:

Comhaltaí an Phainéil	Freastal ar Chruinnithe
Charles Dolan, Uas. <sup>1</sup>	0
Eamon Dennehy (Cathaoirleach), Uas.	13
Eamonn Shaughnessy, Uas. <sup>2</sup>	2
Liam Ó Néill, Uas.	12
Mary Magner, Uas.	10
An Dr. Niamh Dennehy	10
Seán Ó Dubhlaing, Uas.	13
Séamus Ó Fearraigh, Uas. <sup>3</sup>	8
Gráinne Conachy, Uas. <sup>4</sup>	2

1. D'éirigh sé/sí as an gComhairle le linn na bliana tuairiscithe
2. D'éirigh sé/sí as an bPainéal Clárúcháin le linn na bliana tuairiscithe
3. Ceapadh é/í ar an bPainéal Clárúcháin le linn na bliana tuairiscithe
4. Ceapadh é/í ar an bPainéal Clárúcháin le linn na bliana tuairiscithe

## An Coiste Oideachais

Tá an Coiste Oideachais freagrach as moltaí a bhaineann le leanúntas oideachais agus taighde múinteoirí a chur faoi bhráid na Comhairle maidir le beartais.

Tháinig an coiste, ar a bhfuil 13 chomhalta, le chéile seacht n-uaire le linn na bliana tuairiscithe. Tá tinreamh na gcrúinnithe seo leagtha amach thíos:

Comhaltaí an Choiste	Freastal ar Chruinnithe
Brendan Doody, Uas. <sup>1</sup>	2
Catherine Doolan, Uas.	5
Catherine Moynihan, Uas.	5
Jean Beswick-Duignan, Uas. <sup>2</sup>	4
Kathleen Burke, Uas.	4
Liam Ó Néill, Uas.	5
Mary Magner, Uas.	6
An Dr. Niamh Dennehy	6
Noel Cronin, Uas.	5
Paul Moroney, Uas.	6
Seán Ó hArgáin, Uas.	6
Seán O'Neill (Cathaoirleach), Uas.	7
An tOllamh Teresa O'Doherty	7
Gráinne Conachy, Uas. <sup>3</sup>	1

1. D'éirigh sé/sí as an gComhairle le linn na bliana tuairiscithe
2. Ceapadh é/i ar an gCoiste Oideachais le linn na bliana tuairiscithe
3. Ceapadh é/i ar an gCoiste Oideachais le linn na bliana tuairiscithe

## An Coiste Airgeadais

Déanann an Coiste Airgeadais mairseacht ar ghnóthaí airgeadais na Comhairle.

Tháinig an coiste, ar a bhfuil seachtar comhaltaí, le chéile ceithre huaire le linn na bliana tuairiscithe. Tá tinreamh na gcrúinnithe seo leagtha amach thíos.

Comhaltaí an Choiste	Freastal ar Chruinnithe
Ann Mulcahy, Uas.	4
Eamon Dennehy, Uas.	4
Fergal McCarthy, Uas.	4
Gerry Leydon, Uas.	4
An tOllamh Niamh Hourigan	4
Seán Ó Dubhlaing, Uas.	4
Séamus Ó Fearraigh, Uas.	4

## An Coiste Iniúchta agus Riosca

Déanann an Coiste Iniúchta agus Riosca monatóireacht ar chórais, rialuithe airgeadais agus nósanna imeachta na Comhairle lena chinntiú go bhfeidhmíonn siad ar bhealach ordúil agus éifeachtúil.

Tháinig an coiste, ar a bhfuil seachtar comhaltaí, le chéile cúig huaire i rith na bliana. Tá tinreamh na gcrúinnithe seo leagtha amach thíos.

Comhaltaí an Choiste	Freastal ar Chruinnithe
Brendan Doody, Uas. <sup>1</sup>	2
Ciaran James O'Donnell, Uas.	4
David O'Sullivan (Cathaoirleach), Uas. <sup>2</sup>	4
Kathleen Burke, Uas.	3
Seán Ó hArgáin, Uas. <sup>3</sup>	4
Sinead Brett, Uas. <sup>4</sup>	1
Deirdre O'Connor, Uas. <sup>5</sup>	1

1. D'éirigh sé/sí as an gComhairle le linn na bliana tuairiscithe
2. Ceapadh é/i ar an gCoiste Iniúchta agus Riosca le linn na bliana tuairiscithe
3. Ceapadh é/i ar an gCoiste Iniúchta agus Riosca le linn na bliana tuairiscithe
4. D'éirigh sé/sí as an gComhairle le linn na bliana tuairiscithe
5. D'éirigh sé/sí as an gComhairle le linn na bliana tuairiscithe



## Painéal um Fhianaise i dtaobh Carachtair

Déanann Painéal um Fhianaise i dtaobh Carachtair na Comhairle measúnú ar fhianaise i dtaobh carachtair ag iarratasóirí atá ag iarraidh clárú mar mhúinteoirí leis an gComhairle.

Tháinig an painéal, ina bhfuil seachtar comhaltaí, le chéile 10 n-uaire i rith na bliana. Tá tinreamh na gcruinnithe seo leagtha amach thíos:

Comhaltaí an Phainéil	Freastal ar Chruinnithe
Anne Loughnane, Uas.	10
Ciaran James O'Donnell, Uas.	7
Liam Ó Néill, Uas.	10
An tOllamh Niamh Hourigan	5
Seán Ó Dubhlaing (Cathaoirleach), Uas.	10
Tracie Tobin, Uas.	7
Bryan O'Reilly, Uas.	7

## Painéal Cáilíochtaí

Déanann an Painéal Cáilíochtaí measúnú ar cháilíochtaí gairmiúla na n-iarratasóirí atá ag iarraidh clárú mar mhúinteoirí.

Tháinig an painéal, ina bhfuil seachtar comhaltaí, le chéile 10 n-uaire i rith na bliana. Tá tinreamh na gcruinnithe seo leagtha amach thíos.

Comhaltaí an Phainéil	Freastal ar Chruinnithe
Declan Fahie, Uas.	8
Eamonn Shaughnessy (Cathaoirleach), Uas.	6
Jean Beswick-Duignan, Uas.	8
Michael Delargey, Uas.	8
Niall Duddy, Uas.	3
An tOllamh Teresa O'Doherty	9
Tracie Tobin, Uas.	9

## Grúpa Oibre Cosán

Múinteoirí agus páirtithe leasmhara ábhartha a bhfuil sé de chúram orthu Próiseas Forbartha Cosán a chur chun cinn agus a chomhordú atá i nGrúpa Oibre Cosán. Is comhaltaí den Chomhairle iad roinnt de chomhaltaí an Ghrúpa Oibre seo. Tháinig an Grúpa le chéile trí huair le linn na bliana tuairiscithe. Tá freastal chomhaltaí na Comhairle ar na cruinnithe seo leagtha amach thíos:

Comhaltaí an Ghrúpa	Freastal ar Chruinnithe
Catherine Doolan, Uas.	2
Catherine Moynihan, Uas.	4
Niall Duddy, Uas.	0
Noel Cronin, Uas.	3
Paul Moroney, Uas.	2
Peter McCabe, Uas.	2
Seán O'Neill, Uas.	3

## Grúpa Oibre FÉILTE

Páirtithe leasmhara seachtracha agus comhaltaí na Comhairle atá i nGrúpa Oibre FÉILTE. Tháinig an grúpa le chéile trí huair.

Comhaltaí an Ghrúpa	Freastal ar Chruinnithe
Áine Lynch, Uas.	1
Ann Mulcahy, Uas.	1
Catherine Doolan, Uas.	2
Eamonn Shaughnessy, Uas.	3
Michelle Keane, Uas.	3
Niall Duddy, Uas.	0
Tracie Tobin, Uas.	0

## Grúpa Forfheidhmithe Socrúcháin Scoile

Páirtithe leasmhara seachtracha agus comhaltaí na Comhairle atá i nGrúpa Forfheidhmithe Socrúcháin Scoile. Tháinig an grúpa le chéile dhá uair.

Comhaltaí an Ghrúpa	Freastal ar Chruinnithe
An Dr. Niamh Dennehy	2
Peter McCabe, Uas.	2

## AGUISÍN 4

## Caiteachas ar Chruinnithe - an Bhliain Airgeadais 2022

Comhalta	Costais a Éilíodh	Freastal ar Chruinnithe
Áine Lynch, Uas.	€0	15
Ann Mulcahy (Leaschathaoirleach), Uas.	€12,382.74	34
Anne Howard, Uas.	€4,007.61	29
Anne Loughnane, Uas.	€10,725.01	35
Brendan Doody, Uas.	€0	17
Catherine Doolan, Uas.	€2,224.90	24
Catherine Moynihan, Uas.	€0	27
Charles Dolan, Uas.	€2,731.37	14
Ciaran James O'Donnell, Uas.	€2,664.52	25
David O'Sullivan, Uas.	€0	22
Declan Fahie, Uas.	€304.28	21
Eamon Dennehy, Uas.	€3,226.52	34
Eamonn Shaughnessy, Uas.	€8,028.92	28
Fergal McCarthy, Uas.	€8,443.81	33
Gerry Leydon, Uas.	€470.26	27
Jean Beswick-Duignan, Uas.	€746.14	22
Kathleen Burke, Uas.	€3,369.80	26
Liam Ó Néill, Uas.	€0	36
Mai Fanning, Uas.	€0	10
Mary Magner, Uas.	€6,725.48	24
Mary Curley, Uas.	€7,691.45	30
Michael Delargey, Uas.	€2,833.81	24
Michelle Keane (Cathaoirleach), Uas.	€7,849.14	22
Niall Duddy, Uas.	€5,148.86	12
An tOllamh Niamh Hourigan	€469.84	23
An Dr Niamh Dennehy	€3,728.14	28
Noel Cronin, Uas.	€3,976.04	28
Paul Moroney, Uas.	€8,195.75	24

Comhalta	Costais a Éilíodh	Freastal ar Chruinnithe
Peter McCabe, Uas.	€1,392.97	26
Rosena Jordan, Uas.	€6,080.20	24
Seán Ó hArgáin, Uas.	€1,367.65	25
Seán Ó Dubhlaing, Uas.	€8,009.00	37
Seán O'Neill, Uas.	€0	31
An tOllamh Teresa O'Doherty	€355.29	32
Tracie Tobin, Uas.	€9,723.71	34
Bryan O'Reilly, Uas.	€393.98	22
Séamus Ó Fearraigh, Uas.	€11,218.53	26
Gráinne Conachy, Uas.	€0	13
Mary Rose Cremin, Uas.	€0	1

