



Fáilte Ireland Financial Statements for the Year Ended 31 December 2022

annual report 2022



Fáilte
Ireland



**Fáilte
Ireland**

An tÚdarás Náisiúnta
Forbartha Turasóireachta
National Tourism
Development Authority

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Fáilte Ireland Report and Financial Statements

for the Year Ended 31 December 2022

**TO THE MINISTER FOR TOURISM, CULTURE,
ARTS, GAELTACHT, SPORT AND MEDIA.**

**In accordance with the National Tourism
Development Authority Act 2003, Fáilte Ireland
presents its report for the year ended
31 December 2022.**



contents

Chairperson's Statement	03
Chief Executive's Statement	05
The Year in Review	07
Corporate Statement	23
Authority Members 2022	25
Fáilte Ireland Divisional Structure	30
Key Tourism Statistics 2022	31
Energy Efficiency Statement	33
Consolidated Financial Statements	37
Prompt Payments by Public Sector Bodies	81



Rialtas
na hÉireann
Government
of Ireland

Tionscadal Éireann
Project Ireland
2040



**Fáilte
Ireland**

“ ...Irish Tourism now stands on the shoulders of the achievement and the hardship of those years... ”



Tom Coughlan
Interim Chairperson

Chairperson's Statement

Chairperson's Statement

I had the honour of being appointed interim Chairperson of Fáilte Ireland in May 2023. My perspective on the organisation in 2022 is one of exemplary public service, in the most difficult circumstances ever, for Irish tourism. I am privileged to lead the team now that is justifiably credited with having worked successfully with the Government and industry to keep tourism alive during the pandemic. Fáilte Ireland took advantage of reopenings when they came during that period, and was strategically and tactically prepared for the end of the pandemic when it came in 2022. Fáilte Ireland was ready for a different world.

Irish Tourism now stands on the shoulders of the achievement and the hardship of those years. I want to pay tribute to the resilience of the industry, many in small businesses built up over years, who having been knocked over by events, promptly got back up and continued on. That determination and ingenuity belied real personal stress. Working with the industry in difficult situations was a remarkably agile and committed Fáilte Ireland. Nowhere was that agility more evident than in its pace and preparation for reopening in 2022.

Delivering on all our strategic objectives is an organisation that supports its people. Fáilte Ireland was awarded 13th Best Large Workplace and Best Workplace for Women in the Great Place to Work Awards in 2022. We were ranked fifth most reputable organisation in Ireland in a report from RapTrak that is based on the perceptions of over 6,500 member of the public, which was fitting recognition of Fáilte Ireland's role in welcoming back tourism in Ireland. I want to acknowledge with gratitude our current and new staff and the staff who were promoted in 2022. This is a changing, adapting and very well-led organisation. I want to pay tribute to our CEO Paul Kelly and his senior management team. They led from the front and brought the entire organisation with them in tumultuous times. Now, working with the Authority, we are leading together, to face new challenges and new horizons.

This is an opportunity to say thank you to former board member Stephen Dowling and Paul Carty, my predecessor as Chairperson. Paul was universally admired within and outside Fáilte Ireland. His lifetime in tourism culminated in leading the industry in its hour of greatest need, and he did it exceptionally well. Fáilte Ireland is grateful for the leadership and support of our Minister Catherine Martin and her officials. Our role as a public body is to play our part on Team Ireland, and Fáilte Ireland does so with passion and skill.

2022 was the end of a crisis and the beginning of a new era of different challenges for tourism. Those are the challenges Fáilte Ireland is well placed to meet going forward.

Tom Coughlan
Interim Chairperson

“ ..Throughout, Fáilte Ireland, was strategically planning not for a 'back to normal', but for the new challenges that would emerge after the pandemic....”

Paul Kelly

**Paul Kelly,
CEO Fáilte ireland**

Chief Executive's Statement

Chief Executive's Statement

It was the speed of change that defined 2022. It began in a locked-down world and ended with a vigorously revived tourism sector. It was also the first year since the start of the pandemic when change was overwhelmingly for the better. We began in lockdown hopeful for, but not certain of the lifting of Covid-19 restrictions. When those restrictions were lifted there was an enormous opportunity to be grasped and we in Fáilte Ireland did so immediately with the industry around the country.

New challenges emerged, including the war in Ukraine and inflation. To face those and more, and to realise our prospects, we focused on our eight strategic pillars of activity, the purpose and progress of which are set out in this report.

Our work in 2021 and 2022 ensured we were ready to service a strong pipeline of pent-up demand. We immediately began to assist industry to sell Ireland again, and one of the first things we organised with Tourism Ireland was 'Meitheal', our flagship trade event. This was held in Killarney for overseas buyers, at the end of March. Over 420 Irish tourism businesses attended, pitching to over 200 international buyers over two days of face-to-face meetings. Irish Tourism was back, and we haven't looked back since.

Our always determined industry kicked fully back into life and brought activity to communities across the country. In lockdown, we were intensely active during periodic reopenings. Throughout, Fáilte Ireland was strategically planning not for a 'back to normal', but for the new challenges that would emerge after the pandemic. An important part of transition in 2022 was continued delivery of Tourism Business Continuity funding. Businesses were still suffering from revenue loss and this work had to be completed by June 2022, which it was.

To reboot tourism businesses, we focussed on driving demand for domestic holidays. The Keep Discovering domestic marketing campaigns began immediately once restrictions lifted. Smart use of technology allowed Fáilte Ireland to point visitors to locations with value and availability. This was followed when phase one of 'Digital that Delivers' was rolled out, a major investment in developing a digitally smarter sector. Festivals also returned in-person for the first time since 2019.

During Covid-19, we continued our development work and delivered transformative new openings in 2022, among the most notable of which was the new Beyond the Trees experience in Avondale Co Wicklow which welcomed 260,000 visitors in the first six months. Developed in collaboration with Coillte and EAK Ireland, this €19 million project transformed Avondale with the creation of an elevated Treetop Walk, a twelve storey high viewing tower made from locally sourced douglas fir and larch wood, alongside a 90m spiral slide – the highest slide in Ireland. The National Famine Museum in Strokestown Park House and Gardens, Co Roscommon was another successful redevelopment.

Tourism is now in a different world and Fáilte Ireland is well placed to lead in it. A key strategic pillar for the organisation going forward is climate action. We are facing a climate change emergency and like all sectors of the economy, tourism needs to play its part in helping Ireland meet its climate change target. But in addition to the challenges we must meet in this area, there are also opportunities if we are to provide a truly sustainable tourism offering. It is part of the future we will embrace. In 2022 we held our first national conference on driving climate action in tourism businesses and sharpened our focus on providing practical advice and supports to businesses on enhancing sustainability, reducing carbon emissions, and saving energy. This work will continue into 2023 and beyond.

I am indebted to the extraordinary commitment of Fáilte Ireland staff, the passion and solidarity of the senior management team and the strong leadership of our Authority. To them all I say thanks and to our former Chairperson Paul Carty I say farewell. He led in extraordinary times and left a great legacy.

Paul Kelly
Chief Executive Officer



the year in review 2022

Tourism Business Continuity Scheme



administered to
support strategic tourism businesses survive
through the
pandemic & drive the recovery of tourism



Survive to Thrive

Supporting tourism enterprises to survive and to recover in 2022 was our core mission. A central plank of assisting survival was the provision of €50m through the Tourism Business Continuity Programme. In different schemes under this programme, livelihood-saving and innovative interventions were made that ensured the ecosystem and infrastructure of Irish tourism survived the pandemic.

We worked with our parent Department in supporting our Minister with expertise to help ensure the right decisions were made at speed, in a fast-changing situation. Fáilte Ireland is the National Tourism Development Authority, and our expertise comes from deep knowledge of the industry. It also derives from thought leadership that ensures our analysis is respected by Government and is of real use to policy makers.

Key areas where Fáilte Ireland provided invaluable insights and direction included tourism careers, input cost benchmarking and our tourism recovery monitor, where we map Ireland's tourism recovery against other countries, and policy papers on VAT and car rental.

To support industry directly, Fáilte Ireland developed a national schedule of live learning events for businesses. This marked a fundamental shift in how Fáilte Ireland provides training to businesses. The new schedule lists webinars and workshops across priority areas including commercial planning, finance, sales and marketing, revenue generation, digital skills, climate action and HR and people management well in advance, and in a way that made it easier for businesses to access training. Through the schedule, we are now delivering supports to industry that are available 24/7, to ensure they can access relevant supports at a time best suited to their business model.

As part of the Government's Housing for All plan, published in September 2021, Fáilte Ireland worked to establish a register of up to 31,000 short-term tourist lettings (STTL) properties currently advertised to tourists. In 2022, we made significant progress in preparing the bedrock for the expected launch of the register in 2023.

We began mapping out Ireland's accommodation product to look ahead over the next decade and examined where accommodation gaps exist. There is a wider context of a housing shortage, and of a shortage of tourism accommodation in many places. These pressures need to be planned and provided for holistically. Planning for tourism accommodation particularly needs to meet not just existing demand now, but deliver sustainable tourism for the future. This work lays the foundations for our leadership in Fáilte Ireland in delivering that sustainable future. In the present, we delivered on the National Quality Assurance Framework (NQAF) to provide consumers with symbols and standards of service that they can trust.

On 22 January 2022, the Government removed most Covid-19 restrictions. On 28 February, the mandatory requirement to wear masks was removed, and on 1 April all Covid-19 restrictions ended. Fáilte Ireland worked with the industry to inform and assist in these welcome changes.

In 2022, Fáilte Ireland repositioned again, in changed circumstances and ensured our continued relevance to Irish tourism.

Schedule of Live Learning Events



almost
3,000
participants

820
businesses



accessed
**practical
business
supports**
tailored to
the realities of
**Irish Tourism
businesses**

5,200
'front doors'

within the
National Quality Assurance Framework

Supporting Tourism Careers

Tourism is a people-centred business and in 2022, several initiatives were delivered to make a significant impact on the tourism career landscape. In 2021, tourism careers was the crisis no one could survive. In 2022, the cost of doing business and accommodation availability became the priority challenges. People challenges, however, were still called out in the top 3. As Ireland returned to full employment, employee retention became more difficult. Improving the onboarding of staff was a focus for Fáilte Ireland. We introduced a new e-Learning module to support businesses to onboard better and to retain staff. Over 3,000 employees completed this in summer 2022. This was one of several initiatives we delivered in 2022 that made a significant impact on the tourism career landscape.

Another was the Fáilte Ireland Employer Excellence initiative. Over 170 businesses and 3,700 managers participated in the programme, with 20,000 employees being surveyed. It provides tourism businesses with a competitive edge as they recruit and retain staff in a highly competitive employment market. The initiative has helped to drive improvements in employment practices across the industry and provide businesses with tailored action plans and a trusted symbol that donates a rewarding and appealing workplace.

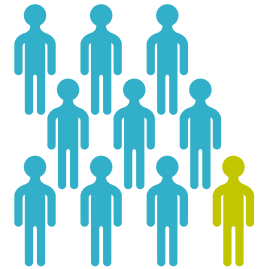
Employer Excellence Programme



Working through EURES (The European Cooperation Network of Employment Services), designed to facilitate the free movement of workers, Irish tourism and hospitality businesses were able to reach new international markets. Through our strategic relationship with the Department of Enterprise, Trade and Employment which led on the issue, the wait for employment permits reduced from thirty weeks to two. This marked improvement in Ireland's agility was a real help to the industry in the robust labour market that rapidly remerged in 2022. Fáilte Ireland worked with EURES to ensure Ireland was promoted as a destination in Spain, France and Italy, and provided training to support the success of these applications.

Fáilte Ireland repeated research which has shaped the evolution of our plans. Our focus was on addressing long-term issues to drive change, as well as targeted actions to alleviate the immediate supply gap. Fáilte Ireland's work programmes will support industry in addressing the key challenges facing them and the sector, including labour supply, skills and capability shortage and the perception of tourism and hospitality as a sector to work in. Tourism is a sustainable mainstay of our economy. It is set to provide large numbers of people with sustainable and attractive employment for the future throughout rural and urban Ireland. Supporting those people and the businesses they work in is an essential part of what we do.

1 in 10
employees



in tourism
working for
businesses
participating in the



“...the Fáilte Ireland Employer Excellence initiative has helped to drive improvements in employment practices across the industry and provide businesses with tailored action plans and a trusted symbol that donates a rewarding and appealing workplace...””

Transition Year Programme



600
work placements

160+
businesses



TourismCareers.ie

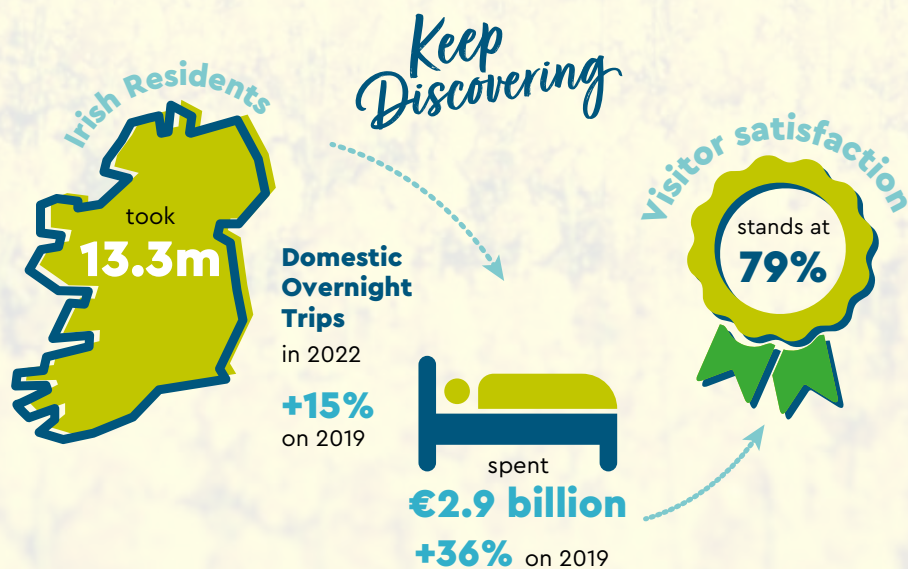
Accelerate Domestic Demand

We began 2022 hopeful that the vaccine programme was bringing us to the end of the pandemic, but conscious too of rules relating to international travel and tourism which could inhibit inward visitors to Ireland. Our focus was to support domestic demand as international travel became possible again for our own people, and to support our cities which could come under pressure as they are more reliant on overseas visitors.

What transpired post Covid-19 was a new appreciation of Ireland as a destination. The quality of the experience and the ease of travel during Covid-19 were highlighted as positives in consumer research. Domestic consumers who had rediscovered Ireland remained open to taking more short breaks in Ireland. This resurgence in the domestic market in 2022 saw domestic holidays almost double to 13.3million, and to support businesses and jobs, we focused on destinations with significant available capacity.

In 2022, penetration grew to 53%. Every one percentage point increase we influenced generated an incremental €32 in tourism revenue per annum.

To make our marketing content even more impactful, relevant, and easy to access, we focused on the latest technology, on research and on website development. We introduced geo-targeting to promote accessible and nearby locations, as well as festivals and events to consumers that they were more likely to visit. There were over 10 million (10,625,855) impressions on our Geo-Targeted content across YouTube, Sky Adsmart & VMS Adsmart promoting specific destinations to different people online. Based on where they live, we also promoted destinations people can travel to within two hours using powerful, relevant and meaningful marketing content.



As well as the continuing optimisation of our DiscoverIreland.ie website, the VisitDublin.com website was rebuilt and relaunched in June 2022. It delivered a significantly improved user experience with even more useful information and ideas of things to see and do for visitors.

Our visitor information network operated successfully for the peak season. We rolled out new Tourism Information Kiosks around the country to help visitors navigate and find great things to see and do in an area.

The Púca Festival, the Winter in Dublin campaign and the New Year's Festival Dublin were all promoted, resulting in successful participation numbers. We reached out internationally too, bringing international travel writers into Ireland, showing them the variety and quality of our tourism experience.

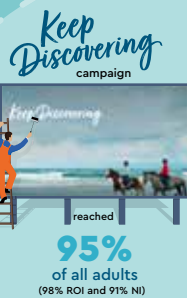
As we look to the future growth of domestic tourism, we need to continually improve our understanding of the Irish consumer. The new 'domestic motivations framework' research helps us unlock future domestic growth potential by giving us a better understanding as to why different consumers choose to take a domestic break. Through this deeper understanding, we can create more powerful and motivating marketing campaigns and support industry to deliver even better experiences that meet the needs of their customers.

Domestic Trips

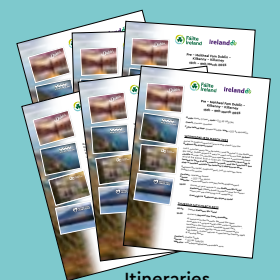


VisitDublin.com

1.3 million website visits



International Media



Itineraries developed for **733** international media with a combined reach of **320 million**

Tourist Information



25 Tourist Information Centres operated in peak season

24 town maps & **14** regional maps produced in **5** languages

69 self service Tourist Information Kiosks



Tourist Information call centre open

318 days



15 New & Improved Tourism Attractions Opened

€16.067m investment

01
Céide
Fields

02
Blasket
Centre

03
Knowth
Visitor
Experience

04
Strokestown
Park

05
Beyond
the Trees
Avondale

06
Patrick
Kavanagh
Centre

07
EPIC
Museum

08
Irish
Whiskey
Museum

09
Newbridge
House
and Farm

10
Clondalkin
Round
Tower

11
Glasnevin
Cemetery
Museum

12
Christchurch
Cathedral

13
Teeling
Whiskey
Distillery

14
Old Barracks
(Daniel
O'Connell
Story)

15
Transatlantic
Cable Visitor
Centre

Completions 1 more completed in 2022

01
Strandhill
Surf Centre



Opening the Outdoors

In a world with increased demand for outdoor activities among visitors, improving our outdoor experiences is a priority for Fáilte Ireland. Experiences in nature are a key driver for global travel. Research and expert opinion suggest that 'tuning into nature' will be the legacy from the Covid-19 pandemic. This is expected to result in increased demand for experiences in open spaces and places, for outdoor dining and the animation of urban places as travellers look to escape crowds, and re-connect with themselves and the world around them.

In 2022, Fáilte Ireland continued working with stakeholders on several tourism masterplans designed to make the most of our natural areas including Glendalough, Glenbeigh, Cliffs of Moher, Malin Head, and Lough Key. We continued strong relationships with strategic partners including the OPW, Bord na Mona, Coillte, Waterways Ireland, Department of Rural and Community Development and the Department of Housing, Local Government and Heritage. A lot of Ireland's greatest tourism assets are owned by other state agencies and working closely with them is important to tourism success.

Fáilte Ireland is committed to developing unique visitor experiences in regional areas. Our investment of €3.8 million in the National Famine Museum will generate €25 million in economic benefits and support the creation of 65 jobs in the area over the next 10 years.

In partnership with the Irish Heritage Trust and Westward Holdings, the National Famine Museum development will encourage domestic and international visitors to explore Roscommon and the surrounding area in the Hidden Heartlands region. Key aspects of the development include a new exhibition to tell the story of Great Irish Famine through parallel lives of landlords as well as tenants. The magnificent Palladian mansion at Strokestown Park with its original features and contents is now re-opened and welcoming visitors.

Supporting development outdoors is a priority for Fáilte Ireland and a network of Greenways and Blueways are being developed across the country. Examples include an activation plan for the North Kerry Greenway in 2022 and plans for a New Ross – Kilkenny Greenway are in hand. The Lough Derg Blueway Activation plan has commenced with more routes on the way. Ireland led the way with the world's first three accredited blueways: the Boyne Blueway, Suir Blueway Tipperary and Lough Derg Blueway.

During Covid-19, Fáilte Ireland launched two schemes to open up and maximise the potential of outdoor spaces in our towns and cities. In 2022, 24 outdoor dining projects were completed, and with our urban animation scheme, four out of the six projects were progressed and will be completed in 2023.



24
Outdoor Dining Projects Completed



4
Urban Animation Projects Completed

5
New Tourism Masterplans Developed



Upgraded existing and development of new walking, cycling and water trails:

81 projects in **24** counties delivered in 2022

Fáilte Ireland contribution of **€2million** to date

Ireland's first accredited Blueways in Meath and Tipperary



Destination Development and Distribution

In 2022 Fáilte Ireland continued work on four regional tourism strategies, setting out a vision to 2030, with action plans to 2025 for each of Ireland's Ancient East, Ireland's Hidden Heartlands, Wild Atlantic Way, and Dublin. Their aim is to unlock sustainable economic, community and environmental benefits across Ireland. At its heart is the notion of sustainable development, and spreading business across the country, throughout the year. In parallel, we have been rolling out Destination Experience Development Plans (DEDPs). These are local development plans that are co-created with local stakeholders and are a mechanism for bringing the regional strategies to life. There will be 36 across the country by 2025. 14 were live by end of 2022. 10 more will be launched in 2023.



Strategically Funded Festivals:

47

festivals directly funded with total attendance of

2,283,000



Extending the season remains a priority within Destination Development. Finding ways to encourage visitors to take a break outside of the typically busy summer months provides businesses with the opportunity to open for longer. Ensuring all regions have a consistent product offering is important too, which is why Ireland's Hidden Heartlands is now expanded to include Ballyhoura. Similarly, experience development is important, and food is a very good example of an area of focus in this regard. In Ireland's Ancient East, telling the story of Irish food going back 5,000 years is a key focus in the Boyne Valley, where we developed clusters of food experiences that would allow the visitor to immerse themselves in the wealth of food product in the area, but also to experience the land, myths and legends through our food. A Food & Drink in Tourism Strategy was developed for Cork City and the ambition behind the plan is to develop the food and drink experience in the city as part of developing County Cork as a 'must do' food destination.

The Winter in Dublin campaign is an example of how seasonality was strategically developed and promoted by attracting visitors to the city when there is greater availability from November to February. The programme aligns with the Night-Time Economy Implementation Group which aims to increase the diversity of events and cultural opportunities for families and other age groups. New Year Festival Dublin is a flagship example of the programme giving citizens and visitors a reason to enjoy our capital city during the festive season.

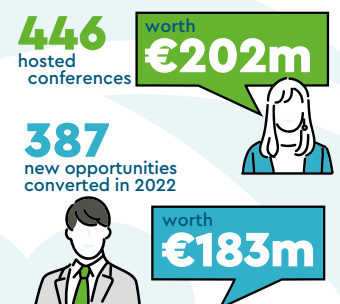
Business tourism had a very strong 2022, with events returning and pent-up demand delivering new events. Further opportunities for business events worth €231million were identified across the country, and our Business Tourism team worked tirelessly with industry to convert them into business for Ireland. To support Ireland winning larger business into the future, Fáilte Ireland launched a capital investment scheme to support the development of 'wow' gala dinner venues of scale in the environs of Ireland's premier business tourism hubs – Dublin, Cork, Kerry, the Shannon Region and Galway.

Supporting and leveraging international sporting events such as the Aer Lingus College Football Series and the Horizon 2022 Irish Open were hugely important for Irish tourism and Irish sport. They will be a draw for visitors for years to come and give us the opportunity to showcase our country and golfing product to an international audience.

In December 2022, Fáilte Ireland was allocated €68 million EU 'Just Transition' funding for tourism in Ireland's Hidden Heartlands and parts of Ireland's Ancient East. It is a significant step for regenerative tourism development in Ireland, especially in areas previously dependent on peat, as we work to reduce emissions in line with the Programme for Government. In the same month, Minister Martin announced over €7m in funding from the Shared Island initiative. A key project will be the Wild Atlantic Way and Causeway Coastal Route tourism brand collaboration. This will connect the two routes to ensure more visitors explore the northwest and spend more in the area.

In addition, we continued to progress with our pipeline of capital projects. Four projects were completed and opened during 2022 – The National Famine Museum at Strokestown, Ceide Fields, The Blasket Visitor Centre and a new experience at Knowth.

Driving destination development is about building strategically on our strengths, addressing our weaknesses and positioning tourism for success at times of the day, at times of the year and in places that are under visited. It is about delivering a more sustainable, stronger tourism ecosystem that delivers real benefits to communities.



St. Patrick's Festival Dublin

Over **180,000** passengers flew into **Dublin Airport** for **St Patrick's Day**

Attendance at Parade **450,000**

Economic value: Estimated worth to **Dublin City** over 5 days = **€50m**

Driving Climate Action

We are facing a climate change emergency and like all sectors of the economy, tourism must play its part in helping Ireland achieve its climate change targets. Delivery will require significant changes to all aspects of the tourism economy. But in addition to the challenges, there are also opportunities if we provide a truly sustainable tourism offering. Climate action is an agenda that is essential, challenging and rewarding.

As a business plan, climate action positions Ireland for revenue opportunities from the growth in eco-sensitive global consumer demand, with domestic staycations replacing higher CO₂ caused by multiple overseas holidays. There are cost reduction opportunities at business level in areas such as food and energy waste. Increasingly, the prospect of financial investment is associated with sustainability. Destination brand opportunities are obvious, as Ireland is traditionally seen as a green, nature-based destination with green as our national colour. There is a great opportunity to turn this into a highly credible and compelling competitive advantage for Ireland. The key is authenticity and commitment.

All of these factors mean we must continue to put environmental sustainability at the heart of the development of tourism in Ireland, in line with the Sustainable Tourism Action Plan. In 2022, we held our first national conference on driving climate action in tourism businesses. The conference provided practical supports for businesses in measuring and reducing their carbon footprint. Throughout the year, Fáilte Ireland dialled up its focus on enhancing sustainability, reducing carbon emissions and saving energy across the tourism sector.

Fáilte Ireland developed eight expert Climate Action business guides tailored for the tourism sector to enable businesses to make practical operational changes to reduce their carbon footprint. Areas such as energy efficiency, better water and food management systems, biodiversity opportunities and delivering sustainable meetings, events and festivals are covered in the guides.

Attendees at the national conference were introduced to the 'Climate4Business Toolkit', a carbon calculator which was developed by the Department of Enterprise, Trade & Employment with support from Fáilte Ireland and other agencies. It is a user-friendly measurement tool for tourism businesses so they can calculate their own carbon footprint using an internationally recognised carbon reporting framework. Measuring the carbon footprint in a business is a key step in managing and reducing it.

Sustainability remained front and centre of the work Fáilte Ireland undertook in 2022. We focussed on making tourism greener through climate action, smarter through Digital that Delivers and more inclusive through tourism careers that provide flexibility so employment in the sector can fit around people's lives. We have a holistic vision for the sustainability of Irish tourism, with climate action at its heart.



Digital that Delivers

The digital footprint of a tourism business is one of the most powerful tools for attracting visitors to Ireland. We know from research that the digital presence and eCommerce capabilities of Ireland's visitor attractions and activities needs improvement to deliver a world class online experience. Digitally transforming the industry through the Digital that Delivers programme is key to sustaining Ireland as a high-quality and competitive tourism destination into the future.

Fáilte Ireland's Digital that Delivers Programme improves the digital capabilities of businesses by building great websites, adopting a strong online booking engine and linking it to global distribution partners via 'connected' booking systems. It is designed to ensure the brilliant visitor experiences Ireland has to offer are front and centre in the online space, and that consumers can browse and book with ease through whatever channel is most convenient for them. By making these businesses more visible online, we can encourage people to book more of their holiday before they arrive, helping to get destinations on visitors' itineraries and increasing their dwell time, increasing the probability of booking accommodation which in turn will benefit all businesses in the surrounding area.

In 2022, Fáilte Ireland worked with its first intake of 243 businesses comprising both activities and attractions. The approved 531 grants (€2.1m in grant aid) delivered a suite of targeted interventions based on the digital maturity of the business.

As a result of Digital that Delivers, more visitor attractions have adopted connected booking systems, growing from 13% in 2021 to 34% in 2022, (moving this sector closer to the EU average of 44% adoption of connected booking systems). This progress means that 480 Irish visitor attractions can now sell their products through an expanded array of distribution channels.

In today's digital-centred landscape, initiatives like Digital that Delivers play a crucial role in empowering Irish tourism businesses to take a leading position.



Delivering Excellence



As 2022 began, Fáilte Ireland was optimistically preparing to open up again and return to offices. We focussed on how we, as an organisation, could take advantage of what we learned, given the rapid change for staff and across the organisation. Fáilte Ireland embraced change and we finished 2021 on a high, knowing we had tested ourselves and succeeded. Fáilte Ireland's priorities going into 2022 focussed on delivering more funding to support the industry as efficiently as possible. In this area, we focussed specifically on how Fáilte Ireland could support industry to be successful applicants and how we could process applications better. We ensured effective, robust, and defensible financial controls and systems of risk management are in place. We are also satisfied that with the support of the Authority, the relevant oversight and internal controls remain in place.

We looked at how we would return as an organisation to post Covid-19 working. We took a collaborative approach and high trust approach with staff in line with our organisational values to devise a blended working policy. This was intended to enable people work at their best in the location that worked best for them. This policy was enacted before any legislative change took place and was seen as innovative across the public sector.

Fáilte Ireland's blended working policy and strategy aims to provide flexibility to our employees in a manner that supports engagement, a high-performance culture, and the continued delivery of high-quality services. This policy aims to allow employees sufficient autonomy to manage their time at work and the place from which they work, while continuing to deliver on the organisation's strategic objectives.

We also expanded as an organisation, bringing in new skills to work on new areas, all supported by Government. Tourism careers and Digital that Delivers are examples of new areas of work that could be maintained in our changed environment.

We are proud that Fáilte Ireland was ranked as 5th most reputable organisation in Ireland. Fáilte Ireland was awarded 13th Best Large Workplace and Best Workplace for Women in the Great Place to Work Awards in 2022. These are marks of achievement to be sure, but more profoundly of encouragement to continue as an organisation based on trust and inclusion. If we are a great place to work, it means we are delivering better on our purpose as a public body, developing, promoting and supporting Irish tourism.





corporate statement

Corporate Governance

Fáilte Ireland supports and subscribes to the highest standards of corporate governance and specifically abides by applicable principles and guidelines defined in the Code of Practice for the Governance of State Bodies 2016 and all Government legislation, including the Public Spending Code.

In accordance with section 8.4 of the Code of Practice for the Governance of State Bodies, Fáilte Ireland has a written oversight agreement with the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, which clearly defines the respective roles and responsibilities of the Department and Fáilte Ireland and the terms of this relationship.

In line with the requirements of the Code of Practice, an appropriate assessment of the principle risks of the organisation was carried out including a description of these risks and associated mitigation strategies and controls.

Equality, Diversity & Inclusion

Fáilte Ireland is committed to respecting equality, diversity, and inclusion for our employees, the tourism industry, and the public. We endeavour to ensure that this commitment is reflected in what we do and how we do it. We recognise the huge benefits diverse backgrounds and perspectives can bring to problem solving, decision making, risk management and employee engagement. This better enables us to carry out our statutory mandate and our strategy to the fullest extent.

As at 31 December 2022, the Board had eight members three female (37%) and five male members (63%), with five positions vacant. The Board therefore does not meet the Government requirement of a minimum of 40% representation of each gender in the membership of State Boards. The Minister appointed five new Members to the Authority on the 18th January 2023, three female and two male Board members, which brought the gender balance on the Board to 46% female and 54% male from the 18th January 2023.

Safety, Health and Welfare

The safety and well-being of the organisation's employees and visitors to its properties were safeguarded in line with the requirements of the Safety, Health and Welfare at Work Act 2005, including the Work Safely Protocol produced by the Government in response to Covid-19.

Freedom of Information

In the period under review, Fáilte Ireland received 41 requests under the *Freedom of Information* legislation.

Protected Disclosures

In accordance with section 22 of the Protected Disclosures Act 2014, Fáilte Ireland confirm that it had no notifications of or protected disclosures in 2022.

GDPR Compliance

Fáilte Ireland has a dedicated team and a Data Protection Officer (DPO) in situ to actively manage and oversee the organisation's obligations under the GDPR regulations. Fáilte Ireland reported no data breaches to the DPC in 2022.

authority members 2022

Member Attendance at Authority Meetings in 2022



Paul Carty
(Chairperson)
6 Meetings



Tom Coughlan
6 Meetings



Joseph Dolan
6 Meetings



Stephen Dowling
3 Meetings*



Clare Duignan
6 Meetings



Tim Husbands
2 Meetings



Alice Mansergh
6 Meetings



Des O'Dowd
6 Meetings



Margaret E. Ward
6 Meetings

* Resigned 24.11.2022



Paul Carty

Paul Carty led the Guinness Storehouse since its inception, joining as MD in its year of opening almost two decades ago. Under Paul's leadership, visitor numbers increased six-fold, from under 300,000 to almost 1.8 million in 2019. He began his career at the Storehouse in 2000 when he returned to Dublin after many years abroad as a General Manager with the Forte Group and Le Meridien in Dublin, London, Bahrain, Singapore and Saudi Arabia. Paul was to spearhead the opening of the Guinness Storehouse on his return to Dublin.

Paul has also played a critical role in the development of tourism and hospitality in Ireland. He has acted as an adviser to many critical projects and initiatives and has made significant contributions to shaping the strategy of the sector, not least during his term as Chairman of ITIC (Irish Tourism Industry Confederation), and as Chairman of Fáilte Ireland. Paul was the founder of AVEA (Association of Visitor Experiences and Attractions) which now has over 105 members throughout the island of Ireland. Paul has acted as an ambassador for Ireland and its hospitality offering in numerous tourism trade events abroad, becoming one of the most recognisable and respected faces in Irish tourism abroad.



Tom Coughlan

Tom Coughlan retired as chief executive of Clare County Council in 2016 and has extensive senior public sector management and leadership experience. During his career, he worked in a number of local authorities and has been involved in a wide range of tourism related developments. He was appointed to the Board of Fáilte Ireland in 2018 and is Chairperson of the Investment Committee of the Authority. He is currently the Chairperson of the Legal Practitioners Disciplinary Tribunal and was Chairperson of the Health and Safety Authority (2016–2023). Tom is also a non-executive director of Eirgrid PLC and SONI (NI) and has served as non-executive director of the Shannon Group Plc and the Shannon Airport Authority.

Tom has a Bachelor of Arts in Public Administration, a Professional Certificate in Corporate Governance and has completed the Senior Executives Leadership Programme in Harvard University.



Joesph Dolan

With over 25 years' experience in the hotel sector, Joe owns and operates the Bush Hotel, a 3-star property located in the heart of Carrick-on-Shannon. The 60-bedroom boutique hotel is one of the oldest in Ireland and is widely recognised for its environmental sustainability.

A graduate of NUIG, he also holds a PhD from QUB and a Tourism Strategy Diploma from Cornell State University. Mr. Dolan is long associated with tourism in Leitrim, was main sponsor of Leitrim GAA for some 9 years, and is a former Leitrim Person of the Year. He worked extensively in project management in the Middle East before returning to hospitality in Ireland. He is a Project Director for Gunpowder Gin and the Shed Distillery Visitor Experience, a former President of the Irish Hotels Federation and a noted advocate for rural economic development, particularly through balanced sustainable tourism.



Stephen Dowling

Stephen Dowling is Global Vice President of Digital for Adidas, based in global headquarters at Herzogenaurach, Germany, was born in Dublin and holds a BBS and MSC Marketing from Technical University Dublin.

Between 2007 and 2017, he worked and lived internationally for Unilever in various e-commerce, sales, digital and new business model leadership positions. Stephen holds an advanced management programme diploma from M.I.T., a corporate innovation diploma from Stanford Graduate School of Business and in June 2019 ,completed the Adidas Harvard Business School executive development programme.



Clare Duignan

Clare Duignan is a non-Executive Director with board-room and executive experience across the private, public/state and not-for-profit sectors. A successful RTÉ radio and television producer, she served as Head of Independent Productions and as Director of Programmes TV from 2001-2009. As Managing-Director of RTÉ Radio 2009-2013, she addressed significant revenue challenges through downsizing the business, growing new revenue streams, and the introduction of strategic marketing, branding and communications initiative across all stations and orchestras. She currently serves on the boards of Irish Times DAC, the Digital Hub Development Agency, Business to Arts, Women for Election, and has been appointed as a Trustee of the Chester Beatty Library. Clare previously served on the Broadcasting Authority of Ireland, as Chair of the Advisory Board of ShinAwil Film and Television, on The Arts Council, and the Audi Dublin International Film Festival. Clare is a Lead Entrepreneur with the Enterprise Ireland 'Going for Growth' programme for female entrepreneurs.



Tim Husbands

From January to July 2018, Tim Husbands held the position of CEO of Westport House and Estate, and Hotel Westport, a four star hotel and 400 acre estate and stately home on the west coast of Ireland. Previously, Tim was CEO of Titanic Belfast Ltd, the operating company for the world's largest Titanic Visitor Attraction, Titanic Belfast. Tim served on the board of Visit Belfast (Tourism Marketing Agency), for nearly twenty years, and for the last three as Deputy Chairman, the Irish Football Association Stadium Board, and ALVA (Association of Leading Visitor Attractions). Tim was honoured by H.M. The Queen in her New Year's Honours list in January 2014, awarding him an MBE for Services to Economic Development and Tourism.



Alice Mansergh

Alice Mansergh is a director at Google, focused on helping businesses and industries thrive in the digital era. Her background is in marketing: she introduced and promoted Google products which now have millions of users in Europe, the Middle East and Africa like Google Chrome, Android and Google Maps. Alice has led teams in London, Dublin and Hyderabad. She recently moved home to Ireland, where she partnered with the government's 1916 Centenary Programme to create 'Dublin Rising', a globally accessible online tour narrated by Colin Farrell. Alice is a huge fan of travel within Ireland; her honeymoon was a three week trip along the Wild Atlantic Way in a vintage VW camper van.



Des O'Dowd

Des O'Dowd is the Owner and Operator of Inchydoney Island Lodge & Spa in Clonakilty, West Cork since 1998. He is a Fellow of the Institute of Chartered Accountants in Ireland and has post-graduation qualifications in Marketing, Management and Leadership with the Institute of Marketing, UCC, Cornell University and the Timoney Institute. Over the last 20 years, Des has been involved in the development, operation and ownership of a number of hotels in Ireland and Europe.



Margaret E. Ward

Margaret E. Ward is the founder and CEO of Clear Eye, an international leadership consultancy that helps high performing individuals grow into leaders. Clients include: Google, the European Central Bank, Cartier Global Women's Initiative, Accenture, KPMG, Kellogg, Arthur Cox, Enterprise Ireland's Go Global for Growth programme and many state bodies and government departments. She served on the boards of RTÉ (2015-2020) and European Movement Ireland (2013-2015). In 2010, she founded not-for-profit group Women on Air to ensure a greater diversity of expert voices in the media. Before starting her business in 2006, Margaret was an award-winning investigative and financial journalist for The Irish Times, Sunday Times and a business presenter at Newstalk. Margaret was born in New York to Irish parents and moved to Ireland in 1995.

“...Fáilte Ireland's blended working policy and strategy aims to provide flexibility to our employees in a manner that supports engagement, a high-performance culture, and the continued delivery of high-quality services...”



divisional structure

Year ended 31 December 2022



Paul Kelly
Chief Executive

Paul Keeley
Director
Regional
Development

Miriam Kennedy
Head of Wild
Atlantic Way Region

Liz Halpin
Head of
Dublin Region

Brian O'Flynn
Head of Ireland's
Ancient East

Paddy Matthews
Head of Ireland's
Hidden Heartlands

Paul Mockler
Head of Commercial
Development

Deborah Nolan
Secretary/
Director
Operations

Adrian O'Donoghue
Strategy Management
and
Investment Analysis

Michelle McEvoy
Head of Finance

Sharon Balmaine
Head of
Human Resources

Eoin Mac Donncha
Head of ICT

Fiona Buckley
Head of
Corporate Services
and Data Protection

Niall Tracey
Director
Demand
Development

Suzanne Coogan
Head of Corporate
Communications
and Public Affairs

Jill De Azevedo
Head of Consumer
Planning and Insights

Claire Cadogan
Head of
Digital Marketing

Emma Woods
Head of Marketing
Communications

Gary Breen
Head of
Visitor Engagement

Orla Carroll
Director
Product
Development

Fiona Monaghan
Head of Activities

Mary Stack
Head of Attractions

Ciara Sugrue-Campbell
Head of Festivals

Jenny De Saulles
Director
Sector
Development

**Paul Hayden/
Sarah Dolly**
Head of
Tourism Careers

Weldon Mather
Head of Accommodation
& Operations
Development

Caeman Wall
Head of Economic
and Industry Analysis

Martina Bromley
Head of
Enterprise
Development

Fergal O'Leary
Head of
Accommodation,
Registration & Quality

key tourism statistics 2022

The CSO released 2022 domestic travel data in April 2023. When comparing the data with 2020 and 2021, please note that restrictions remained in place for significant periods throughout 2020 & 2021.

Domestic Travel in 2022

- A total of 13.3 million domestic trips were taken in 2022, which is up 14% on 2019 while nights were up by 16%. Total spend in 2022 was €2.9 billion – up 36% on 2019.
- Total holiday trips at 6.6 million were up by 14% on 2019, while nights were up 16%. Growth from 2019 of 39% in holiday spend to €1.9 billion in 2022, was significantly ahead of growth in holiday trips. The average spend per holiday trip was up on 2019 (+22%) but down on 2021 (-11%).
- Length of stay for all trips was up by 0.1 nights on 2019. Holiday length of stay was unchanged.
- A total of 528,000 business trips were taken in 2022 which is down -4% on 2019, while business spend grew by 38%.
- There were 4.6 million trips to friends/relatives in 2022 – up by 18% on 2019.

Source: Central Statistics Office Household Travel Survey

“...Environmental sustainability must be at the heart of the development of tourism in Ireland. It is considered that sustainability is intertwined with all our strategic pillars and all our work must be delivered with sustainability in mind...”



Energy Efficiency Statement 2022

We are facing a climate change emergency. Fáilte Ireland and the tourism industry are doing their part in helping Ireland hit its carbon reduction target. Ireland's Climate Action Plan 2021 provided a detailed plan for taking decisive action to achieve a 51% reduction in overall greenhouse gas emissions by 2030, and setting us on a path to reach net-zero emissions by no later than 2050, as committed to in the Programme for Government and set out in the Climate Act 2021. Consequently, one of Fáilte Ireland's objectives is to get more tourism businesses on the sustainability journey and start to establish Ireland as a sustainable destination. Environmental sustainability must be at the heart of the development of tourism in Ireland. It is considered that sustainability is intertwined with all our strategic pillars and all our work must be delivered with sustainability in mind.

Fáilte Ireland's appointment as one of the government's 26 Sustainable Development Goal (SDG) Champion's 2023-2024 Programme demonstrates our commitment to helping Ireland achieve our carbon reduction target. Being an SDG Champion allows us, Fáilte Ireland, to collaborate, share solutions and experiences, and showcase positive actions through our own organisation's areas of influence. This is in part achieved by us continuing our journey to decrease our own organisational energy usage and further increasing sustainability measures throughout our properties.

Overview of Energy Usage in 2022

2022 continued to be a year of change for Fáilte Ireland. Our administrative offices reopened on 1st March 2022 following nearly 2 years of closure due to the Covid-19 pandemic. Fáilte Ireland introduced a blended working policy. Average staff numbers for the year 2022 were 402 Headcount and 373.67 WTE, which was an increase on 2021 numbers. All of which impacted our organisational energy usage.

Energy usage across our portfolio for 2022 can be broken down as follows:

- 11 year-round tourist information centres (10 FI operated, 1 community operated)
- 15 seasonal tourist information centres (TICs); open to the public from 1 June to 30 September 2022
- 8 administrative offices; reopened 1st March 2022
- 1 museum; closed all year
- 1 museum (James Joyce Tower); open from January to July (after which time it transferred to DLRCC)
- 1 museum (Thoor Ballylee); seasonal operation
- 1 property vacant all year, another property vacant for 6 months

Fáilte Ireland's reported Total Final Energy Consumption on the Sustainable Energy Authority of Ireland (SEAI) Monitoring & Reporting (M&R) system for 2022 was 1,248 MWh (or 1,247,975 kWh) up from 1,028 MWh in 2021. This increase in energy usage represents a 21.4% increase on 2021's usage, however given the level of closures which persisted during 2021, if we compare 2022's usage with the last full year of operations, 2019, when the total final energy consumption was 2,009 MWh, 2022's total final energy consumption represents an 11.1% decrease on 2019 energy usage. More importantly however, comparing to the 2016-2018 average baseline of 2,101 MWh, 2022's usage was 40.6% less than that of the baseline.

Taking a closer look at the Total Primary Energy Requirement (TPER) usage, which is the metric under which the SEAI calculate an organisation's energy usage:

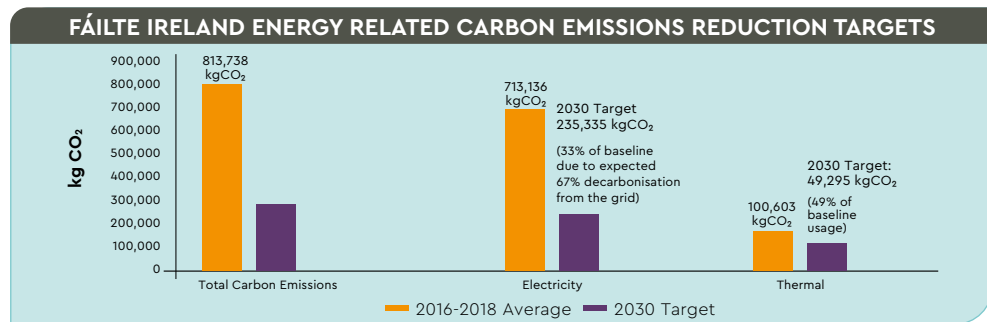
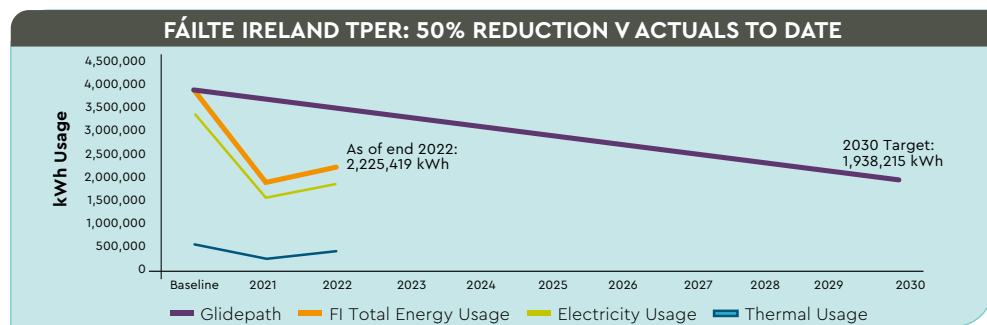
For 2022, Fáilte Ireland's TPER was 2,225 MWh (or 2,225,419 kWh) comprising of

- 1,859 MWh of electricity
- 337 MWh kWh of thermal (fossil) fuels;
 - 288 MWh of gas
 - 3 MWh of LPG
 - 78 MWh of heating oils; ~ 50 MWh of kerosene and 29 MWh of gasoil

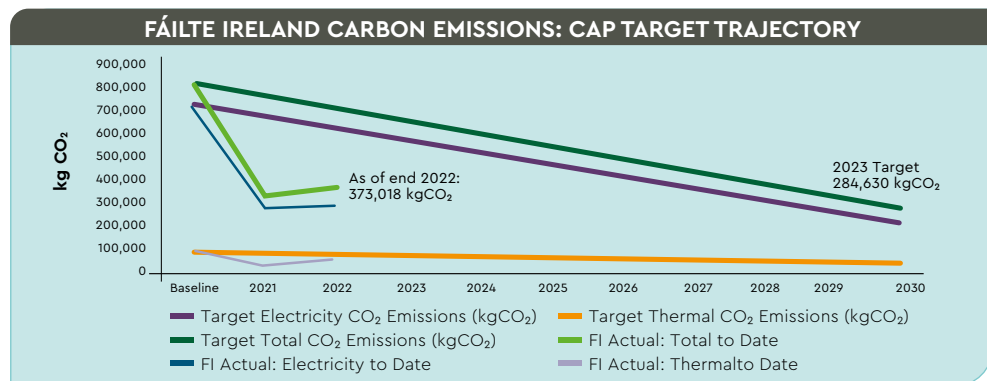
2022's TPER of 2,225 MWh represents a 20.3% increase on 2021's 1,850 MWh. This 375 MWh year-on-year increase comprises 251 MWh more of electricity and 125 MWh more of thermal energy (108 MWh of gas and 17 MWh of gasoil, kerosene usage remained static).

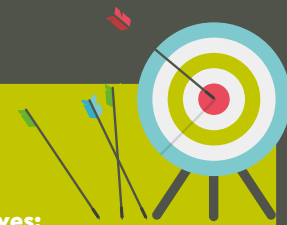
Notwithstanding that, as 2021 energy usage remains an outlier and reflective of Covid-19 lockdown usage, when we compare our TPER 2016–2018 average baseline of 3,876 MWh with 2022's TPER, this represents a 42.6% decrease in the organisation's energy usage. The overall decrease from the baseline is representative of ~ 45% decrease in electricity and 26.9% decrease in thermal energy. Or to compare MWh usage; a total decrease of 1,651 MWh to 2022; 1,516 MWh of electricity and 135 MWh of thermal energy (84 MWh less of gas, 57 MWh less of kerosene and 7 MWh more of gasoil).

In 2021, the government's Climate Action Plan set the public sector targets of improving energy efficiency by 50% and to have an absolute reduction in CO₂ emissions of minimum 51% by 2030. The below tables illustrate the organisation's targets and achievements to date:



In terms of the glide path to meet this challenging carbon reduction target, as shown below and in line with the energy reduction targets, we are on track to reach the 2030 targets ahead of schedule:





Actions Undertaken in 2022

In 2022, Fáilte Ireland rolled out the following energy saving initiatives:

- LED lighting upgrade project at Dublin HQ was completed in 2022, this has the potential to yield 130 MWh electricity savings per annum with an equivalent carbon emissions reduction of nearly 44,000 kgCO₂.
- Other lighting upgrades in various properties will achieve > 1 MWh electricity savings per annum.
- ICT hardware refreshes completed in 2022 will potentially save over 17 MWh of electricity per annum.
- In line with the Minister for the Environment, Climate and Communications Eamon Ryan's *Reduce Your Use* energy efficiency campaign, Fáilte Ireland rolled out the following measures in Q4 2022 which yielded > 5 MWh of savings per month:
 - Heating systems: temperatures lowered to 19 degrees and hours in operation reduced
 - Consolidation of office spaces and services (services limited within newly restricted areas)
 - Reduced admin building operational hours (e.g. HQ building opened for 9 hours instead of 12 hours)
- In October 2022, in conjunction with our landlord, Wexford County Council, a 3+ kWp solar photovoltaic (PV) array was installed on the roof of the Wexford TIC. SEAI estimate for every 1 kW PV installation the annual yield is approximately 860 kWp electricity. The expected generation is estimated at 3 MWh of electricity per annum.

To promote and foster behavioural changes, Fáilte Ireland:

- The short-term goal of the co-ordinated PV installation in Wexford was to provide green & sustainable electricity for energising *Linte Na Farraige*, an art exhibition by Finnish Artists Pekka Niittyvirta and Timo Aho. *Linte Na Farraige* was a striking, powerful, educational, visual LED light installation designed to highlight impact of climate change by placing horizontal LED lights around prominent landmarks which indicated the projected rises in sea levels from future storm surges.
- Continued promotion of virtual meetings to minimise business travel requirements.
- Continued to promote practices which minimised print, paper and ink usage.
- Adoption of blended working policy promoted new ways of working in line with the government's National Remote Work Strategy, helping to maximise the economic, social and environmental benefits of more flexible work patterns.
- In line with the Government's continued aim to rationalise the State's property portfolio, Fáilte Ireland's continued efforts to reduce our own property footprint and improve efficiencies in relation to the use and operational management of our properties led to:
 - In June 2022, Fáilte Ireland relocated our Dublin TIC from a 411m² property at 25 Suffolk Street to a high tourist footfall location of Barnardo Square, located beside Dublin Castle. The newly fitted out 49m² premises is located within Dublin City Council's premises, furthering the use of existing State assets and provides for c.40 MWh of electricity savings per annum.
 - In July 2022, Fáilte Ireland passed the responsibility of the James Joyce Tower Museum to Dun Laoghaire Rathdown County Council. This transfer saves Fáilte Ireland 16+ MWh of electricity per annum.
 - In 2022, the concept of co-locating TICs progressed significantly; instead of Fáilte Ireland energising and maintaining dedicated TIC premises for 12 months per annum, we co-locate to a shared tourist hotspot premises:
 - Galway TIC relocated from the Eyre Square kiosk to an area within Galway City Council's Galway City Museum at the start of 2022. In addition to providing

greater services to our staff we also save c. 4 MWh of electricity per annum.

- The first of our seasonal TICs to be co-located within a premises for the June to September season each year was Waterford. The TIC was relocated from a 79m² premises on the quays to a small area located within Waterford Treasures: Medieval Museum. This permitted Waterford City & County Council to repurpose the much-needed quays premises for their own requirements in addition to saving Fáilte Ireland c. 6 MWh of electricity and 10 MWh of gas per annum.
- Following the lease expiring on our Sligo TIC premises in Q1 2022, a co-location agreement was put in place with the new tenant of our old premises, Sligo BIDs, to occupy a small portion of the old TIC area. This agreement ensured a seamless offering of services to the visitor and permitted Fáilte Ireland benefit from over 9 MWh of electricity and 13 MWh of kerosene savings per annum.

Actions Planned for 2023

Undoubtedly great progress has been achieved to date, but it is important that Fáilte Ireland continue on our carbon reduction journey. To that end in 2023 Fáilte Ireland will:

- Continue to foster behavioural changes and keep up the momentum of energy savings from the *Reduce Your Use* energy campaign; for the warmer months ahead, Fáilte Ireland will favour natural ventilation over air conditioning where possible and maximise natural lighting.
- Continue ICT's program of work to consolidate and decommission old servers and switches, furthering our migration to more cloud-based services. This migration will lead to significantly reduced server room requirements, with less electricity required to operate switches, servers and air conditioning systems. Estimated electricity savings once completed are anticipated to be in the region of 24 MWh per annum.
- Ensure all ICT hardware updates and upgrades are high energy rated devices: e.g. proposed laptops have an estimated annual usage of 84 kWh of electricity (based on 7.5 hours usage per day, 250 days per year), when compared against 2016 hardware – this is less than 50% of the energy usage per device.
- Progress our journey as a Sustainable Development Goal Champion 2023–2024; to lead by example and help influence other organisation's journeys to reduce their carbon footprint. Communicating our own journey through this programme helps to raise public awareness for the UN's 2030 Agenda for Sustainable Development.
- Continuing our journey of rationalising our property portfolio:
 - Following a successful tender process completed in 2022, it is envisaged that legal agreements will be finalised in early 2023 to have a tenancy in place for the St. Andrew's premises. This will save Fáilte Ireland c. 13 MWh of electricity per annum and see an iconic building reimaged with a new service offering.
 - In 2023, Fáilte Ireland plan to co-locate the Limerick seasonal TIC: this plan will see services relocate from a 111m² premises on O'Connell Street to a small area located within King John's Castle. This move has the potential to save c. 10 MWh of electricity per annum.
 - To further the rollout of community tourist office (CTO) services in:
 - Westport: a CTO is being proposed for a year-round service within Westport Town Hall Theatre's The Octagon. This would enable Fáilte Ireland surrender our 131m² premises on Bridge Street upon lease expiry in 2023, saving > 5 MWh of electricity per annum.
 - Sligo: a CTO agreement is envisaged with Sligo BIDs which will see a transfer of services from within our old TIC premises to the current tenant.



consolidated financial statements

Governance Statement and Authority Members' Report

Governance

The National Tourism Development Authority (the Authority), otherwise known as Fáilte Ireland, was established under the National Tourism Development Authority Act 2003 with effect from 28th May 2003. Fáilte Ireland has adopted a corporate governance regime in accordance with best practice.

It is a Statutory Authority, established under the National Tourism Development Authority Act, 2003. The establishment, functions and responsibilities of the Authority are set out in Part 2 of the Act.

The Authority and Chairperson of the National Tourism Development Authority (NTDA) are appointed by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media, who represents the State as the de facto shareholder of the NTDA.

Duties of the Authority

- The Authority has delegated operational responsibility for the day-to-day running of Fáilte Ireland to the Chief Executive and the management team. The exercise of the power of delegation does not absolve the Authority from the duty to supervise the discharge of the delegated functions.
- Monitoring of performance – the Authority receives regular reports from the State body's management team and Authority sub-committees.
- The Authority advises and supports the Chairperson, Chief Executive Officer and Management.
- The Authority have satisfied themselves that financial controls and systems of risk management are robust and defensible.
- The Authority has responsibility for ensuring that effective systems of internal control are instituted and implemented. The Authority is required to confirm annually to the relevant Minister that the State body has an appropriate system of internal (and financial) control in place.
- The Authority, through the Audit, Risk and Registration Committee has established procedures for maintaining an appropriate relationship with the external auditors. While the Authority of a State body may establish an Audit and Risk Committee to assist with its consideration of issues relating to audit, governance and risk management, the Authority of the State body maintains responsibility for and makes the final decisions on all of these areas.

- The Authority keeps itself up to date and fully informed about strategic issues and changes affecting the State body and the environment in which it operates.
- The Authority ensures that on appointment to the Authority, non-executive Authority members receive a formal letter of appointment setting out clearly what is expected of them in terms of time commitment, committee service and involvement outside Authority meetings.
- The Authority may, from time to time, establish such committees of the Authority as are necessary to assist it in the performance of its duties.

Authority Responsibilities

Section 27 of the National Tourism Development Authority Act 2003 requires the Authority to prepare financial statements in such form as may be approved by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media with the consent of the Minister for Public Expenditure, National Development Plan Delivery and Reform.

In preparing those financial statements, the Authority is required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that Fáilte Ireland will continue in operation;
- disclose and explain any material departures from applicable accounting standards.

The Authority is responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time, the financial position of the Authority and which enable it to ensure that the Financial Statements comply with Section 27 of the Act. The Authority is also responsible for safeguarding the assets of Fáilte Ireland and for taking reasonable steps for the prevention and detection of fraud and irregularities and for the maintenance and integrity of any financial data published on the NTDA's website. The Annual report is the only financial report that is published on the NTDA website and the Authority will ensure that this report is reviewed and approved prior to being published on the website.

The Authority is responsible for approving the annual plan and budget. An evaluation of the performance of NTDA's 2022 annual plan was conducted and the final KPI's and budget results were presented to the Authority in February 2023.

The work and responsibilities of the Authority are set out in Terms of Reference, which also contain the matters specifically reserved for Board decision. Standing items considered by the Authority include:

- Declaration of interests
- Minutes from previous meetings and matters arising
- Reports from the executive team, key performance reporting, risk and financial reporting
- Reports and recommendations from committees
- Corporate governance compliance
- Reserve matters

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

Authority Structure

The Authority consists of a Chairperson and twelve ordinary members who are independent non-executive Authority members. Members hold office for a period not exceeding five years, and may be reappointed for, at most, one more term. The membership during the year ended 31st December 2022 consisted of Chairperson and eight ordinary members as follows:

<p>Paul Carty (Chairperson) Date Appointed: 22/02/2022</p>	<p>Alice Mansergh Date Appointed: 04/07/2018</p>	<p>Margaret Ward Date Appointed: 04/07/2018</p>
<p>Des O' Dowd Date Appointed: 04/07/2018</p>	<p>Clare Duignan Date Appointed: 04/07/2018</p>	<p>Tom Coughlan Date Appointed: 04/07/2018</p>
<p>Tim Husbands Date Appointed: 04/07/2018</p>	<p>Stephen Dowling Date Appointed: 03/10/2019 Date Resigned: 24/11/2022</p>	<p>Joseph Dolan Date Appointed: 03/10/2019</p>

The Authority carried out an internal review of its effectiveness and that of its committees in February 2023. An external Board and Sub Committee review of its effectiveness was conducted in December 2020, and presented to the Authority in February 2021.

The Authority has established the following sub-committees:

- The Audit, Risk & Registrations Committee, which consists of a Chairperson and at least two other members, all of whom are non-executive Authority members.
- The Remuneration Committee, consisting of a Chairperson and at least two other members, all of whom are non-executive Authority members.
- The Festivals and Cultural Events Committee, currently consisting of a Chairperson and at least two other members, all of whom are non-executive Authority members.
- The Investment Committee, currently consisting of a Chairperson and at least two other members, all of whom are non-executive Authority members.

Details of the specific mission, composition, authorities and responsibilities of these Committees are set out in the Terms of Reference of the Committee, which are approved by the Authority.

Schedule of Number of Meetings Attended

2022	Authority	Audit, Risk and Registrations	Remuneration Committee	Festival and Cultural Events	Investment Committee
	2022	2022	2022	2022	2022
Paul Carty (Chairperson)	6	-	2	-	-
Alice Mansergh	6	-	2	-	4
Margaret Ward	6	4	-	4	-
Des O' Dowd	6	4	2	-	-
Clare Duignan	6	-	1	4	-
Tom Coughlan	6	-	2	-	4
Tim Husbands	2	4	-	-	-
Stephen Dowling	3	-	-	-	2
Joseph Dolan	6	-	-	4	-

Fees to Authority Members for the period (see note 12 to the Financial Statements)

Key Personnel Changes

Changes to Authority members are captured on page 38 of the Governance Statement and Authority Members Report under Authority Structure.

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

The Authority is responsible for ensuring that Fáilte Ireland has complied with the requirements of the Code of Practice for the Governance of State Bodies 2016, as published by the Department of Public Expenditure and Reform in August 2016.

The following disclosures are required by the Code:

Employee Short-Term Benefits Breakdown (see note 8 to the Financial Statements)

Consultancy Costs (see note 11 to the Financial Statements)

Legal Costs and Settlements

No expenditure was incurred in the reporting period in relation to legal costs, settlements and conciliation and arbitration proceedings relating to contracts with third parties. Expenditure incurred in relation to general advice received by Fáilte Ireland is disclosed as part of consultancy costs (see note 11 to the financial statements).

Travel and Subsistence Expenditure (see note 9 to the Financial Statements)

Hospitality Expenditure (see note 10 to the Financial Statements)

Statement of Compliance

The Authority 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. Fáilte Ireland and its Subsidiaries were in full compliance with the Code of Practice for the Governance of State Bodies for 2022.



Tom Coughlan *Interim Chairperson*

30/06/2023



Des O'Dowd *Authority Member*

30/06/2023

Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas National Tourism Development Authority

Qualified opinion on the financial statements

I have audited the financial statements of the National Tourism Development Authority for the year ended 31 December 2022, as required under the provisions of section 27 of the National Tourism Development Authority Act 2003. The financial statements have been prepared in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland* and comprise

- the group statement of income and expenditure
- the group statement of comprehensive income
- the group statement of financial position
- the Authority statement of financial position
- the group statement of changes in equity
- the group statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, except for non-compliance with the requirements of FRS 102 in relation to the recognition of a deferred retirement benefit funding asset for one of its pension schemes and the recognition of a State grant debtor (explained below), the financial statements give a true and fair view of the assets, liabilities and financial position of the National Tourism Development Authority at 31 December 2022 and of its income and expenditure for 2022 in accordance with FRS 102.

Basis of qualified opinion on financial statements

The group statement of financial position indicates the group had net liabilities of €95 million at the year end. Notwithstanding this, the Authority has explained in Note 29 the basis upon which it considers it is appropriate to adopt the going concern basis in the preparation of the financial statements.

NON-RECOGNITION OF A PENSION ASSET

As more fully explained in the accounting policies, the Authority operates four pension schemes. The group statement of financial position discloses total accrued retirement benefit obligations under the four schemes at 31 December 2022 amounting to €231 million (2021: €334 million).

Statutory guarantees are in place in respect of the future funding of pension payments for three of the schemes. As a result, the group financial statements recognise a deferred retirement benefit funding asset of €95 million in respect of those three schemes.

The net retirement benefit obligations under the National Tourism Development Authority (NTDA) superannuation scheme at 31 December 2022 are estimated at €136 million. The financial statements do not recognise a deferred funding asset in relation to that scheme on the basis that the Authority considers that it has not been provided with a statutory or other guarantee in relation to the future funding of this scheme. In my opinion, a deferred retirement benefit funding asset should be recognised in relation to that pension scheme in accordance with generally accepted accounting practice in Ireland.

I consider that recognition of a deferred retirement benefit funding asset in respect of the NTDA superannuation scheme is appropriate based on

- the statutory provision for the establishment of the NTDA superannuation scheme
- the established policy and practice in relation to funding public service retirement benefit obligations on a pay-as-you-go basis
- the fact that the scheme requires employee contributions, and
- the nature of the annual estimates process under which State funding for the Authority is determined.

RECOGNITION OF A STATE GRANT DEBTOR

The Authority receives the bulk of its annual funding in the form of grant support from the Vote for Tourism, Culture, Arts, Gaeltacht, Sport and Media. The group statement of financial position recognises a grant debt of €12.9 million. As disclosed in note 19 to the financial statements, the (then) Department of Transport, Tourism and Sport instructed the Authority to return €12.9 million thereby reducing the amount of cash held by the Authority to €32 million at the end of 2019. The Authority returned the amount as directed, and recognised a debtor for the amount transferred on the basis that this did not represent a reduction in its budget and that it had received a commitment from the Department that it would make available the funding upon request.

In June 2023, the Department reiterated its commitment to fully support the Authority with its funding requirement. It noted that the €12.9 million was not required in 2020 and stated that, if it is required in the future, the Department is committed to engaging with the Department of Public Expenditure, NDP Delivery and Reform with a view to providing the funding to the Authority.

I consider that this amount does not meet the conditions for the recognition of an asset under FRS 102 as there is no clear framework or arrangement under which the funds will be paid over to the Authority.

FINANCIAL EFFECTS OF THE NON-COMPLIANCE WITH FRS102

The group statement of financial position at 31 December 2022 shows that the Authority's total liabilities (including pension liabilities) exceed its total assets, and that it has net liabilities of €95 million. Had the financial statements recognised a deferred retirement benefit funding asset in relation to the NTDA superannuation scheme (i.e. €136 million) and not recognised the State grant debtor (i.e. €12.9 million), then the group statement of financial position would disclose that the Authority had net assets of €28 million at 31 December 2022.

BASIS OF AUDIT

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of the National Tourism Development Authority and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on information other than the financial statements, and on other matters

The Authority has presented certain other information together with the financial statements. This comprises the annual report, the governance statement and Authority members' report, and the statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in that regard.



Seamus McCarthy
Comptroller and Auditor General
30 JUNE 2023

Appendix to the Report

Responsibilities of Authority members

As detailed in the governance statement and Authority members' report, the Authority members are responsible for

- the preparation of annual financial statements in the form prescribed under section 27 of the National Tourism Development Authority Act 2003
- ensuring that the financial statements give a true and fair view in accordance with FRS 102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- 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.

Responsibilities of the Comptroller and Auditor General

I am required under section 27 of the National Tourism Development Authority Act 2003 to audit the financial statements of the National Tourism Development Authority and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I 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 my 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.
- I 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 internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.
- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the National Tourism Development Authority's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify

my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause the National Tourism Development Authority to cease to continue as a going concern.

- I 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.

I 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 I identify during my audit.

I report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

INFORMATION OTHER THAN THE FINANCIAL STATEMENTS

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

REPORTING ON OTHER MATTERS

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

Statement on Internal Control

Scope of Responsibility

On behalf of Fáilte Ireland the National Tourism Development Authority, I acknowledge the Board's responsibility for ensuring that an effective system of internal control is maintained and operated. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a tolerable 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 National Tourism Development Authority for the year ended 31st December 2022 and up to the date of approval of the financial statements.

The Capacity to Handle Risk

National Tourism Development Authority has an Audit, Risk and Registrations Committee (ARRC) comprising of three Authority members. The Chair of the ARRC has relevant financial and audit expertise. The ARRC met four times in 2022.

Fáilte Ireland the National Tourism Development Authority has also established an internal audit function which is adequately resourced and conducts a programme of work agreed with the ARRC. The Executive, ARRC and Authority have 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. The policy has been issued to all staff who are expected to work within the Authority's risk management policies, to alert management on emerging risks and control weaknesses and assume responsibility for risks and controls within their own area of work.

Risk and Control Framework

Fáilte Ireland the National Tourism Development Authority 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 organisation and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by the Executive, ARRC on a quarterly 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 and responsibility for operation of controls assigned to specific staff. 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,
- there is an appropriate budgeting system with an annual budget which is kept under review by senior management,
- there are systems aimed at ensuring the security of the information and communication technology systems,
- there are systems in place to safeguard the assets, and
- control procedures over grant funding to outside agencies ensure adequate control over approval of grants and monitoring and review of grantees, to ensure grant funding has been applied for the purpose intended.

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 the Authority where relevant, in a timely way.

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 periodic and annual performance and financial reports which indicate performance against budgets/forecasts.

Procurement

I confirm that Fáilte Ireland the National Tourism Development Authority has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2022 the Authority complied with those procedures.

Review of Effectiveness

I confirm that Fáilte Ireland the National Tourism Development Authority has procedures to monitor the effectiveness of its risk management and control procedures. The Authority'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, Risk and Registration Committee which oversees their work, and the senior management within the organisation responsible for the development and maintenance of the internal financial control framework.

I confirm that the Authority conducted an annual review of the effectiveness of the internal controls for 2022 in March 2023, and this included a review of the impact of Covid 19 on the internal control environment.

Internal Control Issues

There were no internal control issues in 2022 that required disclosures in the financial statements.



Tom Coughlan *Interim Chairperson*

30/06/2023



Des O'Dowd *Authority Member*

30/06/2023



Group Statement of Income and Expenditure

for the year ended 31 December 2022

	Notes	2022 €'000	2021 €'000
INCOME:			
			Reclassified
Oireachtas Grants Receivable	2	282,972	224,785
Other Income	3	830	788
KGCL Property Holdings Ltd – Rental Income	18	6	5
Net Deferred Retirement Benefits Funding in Year	28 (D)	3,136	1,623
Total Income		286,944	227,201
EXPENDITURE:			
General Operating Expenses:			
Signature Programmes (Wild Atlantic Way, Dublin, Ireland's Ancient East, Ireland's Hidden Heartland)	4	41,946	38,629
Marketing and Business Development	5	32,249	18,836
National Development Programmes	6	19,680	11,716
Operations Development	7	62,545	66,348
Pay	8	40,735	35,638
KGCL Property Holdings Ltd – Administration Expenses	18	48	47
Tourism Ireland Limited Grant Payovers	2	92,745	58,065
Total Expenditure		289,948	229,279
(Deficit)/Surplus Before Appropriations		(3,004)	(2,078)
Non-controlling Interest – KGCL Property Holdings Ltd		11	11
Transfer From/(To) Capital Reserves	22	1,648	1,270
(Deficit)/Surplus After Appropriations		(1,345)	(797)

The Statement of Cash Flows and notes 1 to 32 form an integral part of these financial statements.



Tom Coughlan Interim Chairperson
30/06/2023



Des O'Dowd Authority Member
30/06/2023

Group Statement of Comprehensive Income

for the year ended 31 December 2022

	Notes	2022 €'000	2021 €'000
(Deficit)/Surplus for the Year		(1,345)	(797)
ACTUARIAL GAINS ON PENSION SCHEMES			
EXPERIENCE GAIN/(LOSS) ON PENSION SCHEME LIABILITIES	28 (B)	89	5,483
Gain/(Loss) due to Changes in Assumptions	28 (B)	107,932	(1,737)
ACTUARIAL GAIN/(LOSS)		108,021	3,746
ADJUSTMENT TO DEFERRED RETIREMENT BENEFIT FUNDING ASSET	28 (B)	(46,446)	(5,301)
Net Pension Deferral Adjustment		61,575	(1,555)
Total Recognised Gain/(Loss) for the Year		60,230	(2,352)

The Statement of Cash Flows and notes 1 to 32 form an integral part of these financial statements.



Tom Coughlan *Interim Chairperson*
30/06/2023



Des O'Dowd *Authority Member*
30/06/2023

Group Statement of Financial Position

as at 31 December 2022

	Notes	2022 €'000	2021 €'000
FIXED ASSETS			
Property, Plant and Equipment	13	22,036	22,185
Intangible Assets	15	7,593	9,142
Financial Assets	17	60	60
Investment Property	16	176	176
		29,865	31,563
CURRENT ASSETS			
Inventories		3	3
Oireachtas Grants Receivable	19	12,900	12,900
Receivables	19	1,483	840
Cash and Cash Equivalents	20	39,301	28,935
		53,687	42,678
PAYABLES: AMOUNTS FALLING DUE WITHIN ONE YEAR	21	(42,365)	(31,847)
NET CURRENT ASSETS		11,322	10,831
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS		41,187	42,394
Deferred Retirement Benefit Funding Asset	28 (D)	95,036	138,352
Retirement Benefit Obligations	28 (C)	(231,194)	(334,280)
TOTAL ASSETS LESS CURRENT LIABILITIES AFTER PENSIONS		(94,971)	(153,534)
REPRESENTING			
Retained Revenue Reserves		(123,562)	(183,784)
Capital Account	22	28,168	29,816
		(95,394)	(153,968)
NON-CONTROLLING INTEREST		423	434
		(94,971)	(153,534)

The Statement of Cash Flows and notes 1 to 32 form an integral part of these financial statements.



Tom Coughlan *Interim Chairperson*
30/06/2023



Des O'Dowd *Authority Member*
30/06/2023

Authority Statement of Financial Position

as at 31 December 2022

	Notes	2022 €'000	2021 €'000
FIXED ASSETS			
Property, Plant and Equipment	13	20,341	20,440
Intangible Assets	15	7,593	9,142
Financial Assets	17	58	58
Investment Property	16	176	176
		28,168	29,816
CURRENT ASSETS			
Inventories		3	3
Oireachtas Grants Receivable	19	12,900	12,900
Receivables	19	1,481	839
Cash and Cash Equivalents	20	39,294	28,934
		53,678	42,676
PAYABLES: AMOUNTS FALLING DUE WITHIN ONE YEAR	21	(42,352)	(31,841)
NET CURRENT ASSETS		11,326	10,835
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS		39,494	40,651
Deferred Retirement Benefit Funding Asset	28 (D)	95,036	138,352
Retirement Benefit Obligations	28 (C)	(231,194)	(334,280)
TOTAL ASSETS LESS CURRENT LIABILITIES AFTER PENSIONS		(96,664)	(155,277)
REPRESENTING			
Retained Revenue Reserves		(124,832)	(185,093)
Capital Account	22	28,168	29,816
		(96,664)	(155,277)

The Statement of Cash Flows and notes 1 to 32 form an integral part of these financial statements.



Tom Coughlan *Interim Chairperson*
30/06/2023



Des O'Dowd *Authority Member*
30/06/2023

Group Statement of Changes in Equity

for the year ended 31 December 2022

	Statement of Income & Expenditure Account	Capital	NCI	TOTAL
	€'000	€'000	€'000	€'000
At 01 January 2021	(181,432)	31,086	445	(149,901)
Retained (Deficit) for 2021	(2,078)	-	-	(2,078)
KGCL Retained Surplus/(Deficit) for 2021	11	-	(11)	-
Transfer From/(To) Capital Reserves	1,270	-	-	1,270
Income Used to Purchase Fixed Assets or Fund Capital Payments	-	4,445	-	4,445
Amortisation in Line with Depreciation	-	(5,715)	-	(5,715)
Asset Disposal	-	-	-	-
Other Comprehensive Income – Pension	(1,555)	-	-	(1,555)
At 31 December 2021	(183,784)	29,816	434	(153,534)
Retained Deficit for 2022	(3,004)	-	-	(3,004)
KGCL Retained Surplus/(Deficit) for 2022	11	-	(11)	-
Transfer From/(To) Capital Reserves	1,648	-	-	1,648
Income used to Purchase Fixed Assets or Fund Capital Payments	-	5,636	-	5,636
Amortisation in Line with Depreciation	(8)	(7,282)	-	(7,290)
Asset Disposal	-	(2)	-	(2)
Other Comprehensive Income – Pension	61,575	-	-	61,575
At 31 December 2022	(123,562)	28,168	423	(94,971)

The Statement of Cash Flows and notes 1 to 32 form an integral part of these financial statements.



Tom Coughlan *Interim Chairperson*
30/06/2023



Des O'Dowd *Authority Member*
30/06/2023

Group Statement of Cash Flows

for the year ended 31 December 2022

	Notes	2022 €'000	2021 €'000
NET CASH FLOWS FROM OPERATING ACTIVITIES			
(Deficit)/Surplus after Non Controlling Interest		(1,345)	(797)
Non-Controlling Interest		(11)	(11)
Net Deferred Retirement Benefit Funding Expenditure		1,797	645
Depreciation of Property, Plant & Equipment	13	1,875	1,655
Depreciation on Intangible Assets	15	5,457	4,034
Write off of Property, Plant and Equipment		-	-
Transfer To/(From) Capital Account	22	(1,648)	(1,270)
Bank Interest Received		-	-
(Profit)/Loss on Sale of Property, Plant and Equipment		2	-
Proceeds on the Sale of Property		-	-
(Increase)/Decrease in Receivables	19	(643)	478
Increase/(Decrease) in Payables	21	10,518	(26,734)
(Increase)/Decrease in Inventories		-	6
NET CASH INFLOW/OUTFLOW FROM OPERATING ACTIVITIES		16,002	(21,994)
CASH FLOW FROM INVESTING ACTIVITIES			
Payments to Acquire Property, Plant and Equipment	13	(1,728)	(988)
Payments to Acquire Intangible Assets	15	(3,908)	(3,392)
NET CASH INFLOW/OUTFLOW FROM INVESTING ACTIVITIES		(5,636)	(4,380)
CASH FLOW FROM FINANCING ACTIVITIES			
Bank Interest Received		-	-
NET CASH INFLOW/(OUTFLOW) FROM FINANCING ACTIVITIES		-	-
Net Increase/(Decrease) in Cash and Cash Equivalents		10,366	(26,374)
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF YEAR		28,935	55,309
CASH AND CASH EQUIVALENTS AT THE END OF YEAR	20	39,301	28,935



Tom Coughlan Interim Chairperson
30/06/2023



Des O'Dowd Authority Member
30/06/2023

Notes to the Financial Statements

for the year ended 31 December 2022

1. ACCOUNTING POLICIES

The significant accounting policies adopted in these financial statements are as follows:

GENERAL INFORMATION AND ACCOUNTING CONVENTION

Fáilte Ireland was established under the National Tourism Development Authority Act 2003. Its primary functions as specified in the legislation include:

- To encourage, promote and support the development of tourist traffic within and to the state and to support enterprises and projects in this regard.
- To encourage, promote and support the recruitment, training and education and development of persons for the purpose of employment with the tourism industry.
- To promote and engage in research and planning.
- To establish and maintain registers of accommodation facilities.

Fáilte Ireland is a Public Benefit Entity.

STATEMENT OF COMPLIANCE

The financial statements of Fáilte Ireland for the year ended 31st December 2022 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland. The financial statements have been prepared under the Code of Practice for the Governance for State Bodies 2016.

BASIS OF PREPARATION

The financial statements have been prepared under the historical cost convention, except for certain assets and liabilities that are measured at fair values as explained in the accounting policies below. The financial statements are in the form approved by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media with the concurrence of the Minister for Public Expenditure, National Development Plan Delivery and Reform under the National Tourism Development Authority Act 2003. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to Fáilte Ireland's financial statements. The 2022 figures have been reclassified where required in line with the requirements as set out in the Code of Practice for the Governance of State bodies 2016.

OIREACHTAS GRANTS

Grants shown in the Statement of Income and Expenditure reflect the amounts receivable in respect of the period. All Oireachtas Grants funding for Tourism Ireland Limited is funded through Fáilte Ireland. Deferred grant income arises where planned expenditure in relation to the grants received has not been incurred by the year-end.

GRANTS PAYABLE

Grant expenditure is recognised in the period in which the recipient carries out the grant activity that creates an entitlement to the grant. The prepaid income arises where Fáilte Ireland receive fee income in advance of the period to which it relates.

OTHER INCOME

All income, other than rental income, is recognised when it is probable that the economic benefit associated with the transaction will flow to the Group and when the income can be reliably measured. Rental income is recognised on a straight-line basis over the term of the relevant lease.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

FOREIGN CURRENCIES

The functional and presentational currency of the parent and the group is considered to be euro because that is the currency of the primary economic environment in which they operate.

Transactions denominated in foreign currencies are converted into euro at an agreed standard rate for the year. Realised exchange gains and losses on transactions settled during the year are included in the Statement of Income and Expenditure for the year. Monetary assets and liabilities denominated in foreign currencies are converted into euro at exchange rates ruling at the reporting date and resulting gains and losses are included in the Statement of Income and Expenditure for the year.

PROPERTY, PLANT AND EQUIPMENT AND DEPRECIATION

Property, Plant and Equipment under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

The company adds to the carrying amount of an item of fixed assets, the cost of replacing part of such an item when that cost is incurred if the replacement part is expected to provide incremental future benefits to the company. Repairs and maintenance are charged to the Statement of Income and Expenditure during the period in which they are incurred.

Depreciation is charged so as to allocate the cost of the assets less its residual value over the estimated useful lives, using the straight line method at the annual rates set out below.

Land:	0%
Computer Equipment:	33 $\frac{1}{3}$ % Straight Line
Furniture & Fittings:	20% Straight Line
General Equipment:	20% Straight Line
Premises:	2% Lower of Straight line or if higher remaining life of Lease

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

INTANGIBLE FIXED ASSETS

Intangible Fixed Assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses, where the asset is available for its intended use. Historical cost includes expenditure that is directly attributable to preparing the asset for its intended use. Where the costs relate to an asset that is not available for its intended use, the cost will be held at historical cost and not depreciated until it is available for its intended use.

Depreciation is charged to allocate the cost of the assets less its residual value over the estimated useful lives, using the straight line method at the annual rate of 33 $\frac{1}{3}$ %.

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

The Authority's intangible assets comprise of all directly attributable costs necessary to create, produce and prepare the asset to be capable of operating in the manner intended by management. These assets include website development, photo/video, creative and content costs.

INVESTMENT ASSETS

Investment Assets comprise land and buildings with amenity value only and are stated at historic cost.

Investment properties for which fair value can be measured reliably without undue cost or effort on an ongoing basis are measured at fair value annually with any change recognised in the Statement of Income and Expenditure. Investment assets that are for sale are revalued at their expected sale price.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

FINANCIAL ASSETS

Financial assets include equity interests in number of entities as detailed in Note 17. These assets are shown at cost less impairment rather than at valuation, as valuation is not practical due to the nature of the investments and because

- (a) there are no quoted prices available for identical assets on an active market
- (b) there are no prices for recent transactions of identical assets and
- (c) there is no means of determining a transaction price based on arm's length exchange motivated by normal business considerations.

Furthermore, the cost associated with valuing the assets would exceed the benefit derived and there is no intention to dispose of these investments in the foreseeable future.

CAPITAL ACCOUNT

The Capital Account represents the unamortised value of income used for capital purposes. Transfers between revenue reserves and capital reserves are made annually to equate the capital funding of the organisation, including finance leases, to the net book value of its assets.

RECEIVABLES

Receivables do not contain a significant financing element and are measured at their transaction price on initial recognition. Receivables are reviewed for indicators of impairments and bad debts are written off in the period in which they arise.

INVENTORIES

Inventories are valued at the lower of cost and net realisable value.

The carrying amount of inventories are reviewed for indicators of impairment at each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in the Statement of Income and Expenditure.

OPERATING LEASES

Rental paid under operating leases is charged to the Statement of Income and Expenditure on a straight line basis over the period of the lease.

EMPLOYEE BENEFITS

(A) RETIREMENT BENEFITS

The Authority operates defined benefit schemes through four different independent schemes namely:

- *(Formerly CERT) Contributory Pension and Death Benefits Plan (closed to new entrants)
- *Regional Tourism Organisation Pension Scheme (closed to new entrants)
- *National Tourism Development Authority Superannuation Scheme
- Single Public Service Pension Scheme

* Three of the schemes are funded annually on a pay-as-you go basis from monies provided by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and from contributions deducted from staffs' salaries. The fourth scheme, which is also funded on a pay-as-you go basis, is the Single Public Service Pension Scheme. All employee contributions collected are remitted on a monthly basis to the Department of Public Expenditure and Reform.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

(FORMERLY CERT) CONTRIBUTORY PENSION AND DEATH BENEFITS PLAN (CLOSED TO NEW ENTRANTS)

An asset is recognised to reflect the provisions of the Financial Measures (Miscellaneous Provisions) Act 2009. Under the Act where the aggregate of members and Fáilte Ireland contributions to the scheme are insufficient to meet Fáilte Ireland's obligations to pay its pension obligations in accordance with the scheme, the Minister for Public Expenditure, National Development Plan Delivery and Reform shall make good any deficiency from funds provided by the Oireachtas.

REGIONAL TOURISM ORGANISATION PENSION SCHEME (CLOSED TO NEW ENTRANTS)

An asset is recognised to reflect the provisions of the Financial Measures (Miscellaneous Provisions) Act 2009. Under the Act where the aggregate of members and Fáilte Ireland contributions to the scheme are insufficient to meet Fáilte Ireland's obligations to pay its pension obligations in accordance with the scheme, the Minister for Public Expenditure, National Development Plan Delivery and Reform shall make good any deficiency from funds provided by the Oireachtas.

NATIONAL TOURISM DEVELOPMENT AUTHORITY SUPERANNUATION SCHEME

In 2014, the Authority sought confirmation from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Minister for Public Expenditure, National Development Plan Delivery and Reform that similar provisions as those contained in the Financial Measures (Miscellaneous Provisions) Act 2009 applied to the National Tourism Development Authority Superannuation Scheme.

The Authority received confirmation that while there is no explicit guarantee that funds will always be made available, the Minister for Public Expenditure, National Development Plan Delivery and Reform accepts that the continuation of Exchequer funding is a reasonable assumption for relevant Exchequer funded bodies with accrual accounts and pay-as-you-go schemes to make. As this does not give assurance to the Authority that any deficit in the fund will be provided by the Oireachtas, accordingly as at the 31st of December 2013, the Authority amended its accounting policy to no longer recognise an asset in respect of the deferred liability for the National Tourism Development Authority Superannuation Scheme.

There is no corresponding asset recognised for the National Tourism Development Authority Superannuation Scheme as the scheme is not referred to in the above legislation.

SINGLE PUBLIC SERVICE PENSION SCHEME (SINGLE SCHEME)

Fáilte Ireland operates the Single Public Service Pension Scheme (Single Scheme) which is the defined benefit scheme for pensionable public servants appointed on or after 1st January 2013. Single Scheme members contributions are paid over to the Department of Public Expenditure and Reform. Section 44 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 provides for funding of pension payments as they fall due, by way of payments out of the Central Fund or from funds provided by the Oireachtas for that purpose.

Pension costs reflect pension benefits earned by employees in the period. The costs are shown net of staff pension contributions which are retained by Fáilte Ireland and used in the discharge of the overall pensions liability for the year except the contributions to the Single Public Service Pension Scheme, contributions are remitted to the Department of Public Expenditure and Reform monthly. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable.

Actuarial gains or losses arising on scheme liabilities and assets are reflected in the Statement of Comprehensive Income and a corresponding adjustment for the (formerly CERT) contributory pension and death benefits plan, the Regional Tourism Organisations pension scheme and the Single Public Service Pension Scheme is recognised in the amount recoverable from the Exchequer to reflect the provisions of the Financial Measures (Miscellaneous Provisions) Act 2009 and the public service pensions (single scheme and other provisions) Act 2012.

Retirement Benefit Obligations' represent the present value of future pension payments earned by members of the schemes to date. The schemes liabilities as at 31 December 2022 have been valued by an independent actuary using the projected unit method.

(B) SHORT-TERM BENEFITS

Short term benefits such as holiday pay are recognised as an expense in the year, and benefits that are accrued at year-end are included in the Payables figure in the Statement of Financial Position.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATES

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

Impairment of Property, Plant and Equipment and Intangible Assets and Depreciation

Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. To assess impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash generating units). Non-financial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Depreciation and Residual Values

Management have reviewed the asset lives and associated residual values of all fixed asset classes and have concluded that asset lives and residual values are appropriate.

Retirement Benefit Obligation

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in future compensation levels, mortality rates and healthcare cost trend rates) are updated annually based on current economic conditions and for any relevant changes to the terms and conditions of the pension and post-retirement plans.

The assumptions can be affected by:

- the discount rate, changes in the rate of return on high-quality corporate bonds
- future compensation levels, future labour market conditions
- health care cost trend rates, the rate of medical cost inflation in the relevant regions

Capital Grants

As outlined in the accounting policy in relation to grants payable, expenditure is recognised in the period in which the recipient carries out grant activity or key performance indicators are met that creates an entitlement to the grant support and complies with the stipulated grant conditions. The Authority provides capital grants to both private and public bodies with tourism projects. Significant delays can occur in the submission of claims to the Authority for payment. The financial statements recognise an accrual in relation to expenditure incurred by grantees but not yet claimed (note 21). In relation to capital projects, a significant part of this accrual is based on estimates provided by grantees on the basis of expenditure incurred on capital projects.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

2. OIREACHTAS GRANTS RECEIVABLE FOR THE YEAR

	2022			2021		
	Fáilte Ireland €'000	Tourism Ireland €'000	Total €'000	Fáilte Ireland €'000	Tourism Ireland €'000	Total €'000
A3 (E3) Fáilte Ireland Grant						
General Operating Expenses	144,288	-	144,288	123,572	-	123,572
Capital Development	3,050	-	3,050	1,050	-	1,050
A5 (E5) Tourism Marketing Fund	8,344	67,085	75,429	5,761	34,022	39,783
A5 (E5) Tourism Marketing Capital Fund	-	7,040	7,040	-	7,040	7,040
A4 (E4) Tourism Ireland Ltd. Admin & Expenses	-	18,620	18,620	-	17,003	17,003
A6 (E6) Tourism Product Development	34,545	-	34,545	36,337	-	36,337
	190,227	92,745	282,972	166,720	58,065	224,785

Oireachtas Grants are receivable from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) (Vote 33-previously Vote 31) under the subheads A3, A4, A5 and A6 as detailed above. The voted Tourism Marketing Fund is allocated annually between Fáilte Ireland and Tourism Ireland Limited by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media. The Grants received were used for the purposes for which they were allocated. As previously highlighted in 2019 AFS, in December 2019 Fáilte Ireland was instructed by DTCAGSM to return €12.9M of cash balances before the 31st December 2019. DTCAGSM confirmed that this transaction did not represent a budget reduction and would be made available upon request, this was treated as a debtor on the statement of Financial Position in 2019.

3. OTHER INCOME

	2022 €'000	2021 €'000
Standards and Registration fees	34	-
Trade Shows and Sales Opportunities	647	756
Rental Income, Bank Interest and Other	149	32
	830	788

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

4. SIGNATURE PROGRAMMES (WILD ATLANTIC WAY, DUBLIN, IRELAND'S ANCIENT EAST, IRELAND'S HIDDEN HEARTLANDS)

	2022 €'000	2021 €'000
Programme Expenditure	3,215	2,298
Festivals & Events Expenditure	7,061	2,603
Capital Expenditure	31,670	33,728
	41,946	38,629

5. MARKETING AND BUSINESS DEVELOPMENT

	2022 €'000	2021 €'000
Business Tourism	7,461	4,181
Domestic Marketing	19,568	10,528
Business Development	5,220	4,127
	32,249	18,836

6. NATIONAL DEVELOPMENT PROGRAMMES

	2022 €'000	2021 €'000 Reclassified
Digital and E-Business	4,378	4,382
Brand Experience/Activities and Attractions	706	628
Economic Analysis (Research)	1,165	870
Consumer Planning and Insights	1,465	1,878
Visitor and Trade Engagement	1,992	1,034
Tourism Careers	4,749	488
International Trade	1,907	108
Business Intelligence (CRM and GDPR Compliance)- Reclassified to Other Administration Costs	-	-
Enterprise Support and Accommodation (Including Shorts Term Lets)	3,318	2,328
	19,680	11,716

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

7. OPERATIONS DEVELOPMENT

	2022 €'000	2021 €'000 Reclassified
Audit Fee*	60	64
Occupancy & Office Services	3,779	2,398
Authority Member Fees	104	118
Authority Member Expenses	19	-
Other Administration Costs (Reclassified)	4,110	3,108
Depreciation Charge for the Year	7,282	5,715
Business Continuity Schemes		
IBIA Business Continuity Scheme	12,684	-
Tourism Accommodation Provider Business Continuity Scheme	12,411	23,917
Tourism Business Continuity Scheme (Attractions & Activities)	7,622	6,407
Tourism Business Continuity Scheme	-	8,276
Tourism Business Continuity Scheme – Phase 1 Plus	-	1,750
Marketing Group Scheme	137	206
Tourism Transport Business Continuity Scheme	13,809	13,579
Regional Festivals BC Scheme	200	810
Business Continuity Ancillary and Administration Supports	328	-
	62,545	66,348

*Audit fees include €55k relating to the charge for NTDA, €4k KGCL audit plus €550 relating to the charge for The Gathering Project 2013

8. PAY

(A) Aggregate Employee Benefits	2022 €'000	2021 €'000
Staff Short-term Benefits	24,512	22,522
Termination Benefits	-	-
Retirement Benefit Costs	13,759	10,712
Employer's Contribution to Social Welfare	2,464	2,404
	40,735	35,638

Average staff numbers for the year 2022 were 402 whole-time equivalents /Year end WTE 373.67 (Average staff numbers for the year 2021, 382 whole-time equivalents /Year end 2021 WTE 356.67).

Additional Superannuation Contribution (ASC) of €850,424 (ASC 2021: €781,126) has been deducted in the period and paid over to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media. On 1st January 2019, the pension levy deductions were replaced with the Additional Superannuation Contribution (ASC).

Single Pension Scheme paid over to The Department of Public Expenditure and Reform in the year amounted to €349,870 (2021 €309,893).

Fáilte Ireland operates a long service employee award scheme. In 2022, there were 15 recipients of this scheme. The total cost of this scheme during the year was €4,800.

No voluntary redundancy payments in 2022.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

(B) Staff Short-Term Benefits

	2022 €'000	2021 €'000
Basic Pay	24,507	22,517
Overtime	-	-
Allowances	5	5
	24,512	22,522

(C) Termination Benefits

	2022 €'000	2021 €'000
Termination benefits charged to Income and Expenditure and Retained Revenue Reserves	-	-
	-	-

(D) Key Management Personnel

	2022 €'000	2021 €'000
Key Management Personnel comprise of the Chairperson, Authority members, CEO, Regional Development Director, Marketing Director, Product Development Director, Industry Development Director and Operations Director/Secretary to the Authority.		
Salary	1,141	1,103
Allowances	5	5
Termination Benefits	-	-
Health Insurance	-	-
	1,146	1,108

(E) Chief Executive Officer Salary and Benefits

	2022 €'000	2021 €'000
Chief Executive remuneration package for the financial period was as follows:		
Basic Pay	193	184
Accrued Pay	-	-
BIK	-	-
	193	184

The CEO is a member of the Single Public Service Pension Scheme (Single Scheme).

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

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

TABLE 1

YEAR	2022	2021		2022	2021
Employee Short Term Benefits €	No. of Employees in Band	No. of Employees in Band (Reclassified)	Employee Short Term Benefits €	No. of Employees in Band	No. of Employees in Band (Reclassified)
60,000 to 70,000	51	55	130,001 to 140,000	-	-
70,001 to 80,000	50	40	140,001 to 150,000	-	-
80,001 to 90,000	9	22	150,001 to 160,000	-	1
90,001 to 100,000	28	16	160,001 to 170,000	-	3
100,001 to 110,000	9	2	170,001 to 180,000	5	1
110,001 to 120,000	2	9	180,001 to 190,000	-	1
120,001 to 130,000	10	1	190,001 to 200,000	1	-

Note: For the purposes of this disclosure, short term employee benefits in relation to services rendered during the reporting period include salary, allowances and other payments made on behalf of the employee but exclude employer's PRSI.

TABLE 2 (Seconded Personnel)

YEAR	2022	2021		2022	2021
Employee Short Term Benefits €	No. of Employees in Band	No. of Employees in Band (Reclassified)	Employee Short Term Benefits €	No. of Employees in Band	No. of Employees in Band (Reclassified)
60,000 to 70,000	-	-	130,001 to 140,000	-	-
70,001 to 80,000	-	-	140,001 to 150,000	-	-
80,001 to 90,000	-	1	150,001 to 160,000	-	-
90,001 to 100,000	-	-	160,001 to 170,000	-	1
100,001 to 110,000	-	-	170,001 to 180,000	1	-
110,001 to 120,000	-	-	180,001 to 190,000	-	-
120,001 to 130,000	-	-	190,001 to 200,000	-	-

Seconded Personnel

Three additional employees were on secondment to Department of the Taoiseach, Department of Foreign Affairs and Quality Qualification Ireland (QQI) in 2021 and 2022 (one of whom has since moved permanently to QQI from 1st June 2021).

The full costs relating to their salaries and PRSI are fully reimbursed to Fáilte Ireland by the relevant parties (Department of An Taoiseach, Department of Foreign Affairs and QQI) each year (2022: €257,206, 2021: €284,303) there is a net cost of zero to Fáilte Ireland relating to this agreement. Two of these employees' salaries are in excess of €60,000, therefore in line with the disclosure requirements in the Code of Practice for the Governance of State Bodies, set out in the table 2 above.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

9. TRAVEL AND SUBSISTENCE EXPENDITURE

	2022 €'000	2021 €'000
Domestic Travel and Subsistence:		
Authority Members	8	1
Employees	802	245
Foreign Travel and Subsistence:		
Authority Members	-	-
Employees	322	69
	1,132	315

10. HOSPITALITY EXPENDITURE

	2022 €'000	2021 €'000
Employee hospitality	158	139
Client hospitality	64	30
	222	169

Employee hospitality expenditure relates to staff welfare initiatives (employee health and wellbeing initiatives). This excludes staff meeting costs. Client hospitality expenditure relates to third party networking events. This excludes industry workshop costs and cost associated with familiarisation trips carried out as part of Fáilte Ireland's sales promotion in line with requirement set out in the Code of Practice for the Governance of State Bodies 2016.

11. CONSULTANCY COSTS

	2022 €'000	2021 €'000
Legal	452	355
Tax and Financial Advisory	341	217
Public Relations/Marketing	4	15
Pensions and Human Resources	270	255
Other*	2,071	2,323
	3,138	3,165
Consultancy Costs Capitalised	-	-
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	3,138	3,165
	3,138	3,165

Note: Consultancy costs include the cost of external advice to management and exclude outsourced "business as usual" functions. Other consultancy includes planning and environmental advice €559K (2021: €659K), investment support advice €329K (2021: €378K), strategic planning advice €756K (2021: €961K), Economic advisory services €21K (2021: NIL), and other general consulting €406K (2021: €325K).

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

12. AUTHORITY MEMBERS FEES & EXPENSES

The fees of the Authority Members are set by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media. Expenses claimed by Authority Members are in line with Civil Service rates.

Expenses and Fees to Authority Members for the period:	2022	2021	2022	2021
	€'000	€'000	€'000	€'000
	EXPENSES		FEES	
*Paul Carty (Chair)	7	-	21	24
Séan Boland		Retired 30/11/21	-	11
Alice Mansergh	-	-	-	-
Margaret Ward	2	-	12	12
Des O' Dowd	-	-	12	12
Clare Duignan	-	-	12	12
*Tom Coughlan	1	-	12	12
*Tim Husbands	-	-	12	12
*Stephen Dowling	-	-	12	12
Joseph Dolan	-	-	12	12
Total	10	-	105	119

The number of Authority Members at 31st December 2022 was 8 (2021:8).

There was one Authority Members who did not receive Board Fees, Alice Mansergh waived her fee.

Other expenses of €9,610 were incurred during the period in relation to Authority Members. (2021:€2,047)

*Due to rounding, some minimal expenses are showing as NIL but actual expenses were less than five hundred euros.

13. PROPERTY, PLANT AND EQUIPMENT - GROUP

	Land & Premises €'000	Furniture & Fittings €'000	General Equipment €'000	Computer Equipment €'000	Total €'000
Cost					
At 1 January 2022	42,521	2,567	579	2,215	47,882
Additions at Cost	550	196	612	370	1,728
Disposals at Cost	-	(2)	(2)	(113)	(117)
At 31 December 2022	43,071	2,761	1,189	2,472	49,493
Depreciation					
At 1 January 2022	21,155	2,060	498	1,984	25,697
Charged During Year	1,262	189	145	279	1,875
Disposals	-	(2)	(2)	(111)	(115)
At 31 December 2022	22,417	2,247	641	2,152	27,457
Net Book Value:					
At 31 December 2022	20,654	514	548	320	22,036
At 31 December 2021	21,366	507	81	231	22,185

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

PROPERTY, PLANT AND EQUIPMENT – AUTHORITY

	Land & Premises €'000	Furniture & Fittings €'000	General Equipment €'000	Computer Equipment €'000	Total €'000
Cost					
At 1 January 2022	39,581	2,567	579	2,216	44,943
Additions at Cost	550	196	612	370	1,728
Disposals at Cost	-	(2)	(2)	(113)	(117)
At 31 December 2022	40,131	2,761	1,189	2,473	46,554
Depreciation					
At 1 January 2022	19,960	2,060	498	1,985	24,503
Charged During Year	1,212	189	145	279	1,825
Disposals	-	(2)	(2)	(111)	(115)
At 31 December 2022	21,172	2,247	641	2,153	26,213
Net Book Value:					
At 31 December 2022	18,959	514	548	320	20,341
At 31 December 2021	19,621	507	81	231	20,440

14. PROPERTY, PLANT AND EQUIPMENT – HERITAGE ASSETS

The Dublin Writers Museum is one of Fáilte Ireland's visitor attractions and a Tourist Information Office. The office closed in March 2022. It houses a history and celebration of literary Dublin and features the lives and works of Dublin's literary celebrities over the past three hundred years. The works have been acquired through purchases, gifts or are on loan to the Museum. In July 2019, De Búrca Rare Books estimated the value of books, manuscripts, memorabilia and fine arts at €1M. In addition to these categories, the general contents including antique items on the premises were valued to be €0.18M. The total valuation of €1.18M was carried out for insurance purposes. €55k of heritage assets are reflected in the Statement of Financial Position, all of which are fully depreciated. Some of the Museum's collections of books and antiques have been recorded at cost in the Statement of Financial Position at the time of acquisition and are now all fully depreciated. The collection is being transferred to The Museum of Literature Ireland (post completion of the capital project which was completed in May 2019). This transfer is estimated to be completed in 2023 due to delays in auditing the collection to meet the Museum of Literature Ireland's accessioning policies.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

15. INTANGIBLE ASSETS – GROUP & AUTHORITY

	Intangible Assets €'000	Intangible Assets Under Construction €'000	Total €'000
Cost			
At 1 January 2022	19,339	2,419	21,758
Movement from Asset Under Construction	2,361	(2,361)	-
Additions at Cost	2,448	1,460	3,908
Disposals at Cost	-	-	-
At 31 December 2022	24,148	1,518	25,666
Depreciation			
At 1 January 2022	12,616	-	12,616
Charged During Year	5,457	-	5,457
Disposals	-	-	-
At 31 December 2022	18,073	-	18,073
Net Book Value:			
At 31 December 2022	6,075	1,518	7,593
At 31 December 2021	6,723	2,419	9,142

16. INVESTMENT PROPERTY – GROUP & AUTHORITY

	2022 €'000	2021 €'000
Investment Property comprises:		
Glenans Sailing Club – Baltimore Co Cork.	65	65
Killarney Golf Club	111	111
	176	176

Baltimore, Co Cork

The land and buildings at Baltimore Co. Cork were occupied under lease by Glenans Sailing Club, from which it operated a sailing school. Glenans ceased its operations at Baltimore and the property was surrendered back to Fáilte Ireland. In compliance with Circular 11/2015 – Protocols for the Transfer and Sharing of State Property – these premises were placed on the State Property Register in 2016 as surplus to requirements, as a result of which an expression of interest was received. Permission was sought and received from the Department of Tourism, Culture, Art, Gaeltacht, Sport and Media to proceed to the next phase. The property remains on the State Property Register.

Killarney Golf Club

Fáilte Ireland owns land at Killarney Golf Club. The lands are leased to KGCL Property Holdings Ltd and form part of the golf courses operated by the Killarney Golf and Fishing Club. The value on the Statement of Financial Position is stated at historic cost.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

17. FINANCIAL ASSETS – GROUP

	2022 €'000	2021 €'000
Financial Assets comprise		
Waterford Regional Airport plc. – 1,562 Ordinary Shares €2.54	4	4
Connemara West plc. – 5,500 Ordinary Shares @ €1.27 each	7	7
Louisburgh Holidays plc. – 25,000 'B' Ordinary Shares @ €1.27 each	31	31
Connemara Golf Club – 500 Ordinary Shares @ €1.27 each	1	1
Golf Corca Dhuibhne – 386 shares plus an additional 90 shares for the land	3	3
KGCL Property Holdings Ltd. Share of Kerry Regional Airport Plc.	14	14
	60	60

Fáilte Ireland also holds €250 worth of shares in Kerry Airport Plc. This is a nominal shareholding.

All the shares above were shown at their carrying values in the audited financial statements of the relevant Regional Tourism Authorities as at 30th June 2006, immediately prior to integration with Fáilte Ireland.

Fáilte Ireland holds a controlling interest in the following companies limited by guarantee.

The Gathering Project 2013

The Gathering Project 2013 had no assets, liabilities, staff or trading activity in the 12 months ended 31st December 2022 or 31st December 2021.

KGCL Property Holdings Ltd has an investment in Kerry Airport Plc valued at cost of €14,297.

FINANCIAL ASSETS – AUTHORITY

	2022 €'000	2021 €'000
Financial Assets comprise		
Waterford Regional Airport plc. – 1,562 Ordinary Shares €2.54	4	4
Connemara West plc. – 5,500 Ordinary Shares @ €1.27 each	7	7
Louisburgh Holidays plc. – 25,000 'B' Ordinary Shares @ €1.27 each	31	31
Connemara Golf Club – 500 Ordinary Shares @ €1.27 each	1	1
Golf Corca Dhuibhne – 386 shares plus an additional 90 shares for the land	3	3
75% Shareholding KGCL Property Holdings Ltd.	12	12
	58	58

Fáilte Ireland also holds €250 worth of shares in Kerry Airport Plc. This is a nominal shareholding.

All the shares above were shown at their carrying values in the audited financial statements of the relevant Regional Tourism Authorities as at 30th June 2006, immediately before integration with Fáilte Ireland.

Fáilte Ireland holds a controlling interest in the following companies limited by guarantee.

The Gathering Project 2013

The Gathering Project 2013 had no assets, liabilities, staff or trading activity in the 12 months ended 31st December 2022 or 31st December 2021.

KGCL Property Holdings Ltd has an investment in Kerry Airport Plc valued at cost of €14,297.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

18. KGCL PROPERTY HOLDINGS LIMITED

KGCL Property Holdings Limited is a 75% subsidiary of Fáilte Ireland. KGCL Property Holdings Limited is a property holding company. KGCL Property Holdings Limited results were included in the consolidated accounts of Fáilte Ireland for the first time in 2014. No consideration was paid for the equity in KGCL Property Holdings Limited. In 2013, KGCL Property Holdings Limited transferred the operation of golf courses in Killarney to its members. KGCL Property Holdings Limited retains ownership of the land. The members pay annual rent of €3,000 to KGCL Property Holdings Limited.

KGCL Property Holdings Limited has availed of the exemption in FRS 102 not to prepare a cash flow statement on the basis that the company's results are included in the consolidated financial statements of Fáilte Ireland.

KGCL Property Holdings Limited

	2022 €'000	2021 €'000
Statement of Comprehensive Income for the year ended 31 December 2022		
Income:		
Rent	3	3
Refund of Insurance	3	2
Gross Profit	6	5
Expenditure:		
Depreciation	42	42
Rental Charges	3	3
Contribution to Access Road	-	-
Professional Fees & Insurance	3	2
Total Administration Expenses	48	47
Interest Receivable and Similar Income		
(Deficit)/Surplus before Taxation	(42)	(42)
Taxation	-	-
(Deficit)/Surplus after Taxation	(42)	(42)
Net Assets as at 31 December 2022		
Fixed Assets:		
Property, Plant and Equipment	1,695	1,737
Financial assets	14	14
	1,709	1,751
Current Assets	9	2
Current Liabilities	(13)	(6)
Total Net Assets	1,705	1,747

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

19. RECEIVABLES – GROUP

	2022	2021
	€'000	€'000
Trade Debtors	58	263
Oireachtas Grants Receivable*	12,900	12,900
Prepayments	1,423	576
Accrued Income	-	-
KGCL Property Holdings Ltd – Debtors	2	1
	14,383	13,740

* On the 19th December 2019, Fáilte Ireland was instructed by DTCAGSM to return €12.9M of cash balances before the 31st December 2019. DTCAGSM confirmed that this transaction did not represent a budget reduction and would be made available upon request. This continues to be treated as a Debtor as 31st December 2022, in line with accrual accounting practice.

RECEIVABLES – AUTHORITY

	2022	2021
	€'000	€'000
Trade Debtors	58	263
Oireachtas Grants Receivable*	12,900	12,900
Prepayments	1,423	576
Accrued Income	-	-
	14,381	13,739

20. CASH AND CASH EQUIVALENTS – GROUP

	2022	2021
	€'000	€'000
Deposit Accounts	997	7,425
Current Accounts	38,297	21,509
Cash on Hand	-	-
KGCL Property Holdings Ltd – Bank Accounts	7	1
	39,301	28,935

CASH AND CASH EQUIVALENTS- AUTHORITY

	2022	2021
	€'000	€'000
Deposit Accounts	997	7,425
Current Accounts	38,297	21,509
Cash on Hand	-	-
	39,294	28,934

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

21. PAYABLES – GROUP

	2022 €'000	2021 €'000
Amounts falling due within one year		
Trade Creditors	1,619	2,101
Tourism Ireland	38	7
Deferred Income	12,338	14,914
Accruals – Capital	17,392	10,893
Accruals – Pay	566	511
Accruals – Non Pay	5,892	2,882
Other Creditors	2,674	532
Prepaid Income	1,833	1
KGCL Property Holdings Ltd – Payables & Accruals	13	6
	42,365	31,847

PAYABLES – AUTHORITY

	2022 €'000	2021 €'000
Amounts falling due within one year		
Trade Creditors	1,619	2,101
Tourism Ireland	38	7
Deferred Income	12,338	14,914
Accruals – Capital	17,392	10,893
Accruals – Pay	566	511
Accruals – Non Pay	5,892	2,882
Other Creditors	2,674	532
Prepaid Income	1,833	1
	42,352	31,841

Deferred income includes proceeds of disposal of freehold and leasehold interest (see Note 24)

22. CAPITAL ACCOUNT – GROUP

	2022 €'000	2021 €'000
At 1 January	29,816	31,086
Income used for capital purposes		
Additions to Purchased Property, Plant and Equipment in Year	1,728	1,053
Additions to Intangible Assets in Year	3,908	3,392
Amortisation in Line with Asset Depreciation	(7,282)	(5,715)
Amount Released on Disposal of Property, Plant and Equipment	(2)	-
Transfer To/(From) Income and Expenditure Account	(1,648)	(1,270)
At 31 December	28,168	29,816

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

The Balance in the Capital Account corresponds with the following amounts:	Notes	2022 €'000	2021 €'000
FIXED ASSETS			
Property, Plant and Equipment	13	22,036	22,185
Intangible Assets	15	7,593	9,142
Investment Property	16	176	176
Financial Assets	17	60	60
Less Total Assets of KGCL Property Holdings Ltd.	18	(1,709)	(1,759)
Investment in Subsidiary KGCL Property Holdings Ltd.	17	12	12
		28,168	29,816

CAPITAL ACCOUNT – AUTHORITY

	2022 €'000	2021 €'000
At 1 January	29,816	31,086
Income used for capital purposes		
Additions to Purchased Property, Plant and Equipment in Year	1,728	1,053
Additions to Intangible Assets in Year	3,908	3,392
Amortisation in Line with Asset Depreciation	(7,282)	(5,715)
Amount Released on Disposal of Property, Plant and Equipment	(2)	-
Transfer To/(From) Income and Expenditure Account	(1,648)	(1,270)
At 31 December	28,168	29,816

The Balance in the Capital Account corresponds with the following amounts:	Notes	2022 €'000	2021 €'000
FIXED ASSETS			
Property, Plant and Equipment Assets	13	20,341	20,440
Intangible Assets	15	7,593	9,142
Investment Property	16	176	176
Financial Assets	17	58	58
		28,168	29,816

23. OPERATING LEASE COMMITMENTS ON LAND AND BUILDINGS

At 31st December 2022, the Authority had the following total future commitments under operating leases:	2022 €'000	2021 €'000
Minimum Future Lease Payments		
Within One Year	801	964
Between Two and Five Years	1,297	2,242
After Five Years	1,218	1,370
	3,316	4,576

The total amount charged in respect of operating leases in the Income and Expenditure Account for 2022 is €934,906 (2021: €896,483)

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

24. PROCEEDS OF SALES

In 2022 the Authority disposed of : Title and Interest in Dublin Pass for €500,000 (No original cost on acquisition).

In 2021 the Authority disposed of : Freehold interest in land for €556,994* (net)

In 2018 the Authority disposed of : Freehold interest in a premises for €2,500,000 (net)

In 2017 the Authority disposed of : Freehold interest in a premises for €789,087 (net)

In 2016 the Authority disposed of : Freehold interest in land and investment property for €49,822 (net)

In 2015 the Authority disposed of : Freehold interest in a premises for €70,697 (net)

In 2014 the Authority disposed of : Leasehold interest in a premises for €3,911,000 (net)

: Freehold interest in a premises for €137,000 (net)

The Authority has received sanction from Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media to retain funds totalling €8,514,600, of which €6,573,577 remains as at 31/12/2022 (2021: €6,073,577) arising from profits arising on the sale of land, premises and investment property in the period 2014-2022 (sales proceeds of €1,029,934 are being returned to the DTCAGSM in 2023). The sanction was given on condition that the funds are expended on a number of specific capital projects prioritised by Fáilte Ireland in addition to a number of tourism capital development projects. The retention of these monies is to be taken into account in determining the future grant allocation.

*In relation to the disposal in 2021, total proceeds of €556,994 included funds relating to arbitration costs of €127,244.

25. GRANT PAYMENT COMMITMENTS

Commitments for capital grant payments at 31st December 2022 were estimated at €107.8 million (2021: €150.2 million).

26. RELATED PARTY DISCLOSURES

The Authority adopts procedures in accordance with the guidelines issued by the Department of Public Expenditure and Reform in relation to the disclosure of interests by Authority Members and these procedures have been adhered to by the Authority Members and the Authority during the year.

The Authority Members and Fáilte Ireland complied with the Department of Public Expenditure and Reform guidelines covering situations of personal interest in the normal course of business. Fáilte Ireland may approve financial support/grants and enter into contractual arrangements with undertakings in which Fáilte Ireland Authority Members are employed or otherwise interested.

In cases of potential conflict of interest, Authority Members do not receive Authority documentation on the proposed transactions nor do the members participate in or attend discussions relating to the matters. A schedule of these transactions is available on request.

27. RECOVERY OF GRANTS

Fáilte Ireland has no recovery of grants to report in 2022.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

28. PENSIONS

The Authority's pension schemes are described below

NATIONAL TOURISM DEVELOPMENT AUTHORITY SUPERANNUATION SCHEME

507 members of this scheme (made up of Active, Deferred and Pensioner members).

The Authority operates a defined benefit superannuation scheme for eligible permanent staff under The National Tourism Development Authority Act, 2003 and for eligible permanent staff of the former Bord Fáilte under section 15 of the Tourist Traffic Act, 1952 and section 9 of the Tourist Traffic Act, 1983.

The pension scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to the current "model" public sector scheme regulations. The scheme provides a pension (one eightieths per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 65th birthday; pre 2004 members have an entitlement to retire without actuarial reduction from age 60. Pensions in payment (and deferment) normally increase in line with general public sector salary inflation.

(FORMERLY CERT) CONTRIBUTORY PENSION AND DEATH BENEFITS PLAN (CLOSED TO NEW ENTRANTS)

92 members of this scheme (made up of Active, Deferred and Pensioner members)

The Authority operates a defined benefit pension scheme for the eligible staff of the former CERT Ltd.

Benefits and contributions are defined by pension scheme deeds and booklets. The scheme provides a pension (one eightieths per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions subject to a rule that if a member attains 20 years' service at age 65 years, 40 years is awarded. Normal Retirement Age is a member's 65th birthday.

As this scheme is closed, under the projected unit method, the current service cost will increase as the members of the scheme approach retirement.

REGIONAL TOURISM ORGANISATION PENSION SCHEME (CLOSED TO NEW ENTRANTS)

258 members of this scheme (made up of Active, Deferred and Pensioner members)

A defined benefit pension scheme is operated for eligible staff of the former six Regional Tourism Authorities, with benefits funded by contributions from the employees.

Benefits and contributions are defined by pension scheme deeds and booklets. The scheme provides a pension (one eightieths per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 65th birthday; pre 2004 members have an entitlement to retire without actuarial reduction from age 60. Pensions in payment (and deferment) normally increase in line with general public sector salary inflation. As this scheme is closed, under the projected unit method, the current service cost will increase as the members of the scheme approach retirement.

SINGLE PUBLIC SERVICE PENSION SCHEME

164 members of this scheme (made up of Active and Deferred members)

The Authority operates the Single Public Service Pension Scheme (Single Scheme) which is the defined benefit scheme for pensionable public servants appointed on or after 1st January 2013. Single Scheme members contributions are paid over to the Department of Public Expenditure and Reform. Section 44 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 provides for funding of pension payments as they fall due by way of payments out of the Central Fund or from funds provided by the Oireachtas for that purpose.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

(A) Analysis Of Total Retirement Benefit Costs Charged To Expenditure	2022	2021
	€'000	€'000
Current Service Cost	10,441	9,773
Interest on Pension Scheme Liabilities	4,069	1,701
Employee Contributions	(1,125)	(1,076)
Total Defined Benefit Scheme Costs	13,385	10,398
Other*	371	313
Total	13,756	10,711

*Other costs comprise (1) Income Continuance Premium Payments made of €48K (2) €33K being the difference between the formerly CERT pension scheme entitlement and the payment of an annuity purchased at the time reduced by (3) contributions refunded (€59K) (4) Single Pension Scheme Contributions Permanent and Fixed Term Contract staff €349K paid.

(B) Analysis of amount recognised in Comprehensive Income	2022	2021
	€'000	€'000
Experience Gains/(Loss)	89	5,483
Changes in Assumptions	107,932	(1,737)
*Actuarial Gain/(Loss)	108,021	3,746
*Actuarial Gain/(Loss) recognised by matching funding	(46,446)	(5,301)
Total	61,575	(1,555)

*This was mainly due to the large rise in corporate bond yields during 2022 on which the discount rate assumption is based. The discount rate assumption has subsequently increased from 1.2% (Year End 2021) to 3.7% (Year End 2022).

(C) Movement in Net Retirement Benefit Obligations during the year	2022	2021
	€'000	€'000
Net Pension Liability at 1 January	(334,280)	(335,758)
Benefits paid	9,575	9,206
Transfer payments	-	-
Current service cost	(10,441)	(9,773)
Interest on pension scheme liabilities	(4,069)	(1,701)
Actuarial Gain/(Loss)	108,021	3,746
Net Pension Liability at 31 December	(231,194)	(334,280)

(D) Deferred Retirement Benefits Funding

The Authority recognises an asset corresponding to the deferred liability for the Regional Tourism Organisations Pension Scheme, the (formerly CERT) Pension Scheme and the Single Public Service Pension Scheme as set out in the Accounting Policy for pensions.

	2022	2021
	€'000	€'000
The (formerly CERT) Pensions Scheme, Regional Tourism Organisation Scheme and the Single Public Service Pension Scheme (Based on the Provisions of the Financial Measures Act 2009).	95,036	138,352
Total	95,036	138,352

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

The Net Deferred Funding for Pensions recognised in the Income and Expenditure Account is as follows:

	2022 €'000	2021 €'000
Funding Recoverable in Respect of Current Year Retirement Benefit Costs – (formerly CERT) Pensions Scheme and Regional Organisation Tourism Scheme	6,881	5,268
State Grant applied to pay pensioners	(3,159)	(3,104)
Staff Contributions applied to pay pensioners	(586)	(541)
	3,136	1,623

The quantification of the liability is based on the financial assumptions set out in the note below (E).

The assumptions used, which are based on professional actuarial advice, are advised to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

(E) Scheme and Actuarial Assumptions

The valuation of the schemes' liabilities used for the purposes of FRS 102 Section 28 Employee Benefits disclosures has been based on a full actuarial valuation at the 31 December 2022 carried out by a qualified independent actuary. Pension scheme liabilities have been measured using the projected unit method.

Principal actuarial assumptions used to calculate the scheme liabilities:

	31/12/2022	31/12/2021
Discount Rate	3.70%	1.20%
Rate of Increase in Salaries	4.00%	3.60%
Future State Pension Increases	2.50%	2.10%
Future Pension Increases *	3.50%	3.10%
Inflation Rate	2.50%	2.10%
Revaluation in Deferment **	3.50%	3.10%

Demographic Assumptions

	31/12/2022	31/12/2021
Mortality Pre Retirement	Male 73% of ILT15 Female 77% of ILT15	Male 73% of ILT15 Female 77% of ILT15
Mortality Post Retirement	Male 58% of ILT15 Female 62% of ILT15	Male 58% of ILT15 Female 62% of ILT15
Allowances for future improvements in mortality	Yes	Yes
Retirement Age	New entrants 65, other employees 62***	New entrants 65, other employees 62***
% married at retirement	90%	90%
Age difference between spouses	A male is assumed to be 3 years older than his spouse	A male is assumed to be 3 years older than his spouse

* In the case of the CERT scheme, future pension increases of 3% p.a. are assumed.

** In the case of the CERT scheme, statutory revaluation applies to deferred benefits. For members of the Single Public Service Pension Scheme, pensions increase before and after retirement are in line with price inflation.

*** The retirement age for the CERT pension scheme is 65 for all members.

The mortality basis above explicitly allows for improvements in life expectancy over time, so that life expectancy will depend on the year in which a member attains retirement age. The table below shows the life expectancy for members attaining age 65 in 2022 and 2042.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

Year of attaining age 65	2022	2042
Life Expectancy – Male	22.1 years	24.3 years
Life Expectancy – Female	24.4 years	26.4 years

(F) History of defined benefit obligations, assets and experience gains and losses	2022 €'000	2021 €'000	2020 €'000	2019 €'000	2018 €'000	2017 €'000
Defined Benefit Obligations	231,194	334,280	335,758	309,501	260,718	278,681
Experience Gain/(Loss) on Scheme Liabilities						
• Amount (€'000)	89	5,483	4,544	3,195	7,850	899
• Percentage of Present Value Scheme Liabilities	0.04%	1.64%	1.35%	1.03%	3.01%	0.32%

29. GOING CONCERN

The Financial Statements have been prepared on the going concern basis. At the time of preparing the 2022 Financial Statements, there is uncertainty as to the continued longer term funding of the National Tourism Development Authority Superannuation Scheme by the Oireachtas, as the scheme is not mentioned in the Financial Measures (Miscellaneous Provisions) Act 2009 together with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 which provides legislative backing to the Group's three other pension schemes.

The Authority has sought assurance from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department of Public Expenditure and Reform as to the continued funding of this scheme and to date this assurance has not been received. Accordingly, the Authority has decided not to provide for a deferred asset in the Financial Statements totalling €136m (2021 €196m), being the value of the deferred liability of the scheme.

In assessing the going concern position of the Group the Authority has considered the following:

1. The Oireachtas continues to provide funding on a pay as you go basis for the National Tourism Development Authority Superannuation Scheme through the annual Estimates process.
2. The organisation is a state body established by the National Tourism Development Authority Act 2003 and 95% funded by the Oireachtas.
3. There are currently no plans to dissolve the organisation.
4. The funding of the pension scheme is an ongoing issue and the Authority has not been given a definitive position that funding will or will not continue.
5. The crystallisation of the potential liability will span a period of 27 years into the future.

Based on the above considerations, the Authority members are satisfied that the Group has adequate resources to continue for at least 12 months from the date of approval of these Financial Statements, and it is appropriate to adopt the going concern basis in the preparation of the Financial Statements.

The Authority members have also concluded that the uncertainty re the National Tourism Development Superannuation Scheme and Coronavirus do not represent material uncertainties that casts significant doubt about the Group's ability to continue as a going concern and on that basis, the Authority will continue to adopt the going concern basis in preparing its Financial Statements.

On the 30th January 2020, the World Health Organisation (WHO) announced Coronavirus as a global health emergency. On 11th March 2020, it announced that Coronavirus was a global pandemic. The extent of the impact of the COVID-19 pandemic on the company's operational and financial performance are reflected in the Financial Statements. This includes additional funding which was provided to support the sector and the Tourism Industry during the Pandemic. The COVID-19 Pandemic continued to present ongoing challenges to the Tourism Sector during 2022.

Notes to the Financial Statements (continued)

for the year ended 31 December 2022

30. REVENUE

During 2022, Fáilte Ireland raised an enquiry with Revenue regarding the application of Professional Services Withholding Tax (PSWT) for Event Management Companies. This enquiry is still under consideration with Revenue as Fáilte Ireland have not received confirmation that the issue is closed and no amounts are due.

31. IMPACT OF COVID-19

On 30th January 2020, the World Health Organisation (WHO) announced Coronavirus as a global health emergency. On 11th March 2020, it announced that Coronavirus was a global pandemic. Since 30th January 2020, the spread of COVID-19 has severely impacted many local economies around the globe. In many countries, businesses are being forced to cease or limit operations for long and indefinite period. Measures taken to contain the spread of the virus including travel bans, quarantines, social distancing and closure of non-essential services have triggered significant disruption to business worldwide, resulting in an economic slowdown.

Measures taken by our government to contain the virus have affected how we operate. NTDA has taken a range of measures to monitor and mitigate the effects of COVID-19, including putting in place required safety and public health measures for our staff, Tourism Industry and stakeholders such as social distancing and working from home. Notwithstanding the impact of COVID-19, NTDA continues to carry out its vital role in supporting the Tourism Industry, with a focus on ensuring continuity of Strategic Business with a range of supports, including a particular focus on Business Continuity Grant Schemes.

Since March 2020, the pandemic has had a financial implication for NTDA and we have received additional resources in the form of government grants to assist us in continuing in our role.

In 2022, we received €50m of funding to provide additional COVID – 19 supports to the Tourism Industry in the following scheme:

- IBIA Business Continuity Scheme
- Coach Tours Business Continuity Scheme
- Tourism Accommodation Provider Business Continuity Scheme
- Tourism Business Continuity Scheme (Attractions & Activities)
- Marketing Group Scheme
- Tourism Transport Business Continuity Scheme
- Regional Festivals BC Scheme
- Business Continuity Ancillary and Administration Supports
- Destination Support for Business Event 2022

32. APPROVAL OF FINANCIAL STATEMENTS

These financial statements were approved by the Authority on 26th May 2023.

Prompt Payments by Public Sector Bodies

Reporting Template pursuant to Government Decision S29296 of 2 and 8 March 2011 and 28 March 2017 by:

The Health Service Executive, the Local Authorities, State Agencies and all other Public Sector Bodies, (excluding Commercial Semi State bodies)

Parent Government Department: Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media

Public Sector Body: National Tourism Development Authority (Fáilte Ireland)

Period Covered: 1st of January 2022 to 31st of December 2022

Details	Number	Value (€)	Percentage (%) of total number of payments made
Total payments made in year	9790	€144,359,027	100%
Payments made within 15 days	8078	€133,844,815	82.51%
Payments made within 16 days to 30 days	1560	€9,422,502	15.93%
Payments made in excess of 30 days that were <u>subject</u> to LPI and compensation costs	59	€269,470	0.60%
Payments made in excess of 30 days that were <u>not subject</u> to LPI and compensation costs	93	€822,241	0.95%
Amount of late payment interest (LPI) paid in year	N/A	€322	N/A
Amount of compensation costs paid in Year	N/A	€3,350	N/A

