

Annual Report and Financial Statements

2023

The Future of Accounting

SWITCH
YOUR
PERSPECTIVE



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Message from the President



Mark Gargan
President CPA Ireland

“It is remarkable how similar the challenges and opportunities we face in Ireland are replicated around the globe.”

During 2023, I had the pleasure of representing CPA Ireland at the IFAC Council meeting in Vienna where I took the opportunity to connect with many Presidents of other professional accountancy bodies from around the globe, including those of our international partners.

It is remarkable how similar the challenges and opportunities we face in Ireland are replicated around the globe.

Our profession is truly global, and I commend the contribution to societies and economies that CPA Ireland members contribute to in over 50 jurisdictions around the world. While overall the Irish economy exhibited strength and resilience in 2023, it is undeniable that it was another challenging year for many.

Stubbornly high inflation has continued to see the cost of doing business rise, causing margins to shrink. High energy costs, high interest rates and pressure on wages have required businesses, particularly SMEs, to re-evaluate and re-strategise.

International conflicts too and a range of geopolitical concerns have added to an atmosphere of uncertainty that has prevailed across the global economy since the onset of COVID in 2020.

Against the backdrop of these many challenges, the economic performance of Ireland must be seen as a success. Employment grew by 123,000, keeping our unemployment rate at a very positive 4.4%. While GDP fell in 2023, prompted by a 2.9% drop in exports, other key indicators remained positive and our GNP and Modified Domestic Demand both increased narrowly.

In times such as these businesses of all sizes rely on the expertise and strategic advice provided by their accountancy team – be that in-house or an external partner. Having had the opportunity to speak to many CPAs and their clients since becoming President I am immensely proud of the contribution we continue to play in supporting Ireland’s economy and wider society.

CPAs support the work of over 100,000 SMEs daily and hold some of the most senior roles in leading Irish businesses. I congratulate and thank all CPA Ireland members for their contributions over this past year.

Among the key pressures faced, specifically by many Irish SMEs, through 2023 was preparing to deal with warehoused debt. This pandemic support allowed for businesses to defer tax liabilities but as 2023 wore on there remained a worryingly high level of warehoused debt, the majority of it coming from SMEs.

Supporting SMEs to overcome the challenges of debt warehousing became a priority of mine upon my election as President. I called on the Government to review the Small Companies Administrative Rescue Process (SCARP) and take a pragmatic approach that prioritises business survival.

At the time of writing, I am pleased the Minister for Finance has signalled a 0% interest rate on warehoused debt and is allowing for the extension of arrangements.

Another policy priority I have pursued is addressing the falling number of auditors, particularly among SMPs. In the last five years alone the number of audit firms has dropped by over 200.

The decline in the number of audit licenses being renewed is more pronounced in SMPs. To address this, I have been calling on IAASA to prioritise the adoption of the new IAASB framework for the auditing of Less Complex Entities.

As a profession, we face a global challenge to attract and retain talented people. This is particularly acute within the SMPs that are the bedrock of Irish accountancy.

CPA Ireland has been leading efforts to promote the profession and creating new education pathways to support entrants from diverse backgrounds.

I continue to believe that Ireland’s current Leaving Cert syllabus is a barrier to encouraging more young people to consider our profession.



The syllabus dates to the 1990s and is considerably older than the current cohort of leaving cert students.

The accountancy exam sat by thousands in June is closer to a history lesson than a depiction of 21st century accounting. The misconception it creates is damaging our profession and therefore we are pleased to see that a reform of the Leaving Certificate Accounting curriculum is finally being planned for and we expect to see work commence in 2024 with a view to a revised curriculum in place for classes commencing in September 2026. CPA Ireland will certainly play its part in assisting Government to deliver a curriculum that accurately reflects the diverse roles of accountants and the contribution we make to societies and economies.

In marked contrast, CPA Ireland has continued to show leadership and innovation in how it delivers training with the launch of the CPA Metaverse.

Another great change facing not just accountancy but all of society is climate change. Accountancy has an important part to play in delivering a more sustainable world. Consumers now demand sustainability from their suppliers while regulations and reporting requirements are increasing.

Our profession needs to prepare for the realities of sustainability reporting which will be an essential duty in the years ahead. CPA Ireland has been at the forefront of Irish accountancy in this regard offering bespoke training and CPD for several years. This continued in 2023 with the launch in September of Sustainability Micro Credentials, a series of CPD modules, delivered in partnership with Skillnet.

There is optimism about the prospects for Irish industry in 2024.

Key indicators, GDP, export and investment are all expected to rise. So too is employment, which is already at record levels. There is hope that 2024 will see inflation fall to below 3%, which will be welcome news to all businesses.

But there must also be pragmatism that the challenges and uncertainty experienced in recent years are unlikely to evaporate over just 12 months. Our role will continue to be vital through the year ahead.

2024 has the potential to be a landmark year, not just for CPA Ireland but for the accountancy profession with the potential amalgamation of our institute with Chartered Accountants Ireland.

This has the potential to create the largest professional body on the island of Ireland creating a stronger voice too for the accountancy profession. I believe amalgamation would bring together the best parts of our two organisations, pooling the resources and highly talented staff to benefit all members.

While I am supporting the amalgamation, I am confident that whatever the outcome CPAs will continue to play a tremendous role in Irish society.

I would like to thank every CPA Ireland member for their support of me and the Institute over the past year. In particular, I thank all of our members who volunteer their time to serve on the various councils and committees. CPA Ireland is our institute and can not operate without this support.

The passionate executive team, led by Eamonn Siggins, has worked tirelessly all year as they do every year and I want to warmly thank them.

It has been an honour and the greatest privilege of my career to serve as President of CPA Ireland. I wish all of our members a prosperous 2024.

Pictured: CPA Ireland Council Members and Senior Leadership Team at the EGM

Back Row L-R: Tom Murray, Cormac Mohan, Brendan Brady, Eamonn Siggins, Gearoid O'Driscoll, Richard O'Hanrahan, John Devaney, Brian Purcell, Patricia O'Neill.

Middle Row L-R: Patrick Kierans, Barry Clarke, Ruth Lynch, Cait Carmody, Judith Condell, Carla Manning.

Front Row L-R: Aine Collins, Clodagh Henehan, Mark Gargan, Michael Kavanagh, Gillian Cregan.



Mark Gargan

President CPA Ireland

Message from the Chief Executive



Eamonn Siggins
Chief Executive

“leadership in such disrupted times will require visioning, inventing, sense making and relating”

In 2018, Professors Michael Porter and Nitin Nohria, of the Harvard Business School, published a study of how CEOs spend their time. Their study found that, on average, CEOs spend 36% of their time in reactive mode, responding to unforeseen and unfolding events.

The term “unfolding events” covers a wide range of both externally and internally driven events, with a common thread – they require enormous commitment; hours that would normally be spent on advancing plans, striving for goals, and strategically shaping the future.

As members will be well aware at this stage, 2023 presented a once in a generation opportunity to shape the future of the profession in Ireland in the form of a proposal to amalgamate Chartered Accountants Ireland and CPA Ireland. This proposal was launched to members in January 2024 and the process is ongoing at the time of writing.

However, this opportunity certainly consumed significant leadership time in 2023 as principles were discussed and agreed. In leadership terms this opportunity certainly met the criteria to justifiably occupy attention in that it was so significant and likely to remain so significant that it demanded concentrated attention from the President, Council, and the senior leadership team.

The reaction, in terms of how those at the core of leadership in CPA Ireland, reacted to this opportunity, whilst continuing to deliver on business as usual, challenged our collective sense making powers to the extreme.

Our capacity to process complex, ambiguous situations has been developed in the culture of trust which flows from our Council down. Through experience gained within a culture where innovation and autonomy are encouraged, the senior leadership team were practiced in mastering dualities like strategy and execution, continuity, and change, short and long term goals.

The senior leadership team composed of Cait Carmody, Patricia O’Neill and Jude Condell embraced challenges and opportunities in equal measure in 2023, imagined different strategic scenarios, maintained options, and demonstrated the ability to adapt and deliver.

This Annual Report reflects a collective, team effort to deliver on our stated strategic objectives whilst finding the proportion of time required to explore a generational opportunity.

Drawing on the energy from a common purpose, our commitment to the public interest, the President, Council and Senior Leadership Team, operated cohesively and to peak performance throughout 2023.

Somewhat self prophetically, in the CPA Annual Report 2022, I mentioned that “leadership in such disrupted times will require visioning, inventing, sense making and relating”. We certainly managed to reframe VUCA into Vision, Understanding, Clarity and Agility throughout 2023.

After many years of crisis, from the global pandemic to the ongoing war in Ukraine, it was a very different focus in 2023 with a potential amalgamation running alongside business as usual.

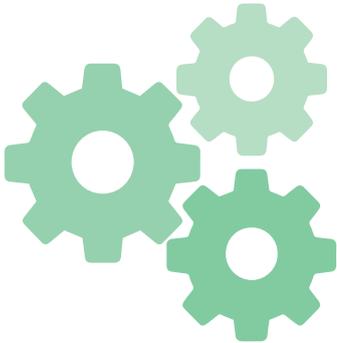
Yet, we continued to respond with agility and innovation to the opportunities and challenges facing the accountancy profession.

Sustainability

We delivered on our commitment to keep CPAs and CPA trainees at the forefront of sustainability information by continuing to enhance the CPA Ireland Sustainability Hub and by launching our suite of Sustainability Micro Credentials.

We are already witnessing a community of CPAs who are:

- Incorporating ESG into business planning and framing sustainability targets;
- Leveraging green finance opportunities for the businesses they serve;



- Driving best practices in diversity, equality and inclusion;
- Building ESG into internal reporting; and,
- Analysing data which is fundamental to sustainable business.

CPA Ireland is fostering skills and capacity and delivering credentials which allows CPAs express their value in the sustainability ecosystem.

At pre and post qualification we are adapting education and training to meet the needs of employers, businesses, economies, and society.

Technology

Building on our Digitalisation Hub, CPA Ireland went where no other professional accountancy body has yet ventured by launching the CPA Metaverse School of Innovation™.

CPAs are already immersing themselves in virtual reality training, experiencing the future of knowledge transfer and enjoying learning that is more motivating, interesting, and fun.

Talent and Qualifications

We have reframed the perspective in which accountancy, as a profession and career, has become perceived.

This innovative switching of perspectives defies perceptions and is supported by today's CPAs who are far from stereotypes.

The fact is that CPA Ireland supports a global community of CPAs who leverage technology, possess strong analytical skills, and play a crucial role in driving business success.

The CPA community is one of critical thinkers who solve complex business problems. The CPA Ireland approach to life long learning ensures that we build upon the initial qualification and training with continuous professional development that supports an entire portfolio of transferable skills leading to dynamic and versatile career opportunities.

By harnessing artificial intelligence and supporting CPAs in strategy and leadership, CPA Ireland is breaking stereotypes, leading where others follow and creating a future focused profession which will serve the public interest.

Through our global connections we have facilitated access to Ireland for world class professionals from outside of the EEA. The critical shortage of professional accountants has been recognised by Government and is acutely felt by employers, including Small to Medium accountancy practices.

CPA Ireland has established global partnerships and pathways to CPA Ireland membership which, in addition to organic growth through our qualification framework, is addressing this acute talent shortage in Ireland.

In conclusion, as we look forward to 2024, our sense making powers will undoubtedly be challenged to their limit once more.

CPAs can be justifiably proud of their focus on the future of the profession and on how best the profession can serve the public interest. Throughout 2023, CPAs have shown an incredible capacity for foresight both in what they do and in how "we" are organised to deliver on our public interest commitment.

CPAs are well positioned to contribute to economies, society and to the development of the profession, particularly in Ireland.

To their credit, CPAs continue to acknowledge and show appreciation for the inputs of dedicated volunteers and our talented staff. We will continue, together, to deliver world-class, boutique services to CPAs in 2024, whilst we explore all of the opportunities that face the accountancy profession.

Eamonn Siggins

Chief Executive



Brand

1

Create a brand for CPA Ireland to differentiate in the market place, attract new students, gain the support of employers, and communicate the quality and value of CPA Ireland to all stakeholders.





Throughout 2023, CPA Ireland focused on redefining the perspective in which a career in accountancy and the profession itself is held. This focus is a direct response to the attractiveness challenge facing the profession and the fact that the number of entrants to the profession is declining all across the globe. This is a complex challenge with some unique features, such as the perception given by an out of date Leaving Certificate Accounting syllabus in Ireland, and some global features such as competition from new careers, the challenge of professional examinations and the growth in regulation and liability.

New Campaign – Switch Your Perspective, Change your Future.



In 2023, the decline in interest to pursue a career in accountancy among younger generations continued. This is in part due to the wide range of new career opportunities in the tech space and the emphasis on STEM subjects in schools and colleges. However, the general perception of an Accountant and the role an Accountant plays is also a factor in this decline. There is a consensus that the role of an Accountant is solely focused on numbers and does not show the vast range of roles and opportunities available to you as an Accountant. In 2023 we created a marketing campaign that aimed to defy this perception and showcase the breadth of opportunities and career paths available as a CPA Accountant.

The campaign aims to defy 4 distinct perceptions;



Main Target – The general public

As the main tagline of the campaign we wanted something to grab everyone's attention and make them read on to see why accountancy is quite the opposite to dull! We wanted to defy the general perception that a career as an Accountant is a mundane office-based role and make people aware of the career opportunities and advantages of a career as an Accountant.

Main Target - Second level students that believe accounting is just numbers



The second tagline came about as we observed the perception among the younger generations, namely those in Secondary schools. Of course, what doesn't help this perception is the fact the leaving cert syllabus is largely outdated and doesn't represent the current skillset needed by Accountants. This way of teaching the subject has left the younger generation with a view that accounting is simply "number crunching" and we want to open their eyes to all the areas outside of this such as strategy, leadership, technology, sustainability and data analysis that are essential to being an Accountant.



Main Target – Mature students, those with no underlying accounting experience

There is also a perception that if you have never done accounting before, be it in school or college that a career in



accounting is simply unattainable. We want to show people that you can start a professional accountancy qualification with no prior accounting experience and gain a very successful and prosperous career. The CPA qualification provides a robust learning experience including on the job training, giving Trainees the skills and experience they need to prosper.



Main Target – Those currently studying accounting and finance

Finally, a perception that is prevalent among third level accounting and finance students is that to train as an Accountant you must train at a big firm. We want to show students that there is always other routes and often, training at smaller firms or in industry based roles can offer wider and more diverse training as you are exposed to all areas of the business and all areas of accounting.

To complement the campaign we wanted to use the career stories of our members to validate our claims. We reached out to all of our member base and were very grateful to those who participated in sharing their profiles and career stories which exceeded our expectations in showcasing the diverse and hugely successful career opportunities available as a CPA Accountant. The campaign was used across our career fair merchandise, social media channels and paid digital campaigns. As well as grabbing the attention of prospective students we hope it will position CPA Ireland as a lead advocate for the accountancy profession.

Launched Tiktok Channel



On 9th of November, CPA Ireland announced the launch of our new TikTok channel, providing another element to our Social Media Presence. Launching with a "Why Choose CPA?" video, outlining and going in depth about the CPA Ireland qualification, the TikTok channel has since showcased a "Day in the Life of a CPA Student" series, where current students studying the CPA Ireland exams and undertaking their training gave a run-through of their day as Trainee Accountants.

Alongside this series, videos such as announcements for the National Accounting Competition, A Day in the Life at the CPA Ireland conferring ceremony, a Merry Christmas Slideshow of CPA Staff, and more, can be seen also. So far, 7 videos have been uploaded, amassing over 4,500 views collectively, targeting a different audience to that on other social media platforms.

The aim of the TikTok platform is to bring awareness of the accounting profession to a younger audience, whilst keeping a fun/exciting element to the content which may differ slightly from the other platforms. Future plans for the channel include to showcase our ventures out to Career Fairs at Universities/Colleges and other events, and providing some insights from life at the CPA office.



Career fairs, presentations and sponsorship awards

Lecturers have a huge role to play in influencing the careers of their current students. At CPA Ireland we understand the trust that students put in their lecturers and career guidance counsellors to guide them, and we want to ensure that we maintain our trusted and collaborative relationships.

In 2023 we participated in 35 presentations to accounting and finance classes in colleges nationwide. We also attended 20 college career fairs and sponsored 9 awards for top performing students.

We greatly value these opportunities to meet perspective students face to face and make them aware of the community they could join as a CPA student.

Pictured L- R:
Adam O' Reilly, CPA Ireland,
Christina Roche, Award Winner



Pictured L- R:
Adam O' Reilly,
CPA Ireland,
Craig Walsh,
Prize Winner

Pictured L-R: Kristina Murphy, CPA Ireland, Peter Ring, Lecturer, Jude Condell, CPA Ireland, Raymond O Connor Desmond, Head of Department Business; Hotel, Culinary Arts & Tourism, Laura O'Driscoll, Prize Winner, Simon Quinn, Lecturer



Pictured L to R:
Dr. Áine Ni Shé, Registrar & Vice President for Academic Affairs, Dr. Breda Kenny, Head of School of Business, Kristina Murphy, CPA Ireland, Linda Creswell, Awardee, Dr. Claire O'Sullivan Rochford, Head of Accounting & Information Systems Department, Mr. Gerard O' Donovan, Head of Faculty of Business & Humanities



Above: Pictured L-R: Dr. Martin Meagher, Head of Department of Business, Tracy Byrne, Lecturer & Programme Director, BA (Hons) in Accounting, Adam O'Reilly, CPA Ireland, Emma Cummins, Prize Winner, Tara Jacob, Prize Winner, Katie Maguire, Prize Winner, Jude Condell, CPA Ireland, Dr. Ed Dennehy, Lecturer in Business Management

Pictured L to R:
Dr. Eoin Langan, Dean, Faculty of Business, TUD Dublin, Luca Connell, Awardee, Cian Navin-Mealey, CPA Ireland



Pictured L to R:
Dr. Eoin Langan, Dean, Faculty of Business, TUD Dublin, Emil Thomas, Awardee, Cian Navin-Mealey, CPA Ireland



Above: Pictured L to R: Dr. Eoin Langan, Dean, Faculty of Business, TUD Dublin, Bothayna AlSaleh, Awardee, Cian Navin-Mealey, CPA Ireland

Student Enterprise PROGRAMME



“The financial management skills student entrepreneurs learn while taking part in SEP will stand to them in many ways, both now and into the future.”

SEP Programme Sponsorship

As we continue to cultivate our relationship with second level students to change their perception of a career in accounting, we wanted to get involved in some second level initiatives. One that stood out to us was the Student Enterprise Programme.

The Student Enterprise Programme is Ireland’s biggest and most successful programme for young student entrepreneurs. 25,000 second level students take part in the competition every year. Run by the network of local enterprise offices of Ireland, the competition gives students nationwide a chance to set up their own business and do everything a real life entrepreneur would do.

In 2023 we were delighted to start working with the Student Enterprise Programme to sponsor an award for the best finance plan in the 2024 finals. By taking part CPA Ireland want to assist students with their financials, give them finance skills to make their business a success and make them aware of the career possibilities available to them in the future as a CPA Accountant.

We provided resources around pricing strategies in the run up to the Christmas fairs, cash flow tips, and pre-recorded video tips to help prepare their business plans to ensure they get the best out of their application.

Speaking about the launch of the new CPA Ireland Finance Award, Judith Condell, Director of Business Development, CPA Ireland said “The financial management skills student entrepreneurs learn while taking part in SEP will stand to them in many ways, both now and into the future.

Whether they decide to set up their own business or work in a finance role in industry or practice, the financial & management skills they will learn this year will give them a real competitive edge going forward.

We are really looking forward to working with the students and their teachers over the coming months and are very excited to see all this years amazing business ideas!”

Irish Accountancy Awards

CPA Ireland was once again delighted to sponsor the Irish Accountancy Awards. The Irish Accountancy Awards recognises and celebrates the most original and innovative individuals and companies that demonstrate excellence in the accountancy profession in Ireland.

As advocates for change and excellence in the accountancy profession we are always happy to support this event. At the 2023 awards we were delighted to sponsor the Global Achievement in Accountancy award, which was awarded to Geradline Ruane, CPA.



Pictured L to R: Cormac Mohan, CPA, Jude Condell, Director of Business Development, Eamonn Siggins, CEO, CPA Ireland, Patricia O’ Neill, Director Member Services, Mark Gargan, President, CPA Ireland



Pictured L to R: Geraldine Ruane, Founder, Gallitina Limited, Mark Gargan, President, CPA Ireland



Micro Credentials



CPA METAVERSE
SCHOOL OF INNOVATION™

CPA Ireland Skillnet

Skillnet Ireland is a national business support agency of the Irish Government, working with companies of all sizes to identify and develop the talent they need to succeed. Developing close partnerships with industry to create upskilling programmes which are responsive to business needs and designed to develop future-ready talent. Skillnet Ireland is co-funded by the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science and the European Union.

CPA Ireland Skillnet is one of 70 + Skillnet Business Networks and in 2023 many of the CPD courses and post qualification specialisms were funded, or part funded, by the CPA Ireland Skillnet.

We would like to acknowledge and thank Skillnet Ireland for their support throughout 2023. The funding received went towards developing and launching CPA Metaverse, School of Innovation. In addition, the funding was allocated to develop the new Micro Credentials suite in Sustainability.

We were delighted to welcome exceptional speakers from both at home and abroad throughout the year whose insights and advice proved invaluable. The network focused on the future of work in Ireland and how the CPD programme and post qualification specialisms could provide opportunities for upskilling and growth.

In summary, throughout 2023, CPA Ireland has supported the attractiveness of the profession and the opportunities available to CPAs within that profession. The attractiveness of the profession itself remains a challenge. CPA Ireland, like many other professional bodies globally, is playing its part in redefining how the profession is perceived.

National Accounting Competition

In 2023 we partnered with gamification app Quitch to host the National Accounting Competition for the second year in a row. The Competition, open to all third level accounting and business students on the island of Ireland, was once again met with a great response. 21 colleges across Ireland took part this year, with participants from first to final year accounting and business courses.

The Technological University of the Shannon Midlands Midwest was the "Winning College" for the second year running. Brendan McLarney, Lecturer in Accounting at Technological University of the Shannon Midlands Midwest, said, "We are delighted to see our accounting students winning the top two prizes in the 2023 National Accounting Competition. This is the second year in a row that one of our accounting students has won the competition, which is a great testament to the quality of the BA in Accounting programme at TUS Athlone. These awards are recognition of the hard work and dedication of the students and staff within the Department of Accounting and Business Computing".

The competition which sees students answering accountancy-based theory questions on the Quitch app and seeing their leaderboard position in real time, promotes a fun and interactive way of learning accounting. The combination of tech and future based learning coincides with our aim of changing the perception of accounting among younger generations. The competition also provides an opportunity for business and accounting faculties to showcase their talent and abilities on a national stage.

The competition also provides a great opportunity for CPA Ireland to interact and cultivate a relationship with accounting undergraduate students at this early stage of their accounting journey and make them aware of all that CPA Ireland has to offer for their career going forward.



Pictured L to R:

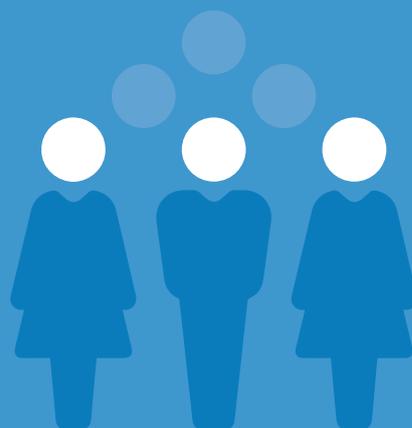
Orlaith Kelly, Accounting Lecturer, Bernard Tao Cui, Head of Department, Accounting and Business Computing, Chenlu Lin, 1st Place Winner, Adam O'Reilly, CPA Ireland, Brendan McLarney, Accounting Lecturer, Niamh Dunne, Tax Lecturer



People

2

Shift our strategy development mindset from one in which physical and financial resources dominate to a mindset in which competitive advantage can be built through the scarce resource of our valuable people and their tacit knowledge.





Pictured L to R: Gillian Peters, CEO, Pragmatica, Dr. Karen Weekes, Performance Psychologist and Endurance Adventurer, Patricia O'Neill, Director of Member Services, CPA Ireland, Helen Wycherley, Director, Celtic Ross Hotel

"Strategic focus on people and a culture which supports autonomy, trust and innovation"

As we engaged with members, students and stakeholders in 2023, we received consistent feedback on the connection between the value CPA Ireland delivers and the quality and commitment of our people, staff and volunteers.

The CPA Ireland focus on people as a valuable asset cascades throughout our organisation and is fundamental to how we create and deliver value.

Member Support

In 2023 we delivered on the stated requirements of members in the appropriate mix of online, in person and hybrid events. We were delighted to welcome, members, colleagues and stakeholders to our in person Summer Social Events, Women in Business events and the Business Breakfast. It was heartening to see and hear the networking and positivity from all those that attended. As a professional accountancy body, CPA Ireland provides multiple supports to members and in turn we greatly appreciate the support members gave us through attendance at all of our events and courses throughout 2023. As a value creating organisation, CPA Ireland operates an "outside in" approach to customer needs and wants. This approach has served CPA Ireland well and is now embedded in our organisational culture and is regularly measured and tracked by Council.

Embedding new talent

Our innovation, growth focus and people centred culture, led us to successfully induct 8 new colleagues to the CPA Ireland team in 2023. We closed out on 2023 with a full establishment for the first time in many years and can look forward to operating at full capacity for 2024. Having a strategic focus on people and a culture which supports autonomy, trust and innovation, allows staff the agility to innovate and be listened to.

This listening priority supports our outside to in model as those who are directly engaged with members, students and other stakeholders have a safe environment to report back even in circumstances where the messages are not those we might prefer to hear.

Hybrid work policy – All in days



2023 seen a continuation of the hybrid work policy, offering employees a flexible work life balance. While the flexibility is greatly appreciated by staff, the need for team innovation and cross collaboration came to the fore in 2023 and monthly "All in" days were introduced.

These company wide office days provided opportunities for idea generation and networking among staff. It is very easy to become siloed and unaware of the work of other teams while working from home, so it was a welcome development to cross collaborate on Institute wide initiatives.

In addition, the addition of "all in" days provided the platform for Institute wide in person training on a range of topics such as the Metaverse project, building trust through networking, sustainability, promoting our brand and even learning about the history of the building and environment in which we operate.



CPA Ireland Staff, Christmas 2023



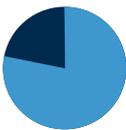
55%

Female Board Representation



78%

Female Staff Representation



**3 out of 4
Of Our Directors
Are Also Female**

Ireland's women in finance charter

Gender parity has always been to the fore in CPA Ireland, Last July CPA Ireland joined Ireland's Women in Finance Charter as a signatory. The Women in Finance Charter is a collaboration between industry and Government under the Ireland for Finance strategy. Ireland for Finance, is the government's blueprint for the development of the international financial services sector.

Diversity is a key theme of the Strategy. Ireland's Women in Finance Charter is a commitment by signatory firms and representative bodies to achieve greater gender balance and inclusivity at all levels across the financial services sector in Ireland.

At present in CPA Ireland, we have 55% female board representation and 78% female representation among our staff. Three out of four of our directors are also female. We pride ourselves in this strong female representation and our inclusion in this charter signifies our pledge to continue this into the future and set a precedent for the accountancy sector in Ireland.



Pictured L to R: Jude Condell, Director Business Development, CPA Ireland, Cait Carmody, Director Professional Standards, CPA Ireland, Patricia O'Neill, Director Member Services, CPA Ireland

Eamonn Siggins, 30 Years as CEO

In 2023, Eamonn Siggins celebrated 30 years as CEO of CPA Ireland. Throughout his 30 years he skilfully navigated our institute through numerous challenges.

To mention a few, the huge developments in technology in the accounting space, the pandemic and of course the new world of work. Eamonn's impeccable ability to lead change both in the profession and the working world while cultivating a consistent positive work culture is something which has greatly attributed to the success of CPA Ireland. This tenure as CEO was also recognised with the award as Accountancy Body CEO of the Year 2023 by the prestigious global publication, CEO Monthly.



Pictured L to R: Mark Gargan, President, CPA Ireland, Eamonn Siggins, CEO, CPA Ireland

Well-Being

It is of utmost importance that our students feel supported throughout their studies and training with CPA Ireland. In 2023 online resources available were further increased to ensure our students continued to feel supported in their studies and examinations. In addition, a series of articles was published, specifically focusing on student wellbeing, covering topics such as Dealing with Exam Failure, Developing a Growth Mindset, Managing Stress and How to Create an Effective Study Plan.

Upskilling and Development

The emphasis on cross collaboration between departments in 2023, led to the want for more information among staff on the academic side of the CPA qualification.

Targeted skills development seminars in the areas of Academic Integrity and National Framework Alignment were made available to stakeholders such as institute staff, various committee members and educators. Positive feedback was received from attendees, and we will continue this initiative in 2024.

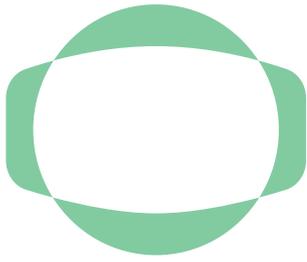


Product

Transform our product (pre and post qualification education) to exploit the advantages of online learning.

3





CPA Metaverse, School of Innovation



CPA Ireland is the first Professional Accountancy Body in the world to leverage virtual reality (VR) technology to create a game-based, experiential training programme. From idea germination to the launch of the CPA Metaverse, the team behind this exciting and innovative programme grew from being complete VR novices to patient facilitators. The learning curve has been steep, but the journey has been exciting and very worthwhile.

The impact of digitalisation on accountancy has been profound, reshaping the profession in unprecedented ways. This transformative process has streamlined traditional accounting practices, and enhanced efficiency, accuracy, and accessibility. RPA is revolutionising the way accountants and finance professionals handle repetitive and rule-based tasks.

Designed for accountancy students and fully qualified accountants, we have created a safe space to practise activities and increase knowledge retention through a collaborative, gamified and practical learning experience for the adoption of RPA in the workplace.

RPA is a complex and, to some, an uninteresting topic that can be challenging to understand. Learning in Virtual Reality makes abstract concepts more concrete. In the CPA Metaverse we have created engaging and fun ways to understand the benefits, opportunities, and challenges of implementing RPA in an organisation.

By requiring learners to work as a team and using gamification, experiential learning and data visualisation, CPA Ireland has created an environment that greatly increases the engagement, understanding and confidence of the user. This is the foundation on which the CPA Metaverse, School of Innovation is built.

This exciting programme was developed in conjunction with Skillnet Ireland and Sia Partners.



Pictured L-R: Dave Flynn, Skillnet Ireland, Patricia O'Neill, CPA Ireland, Gary O'Sullivan, Sia Partners.

Student Training in the Metaverse

During 2023 the CPA Metaverse system was developed focusing on the area of Robotic Process Automation. While the initial launch was member focused, the initiative was developed with a view to being incorporated into the training requirements for CPA Ireland students. Ongoing development of the CPA Metaverse may incorporate, for example, topics such as Professional scepticism, emotional intelligence, critical thinking, and decision making.

The scope that the metaverse allows, would give Trainees access to skills which they may not be exposed to in their Trainee role, ensuring that every CPA Trainee is equipped with the highest level of training for their accountancy career. Advancements in tech and AI and the attractiveness of this new virtual world to the younger generation also presents the opportunity to attract more perspective students to the accountancy profession through this new way of training.





Sustainability Micro Credentials

The new European Sustainability Standards (CSRD) came into action in January 2024. It is essential that accountants fully understand the implications of these requirements. CPA Ireland's new online Sustainability Micro-Credentials offer 15 CPD hours per module and will ensure that participants can advise their clients and companies with confidence.

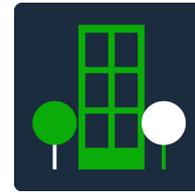
The micro-credentials are self-paced and fully online, giving learners a flexible way to acquire specialised knowledge and skills in the field of sustainability in a way that aligns with their unique career goals and interests. Each micro-credential includes an online assessment which can be taken in the learner's own time. Assessment is housed on our Learning Management System, Canvas, and is a mix of multiple-choice questions, case studies and reflections. Providing relevant and innovative training is essential in the current market and CPA Ireland Skillnet has given our trainees the competitive edge needed to be successful by delivering flexible, innovative, and interdisciplinary training. Meeting the targets of growth, productivity, innovation, and employability and addressing crucial skill gaps CPA Ireland Skillnet developed the Sustainability Micro Credentials.

Participants gain a Certificate of Completion after successfully completing each micro-credential. In addition, they receive a digital badge certifying completion of the micro credential. This badge can be added to participant's email signatures and LinkedIn profiles. Participants can also opt to complete all micro-credentials and an additional final assessment in order to gain an overall Diploma in Sustainability.



"The CPA Sustainability micro-credentials are a valuable certification for all industry finance professionals, especially those tasked with understanding & implementing process around new CSRD requirements coming into force. With ever-increasing focus on industry ESG standards, and government commitments to meet sustainability targets, the CPA sustainability certification offers insights to enable informed review of industry practice and guidelines on how to make improvements, setting industry on the right track to working towards a greener, more sustainable business model."

Lorraine Farrell, FCPA, Head of Finance - Teeling Whiskey Company Ltd



Sustainability Standards

Navigate the evolving landscape of sustainability reporting frameworks and drive meaningful change within organisations.



Sustainability Assurance

Undertake an independent examination of an organisation's sustainability performance, processing & reporting.



ESG Challenges

Addressing ESG challenges requires a holistic approach, strong leadership commitment and continuous improvement in ESG practices.



ESG Strategies

Developing an ESG Strategy is a proactive step towards creating a more resilient, responsible, and profitable enterprise and overall economy.



Second level focus

The decline in interest among the younger generations towards a career in accountancy spurred a focus on second level students and the direct route to the CPA qualification. The rising cost of living and the rental crisis have brought to the fore the need for alternative educational routes for second level students.

The CPA Qualification allows students to study online and so reduces the need to relocate, giving second level students a more accessible route to a career in accounting. To promote this route the business development team increased engagement in the second level space in 2023. We attended the Career Guidance Counsellors' Conference and started collaboration with the Student Enterprise Programme to sponsor a finance award in the 2024 finals.

Examination Developments

At CPA Ireland we value our students' experience throughout their journey with us and especially through the exam stages as this can be a stressful time.

We want to make the exam process as streamlined as possible for them and ensure they are equipped with the knowledge needed to excel in their careers. The integrated system for examination development established in 2022, continues to prove very successful as evidenced by feedback from subject specialists in each discipline.

The outcome of this approach is that examination papers have been streamlined to avoid overlap of coverage and to ensure appropriate progression of difficulty. This sets our students up for each stage as they progress and ensures their future employers that their knowledge is of the highest standard.

QQI Listed Awarding Body Status



**Dearbhú Cáilíochta
agus Cáilíochtaí Éireann**
Quality and
Qualifications Ireland

In 2019, a new category of awarding body - Listed Awarding Bodies (LABs) was added to the QQI legislation. Throughout 2023 we have engaged with QQI to pursue our intention of achieving Listed Awarding Body (LAB) status for the Institute followed by the inclusion of our professional qualification on the National Framework of Qualifications (NFQ). It is anticipated that inclusion would be at Level 9 of the Framework, equivalent to master's level awards.

To achieve this CPA Ireland staff were educated on the requirements and process, to ensure we are all working towards a common goal. Becoming a listed awarded body would have many benefits for CPA Ireland; strengthened QA, enhanced reputation and increased employment opportunities for CPA students and members to name a few.

Apprenticeships

The cost of living and rental crisis has had an impact on the availability of third level education for some. With the current decline in numbers entering the accountancy profession, these factors are also not helping.

To provide an alternative and more accessible route to becoming a professional Accountant, CPA Ireland commenced work in collaboration with other CCABI members, on a proposed Apprenticeship for Professional Accountants. This would provide an opportunity for those interested in a career in accounting to start their training and studies without any prior accounting background or third level qualification. The talks were very successful, and it is envisaged that this new programme would be launched in late 2025.



Customer Centricity

4

At CPA Ireland we strive to meet the needs of our stakeholders by offering a customer centric and forward thinking service.





New CRM

The customer journey and customer touchpoints right from enquiry to student registration and indeed to CPA membership are of utmost importance to the team at CPA Ireland. In 2023 the business development team identified the need for an “always on” CRM which would allow a more automated response system to initial enquiries to ensure they were met with a timely response. In place of the Kommo system we implemented a new HubSpot CRM. The original CRM system, Kommo had limited options available for reporting and as a marketing tool.

We will utilise the new HubSpot marketing hub to create automated marketing workflows to send automated emails to our leads and keep them engaged until the point where a member of the business development team will pick it up. We will also set up “marketing campaigns” within Hubspot which will allow us to track each marketing channel (website interactions, google search, digital advert, social channels, career fair, in-class presentation) and know exactly what touch points we are reaching our prospective students with. This functionality will help us determine where our marketing budget is best spent for each target market. The HubSpot marketing hub will also assist with our SEO optimisation by highlighting relevant trends and keywords we can utilize to increase the CPA Ireland brand visibility online.

Welcome Packs

At CPA Ireland we value our community and the support we offer to our members and students. In 2023 we introduced personalised welcome packs which were posted to our newly registered students to ensure they felt welcomed into the CPA community and felt recognised as they took this new step in their career journey. The packs included a personalised letter, branded CPA Ireland tote bag and pen.

We also launched a competition to “Snap your tote” encouraging members to act as brand ambassadors by bringing their branded tote on holidays and sending us a picture to share on our social channels.



Pictured: Kristina Murphy, Business Development Associate, CPA Ireland

Capital Credit Union Partnership

With the cost of living pressures in 2023 we wanted to provide some additional benefits to our current students and we partnered with Capital Credit Union to achieve this.

As the majority of CPA students are working alongside studying for their exams, they don't necessarily qualify for student loans.

Through the partnership, Capital Credit Union agreed to offer their student loan to CPA Ireland students. CPA Students will qualify for competitive loans at a competitive APR of 6.7% and a streamlined application process. Speaking on the partnership Mark Gargan, CPA Ireland President said “With the increase in costs of living, we want to ensure that people looking to upskill or study to become an Accountant know that it is financially possible to do so. We want to ease the financial worry so that students can focus on their studies.

Our new partnership with Capital Credit Union will streamline access to a student loan for anyone studying for their CPA qualification, making access to the profession easier for people from all walks of life”. Following on from the success of the loan, Capital Credit Union also opened their higher education scholarship to CPA Ireland Students.

This gave CPA Ireland students the chance to apply to be in with a chance to win a €500 bursary from Capital Credit Union towards their CPA studies.



Pictured L to R: Eamonn Siggins, CEO, CPA Ireland and Pat Byrne, CEO Designate, Capital Credit Union



23%

of registered students came from the Trainee Placement Service

Over 40

Employers Nationwide



Online career advisor webinars

Our Trainee Placement Service continued to be of huge interest to students in 2023 with 23% of our students registering with us from this avenue.

We also had over 40 employers who worked with the Trainee Placement Service in 2023. At CPA Ireland we strive to ensure that our students get the support and attention they deserve, and we understand that final year in college can be stressful enough without trying to secure a trainee role and that is where our career advisor steps in to assist. In the third level accounting and finance space "The Milk round" in October can be seen as a prominent time of year as students try to secure placements with various companies nationwide.

This year as an effort to support students and give them an alternative option, we hosted two webinars with our Career Advisor, Stephen Maguire, who went through the details of our Trainee Placement Service, the employers we had on board looking for 2024 graduates and the support we could offer the students in securing those roles. Hosting these webinars at the same time as the milk round helped to make accounting and finance students more aware of the Bespoke service.

Home Tree – Tree planted for every student registered

We continued our partnership with tree planting charity home tree in 2023. Again, pledging to plant a tree for every student registered with us in 2023. As an organisation we have a huge interest in sustainability and how current and future CPA's can contribute to sustainability goals for the companies they choose to work in.

As environmental concerns and anxiety continue to be hugely prevalent among our prospective and current students, we hope this small contribution to our home environment can ensure our students that we have their best interests at heart.



Partnered with Specialisterne Ireland

SPECIALISTERNE



At CPA Ireland we are committed to changing the perception of an Accountant and promoting the realisation that Accounting can be a career for all. In 2023 we began talks to partner with Specialisterne Ireland, specialist employment consultancy for neurodivergent people (autistic people, those with ADHD, dyspraxia/DCD, dyslexia and similar neurodiversities), they support these individuals to prepare for employment.

The idea of this partnership is that CPA Ireland and Specialisterne Ireland, are bringing together their established recruitment services that will find the right neurodivergent person for your company. Specialisterne Ireland can train and educate staff and hiring managers on neurodiversity and inclusion. CPA Ireland, via the Trainee Placement Service can guide your company through the entire process from CV selection to interviews and successful onboarding.

Specialisterne Ireland can provide ongoing support to both the hiring manager and new hire for an indefinite duration. This is key to ensuring hiring managers feel supported as they learn, lead and grow a diverse and inclusive team. Continuing into 2024 CPA Ireland and Specialisterne Ireland will take this partnership to a new level by hosting a webinar on diversity and inclusion in the workplace and assisting workplaces to expand diversity in their teams.



Annual Conference

On Thursday 25 May, CPA Ireland hosted our 2023 Annual Conference. Opening the conference Mark Gargan, CPA Ireland President, spoke about the importance of staying ahead of the curve and adapting to thrive in a rapidly changing global economy.

Attendees heard from industry experts in sustainability, the economy, flexible working and more, gaining insights into key business strategies.

Thank you to our Conference Partner AIB for their continued support of this flagship event.



Pictured L to R: Mark Gargan, President, CPA Ireland, Caroline Bocquel, CEO, Bord Iascaigh Mhara, Eamonn Siggins Siggins, CEO, CPA Ireland, Maeve McElwee, Executive Director Employer Relations, IBEC, Sarah Freeman, Managing Editor, Business & Finance, Clodagh Henehan, Vice President, CPA Ireland



Pictured L to R: Mark Gargan, President, CPA Ireland, Eamonn Siggins, CEO, CPA Ireland

Student Resources

Feedback from current students was very positive in relation to the webinar resources that were made available. So, in addition to further developing our Student Webinar Series, the focus for 2023 was in provision of technical, topic specific content. Webinars covering Corporate Law, Performance Management, Auditing and Financial Reporting were recorded and added to the online study support resources.

Another area which students valued was access to practice examinations and therefore additional practice examinations on the online exam platform were made available for all students.

These examinations can be taken at any stage and offer students the opportunity to practice past exam papers using the answering tools available within the Cirrus platform.

Online Examinations

Flexibility has continued to be of huge interest to students following on from Covid times. At CPA Ireland, the needs and wants of our students are of huge importance to us as we support them in their journey to a professional accountancy qualification.

We have continued to work with our software suppliers, Cirrus and Proctorio, and with other institutes to ensure that ongoing enhancements to the system meet our future requirements in terms of examination security and provide enhanced features that can be utilised in future examinations. During 2023 the use of Microsoft Excel was trialled for the first time in the Data Analytics for Finance paper on the Cirrus exam platform and this was a great success. During 2024 we will continue to assess the suitability of a further roll out of Microsoft Office 365 in all appropriate exam subjects. Student confidence in the online platform remained high as evidenced by the continued reduction in support calls during the exams. Overall, the exam results for 2023 were consistent with previous years, with an overall pass rate of 60%.



Conferring

One of the highlights of 2023 was the CPA Ireland Conferring Ceremony. We were delighted to congratulate the student prize winners who achieved excellence in individual examinations. Conor Molloy from Clonmel, Co Tipperary was the top-performing student worldwide in the CPA Ireland examinations for 2023 and was awarded the Liam Donnelly Medal in recognition of his achievement.

This award is made in recognition of the first Chief Executive of CPA Ireland, Liam Donnelly. Liam joined CPA Ireland in the 1970s and, throughout his career, he held a special place in his heart for CPA Ireland students. He was the first to advocate for a modular approach to examinations, allowing CPA Ireland students to combine work, study, and life.

It was also lovely to meet some of our international students with some travelling as far as South Africa to receive their certificate.



Pictured L to R: Mark Tyler, Eoghan Briody, Ashlyn Flynn, Tshimangadzo Rakhuhu, Melanie Smith, Emma Garvey, Conor Molly, Johnathon Northcutt, Aisling McCann, Jacqueline Da Silva, Angelique Dongo



Pictured L to R: Mark Gargan, President, CPA Ireland, Eamonn Siggins, CEO, CPA Ireland, Conor Molloy, Liam Donnelly Medal Winner



Global

Be an acknowledged player on the global stage, building capacity, influencing policy, innovating in global education and building membership.

5





A Global Profession

The accountancy profession is often characterised as the most global of professions with 180 professional organisations operating in 135 jurisdictions. CPA Ireland delivered on its global commitments in 2023 through in person and online connectivity with the International Federation of Accountants, Accountancy Europe, the Edinburgh Group and with our international partner organisations.

Mutual Recognition Agreements

CPA Ireland continued to strengthen global relationships in 2023, and renewed two global agreements with professional partners in South Africa and in Pakistan.

CPA Ireland CEO Eamonn Siggins and CPA Ireland President Mark Gargan were in Vienna, Austria at the IFAC Council Meeting and completed the signing of the new Mutual Recognition Agreement (MRA) with the South African Institute of Professional Accountants (SAIPA) on November 16th, 2023.

December 2023 saw the renewal of the Mutual Recognition Agreement between CPA Ireland and the Institute of Cost and Management Accountants of Pakistan (ICMA Pakistan). The agreement was originally entered into in 2015.

Back Row: L to R: Eamonn Siggins, CEO of CPA Ireland, Faith Ngwenya, Managing Director of the Centre of Future Excellence at SAIPA; Shahied Daniels, Chief Executive of SAIPA
Front Row: Mark Gargan, President of CPA Ireland; Asmaa Resmouki, President of IFAC and Radha Gouri Govender, Chairperson of SAIPA.



ICMA Pakistan MRA CPA Ireland President, Mark Gargan, CPA Ireland CEO, Eamonn Siggins, ICMA Pakistan President, Shehzad Ahmed Malik



GloPAC India

In November 2023, CPA Ireland was represented at ICA India's inaugural global convention for accountants, held in Gujarat, by President, Mark Gargan, and CEO, Eamonn Siggins.

Apart from international representatives, this event was attended by over 4,000 Indian CAs and the programme covered global challenges and opportunities for the profession. While in Gujarat, the CPA Ireland President and CEO met with their counterparts in ICA India and affirmed their shared intention to renew our strategic partnership and mutual recognition agreement. At the time of writing, this agreement awaits Cabinet approval in India having been agreed by the Councils of both Institutes.

Separately, the President and CEO, used the opportunity to meet with Mr J.K. Shah, the eminent founder of India's leading professional educator, J.K. Shah Classes. CPA Ireland and J.K. Shah Classes have established a partnership to support Chartered Accountants in India who wish to pursue the CPA Ireland qualification as a gateway to a more global career.



Pictured L to R: Abel Guaiaguai, Audit Partner, KPMG Mozambique, Mario Siteo, Eamonn Siggins, CEO, CPA Ireland, Mark Gargan, President, CPA Ireland



Pictured L to R: Eamonn Siggins, CEO CPA Ireland, Mr Akhilesh Mishra, Indian Ambassador to Ireland and Mrs Reeti Mishra



Global achievement award – Irish accountancy awards

CPA Ireland was proud to sponsor the global achievement award at the 2024 Irish Accountancy Awards. The winner of the award on the night was Geraldine Ruane, CPA. Geraldine has over 30 years of global leadership experience including as CEO of the Royal Dublin Society. Geraldine inspired, enabled, and empowered positive and sustainable change in Irish society.

Her background as a professional CPA Ireland Accountant has supported her leadership role, enabling her to develop and implement successful strategies that have increased commercial revenue and supported social impact programs.

She has also supported initiatives that address imbalances and served as a Lead Mentor for female entrepreneurs. Her passion for leading unique organizations with great people who achieve ambitious goals has been instrumental in helping the RDS fulfil its mandate and appeal both at the local and international level and we have no doubt that she will continue to inspire, enable, and empower positive and sustainable change for years to come.



Pictured L to R: Geraldine Ruane, Founder, Gallitina Limited, Mark Gargan, President, CPA Ireland

Protecting the Public Interest



Confidence and trust in the accounting and auditing profession are fundamental to the operation of businesses of every size and to the overall health of the economy. CPA Ireland operates a regulatory process designed to serve the public interest by ensuring CPA members are always operating to the highest standards.

CPA Ireland conducts its statutory obligations in a manner which is balanced and proportionate, promotes quality by supporting members and firms and is underpinned by appropriate and dissuasive penalties and sanctions.

As a Recognised Accountancy Body in accordance with Part 27 and Schedules 19 and 20 of the Companies Act 2014, the following functions are conferred on CPA Ireland to regulate its members for the purposes of statutory audit:

- Approval and registration, which includes activities in relation to training and qualifications;
- Continuing education;
- Quality Assurance systems;
- Investigative and administrative disciplinary systems; and
- The setting, monitoring and enforcement of appropriate standards.

CPA Ireland is also a Prescribed Accountancy Body in accordance with the Companies Act 2014, which allows us to carry out regulatory functions in respect of members not engaged in statutory audit.

CPA Ireland, in turn, is supervised in all its regulatory activities by the Irish Auditing and Accounting Supervisory Authority (IAASA). CPA Ireland also enjoys delegated authority from the Central Bank of Ireland to authorise CPA member firms to engage in investment business services. CPA Ireland is supervised by the Central Bank of Ireland in this area of operation.

CPA Ireland is also a competent authority under the Criminal Justice (Money Laundering and Terrorist Financing) Acts 2010 as amended and is responsible for the supervision of its members who provide services such as accounting, tax, audit or act as a trust or company service provider for anti-money laundering purposes.

Professional Conduct Activity

CPA Ireland operates a disciplinary process which provides for the investigation of complaints and disciplinary matters relating to members, authorised firms, affiliated partners, responsible individuals and students where an allegation of misconduct is made which is likely to bring discredit to themselves, the Institute or the profession of accountancy. The process operates in an open and transparent manner, independent of Council and in accordance with international best practice. The disciplinary committee, investigation committee and appeal panel are appointed by Council and all comprise of a majority of lay members. Training is provided on an annual basis for all participants in the regulatory processes. Disciplinary and appeal tribunal hearings are held in public.

IAASA issued guidelines for Recognised Accountancy Bodies when performing investigation and disciplinary functions and these were implemented with effect from 1 January 2022. Some changes were made to CPA Ireland Bye law 6 – Discipline, during 2022 to ensure more efficient and effective operation of the disciplinary processes and to reflect changes to the CPA Ireland Constitution made in 2021, these changes came into effect from 1 January 2023.

2023 saw a return to in-person hearings form disciplinary and appeal tribunals. The majority of the investigation activities continued to operate in a remote environment during 2023. Committees are adopting a hybrid approach, which facilitates in-person hearings at the request of a participant or where deemed appropriate and will also continue to hold meetings remotely to facilitate participants.



During 2023, CPA Ireland received ten new complaints, five of these came from members of the public, three came from internal quality assurance processes and two were referred from the Registration Committee. Complaints related to the provision of poor or unsatisfactory service to clients, breach of the CPA Ireland Code of Ethics, breach of CPA Ireland regulations and breaches of company legislation.

Fifteen complaints were concluded during 2023 as follows:

Number	Closed by	Outcome	Sanctions Imposed
1	Secretary following a mediation process	No case to answer	None
3	Secretary/ Chair of Investigation Committee	No case to answer	None
3	Investigation Committee	Prima facie evidence of misconduct	No sanction imposed – matter to rest on file
2	Investigation Committee	No prima facie evidence of misconduct. One of these cases was referred for independent review at the request of complainant and decision of Investigation Committee found to be correct	None
2	Investigation Committee	Prima facie evidence of misconduct found	Consent Order offered and accepted.
2	Disciplinary Tribunal	Misconduct proven	Auditing Certificate withdrawn, severe reprimand, fines, costs and conditions imposed
1	Appeal Tribunal	Misconduct not proven – decision of disciplinary tribunal overturned	None
1	Appeal Tribunal	Misconduct proven by Disciplinary Tribunal – appeal against the severity of orders	Severe reprimand Fine, Costs and conditions imposed

In total, fines of €44,500 and costs of €24,384 were imposed.

Conditions were attached in respect of three cases and included facilitation of quality assurance review, undertaking not to partake in insolvency work for remainder of career, and the provision of information to clients following withdrawal of auditing certificate.

In addition, publication by name was made in all cases where misconduct was proven in accordance with the Institute’s publication policy.

Orders made during 2023

Reprimand	2
Severe Reprimand	4
Auditing Certificate withdrawn	1
Fine	5
Costs Imposed	5



Quality Assurance (QA)

CPA Ireland’s Quality Assurance process ensures that CPA member firms maintain an appropriate level of professional standards in the performance of their duties and in the provision of services to clients. The process is conducted in accordance with Bye Law 7, Quality Assurance, for all firms with specific guidance for statutory auditors within the Companies Act 2014. All statutory auditors and audit firms are required to have a quality assurance review at least once every six years. In addition to this, an extensive risk assessment process is conducted annually in respect of all licenced firms to establish whether risk indicators exist and whether an accelerated review is required.

Bye Law 7 was updated in the year 2023 and a revised issuance of the Bye Law came into effect on the 1st January 2024. The Bye Law was expanded to allow the shortening of the QA cycle of a firm in a wider range of scenarios, specifically to focus on heightened risks which may attach to a firm. The Bye Law also introduced a “no grade” review outcome category. This will be used in instances where it is not possible to conclude on a review. For example, where a firm will not engage in the QA process.

QA reviews are completed using a hybrid approach. The risk rating assigned to an individual firm dictates whether the review will occur onsite or not. Risk ratings are assigned on a firm basis and awarded as low, medium and high. For example, statutory audit firms assessed as medium or high risk are visited onsite and in person.

67 (2022: 51) offsite reviews were concluded* in the year 2023. Of these, 70% (2022: 70%) of firms were found to be conducting their work to an acceptable standard. Firms scoring a Grade C or D were subject to further regulatory action, which can include full re-review of the practice, imposition of hot and cold file review conditions and referral for disciplinary action. The outcome of the 2023 reviews are detailed below;

Type of review	Total	Grade			
		A	B	C	D
Reviews of statutory audit firms	45	9	22	10	4
Reviews of non-audit firms	22	9	7	0	6
Total*	67	18	29	10	10

**For the purposes of preparing annual statistics for this report a Quality Assurance review is considered “concluded” once the fieldwork of the review has been conducted (either onsite or offsite) and the final report has issued to the firm.*

In addition to the QA reviews completed, an ISQM 1 (International Standard on Quality Management (‘ISQM’) (Ireland) 1) thematic review was conducted. This reviewed a sampling of audit firms to assess their firms compliance with the implementation of the new standard. A CPD webinar was held on the 17th April 2023 titled, “Key Issues Identified in QA Reviews 2022”. This summarised the key themes from the thematic review to aid in raising awareness of this standard with audit firms.

Licensing

CPA Ireland's licensing regime is conducted in accordance with Bye Law 13 – 15,¹ and the Companies Act 2014. It is overseen by CPA Ireland's Registration Committee and Registration Appeals Committee.

Practising certificates must be held by all members engaged in public practice. To provide statutory audit services, members and firms must be approved in accordance with the Companies Act 2014.

2023 Licensing Activities

Inspection of licensing regime for statutory auditors

An inspection of CPA Ireland's licensing regime for statutory auditors was conducted in 2022 by IAASA and a follow up report issued in January 2023. During 2023 CPA Ireland worked to implement the recommendations and findings from the inspection. In doing so the following was conducted;

- Bye Law 13, Practice and Audit Regulations, updated and effective from 1 January 2024 to reflect the findings and recommendations.
- Additional information collected from audit firms to ensure that the details required by Schedule 20 of the Companies Act 2014 are being fully met, including details of network firms.
- The establishment and publication of a policy to underpin the standards that a statutory auditor should possess to enable them to provide training to an adequate standard.
- The alignment of the standards required of members and members of other RABs applying to CPA Ireland for approval as a statutory auditor, including the completion of the Audit Orientation Course by all applicants.
- The review and of all policies and procedures supporting the licensing function of CPA Ireland.

¹ Bye Law 13, Practice and Audit Regulations, Bye Law 14, Investment Business Regulations and Bye Law 15, AML Regulations.

IAASA Licensing Guidelines

In July 2023, IAASA published Guidelines for the Recognised Accountancy Bodies to apply to their approval and registration function in respect of Statutory Auditors and Audit Firms, the purpose of which is to set out guidelines for the RABs to apply to their approval and registration function for statutory auditors. The guidelines become effective from 1 June 2024.

During 2023 CPA Ireland reviewed and updated its processes to ensure that it was prepared for the commencement of these guidelines.

Corporate Sustainability Reporting Directive

During 2023 CPA Ireland engaged with the profession and other stakeholders on Ireland's transposition of the Corporate Sustainability Reporting Directive, ahead of Ireland's transposition of the Directive into Irish Law.

CPA Ireland continues to plan for the implementation of an appropriate and proportionate regime for the licensing and quality assurance of sustainability assurance service providers.

Practising certificate population at 31st December 2023

Practising Certificate holders	615
Audit Firms	263
Statutory Auditors	343
Non audit firms	250
Investment business firms	60

Movement during 2023

Approvals

During 2023 the following were approved;	
Practising certificates approved	20
Statutory auditors approved	5
Statutory audit firms	7
Investment intermediaries	1

Cessations during 2023

Practising certificates ceased	41
Statutory auditors ceased	35
Statutory audit firms ceased	33
Investment intermediaries	4

Renewals

Licences expire annually on the 31 March and must be renewed by members if they wish to continue in public practice. In 2023 the Registration Committee renewed 614 practising certificates, 267 auditing certificates and 60 investment business certificates. In doing so the Committee considered the fit and proper status of the member and the compliance by the member with CPD requirements, Professional Indemnity Insurance requirements, and compliance with any conditions attaching to authorisations.

Conditions on Licences

CPA Ireland's licensing, quality assurance or investigation and disciplinary processes may impose a condition on the licence of a member or firm. The following number of conditions were in place at 31 December 2023;

- Hot file review condition on all the audits of an individual statutory auditor / audit firm – 17 individuals/firms (2022:18)
- Hot file review condition on all medium/large statutory audit clients – 1 firm (2022:1 firm)
- Hot file review condition imposed on the corporate clients of a non-audit firm – 1 firm (2022:1 firm)
- Hot file review condition imposed on a third party regulated client of a non-audit firm – 1 (2022: none)

These conditions are monitored on an ongoing basis by CPA Ireland's executive. Breaches of conditions are subject to further regulatory action.

Anti-Money Laundering (AML)

The Criminal Justice (Money Laundering and Terrorist Financing) Act 2010, as amended, (the Act), provides the legislative framework for the combat of money laundering and terrorist financing (MLTF) in Ireland. The accountancy profession plays an important role within this framework and CPA members and firms who provide audit, accounting, tax and trust or company services are required under the Act to have in place specific policies and procedures to combat MLTF.

CPA Ireland is recognised as a competent authority under S.60 of the Act and is required to effectively monitor and take measures that are reasonably necessary for the purpose of securing compliance by its members, with the requirements of the Act.

To this end, CPA Ireland discharges its obligations under the Act through the following functions;

- Licensing
- Quality Assurance/inspection regime
- Investigation and discipline
- Outreach and education programme

The Act places obligations on CPA members who are considered "designated persons" to guard against their businesses being used for money laundering or terrorist financing purposes and provides for the supervision of all "designated persons" by a competent authority.

"Designated persons" coming under the supervision of CPA Ireland include those members who are;

- statutory auditors;
- external accountants including practising certificate holders and book-keepers;
- tax advisers;
- trust or company service providers (TCSPs).

Members currently holding CPA practising certificates are supervised under the current Quality Assurance programme for AML purposes.

Members who provide services which render them a designated person under the Act, but which do not require them to hold a practising certificate in accordance with Bye Law 13, Practice and Audit Regulations, such as book-keeping services, payroll or TCSPs are required to register separately for AML purposes with CPA Ireland.

The population of supervised firms is outlined in the licensing section. In addition, CPA Ireland supervises twenty providers of book-keeping and payroll services and eight TCSP providers.

Risk-based Approach to supervision

In accordance with Bye Law 15 and the Act, CPA Ireland adopts a risk-based approach to the exercise of its AML supervisory functions.

The frequency and intensity of supervision is based on the risk profile of designated persons and on the risks of money laundering and terrorist financing in the state.

AML inspections are conducted in accordance with Bye Law 7, Quality Assurance and Bye law 15, Anti Money Laundering Regulations.

Basis for risk analysis

During 2023 CPA Ireland collected an AML return from its regulated firms. This return comprised of data regarding the firm's income, services, and client profile. It also collected information regarding the firm's potential vulnerabilities to MLTF such as;

- Risk profiling of services provided – identification of higher risk services such as TCSP services, tax mitigation schemes, payroll etc.
- Risk profiling of clients – identification of higher risk clients including those operating in cash-intensive businesses, politically exposed persons, non-face-to-face clients, clients operating in high-risk jurisdictions etc.

The information collected was collated and a risk rating applied to each firm. This risk rating underpins the scheduling of AML inspections.

In 2023 a revised risk rating scheme was designed and approved by the Registration Committee.

AML Inspections

59 (2022:51) AML inspections were conducted in 2023 and the results were as follows;

Total	Compliant	Generally Compliant	Non-Compliant
59	41	12	6

The inspections, informed by the AML data collected from firms and previous regulatory history, reviewed the following aspects of a firm's compliance with the Act;

- The firm's business risk assessment
- The firms approach to client risk assessments and customer due diligence and a sampling of same
- AML training undertaken by principals and staff
- The Firm's internal reporting structures
- Suspicious transaction reporting

Firms found to be non-compliant were subject to further regulatory action and firms receiving a generally compliant grade required to remediate within a set time period, providing evidence of same.

Licensing

CPA Ireland's licensing process is designed to meet its obligations under the Act, conducting various checks on applicants such as beneficial ownership checks, fitness and probity checks etc. New entrants to practice are required to complete the Practice Orientation Course, which includes a module on AML obligations.

Outreach and Education

CPA Ireland hosts a dedicated AML resource on its website. This resource is populated with a range of AML publications to support the accountancy profession on AMLTF matters.

CPA Ireland publishes a monthly news bulletin specifically for its practice population. This bulletin provided AMLTF updates during 2023. Training and updates were also provided to members during 2023 through CPA Ireland's extensive CPD programme. The updates in 2023 focused on recent developments in AML, IT solutions and an update from law enforcement.

Engagement with other stakeholders

CPA Ireland is an associate member of the AML Steering Committee hosted by the Department of Finance and during 2023 it engaged with initiatives such as the Enforcement Subgroup.

CPA Ireland is also a member of the Joint Practices Group (an intelligence sharing group comprised of five Professional Accountancy Bodies, the Garda National Economic Crime Bureau and FIU Ireland).

During 2023 this group met quarterly sharing information on AMLTF trends and issues.

Anonymous Reporting Channel

In accordance with the Act, CPA Ireland is required to establish effective and reliable mechanisms to encourage the reporting of potential and actual breaches of the Act. To this end it hosts a secure communication channel via its website through which such reports can be made. No reports were made via this mechanism in 2023.

Professional Standards Outreach Activities 2023

A series of webinars were provided to members by the Professional Standards Department during 2023 on various current topics such as regulatory updates, AML, ISQM, Audit matters, quality assurance, and other technical matters updates.

12 editions of Practice Plus were issued by the Department to CPA members in practice, providing topical information on practice and regulatory matters. A new Audit Bulletin issued during summer 2023, specifically aimed at statutory auditors, providing updates and articles on current audit matters.

The CPA Clarified Audit Procedures were revised for changes to ISA 315 and ISA 240 and launched in early 2023. Further plans to digitalise the programmes are underway and expect to launch in early 2024.

Council & Other Information

Members of Council

1. Mark Gargan (President)
2. Clodagh Henehan (Vice President)
3. Michael Kavanagh (Vice President)
4. Pat Kierans
5. John Devaney
6. Carla Manning
7. Gillian Cregan
8. Gearoid O'Driscoll
9. Brendan Brady
10. Richard O'Hanrahan
11. Cormac Mohan
12. Aine Collins
13. Dr. Ruth Lynch
14. Barry Clarke
15. Brian Purcell
16. Tom Murray
17. Lorraine O'Flynn

Chief Executive

Eamonn Siggins

Secretary

Cáit Carmody

Registered Office

17 Harcourt Street
Dublin 2
D02 W963

Registered Number

010475

Auditors

UHY Farrelly Dawe White Limited
FDW House
Blackthorn Business Park
Coes Road, Dundalk
Co. Louth
Ireland

Bankers

AlB Bank
1 Lower Baggot St
Dublin 2

Report of the Directors



Report of the Directors

The Directors are pleased to submit the 81st Annual Report of the Council and the Financial Statements for the year ended 31 December 2023.

The deficit for the financial year amounts to €115,751 (2022 deficit of €81,912).

Risks and Uncertainties

The Directors confirm that there is an ongoing process for identifying, evaluating and managing the principal risks faced by the Institute, and that it has been in place for the year under review and up to the date of the approval of the financial statements.

CPA Ireland maintains a risk register which is used to identify, evaluate and mitigate against its principal risks including reputational, regulatory, market and financial risks. Such risks and mitigating actions are reviewed on a periodic basis by the Directors and its strategic plan sets out the response to mitigate against such risks. Based on the rating value assigned in the review process, risks are rated as Low, Medium and High.

The high risk items identified in 2023 remain relatively unchanged from 2022 and include Brexit which still carries a risk of increased costs and delay to the supply chain, the current economic environment with continued volatility in interest rates, and a continued stagnation in student registration numbers.

While the Ukrainian conflict continues, Covid-19 has subsided as a key risk, in 2023 the ongoing ECB interest rate increases coupled with energy costs have created a cost of living crisis which has put upward pressure on labour costs and in turn the costs of services. As the accountancy profession is also facing a generational challenge in terms of its attractiveness to new entrants, the rapid development of emerging technologies and increased engagement with regulators and other Government agencies, a proposal to amalgamate CPA Ireland and Chartered Accountants Ireland was agreed to be pursued by the Councils of both bodies in 2023. This proposal was ratified in principle by members in early 2024 and amalgamation of the two Irish Institutes will mitigate the risks identified above.

President and Vice-Presidents

At a meeting of Council on the 17th February 2023, Mark Gargan was elected President, Clodagh Henehan was re-elected Vice President and Michael Kavanagh was elected Vice President.

Council

Council is the governing body of CPA Ireland, and is comprised of a maximum of 16 elected members and up to three non-members.

Council met on 8 occasions in 2023.

Principal Activity

The Institute of Certified Public Accountants in Ireland (CPA Ireland) is an Irish Accountancy body with over 5,000 members and students.

The Institute fulfils its statutory role as a recognised Accountancy body by overseeing the professional activities of its Members, and ensuring that education and training standards are maintained.

Directors

Áine Collins, CPA

Brendan Brady, CPA

Barry Clarke, FCPA

Gillian Cregan, FCPA

John Devaney, CPA

Mark Gargan, FCPA

Clodagh Henehan, CPA

Michael Kavanagh, CPA

Carla Manning, CPA

Cormac Mohan, CPA

Gearóid O'Driscoll, FCPA

Lorraine O'Flynn, CPA

Richard O'Hanrahan, FCPA

Michael O'Regan, FCPA
(Retired 26/4/2023)

Brian Purcell, CPA

Ruth Lynch, CPA

Thomas Murray, CPA (Appointed 26/4/2023)

All of the above are Members of the Institute of Certified Public Accountants in Ireland

The following External Council Member was appointed on 26/4/2023:

- Patrick Kierans

The following Directors retire by rotation and offer themselves for re-election: -

- Áine Collins
- Cormac Mohan
- Richard O'Hanrahan

The following Director is retiring by rotation and is not going forward for re-election: -

- Gearoid O'Driscoll

The following valid nomination for election to Council has been received:

- Geraldine Ruane

There is one nomination for one vacancy, and in accordance with Article 22(b) such candidate will be duly elected to Council without the need for a postal vote.

Subsequent Events

No events have occurred subsequently to the Balance Sheet date which require disclosure in the Financial Statements.

Accounting Records

The measures that the directors have taken to secure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the employment of appropriately qualified accounting personnel and the Institute has maintained appropriate computerised accounting systems.

The books of accounts are located at CPA Ireland's registered office at 17 Harcourt Street, Dublin 2.

Statement on Relevant Audit Information

In accordance with Section 330 of the Companies Act 2014:

- so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware; and
- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

The auditor, UHY Farrelly Dawe White, continue in their office in accordance with the provision of and Section 383 (2) of the Companies Act 2014.

On Behalf of the Directors:



Mark Gargan CPA
Director and Council Member



Clodagh Henehan CPA
Director and Council Member

Dated: 5th April 2024

Financial Statements 2023

Directors' responsibility statement

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

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

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

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

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records that correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position, and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited.

They are also responsible for safeguarding the assets of the company and hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 5th April 2024 and signed on its behalf by:



Mark Gargan CPA
Director and Council Member



Clodagh Henahan CPA
Director and Council Member

Independent auditor's report

to the Members of The Institute of Certified Public Accountants in Ireland

Opinion

We have audited the financial statements of The Institute of Certified Public Accountants in Ireland ('the Company') for the financial year ended December 31, 2023, which comprise the Income statement, the Statement of financial position, the Statement of Cash Flows and the related notes to the financial statements, including the summary of significant accounting policies set out in note 4.

The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2023 and of its financial performance for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the "Auditor's Responsibilities for the Audit of the

Financial Statements" section of our report. We are independent of the Company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The directors are responsible for the other information in the annual report. The other information comprises the information

Independent auditor's report

to the Members of The Institute of Certified Public Accountants in Ireland

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations that, to the best of our knowledge and belief, are necessary for the purposes of our audit.

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

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions, are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement on page 35, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Independent auditor's report

to the Members of The Institute of Certified Public Accountants in Ireland

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority's website at:

https://iaasa.ie/wp-content/uploads/docs/media/IAASA/Documents/audit-standards/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditor's report.

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

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



Michael Bellew

For and on behalf of:

UHY Farrelly Dawe White Limited
Chartered Certified Accountants
Statutory Auditor

FDW House
Blackthorn Business Park
Coes Road
Dundalk
Co. Louth
Ireland

Dated: 5th April 2024

Income Statement

For the Financial Year Ended 31 December 2023

		2023	2022
	Note	€	€
Income	5	4,321,266	4,206,107
Administration expenses		(3,571,068)	(3,688,649)
Other operating expenses		(706,470)	(579,597)
Other operating income	6	111,080	53,660
		(4,166,458)	(4,214,586)
Operating surplus	7	154,808	(8,479)
Extraordinary Item	8	(146,497)	-
Interest receivable		-	142
Interest payable and similar charges	9	(103,262)	(65,100)
Deficit on ordinary activities before taxation		(94,951)	(73,437)
Tax charge on deficit on ordinary activities	10	(20,800)	(8,475)
Deficit for the financial year	17	(115,751)	(81,912)
Total Comprehensive Income for the year		(115,751)	(81,912)

Statement of Financial Position

As at 31 December 2023

	Note	2023 €	2022 €
Fixed assets			
Intangible assets	11	-	32,352
Tangible assets	12	9,328,458	9,513,725
Total fixed assets		9,328,458	9,546,077
Current assets			
Debtors	13	595,095	438,630
Prize bonds		190	190
Cash and cash equivalents		887,546	1,092,643
Total current assets		1,482,831	1,531,463
Creditors: amounts falling due within one year	14	(979,115)	(901,948)
Net current assets		503,716	629,515
Total assets less current liabilities		9,832,174	10,175,592
Creditors: amounts falling due after more than one year	15	(3,602,442)	(3,830,109)
Net assets		6,229,732	6,345,483
Reserves			
Accumulated surplus	17	6,229,732	6,345,483

Approved by the Board of Directors on 5th April 2024 and signed on its behalf by:



Mark Gargan CPA
Director and Council Member



Clodagh Henahan CPA
Director and Council Member

Statement of changes in equity

For the Financial Year Ended 31 December 2023

	Accumulated Surplus Account
	€
At 1 January 2022	6,427,395
Deficit for the year	(81,912)
At 31 December 2022	6,345,483
At 1 January 2023	6,345,483
Deficit for the year	(115,751)
At 31 December 2023	6,229,732

Statement of Cash Flows

For the Financial Year Ended 31 December 2023

	Note	2023 €	2022 €
Cash flows from operating activities			
Operating surplus for the financial year		8,311	(8,479)
Adjustments for:			
Amortisation of intangible assets	11	32,352	38,832
Depreciation of property, plant and equipment	12	244,167	255,195
(Increase)/decrease in trade and other receivables	13	(156,465)	24,073
Increase/(decrease) in trade payables	14	96,216	(198,051)
Cash from operations		224,581	111,570
Interest paid	9	(103,262)	(65,100)
Tax paid		(10,929)	(3,294)
Net cash generated from operating activities		110,390	43,176
Cash flows from investing activities			
Purchase of tangible fixed assets	12	(58,900)	(108,162)
Interest received		-	142
Net cash from investing activities		(58,900)	(108,020)
Cash flows from financing activities			
Repayment of borrowings	15	(256,587)	(307,546)
Net cash used in financing activities		(256,587)	(307,546)
Net increase in cash and cash equivalents		(205,097)	(372,390)
Cash and cash equivalents at beginning of year		1,092,643	1,465,033
Cash and cash equivalents at end of year		887,546	1,092,643

Notes to the Financial Statements

For the Financial Year Ended 31 December 2023

1. General Information

The Institute of Certified Public Accountants in Ireland is a company limited by guarantee and does not have a share capital. It is incorporated in Ireland and the registered office is at 17 Harcourt Street, Dublin 2, Ireland (registration no. 010475).

In accordance with The Memorandum of Association, in the event of the Company being wound up, each member's liability is limited to €190.46. The members of the Institute, as defined in The Articles of Association, consist of all qualified persons who have been admitted to membership.

2. Basis of preparation and statement of compliance

These financial statements have been prepared in accordance with Financial Reporting Standard 102 ("FRS 102"), the Financial Reporting Standard applicable in the Republic of Ireland and the Irish statute comprising the Companies Act 2014.

These financial statements are presented in Euro (€) and all amounts have been rounded to the nearest euro.

3. Significant judgements and estimates

Estimates and judgements made in the process of preparing the financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The directors consider that there are no estimates that would have a significant risk of causing material adjustments to the carrying amounts of assets and liabilities within the next financial year.

4. Principal accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

4.1. Currency

i. Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates ("the functional

currency"). The financial statements are presented in euro, which is the company's functional and presentation currency and is denoted by the symbol "€".

ii. Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions. At the end of each period, foreign currency monetary items are translated using the closing rate. Foreign exchange gains and losses are presented in the income statement within administration expenses.

4.2. Income

The following bases have been used in determining the principal sources of income:

Admission Fees - cash basis

Subscriptions, fees and other income - earnings basis, time apportioned.

4.3. Intangible Assets

Intangible assets are measured using the cost model which measures the asset at cost less accumulated amortisation and accumulated impairment. Intangible assets are amortised at rates of 20-33.3% per annum.

4.4. Tangible Assets

Tangible assets are shown at cost or valuation less accumulated depreciation. The cost includes the purchase price plus those costs, including financing costs, that are directly attributable to bringing the asset into the final condition for its intended use.

Depreciation is calculated on a straight line basis in order to write off the cost of fixed assets over their estimated useful lives at the following rates:

Computer Equipment	20%
Computer Software	33.3%
Fixtures & Fittings, and Equipment	10%
Buildings	2%
Land	Nil

Impairment reviews are carried out where there are events or changes in circumstances that indicate that the carrying amount of fixed assets may not be recoverable. Where there is an impairment loss, it is recognised in the income statement. There is no policy of revaluing fixed assets.

Notes to the Financial Statements

For the Financial Year Ended 31 December 2023

4.5. Leases

The cost of fixed assets acquired under finance leases is included in fixed assets and written off on the same basis as assets purchased outright. The capital portion of outstanding lease obligations is included in creditors, while the lease portion is written off to the income statement over the term of the primary lease period.

Rentals in respect of operating leases are charged to the income statement as incurred.

4.6. Cash and cash equivalents

Cash and cash equivalents are included in the balance sheet at cost. Cash and cash equivalents comprise cash at the bank and in hand and short term deposits with an original maturity of three months or less.

4.7. Debtors

Short term debtors are measured at transaction price, less any impairment.

4.8. Creditors

Short term creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at an amortised cost using the effective interest method.

4.9. Financial Instruments

The Company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, and loans from banks and other third parties.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the income statement.

4.10. Taxation

Corporation tax payable is provided on deposit interest and net rental income earned in the year.

4.11. Grants

The company receives grants from Skillnets towards the cost of specified training courses. The grants are taken as income in the year in which the specified training course is held.

4.12. Regional Societies

The expenditure included in the accounts only relates to the grant aid provided by the company to the various societies.

4.13. Retirement Benefits

Retirement benefits are met by payments to defined contribution pension funds. Contributions are charged to the income statement in the year in which they fall due.

The assets of the schemes are held separately from those of the company in independently administered funds.

4.14. Research and development

All research and development costs are expensed as incurred. Intangible assets are recognised from the development phase of a project if and only if certain specific criteria are met in order to demonstrate the asset will generate probable future economic benefits and that its cost can be reliably measured in line with the requirements of FRS 102 S.18.18H. The capitalised development costs are subsequently amortised on a straight line basis over their useful economic lives, which range from 3 to 5 years.

4.15. Going concern

The Company's financial statements for the year ended have been prepared on a going concern basis. The directors anticipate that the Company will continue to generate enough cash flow on an ongoing basis to meet the Company's liabilities as they fall due.

5. Income

All revenue derives from the company's principal activities undertaken in the Republic of Ireland.

Notes to the Financial Statements

For the Financial Year Ended 31 December 2023

6. Other operating income

	2023	2022
	€	€
Rental Income	111,080	53,660
Deposit Interest	-	142
	111,080	53,802

7. Surplus before taxation

	2023	2022
	€	€
The surplus before taxation is stated after charging:		
Directors' emoluments	10,000	-
Amortisation of intangible assets	32,352	38,832
Depreciation of tangible assets	244,167	255,195

8. Extraordinary Item

	2023	2022
	€	€
Extraordinary Costs	146,497	-

Legal, financial and tax due diligence plus administration one-off costs were incurred as a result of the proposed amalgamation with Chartered Accountants Ireland. These costs are considered outside of normal operating activities.

9. Interest payable and similar charges

	2023	2022
	€	€
On bank loans and overdrafts	103,262	65,100

10. Taxation

	2023	2022
	€	€
Current year taxation		
Corporation tax @ 25% on passive income	20,800	8,475

Notes to the Financial Statements

For the Financial Year Ended 31 December 2023

11. Intangible Fixed Assets

	Website Development	Programme Development	Total
Cost	€	€	€
At 1 January 2023	194,151	74,988	269,139
Additions	-	-	-
At 31 December 2023	194,151	74,988	269,139
Depreciation			
At 1 January 2023	161,799	74,988	236,787
Charge	32,352	-	32,352
At 31 December 2023	194,151	74,988	269,139
Net Book Values			
At 31 December 2023	-	-	-
At 31 December 2022	32,352	-	32,352

Included in intangible assets are website development costs and development costs of Certification and other innovative programmes.

Notes to the Financial Statements

For the Financial Year Ended 31 December 2023

12. Tangible Fixed Assets

	Land & Buildings	Equipment, Fixtures & Fittings	Total
Cost	€	€	€
At 1 January 2023	11,413,917	1,671,218	13,085,135
Additions	-	58,900	58,900
Disposals / scrapped	-	-	-
At 31 December 2023	11,413,917	1,730,118	13,144,035
Depreciation			
At 1 January 2023	2,112,595	1,458,815	3,571,410
Charge	150,399	93,768	244,167
Disposals / scrapped	-	-	-
At 31 December 2023	2,262,994	1,552,583	3,815,577
Net Book Values			
At 31 December 2023	9,150,923	177,535	9,328,458
At 31 December 2022	9,301,322	212,403	9,513,725

Notes to the Financial Statements

For the Financial Year Ended 31 December 2023

13. Debtors	2023	2022
	€	€
Debtors (due within one year)	595,095	438,630
Corporation tax refundable	-	-
	595,095	438,630

14. Creditors: amounts falling due within one year	2023	2022
	€	€
Bank Loan (see note 16)	245,887	274,806
Subscriptions in advance	72,678	117,260
PAYE / PRSI	62,699	63,097
Corporation Tax	13,407	3,537
Creditors and accruals	584,444	443,248
	979,115	901,948

15. Creditors: amounts falling due after more than one year	2023	2022
	€	€
Bank loan (see note 16)	3,602,442	3,830,109

16. Details of Borrowings

Repayable by instalments	Within 1 year	Between 1 & 2 years	Between 3 & 5 years	After 5 years	Total
	€	€	€	€	€
Bank loans	245,887	519,399	852,840	2,230,202	3,848,328

Bank borrowings are secured by a first legal charge over the company's property at 17 Harcourt Street, Dublin 2.

Notes to the Financial Statements

For the Financial Year Ended 31 December 2023

17. Reserves

	2023	2022
	€	€
Retained surplus at beginning of year	6,345,483	6,427,395
Deficit for the year	(115,751)	(81,912)
Retained surplus at end of year	<u>6,229,732</u>	<u>6,345,483</u>

18. Employee information

The average number of persons employed by the company during the year was:

	2023	2022
Administration	33	32

Staff costs

	2023	2022
	€	€
Wages and salaries	1,934,923	1,933,868
Social welfare costs	211,266	214,211
Retirement benefits - defined contribution plans	143,907	169,725
	<u>2,290,096</u>	<u>2,317,804</u>

Key management compensation

The senior management team and the Chief Executive are considered to be the key management personnel of the Institute. The average number of the key management personnel during the year was 4 (2022: 5).

	2023	2022
	€	€
Total key management compensation	<u>635,872</u>	<u>703,995</u>

Directors remuneration

One director received remuneration of €10,000 for services in the year.

Notes to the Financial Statements

For the Financial Year Ended 31 December 2023

19. Comparative figures

Comparative figures have been regrouped and presented on the same basis as current year.

20. Events after the reporting period

There have been no events since the end of the reporting period that would impact on these financial statements.

21. Approval of financial statements

The financial statements were approved by the board of directors on 5th April 2024.



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