

# Annual Report and Financial Statements 2021



DIGITALISATION



WELLBEING



Leading the Way



SUSTAINABILITY

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Strategically adopting agility has fostered a cultural change in CPA Ireland in which our speed of adaptation, fast decision-making, and our rate of capability development all contribute to a vibrant Professional Body delivering value to its customers.



# Message from the President



**Áine Collins**  
President

**“The important role that CPAs play in the world of business is recognised by policy makers.”**

**As we reflect on 2021, we do so with a sense of hope that the worst impacts of the global pandemic are now behind us. The disruption caused by the last two years has had an incredible impact on how we live, how we work, where we work and how we combine life with work.**

Just as the restrictions from the pandemic were being lifted and we were seeing positivity and hope emerge, came the news of the invasion of Ukraine and the devastating impacts of war. While the EU imposes sanctions, CPAs and peer European accountants are stepping up and taking particular account of anti-money laundering (AML), cybersecurity, and accounting, audit and reporting issues to ensure that the businesses we serve do the right things in these difficult times.

I have no doubt that, as a community of CPAs, we will also step up and play our part in the humanitarian crisis in whatever way we can.

Matters that we took for granted, such as food and fuel certainty, have been thrown into chaos, and supply chain disruption is leading to unprecedented price inflation.

Difficult as it is to look forward, we must do so with a sense of hope for those who are dreadfully impacted by war. It may take some years for new patterns of life and work to settle down, but significant trends are already emerging, including:

- The demand for greater flexibility in terms of when and where we work;
- Digitalisation and the ongoing developments in technology, which are empowering improvements in business processes;
- The protection of our planet and the urgency required to take action by taking sustainability to the heart of everything we do;

- An increased focus on physical and mental wellbeing supporting people to find balance in their lives;
- The challenges facing the global economy as it attempts to recover from the impact of the pandemic in the face of inflationary pressures, energy price increases and other unwelcome shocks.

As your professional body, CPA Ireland continues to monitor the external environment and the implications of change for our organisational strategy.

We continue to adapt our service provision so that CPAs can continue to deliver value, irrespective of location or employment sector.

Through engagement with, and feedback from members, CPA Ireland has been provided with the information to support the development of policy positions on how people and business can be supported and sustained. Representation has led to relevant and timely business supports and a range of other measures to ease the pressure on businesses and on advisers to businesses. Collaboration within the profession has proven powerful as we aligned our resources for a common purpose and through one voice, the voice of the accountancy profession.

The important role that CPAs play in the world of business is recognised by policy makers.

I had the pleasure of representing the views of CPA Ireland members, directly in conversations, with both European Commissioner for Financial Services, Financial Stability and Capital Markets Union, Mairead McGuinness, and Minister for Finance, Paschal Donohoe.

Of course, our work on representation is not nearly done and Council is particularly conscious that SMEs should not be expected to stand on their own feet too quickly. In Ireland, 99% of businesses are

**“The reaction, to date, has been one of gratitude.”**



SMEs, and 90% of businesses are micro businesses with less than 10 employees. The pandemic supports in Ireland, both for business and for people, have compared favourably to supports in other jurisdictions. What is important now is that we realise the benefits of that investment, and do not cut off supports and create a swathe of insolvencies.

CPA Ireland will reflect the views of members that many businesses have only survived to date as a consequence of such supports and they require tapered supports to recover.

Throughout 2020 and 2021, we have all witnessed business processes changing rapidly to take best advantage of technology. Digitalisation has become central to how we live and work, and most of us have been on a digital journey, if even unwittingly.

Recognising the importance of technology in the role of CPAs, CPA Ireland developed its Digitalisation Hub to support CPAs and the businesses they serve to come on a digital journey.

As we neared the end of 2021, Council reflected on the value of the Digitalisation Hub and on the international recognition of this innovation. Remaining true to our purpose, Council decided to make this resource available to peer professionals and businesses around the globe.

The reaction, to date, has been one of gratitude. This is an excellent example of CPA Ireland leading the way in terms of relevance, innovation and supporting members and the businesses they advise. The Digitalisation Hub is an “always on” resource that will be constantly updated in line with developments in technology. I encourage members to visit the Digitalisation Hub and commence your own digitalisation journey if you have not done so already.

The dialogue on sustainability has certainly increased throughout 2021 and the focus on climate action has intensified. The International Sustainability Standards Board (ISSB) is now a reality, and we look forward to the ISSB finalising its standard on climate. At a European level we are also seeing progress on sustainability standard setting, initially on a mandatory basis for large companies with voluntary adoption by SMEs. It is essential that regulatory fragmentation is avoided and that sustainability standards will be global, scalable and proportionate. From engagement with members throughout 2021, CPA Ireland is aware that many SMEs are already being required to give sustainability assurance to larger entities in the supply chain. CPAs have the skills and competencies, ethical values, and the experience in financial reporting to provide sustainability services and assurance. As advisers to over 100,000 SMEs in Ireland alone, CPAs are well positioned to identify climate and sustainability matters for SMEs and assist SMEs adopt sustainable practices in an integrated manner.

CPA Ireland will position CPAs for success through the development of our Sustainability Hub and the development of micro qualifications in sustainability.

CPA Ireland will also represent the concerns and ambitions of SMEs as standards and regulations are developed.

The business eco-system is never neatly compartmentalised and expecting SMEs to opt-in to sustainability reporting and assurance is only realistic if standard setters and regulators adopt a “think small first” approach and all are built from the bottom up.

CPA Ireland, through information support and through representation, will position CPAs for the huge opportunity in sustainability in the full knowledge that there will be competition in the market



– place to supply sustainability advice to business.

Throughout 2021, the pressure on CPAs, as people, became apparent through pulse surveys and ongoing engagement. CPA Ireland responded comprehensively and early by becoming the first professional accountancy body to develop a comprehensive Wellbeing Platform to support the physical and mental wellbeing of CPA members, students, and staff. This service is now providing personalised supports across many areas such as fitness, mindfulness, nutrition, relaxation and is underpinning work life balance. In truth, we did not foresee, just 24 months ago, that CPA Ireland would deliver on its people strategy with this type of service. This pivot certainly demonstrates our organisational agility and our responsiveness to the ever-changing needs of our community.

The Digitalisation Hub and the Wellbeing Platform demonstrate CPA Ireland's capacity to deliver world class services in a contemporary manner. Taking leadership positions is something that is now strongly associated with CPA Ireland's organisational culture, and our innovation has shone through again in 2021.

A highlight, for me, from 2021 was having the opportunity to personally present certificates of CPA Ireland membership to our newly qualified CPAs. Being present to recognise their talent, perseverance and adaptability was a real privilege.

CPA Ireland students have also been tested by the pandemic as they switched to online education and to online examinations invigilated by artificial intelligence. The CPA Ireland staff certainly delivered on our purpose and ensured that our students had the opportunity to progress their careers. Our students availed of the many support services in place and were prepared to be examined in an entirely new environment.

Not having a requirement to travel to physical examination venues and not taking paper-based examinations has certainly reduced our carbon footprint, which is commendable. Importantly, standards have not suffered, and our students achieved comparable pass rates against prior years. Our CPA Ireland students are certainly ready to face the future of accountancy.

My presidency was not entirely virtual, and I did get to chair one "in person" meeting of Council. I am particularly grateful to my predecessor as President, John Devaney, for leading Council through our first ever virtual year. I am also grateful to our Vice – Presidents, Mark Gargan and Clodagh Henehan and all the members of Council for their diligent inputs in 2021. Our staff have performed excellently and made a seamless transition to virtual operations. Many of our key performance indicators have been exceeded, and Council has been presented with innovative solutions to advance our strategic priorities.

We all look forward to greater certainty in 2022 and the opportunity to convene in person more frequently. Together with my colleagues on Council, I look forward to meeting with our members, to thanking volunteers in person, and to encouraging diverse representation at Council and Committee levels.

At the request of Council and with a focus on governance stability myself and Vice-presidents, Mark and Clodagh, have agreed to remain in office for a further one-year term.

It is a privilege to serve CPA Ireland and to see how CPAs serve the public interest and bring positive change to society.

A handwritten signature in black ink that reads "Aine Collins".

**Aine Collins**

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.”**

**Looking back at 2021, there is no doubt that we live in a VUCA world. The acronym, first used in the 1980s, is now widely applied and refers to a world which is volatile, uncertain, complex, and ambiguous.**

We have certainly experienced volatility with high levels of instability and change. The speed of change has reduced the ability to predict what comes next, therefore increasing risk.

Throughout 2021, Council has continuously reviewed our risk policy, risk plan, and our internal controls. Council has also placed appropriate focus on our human resource management, staff wellbeing and our capacity to meet our public interest role whilst delivering value to members and students.

In the external environment, uncertainty abounded and, even with the benefit of advanced computer modelling, governments around the globe found it difficult to decide on measures to implement due to the uncertainty of their impact on society and the economy.

In a world of complexity, competitive advantage requires a capacity to sense, shape and seize new opportunities as simple incremental improvement is not enough.

Ambiguity yields a lack of clarity about how to interpret a situation that is vague or incomplete.

The current VUCA world is the exact opposite of stable and predictable and can often lead to a paralysis in decision making, short-term thinking and to being busy for the sake of being busy.

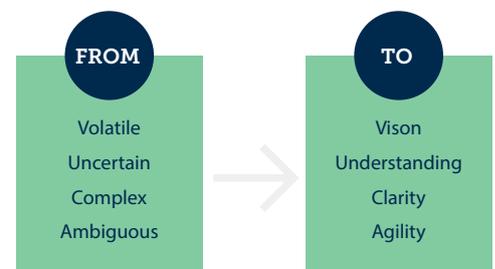
In 2021, the Council and the senior executive team at CPA Ireland committed to developing CPA Ireland’s capabilities and to be future ready and even more innovative than before.

Collectively, we committed to a programme of reflection, sense-making and interpretation of the external environment in order for CPA Ireland to lead better in a disrupted world. We faced the challenges of:

- Leading in today’s digitalised VUCA business environment;
- Creating and maintaining the right culture;
- Stimulating innovation in a fragmented world of work; and
- Getting our heads up and anticipating the future.

The Council and senior executive team share a common understanding that leadership in such disrupted times will require visioning, inventing, sense-making and relating.

I sincerely hope that readers of this Annual Report 2021 will appreciate how the leadership at CPA Ireland is seeking to reframe VUCA:





The challenges in the world of work are apparent to all and advances in technology and artificial intelligence are hyper changes with profound impacts on the world of accountants.

However, the predictions that the machines will take it from here leading to the great replacement of accountants have, so far, proven untrue and we actually have a dearth of accountants instead.

Why is this? CPAs are constantly upskilling, re-imagining their own futures, and are leaders in taking advantage of technology rather than passive followers waiting to be replaced.

CPAs have seen the capacity of technology to augment their value and have focused on their human skills to continue to deliver value to business. Throughout 2021, we have witnessed that investment in technology upskilling by both qualified CPAs and CPA students. Alongside that technology upskilling, we see a continuing focus by CPAs on the skills needed to communicate, collaborate, and operate in a virtual world.

CPAs are also going on a journey of specialisation in order to develop niche expertise and expand on how they deliver services and value.

Volatility and uncertainty provide unexpected opportunities for innovation and CPA Ireland is actively trying to shape the future for CPAs through innovation.

From Wellbeing to Digitalisation, CPA Ireland is leading the profession.

In 2022, we will also lead on Sustainability and CPAs will see an innovative approach to information support and to providing relevant credentials in non-financial reporting and assurance.

This is a wonderful opportunity for CPAs but requires a level of transformation for the profession to build on its existing skillsets and ethical values.

CPA Ireland will also continue its focus on those human skills that cannot be automated, thus creating a brighter future for CPAs who understand strategy, leadership, and communication and who can deploy critical thinking, problem solving, scepticism and ethical decision making.

Throughout 2021. CPAs have lived up to the core purpose of CPA Ireland and have served the public interest by informing public policy and advising businesses in the most challenging circumstances.

As we exited 2021, we shared a hope for a more stable operating environment. Unfortunately, and at the time of writing, events in Ukraine and the horrific impact of war have cast the world into a further wave of uncertainty.

It appears that we are destined to exist in a VUCA world. I can only ensure CPAs that although the road to success is always under construction, CPA Ireland is innovating and delivering value through Vision, Understanding, Clarity and Agility.

Hopefully we will have more opportunities to engage in person in 2022, to renew our sense of community, to experience spontaneity and to reflect on lessons learned from 2021. CPAs can be justifiably proud of their contribution to society and for embracing change in an uncertain world.

*Eamonn Siggins.*

**Eamonn Siggins**  
Chief Executive

# Brand

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





## CPA as the accountancy qualification of choice

Promoting the benefits of CPA Ireland was a key priority for 2021 and digital campaigns were rolled out across multiple platforms to position CPA as the Qualification of choice for those interested in pursuing an accountancy qualification.

The benefits of choosing CPA Ireland are many and are enhanced by changes made to the syllabus in 2020, which now offer subject matter such as data analytics, emerging technologies and sustainability reporting.

- Influencing a greener future
- Dual qualification in Data Analytics
- Being an integral part of the finance function
- An extensive range of job opportunities
- The diverse roles that CPA's hold.

## Research – the wants and needs of future CPAs

To better understand the wants and needs of prospective accountants, CPA Ireland carried out insightful research with both newly registered CPA students and over 400 undergraduates in accounting and finance degree programmes.

A finding from that research was that Employers are one of the key influencers when it comes to the choice of qualification.

Research also found that salary, job security and career progression are the top career goals of the undergraduate market when choosing an employer.

As a consequence of this research, CPA Ireland will be further highlighting the career opportunities that CPAs can achieve both at home and internationally.

### Top 3 influencers on choice of career:

- 1 **Family** 
- 2 **Employers** 
- 3 **Lecturer** 

### Where do the following align with your future career goals / objectives?

- 1st: Salary
- 2nd: Career Progression
- 3rd: Job Security
- 4th: Well-being & mental health
- 5th: Work Abroad
- 6th: Work Flexibility
- 7th: Corporate Social Responsibility
- 8th: Futureproof Skillset
- 9th: Inclusion and Diversity

“...gave attendees the opportunity to learn from the best, broaden thinking and stretch mindsets”



## Changing the perceptions of CPD

2021 also saw an increase of people choosing CPA Ireland as their preferred CPD provider and over 7,442 attendees attended over 118 events.

The objective of marketing campaigns in 2021 was to change the perception of attendees from 'have to attend' to 'want to attend'.

In the last 2 years, 'tried and tested' has been given a new meaning. It is no longer about just your past experiences or careful planning, but being able to pivot, spot opportunities and react. 'Expand your Horizons' was the contemporary theme of the 2021 annual conference which gave attendees the opportunity to learn from the best, broaden thinking and stretch mindsets, all with a view to CPAs continuing to deliver value and lead businesses in a challenging environment.

## Thought leadership - Digitalisation

The Digitalisation Hub, the first service offering of its kind within the accountancy profession, supports CPAs in the ever-evolving digital landscape. This innovative service offering has been recognised globally and is included in the IFAC PAO Digitalisation Series.

The value attached to high quality, credible thought leadership has never been more important and the Digitalisation Hub delivers on this value for CPAs, the businesses they advise and for accountants and businesses right around the world. 'Insights, In sight' was the theme when promoting the Digitalisation Hub as it crystallises information that has been thoroughly researched and is fit for purpose.





76%

of CPA Accountants intend to move to a hybrid working model post-pandemic

3 days per week

working in the office looks set to be the new normal

79%

Feel ready for the new right to work remotely legislation due in the autumn

### IAFA – Doctoral Seminar

In 2021, CPA Ireland sponsored the The Irish Accounting and Finance Association (IAFA) Doctoral Seminar 'Thinking differently, but not too differently'.

IAFA is an academic organisation whose aim is to promote high quality research and teaching of accounting, finance and related subjects, particularly in the Irish third level education sector. CPA Ireland delivers on its purpose by supporting research in the academic community and is always open to collaboration with IAFA and the academic community in general.

### Building our Brand with Stakeholders

In 2021, CPA Ireland positioned editorials in Better Business (Small Firms Association) and In Business (Chambers Ireland) publications for their memberships.

Both editorials highlighted:

- the strategic direction of CPA Ireland
- the support members give to the 100,000 businesses they advise in Ireland
- the CPA Ireland career advisory service meeting the talent challenge ;
- the new future focussed syllabus, and
- the new elective, Data analytics for Finance

## Why choose CPA?



**Sustainability**

Do you want to influence a greener future?

[FIND OUT MORE →](#)



**Data Analytics**

Do you want a dual qualification in Data Analytics?

[FIND OUT MORE →](#)



**Strategy and Leadership**

Do you want to influence business decisions?

[FIND OUT MORE →](#)



**Emerging technologies**

Do you know that CPA's work with exciting new technologies?

[FIND OUT MORE →](#)



Sustainability  
Finance  
FinTech  
Consultancy  
Data Analytics  
AI & Robotic Processes  
+ Many More

**Work in future focused Industries**



Australia  
Canada  
South Africa  
India  
Nigeria  
United Kingdom  
+ Many More

**Travel with a Global Qualification**



CEO  
Finance Director  
Tax Consultant  
Management Consultant  
Environmental Consultant  
Sports Accountant  
+ Many More

**Endless Job Opportunities**

**Recognition**

An internationally recognised qualification enables you to take advantage of global career opportunities.

**Opportunity**

The career opportunities open to you with a CPA qualification are endless.

**Support**

The CPA Ireland team are on hand to provide support & advice.

**Flexibility**

Choose between options to study part-time or online, to work around your schedule.

**Resources**

Technical & business resourced to stay up-to-date on the latest industry developments.

# Product

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



# 2



## Digitalisation Hub

Digitalisation is as inevitable as the change that prompts it, and it provides a multitude of benefits for those willing to embrace it. Just like the car replaced the horse and carriage, creating massive employment - digitalisation is not about losses, it is about gains – the creation of new ways to create value.

The hub provides accountants with the tools to help grow your client base, attract new talent, improve productivity and enhance customer workflow. It helps accountants to navigate, and excel in, the digital landscape.

Advising over 100,000 SMEs, CPA accountants provide an essential service to the Irish economy and this hub will guide each practice, business and public sector entity to the software of most relevance to them.

### Key Features of the Hub:

- Software search directory
- Software showcases
- Relevant articles & resources
- Webinar series on all things digital
- Case studies from accountants who have started their digital journeys



## CPA Ireland Skillnet

Skillnet Ireland is a business support agency of the Government of Ireland, responsible for advancing the competitiveness, productivity and innovation of Irish businesses through enterprise-led workforce development.

CPA Ireland Skillnet is one of 73 Skillnet Business Networks and in 2021 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 2021.

The funding received went towards developing and rolling out the new programme in Advanced VAT for Accountants as well as the hugely successful Digitalisation Hub and the related webinars.

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. Through additional funding provided in the second quarter of the year, the network was able to provide multiple free webinars to members to keep them up-to-date on the most relevant issues in 2021, including Government and banking supports for businesses.





9 Pre Qualified Specialisms



240 Attendees

(25% increase on 2020)



118 Events

3 Conferences

4 Half day events 8 Full day events



103 Webinars

Total number of

Attendees



7442

### Virtual Events

Throughout 2021 we continued to run a fully digital CPD offering and a range of Post Qualification Specialism Programmes. Particular highlights include the Annual Conference, held in September and the Women in Business event in July.

We were delighted to once again partner with AIB on these events.



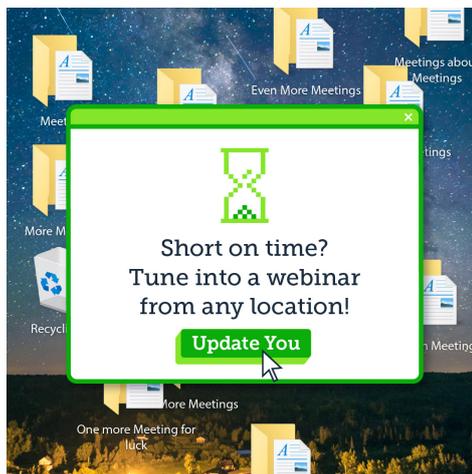
Holly Cairns TD, Susan Hayes-Culleton, The Positive Economist and Deirdre Hannigan, Chief Risk Officer, AIB were insightful and engaging speakers at the Women in Business Event. This annual event is a highlight in the CPA Ireland calendar and we appreciate the positive engagement and feedback from our members,

**“Thought it was a great event. This is the second women in business event I’ve attended online and it was really great. Speakers really interesting, relevant and engaging. Top marks all round”.**

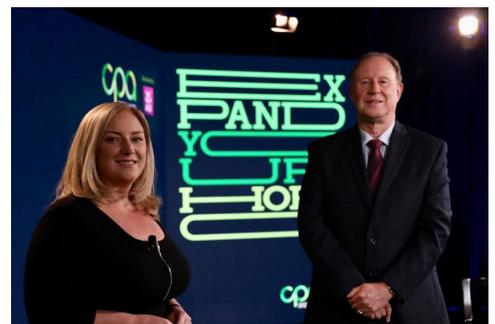
### 2021 Annual Conference

CPA Ireland’s 2021 Annual Conference was hosted online on Thursday 16th September 2021 with a 19% growth in delegate numbers. We brought together leading experts in digitalisation, sustainability, Brexit, business transformation, hybrid working & the US-Ireland relationship. We were delighted to welcome back Dearbhail McDonald to chair the conference.

Opening the event CPA Ireland President, Aine Collins, announced that CPA Ireland had pledged to plant a tree for each attendee at the conference, which underpins our commitment, as an organisation, to sustainability.



Dearbhail McDonald, Chair of the 2021 Annual Conference with CPA Ireland CEO, Eamonn Siggins





**As a result of moving examinations online, the carbon footprint of running in person exams decreased significantly**

## The Agile CPA Students

Throughout 2021, CPA students adapted to ongoing changes in their study and training experience as a result of the challenges the Pandemic presented.

Our students moved to a new online exam platform with incredible ease and professionalism. Students became au fait with new login and AI proctoring onboarding in their online exams, seamlessly reducing their login times down to mere minutes by their second examination day.

Recorded and streamed lectures became the norm for all of our students, with the entire CPA course offering moving to online.

To their credit, CPA Ireland students maintained prior year pass rates in nearly all the 16 subjects, while adapting to these many changes. The first cohort sat examinations for four new subjects introduced to the syllabus in 2020, including the first CPA students passing Data Analytics for Finance, a new elective introduced at our final stage, Strategic Level. We were delighted to see a pass rate in the 90s for this subject.

As a result of moving examinations online, the carbon footprint of running in person exams decreased significantly from 57,640 kg CO<sub>2</sub> to 2,057 kg CO<sub>2</sub>. This is a result of changed behaviours and willingness from CPA Ireland students to embrace new innovations in assessment technologies.

Our students also faced the challenge of working through their training experience in practice and industry while working remotely. An extremely challenging situation for both trainees and their mentors, this was made possible through the supports put in place by both the Education and Training team and our Members Services department in their supports for our members training CPA students remotely.

## CPA Online Examinations

Following on from the introduction of online examinations in 2020, the Education & Training team continued to pursue improvements in the user experience for our students during 2021. We moved to a new online examinations hosting platform, Cirrus, and introduced remote proctoring invigilation with a leading AI proctoring company, Proctorio. Both companies are world leaders in their fields.

The ongoing investment in our online examinations offering has provided continuity of supply of examinations in a time of great uncertainty for students. Teamed with online education through our educator partners, we have been in a position to ensure progression for students through their CPA studies and examination, throughout the pandemic and into the future.

We have seen our students transition easily and confidently into the world of online examinations and education, which clearly demonstrates the agility and resilience of CPA Ireland students.

## Trainee Placement

2021, particularly in the second half of the year as the economy reopened, saw a surge in employers looking to recruit trainees. Over 45 trainees were partnered with employers with the Trainee Placement service.

With this free of charge service, employers are seeing the benefit of outsourcing their trainee recruitment to CPA Ireland who work with prospective trainees from multiple academic institutions.

The benefits of the service are twofold. All trainees receive coaching on CV and interview preparation, and employers are freeing up valuable time from the recruitment process.

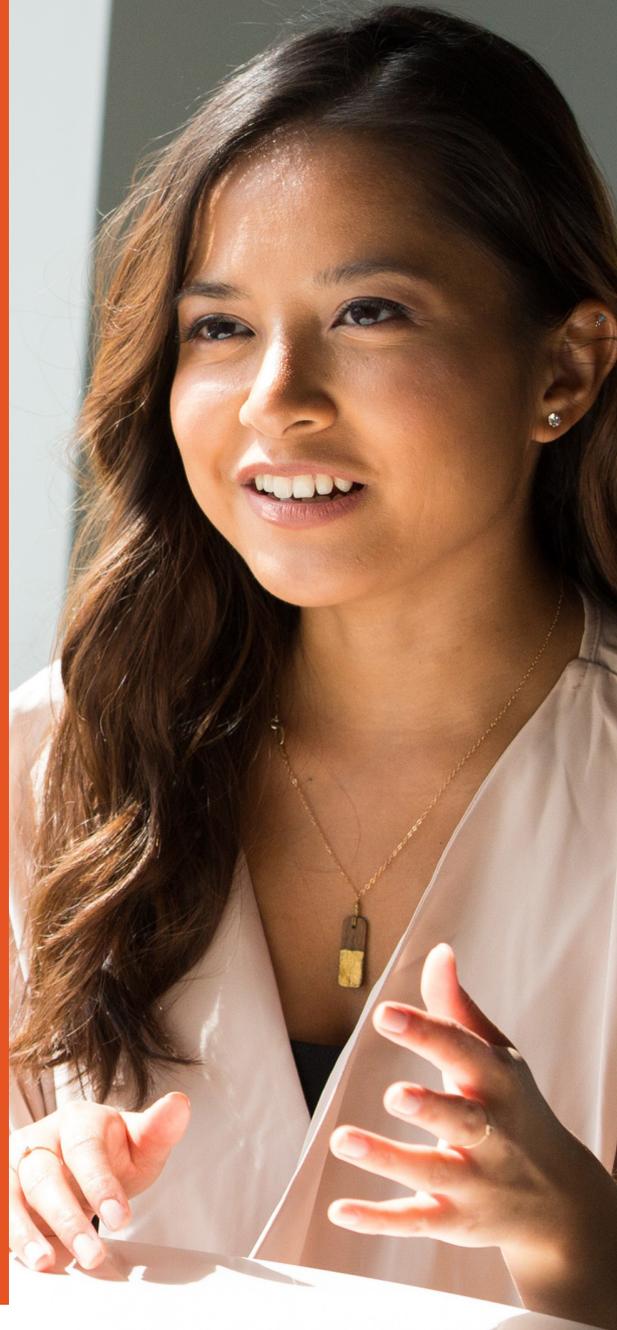
# Customer Centricity

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Offer a great personalised  
service to our stakeholders.



# 3





Hanna Gilicze, Highest result in Data Analytics for Finance



Bryan Stokes, Highest result in Taxation and Advanced Taxation



Darren Conaty, Highest result in Strategic Corporate Finance, Strategy and Leadership and Advanced Financial Reporting



Eamonn Higgins, Highest result in Management Accounting



Codruta Buzea, Highest result in Financial Accounting



Siobhan Jordan, Highest Result in Management Fundamentals

### Focusing on the needs of members

The Member Services department of CPA Ireland is focused on providing knowledge and support to our members. Throughout 2021, we continued to provide multiple free CPD courses ,including webinars on surviving a crisis as a family business, economic updates, managing your cashflow, Budget 2021, Demystifying Cyber Risk & Insurance and interactive sessions with Accounting Software vendors as part of the Digitalisation Hub. We continued to provide a high level of member support and advice throughout the year.

One of the highlights of the year was the CPA Ireland Conferring Ceremony 2021. The achievements of our newly qualified accountants during such challenging times cannot be overstated.

We were delighted to host a hybrid conferring ceremony for our newly qualified members in early December. CPA Ireland President, Aine Collins, presented each new member with their membership certificate and congratulated each of them personally. Those unable to make it to University College Dublin, in person, viewed the ceremony online.

This virtual audience also included family, friends, educators and the Council members of CPA Ireland.

We were delighted to congratulate the student prize winners who achieved excellence in individual examinations.

Sarah Whitney from Murrin town, Wexford was the top performing student worldwide in the CPA Ireland examinations for 2021, and was awarded the Liam Donnelly Medal in recognition of her 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 first to advocate for a modular approach to examinations allowing CPA Ireland students to combine work, study and life.

**“We continued to provide a high level of member support and advice throughout the year.”**

**Pictured L- R:** Anita Power, Director, Sheil Kinneary; David O’Connor, Director, Sheil Kinneary; Frances Roche, Director, Sheil Kinneary; Sarah Whitney, Liam Donnelly Medal of Excellence Prize Winner; Tim Quinlivan, Director, Sheil Kinneary and Eamonn Siggins, CEO, CPA Ireland who presented the medal to Sarah.





### CPA Training Regime - Ensuring Professional Competence in our Newly Qualified Accountants

The professional competence of accountants should equip them to be effective in a number of roles in business. It has two elements – technical expertise and personal attributes and is influenced by two interrelated variables – range (breadth of knowledge & skills) and depth (level of expertise), each of which is developed over time through a process of formal study and practical experience.

Prior to qualification, this process is structured for CPA students through an examination syllabus and a defined training regime. Post-qualification, it continues through a mandatory Continuing Professional Development (CPD) programme and exposure to more complex work situations.

The minimum level of competence needed for admission to CPA membership is therefore a critical one. It represents a threshold which ensures that newly qualified CPAs are capable of meeting the expectations of the marketplace.

While the Education & Training team at CPA Ireland engage in an ongoing system of process review and improvement, we will be focusing in 2022 on the review of the competency fields for CPA students, to ensure that those competency fields reflect the current and future skills requirements of newly qualified accountants and are in line with international best practice.

This will include focus on areas such as sustainability and other non-financial reporting, data analytics, and other emerging and disruptive technologies in accounting, auditing and finance, ensuring that our students' training reflects the workplace of the future for CPA accountants, while maintaining the requirement for training in the core competencies of the profession.

### Student Supports

The Education and Training team continue to support our students through their examination and training journey with a broad range of study and training supports, such as examiner articles, webinars and other study aids.

2021 saw the addition of a dedicated webinar series on the topic of consolidations, a valuable resource for both Professional and Strategic level CPA students preparing for the financial reporting examinations.

Another popular addition to the student support webinars in 2021 was the training webinar to guide our students through their defined training regime, outlining the competence areas, how to actively and effectively record their training in the quarterly record system and how to engage with their mentor get the best value from their training environment.

In the absence of in person classroom visits in 2021, our team introduced a series of welcome webinars for newly registered students, guiding them through their support environment with CPA Ireland, the CPA syllabus, training records, online examinations resources and other subject specific supports in their 'My CPA' portal on the CPA Ireland website.



### New and Improved Jobsearch Platform

A new and exclusive online recruitment solution to help both CPA students and members succeed on their accountancy career journey was launched in 2021. One of the key benefits of this service is to support employers with accountancy talent attraction and retention.

At CPA Ireland, we know first-hand the challenges that job seekers and employers faced during the pandemic.

We understood that the ongoing lockdowns and restrictions made both hiring and job searching extremely challenging and, as a support in meeting those challenges, CPA Ireland introduced JobSearch, an online platform that will support our students, members and employers in the new world of work.

This service offers great benefits to our members, such as free job advertising and banner advertising on the designated JobSearch site, access to the trainee data base and a range of employer resources.

For further details, please visit <http://www.cpaireland.ie/JobSearch>



# Global

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



# 4

**“One of the greatest parts of my work is bringing exciting initiatives led by IFAC member organizations to a global audience. I learned of the CPA Ireland Digitalisation Hub by a post on LinkedIn, and now, after a couple of months, we are so happy to launch two videos. CPA Ireland’s Digital Journey Experience”.**

Manuel Arias, Senior Technical Manager, Quality & Development, IFAC



## Building global connections

CPA Ireland is an Irish Accountancy Body with a global reach. International collaboration with key partners across the globe provides international opportunities for CPAs and also the opportunity for peer professionals to be admitted to CPA Ireland membership under mutual recognition agreements.

In 2021, we continued to work on the renewal of our agreement with CPA Canada and on renewals with peer professional bodies in South Africa and in Nigeria.

In terms of our Global ambitions, we dedicated much of 2021 to work on what will be our most significant global mutual recognition agreement. This work was undertaken with the American Institute of CPAs and the National State Boards of Accountancy in the USA.

Great progress has been made on both sides of the Atlantic and we hope to conclude a reciprocity agreement in Quarter 2 of 2022. Having the CPA Ireland qualification recognised as equivalent to the American CPA qualification will offer us the opportunity to engage with the US multinational sector based in Ireland and to promote the CPA qualification into that sector.

This significant agreement will contribute very positively to the CPA Ireland brand and will also offer the opportunity to our members to pursue a career in the USA including offering audit services.

Members may be aware that there is a critical skills shortage of accountants in Ireland and, in 2020, one in five new accountants in Ireland came from outside of the European Economic Area.

CPA Ireland is now offering an opportunity to members of our partner bodies to add the CPA qualification to their national qualification and, in particular, to support their career ambitions in Ireland.

We will continue to support internationally based accountants who are looking to live and work in Ireland with targeted information around living, working, and meeting the visa requirements in Ireland. It is wonderful to see this diversity in the CPA Ireland membership and we certainly hope to involve many of our international members in committee activity in CPA Ireland.

## Virtual events on a global stage

Our CPD Programme and post qualification specialisms cover topics of global importance including forensic accounting & data analytics as well as professional development skillsets of leadership, strategy, business turnaround and leading remote teams. Running such an extensive online programme of education, we were able to welcome members from around the world onto our CPD and post qualification specialism courses.

We were delighted to welcome members of CPA Ireland and other professional accountancy bodies from around the globe onto our Annual Conference in September.

The Digitalisation Hub has had a significant global reach. A tour of the hub and an interview with Roisin McEntee, Further Learning Executive, Eamonn Siggins, Chief Executive and Trish O’Neill, Director, Member Services are hosted on the IFAC PAO Digital Transformation Series.

In addition, a tour of the hub was provided for the Accountancy Europe TechNet members to showcase its benefits to accountants in helping them on their digitalisation journey.

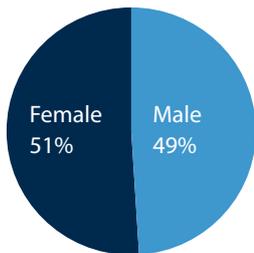
# People

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.

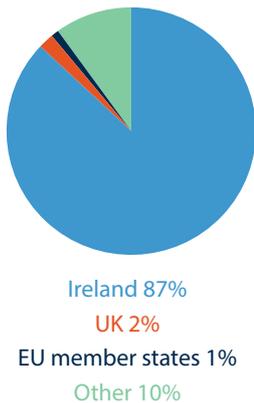


## Total membership base: 4,648

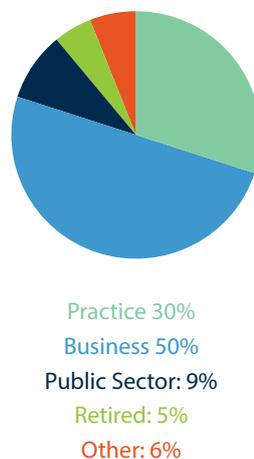
### Gender Breakdown:



### Location:



### Employment Status in Ireland:



## Building services for our people

With a diverse membership, CPA Ireland, with the support of Council, is committed to providing, through our products and services, the support, training and skills required to specialise, be attractive to employers and add value to business.

This was achieved in 2021 through the provision of the many new products and services that were provided during the year.

## Wellbeing Platform

The Covid19 pandemic has been extremely challenging for people around the world. As well as the impact of the illness itself there has been challenges around other physical health issues as well as mental health.

Physical health suffered due to gym closures and fear of being in public spaces. Additionally, remote working often leads to poor posture, inadequate breaks and long hours in front of a screen, all of which have negative consequences for physical wellbeing. For many people, managing to have a healthy lifestyle has been incredibly difficult during the crisis.

The pandemic also had a negative impact on mental wellbeing due to increased workload, the pressure from advising struggling clients, trying to find the balance between home and work lives, the challenges of working remotely, and isolation.

CPA Ireland is acutely aware of the challenges that our members and students have faced, as humans, over the past two years and we were keen to support them in any way that we could. We provided numerous articles in our journal, Accountancy Plus, as well as multiple webinars covering wellbeing.

Topics included:

- Mindfulness
- Unplugging from technology
- A strengths based approach to work
- Stress management
- Wellbeing with physical trainer

However, we felt we had to do more and in 2021, we launched our 24/7 wellbeing platform which includes a:

- Digital Gym
- Wellbeing Studio
- Nutrition Advice and Recipes

This platform offers personalised programmes for our members and is supporting them in terms of survival, mental wellbeing and the resilience to cope with all of this disruptive change.

We have an independent Benevolent Fund for members and students in distress and that fund invested in the establishment costs of the wellbeing platform as a proactive initiative to mitigate the impact of disruption on our community.

The response has been very positive, and we now see wellbeing support as necessary to support CPA Ireland students and members.



# Sustainability in CPA Ireland



Annual Conference 2018  
**7,741**



Annual Conference 2020 Online  
**332**



CPA Exam 2019  
**57,640**



CPA Online Exams  
**2,057**

CPA Ireland is committed to climate change and to protecting stakeholders, staff, students, members and others.

As part of our drive to become a more sustainable organisation, in 2021, CPA Ireland carried out a sustainability audit of all its activity from September 2020 to August 2021.

Paper and printing, together with in person conferences, are amongst our biggest carbon generators in our operations. By moving our examinations online, we have certainly reduced our carbon emissions with students no longer travelling to physical exam centres, and not sitting paper based exams.

Having made the successful move to online examinations, we will certainly not be returning to paper.

Having a digitally savvy membership makes it much more possible for all of us to go on a journey of sustainability with CPA Ireland, and 2022 and beyond will look at measures on how CPA Ireland can achieve our sustainability goals.

In 2021, CPA Ireland planted a tree for every student registration and attendee at the 2021 Annual Conference through Irish tree-planting project Hometree.



## Sustainability Report Results



**103,219 kg**  
Print Products



**10,776 kg**  
Attendees at Virtual Events

**12,896 kg**

External Contractors



**3,768 kg**

Employee Travel



**14,288 kg**

Employee Teleworking



**18,807 kg**  
Electricity (office)

**18,515 kg**

Heat (office)



**7,127 kg**

Other fuel & energy related activity



# Protecting the Public Interest



## Licensing Numbers at 31<sup>st</sup> December 2021

 **666**  
Practising certificate holders

 **308**  
Auditing certificates

 **246**  
Non-audit firms

 **394**  
Statutory auditors

 **68**  
Investment business firms

Confidence and trust in the accounting and auditing professions is 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 operating to the highest standards at all times.

CPA Ireland aims to carry out its statutory obligations in a manner that 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 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 to authorise CPA member firms to engage in investment business services. CPA Ireland is supervised by the Central Bank 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.

During 2021, the CPA Ireland discharged its regulatory obligations in the following areas:

### Registration And Licensing

2021 saw the revision of a number of CPA Ireland's Bye Laws impacting on the registration and licensing function of CPA Ireland, including Bye Laws on CPD for Statutory Auditors, Client Monies, Professional Indemnity Insurance and Anti-Money Laundering. All changes are effective from 1st January 2022.

### Quality Assurance

CPA Ireland's quality assurance process endeavours to ensure 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 and the Companies Act 2014.

In 2021 due to the impact of Covid-19 and in line with Government advice, the CPA quality assurance process continued as an offsite process.

81 offsite reviews were conducted in 2021. Of these, 84% of firms were found to be conducting their work to an acceptable standard, the remainder being subject to further regulatory action. The process engaged with all firms to ensure that issues identified were addressed expeditiously. For more detailed information on the results for 2021 please visit the quality assurance resource on the CPA website.



## Anti Money Laundering Activities

CPA Ireland is recognised as a competent authority under S.60 of the Criminal Justice (Money Laundering and Terrorist Financing) Act 2010 as amended, and under this legislation 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, the discharge of CPA Ireland's anti-money laundering and terrorist financing (AML/TFS) responsibilities as a competent authority is conducted primarily through the following functions;

- Issue and renewal of practising certificates
- Quality Assurance process
- Provision of an AML information resource and CPD programme
- Investigation and disciplinary process

In 2021, 81 AML inspections of CPA regulated firms were conducted. These reviews incorporated a review of compliance with AML/TFS requirements. 95% of firms inspected were considered satisfactory in terms of their compliance with AML obligations, the remainder being subject to further regulatory action.

During 2021, CPA Ireland continued its AML outreach and education programme, with the provision of webinars, guidance and updates to members. A new Bye Law 15, became Anti Money Laundering Regulation becomes effective from 1st January 2022 and serves to strengthen and consolidate CPA Ireland's supervisory powers and responsibilities in this area.



## Investigation and Disciplinary Activities

CPA Ireland's disciplinary process is operated in an open and transparent manner, in accordance with international best practice. The disciplinary committee, investigation committee and appeal panel are all comprised of majority lay members and disciplinary and appeal tribunal hearings are held in public.

During 2021, amendments were made to the Institute's Constitution and approved by members on 28 April 2021 which prohibit resignation from membership during a disciplinary process. A revised Conflict of Interest and Confidentiality policy and a policy for granting Deferrals or Adjournments during a disciplinary process were developed during 2021.

In light of the Covid 19 pandemic, all investigation and discipline activities continued to operate in a remote environment during 2021. CPA Ireland received eighteen new complaints and twelve complaints were concluded.

Of the cases concluded, adverse findings were made in five cases, three by consent order issued by the Investigation Committee and two by Disciplinary Tribunal. Sanctions imposed included reprimands, fines, contribution towards costs and conditions imposed on licensing activities and all findings and orders were published. Two cases were closed by allowing the matter to rest on file, two were closed by conciliation and in relation to three complaints, no case to answer was found.

# Council & Other Information

## Members of Council

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

**Chief Executive**  
Eamonn Siggins

**Secretary**  
Cáit Carmody

**Registered Office**  
17 Harcourt Street, Dublin 2, D02 W963

**Registered Number**  
010475

**Auditors**  
Hayes & Co.,  
Certified Public Accountants and Statutory  
Audit Firm, 7 Fields Terrace, The Triangle,  
Ranelagh, Dublin 6

**Bankers**  
AIB Bank  
1 Lower Baggot St  
Dublin 2

Ulster Bank  
130 Lower Baggot St  
Dublin 2



# Report of the Directors



## Report of the Directors

The Directors are pleased to submit the 79th Annual Report of the Council and the Financial Statements for the year ended 31 December 2021.

The surplus for the financial year amounts to €261,593 (2020 €235,377).

## Risks and Uncertainties

The Directors confirm that there is a formal 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 2021 included the ongoing fallout from Brexit, the increased potential liabilities arising from legal changes to IAASA's regulatory process, reputational damage to the Institute, and the unprecedented impact of the Covid-19 pandemic.

The Covid-19 pandemic presented a serious continuing and evolving risk to our operations and the wider economy. It threatened the Institute's financial stability, compromised our business operations and put the examination process at risk, as well as threatening the livelihood of our members. To date we have weathered the Covid-19 situation and although restrictions have been lifted, we continue to take measures and monitor the fall-out to ensure the financial stability of the Institute and continued delivery of improved services to our members. Increased online activity for both exams and CPD, close monitoring of cash flow, coupled with remote-working and reduced travel, were the key mitigating measures introduced.

In response to IAASA changes, a review and enhancement of our Quality Assurance internal process was carried out to meet our regulatory responsibilities, and ensure it was adequately resourced.

On February 24th, 2022 an equally and potentially more serious event occurred with the conflict in Ukraine. With already rising inflation and supply chain issues, this event has superseded Covid as the major risk, with uncertainty around the duration and resolution of the crisis likely to impact businesses both locally and globally. We already know that energy and other supply costs are increasing, and there is the added threat of increased cyber threats. Actions were already in train to increase our cybersecurity and this will continue into 2022.

## President and Vice-Presidents

At a meeting of Council on 19 February 2021, Áine Collins was elected President and at a meeting on 19 February 2021, Mark Gargan was re-elected Vice President and Clodagh Henehan 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 2021.

## 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 (Appointed 28/4/2021)

Cormac Mohan, CPA

Gearóid O'Driscoll, FCPA

Lorraine O'Flynn, CPA (Appointed 28/4/2021)

Richard O'Hanrahan, FCPA

Michael O'Regan, FCPA

Brian Purcell, CPA

Orna Stokes, FCPA

Nano Brennan FCPA (Retired 28/4/2021)

Enda Jordan CPA (Retired 28/4/2021)

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

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

- John Devaney
- Michael Kavanagh

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

- Orna Stokes

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

- Ruth Lynch

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, Hayes & Co., continue in their office in accordance with the provision of and Section 383 (2) of the Companies Act, 2014.

## On Behalf of the Directors:



Áine Collins CPA  
Director and Council Member

Dated: 30th March, 2022



Clodagh Henehan CPA  
Director and Council Member

# Financial Statements 2021

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# 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 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 the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be 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 30th March 2022 and signed on its behalf by:



**Aine Collins CPA**  
Director and Council Member



**Clodagh Henehan 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 31 December 2021, 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 2021 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 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 included in the annual report other than

# Independent auditor's report

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

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 which, 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 31, 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 have 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, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in 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:

[http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/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 to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Kieron P Hayes

For and on behalf of:

Hayes & Co.  
Certified Public Accountants &  
Statutory Audit Firm,  
7 Fields Terrace,  
Ranelagh,  
Dublin 6

Dated: 30th March 2022

# Income Statement

For the Financial Year Ended 31 December 2021

		2021	2020
	Note	€	€
Income	5	4,200,243	4,049,617
Administration expenses		(3,250,758)	(3,154,076)
Other operating expenses		(613,548)	(692,701)
Other operating income	6	45,660	156,005
		(3,818,646)	(3,690,772)
Operating surplus	7	381,597	358,845
Interest receivable		0	81
Interest payable and similar charges	8	(115,916)	(120,133)
Surplus on ordinary activities before taxation		265,681	238,793
Tax charge on surplus on ordinary activities	9	(4,088)	(3,416)
Surplus for the financial year	16	261,593	235,377
Total Comprehensive Income for the year		261,593	235,377

# Statement of Financial Position

As at 31 December 2021

	Note	2021 €	2020 €
<b>Fixed assets</b>			
Intangible assets	10	71,184	110,016
Tangible assets	11	9,660,755	9,502,400
<b>Total fixed assets</b>		<b>9,731,939</b>	<b>9,612,416</b>
<b>Current assets</b>			
Debtors	12	464,350	418,488
Prize bonds		190	190
Cash and cash equivalents		1,465,033	1,436,831
<b>Total current assets</b>		<b>1,929,573</b>	<b>1,855,509</b>
Creditors: amounts falling due within one year	13	(1,089,302)	(889,662)
<b>Net current assets</b>		<b>840,271</b>	<b>965,847</b>
<b>Total assets less current liabilities</b>		<b>10,572,210</b>	<b>10,578,263</b>
Creditors: amounts falling due after more than one year	14	(4,144,815)	(4,412,161)
<b>Net assets</b>		<b>6,427,395</b>	<b>6,165,802</b>
<b>Reserves</b>			
Accumulated surplus	16	6,437,395	6,165,802

Approved by the Board of Directors on 30th March 2022 and signed on its behalf by:



Aine Collins  
Director and Council Member



Clodagh Henehan CPA  
Director and Council Member

# Statement of changes in equity

For the Financial Year Ended 31 December 2021

	Accumulated Surplus Account
	€
At 1 January 2020	5,930,425
Surplus for the year	235,377
At 31 December 2020	<u>6,165,802</u>
At 1 January 2021	6,165,802
Surplus for the year	261,593
At 31 December 2021	<u>6,427,395</u>

# Statement of Cash Flows

For the Financial Year Ended 31 December 2021

	Note	2021 €	2020 €
<b>Cash flows from operating activities</b>			
Operating surplus for the financial year		381,597	358,845
Adjustments for:			
Amortisation of intangible assets	10	38,832	38,832
Depreciation of property, plant and equipment	11	238,898	220,196
(Increase)/decrease in trade and other receivables	12	(46,615)	(11,763)
Increase/(decrease) in trade payables	13	199,640	116,122
Cash from operations		812,352	722,232
Interest paid	8	(115,916)	(120,133)
Tax paid		(3,335)	(3,416)
<b>Net cash generated from operating activities</b>		<b>693,101</b>	<b>598,683</b>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	11	(397,253)	(111,962)
Interest received		0	81
<b>Net cash from investing activities</b>		<b>(397,253)</b>	<b>(111,881)</b>
<b>Cash flows from financing activities</b>			
Repayment of borrowings	14	(267,646)	(74,839)
<b>Net cash used in financing activities</b>		<b>(267,646)</b>	<b>(74,839)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>28,202</b>	<b>411,963</b>
Cash and cash equivalents at beginning of year		1,436,831	1,024,868
<b>Cash and cash equivalents at end of year</b>		<b>1,465,033</b>	<b>1,436,831</b>

# Notes to the Financial Statements

For the Financial Year Ended 31 December 2021

## 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 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 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 which would have a significant risk of causing material adjustment 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. Income

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 purchase cost 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 2021

## 4.5. Leases

The cost of fixed assets acquired under finance leases are 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 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, 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 2021

<b>6. Other operating income</b>	<b>2021</b>	<b>2020</b>
	€	€
Government Grant -TWSS	-	109,985
Rental Income	45,660	46,020
	<u>45,660</u>	<u>156,005</u>
<b>7. Surplus before taxation</b>	<b>2021</b>	<b>2020</b>
	€	€
The surplus before taxation is stated after charging:		
Directors' emoluments	-	-
Amortisation of intangible assets	38,832	38,832
Depreciation of tangible assets	238,898	220,196
	<u>238,898</u>	<u>220,196</u>
<b>8. Interest payable and similar charges</b>	<b>2021</b>	<b>2020</b>
	€	€
On bank loans and overdrafts	115,916	120,133
	<u>115,916</u>	<u>120,133</u>
<b>9. Taxation</b>	<b>2021</b>	<b>2020</b>
	€	€
Current year taxation		
Corporation tax @ 25% on passive income	4,088	3,416
	<u>4,088</u>	<u>3,416</u>

# Notes to the Financial Statements

For the Financial Year Ended 31 December 2021

## 10. Intangible Fixed Assets

	Website Development	Programme Development	Total
Cost	€	€	€
At 1 January 2021 and 31 December 2021	194,151	74,988	269,139
<b>Depreciation</b>			
At 1 January 2021	84,135	74,988	159,123
Charge	38,832	-	38,832
At 31 December 2021	122,967	74,988	197,955
<b>Net Book Values</b>			
At 31 December 2021	71,184	-	71,184
At 31 December 2020	110,016	-	110,016

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 2021

## 11. Tangible Fixed Assets

	Land & Buildings	Equipment, Fixtures & Fittings	Total
Cost	€	€	€
At 1 January 2021	11,128,864	1,515,982	12,644,846
Additions	285,053	112,200	397,253
Disposals	-	-	-
At 31 December 2021	11,413,917	1,628,182	13,042,099
<b>Depreciation</b>			
At 1 January 2021	1,818,316	1,324,130	3,142,446
Charge	143,880	95,018	238,898
Disposals	-	-	-
At 31 December 2021	1,962,196	1,419,148	3,381,344
<b>Net Book Values</b>			
At 31 December 2021	9,451,721	209,034	9,660,755
At 31 December 2020	9,310,548	191,852	9,502,400

During the year, the Mews building to the rear of the main premises was renovated. The cost was capitalised in the year as it is expected to provide future benefits in the form of rental income. The cost will be amortised over the remaining life of the existing premises.

# Notes to the Financial Statements

For the Financial Year Ended 31 December 2021

12. Debtors	2021	2020
	€	€
Debtors (due within one year)	462,703	416,088
Corporation tax refundable	1,647	2,400
	<u>464,350</u>	<u>418,488</u>

13. Creditors: amounts falling due within one year	2021	2020
	€	€
Bank Loan (see note 14)	267,646	261,689
Subscriptions in advance	191,056	225,800
PAYE / PRSI	59,991	58,225
Creditors and accruals	570,609	343,948
	<u>1,089,302</u>	<u>889,662</u>

14. Creditors: amounts falling due after more than one year	2021	2020
	€	€
Bank loan (see note 15)	4,144,815	4,412,461

15. Details of Borrowings	Within 1 year	Between 1 & 2 years	Between 2 & 5 years	After 5 years	Total
Repayable	€	€	€	€	€
By instalments					
Bank loans	267,646	556,060	889,842	2,698,913	4,412,461

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 2021

## 16. Reserves

	2021	2020
	€	€
Retained surplus at beginning of year	6,165,802	5,930,425
Surplus for the year	261,593	235,377
Retained surplus at end of year	6,427,395	6,165,802

## 17. Employee information

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

	2021	2020
	Number	Number
Administration	31	31

Staff costs	2021	2020
	€	€
Wages and salaries	1,746,049	1,553,377
Social welfare costs	196,753	189,250
Employee Benefits - TWSS	-	109,985
Retirement benefits - defined contribution plans	177,333	160,328
	2,120,135	2,012,940

### 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 5 (2020: 5).

	2021	2020
	€	€
Total key management compensation	719,045	688,969

### Directors remuneration

No director received any remuneration for their services in the year or the previous year.

# Notes to the Financial Statements

For the Financial Year Ended 31 December 2021

## 18. Comparative figures

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

## 19. Events after the reporting period

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

## 20. Approval of financial statements

The financial statements were approved by the board of directors on 30th March 2022.



The Institute of Certified Public Accountants in Ireland

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