



Company registration number: 403738

**Technological Higher Education Association
(A Company Limited by Guarantee and Not Having a Share Capital)**

Directors' report and financial statements

for the financial year ended 31 December 2019

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Company information

Directors	Prof. Ciaran O'Cathain Mr. Paul Hannigan Dr. Annie Doona (Resigned 1 April 2020) Dr. Oliver Murphy (Resigned 25 May 2020) Dr. Patricia Mulcahy Prof. Vincent Cunnane Dr. Fergal Barry (Resigned 22 August 2019) Dr. Michael Hannon (Appointed 26 August 2019, Resigned 19 March 2020)	Prof. William Donnelly Dr. Brendan McCormack Dr. James Finbarr O'Connor Dr. Michael Mulvey David Smith (Appointed 1 April 2020) Dr. Orla Flynn (Appointed 19 March 2020) Dr. Brendan O'Donnell (Appointed 25 May 2020)
Secretary	Gearoid Hodgins	
Chief executive	Dr. Joseph Ryan	
Company number	403738	
Charity number	CHY 17033	
Registered office	First Floor Fumbally Square Fumbally Lane Dublin 8	
Auditor	RSM Ireland Statutory Audit Firm Trinity House Charleston Road Ranelagh Dublin 6	
Bankers	Bank of Ireland plc St Stephen's Green Dublin 2	ICS Building Society New Century House IFSC, Mayor Street Lower Dublin 1
Solicitors	Arthur Cox & Co. Earlsfort Centre Earlsfort Terrace Dublin 2	

Directors' report
for the financial year ended 31 December 2019

The directors present their report and the financial statements of the company for the year ended 31 December 2019.

Objectives and Activities of THEA

The principal activity of the company is the provision of advocacy, representational, management and support services to the technological higher education sector.

The main object for which the Association has been established is:

(a) to support and promote the development of education in and the management teams of Institutes of Technology (in particular by the collective representation of the Presidents of Athlone Institute of Technology; Institute of Technology, Carlow; Cork Institute of Technology; Dundalk Institute of Technology; Dun Laoghaire Institute of Art, Design and Technology; Galway-Mayo Institute of Technology; Letterkenny Institute of Technology; Limerick Institute of Technology; Institute of Technology, Sligo; Institute of Technology, Tralee; Waterford Institute of Technology and of Technological Universities or such other educational institutions as may be recognised for the purpose by the Association (collectively "the Participating Institutions")) on the formulation and execution of common policy in the higher education sector in which the Institutions participate for the development of education and research and to assist those of the Participating Institutions who wish to do so to become Technological Universities and to advance the interests of the Participating Institutions for the benefit of communities in which they operate from time to time

The following objects are subsidiary and ancillary to the foregoing and for the purposes aforesaid:

(i) to provide a source of information to third parties concerning the Participating Institutions, their work organisational objectives, and the courses and the facilities provided by them;

(ii) to undertake, commission and carry out research and consultancy work of relevance to the Participating Institutions and to disseminate the results of such research and consultancy work both within and outside the Participating Institutions;

(iii) to act as an agent for the Participating Institutions and to otherwise facilitate the Participating Institutions in or about the procurement of goods and services by or for the Participating Institutions and to supply goods and services to the Participating Institutions;

(iv) to promote international relationships with similar organisations in other countries, to develop international co-operation in research, teaching and learning, and to establish formal links with international education agencies;

(v) to assist in the development of a common position on higher education policy issues amongst the Participating Institutions;

(vi) to advise Government, the Higher Education Authority, the institutions of the European Union and other relevant agencies or bodies regarding the views and policies of the Participating Institutions;

(vii) to nominate persons to statutory and other bodies at the request of the Minister for Education and Skills and other appointing persons or bodies;

(viii) to facilitate the provision of scholarships, fellowships and other benefits for the students of its members and to solicit and procure funding for same by any lawful means.

Directors' report (continued)
for the financial year ended 31 December 2019

It enables the Presidents of the Participating Institutions to co-ordinate the work of the Institutions nationally, and it supports the management teams of the Institutions in the discharge of their duties towards their respective institutions.

Achievements and Performance

Academic Affairs and International

Academic Affairs

A key milestone for THEA in 2019 was the passage of the Qualification and Quality Assurance (Education and Training) (Amendment) Act, which was signed into law by the President on 23 July 2019. The overall purpose of the Act is to safeguard the integrity of the National Framework of Qualifications and to protect the reputation of higher and further education and training in Ireland and improve standards in the international sector. THEA engaged extensively with the Department of Education and Skills, QQI and the IUA as the bill progressed through the Oireachtas, including appearing before the Oireachtas Joint Committee on Education and Skills. As well as contributing actively to the finalisation of its general provisions, THEA also secured the inclusion of a section in the act, Section 36, which amends Section 5 of the Regional Technical Colleges Act 1992, to enable institutes of technology to make awards, with the exception of doctoral degrees, to their students. The effect of Section 36 is to establish all existing institutes of technology as designated awarding bodies, on the same basis as the previously established universities, RCSI, and TU Dublin, except in relation to the awarding at Level 10, which will remain subject to the existing statutory provisions on delegated authority. It is of note that the conferral of doctoral awarding powers will be made to those institutes of technology that achieve designation as technological universities.

Under the initial commencement order under the Act [(Commencement (No. 2) Order 2019 (S.I. No. 540 of 2019)], made on 5 November 2019, the institutes of technology were empowered to make awards up to Level 9 of the National Framework of Qualifications, and become designated awarding bodies, from 1 January 2020. At the request of institute registrars, THEA prepared a guidance note, setting out some of the issues pertaining to designated awarding body status, including the implications for standard setting, the cessation of delegated authority, quality assurance procedures and linked providers, academic governance and graduation logistics. These issues were also considered and explored further by the institutes, in a workshop jointly hosted by THEA and QQI in the Radisson Blu Hotel, Golden Lane, on 18 February 2020.

THEA Academic Affairs also continued in its role as co-sponsor of the Irish Survey of Student Engagement (with the IUA, HEA and USI), and co-chair of the ISSE steering committee. 2019 witnessed a number of significant developments in the project, led by its new project manager, Dr Siobhán Nic Fhlannchadha. The national reports for taught undergraduate and postgraduate students, and for research students, were launched on 24 October 2019 as part of the Student Success Symposium, organised by the National Forum for the Enhancement of Teaching and Learning and the Higher Education Authority. As well as the reports, a brand refresh for the survey was also unveiled, including a redesigned website. Besides new graphics, the brand refresh also comprehends the adoption of the title StudentSurvey.ie as the principal way of referring to the survey (the ISSE acronym will be phased out). Other developments included the procurement of a new contract for the survey which, following a tender process, was awarded to International Graduate Insight Group Ltd (i-graduate) and signed by the HEA. This contract will last for three years (2020-22), with the option to extend for another three at the end of the contract. A review of the GDPR compliance of StudentSurvey.ie was carried out by solicitors RDJ. On foot of an overall very positive review, a Data Processing Agreement has been put in place between each participating HEI and i-graduate.

Directors' report (continued)
for the financial year ended 31 December 2019

Regarding the 2019 results, a total of 40,558 students from 27 institutions responded to the taught undergraduate and postgraduate survey, which represents a national response rate of 29.3%. This is the highest response rate to StudentSurvey.ie to date. The respondents consist of 19,557 first year undergraduate students, 13,951 final year undergraduate students and 7,050 taught postgraduate students. PGR StudentSurvey.ie also had a positive response rate in its first year of full implementation. A total of 2,721 postgraduate research students from 22 institutions responded, which represents an overall national response rate of 29.9%.

Moving into 2020, the activities of THEA, including Academic Affairs, were dominated by the Covid-19 Pandemic. Working through the Council of Registrars, THEA Academic Affairs supported the chief academic officers in their efforts to close out the 2019/20 academic year through the institution of emergency measures to ensure the delivery of the curriculum and appropriate assessment arrangements, while at the same time protecting the health and welfare of staff students. Thereafter, it supported the Registrars in the second phase response to the crisis: the planning for the 2020/21 academic year. This included the development and publication of a set of 'Principles and Guidelines for the delivery of 2020/21 Programmes in the Institutes of Technology in the context of the Covid-19 Pandemic', (<http://www.thea.ie/contentFiles/THEA-COVID-principles.pdf>).

Finally, THEA Academic Affairs contributed actively to a range of policy and related developments in Irish education and training, including representing the sector on the Apprenticeship Council, the national Transitions Reform Steering Group, the HEA's National Access Plan Steering Group, QQI's National Academic Integrity Network and the NCCA's Board for Senior Cycle.

International Desk

The international desk at THEA works closely with national and international agencies to further Ireland's engagement in international education activities and holds membership of several international associations. At home THEA works with various government agencies, including Enterprise Ireland which has responsibility for the national brand 'Education in Ireland', through participation in various review and planning events, workshops, seminars, overseas missions and market intelligence reviews. THEA continued input to national policy on internationalisation through participation in the Department of Education led High Level Group on Internationalisation. Recent activity from that group included a review of Ireland's international education strategy, Irish Educated Globally Connected - An International Education Strategy for Ireland, 2016-2020. There was ongoing engagement with Department of Justice and the Irish Naturalisation and Immigration Service (INIS) in relation to the management of international student permissions and visas. This included the establishment of a new stakeholder forum which allows for greater ongoing collaboration with the immigration services to enhance Ireland's attractiveness as a study destination and to provide a more streamlined and welcoming regime for incoming students. Work is ongoing with QQI on quality assurance in international

The THEA International desk provides a shared service to members on aspects of the Institutes' International Education student mobility activities. There is ongoing engagement with the Irish Council for Overseas Students to ensure appropriate supports for international students studying in Ireland and engagement with health insurance providers on the provision of suitable health insurance products for international students to maintain Ireland's competitiveness in this market.

Covid 19 has generated significant additional challenges for international student mobility and welfare. THEA has facilitated regular meetings with institutes to share experiences and co-ordinate responses where appropriate. THEA also participated in a working group led by Department of Education and Skills, which co-ordinated national responses to the various issues arising, including particular difficulties with immigration permissions. Ireland's treatment of international students has been well perceived by overseas partners, students, parents and agents. THEA is continuing to work with government agencies to overcome the challenges arising as a result of the ongoing pandemic and to protect in so far as is possible international student numbers coming to Ireland and ensure their safety, welfare and the quality of the student experience.

**Directors' report (continued)
for the financial year ended 31 December 2019**

ACHIEVEMENTS AND PERFORMANCE: THE RDI OFFICE

Submissions to Government/Responses to National Consultations

- Science Foundation Ireland's future strategy 2020-2025, submitted in July 2019. THEA's Director of RDIE participated as a guest discussion leader in the SFI Engage online consultation in March 2020
- Roadmap for the Creative Industries in Ireland, submitted in November 2019
- Sectoral position on future Technology Transfer Strengthening Initiative programme, submitted to Enterprise Ireland in August 2019
- Review of HE research system (ref. Action Plan for Education 2019). An extensive package of quantitative and qualitative information was collated by THEA and submitted to the Higher Education Authority as a contribution towards this review. The review is due for publication before Q3 2020

External Engagement

- National Research Integrity Forum: THEA worked with the RI Forum during 2019 to republish the National Policy Statement on Ensuring Research Integrity in Ireland and to develop a Good Research Practice Framework for the HE system. THEA's Director of RDIE is Deputy Chair of the RI Forum
- STEM supplement: The annual STEM supplement was published in the Irish Independent on 28th November 2019. The theme was "Regional Research and Innovation" and was sponsored by Enterprise Ireland. The print supplement was complemented by a microsite on the THEA website and a social media campaign in collaboration with members. The social media campaign reached over 200,000 Twitter accounts (compared to 86,000 in 2018)
- Funding support to members: The RDIE Office arranged pre-submission reviews of 35 draft applications to the Irish Research Council Postgraduate Scholarship Call in August 2019
- National research cooperation: THEA signed a Memorandum of Understanding with the BiOrbic SFI Bioeconomy Research Centre in October 2019. BiOrbic is interested in expanding its cooperation with THEA's members
- Erasmus Plus: THEA has begun working as a partner in a Key Action 2 project entitled Mapping Regional Engagement Activities of European Universities of Applied Science (UASiMAP), led by EURASHE

Matters Progressed via Representation on External Working Groups

- i) Knowledge Transfer Ireland: THEA and representatives from the sector were members of the temporary KTI IP Policy Implementation Group (March-May 2018) and worked with KTI to make practical recommendations following on from the KTI/HEA review of IP and Conflicts of Interests policies. THEA and representatives from the sector are participating in the KTI State Aid working group, progressing a national state aid guide to sit alongside the national IP policy.
- ii) National Open Research Forum: THEA and representatives from the sector have assisted the OR Forum with developing the forthcoming National Open Research Principles.
- iii) National Research Integrity Forum: THEA has worked with the RI Forum to a) put in place online research integrity training in all Irish HEIs, b) update the National Policy Statement on Ensuring Research Integrity in Ireland and c) start developing a research assurance mechanism for the HEIs. THEA's Director of RDIE is Deputy Chair of the RI Forum.
- iv) Bibliometrics Working Group: THEA has worked with colleagues from the HEA, IUA and IReL to identify three potential bibliometric tools. Three sector representatives are participating in the sub-groups to validate the tools with a view to establishing a national subscription to the tool most suitable for use in the Irish system.
- v) Higher Education Research Group: THEA has continued to work with the IUA and DES on implementing a National Researcher Careers Framework within Irish HEIs, as foreseen in Innovation 2020. The proposal was approved by the I2020 Inter-departmental Group in April 2019, and implementation will commence shortly.

Directors' report (continued)
for the financial year ended 31 December 2019

International Engagement

- i) Horizon 2020: The THEA Director of RDIE continues in the role as Ireland's National Delegate to the Horizon 2020 Marie Skłodowska-Curie actions and attended two Programme Committee meetings in Brussels during 2018. The role provides access to valuable information and insights about Horizon 2020 funding at national and international level.
- ii) UASNet: THEA met with the Secretary General and President of UASNet in Dublin in October 2018 and have identified several opportunities for strengthened collaboration in the RDIE area. IOTI was a founding member of UASNet.
- iii) INTERREG: The THEA Director of RDIE has joined the Steering Committee of the CHITIN (Cross-border Healthcare Intervention Trials in Ireland Network) INTERREG VA project.
- iv) MLE on Research Integrity: The THEA Director of RDIE is representing Ireland in a Mutual Learning Exercise on Research Integrity coordinated by the European Commission. The outcomes of the exercise will be fed back into the sector.

COVID-19

- Support to members: the THEA RDIE Strategic Group, which previously met six times a year, is now meeting fortnightly (initially weekly), with an agenda focused on the impact of the pandemic
- Information sharing: THEA is participating in a working group of research funders and HE representatives, sharing information on R & I during the pandemic. THEA has also been a conduit for transmission of information to/from it's members to the Dept. of Education Covid-19 working groups
- Promoting Covid-19 support by members: THEA gathered more than 20 "How we're helping" stories from members and has been promoting them across social media. A selection of these were transmitted to the Dept. of the Taoiseach and were highlighted in a government post on HE researchers helping to address the pandemic

Equality and Diversity

- Senior Academic Leadership Initiative (SALI): THEA partnered with the Irish Universities Association and the Higher Education Authority to host an information session on the SALI Call for Applications in September 2019
- Athena SWAN: THEA organised a training session in May 2019 on Effective Gap Analysis and SMART Action Planning, to support the sector in their efforts to secure Athena SWAN awards

Corporate Affairs

Through the Director of Corporate Affairs, THEA continued to provide a human resources/industrial relations support function at national level for its members. Working through a range of fora including the National Negotiating Fora for Technological Universities with separate arrangements for Academic Staff and Professional, Management and Support Staff as well as the National Industrial Relations Forum for Academic Staff, progress was made on a range of issues. This included agreement on a Voluntary Mobility Policy for Technological Universities and circulars on a number of other issues. THEA also chairs a Working Group on superannuation issues which worked closely with the Department of Education and Skills to ensure that superannuation is managed consistently through the sector.

Governance and management

Governance of the sector remains a priority issue. The Code of Governance for Institutes of Technology which sets out best practice in governance across areas such as business and financial reporting, ethics, risk management, relationship with the HEA, Departments, Minister and the Oireachtas, internal audit, was updated in June 2019. Work on a Code of Governance for Subsidiary Companies is currently at an advanced stage and should be finalised later this year. THEA co-ordinates the internal audit contract for the Institutes of Technology which is provided on an external contract basis. Following a tender process in 2019, Deloitte have taken over the contract from PWC.

Directors' report (continued)
for the financial year ended 31 December 2019

Throughout 2020, the activities of the Corporate Affairs Office have been dominated by the reaction to Covid-19. We have worked closely with the HEA on our members behalf to help secure extra funding for the sector to deal with the impact of the pandemic with €168 million euro in additional funding for the third-level sector being secured this summer. Intense consultation at national level with the relevant trade unions has seen agreement reached on Emergency Remote Teaching with other agreements in the offing.

Principal risks and uncertainties

Like all not for profit organisations, the key risk for THEA is the continued support of its members and the members contributions to its activities. The Directors are satisfied that all members will continue to support the organisation for the foreseeable future.

Results for year

The results for the year are set out on pages 13 and 14. The net income for the financial year amounted to €1,261 (2018: net income of €30,170). Of this surplus, €(50,693) was allocated against unrestricted funds and €51,954 was transferred to restricted funds.

Events after the end of the reporting period

In the first half of 2020, the Covid-19 virus spread worldwide. In common with many other countries, the Irish government issued guidance and restrictions on the movement of people designed to slow the spread of this virus. In early March 2020, many businesses closed voluntarily and throughout the month more restrictions were placed on people and businesses. Subsequently all "non-essential" businesses were ordered to close temporarily. The company continued to operate during the period of restriction. The company was able to move quickly to a remote-working model with any costs generally being offset by savings elsewhere. The directors are closely monitoring the development of the pandemic and any further impact it may have on the operation of the company over the coming months.

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

Directors' report (continued)
for the financial year ended 31 December 2019

Directors

The directors who served the company during the year are disclosed within the company information section of these financial statements.

Gearoid Hodgins served as company secretary throughout the financial period.

Accounting records

The measures taken by the directors 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 implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at First Floor, Fumbally Square, Fumbally Lane, Dublin 8.

Transactions involving directors

There were no contracts or arrangements of any significance in relation to the business of the company in which the directors had any interest, at any time during the year ended 31 December 2019.

Political donations

There were no political donations during the year.

Directors

In accordance with the Constitution, directors do not retire by rotation.

Relevant audit information

In the case of each of the persons who are directors at the time this report is approved in accordance with section 332 of Companies Act 2014:

- so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are 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 company's statutory auditors are aware of that information.

Auditors

RSM Ireland Business Advisory Limited t/a RSM Ireland have expressed their willingness to continue in office in accordance with the provisions of Section 383(2) of the Companies Act 2014.

This report was approved by the board of directors on 23 September 2020 and signed on behalf of the board by:

A handwritten signature in blue ink, appearing to read 'Brendan McCormack'.

Brendan McCormack
Director

A handwritten signature in blue ink, appearing to read 'Vincent Cunnane'.

Vincent Cunnane
Director

Directors' responsibilities statement
for the financial year ended 31 December 2019

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statement in accordance with the Companies Act 2014 and FRS102 "The Financial Reporting Standards applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council of promulgated by the Institute of Chartered Accountants in Ireland. The financial statements are also prepared in accordance with the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities (FRS 102) issued by the Charities Commission in the UK. Under company law, the directors must not approve the financial statement unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the net income/expenditure of the company for the financial year and otherwise comply with the Companies Act 2014.

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

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

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and net income/expenditure of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' report comply with the Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Independent auditor's report to the members of
for the financial year ended 31 December 2019**

Report on the audit of the financial statements

Opinion

We have audited the financial statements of the Technological Higher Education Association for the year ended 31 December 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Changes in Equity, the Cash Flow Statement and notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and Charities SORP (FRS 102) Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102).

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 2019 and of its net income for the year then ended; and
- have been properly prepared in accordance with Charities SORP (FRS 102) Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102); and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) and applicable law. Our responsibilities under those standards are described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

**Independent auditor's report to the members of
for the financial year ended 31 December 2019**

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

We have nothing to report in this regard.

Opinions on other matter prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors report is consistent with the financial statements; and
- in our opinion, the directors report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

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

Matters on which we are required to report by exception

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

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Responsibilities of directors for the financial statements

As explained more fully in the directors responsibilities statement set on page 9, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease 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 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.

**Independent auditor's report to the members of
for the financial year ended 31 December 2019**

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

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

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

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

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

A handwritten signature in black ink, appearing to read 'Patrick Keegan', is written over a dotted line.

Patrick Keegan
For and on behalf of
RSM Ireland
Statutory Audit Firm
Trinity House
Charleston Road
Ranelagh
Dublin 6

Date: 23 September 2020

Statement of financial activities
for the financial year ended 31 December 2019

	Notes	Unrestricted Funds €	Restricted Funds €	Total 2019 €	2018 €
Income and endowments from:					
Charitable activities	3	1,080,475	360,000	1,440,475	1,670,130
Investments	4	-	-	-	475
Sundry income		-	-	-	699
HEA funding		250,000	125,705	375,705	43,226
Total income and endowments		1,330,475	485,705	1,816,180	1,714,530
Expenditure on:					
Charitable activities	5	1,381,168	433,751	1,814,919	1,684,360
Total expenditure on charitable activities		1,381,168	433,751	1,814,919	1,684,360
Net income/ (expenditure)		(50,693)	51,954	1,261	30,170
Reconciliation of funds:					
Total funds brought forward		442,760	151,476	594,236	564,066
Total funds carried forward	14	392,067	203,430	595,497	594,236

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The company has no other recognised items of income and expenses other than the results for the year as set out above.


The notes on pages 17 to 29 form part of these financial statements.

Balance sheet
as at 31 December 2019

	Note	2019		2018	
		€	€	€	€
Fixed assets					
Tangible assets	9	6,925		11,406	
			6,925		11,406
Current assets					
Debtors	10	1,324,868		162,047	
Cash at bank and in hand	11	926,335		1,277,004	
		2,251,203		1,439,051	
Creditors: amounts falling due within one year	12	(1,662,631)		(856,221)	
Net current assets			588,572		582,830
Total assets less current liabilities			595,497		594,236
Net assets			595,497		594,236
The funds of the charity					
Restricted income funds	14	203,430		151,476	
Unrestricted funds	14	392,067		442,760	
Total Funds			595,497		594,236

These financial statements were approved by the board of directors on 23 September 2020 and signed on behalf of the board by:


Brendan McCormack
Director


Vincent Cunnane
Director

The notes on pages 17 to 29 form part of these financial statements.

Statement of changes in equity
for the financial year ended 31 December 2019

	Restricted	Unrestricted	Total
	€	€	€
At 1 January 2018	144,490	419,576	564,066
Net (expenditure) for the year	6,986	23,184	30,170
Total funds for the year	151,476	442,760	594,236
At 31 December 2018	<u>151,476</u>	<u>442,760</u>	<u>594,236</u>
At 1 January 2019	151,476	442,760	594,236
Net income for the year	51,954	(50,693)	1,261
Total funds for the year	203,430	392,067	595,497
At 31 December 2019	<u>203,430</u>	<u>392,067</u>	<u>595,497</u>

Statement of cash flows
for the financial year ended 31 December 2019

	2019	2018
	€	€
Reconciliation of changes in resources to net inflow / (outflow) from operating activities		
Net incoming/ (outgoing) resources	1,261	30,170
Depreciation of tangible assets	4,482	4,838
(Increase)/ decrease in debtors	(1,162,822)	(155,879)
Increase/ (decrease) in creditors	806,410	(85,970)
	<u> </u>	<u> </u>
Net cash inflow / (outflow) from operating activities	(350,669)	(206,841)
	<u> </u>	<u> </u>
Cash flow statement		
Net cash inflow / (outflow) from operating activities	(350,669)	(206,841)
Capital expenditure	-	(12,274)
	<u> </u>	<u> </u>
Increase / (decrease) in cash in the year	(350,669)	(219,115)
	<u> </u>	<u> </u>
Reconciliation of net cash flow to movement in funds		
Net movement in funds in the year	(350,669)	(219,115)
Net funds at 1 January 2019	1,277,004	1,496,119
	<u> </u>	<u> </u>
Net funds at 31 December 2019	926,335	1,277,004
	<u> </u>	<u> </u>

**Notes to the financial statements
for the financial year ended 31 December 2019**

1. General information

The financial statements comprising the Statement of Financial Activities, the Balance Sheet, the Statement of Changes in Equity, the Cash Flow Statement and the related notes constitute the individual financial statements of the Technological Higher Education Association for the financial year ended 31 December 2019.

The Technological Higher Education Association is a company limited by guarantee and not having a share capital. The registered office is First Floor, Fumbally Square, Fumbally Lane, Dublin 8, which is also the company's principal place of business. The company's principal activities are set out in the Director's Report.

Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Currency

The financial statements have been presented in the Euro currency (€) which is also the functional currency of the company.

2. Summary of significant accounting policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention modified to include certain items at fair value. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council. The financial statements are also prepared in accordance with the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities (FRS 102) issued by the Charities Commission in the UK.

Going concern

These financial statements have been prepared on a going concern basis as the directors consider that Technological Higher Education Association have sufficient funds available to operate for at least a further twelve months from the financial statement date.

Notes to the financial statements (continued)
for the financial year ended 31 December 2019

Funding accounting

Unrestricted funds are funds which are available for the use at the discretion of the directors in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise funds that have been set aside by the directors for particular purposes. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund are set out in the directors' report.

Incoming resources

All incoming resources are included in the Statement of Financial Activities ("SOFA") when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

Income is recognised when the company has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably. The following specific policies are applied to particular categories of income:

- Voluntary income received by way of donations and gifts are included in full in the Statement of Financial Activities when receivable;
- Grants, where entitlement is not conditional on the delivery of a specific performance by the company, are recognised when the charity becomes unconditionally entitled to the grant. Grants, which are performance based, are recognised as income, once the terms and conditions of the grant are met;
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts;
- Investment income is included when receivable; and
- Incoming resources from charitable trading activity i.e. membership subscription, is recognised as income, in the period to which the subscription relates.

Notes to the financial statements (continued)
for the financial year ended 31 December 2019

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with use of the resources. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs associated with attracting voluntary income;
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them; and
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Expenditure is attributable directly to specific activities and does not include any element of apportionment. Irrecoverable value added tax is charged as a cost against the activity for which the expenditure was incurred.

Taxation

No charge to taxation arises as the company has been granted charitable status, Chy number 17033.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

**Notes to the financial statements (continued)
for the financial year ended 31 December 2019**

Tangible fixed assets and depreciation

Tangible assets are initially recorded at cost and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in profit or loss. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in profit or loss.

Impairment

The carrying value of tangible assets is reviewed for impairment if events or changes in circumstances indicate that the carrying value may not be recoverable. Under FRS 102, impairment is assessed by comparing the carrying value of an assets with its recoverable amount (being the higher of net realisable value and value in use). Net realisable value is defined as the amount at which an asset could be disposed of, less any direct selling costs. Value in use is defined as the defined as the present value of the future cash flows obtainable through continued use of an asset including those anticipated to be realised on its eventual disposal.

Depreciation

Fixed assets are stated at cost less accumulated depreciation. The charge for depreciation is calculated to write down the cost of other fixed assets to their estimated residual values by equal annual instalments over their expected useful lives which are as follows:

Leasehold	-	10%	Straight line
Office equipment	-	33%	Straight line
Fixtures and fittings	-	25%	Straight line

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

**Notes to the financial statements (continued)
for the financial year ended 31 December 2019**

Trade and other receivables

Trade and other receivables are recognised initially at transaction price (including transaction costs) unless a financing arrangement exists in which case they are measured at the present value of future receipts discounted at a market rate. Subsequently these are measured at amortised cost less any provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. All movements in the level of provision required are recognised in the statement of financial activities.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, demand deposits and other short- term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

Trade and other payables

Trade and other payables are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Critical account judgements and estimates

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

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

a) Establishing useful economic lives for depreciation purposes of property, plant and equipment

Long-lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful economic lives is included in the accounting policies. The net book value of tangible fixed assets at 31 December 2019 was €6,925 (2018 : €11,406).

**Technological Higher Education Association
(A Company Limited by Guarantee and Not Having a Share Capital)**

**Notes to the financial statements (continued)
for the financial year ended 31 December 2019**

3. Income from charitable activities

Income from charitable activities of the company for the year has been derived from its principal activity wholly undertaken in Ireland.

	€	€	€	€	€	€
	Unrestricted funds	Restricted funds	Total 2019	Unrestricted funds	Restricted funds	Total 2018
Charitable activities						
Remittances from Institutes of Technology Technological University Dublin (TUD)	970,475	-	970,475	959,503	-	959,503
ISSE income	-	360,000	360,000	-	360,000	360,000
	<u>1,080,475</u>	<u>360,000</u>	<u>1,440,475</u>	<u>1,310,130</u>	<u>360,000</u>	<u>1,670,130</u>

Notes to the financial statements (continued)
for the financial year ended 31 December 2019

4. *Interest receivable and similar income*

	2019	2018
	€	€
Bank interest	-	475
	<u> </u>	<u> </u>

**Technological Higher Education Association
(A Company Limited by Guarantee and Not Having a Share Capital)**

**Notes to the financial statements (continued)
for the financial year ended 31 December 2019**

5. Total Resources Expended

	Unrestricted funds Management, Administration, and Institute support €	Restricted funds €	2019 Total €	Unrestricted funds Management, Administration, and Institute support €	Restricted funds €	2018 Total €
Staff costs	968,014	174,446	1,142,460	878,478	111,827	990,305
Travel and subsistence	15,333	11,330	26,663	20,711	11,239	31,950
Premises	245,236	17,239	262,475	217,081	13,217	230,298
Professional and consultancy fees	51,652	95,707	147,359	45,326	161,401	206,727
Other support costs	100,933	135,029	235,962	169,750	55,330	225,080
	<u>1,381,168</u>	<u>433,751</u>	<u>1,814,919</u>	<u>1,331,346</u>	<u>353,014</u>	<u>1,684,360</u>

Notes to the financial statements (continued)
for the financial year ended 31 December 2019

6. Net (resources expended)

The net (resources expended) is arrived at after charging:	2019	2018
	€	€
Depreciation and other amounts written off tangible assets	4,482	4,401
	<u> </u>	<u> </u>

Notes to the financial statements (continued)
for the financial year ended 31 December 2019

7. Staff costs

The average number of persons employed by the company during the year, including the directors, was as follows:

	2019	2018
	Number	Number
Production	<u>8</u>	<u>7</u>

The average number of employees (excluding seconded personnel) during the year was 8 (2018: 7). The aggregate payroll costs were as follows:

	2019	2018
	€	€
Wages and salaries	481,071	383,716
Social welfare costs	47,322	34,807
Seconded personnel wages and salaries	454,265	405,257
Seconded personnel pension costs	110,470	116,087
Seconded personnel social welfare costs	41,192	39,481
Staff training	8,140	10,957
	<u>1,142,460</u>	<u>990,305</u>

Number of higher paid staff including seconded personnel

	2019	2018
€NIL - €59,999	3	3
€60,000 to €69,999	1	-
€70,000 to €79,999	1	-
€80,000 to €89,999	2	2
€90,000 to €99,999	-	1
€100,000 to €109,999	1	1
€110,000 to €119,999	-	2
€120,000 to €129,999	2	-
€130,000 to €139,999	-	-
€140,000 to €149,999	-	-
€150,000 to €159,999	1	1
	<u>11</u>	<u>10</u>

Key management personnel

Included in the staff costs above are the following payments to key personnel;

An amount of €159,114 was provided to key management personnel in respect of remuneration from 1 January 2019 to 31 December 2019 (2018 - €155,697).

Notes to the financial statements (continued)
for the financial year ended 31 December 2019

8. Directors remuneration

The directors were paid no remuneration during the year (2018 : €NIL).

9. Tangible assets

	Leasehold Improvements	Office equipment	Fixtures, fittings and equipment	Total
	€	€	€	€
Cost				
At 1 January 2019	119,154	81,566	76,645	277,365
Additions	-	-	-	-
At 31 December 2019	<u>119,154</u>	<u>81,566</u>	<u>76,645</u>	<u>277,365</u>
Depreciation				
At 1 January 2019	119,154	70,597	76,207	265,958
Charge for the year	-	4,044	438	4,482
At 31 December 2019	<u>119,154</u>	<u>74,641</u>	<u>76,645</u>	<u>270,440</u>
Net book value				
At 31 December 2019	<u>-</u>	<u>6,925</u>	<u>-</u>	<u>6,925</u>
At 31 December 2018	<u>-</u>	<u>10,969</u>	<u>437</u>	<u>11,406</u>

10. Debtors

	2019	2018
	€	€
Other debtors	1,319,503	159,760
Prepayments and accrued income	5,365	2,287
	<u>1,324,868</u>	<u>162,047</u>

11. Cash and cash equivalents

	2019	2018
	€	€
Cash at bank and in hand	<u>926,335</u>	<u>1,277,004</u>

Notes to the financial statements (continued)
for the financial year ended 31 December 2019

12. Creditors: amounts falling due within one year

	2019	2018
	€	€
Trade creditors	88,223	194,906
Other creditors	85,801	30,369
PAYE/ PRSI	17,156	15,294
Accruals	1,111,666	100,420
Deferred income	359,785	515,232
	<u>1,662,631</u>	<u>856,221</u>

13. Details of creditors

Deferred income	2019	2018
	€	€
Grants including government grants	357,029	506,940
Deferred income	2,756	8,292
	<u>359,785</u>	<u>515,232</u>

14. Analysis of net assets between funds

	Restricted funds	Unrestricted funds	Total
	€	€	€
Funds balance at 31 December 2019 are represented by:			
Tangible Fixed Assets	-	6,925	6,925
Current Assets	579,715	1,671,488	2,251,203
Current Liabilities	(376,285)	(1,286,346)	(1,662,631)
Total Net Assets	<u>203,430</u>	<u>392,067</u>	<u>595,497</u>

15. Capital commitments

The company had no capital commitments authorised or contracted at the year ended.

Notes to the financial statements (continued)
for the financial year ended 31 December 2019

16. Operating leases

The company as lessee

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2019	2018
	€	€
Not later than 1 year	185,651	184,513
Later than 1 year and not later than 5 years	742,605	731,642
Later than 5 years	618,838	990,140
	<u>1,547,094</u>	<u>1,906,295</u>

17. Company limited by guarantee

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net asset or liabilities of the company on winding up such amounts as may be required not exceeding one Euro (€1).

18. Events after the end of the reporting period

In the first half of 2020, the Covid-19 virus spread worldwide. In common with many other countries, the Irish government issued guidance and restrictions on the movement of people designed to slow the spread of this virus. In early March 2020, many businesses closed voluntarily and throughout the month more restrictions were placed on people and businesses. Subsequently all "non-essential" businesses were ordered to close temporarily. The company continued to operate during the period of restriction. The company was able to move quickly to a remote-working model with any costs generally being offset by savings elsewhere. The directors are closely monitoring the development of the pandemic and any further impact it may have on the operation of the company over the coming months.

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

19. Related party transactions

There were no transactions with related parties during the year apart from those transactions which are exempt from disclosure under Section 33.11 of FRS102.

20. Key management personnel

The directors and CEO are considered to be the key management personnel of the company. The compensation paid or payable to the directors and CEO is disclosed in notes 7 and 8.

21. Controlling party

The company is ultimately controlled by its members.

22. Approval of financial statements

The board of directors approved these financial statements for issue on 23 September 2020.