

Annual Report 2020





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Introduction
Dr Alan Wall, CEO

I am pleased to present the HEA’s annual report for 2020.

I hope you will find this report and financial statements a useful resource to review our key activities in 2020.

As noted in our annual report last year, the Covid 19 pandemic has had an impact few could have imagined. I am pleased to note that our Higher Education Institutions have responded in a very positive manner to the pandemic in what has been very challenging times both for HEI students and staff. Likewise, I would like to pay tribute to staff in the HEA itself who have risen to the challenges posed by Covid 19.

The roll out of vaccines offers the hope that the Higher Education Institutions may be able to open their campuses later in 2021 while adhering to national health and safety guidelines. This year also marks the 50th anniversary of HEA legislation and we look forward to engaging with the Department of Further and Higher Education, Research, Innovation and Science on reform of the HEA’s legislation and planning for the 50th anniversary of the establishment of the HEA as an organisation in 2022.

23 June, 2021

**Mr. Simon Harris TD,
Minister for Further and Higher Education, Research,
Innovation and Science.**



**Letter from the
Chairperson
Mr Michael Horgan**

Dear Minister,

On behalf of the Board and Executive, it is my privilege to submit a copy of the HEA’s annual report and audited accounts for 2020 to you, for your consideration. Last year was particularly challenging for both the HEA and the HE sector, given the need to respond to the challenges posed by Covid-19. I wish to acknowledge the role you and your Department played in securing much needed resources for the HE sector and its students. The rapid establishment of Steering Groups to ensure all stakeholders could collaborate as events emerged was vital to ensuring a completed academic year. Notwithstanding the many challenges the HE sector faced in 2020, I have no doubt that there will be some long-term positive outcomes.

Some key achievements during 2020 included:

- In relation to system governance, work was completed on a rolling review of the governance of pay and pensions in the HEIs. A review of progress on intellectual property (IP) policies and their implementation commenced. The HEA convened a Governance Forum in 2020 between the HEA and sectoral representative bodies to advise the further development of the governance framework for higher education, including a new oversight agreement between the HEA and institutions.

- The outcome of the first call for applications for the Senior Academic Leadership Initiative (SALI) was announced in January 2020 with twenty appointments being made. A further call was announced in September.
- In May 2020, the decision was announced to grant Technological University status to the consortium comprised of Cork Institute of Technology and Institute of Technology Tralee. Munster Technological University was officially established on 1 January 2021, making it the second Technological University in the State.
- The HEA carried out a review of the National Forum for the Enhancement of Teaching and Learning in Higher Education and in June 2020 approved a recommendation that the Forum be established on a sustainable basis operating under the aegis of the HEA.
- The Human Capital Initiative was announced by the Government in Budget 2019. It was rolled out during 2020 with €300m to be allocated over the period 2020-24.
- Delivering key supports in response to the Covid-19 pandemic. The HEA allocated Covid-19 Support funding of €131m to higher education institutions and a further €52m in additional student supports. This included €10m to provide laptops and other devices for disadvantaged students

We look forward to engaging with you and Minister Niall Collins on the delivery of a number of key initiatives including:

- Reform of the HEA's legislation
- Continued reform of the HE landscape including engagement with the remaining consortia who are working towards TU designation
- Reform of the provision of apprenticeship education
- The development of a new plan for equity of access to higher education
- Implementation of the Framework for Consent in HEIs

In accordance with the 2016 Code of Practice for the Governance of State Bodies, I wish to report to you on the Authority's compliance with the code, and specifically on the following matters:

- There were no events of commercial significance during the reporting period.
- There were no off-balance sheet financial transactions.
- I affirm that all appropriate procedures for financial reporting, internal audit, travel, procurement and asset disposals have been carried out.
- On behalf of the Authority, I acknowledge our responsibility for ensuring that an effective system of internal financial control is maintained and operated. A statement on the system of Internal Controls is included with our audited financial accounts for 2020 together with the Comptroller and Auditor General's certificate are attached.
- The HEA adopted a revised code of business conduct for Members of the Authority and for its employees.
- The Board undertook an external Board evaluation exercise in 2019 and a self-evaluation exercise in 2020.
- The HEA complies with government remuneration guidelines in respect of the CEO and its employees.

- Members’ fees are in accordance with rates sanctioned by the Department, as are salaries and allowances paid to staff. The HEA applies the One Person, One Salary circular issued by the Department of Public Expenditure and Reform.
- The HEA has no post balance sheet events to report.
- The HEA complies with the requirements of the Department of Public Expenditure and Reform Spending Code.
- The HEA has put in place procedures for the making of protected disclosures in accordance with S. 21 (1) of the Protected Disclosures Act 2014. An annual report as provided for under S. 22 (1) of the Act has been published.
- The HEA is compliant with Government travel policy in all respects.
- The HEA has complied with its obligations under tax law.
- The HEA is not currently in dispute with other state bodies
- The HEA has taken all necessary steps to ensure compliance with the 2016 Code of Practice.
- The HEA has no subsidiary operating under its remit.
- The Board meets the Government target of a minimum of 40% representation of each gender in the membership of boards of State bodies. The senior management team of the Higher Education Authority currently has four (50%) female and four (50%) male members.

The Board approved the Governance Statement and Board Members’ Report.

The HEA would be happy to provide any further clarification you require in relation to any of the above. Our thanks go to the leadership and staff of all the higher education bodies, the HEA Executive and the staff of your own Department, for their continued commitment and dedication to the national strategies.

Together with the Authority and its executive, I look forward to working with you and your Department on the implementation of the Department’s new strategy and the development of a new national research strategy.

Yours sincerely,



Michael Horgan
Chairperson

Key Higher Education Data 2020



ENROLMENTS

A total of 235,697 enrolments in 2019/20, a 3.1% increase from 2018/19. New entrants (full-time undergraduate first years) also up 1.8% to 43,580.



OVERSEAS ENROLMENTS

Total international enrolments up 1.6% in 2019/20 to 28,726. Non-EU enrolments accounted for 21,620 (75%) of the international enrolments in 2019/20.



PROGRAMME TYPE

Honours degree enrolments accounted for more than 142,000 (60%) of the total enrolments in 2019/20. Taught masters were the second largest group accounting for 10%.



FIELD OF STUDY

The largest field, Business, Administration and Law, accounted for almost 51,000 (22%) of all enrolments, followed by health and welfare (17%) and arts and humanities (14%).



GENDER TRENDS

The gender participation gap was widened again, with 126,573 female enrolments in 2019/20 (up 4% on 2018/19) compared to 108,953 male enrolments (up 2% on 2018/19).



GRADUATE NUMBERS

Graduate numbers were up 6% in 2019 to 77,805. The largest increases were in the University of Limerick (up 17%), Waterford IT (up 15%) and IT Tralee (up 14%).



HONOURS GRADUATES

Honours bachelor degree graduate numbers were up 2.2% in 2019 to over 33,700. The number that achieved a 1st class honours decreased by 4% compared to 2018.



GRADUATE FIELDS OF STUDY

Business, administration and law courses accounted for 24% of all graduates in 2019 (over 18,700). Health and welfare courses accounted for 17% of all graduates.

HEA 2020 PERFORMANCE

In 2018, the Higher Education Authority adopted a Strategic Plan (2018-2022) which sets out eight themes, flowing from which are 18 Strategic Priorities. Within each Strategic theme, some of the progress made in 2020 is set out below. Transition of HEA operations from office based to remote working was completed successfully and all work continued without interruption.

a. Institutional Governance, Leadership & Operational Excellence

Further advances were made in strengthening the HEA's role in the oversight of **System Governance** in 2020. Clear processes continued to be implemented in respect of HEI reviews of governance and securing protected disclosures. During 2020, work was completed on a rolling review of the governance of pay and pensions and a review of progress on intellectual property (IP) policies and their implementation commenced. Improvements continued to be made to the process of review of Annual Governance Statements (AGS) with good engagement and feedback between the HEA and HEIs in this space. Progress was also made on the implementation of codes of governance for the Institutes of Technology (THEA 2018), the Universities (IUA 2019) and Technological University Dublin (TUD 2019). A HEA, THEA, IUA and TUD Governance Forum was convened in 2020 to advise the further development of the governance framework for higher education, including a new oversight agreement between the HEA and institutions.

Funded through the HEA, the IUA and THEA continued their delivery of institutional and leadership programmes in collaboration with Advance HE and the development of the respective Code of Governance. Work on sectoral data requirements was also progressed.

In August 2020, the Minister for Further and Higher Education, Research, Innovation and Science expanded remit of the HEA Centre of Excellence for Gender Equality to include all areas of equality, diversity and inclusion, as well as oversight of the *Framework for Consent in HEIs*. In light of this, the Centre's title changed to the **HEA Centre of Excellence for Equality, Diversity and Inclusion** and stakeholder feedback on this development was extremely positive.

The outcome of the first call for applications for the **Senior Academic Leadership Initiative** (SALI) was announced by the Minister of State for Higher Education on 4th January 2020. 20 posts were funded as part of this call and the HEA issued a second call for applications in September 2020, following an

evaluation of the first call. The first Gender Equality Enhancement Fund was launched in September 2020 and 8 projects were funded across 17 partner HEIs.

Following an evaluation of the Athena SWAN charter in Ireland, an agreement for the provision of the Athena SWAN Charter for the period 2020-2023 between the HEA and Advance HE was finalised in April. Success rates for Irish HEIs and departments applying to the Charter remain high with 19 institutional and 52 departments holding awards. The Higher Education Institutional Staff Profiles by Gender 2019 were published and showed a 3% increase to 26% in the number of female professors in the university sector.

In order to support the implementation of the **Framework for Consent in HEIs**, the HEA Centre worked with HEIs and the sectoral representative bodies to ensure the national, sectoral and local roll out of online consent training for all incoming students for the 2020 academic year, online bystander intervention training for all new students and an anonymous Report and Support Tool for issues of bullying, harassment and sexual harassment.

In November 2020, the Centre received progress reports from HEIs in relation to the implementation of the Framework for Consent in HEIs. Across all HEIs, 63% of actions in the framework have been implemented or are in progress. A further 31% are in the planning phase, while, overall, only 6% of the recommendations have seen no progress.

As part of the HEA's ongoing work in the area of staff equality, diversity and inclusion, and further to the collection of data on HEI staff by gender, the HEA requested staff data by ethnicity as part of the annual gender data collection in December 2020. In this context, the Athena SWAN Ireland Intersectionality Working Group issued a statement in May 2020 to provide staff in HEIs with information on the rationale for collecting ethnicity data and the complexities of categorisation. The statement also provides some context for race equality work in higher education as well as recommended actions for HEIs to consider. The statement was endorsed by 25 HEIs, as well as by the IUA and THEA.

The Centre developed a sector-wide race equality survey to gather and evaluate staff experiences in Irish higher education in consultation with the Intersectionality Working Group. This survey launched in December 2020 and a report will follow in 2021.

There were two Protected Disclosures received from HEI staff in 2020. Both were referred to HEI for investigation. Reports have been received in one case and reports are awaited in the second. Examination is ongoing. There was one protected disclosure from a member of staff which was fully investigated.

(b) Funding, Sustainability and Performance

Recurrent funding of institutions for core activities continues to be fundamental to the work of the HEA throughout the year. The Covid-19 pandemic had a significant adverse financial impact on the higher education institutions. A Covid-19 Finance group chaired by the HEA was established to work with the sector to assess the financial implications and the HEA engaged extensively with the Department of Further and Higher Education, Research, Innovation and Science as the pandemic unfolded. In July, a Covid-19 package of €168m for the Higher Education and Further Education and Training sector to mitigate against the direct financial impact of Covid-19 in 2020 was announced. The HEA managed the allocation of this funding which was provided to support the frontline response, transition to online delivery and assessment, preparations for the return to on campus education as well as providing additional student supports and provision to assist the completion of research projects.

The Recurrent Funding Allocation Model Review Implementation Group met throughout the year and continued to progress the implementation of the recommendations of the 2018 report including the allocation of funding to institutions with multiple campuses and funding for management and leadership initiatives in collaboration with the IUA and THEA.

The HEA also engaged with the sector, its representatives and DFHERIS regarding provision of additional CAO places to assist the transition of prospective students to higher education, in the context of the Leaving Certificate 2020 calculated grades. Over 2,225 possible additional places were identified in HEIs and made available for offer to prospective students.

The **Capital Programmes Unit (CPU)** disbursed a total of €84m in capital funding to approved projects, programmes and initiatives across the higher education sector in 2020. The CPU continues to develop a Centre of Excellence to support the delivery of large capital projects in the Higher Education Sector.

Previously limited to the technological sector, in 2020, **Devolved Grant** funding was extended to the university sector for the first time since 2011. The total amount of Devolved Grant funding dispersed in 2020 was €40m.

The CPU successfully ran the **Energy Efficiency and Decarbonisation Pathfinder Programme (EEDPP)**. This was launched in March 2020 with the primary aim of identifying and trialling scalable approaches to decarbonising Higher Education buildings in Ireland.

The CPU undertook a **Space Survey** in 2020 in order to assess the quantity, nature and condition of the existing physical infrastructure of the sector

The Higher Education PPP Programme reached a key milestone in 2020 with the first bundle of six projects proceeding to tender. This Programme will deliver 11 new higher education buildings in total and will facilitate some 8,000 additional student enrolments. The first bundle of projects, being delivered under Project Ireland 2040, are located in the TU Dublin Tallaght and Blanchardstown campuses; in the Munster Technological University Kerry and Cork campuses; in the Institute of Art, Design and Technology, Dún Laoghaire; and in Athlone Institute of Technology.

Strategy and Performance Dialogue meetings in relation to the 2018/19 academic year took place with two HEIs in March before the process was suspended due to Covid-19. Written feedback was provided to the remainder of institutions in lieu of formal meetings to close out the process. In 2020, €5m in performance funding supported the provision of additional HEI places as part of CAO 2020.

Cycle 6 of Strategy and Performance Dialogue commenced in December 2020. HEIs were requested to submit self-evaluation reports reflecting performance in the 2019/20 academic year, and impact assessment case studies showcasing an impactful and innovative strategically aligned initiative. Self-evaluation reports and impact assessment case studies will be reviewed by an external advisory panel, and the evaluation of impact

assessment case studies will inform the allocation of €5m in performance funding in 2021.

2020 saw further positive progress in the realisation of the ambitious **Technological University** agenda signalled in the National Strategy for Higher Education to 2030. In May 2020, the decision was announced to grant Technological University status to the consortium comprised of Cork Institute of Technology and Institute of Technology Tralee. Munster Technological University was officially established on 1 January 2021, making it the second Technological University in the State. In November 2020, an application for designation as a TU was received from the consortium comprising Athlone Institute of Technology and Limerick Institute of Technology, and it was assessed by an international advisory panel in early 2021.

In Budget 2020, a three-year investment of €90m was announced to support the development and progression of TUs. **The TU Transformation Fund** is managed by the HEA through close engagement and consultation with the sector. In October 2020, an allocation of €34.33m for year 1 of the Fund was announced to support established TUs, TU consortia and unaligned institutes that wish to pursue a TU trajectory. HEIs must report to the HEA on the funding received on a bi-annual basis.

As a precursor to wider consultation on a new National Strategy on **Education for Sustainable Development**, the HEA hosted a very successful virtual event with HEIs in December 2020. Over 70 delegates from across the sector participated, including representatives from a broad range of HEIs, DFHERIS, DoE, DFA, IUA, USI, IDEA and An Taisce. Alexander Leicht, Chief of Section for ESD at UNESCO delivered a keynote address. Consultation on the next National Strategy, led by the Department of Education, will commence in 2021.

In August 2020, the HEA commissioned an external review of **Landscape Funding** allocated between 2017 and 2019 to examine project management, financial management and the impact of the funding. Reporting on lessons learned is a key aspect of the review and will inform the implementation and management of the TUTF and other future projects. The review is expected to conclude in Q2 2021.

(c) Quality and Academic Excellence

Conducting a review of the National Forum for the Enhancement of Teaching and Learning in Higher Education, by 2020, was a key performance deliverable under the HEAs strategic plan. At its meeting in November 2019, the HEA Board the Board noted that decisions remained to be made regarding the Forum's future funding, structure and location approved.

A Review of the Forum was approved and in April 2020 the Board considered a proposal on options towards establishing the National Forum on a sustainable basis. In May 2020, at the request of the HEA, the National Forum further considered and refined the proposal. The National Forum Board recommended its preferred option to the Board of the HEA and in June 2020, the Board of the HEA accepted this recommendation and a project plan has been submitted to the Department (DFHERIS).

To help guide the work of the National Framework for Doctoral Education Advisory Forum, the HEA along with QQI, IUA, and THEA commissioned EUA Solutions to perform a study on doctoral degree provision in Ireland and the level of implementation of the *National Framework for Doctoral Education*. The HEA was part of the steering committee which oversaw the successful completion of the project. A consultation process which involved surveying and interviewing HEIs took place from November 2020 until January 2021.

(d) Evidence, Policy and Strategic Planning

In 2020 the HEA continued to advance its strategic research engagements including with DES and the newly formed DFHERIS on the Innovation 2020 successor strategy. While the Department's consultations were somewhat disrupted as a result of the pandemic, engagement fully resumed in 2021.

The HEA and the Health Research Board (HRB) served to co-Chair the National Open Research Forum (NORF) which appointed a new National Open Research Coordinator in 2020. The Coordinator will drive the development of a National Action Plan for Open Research in Ireland. The formation of NORF working groups and preparatory work for stakeholder

consultation for a *National Open Research Landscape Report* was completed in 2020 and publication of the report is expected in May 2021.

In 2020 the HEA was also Chair of the national ORCID consortium and continued to contribute to the development of a coherent strategy for the national integration of ORCID across bespoke funding application systems and HEIs research information systems.

The HEA was the lead agency responsible for the progression of Action 61.1 of the 2019 Action Plan for Education. This action required a report to be prepared on the higher education research system regarding its impact to date and degrees of balance within. A report was completed by the HEA in late 2020 and is due to be published in 2021.

Work was completed on the HEA's Principles of Good Practice in Research in 2019 with publication in February 2020.

The **Covid-19 pandemic** presented a number of challenges to Further and Higher Education which were directly addressed by different sections of the HEA throughout 2020.

As a consequence of the pandemic, the value of research is being widely recognised for its importance to health and to society. In 2020, the HEA engaged and consulted with several groups established to address the needs of research and researchers arising from the crisis. These include the Research Funders Forum chaired by the Irish Research Council and the Covid-19 Research Group Research Subgroup of the NPHE Expert Advisory Group chaired by the Department of the Taoiseach.

The HEA worked closely with the institutions to highlight examples of research related to Covid-19 that was already underway across the sector and drew attention to the value of research.

In April, the HEA carried out a round of consultations with HEI Access Officers to determine the impact of Covid-19 restrictions on students from National Access Plan target groups and to understand the interventions undertaken by HEIs to support students. This was followed by a further round of consultations in June to identify how student target groups engaged with end-of-year assessment as well as the impact of Covid-19 restrictions on pre-entry work and places for the 2020/21 academic year.

In April, the Centre of Excellence for Equality, Diversity and Inclusion requested updates from HEIs highlighting any emerging issues in the area of gender equality and EDI more broadly as a result of the then unfolding Covid-19 situation.

In October 2020, the HEA delivered on the provision of €48m in funding from DFHERIS to provide costed extensions to support the completion of projects. The funding targeted projects that may have been previously at serious risk of non-completion and contract research staff and students whose research activities have been seriously compromised as a result of the disruption.

Recognising the impact of Covid-19 and associated restrictions on students from National access Plan target groups, the HEA managed and participated in a number of interventions aimed at supporting disadvantaged students.

In October, the HEA allocated €1.9m to HEIs in the form of a once-off Covid-19 contingency fund. The purpose of this funding is to support the continued delivery and growth of the equity of access objectives in the current environment. It is ringfenced for access services to assist them in responding to the emerging challenges of the Covid-19 pandemic.

The HEA was represented on the Mitigating Educational Disadvantage Working Group, chaired by AONTAS, which was one of the groups established by DFHERIS in response to Covid-19. The Working Group's activities focussed on issues for students across the tertiary education sector experiencing disadvantage due to the pandemic.

Student and staff flows to and from Ireland under the **Erasmus+** programme in 2020 were dramatically impacted by the Coronavirus Pandemic. While overall outbound Erasmus+ study visits/traineeships for the 2019-20 academic year were very strong with 3,861 mobilities recorded, the situation in Semester 1, 2020 reveals a very different picture. In the period September – December 2020, 590 student mobilities (drawn from 13 HEIs) were realised compared to 1538 (from 21 HEIs) in the same period in 2019, a drop of 62%.

The restrictions to overseas travel struck at the heart of the Erasmus+ programme where physical mobility is a core principle. HEIs in Ireland and in other Programme Countries responded by introducing e-

learning opportunities but the fluctuating situation in relation to Covid-19 virus created massive uncertainty and institutions were often forced into making the difficult choice of having to cancel outbound and inbound mobilities.

The European Commission introduced a special call for Strategic Partnerships in the field of Digital Education Readiness in 2020, partly in response to the pandemic and the switch to virtual learning platforms. The National Agency received a record 20 applications and four awards were made.

The National Agency published the study ‘Should I Stay or Should I go? Exploring the Impact of Erasmus+ for students and staff in Irish Higher Education’, in October 2020 by Dr Magdalena Staniek (DCU). The study examined empirically the effects of the Erasmus programme on participants drawn from the Irish higher education sector.

Over 3,000 eligible applications were received for the 60 available scholarships under the **Government of Ireland – International Education Scholarships** (GOI-IES) Programme. Scholarships were awarded to students from 22 countries. Because of the Coronavirus Pandemic, the Department of Education and Skills cancelled the 2020 call for the **Government of Ireland - International Academic Mobility** (GOI-IAMP) Programme due to the uncertain climate regarding travel abroad. The decision will be re-examined in 2021.

The **Brexit** negotiations between the European Union and the United Kingdom did not conclude until 24 December 2020. The decision of the UK to withdraw from the Erasmus+ Programme was a great disappointment for the National Agency which had built a very close working relationship with the UK NA – the British Council. The departure of the UK removes a very significant educational partner for the Irish higher education sector. The NA has already begun the process of increasing partnership flows with other Programme Countries. The Government also responded promptly to protecting the participation of students from Northern Ireland in the Erasmus+ Programme. Work on the implementation of this decision will continue in 2021.

The **HEA Statistics Unit** published a comprehensive set of data in 2020 covering the spatial and socio-economic profile of the higher education population, the second iteration of this work following the landmark release in 2019. This second release included all core-funded Higher Education Institutions for the first time, including Trinity College Dublin. This data is now central to the access funding model in the HEA – targeted financial support to build a more inclusive higher education system.

The seventh in the series of progression publications was also published in 2020, an analysis of student progression rates from first to second year. This iteration showed continued improvements in progression rates, including in the computing field of study – an important area of focus in recent policy.

An external research report, compiled by senior researchers from University College Dublin, on the determinants of degree quality in Ireland was published by the Statistics Unit in 2020. This report complements internal research showing the factors that influence completion rates and final grades in higher education. Providing controlled access to external research experts is part of the Unit’s commitment to making best use of the valuable data held within to advance our role in evidence-based policy making.

In addition to the key publications above, the Unit also published a large volume of data on the HEA website in 2020 via interactive data visualisations, including data tables for download. The disseminated analyses cover a broad array of topics such as spatial analyses of the student population, student course/HEI choices, student demographics, international enrolments, final grades analyses and progression rates. The Statistics Unit continue to support external data and research-oriented groups, including the National Data Infrastructure champions group, Student Survey groups and the CSO led Formal Statisticians Liaison Group.

The Graduate Outcomes Survey 2020 (surveying the graduates of 2019) did not take place because of difficulties arising from the Covid-19 pandemic. Later in the year, supports were put in place in HEIs so that the 2021 survey would be in a position to run safely and effectively.

(e) Equity of Access

During 2020, the HEA continued its management of the three strands of the PATH programme.

In January 2020, the HEA completed its assessment of the early-stage implementation of **PATH 1** (Initial Teacher Education) including a recommendation that funding should continue for a further three years. The Department of Further and Higher Education, Research, Innovation and Science subsequently approved the continuation of PATH 1 and centres of teaching excellence were notified of this in June and invited to submit revised project plans.

In February 2020, the Department announced the rollout of the 1916 Bursary Fund for a further three years starting in 2020/21. Clusters had previously been notified of the continuation of **PATH 2** funding in December 2019. During 2020, the HEA also approved the allocation of an additional three bursaries to the Leinster Pillar 1 cluster following consideration of an application from the RCSI to participate in the 1916 Bursary Fund. This means that the total number of undergraduate bursaries available nationwide per annum is now 203. As part of the Budget announced in October 2020, a further €1m was secured for PATH 2 to bring the annual fund to €5m and allowed for some awardees to progress to postgraduate studies. The HEA is in discussions with the Department on this with a view to finalising for the 2021/22 academic year. The HEA is also a member of a working group chaired by the Department exploring the feasibility of a common application facility for the 1916 Bursary.

In September 2020, the HEA completed its assessment of the early-stage implementation of **PATH 3** including a recommendation that funding should continue for a further three years. Minister Simon Harris subsequently announced the continuation of this funding in December.

In December 2020, the HEA published the **Deprivation Index Score** (DIS) data for the 2018/19 academic year. This was the second year that this data has been published and now includes all publicly funded higher education institutions (HEIs) for the first time. DIS provides much more accurate data on the socio-economic composition of the higher education student population and will also support HEIs to develop more targeted approaches to widening access in their regions.

One of the goals of the National Access Plan (NAP) is to hold an annual forum to share knowledge and disseminate information on effective initiatives relating to access. The fourth **National Access Forum** was held in February with close to 100 people attending. A particular focus for the 2020 event was on mature student participation.

The HEA chaired a meeting of the **Fund for Students with Disabilities** (FSD) Monitoring Group in April after which updated guidelines for the 2020/21 academic year were circulated to HEIs. During 2020, the HEA finalised arrangements for the transfer of the FE portion of the FSD to SOLAS as per a recommendation in the FSD Review of 2017. During 2020, the HEA also engaged with HEIs and the Department in relation to the use of the FSD for strategic development of HEI disability services and supports. After this, in January 2021, Minister Simon Harris announced approval for €5.4m of FSD funding to be used for strategic initiatives in 23 HEIs. These include projects directed at promoting Universal Design for Learning (UDL), improving accessibility on college campuses and assisting staff with training and development.

The HEA chaired a meeting of the **Student Assistance Fund** (SAF) Monitoring Group in June after which updated guidelines for the 2020/21 academic year were circulated to HEIs. As part of the July Stimulus Package, the SAF was doubled from €8.1m to €16.2m for the 2020/21 academic year in order to support students affected by Covid-19. In addition, an extra €1m was secured to continue a ring-fenced allocation in the SAF for students on PME courses.

The HEA allocated €10m in funding to HEIs to support disadvantaged students in the higher education sector in accessing **ICT devices**. By December, just over 7,000 laptops had been distributed to students in addition to other devices, such as headsets.

In November 2020, Minister Simon Harris announced €300,000 in funding secured from the Dormant Accounts Fund to support increased **Traveller participation** in higher education. The HEA will manage the allocation of this funding and commenced a process of consultation with HEIs and Traveller representatives to progress this in 2021.

Following the HEA's appearance before the Oireachtas Joint Committee on Key Issues affecting the Traveller Community in December 2019, the HEA undertook a review of data in the Student Record System on the number of Irish Travellers participating in higher

education. The outcome of this work provides a better picture of the number of Irish Travellers entering undergraduate higher education as first years and as students across all years of study.

In response to the findings of the 2018 Progress Review of the National Access Plan, the HEA commissioned Indecon to carry out a study on **Mature Student** participation. A Steering Group overseeing the study and chaired by the HEA met twice during 2020. A draft final report has been prepared and will be published in due course.

During 2020, the Department transferred funding for the **Trinity Access Programme-Schools and Community Outreach Links** (TAP-SCOL) programme to the HEA. It had previously been funded as part of the Department's Special Disadvantaged Initiatives funding. The TAP programme funding is €91,525 per annum and will be phased out over three years in order to allow TCD absorb the project into its core activities and funding arrangements.

(f) Skills, Employability and Engagement

The National Forum for the Enhancement of Teaching and Learning continues to be an important dimension of the HEA's support for the student experience and engagement in the institutions. A Review of the Forum was approved by the HEA Board in 2019. The StudentSurvey.ie survey rolled out successfully in 2020 with a response rate of 31% from 44,707 students. The report contains a 'Looking Deeper' chapter, which in 2020 provided an initial investigation into the factors underlying first year undergraduates' engagement in higher education that may be most affected by the necessitated changes to the transitional on-campus education model due to public health measures in place in response to Covid-19. The work of the National Student Engagement Project (on whose Steering Group the HEA sits) was very relevant in 2020 in helping students to remain engaged with their institutions.

In 2020, the Department of Further and Higher Education, Research, Innovation and Science provided an allocation to €1.1m to MTU (Cork Campus) for the roll-out of the new Construction Plant Fitting Apprenticeship syllabus and an allocation of €935,000 to TU Dublin (City Campus) for

the expansion of Aviation Apprenticeship provision. A further six new consortia-led apprenticeship programmes commenced in the HE sector in 2020 in the Telecommunications, Recruitment, Supply Chain and Engineering sectors. This brings the total number of consortia-led apprenticeships in the HE sector to 20 programmes with 1,016 registrations and spanning Level 6 to Level 10 on the NFQ.

The Department of Further and Higher Education, Research, Innovation and Science commenced work on the new Action Plan for Apprenticeship and the HEA are members of the Action Plan Steering Group.

A Covid-19 Apprenticeship Group was established on which the HEA was a member. This group worked through issues arising in relation to the provision of apprenticeships throughout the pandemic.

In 2020, due to Covid-19, a number of **ICT and Entrepreneurship Camps** originally proposed were cancelled and a number of other providers successfully converted face to face campus camps to online camps in 2020. However, a total of 11 HEIs ran entrepreneurship camps nationally with 1,227 second level students participating – female participation in these camps was 69%.

In 2020, **Springboard+** received additional funding to mitigate the impact of Covid-19 on the labour market. This resulted in the approval of 13,000 places for Springboard+. Almost 75% of places have been taken up by the employed cohort while unemployed and those in receipt of the Pandemic Unemployment Payment (PUP) make up 22% of registrations.

The **Human Capital Initiative** (HCI) was announced by the Government in Budget 2019. The initiative will deliver an investment targeted towards increasing capacity in higher education in skills-focused programmes designed to meet priority skills needs. Over five years, from 2020 to 2024, €300m has been allocated for the HCI from the surplus in the National Training Fund (NTF). Following a call for additional undergraduate places in skill need areas under Pillar 2, over 500 places across a range of key skill need areas were rolled out at the start of the 2020/21 academic year in both public and private higher education institutions. A call run under Pillar 1 Specialist and Graduate Conversion programmes resulted in over 1,000 places in specific skills-need discipline areas being made available in the academic year 2020/21. Following a call for Pillar 3 Innovation and Agility, 22 collaborative and individual projects

were announced in October 2020. These projects will run for five years.

The Department of Further and Higher Education, Research, Innovation and Science approved €37m for July Stimulus provision in the Higher Education sector. A call was issued for taught full and part-time postgraduate places and part-time modular places which resulted in the approval of 2,555 postgraduate places and 11,000 modular places across the public and private higher education system in key skill need discipline areas free of charge or heavily subsidised.

(g) HEA as an Excellent Organisation

The HEA continued to strengthen its approach to accountability, oversight of governance and performance management of the HEA funded higher education institutions. This included the establishment of a Governance Forum between the HEA and the sectoral representative bodies to progress further development of the governance framework including a new oversight agreement between the HEA and the institutions. The HEA continues to engage actively with the sector including through the budget and accountability meetings and the strategic dialogue process.

The remit of the HEA is under review with the development of the new Higher Education Act, 2021 which is due to go through the Houses of the Oireachtas later in 2021. The new legislation is expected to give the HEA the appropriate regulatory

legislative powers and will provide greater clarity in respect of the extent and operation of the HEA's responsibilities, those of the institutions and those of the Department.

During 2020, the HEA undertook a business process re-engineering project to:

- Review, revise and align processes, procedures, people and operating models to generate efficiencies and improvements
- Harness technology to best serve the HEA's requirements
- Review the organization structure to best meet its current and future requirements

The recommendations from this review are being undertaken during 2021.

The HEA has in place a Performance Management and Development System for all staff and in 2020 provided training for all staff on the PMDS process. In addition a range of other courses were provided to all staff on foot of the PMDS submissions. All staff were provided training on IT security awareness.

Staff well-being

The HEA undertook a survey of all staff on their experience of working from home during Covid 19. Arising from this a number of initiatives were taken including a presentation on the HEA's Employee Assistance Programme and a number of on-line well-being sessions.

(h) Digital Transformation

The HEA has been at the forefront of developing Digital Transformation in the Higher Education sector through a number of areas. The Innovation and Transformation Programme call of 2018 is funding ten projects in digital transformation, including student pathways, flexible, distance and e-learning and analytics for student retention and progression. The Irish National Digital Experience (INDEx) survey, published at the start of the pandemic by the National Forum for the Enhancement of Teaching and Learning in Higher Education findings reflect a higher education community that has progressed significantly with respect to engagement with digital technologies since a national roadmap for the enhancement of digital teaching and learning was first developed by the sector in 2015.

Ireland's National Development Plan 2018 - 2027 (NDP), published in February 2018, sets out investment priorities, including a national ambition to take advantage of the opportunities presented by digital transformation and the use of digital technologies in teaching, learning and assessment in primary and post-primary schools. Extending this ambition to higher education (and research) offers the opportunity for a whole system vision for a high performing, national digital education system.

While the pandemic has impacted the development process of the Digital Transformation Framework, the finalisation of this is more important and relevant than ever. The HEA envisages taking account of learner experiences, lifelong learning, internationalisation and staff operations during the pandemic to inform the proposed Digital Transformation Framework and develop investment initiatives in the area.

CORPORATE GOVERNANCE



Legislative Mandate

The Higher Education Authority (HEA) – An tÚdarás um Ard-Oideachas was established on 15 May 1972 under the Higher Education Authority Act, 1971. Additional functions were assigned to the HEA under the Universities Act, 1997, the Institutes of Technology Act, 2006 and the Technological Universities Act, 2018. The HEA operates in accordance with the provisions of these Acts and under the aegis of the Minister for Further and Higher Education, Research, Innovation and Skills. The Department is currently undertaking a review of the legislation governing the HEA.

Under the Higher Education Authority Act 1971, the general functions of the HEA are defined as:

- Furthering the development of higher education
- Assisting in the co-ordination of State investment in higher education and preparing proposals for such investment
- Promoting an appreciation of the value of higher education and research
- Promoting the attainment of equality of opportunity in higher education
- Promoting the democratisation of the structure of higher education.

The Irish Research Council (IRC) operates under the aegis of the Higher Education Authority, it was established in March 2012 following the merger of the Irish Research Council for Humanities and Social Sciences and the Irish Research Council for Science, Engineering and Technology.

The IRC was established to:

- Fund excellent, independent exploratory research and to enhance Ireland’s reputation as a centre for research and learning
- Support the education and skills development of excellent early-stage researchers
- Enrich the pool of knowledge and expertise available for addressing Ireland’s current and future needs
- Provide policy advice on post-graduate education on general research matters.

Code of Practice for the Governance of State Bodies

The Code of Practice for the Governance of State Bodies 2016, which superseded the 2009 Code came into effect in September 2016. It has been adopted by the Higher Education Authority and processes have been put in place to ensure that all aspects of the HEA’s operations comply with the requirements of the Code. The Board undertook a self-evaluation exercise in 2020 following an independent evaluation in 2019.

Performance Delivery Agreement

The Higher Education Authority agreed in March 2018 a Performance Delivery Agreement with the Department of Education and Skills and this was rolled over into 2019 and 2020. This agreement sets out the management and accountability framework between the Department and the Higher Education Authority.

Employment Equality Acts 1998 to 2015

Equality is an established priority for the Higher Education Authority. The organisation values diversity and strives to be an equality employer where individual contribution is encouraged and differences are valued. To this end, the HEA is committed to ensuring that no staff member or applicant for employment receives less favourable treatment than any other on grounds of gender, marital status, family status, sexual orientation, religion, age, disability, race, membership of ethnic minority or on any grounds not relevant to good employment practice. This applies to recruitment, working conditions and development opportunities.

The HEA established in late 2020 an internal working group to plan and oversee the HEA's implementation of its Public Sector Equality and Human Rights Duty.

The Health, Safety and Welfare at Work Act, 2005

The Higher Education Authority continues to take appropriate measures to protect the safety, health and welfare of all employees and visitors within its offices to meet the provisions of this Act. This extends to the Public Health (Tobacco) Acts 2002 and 2004.

The HEA's Health and Safety Committee met regularly during 2020 to review preparations for a possible return to work once Government guidelines permitted. A return-to-work protocol was prepared following consultation with staff.

Ethics in Public Office Act, 1995 and Standards in Public Office Act, 2001

In accordance with the above Acts, the Higher Education Authority has adopted procedures in accordance with guidelines issued by the Department of Public Expenditure and Reform in relation to the disclosure of interests by Board Members and these procedures have been adhered to during the year. There were no transactions in the year in which the Board Members had any beneficial interests.

Protected Disclosure Act, 2014

In line with the legal requirement of the Protected Disclosures Act, 2014, the Higher Education Authority has established and maintains procedures for the making of protected disclosures.

Protected disclosures may be made to the Chief Executive of the HEA in respect of matters relating to the planning and development of higher education and research in the State and matters relating to the funding of the higher education institutions funded by the HEA. There were two protected disclosures made to the HEA in 2020 from Higher Education Institutions and one protected disclosure from a member of staff.

Prompt Payment of Accounts Act, 1997

The Higher Education Authority is committed to meeting its obligations under the Prompt Payments of Accounts Act, 1997, as amended by the European Communities (Late Payment in Commercial Transactions) Regulations 2012.

Management is satisfied that the HEA complied with these provisions in all material respects. In total, a sum of €314 was paid in relation to late payment interest penalties in 2020.

Official Languages Act, 2003

The Higher Education Authority is committed to meeting its obligations under the Official Languages Act, 2003. The HEA's Annual Report and key policy documents are published simultaneously in both official languages.

Freedom of Information Act, 2014

The provisions of the Freedom of Information Act apply to the Higher Education Authority. This Act provides a legal right to individuals to obtain access to information held by public bodies, to have the information held relating to him/herself amended where it is incomplete, incorrect or misleading and to obtain reasons for decisions affecting oneself. During 2020 the HEA/IRC received 38 requests under the Act, there were five requests for an internal review. There were no referrals to the Office of the Information Commissioner.

Data Protection

Compliance with Data Protection legislation remained a key priority for the Higher Education Authority in 2020. An internal Data Protection Officer was appointed specifically to monitor compliance with GDPR and the Data Protection Act 2018. This included ensuring that all Data Protection Policies were up to date, including the Cookies notice for the HEA website. The DPO also undertook an exercise to ensure that the HEA as data controller is meeting its obligation to manage records correctly and in line with the principle of storage limitation.

The HEA, together with the Department of Further and Higher Education, Research, Innovation and Science undertook a consultation with the Data Protection Commission under Article 36 (4) GDPR on the data sharing proposals in the updated HEA legislation. This work is ongoing and a Data Protection Impact Assessment (DPIA) on this project has also been conducted.

The HEA also processed requests from data subjects in line with the legislation, such as data access requests and data erasure requests. The HEA is committed to ensuring the lawful, fair and transparent processing of data subjects' personal data.

Energy Efficiency and Environmental Policy

The Higher Education Authority is committed to contributing to achieve the Government target of 33% energy reduction in the Public Sector by 2020 in line with the National Energy Efficiency Action Plan 2009-2020. The HEA recognises its duty to ensure that its activities have minimal impact on the environment. Through the Waste Management System, the HEA has implemented actions that ensure a high level of recycling waste material and minimising waste going to landfill. The HEA's landlord's IPUT have been active in promoting more efficient use of energy. The HEA has an active Green staff committee who have participated in a number of the NTA's Smarter Travel Workplaces & Campuses initiatives. The HEA consumed 73,749 kWh of electricity in 2020 (111,547 kWh in 2019). The HEA's attributable share of gas consumption in the shared office building was 49,491 kWh (56,358 kWh in 2019).

FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2020



Higher Education Authority
Financial Statements
for the year ended 31 December 2020

Information

Address: 3 Shelbourne Buildings,
Crampton Avenue,
Shelbourne Road,
Dublin 4.

Auditors: Comptroller and Auditor General,
3A Mayor Street Upper,
Dublin 1.

Bankers: AIB Bank plc,
1-4 Lower Baggot Street,
Dublin 2.

Legal Advisors: Eversheds Sutherland,
Earlsfort Centre,
1 Earlsfort Terrace,
Dublin 2.

Governance Statement and Board Members' Report

The Governance Statement and Board Members' report is presented in accordance with the Code of Practice for the Governance of State Bodies, 2016 and guidelines issued in November 2017.

Governance

The Board of the Higher Education Authority was established under the Higher Education Authority Act, 1971. The functions of the Board are set out in Section 3 of this Act. Additional functions were assigned to the Higher Education Authority under the Universities Act, 1997, the Institutes of Technology Act, 2006 and the Technological Universities Act, 2018. The Board is accountable to the Minister for Further and Higher Education, Research, Innovation and Science and is responsible for ensuring good governance. It performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of the Higher Education Authority are the responsibility of the Chief Executive Officer (CEO) and the senior management team. The CEO and the senior management team follow the broad strategic direction set by the Board and ensure that all Board members have a clear understanding of the key activities and decisions related to the entity and of any significant risks likely to arise. The CEO acts as a direct liaison between the Board and management of the Higher Education Authority.

Board Responsibilities

The work and responsibilities of the Board are set out in the Schedule of Matters Reserved for the Board which contain the matters specifically reserved for Board decision. Standing items considered by the Board include:

- declaration of interests,
- reports from committees,
- annual budgets and corporate plans,
- annual reports and financial statements,
- reserved matters
- executive report

The Board seeks to comply with best practice public sector principles in its own activities and in its use of subcommittees.

The Higher Education Authority is required under Section 20 of the Schedule to the Higher Education Authority Act, 1971 to keep, in such form as may be approved by the Minister for Further and Higher Education, Research, Innovation and Science with concurrence of the Minister for Finance, all proper and usual accounts of all money received and expended by it, including an income and expenditure account and a balance sheet.

In preparing these financial statements, the Board of the Higher Education Authority is required to:

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

The Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 20 of the Schedule to the Higher Education Authority Act, 1971.

The Board is responsible for approving the annual business plan and budget. An evaluation of the performance of the Higher Education Authority by reference to the 2020 annual business plan was carried out by the Board at its meeting on 28th January 2021.

The Board is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Board considers that the financial statements of the Higher Education Authority give a true and fair view of the financial performance and the financial position of the Higher Education Authority at 31 December 2020.

Board Structure

The Board of the Higher Education Authority consists of a Chairperson, Deputy Chairperson and thirteen ordinary members, all of whom are appointed by the Minister for Further and Higher Education, Research, Innovation and Science through the Public Appointments Service. The members of the Board were appointed for a period of five years and met 9 times during 2020. New Board members are provided with an extensive briefing on the Higher Education Authority and its operations. The table below details Board members during the year and their date of appointment.

Board Member	Role	Date Appointed
Michael Horgan	Chairperson	27/07/2016
Orla Feely	Deputy Chairperson	27/07/2016
Bahram Bekradhnia	Ordinary Member	27/06/2017
Darina Kneafsey	Ordinary Member	27/07/2016
Deirdre Lillis	Ordinary Member	27/11/2017
Jim Mountjoy	Ordinary Member	27/06/2017
John Wall	Ordinary Member	27/07/2016
Judith Eaton	Ordinary Member	27/07/2016
Lorna Fitzpatrick*	Ordinary Member	01/07/2020
Lynn Ramsey	Ordinary Member	27/07/2016
Pól Ó Móraín	Ordinary Member	27/07/2016
Ronan Lyons	Ordinary Member	27/11/2017
Sharon Feeney	Ordinary Member	27/07/2016
Sinéad O’Flanagan	Ordinary Member	27/07/2016
Tony Donohoe	Ordinary Member	27/07/2016

*Appointed for the period she holds office as President of the Union of Students in Ireland. Ms Fitzpatrick was reappointed to the Board in July 2020 following her re-election as President of the USI.

Board Evaluation

Section 4.6 of the Code of Practice for the Governance of State Bodies, 2016 obliges the Board to undertake an annual review of its performance and an external evaluation at least every three years. The Board undertook a self-evaluation exercise in Q4 2020, the findings were reviewed by the Board at its meeting on 28th January 2021.

Irish Research Council

The Irish Research Council (IRC) operates under the aegis of the Higher Education Authority (HEA). The IRC is not a statutory body. The IRC consists of a Chairperson, ten ordinary members and one ex-officio member. There is no overlap in membership. Council members are appointed by the Minister through the Public Appointments Service. They are appointed for a period of three years and met 6 times during 2020. The table below details the Council members and their date of appointment.

Council Member	Role	Date Appointed	No of Meetings Attended
Jane Ohlmeyer	Chairperson	30/11/2018	6/6
Daniel Carey	Ordinary Member	31/08/2019	6/6
Emma Teeling	Ordinary Member	30/11/2018	5/6
Felicity Kelliher	Ordinary Member	30/11/2018	6/6
Kieran Conboy	Ordinary Member	31/08/2019	5/6
Rob Kitchen	Ordinary Member	30/11/2018	6/6
Catherine Godson	Ordinary Member	13/11/2019	5/6
Patricia Kearney	Ordinary Member	13/11/2019	4/6
Liam Barry	Ordinary Member	13/11/2019	5/6
Turlough Downes	Ordinary Member	15/11/2020	0/0
Orla Muldoon	Ordinary Member	15/11/2020	0/0
Peter Brown	Ex-Officio	09/10/2017	5/6

The Board has six sub-committees, as follows:

Audit and Risk Committee

The role of the Audit and Risk Committee (ARC) is to support the Board in relation to its responsibilities for issues of risk, control and governance and associated assurance. The ARC is independent from the financial management of the organisation. They provide an independent view in relation to risks and risk management systems. The Committee ensures that the internal control systems including audit activities are monitored actively and independently. The ARC reports to the Board after each meeting, and formally in writing annually. The ARC comprises six Board members and one external member with financial and audit expertise. The members of the Audit and Risk Committee are Sharon Feeney (Chairperson), Lorna Fitzpatrick, Deirdre Lillis, Jim Mountjoy, Sinéad O’Flanagan, Pól Ó Mórain and independent member Anne Brady. There were four meetings of the ARC in 2020.

Finance and Governance Committee

The role of the Finance and Governance Committee (F&G) is to review and recommend to the Board, the proposed grant allocations to the higher education institutions and to review management accounts, budgets and consider the general financial state of the Higher Education Authority. The F&G comprises six Board members and three independent members. The members of this committee are Michael Horgan (Chairperson), Bahram Bekhradnia, Judith Eaton, Darina Kneafsey, Lorna Fitzpatrick and Jim Mountjoy. The three independent members are Anne Brady, Michael O’Connell and Joe Heavey. There were seven meetings of the Finance and Governance Committee in 2020.

System Development and Performance Management Committee

The role of the System Development and Performance Management Committee (SDPM) is to support the Board in overseeing the creation and development of a co-ordinated system of higher education institutions, each with clear, diversified missions and with a strong focus on outcomes and funding for performance. The SDPM comprises ten Board members. The members of this committee are Tony Donohoe (Chairperson), Michael Horgan, Jim Mountjoy, Darina Kneafsey, Sharon Feeney, Bahram Bekhradnia, Lynn Ramsey, Sinéad O’Flanagan, Ronan Lyons and John Wall. There were four meetings of the SDPM in 2020.

Policy and Planning Committee

The role of the Policy and Planning Committee (PPC) is to provide objective analysis and advice across higher education issues, identifying important policy and leadership issues in higher education – both immediate and long-term – in Ireland and internationally. In undertaking this policy analysis, the Committee’s objective is to improve higher education in Ireland, and enhance public accountability, by creating a better-informed policy environment, and by developing practical responses to the strategic issues facing leaders of higher education institutions and public agencies. The PPC comprises ten Board members. The members of this committee are Darina Kneafsey (Chairperson), Deirdre Lillis, Judith Eaton, Orla Feely, Pól Ó Mórain, John Wall, Sharon Feeney, Lynn Ramsey, Bahram Bekhradnia and Ronan Lyons. There were seven meetings of the Policy and Planning Committee in 2020.

Research and Graduate Education Committee

The role of the Research and Graduate Education Committee (RGE) is to ensure policy coherence between the Higher Education Authority and the Irish Research Council, prepare draft policy statements and advise on aspects of research and graduate education, oversee and report to the Board and Council on implementation of research and graduate education policy by the higher education system and constituent institutions and review relevant policy initiatives submitted by the Board or Council. The RGE comprises six Board members and three Council members. The members of this committee are: Orla Feely (HEA) (Chairperson), Jane Ohlmeyer (IRC), Felicity Kelliher (IRC), Liam Barry (IRC), Lorna Fitzpatrick (HEA), Sinéad O’Flanagan (HEA), John Wall (HEA), Deirdre Lillis (HEA) and Ronan Lyons (HEA). There were four meetings of the Research and Graduate Education Committee in 2020.

Pension Appeals Committee

The role of the Pensions Appeals Committee (PSA) is to exercise a statutory function assigned to the Higher Education Authority namely to consider pension appeals submitted by university staff under Schedule 5 of the Universities Act, 1997. The decision of the Higher Education Authority on such appeals is given with the consent of the Minister for Further and Higher Education, Research, Innovation and Science and the Minister for Public Expenditure and Reform. The members of this committee are Michael Horgan (Chairperson), Bahram Bekhradnia, John Wall and Lorna Fitzpatrick. The committee met once in 2020 to approve a determination in respect of a pension appeal. A second determination was approved electronically.

Schedule of Attendance

A schedule of attendance at the Board and Committee meetings for **2020** is set out below:

	Board	Audit & Risk Committee	Finance and Governance Committee	System Development and Performance Management Committee	Policy and Planning Committee	Research and Graduate Education Committee
Number of meetings	9	4	7	4	7	4
Michael Horgan - Chairman	9/9	n/a	7/7	3/4	n/a	n/a
Bahram Bekhradnia	8/9	n/a	6/7	4/4	5/7	n/a
Orla Feely	9/9	n/a	n/a	n/a	5/7	4/4
Sinéad O'Flanagan	9/9	4/4	n/a	4/4	n/a	4/4
Lorna Fitzpatrick	8/9	3/4	7/7	n/a	n/a	4/4
Deirdre Lillis	9/9	4/4	n/a	n/a	7/7	2/4
Ronan Lyons	8/9	n/a	n/a	3/4	4/7	1/4
Jim Mountjoy	9/9	4/4	7/7	4/4	n/a	n/a
Lynn Ramsey	9/9	n/a	n/a	3/4	7/7	n/a
John Wall	9/9	n/a	n/a	4/4	6/7	3/4
Sharon Feeney	9/9	4/4	n/a	3/4	7/7	n/a
Tony Donohoe	9/9	n/a	n/a	4/4	n/a	n/a
Judith Eaton	8/9	n/a	7/7	n/a	7/7	n/a
Pól Ó Mórain	8/9	4/4	n/a	n/a	7/7	n/a
Darina Kneafsey	9/9	n/a	7/7	4/4	7/7	n/a

The details of all Board members' fees and expenses are disclosed in Note 17 to the Financial Statements.

Key Personnel Changes

There were no changes to key personnel in 2020.

Gender Balance, Diversity and Inclusion

The Higher Education Authority recognises the importance of diversity and inclusion for all staff in the Higher Education Authority and has established a working group to plan and oversee the implementation of the Higher Education Authority's Public Sector Equality and Human Rights Duty under the Human Rights and Equality Act 2014.

The Code of Practice for the Governance of State Bodies, 2016 requires that appointments to State Boards should have due regard to the benefits of a gender balanced and diverse board.

As at 31 December 2020, the Board of the Higher Education Authority had 8 (53%) female and 7 (47%) male members. The Board therefore meets the Government target of a minimum of 40% representation of each gender in the membership of boards of State bodies. The senior management team of the Higher Education Authority has four (50%) female and four (50%) male members.

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

The Board is responsible for ensuring that the Higher Education Authority has complied with the requirements of the Code of Practice for the Governance of State Bodies ("the Code"), as published by the Department of Public Expenditure and Reform in August 2016. The following disclosures are required by the Code:

■ Employee Short-Term Benefits

Employees' short-term benefits in excess of €60,000 are set out in note 16.

There were no termination payments in 2020.

■ Consultancy Costs

The following consultancy costs were charged to operating expenses:

	2020	2019
	€'000	€'000
Governance Reviews	24	138
Database Design	0	139
Tax and Actuarial Advice	4	27
Internal Audit	17	33
GDPR Advice	39	76
Legal Fees	35	81
Policy Research & Advice	445	424
External Reviews and Advisory	265	375
Marie Curie Postgraduate Support	90	90
Business Process Review	173	0
Other	13	47
	1,105	1,430

■ Legal Costs and Settlements

There were no legal costs in the reporting period in relation to settlements, conciliation or arbitration proceedings. This category does not include expenditure incurred in relation to general legal advice received by the Higher Education Authority which is disclosed in Consultancy costs above.

■ Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	2020	2019
	€'000	€'000
Ireland		
Board	2	13
Employees	8	97
International		
Board	7	25
Employees	3	65
Total	20	200

Hospitality Expenditure

Hospitality expenditure is categorised as follows:

	2020	2019
	€'000	€'000
Staff	-	2
Board	-	2
Third Parties	1	2
Total	1	6

Statement of Compliance

The Board has adopted the Code of Practice for the Governance of State Bodies (2016) and has put procedures in place to ensure compliance with the Code of Practice for the Governance of State Bodies for 2020. The Higher Education Authority is in compliance with the Code of Practice for the Governance of State Bodies for 2020.

On behalf of the Board of the Higher Education Authority:



Michael Horgan

Chairperson

Date: 25th June 2021

Statement on System of Internal Controls

Scope of Responsibility

On behalf of the Board of the Higher Education Authority I acknowledge our responsibility for ensuring that an effective system of internal controls is maintained and operated. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

Purpose of the System of Internal Controls

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

The system of internal controls, which accords with guidance issued by the Department of Public Expenditure and Reform, has been in place in the Higher Education Authority for the year ended 31 December 2020 and up to the date of approval of the financial statements.

Capacity to Handle Risk

The Higher Education Authority has an Audit and Risk Committee (ARC) comprising of six Board members and one external member with financial and audit expertise. The ARC met four times in 2020.

The internal audit function of the Higher Education Authority was outsourced to a professional accountancy firm, ASM following a tender under an Office of Government Procurement framework. The 2020 Internal Audit Plan was approved by the ARC on behalf of the Board. This plan includes a review of internal controls on an annual basis.

The Higher Education Authority has developed a risk management policy which sets out the risk appetite, the risk management processes in place and details the roles and responsibilities of staff in relation to risk. The policy has been issued to all staff who are expected to work within the risk management policy, to alert management on emerging risks, and to control weaknesses and assume responsibility for risks and controls within their own area of work. A Risk Register has been established and, in addition to the consideration of risk matters by the Audit and Risk committee, the risks identified as applying to the Higher Education Authority are reviewed on a regular basis by the senior management team.

Risk and Control Framework

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

A risk register is in place which identifies the key risks facing the Higher Education Authority and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by management on a six-monthly basis and reviewed by the ARC. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level.

The risk register details the controls and actions needed to mitigate risks and the responsibility for operation of controls is assigned to specific staff.

Ongoing Monitoring and Review

The Board has taken steps to ensure an appropriate control environment is in place by:

- Clearly defining and documenting management responsibilities and authority.
- Ensuring clear lines of accountability for management.
- Establishing formal procedures through various committee functions to monitor the activities and safeguard the assets of the organisation.
- Establishing procedures for reporting significant control failures and ensuring appropriate corrective action is taken.
- Developing a strong culture of accountability across the organisation.
- Adopting and adhering to the Code of Practice for the Governance of State Bodies.
- Reviewing the effectiveness of the Board.
- Ensuring the control environment includes an active Audit and Risk Committee, internal audit function and regular reporting to the board on financial results.

The system of internal controls is based on a framework of regular management information, policies and procedures including segregation of duties and a system of delegation and accountability. In particular, the following monitoring systems are in place:

- Key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies.
- A comprehensive budgeting system with an annual budget, which is reviewed and agreed by the Board. This incorporates a detailed business planning process.
- There are regular reviews by senior management of financial reports which indicate performance against budgets.

During 2020 Covid Support funding was provided by the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) to mitigate against the direct financial impact of COVID on the higher education institutions to facilitate the sector in transitioning to online delivery and assessment, preparing for a safe return to education in line with public health requirements and providing support to the frontline response.

The HEA implemented robust safeguards to ensure that funding provided was for the purposes intended. These included:

- Active engagement with DFHERIS throughout the process
- Agreement on detailed terms and conditions including eligibility.
- Assurances and certification of claims by President and Chief Finance Officer
- Payments on account with 15% of claim values withheld until final review.
- Ability to recoup any overpayment as set out in the terms and conditions.
- Engagement of external firm to carry out independent audit of claims.
- Oversight of process by Finance and Governance Committee

The audits have identified some ineligible claims, and these are currently being finalised.

Procurement

I confirm that the Higher Education Authority has procedures in place to ensure compliance with current procurement rules and guidelines as set out by the Office of Government Procurement. During 2020 the HEA complied with those procedures.

Review of Effectiveness

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

I confirm that the Board conducted an annual review of the effectiveness of the internal controls for 2020. This review considered the impact of the COVID-19 pandemic and the move to remote working on the Higher Education Authority's control environment. In addition, a comprehensive assessment of the control environment was completed by the executive in line with the guidance provided in OCAG Insights: The Impact of COVID-19 on your Control Environment issued in September 2020.

No weaknesses in control were identified that require disclosure in the Statement of System of Internal Control.



Michael Horgan

Chairperson

Date: 25th June 2021

Comptroller and Auditor General Report



Ard Reachtaire Cuntas agus Ciste Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

An tÚdarás um Ard-Oideachas

Opinion on the financial statements

I have audited the financial statements of An tÚdarás um Ard-Oideachas for the year ended 31 December 2020 as required under the provisions of the Higher Education Authority Act 1971. The financial statements comprise

- the statement of income and expenditure and retained revenue reserves
- the statement of comprehensive income
- the statement of financial position
- the statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of An tÚdarás at 31 December 2020 and of its income and expenditure for the year then ended in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

Basis of opinion

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

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

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

An tÚdarás has presented certain other information together with the financial statements. This comprises a governance statement and Board members' report, a statement on the system of internal controls and a schedule of grant income.

My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in regard to those matters.

Seamus McCarthy
Comptroller and Auditor General

28 June 2021

Appendix to the report

Responsibilities of Board members

The Board members are responsible for

- the preparation of financial statements in the form prescribed under the Higher Authority Education Act 1971
- ensuring that the financial statements give a true and fair view in accordance with FRS102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under the Higher Authority Education Act 1971 to audit the financial statements of An tÚdarás and to report thereon to the Houses of the Oireachtas.

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

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

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of An tÚdarás to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause An tÚdarás to cease to continue as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Information other than the financial statements

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

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

Reporting on other matters

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

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

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

Higher Education Authority

Statement of Income and Expenditure and Retained Revenue Reserves for the year ended 31 December 2020

	Notes	2020	2019
		€'000	€'000
Income			
Oireachtas Grants	2	1,631,036	1,366,496
Other Grants	3	20,385	21,212
Other Income	4	11,957	11,818
Net deferred funding for Retirement Benefits	18(a)	<u>1,368</u>	<u>1,296</u>
		1,664,746	1,400,822
Allocation for Capital Purposes	9	<u>31</u>	<u>(148)</u>
		<u>1,664,777</u>	<u>1,400,674</u>
Expenditure			
Grants Payable	5	1,652,478	1,388,437
Operating Expenses	6	11,039	11,768
Interest		<u>24</u>	<u>103</u>
		1,663,541	1,400,308
Surplus before transfers from Capital		1,236	366
Transfer from Capital Reserve	9	<u>55</u>	<u>105</u>
Surplus for the year		<u>1,291</u>	<u>471</u>
Balance brought forward 1 January			
Balance carried forward 31 December		<u>2,063</u>	<u>1,592</u>
		<u>3,354</u>	<u>2,063</u>

Notes 1 to 21 form part of these Financial Statements. All items of income and expenditure relate to continuing activities.



Michael Horgan
Chairperson



Alan Wall
Chief Executive

Date: 25th June 2021

Date: 25th June 2021

Statement of Comprehensive Income for the year ended 31 December 2020

	Notes	2020 €'000	2019 €'000 restated
Surplus for the year		1,291	471
Actuarial (Loss) on Retirement Benefit Assets/(Liabilities)	18(d)	(3,504)	(2,535)
Adjustment to Deferred Retirement Benefit Funding		<u>3,504</u>	<u>2,535</u>
Total Comprehensive Income for the Year		1,291	471

Notes 1 to 21 form part of these Financial Statements.



Michael Horgan
Chairperson

Date: 25th June 2021



Alan Wall
Chief Executive

Date: 25th June 2021

Higher Education Authority

Statement of Financial Position

as at 31 December 2020

	Notes	2020 €'000	2019 €'000
Non-Current Assets			
Tangible Fixed Assets	8	121	207
Current Assets			
Receivables and Prepayments	10	6,912	5,734
Bank and Cash Equivalents	7	96,307	36,540
		<u>103,219</u>	<u>42,274</u>
Current Liabilities			
Payables and Accrued Expenditure	11	99,865	40,211
Net Current Assets			
		3,354	2,063
Total Assets less Current Liabilities before Retirement Benefit Obligations			
		3,475	2,270
Deferred Retirement Benefit Funding	18(e)	38,841	33,969
Retirement Benefit Liabilities	18(e)	(38,841)	(33,969)
Total Net Assets			
		3,475	2,270
Capital and Reserves			
Capital Reserve	9	121	207
Revenue Reserve	12	3,354	2,063
		<u>3,475</u>	<u>2,270</u>

Notes 1 to 21 form part of these Financial Statements.



Michael Horgan
Chairperson



Alan Wall
Chief Executive

Date: 25th June 2021

Date: 25th June 2021

Higher Education Authority

Statement of Cash Flows for the year ended 31 December 2020

	2020	2019
	€'000	€'000
Cash Flow from Operating Activities		
Surplus for the year	1,291	471
Depreciation and impairment of fixed assets	55	105
(Increase) in Receivables	(1,178)	(5,019)
Increase in Payables	59,654	774
Interest Paid	24	103
Allocation to Fund Capital Expenditure	0	148
Transfer from Capital Reserve Account	(55)	(105)
Net Cash Inflow/(Outflow) from Operating Activities	59,791	(3,523)
Cash Flows from Investing Activities		
Payments to acquire Tangible Fixed Assets	0	(159)
Proceeds from sale of Fixed Assets	0	11
Net Cash flows from Investing Activities	0	(148)
Cash Flows from Financing Activities		
Interest Paid	(24)	(113)
Net Cash Flows from Financing Activities	(24)	(113)
Increase/(Decrease) in Cash and Cash Equivalents	59,767	(3,784)
Bank and Cash Equivalents at beginning of year	36,540	40,324
Bank and Cash Equivalents at end of the year	96,307	36,540

Notes 1 to 21 form part of these Financial Statements.



Michael Horgan
Chairperson

Date: 25th June 2021



Alan Wall
Chief Executive

Date: 25th June 2021

Higher Education Authority Notes to the Financial Statements

The Higher Education Authority was established on 15 May 1972 to perform functions assigned to it by the Higher Education Authority Act, 1971. The financial statements set out the results of the Higher Education Authority for the year ended 31 December 2020 with comparatives for the year ended 31 December 2019.

1. Accounting Policies

The basis of accounting and significant accounting policies adopted by the Higher Education Authority are set out below. They have been applied consistently.

a) Basis of Preparation

The financial statements have been prepared under the modified historical cost convention and in accordance with Financial Reporting Standard 102. The financial statements are in the form approved by the Minister for Further and Higher Education, Research, Innovation and Science with the consent of the Minister for Public Expenditure and Reform under the Higher Education Authority Act, 1971. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Higher Education Authority’s financial statements. The Higher Education Authority is exempt from Corporation Taxation under a Charitable Status Order. On this basis, no tax in respect of Corporation Tax has been included in the Financial Statements.

The Financial Statements have been prepared on an accruals basis and are in accordance with generally accepted accounting practice in Ireland. Accounting Standards generally accepted in Ireland in preparing the financial statements giving a true and fair view are those published by Chartered Accountants Ireland and issued by the Financial Reporting Council.

In accordance with DPER Circular 21/2015 relating to FRS 102, these financial statements comprise the Statement of Income and Expenditure and Retained Revenue Reserves, Statement of Comprehensive Income, Statement of Financial Position and Statement of Cash Flows. In addition, notes 1 to 21 form part of the financial statements.

b) Tangible Fixed Assets

Tangible fixed assets comprising furniture, equipment and computers are stated at cost less accumulated depreciation and provision for impairment where applicable.

Capitalisation

The cost of an asset is made up of the purchase price of the asset plus any cost directly attributable to bringing the asset into working condition for its intended use. Furniture, Equipment and Computers below the capitalisation threshold are charged to the Statement of Income and Expenditure and Retained Revenue Reserves in the year of purchase. The capitalisation threshold amount is €3,000.

Depreciation

Depreciation is calculated to write off the original cost of the asset or the revalued amount less the estimated residual value on the straight-line basis over its estimated useful economic life as follows.

Furniture and Equipment	-	10 years
Computer Equipment	-	3 years

c) Capital Reserve

The capital reserve represents the net amount expended on tangible fixed assets funded by Exchequer grants. The grants are amortised to revenue over the expected life of the assets in line with the depreciation policy.

d) Income

Oireachtas and other grant income is accounted for on an accruals basis. Other income including income from research projects is accounted for on an accruals basis.

e) Foreign Currency and Functional Currency

Items included in the financial statements are presented in “Euro”, the currency of the primary economic environment in which the Higher Education Authority operates (the “functional currency”).

Transactions denominated in foreign currency during the year have been translated at the rate of exchange ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated into Euro at the rates of exchange ruling at the Statement of Financial Position date. The resulting profits or losses are dealt with in the Statement of Income and Expenditure and Retained Revenue Reserves.

f) Grants Payable

Grants payable represents grants allocated to the higher education institutions and various other agencies and bodies, for the purposes of higher education in respect of the financial year.

g) Retirement Benefits

Retirement benefit costs reflect pension benefits earned by employees in the year and are shown net of staff pension contributions which are retained by the Higher Education Authority. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable and offset by grants received in the year to discharge pension payments.

Retirement benefit costs under FRS 102 are assessed in accordance with actuarial advice based upon the latest actuarial valuations and assumptions determined by the actuary.

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive

Income and a corresponding adjustment is recognised in the amount recoverable from the Department of Further and Higher Education, Research, Innovation and Science.

Retirement benefit liabilities represent the present value of future pension payments earned by staff to date. Deferred retirement benefit funding represents the corresponding asset to be recovered in future periods from the Department of Further and Higher Education, Research, Innovation and Science.

The Higher Education Authority also operates the Single Public Service Pension Scheme (Single Scheme) which is the defined benefit pension scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme member’s contributions are paid over to the Department of Public Expenditure and Reform.

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

These assumptions can be affected by:

- i. The discount rate, changes in the rate of return on high-quality corporate bonds
- ii. Future compensation levels, future labour market conditions

The weighted average actuarial assumptions applied in the determination of retirement benefit and other post-retirement liabilities are contained in Note 18. While management believes that the assumptions used are appropriate, differences in actual experience or changes in assumptions may affect the obligations and expenses recognised in future accounting periods. The assets and liabilities of defined benefit retirement benefit schemes may exhibit significant period-on-period volatility attributable primarily to changes in bond yields and longevity. In addition to future contributions, significant cash contributions may be required by the Department of Further and Higher Education, Research, Innovation and Science to remediate past service deficits.

h) Operating Leases

Rental expenditure in respect of operating leases are charged to the Statement of Income and Expenditure and Retained Revenue Reserves over the life of the lease. Expenditure is recognised on a straight-line basis over the lease period, except where there are rental increases linked to the expected rate of inflation, in which case these increases are recognised when incurred. Any lease incentives received are recognised over the life of the lease.

i) Significant Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the Statement of Financial Position date and the amounts reported for revenues and expenses during the year. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

2. Oireachtas Grants

	2020	2019
	€'000	€'000
Department of Further and Higher Education, Research, Innovation and Science Vote 45		
Sub-Head B04 General	1,124,918	1,004,955
Sub-Head B10.2 Superannuation	63,250	21,550
Sub-Head B11 Access	31,732	27,152
Sub-Head B16 Capital	83,941	53,499
Sub-Head B12 Research	39,670	50,709
Sub-Head B15 Miscellaneous	0	25
Sub-Head B03 Administration	8,896	7,782
NTF Labour Market Focused	165,325	120,100
NTF Apprenticeship	44,000	37,000
NTF Springboard	39,818	32,925
NTF Human Capital Initiative	<u>20,489</u>	<u>0</u>
	1,622,039	1,355,697
Department of Business Enterprise and Innovation		
Vote 32 Sub-Head B5 Capital Research	<u>8,997</u>	<u>10,799</u>
	<u>1,631,036</u>	<u>1,366,496</u>

The main reason for the significant increase in Oireachtas grants in 2020 is the additional COVID support funding provided by the Department of Further and Higher Education, Research, Innovation and Science. Details of COVID funding are set out in Note 5.

3. Other Grants

	2020	2019
	€'000	€'000
Health Service Executive	2,544	2,530
Department of Further and Higher Education, Research, Innovation and Science	733	1,082
Department of Children and Youth Affairs	657	1,536
Department of Arts, Heritage and the Gaeltacht	2,278	1,532
EU Erasmus+	<u>14,173</u>	<u>14,532</u>
	<u>20,385</u>	<u>21,212</u>

4. Other Income

	2020	2019
	€'000	€'000
Research Partners	11,957	11,814
Sundry	<u>0</u>	<u>4</u>
	<u>11,957</u>	<u>11,818</u>

Included in Research Partners is funding received from Irish Aid of €1.558m.

5. Grants Payable

	2020	2019
	€'000	€'000
Recurrent		
Core Grants	672,649	674,483
Minor Works	603	639
Fee Recoupment	304,652	303,800
Nursing	48,655	45,030
Strategic Initiatives	102,978	103,621
COVID Research Costed Extensions	47,500	0
COVID Support Costs	70,000	0
COVID Student Support	<u>28,777</u>	<u>0</u>
Total Recurrent	<u>1,275,814</u>	<u>1,127,573</u>
Skills		
Apprenticeships	44,000	37,000
Springboard+	39,497	32,692
Human Capital Initiative	20,390	0
July Stimulus*	<u>16,973</u>	<u>0</u>
Total Skills	<u>120,860</u>	<u>69,692</u>

Other

LINC Initiative	657	1,536
Irish Language Initiative	2,278	1,532
GOI Academic Mobility & Scholarships	504	1,149
European Universities/Other International	179	127
Superannuation	63,250	21,550
Total Other	66,868	25,894

Access

Students with Disabilities	7,072	11,070
Student Assistance Fund	10,276	9,492
COVID Student Assistance	8,100	0
Programme for Access to Higher Education	4,163	6,608
COVID Support - Other	1,900	0
Other	91	0
Total Access	31,602	27,170

Erasmus **13,862** **14,259**

Capital

Buildings & Equipment	73,941	53,499
COVID – Student Devices	10,000	0

Total Capital **83,941** **53,499**

Research

Capital Research	8,997	17,899
Irish Research Council	50,534	52,393
Irish Aid	0	58

Total Research **59,531** **70,350**

Total Grants Payable **1,652,478** **1,388,437**

* July Stimulus is for the provision of additional Postgraduate and Modular places

6. Operating Expenses

		2020	2019
		€'000	€'000
	Note		
Salaries		5,437	4,949
Retirement Benefits	18(b)	1,697	1,640
Travel and Subsistence		19	200
Hospitality		1	6
Training and Development		73	53
Depreciation		55	105
Establishment Costs		1,059	1,112
Information Technology		317	314
Programme Overheads		601	593
Consultancy		1,105	1,430
Recruitment		0	40
Assessors and Panel Members		312	625
Audit Fees		47	48
Publications and Seminars		219	514
Board Members Fees		74	74
Other Overheads		23	65
		11,039	11,768

7. Bank and Cash Equivalents

	2020	2019
	€'000	€'000
Bank Balances	1,105	7,739
Treasury Notes	95,202	28,800
Cash	0	1
	96,307	36,540

8. Tangible Fixed Assets

	Furniture & Equipment	Computer Equipment €'000	2020 Total €'000	2019 Total €'000
Cost				
Cost at 1 January 2020	1,988	2,384	4,372	4,248
Additions	0	0	0	159
Disposals	(168)	(313)	(481)	(35)
At 31 December 2020	<u>1,820</u>	<u>2,071</u>	<u>3,891</u>	<u>4,372</u>
Depreciation				
Balance at 1 January 2020	1,852	2,313	4,165	4,084
Charge for the year	18	37	55	105
Depreciation on Disposals	(159)	(291)	(450)	(24)
At 31 December 2020	<u>1,711</u>	<u>2,059</u>	<u>3,770</u>	<u>4,165</u>
Net Book Value at 31 December 2020	<u>109</u>	<u>12</u>	<u>121</u>	<u>207</u>

	Note	2020 €'000	2019 €'000
9. Capital Reserve			
Balance at 1 January		207	164
Oireachtas Grant released to income		(31)	148
Depreciation	8	<u>(55)</u>	<u>(105)</u>
Balance at 31 December		<u>121</u>	<u>207</u>

10. Receivables and Prepayments	2020	2019
	€'000	€'000
Grants Receivable*	6,274	5,214
Prepayments	638	520
	6,912	5,734

There are no amounts falling due after more than one year.

*Grants Receivable includes €5m advance to Institute of Technology Tralee (ITT). ITT has merged with Cork Institute of Technology on 1st January 2021 to form Munster Technological University (MTU).

The repayment terms are being arranged between MTU, the HEA and the Department of Further and Higher Education, Research, Innovation and Science.

11. Payables and Accrued Expenditure

	2020	2019
	€'000	€'000
Deferred Oireachtas Grants	79,059	13,271
Deferred Other Grants	8,568	5,037
Deferred Research Grants	4,209	4,020
Grant Accruals	5,235	14,987
Other Accruals	1,031	858
Other Creditors	1,763	2,038
	99,865	40,211

There are no amounts falling due after more than one year.

12. Revenue Reserve	2020	2019
	€'000	€'000
Balance at 1 January	2,063	1,592
Surplus for year	1,291	471
Balance at 31 December	3,354	2,063

13. Lease of accommodation

Premises at 3 Shelbourne Buildings, Shelbourne Road, Ballsbridge, Dublin 4 are held under two separate tenancy agreements. The first floor is held under a 25-year agreement from May 2001 with a 5-year rent review at an annual cost of €521k.

The ground floor is held under a 25-year agreement from November 2001 with a 5-year review at an annual cost of €320k. The HEA signed a Deed of Variation to its lease in August 2015. The lease expires on 31 March 2026.

The rent was reduced in August 2015 as follows: - Ground Floor to €281k and First Floor to €456k. Rent figures include car parking costs. The next rent review date is 31 March 2021.

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

	2020	2019
	€'000	€'000
Within 1 year	737	737
Between 1 and 5 years	2,946	2,946
After 5 years	184	921
	<u>3,867</u>	<u>4,604</u>

14. Comparative Figures

Comparative figures in the prior year have been adjusted to conform with changes in presentation in these financial statements.

15. Related Parties

HEAnet Ltd. was incorporated as a company limited by Guarantee and not having a share capital in November 1997. It operates on a non-profit basis. A subsidiary company, EduCampus Services DAC was incorporated in April 2015. The Higher Education Authority is an ordinary member of the company. Other ordinary members of the company are higher education institutions and the Department of Business, Enterprise and Innovation. The Higher Education Authority paid total grants to the HEAnet Group of €0.8m in 2020 (€18.6m in 2019).

16. Employee Benefits

The table below provides detail on the range of total employee benefits for all employees earning €60,000 or more:

Range	2020	2019
	No. of employees	No. of employees
€60,000 to €69,999	14	13
€70,000 to €79,999	9	7
€80,000 to €89,999	4	4
€90,000 to €99,999	3	5
€100,000 to €109,999	3	1
€110,000 to €119,999	0	0
€120,000 to €129,999	0	0
€130,000 to €139,999	0	0
€140,000 to €149,999	0	0
€150,000 to €159,999	0	0
€160,000 to €169,999	1	1
€170,000+	0	0
	34	31

The average number of employees (whole-time equivalents) during the year, excluding EU funded Irish Research Council posts and temporary agency staff, was 78 for 2020 (2019:71). The table above shows the number of employees whose total employee benefits fell into the respective bands. There were no overtime or allowances paid in 2020.

17. Key Management Personnel

Key management personnel in the Higher Education Authority consist of the Chief Executive Officer and members of the board. Total compensation paid to key management personnel, including board Members fees and expenses and total CEO remuneration, amounted to €281,127 (2019: €322,683).

a) Chief Executive Remuneration

	2020 Remuneration €	2020 Expenses €	2020 Total €	2019 Remuneration €	2019 Expenses €	2019 Total €
Alan Wall (CEO)Salary	161,131	0	161,131	27,987	0	27,987
Pension*	<u>37,981</u>	<u>0</u>	<u>37,981</u>	<u>6,756</u>	<u>0</u>	<u>6,756</u>
	199,112	0	199,112	34,743	0	34,743
Paul O'Toole (Interim CEO)Salary	0	0	0	164,235	2,273	166,508
BIK Car	<u>0</u>	<u>0</u>	<u>0</u>	<u>9,270</u>	<u>0</u>	<u>9,270</u>
	0	0	0	173,505	2,273	175,778
TOTAL	199,112	0	199,112	208,248	2,273	210,521

Standard public sector pension arrangements applied to Alan Wall and Paul O'Toole. No performance related bonus was applicable.

*Dr Alan Wall is on secondment from the Department of Further and Higher Education, Research, Innovation and Science. The HEA contributes towards his pension costs based on 25% of salary.

b) Board Member Fees and Expenses

Board Member	2020 Fees €	2020 Expenses €	2020 Total €	2019 Fees €	2019 Expenses €	2019 Total €
Michael Horgan - Chairman	11,970	75	12,045	11,970	232	12,202
Bahram Bekhradnia	7,695	1,063	8,758	7,695	5,938	13,633
Orla Feely	0	0	0	0	0	0
Sinéad O’Flanagan	7,695	0	7,695	7,695	4,646	12,341
Deirdre Lillis	0	-	0	0	-	0
Ronan Lyons	0	0	0	0	0	0
Jim Mountjoy	7,695	0	7,695	7,695	0	7,695
Lynn Ramsey	0	0	0	0	1,333	1,333
John Wall	0	0	0	0	0	0
Sharon Feeney	0	0	0	0	1,233	1,233
Tony Donohoe	7,695	82	7,777	7,695	0	7,695
Judith Eaton	7,695	6,016	13,711	7,695	17,274	24,969
Pól Ó Mórain	7,695	195	7,890	7,695	2,665	10,360
Darina Kneafsey	7,695	1,054	8,749	7,695	5,311	13,006
Síona Cahill	0	0	0	3,847	0	3,847
Lorna Fitzpatrick	7,695	0	7,695	3,848	0	3,848
TOTAL	73,530	8,485	82,015	73,530	38,632	112,162

Member’s fees and travel and subsistence expenses are paid in accordance with rates set by the Department of Public Expenditure and Reform. The approved annual fee for members of the board is as follows; Chairperson €11,970, Ordinary Member €7,695. Under the ‘One Person, One Salary’ Principle, implemented from 1 November 2011 a fee is not paid to a member in receipt of a public sector salary. Members who served for only part of the year were paid a pro-rata fee. Expenses may include directly reimbursable claims or expenses paid on behalf of the Member.

18. Retirement Benefits

Eligible staff members of the Higher Education Authority have access to two pension schemes. Staff members appointed before 1 January 2013 in general are members of a defined benefit pension scheme approved under Section 15 of the Higher Education Act, 1971 which is funded annually on a pay as you go basis from monies provided by the Department of Further and Higher Education, Research, Innovation and Science and from contributions deducted from staff salaries. The benefits on which the FRS 102 calculations are based are set out in the scheme documents for:

- a) HEA Staff Superannuation Scheme 1980
- b) HEA Staff Superannuation (Amendment) Scheme 1993
- c) HEA Spouses' and Children's Scheme 1985, and
- d) HEA Spouses' and Children's (Amendment) Scheme 1992

The Higher Education Authority also operates a voluntary AVC scheme

The Single Public Service Pension Scheme (Single Scheme) is the defined benefit pension scheme for pensionable public servants appointed on or after 1 January 2013 in accordance with the Public Service Pension (Single Scheme and Other Provisions) Act 2012. The scheme provides for a pension and retirement lump sum based on career-average pensionable remuneration, and spouses' and children's pensions. The minimum pension age is 66 years (rising in line with State pension age changes). It includes an actuarially reduced early retirement facility from age 55. Pensions in payment increase in line with the consumer price index.

The valuation used for FRS102 disclosures has been based on a full actuarial valuation by a qualified independent actuary to take account of the requirements of FRS102 in order to assess the scheme liabilities.

The principal actuarial assumptions used to calculate the retirement benefit liabilities under FRS102 were as follows:

	At 31/12/2020	At 31/12/2019
Discount Rate	0.90%	1.25%
Rate of Expected Salary Increase	2.50%	2.50%
Rate of Increase in Pension Payment	2.00%	2.00%
Inflation	1.50%	1.50%

The demographic assumptions i.e. mortality rates in service and in retirement are in line with standard tables employed in the actuarial valuations of similar public sector type schemes. This reflects the current trend of improvements in mortality and the general expectation that this trend is set to continue for the immediate future.

		Implied life expectancy for a 65-year-old	
		2020	2019
Post-retirement – current pensioners	Male	21.5	21.4
	Female	24.0	23.9
Post-retirement – future pensioners	Male	22.8	22.7
	Female	25.1	25.0

a. Net Deferred Funding for Retirement Benefits

	2020	2019
	€'000	€'000
Funding recoverable in respect of current year	1,852	1,828
State Grant applied to pay pensioners	(484)	(532)
	<u>1,368</u>	<u>1,296</u>

b. Retirement Benefit Costs

	2020	2019
	€'000	€'000
Current service cost	1,424	1,230
Interest on Pension Scheme Liabilities	428	598
Lump Sum payments	0	37
Employee contributions	(155)	(225)
	<u>1,697</u>	<u>1,640</u>

c. Deferred Funding for Retirement Benefits

The Higher Education Authority recognises these amounts as an asset corresponding to the unfunded deferred liability for pensions on the basis of the set of assumptions described above and a number of past events. These events include the statutory basis for the establishment of the superannuation scheme, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. While there is no formal agreement regarding these specific amounts with the Department of Education and Skills, the Higher Education Authority has no evidence that this funding policy will not continue to meet such sums in accordance with current practice. The deferred funding asset for pensions as at 31 December 2020 amounted to €38.8 million (2019: €34.0 million).

d. Analysis of Total Retirement Benefit Costs charged to the Statement of Comprehensive Income

	2020	2019
	€'000	€'000
Experience Losses on Retirement Benefit liabilities	(586)	(562)
Changes in assumptions underlying the present value of Retirement Benefit Liabilities	(2,918)	(1,973)
Actuarial (Loss) on Retirement Benefit Liabilities	<u>(3,504)</u>	<u>(2,535)</u>

e. Movement in Net Retirement Benefit Obligations

	2020 €'000	2019 €'000
Scheme Deficit at beginning of year:	(33,969)	(30,138)
Current Service Cost	(1,424)	(1,230)
Pensions paid in year	484	532
Interest on Pension Scheme Liabilities	(428)	(598)
Actuarial (Loss)	<u>(3,504)</u>	<u>(2,535)</u>
Scheme Deficit at end of year	<u>(38,841)</u>	<u>(33,969)</u>

f. History of Defined Benefit Obligations

	2020	2019	2018
Experience gains and (losses) on scheme liabilities: Amount (€'000)	(586)	(562)	(751)
Percentage of Scheme Liabilities	(1.5%)	(1.7%)	(2.5%)
Total amount recognised in the Statement of Comprehensive Income Amount (€'000)	(3,504)	(2,535)	670
Percentage of Scheme Liabilities	(9.0%)	(7.5%)	2.2%

19. University Pension Control Accounts

The universities had net deficits on their pension control accounts at 30 September 2020 of €79.7m (2019: €55.2m). These deficits are made up of surpluses of €299.4m (2019: €70.7m) on the model and single pension schemes and deficits on the closed pension schemes of €379.1m (2019: €125.9m).

The Higher Education Authority are in discussion with the Department of Further and Higher Education, Research, Innovation and Science to agree an appropriate mechanism to fund these net deficits.

20. Events after the Reporting Period

There are no events between the reporting date and the date of approval of these financial statements that require adjustment to the financial statements. The board recognises that the ongoing COVID-19 pandemic is a significant event. The board is taking the situation seriously and is monitoring events, in conjunction with management, on an ongoing basis. The Higher Education Authority continues to operate with measures in place to protect staff. Staff are working remotely, and all critical activities are being undertaken on a timely basis. There is active engagement with the Department of Further and Higher Education, Research, Innovation and Science and the higher education institutions in relation to the COVID-19 implications for them.

The board considers that, as the entity provides a public service that is funded by money provided by the Exchequer, via its parent department, the Department of Further and Higher Education, Research, Innovation and Science, it is appropriate to prepare these financial statements on a going concern basis.

21. Approval of Financial Statements

The financial statements were approved by the Board of the Higher Education Authority on 27 April 2021.

Schedule 1 Grant Income

Grant Income Year Ended 31 Dec 2020

Oireachtas Grants

NAME OF GRANTOR	TYPE OF GRANT	OPENING DEFERRAL	GRANT RECEIVED	CLOSING DEFERRAL	INCOME AND EXPENDITURE
		01-Jan-20 €'000	2020 €'000	31-Dec-20 €'000	2020 €'000
Department of Further and Higher Education, Research, Innovation and Science	General Vote 45 B04	0	1,137,446	12,528	1,124,918
	Superannuation Vote 45 B10.2	0	63,250	0	63,250
	Access Vote 45 B11	809*	35,365	4,442	31,732
	Capital Vote 45 B16	0	83,941	0	83,941
	Research Vote 45 B12	4,087	42,021	6,438	39,670
	Administration Vote 45 B03	0	8,896	0	8,896
	NTF Labour Market Focused	0	177,587	12,262	165,325
	NTF Apprenticeship	0	44,000	0	44,000
	NTF Springboard+	8,375	48,438	16,995	39,818
	NTF Human Capital initiative	<u>0</u>	<u>46,883</u>	<u>26,394</u>	<u>20,489</u>
		13,271	1,687,827	79,059	1,622,039
Department of Business Enterprise and Innovation	Capital Research Vote 32 B5	<u>0</u>	<u>8,997</u>	<u>0</u>	<u>8,997</u>
		<u>13,271</u>	<u>1,696,824</u>	<u>79,059</u>	<u>1,631,036</u>

*Opening deferral for Access has been reduced by €148k as this relates to grant accrual rather than a grant deferral.

Other Grants

NAME OF GRANTOR	TYPE OF GRANT	OPENING DEFERRAL	GRANT RECEIVED	CLOSING DEFERRAL	INCOME AND EXPENDITURE
		01-Jan-20	2020	31-Dec-20	2020
		€'000	€'000	€'000	€'000
Health Service Executive	Nursing	0	2,544	0	2,544
Department of Further and Higher Education.	GOI and other misc	1,322	589	1,178	733
Department of Children and Youth Affairs	LINC	0	657	0	657
Department of Arts, Heritage and the Gaeltacht	Gaeltacht Initiatives	0	2,278	0	2,278
Sustainable Energy Authority of Ireland	Capital	0	1,500	1,500	0
EU	Erasmus+	<u>3,715</u>	<u>16,348</u>	<u>5,890</u>	<u>14,173</u>
		<u>5,037</u>	<u>23,916</u>	<u>8,568</u>	<u>20,385</u>

An amount of €316.9m (2019: €191.5m) was received during the year from the National Training Fund. These funds were used to raise the skills and knowledge of both the employed and unemployed and to provide learning to meet existing or future labour market skills needs of the economy including apprenticeships, skills training and enterprise focused higher education.

Grant Schedule 2020

Total Grants Paid

INSTITUTION	RECURRENT GRANTS	CAPITAL GRANTS	RESEARCH GRANTS	SKILLS GRANTS	OTHER GRANTS	TOTAL 2020	TOTAL 2019
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
University College Dublin	136,341	5,155	8,867	4,629	19,176	174,168	144,763
University College Cork	123,573	3,628	5,341	4,938	11,615	149,095	120,363
National University of Ireland Galway	98,090	3,569	8,228	1,969	10,186	122,042	102,788
Maynooth University	74,392	15,621	8,098	758	3,146	102,015	78,467
Trinity College Dublin	111,896	5,819	9,962	2,731	14,635	145,043	117,188
University of Limerick	86,078	2,728	2,747	4,505	16,013	112,071	91,785
Dublin City University	90,016	4,162	2,649	4,937	10,243	112,007	102,125
Athlone Institute of Technology	31,191	2,143	202	6,991	705	41,232	33,027
Institute of Technology Carlow	29,367	3,135	141	5,589	987	39,219	30,167
Cork Institute of Technology	67,309	4,657	132	8,789	1,486	82,373	67,860
Dundalk Institute of Technology	26,403	3,352	49	4,436	791	35,031	28,093
DúnLaoghaire Institute of Art, Design & Technology	14,720	1,092	-	311	536	16,659	13,251
Galway-Mayo Institute of Technology	39,200	2,935	106	5,778	1,649	49,668	43,765
Limerick Institute of Technology	35,990	2,833	12	6,627	1,617	47,079	45,318

INSTITUTION	RECURRENT GRANTS	CAPITAL GRANTS	RESEARCH GRANTS	SKILLS GRANTS	OTHER GRANTS	TOTAL 2020	TOTAL 2019
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Letterkenny Institute of Technology	22,165	2,287	-	2,920	1,581	28,953	23,475
Institute of Technology Sligo	32,340	6,112	43	6,289	738	45,522	34,467
Institute of Technology Tralee	18,263	1,741	-	3,702	428	24,134	21,944
Waterford Institute of Technology	46,720	3,103	261	5,784	1,624	57,492	44,683
Technological University Dublin	135,343	7,898	857	15,326	4,577	164,001	140,616
National College of Art and Design	11,802	328	-	814	2,375	15,319	13,192
Mary Immaculate College	24,586	1,098	124	-	3,404	29,211	26,226
St Angela's College	6,649	200	-	-	833	7,683	6,530
Dublin Institute of Advanced Studies	-	-	251	-	-	251	403
Economic and Social Research Institute	-	-	29	-	-	29	70
Carlow College	-	-	-	-	15	15	37
Griffith College	-	-	-	1,412	81	1,493	760
HEAnet	849	-	-	-	-	849	18,646
Institute of Public Administration	-	-	-	93	-	93	-
Irish Private Institutions	-	-	-	17,504	32	17,536	15,014
Irish Universities Association	786	-	-	-	93	878	-

INSTITUTION	RECURRENT GRANTS	CAPITAL GRANTS	RESEARCH GRANTS	SKILLS GRANTS	OTHER GRANTS	TOTAL 2020	TOTAL 2019
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Technological Higher Education Association	394	-	-	-	17	411	-
Marino Institute	-	45	-	-	241	286	134
National College of Ireland	-	223	37	2,947	316	3,523	2,619
National University of Ireland	13	-	-	-	471	484	350
Pontifical University	-	14	-	-	32	46	50
Royal College of Surgeons	7,302	64	1,095	1,073	197	9,731	6,506
Royal Irish Academy	3,763	-	334	-	490	4,587	4,160
Royal Irish Academy of Music	-	-	-	-	346	346	43
Shannon College of Hotel Management	-	-	-	-	17	17	21
St Nicholas Montessori College	-	-	-	5	89	94	-9
Teagasc	-	-	48	-	-	48	124
UK Institutions	-	-35	-	-	58	-35	244
Grant Refunds to European Commission	-	-	-	-	1,586	1,586	922
Grant Refunds to Government Departments	-	-	-	-	-	-	523
Assoc. for Higher Education Access & Disability	275	-	-	-	-	275	275
European Research Partners	-	-	345	-	-	345	67

INSTITUTION	RECURRENT GRANTS	CAPITAL GRANTS	RESEARCH GRANTS	SKILLS GRANTS	OTHER GRANTS	TOTAL 2020	TOTAL 2019
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Health Research Board	-	-	2,695	-	-	2,695	-
EU Institutions - HERA Projects	-	-	6,876	-	-	6,876	7,384
TOTAL	1,275,814	83,941	59,531	120,860	112,332	1,652,478	1,388,437

RECURRENT GRANTS PAID

INSTITUTION	CORE	FEES	NURSING	STRATEGIC INITIATIVES	OTHER	TOTAL 2020	TOTAL 2019
	€	€	€'000	€'000	€'000	€'000	€'000
University College Dublin	56,914	43,614	7,153	8,378	20,283	136,341	120,947
University College Cork	45,620	42,613	6,342	8,096	20,903	123,573	105,174
National University of Ireland Galway	42,788	34,400	3,352	4,902	12,647	98,090	86,005
Maynooth University	27,100	31,983	-	8,863	6,445	74,392	60,880
Trinity College Dublin	43,432	33,800	8,273	5,585	20,805	111,896	95,814
University of Limerick	31,830	31,601	3,339	8,529	10,779	86,078	81,807
Dublin City University	37,014	32,871	5,759	5,601	8,772	90,016	85,450
Athlone Institute of Technology	19,986	1,564	1,642	5,480	2,519	31,191	24,775
Institute of Technology Carlow	21,925	2,217	-	3,248	1,977	29,367	24,701
Cork Institute of Technology	48,988	5,120	-	9,043	4,158	67,309	55,660

INSTITUTION	CORE	FEES	NURSING	STRATEGIC INITIATIVES	OTHER	TOTAL 2020	TOTAL 2019
	€	€	€'000	€'000	€'000	€'000	€'000
Dundalk Institute of Technology	17,509	1,602	3,058	1,625	2,609	26,403	22,977
DúnLaoghaire Institute of Art, Design & Technology	10,667	1,331	-	604	2,117	14,720	12,123
Galway-Mayo Institute of Technology	29,239	3,781	1,223	1,436	3,522	39,200	34,300
Limerick Institute of Technology	28,784	3,328	-	1,062	2,816	35,990	32,374
Letterkenny Institute of Technology	15,884	1,267	2,023	1,115	1,877	22,165	20,533
Institute of Technology Sligo	22,441	1,741	-	5,564	2,594	32,340	25,734
Institute of Technology Tralee	13,218	944	1,953	548	1,600	18,263	19,690
Waterford Institute of Technology	31,885	3,670	3,094	4,018	4,052	46,720	38,088
Technological University Dublin	104,502	10,845	-	10,336	9,661	135,343	118,912
National College of Art and Design	6,676	3,644	-	295	1,187	11,802	12,695
Mary Immaculate College	10,103	8,742	-	2,683	3,058	24,586	21,964
St Angela's College	2,394	1,850	1,445	616	345	6,649	6,461
Griffith College	-	-	-	-	-	-	-
HEAnet	-	-	-	849	-	849	11,441
Irish Private Institutions	-	-	-	-	-	-	-
Irish Universities Association	-	-	-	786	-	786	-

INSTITUTION	CORE	FEES	NURSING	STRATEGIC INITIATIVES	OTHER	TOTAL 2020	TOTAL 2019
	€	€	€'000	€'000	€'000	€'000	€'000
Technological Higher Education Association	-	-	-	394	-	394	-
National College of Ireland	-	-	-	-	-	-	-
National University of Ireland	13	-	-	-	-	13	13
Royal College of Surgeons	-	2,123	-	3,022	2,157	7,302	5,021
Royal Irish Academy	3,463	-	-	300	-	3,763	3,760
St Nicholas Montessori College	-	-	-	-	-	-	-
Assoc for Higher Education Access & Disability	275	-	-	-	-	275	275
TOTAL	672,649	304,652	48,655	102,978	146,880	1,275,814	1,127,573

SKILLS GRANT PAYMENTS

INSTITUTION	APPRENTICESHIP	SPRINGBOARD/ICT	HCI	JULY STIMULUS	TOTAL 2020	TOTAL 2019
	€'000	€'000	€'000	€'000	€'000	€'000
University College Dublin	-	1,432	1,575	1,621	4,629	1,296
University College Cork	-	754	1,699	2,485	4,938	544
National University of Ireland Galway	-	769	820	380	1,969	555
Maynooth University	-	290	384	84	758	218
Trinity College Dublin	-	921	1,749	61	2,731	534
University of Limerick	322	1,173	1,561	1,450	4,505	1,333
Dublin City University	-	1,071	2,825	1,041	4,937	1,057
Athlone Institute of Technology	2,355	3,502	115	1,019	6,991	4,870
Institute of Technology Carlow	2,684	1,569	1,000	336	5,589	3,162
Cork Institute of Technology	7,102	684	789	214	8,789	7,603
Dundalk Institute of Technology	3,576	336	221	303	4,436	3,522
DúnLaoghaire Institute of Art, Design & Technology	-	157	43	111	311	126
Galway-Mayo Institute of Technology	2,925	2,448	75	330	5,778	5,211
Limerick Institute of Technology	4,222	1,224	818	363	6,627	3,951
Letterkenny Institute of Technology	-	1,298	82	1,540	2,920	664
Institute of Technology Sligo	3,925	1,333	1,030	-	6,289	4,714

INSTITUTION	APPRENTICESHIP	SPRINGBOARD/ICT	HCI	JULY STIMULUS	TOTAL 2020	TOTAL 2019
	€'000	€'000	€'000	€'000	€'000	€'000
Institute of Technology Tralee	1,893	903	738	167	3,702	1,433
Waterford Institute of Technology	3,629	1,048	393	714	5,784	3,661
Technological University Dublin	10,760	2,286	1,805	475	15,326	10,053
National College of Art and Design	-	-	814	-	814	-
Mary Immaculate College	-	-	-	-	-	-
St Angela's College	-	-	-	-	-	-
Griffith College	20	671	6	715	1,412	733
HEAnet	-	-	-	-	-	-
Institute of Public Administration	-	-	-	93	93	-
Irish Private Institutions	403	13,112	1,079	2,912	17,505	12,180
Irish Universities Association	-	-	-	-	-	-
Technological Higher Education Association	-	-	-	-	-	-
National College of Ireland	184	2,514	132	117	2,947	2,270
National University of Ireland	-	-	-	-	-	-
Royal College of Surgeons	-	-	637	436	1,073	-
Royal Irish Academy	-	-	-	-	-	-
St Nicholas Montessori College	-	-	-	5	5	-
TOTAL	44,000	39,497	20,390	16,973	120,860	69,692

OTHER GRANTS PAID

INSTITUTION	SUPERANNUATION	ACCESS	ERASMUS	OTHER	TOTAL 2020	TOTAL 2019
	€'000	€'000	€'000	€'000	€'000	€'000
University College Dublin	14,249	3,200	1,439	288	19,176	11,671
University College Cork	7,897	2,795	724	199	11,615	8,911
National University of Ireland Galway	5,257	2,001	1,213	1,715	10,186	7,476
Maynooth University	449	1,816	638	243	3,146	3,084
Trinity College Dublin	11,482	1,735	1,392	25	14,635	7,604
University of Limerick	11,807	2,245	1,931	30	16,013	4,172
Dublin City University	6,637	2,524	1,021	60	10,243	2,819
Athlone Institute of Technology	-	652	42	10	705	580
Institute of Technology Carlow	-	881	91	15	987	499
Cork Institute of Technology	-	1,276	209	-	1,486	1,116
Dundalk Institute of Technology	-	685	75	30	791	530
DúnLaoghaire Institute of Art, Design & Technology	-	345	186	5	536	407
Galway-Mayo Institute of Technology	-	1,393	257	-	1,649	1,333
Limerick Institute of Technology	-	1,028	579	10	1,617	1,379
Letterkenny Institute of Technology	-	1,496	65	20	1,581	1,247
Institute of Technology Sligo	-	669	69	-	738	431

INSTITUTION	SUPERANNUATION	ACCESS	ERASMUS	OTHER	TOTAL 2020	TOTAL 2019
	€'000	€'000	€'000	€'000	€'000	€'000
Institute of Technology Tralee	-	421	8	-	428	314
Waterford Institute of Technology	-	1,273	337	14	1,624	1,192
Technological University Dublin	-	3,600	944	33	4,577	4,590
National College of Art and Design	2,080	174	122	-	2,375	352
Mary Immaculate College	1,800	557	364	683	3,404	2,506
St Angela's College	630	188	15	-	833	64
Pontifical College	-	36	- 4	-	32	50
Marino College	-	225	16	-	241	134
Griffith College	-	-	29	52	81	27
HEAnet	-	-	-	-	-	-
Institute of Public Administration	-	-	-	-	-	-
Irish Private Institutions	-	-1	8	26	33	2,833
UK Institutions	-	- 35	-	-	-35	244
Irish Universities Association	-	-	-	93	93	-
Technological Higher Education Association	-	-	-	17	17	-
National College of Ireland	-	291	-	25	316	274
National University of Ireland	471	-	-	-	471	338

INSTITUTION	SUPERANNUATION	ACCESS	ERASMUS	OTHER	TOTAL 2020	TOTAL 2019
	€'000	€'000	€'000	€'000	€'000	€'000
Royal College of Surgeons	-	102	70	25	197	130
Royal Irish Academy	490	-	-	-	490	-
Royal Irish Academy Of Music	-	-	346	-	346	43
St Nicholas Montessori College	-	-	89	-	89	-9
Shannon College of Hotel Management	-	17	-	-	17	21
Carlow College	-	15	-	-	15	37
Grant Refunds to European Commission	-	-	1,586	-	1,586	922
TOTAL	63,250	31,602	13,862	3,618	112,332	67,323



Higher Education Authority

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