



**Annual Report 2021**

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## Introduction from Dr Alan Wall, CEO

I am pleased to present the HEA's annual report for 2021.

I hope you will find this report and financial statements a useful resource to review our key activities in 2021.

As with last year, the HEA by and large carried out its work remotely due to Covid 19. However, preparations were made for a return to work from the offices from early 2022. The HEA made substantial progress on a blended working policy which was finalised in 2022 following publication of a Blended Working Framework by the Minister for Public Expenditure and Reform in March 2022. I would like to pay tribute to staff in the HEA itself who continued to rise to the challenges posed by Covid 19 throughout 2021.

The HEA made significant progress on its business transformation programme. A roadmap for future IT systems was developed and work is underway to put this in place. A new Financial Management System was procured, and work commenced on the procurement of a new stakeholder management system. The HEA has taken steps to protect its IT systems from cyber-security attacks.

The HEA would like to thank the Department of Further and Higher Education, Research, Innovation and Science for approving a number of new posts under its 2019-21 workforce plan. A further sanction was received in early 2022 to assist the HEA manage additional funding programmes undertaken during 2021, including the North South Research Programme. Eighteen new appointments were made during 2021. I would like to pay tribute to the following staff who retired during 2021 following long and dedicated service to the HEA.

Ms Mary Dunne

Ms Jacintha Healy

Mr Gerry O'Sullivan

I would like to pay tribute to Dr Terry Maguire who retired as Director of the National Teaching and Learning Forum in December 2021. The Forum came in under the auspices of the HEA in January 2022.

The HEA would also like to remember our colleague Ms Liz Anne Worrall who passed away in June 2021. May she rest in peace.



## Letter from Chairperson, Mr Michael Horgan

19th July 2022

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

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 2021 to you, for your consideration. Following the difficulties encountered in 2020 arising from Covid 19 it was good to see the higher education campuses fully reopen in the autumn of 2021. The provision of €57m additional funding to support Covid 19 related measures greatly facilitated the reopening. The HEA also acknowledges the additional €3m provided for student mental health and the allocation of €6m for antigen testing within the higher education institutions.

Some key achievements during 2021 included:

- A new governance template for HEI Annual Governance Statements was agreed with the sector. A review of the HEA framework of systems and procedures underpinning the central oversight role of the HEA in monitoring governance requirements commenced.
- The Higher Education PPP Programme reached a key milestone in 2021 with the first bundle of six projects completing the tender evaluation process, resulting in the identification of a preferred tenderer. This Programme will deliver 11 new higher education buildings in total and will facilitate some 8,000 additional student enrolments.
- Further progress was made on the reform of the higher education landscape with the establishment by Ministerial Order of a new Technological University of the Shannon: Midlands Midwest on 1st October 2021. Progress was made on the establishment of two further technological universities with Atlantic Technological University (ATU) and the South East Technological University (SETU) being established on the 1st April and 1st May 2022 respectively.
- The HEA launched the North-South Research Programme, a landmark €40 million funding call to support the deepening of links between higher education institutions, researchers, and research communities on the island of Ireland.
- The HEA published an *Analysis of Graduate Earnings across Higher Education Institutions*. This research analysed differences in earnings across higher education institutions by controlling for factors including detailed ISCED field of study, award type, final grade, gender, age, socio-economic group, second-level school type, Leaving Certificate points and sector of employment.
- The outcome of the second call for applications for the Senior Academic Leadership Initiative (SALI) was announced in November 2021. Ten posts in seven higher education institutions were approved.

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

- Enactment of new legislation for the HEA.
- Launch of a new plan for Equity of Access to Higher Education.
- Implementation of the new Research and Innovation Strategy – Impact 2030.
- Establishment of new National Apprenticeship Office.

In particular, the HEA very much welcomes the announcement of an additional €307m additional funding for higher education announced by you in May 2022. We look forward to engaging with you and the Department on your Funding the Future initiative.

There was one departure from the Board in 2021 and I would like to thank Ms Lorna Fitzpatrick for her contribution to the HEA during her two years as a member and President of USI.

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 2021 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 2021.
- 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 2020/2021



### ENROLMENTS

A total of 245,663 enrolments in 2020/21, a 4.2% increase from 2019/20. New entrants (full time undergraduate first years) also up 6% to 46,195.



### OVERSEAS ENROLMENTS

Total international enrolments down 11.6% in 2021/21 to 25,383. Non-EU enrolments accounted for 17,643 (69.5%) of the international enrolments in 2021/21.



### PROGRAMME TYPE

Honours degree enrolments accounted for 149,427 (61%) of the total enrolments in 2020/21. Taught masters were the second largest group accounting for 11%.



### FIELD OF STUDY

The largest field Business, Administration and Law, accounted for 54,706 (22.2%) of all enrolments, followed by Health and Welfare (17.3%) and Arts and Humanities (13.8%).



### GRADUATE NUMBERS

Graduate numbers were up 4.7% in 2020 to 81,461. The largest increases were in the Athlone IT (up 34.3%), St Angela's College (up 22.4%) and Carlow IT and Letterkenny IT (both up 14%).



### HONOURS GRADUATES

Honours Bachelor degree graduate numbers were up 4.8% in 2020 to 35,336. The number that achieved a 1st class honours increased by 41.7% compared to 2019.



### GENDER TRENDS

The gender participation gap has widened again with 132,649 female enrolments in 2020/21 (up 4.8% on 2019/20) compared to 112,650 male enrolments (up 3.4% on 2019/20).



### GRADUATE FIELDS OF STUDY

Business, Administration and Law courses accounted for 24.8% of all graduates in 2020 (20,202). Health and Welfare courses accounted for 16.3% of all graduates (13,312).

## HEA PERFORMANCE

The HEA is pleased to report progress on activities under the HEA strategic plan's eight themes.

### a Institutional Governance, Leadership and Operational Excellence

The HEA continued to enhance and to strengthen the HEA's role in the oversight of System Governance in 2021. This included the work associated with the assessment and investigation of protected disclosures to the CEO, as a prescribed person under the Protected Disclosures Act 2014, and of other allegations and complaints to the HEA concerning governance matters in higher education. Advance preparations and training were undertaken by HEA staff in anticipation of new Protected Disclosures legislation which was presented to the Oireachtas in 2021 and which is due to be enacted in 2022.

Mazar's consulting were engaged to assist with the review of the Annual Governance Statements (AGS) for 2019/20. An outcome of this work was reforms to the reporting template for 2020-21 and the agreement of these with the sector. The engagement and feedback between the HEA and higher education institutions on the AGS was constructive. A review of the HEA framework of systems and procedures underpinning the central oversight role of the HEA in monitoring governance requirements commenced. An Oversight Agreement was introduced by the HEA in 2021 and forms part of preparations by the HEA in anticipation of the requirements of the new HEA legislation.

Three meetings of the HEA-THEA-IUA Governance Forum were convened in 2021. With the support of the HEA, IUA and THEA continued their delivery of a Governance Support Programme including institutional leadership programmes. Work also advanced by IUA and THEA on sectoral Codes of Governance for Subsidiary Companies of higher education institutions and on the scoping of data requirements.

The Public Accounts Committee (PAC) met with the HEA on the 1 July 2021. Among the issues discussed at this meeting were the 2019 financial statements of the HEA, governance matters arising in the University of Limerick; recurring deficits and the impact of funding cuts in higher education; occasional hourly paid staff in higher education institutions; the development of TUs and the funding of GMIT's Mayo Campus; audit outcomes of additional funding of third-level institutions during the COVID-19 pandemic; provision of additional course places in third-level institutions due to the COVID-19 pandemic. Following on from the meeting further actions progressed by the HEA at the request of the Committee included the gathering of data on the employment of occasional hourly paid staff in higher education institutions, the provision of a report on GMIT's Mayo Campus and information on partnerships and funding between HEA institutions and third parties.

A Review of Progress on Intellectual Property (IP) Policies and their implementation in Higher Education by Knowledge Transfer Ireland (KTI) and the HEA was published in July 2021. IP Pragmatics conducted the review in a sample of higher education institutions. The review represented a follow up to the Review of IP Management and Conflicts of Interest by KTI and HEA which was published in 2018.

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

### 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 continued to have an impact on the higher education institutions and the HEA continued engagement with the Department of Further and Higher Education, Research, Innovation and Science as preparations for return to on-campus education were made. In July 2021, a Covid-19 support package of €105 million funding for safe on-site return to third level was announced by the Department, which included €57m for the higher education institutions. Additional €3m for student mental health and €6m for antigen testing were also provided for higher education institutions. The HEA managed the allocation of this funding.

The annual budget and accountability meetings between the HEA and the higher education institutions were completed during April and May 2021. These meetings are an important engagement in the HEA's monitoring and oversight of the financial stability of the institutions, as well as in ensuring accountability across the sector.

Similarly, to 2020, the HEA 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 2021 accredited grades. Over 3,000 possible additional places were identified in higher education institutions and made available for offer to prospective students.

In 2021, the **Capital Programmes Unit** (CPU) disbursed circa. €74m in capital funding to a diverse range of projects across the higher education sector such a new build, refurbishments, site acquisitions and decarbonisation projects, all of which are funded under the CPU's various programmes and initiatives. The CPU continues to develop a Centre of Excellence to support the delivery of large capital projects in the higher education sector.

The **Higher Education PPP Programme** reached a key milestone in 2021 with the first bundle of six projects completing the tender evaluation process, resulting in the identification of a preferred tenderer. 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 the Technological University of the Shannon campus in Athlone.

The second bundle of 5 projects issued its invitation to participate in dialogue to interested tenderers in August 2021. The second bundle of projects, being delivered under Project Ireland 2040, are located in the South East Technological University Waterford and Carlow campuses; in the Atlantic Technological University Donegal and Galway campuses; and in the Technological University of the Shannon campus in Limerick.

The CPU successfully ran a further iteration of the **Energy Efficiency and Decarbonisation Pathfinder Programme** (EEDPP) in 2021. Funding was made available under the programme for eight higher education institutions to deliver projects with the aim of consolidating learnings relating to energy efficiency and decarbonisation, and assisting key stakeholders to continue to build knowledge, scale, test pathways and work toward achieving the ambitious decarbonisation targets.

### c Quality and Academic Excellence

The work of the **National Framework for Doctoral Education** Advisory Forum continued throughout the year. A study on research degree provision in Ireland was published in 2021. The study established that the Framework was embedded in institutions and that doctoral education in Ireland is in line with EU and UK best practices.

The Irish ORCID Consortium continued its work and the HEA continued to be Chair of the consortium for 2021. Acknowledging the changing Higher Education landscape, the consortium's focus is to develop a community of practice and to gain more consortium members.

Work on the **National Framework of Qualifications (NFQ)** in referencing the **European Qualifications Framework and Self-Certification of Compatibility with the Qualifications Framework of the European Higher Education Area** concluded in 2021. Led by QQI, the Steering Group of educational stakeholders and international experts, including the HEA, were involved in drafting the report. The report was well-received by peer qualifications authorities in other European countries and the European Commission. As a result, the Irish NFQ is enhanced through its compatibility and comparability with these European frameworks.

### d Evidence, Policy and Strategic Planning

The HEA launched the **North-South Research Programme**, a landmark €40 million funding call to support the deepening of links between higher education institutions, researchers, and research communities on the island of Ireland. With support from the Department of the Taoiseach's Shared Island Initiative and DFHERIS, the research programme aims to support collaborative research, innovation and development between individuals and research teams (in and between disciplines) as well as between higher education institutions on the island. In addition, the programme will support research which will benefit the island of Ireland economically and socially. Following the first call of applications in 2021, the HEA will fund 62 collaborations between Irish and Northern Irish institutions.

There was considerable acceleration in progress toward the **technological university** agenda throughout 2021. On 1 January, Munster Technological University was formally established as the second Technological University in the State, merging the former Cork Institute of Technology and Institute of Technology Tralee.

The HEA managed the review of three technological university applications in 2021. In light of public health advice in the context of Covid 19, the application review process pivoted online with appropriate safeguards implemented by the HEA to ensure the continued robustness and integrity of the process.

In January and February 2021, the technological university application submitted by the consortium of Athlone Institute of Technology and Limerick Institute of Technology was reviewed by an international expert panel appointed by the Minister for Further and Higher Education, Research, Innovation and Science. In May, the Minister announced the designation of Technological University of the Shannon: Midlands Midwest. TUS was formally established on 1 October 2021 becoming the third technological university in the State.

In October 2021, the Minister for Further and Higher Education, Research, Innovation and Science announced the decision to grant technological university status to the Connacht Ulster Alliance consortium comprising Galway Mayo Institute of Technology, Institute of Technology Sligo, and Letterkenny Institute of Technology. Atlantic Technological University was formally established on 1 April 2022 following a review of the application by an international expert panel in July 2021.

The technological university application submitted by Institute of Technology Carlow and Waterford Institute of Technology was reviewed by an international expert panel in July 2021. Following a verification process managed by the HEA in January 2022, the Minister formally announced the decision to establish South East Technological University. It became Ireland's fifth technological university on 1 May 2022.

The progress of the technological university agenda is supported by the **Technological Universities Transformation Fund (TUTF)**, a €90 million investment over three years announced in Budget 2020. The HEA monitored the progress in the implementation of transformation projects supported by the TUTF in 2020, and the level of progress reported by higher education institutions was used to inform the allocation of €25.67m of TUTF support in 2021. Recipients of the TUTF must report to the HEA on the funding awarded under TUTF on a bi-annual basis. The TUTF is also discussed at sectoral level at meetings of the TU Research Network (TURN) which is chaired by the HEA.

While the pandemic restrictions prevailed in 2021, the **COVID-19-related Research Costed Extensions** eligibility date was extended from 2020 to 2021. This 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, which continued into 2021. HEA monitored the use of funds during this time, and the resources were welcomed across the higher education institutions.

Work began developing the successor to Innovation 2020 by an interdepartmental implementation group under the auspices of DFHERIS. Under **Impact 2030**, the HEA provided inputs on possible approaches to take when undertaking consultation for the new national strategy for research and innovation and on themes to underpin an initial draft of the strategy.

The HEA and the Health Research Board (HRB) served as co-Chair of the **National Open Research Forum (NORF)**. In 2021 saw the launch of the *National Open Research Landscape Report*. The landscape report and policy briefs inform and provide an evidence base for the forthcoming National Action Plan for Open Research.

**Higher Education Research Group (HERG)**, of which the HEA is a participant, published their report and findings in 2021. The report provides an insight into the ecosystem and complex interdependencies that underpin our national research system. The report covered several themes: the impact of higher education research, public investment, external research collaboration, researcher career pathways, and national and international developments.

The HEA provided input to Ireland's contribution to the **UNESCO Recommendations on Science and Scientific Researchers** report. This highlighted that scientific conduct in Ireland is subject to universal human rights standards and pointed to the *Principles of Good Practice in Research in Higher Education Institutions* and the *Framework for Consent in Higher Education* underpinning dignity and respect as core elements of the culture of institutions.

In July 2021, the HEA provided input on Ireland's contribution to the **2021 OECD Science, Technology, and Innovation Policies (STIP)** survey. The STIP survey covers 53 countries, including emerging economies and the non-OECD EU Member States. The joint European Commission/OECD STIP database is a qualitative database of national policies and governance arrangements supporting science, technology and innovation policy design, implementation and evaluation.

In addition, throughout 2021, the HEA contributed resources to restructuring the National Research Integrity Forum, Irish Research eLibrary and the IUA initiative on Engaged Research.

The HEA has produced research through collaboration with the Central Statistics Office (CSO) for the last few years. In 2021, the HEA launched *An Analysis of Graduate Earnings across Higher Education Institutions*. This research analysed differences in earnings across higher education institutions by controlling for factors including detailed ISCED field of study, award type, final grade, gender, age, socio-economic group, second-level school type, Leaving Certificate points and sector of employment. This detailed dataset provides policymakers and institutions with a comprehensive knowledge of labour market earnings patterns after graduation. It describes the factors influencing students' course choices and subsequent early-stage earnings. This will help higher education institutions and other stakeholders in providing students with appropriate career advice and relevant information on their course choices.

**Student Course Match analysis** was released in 2021. This is an analysis of student/course match in higher education in Ireland, covering 85,000 entrants in the years 2015, 2016, 2017 and 2018. The data showed that lower Socio-Economic Status (SES) students that achieved high points in the Leaving Certificate undermatch (choose less selective higher education institutions/courses) significantly more than higher SES students entering with high Leaving Certificate points.

The HEA published a report entitled, *The Social and Living Conditions of Higher Education Students in Ireland*. This is part of the Eurostudent VII Report, which collates comparable data on student life across Europe. The survey asks students to report on aspects of their lives ranging from their health and wellbeing, income and expenditure, and socio-economic background to travel and accommodation. Ireland is one of 30 countries which participated in the Eurostudent VII survey in April/May 2019, and this report provides results from almost 20,000 students attending higher education institutes in Ireland. The findings of this report established steady increases of students studying in higher education with greater opportunities to enrol in higher education compared to previous years.

By request of DFHERIS, the HEA monitored the student presence on campuses during 2021 to establish the impact of pandemic restrictions on student numbers attending physically. This data also included information on the number of first-year students and students resident on campus in higher education institution-provided facilities. While campuses did not return to full occupancy due to the pandemic restrictions, student numbers on campus were at their lowest levels at the beginning of the year and increased to over 50% of pre-pandemic levels during 2021.

Work on the **National Framework of Qualifications (NFQ)** in referencing the European Qualifications Framework and **Self-Certification of Compatibility with the Qualifications Framework of the European Higher Education Area** concluded in 2021. Led by QQI, the Steering Group of educational stakeholders and international experts, including the HEA, were involved in drafting the report. The report was well-received by peer qualifications authorities in other European countries and the European Commission. As a result, the Irish NFQ is enhanced through its compatibility and comparability with these European frameworks.

Following the launch of the **National Student Mental Health and Suicide Prevention Framework** in October 2020, work on mental health and wellbeing within higher education continued in terms of the developing capacity within the system. Mindful of the pandemic restrictions between 2020 and 2021 bringing increased pressures on student services, the HEA oversaw the implementation of this framework. This work involved the HEA chairing a working group with higher education institutions, DFHERIS, HSE, THEA, IUA, NSRF and USI representatives. With assistance from DFHERIS, the HEA funded up to €10 million in 2020 and 2021 for mental health and wellbeing. This funding resulted in recruiting extra staff and providing for outreach programmes. In addition, the funding has enabled research and data gathering and provided ongoing support for innovative projects concerning student mental health.

In 2021, the D/Health and DFHERIS launched the **Healthy Campus** Framework and Charter. This framework offers guidelines to higher education institutions to build on existing wellbeing actions and will assist with integrating health and wellbeing into decisions surrounding teaching and learning. The Framework was developed in line with international best practice and based on the Okanagan International Charter for Health Promoting Universities. The HEA has responsibility for coordination and monitoring the implementation of the Framework and Charter among higher education institutions. A National Coordinator will be appointed to drive the initial roll-out of the Healthy Campus framework and charter and support institutions in sharing learning and good practice. In addition, an advisory group that will include representation from the DFHERIS, the D/Health, the HSE and the HEA, as well as institutional and student representatives, will be established to oversee progress. Seed funding of €350,000 was provided in 2021 to higher education institutions under this initiative.

The HEA continued to support the work of the **National Forum for the Enhancement of Teaching and Learning in Higher Education** during the year. The HEA changed the funding process of the Strategic Alignment of Teaching and Learning Enhancement fund from an annual to a multiannual basis. This allows for coherent, strategic, forward-planning at institutional level in a sustainable way. It also provides an opportunity for institutional initiatives to align with the implementation of recommendations from the Next Steps for Teaching and Learning: Moving Forward Together project and the national post-2021 roadmap for teaching and learning enhancement.

In response to challenges faced by higher education institutions due to **Brexit**, the government agreed to fund **Erasmus Mobilities for students from Northern Ireland** at a cost of €2 million annually. As the National Agency, the HEA is in consultation with the relevant stakeholders in relation to developing this funding call. The National Agency extended the Erasmus+ Key Action 103 2020 Grant Agreements, to give higher education institutions the maximum amount of time available to utilize funding for mobilities with the United Kingdom and Northern Ireland.

The HEA and Léargas held the launch of the new **Erasmus+ Programme 2021-2027** on June 22nd 2021, which took place virtually and was attended by 150 people including Minister Simon Harris. The new Programme has introduced more flexible options for mobility, including short term, virtual mobility and doctoral mobility. A new key feature of the Programme are Blended Intensive Programmes, allowing for increased flexibility in approach to Erasmus+ from Higher Education Institutions and greater participation in the Programme.

A budget of €9.2 million was allocated to the sector under Erasmus+ Key Action 131 2021. Funding for over 7000 mobilities was requested as part of the 2021/2022 call. Due to budgetary constraints, 3,200 mobilities were allocated. Under Erasmus+ Key Action 2, there were 18 applications for Key Action 220 and 20 applications to the KA226 strategic partnerships funding call. The Key Action 226 Strategic Partnerships funding call was in response to Covid-19, focusing on two themes 'Innovative practices in a digital era' and 'Skills development and inclusion through creativity and the arts' in the context of Covid-19. Key Action 220 enables organisations to increase their capacity to operate jointly at a transnational level and to boost internationalization through exchanging or developing new practices. The HEA prepared its 2020 yearly report for the European Commission which was submitted in February 2021.

Around 3,000 eligible applications were received for the GOI-IES in the 2021 cycle. A selection committee met on June 9th to formally approve the selection process. The 60 successful scholarship awardees from 27 countries were identified and their award letters were processed.

On **Gender Equality**, the outcome of the second call for applications for the Senior Academic Leadership Initiative (SALI) was announced by the Minister for Further and Higher Education, Research Innovation and Skills on November 29, 2021. A total of 7 institutions were approved for 10 posts in areas such as Sustainable Finance, Biochemical Engineering, Humanities, and Sustainability GeoScience.

The second call of the **Gender Equality Enhancement Fund** was launched in June 2021 and 7 projects were funded across 17 partner higher education institutions. Success rates for Irish higher education institutions and departments applying to the Athena SWAN Charter remain high, with 19 institutional and 78 departments holding awards including Ireland's first silver award which was awarded to the Department of Physics, University of Limerick.

The 2021 Report on Higher Education Institutional Staff Profiles by Gender shows that 27% of professors were female in 2020 – an increase of 1% since 2019. In the Institute of Technology (IoT) sector, 36% of senior lecturer positions were held by female staff which is unchanged since 2019.

The HEA Centre of Excellence for Equality, Diversity and Inclusion continues to work with higher education institutions and the sectoral representative bodies to support implementation of the **Framework for Consent**. In the academic year 2020/21, the HEA has supported the national, sectoral and local roll out of online consent training and online bystander intervention training, as well as the development of a national Anonymous Reporting Tool for issues of bullying, harassment, and sexual harassment.

In April 2021, at the request of the Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, T.D., the HEA conducted national surveys to monitor the experiences of staff and students in relation to sexual violence and harassment with a view to informing national equality, diversity and inclusion planning processes. The surveys were developed in consultation with an expert advisory group (the HEA Advisory Group on Gender Based-Violence and Harassment in Irish Higher Education Institutions) comprised of experts and stakeholders from key groups, including the IUA, THEA, the USI, the National Women's Council of Ireland, Rape Crisis Network Ireland, the Rape Crisis Centre Forum and the national research funding agencies. Reports on findings of these surveys will be published in early 2022.

In 2021, the HEA Centre of Excellence for Equality, Diversity and Inclusion ran the first **National Race Equality Survey** of all higher education institutes. The findings of same were included in the ground-breaking report, “**Race Equality in the Higher Education Sector**”, published in October 2021. The findings of this report will be considered in consultation with the Athena SWAN Intersectionality Working Group with a view to developing a Race Equality Implementation Plan in 2022.

The Centre continues to support the work of the European Commission, in monitoring the implementation of gender policies, objectives, guiding targets and actions at institutional, national and EU level, in line with the Council Conclusion of 1 December 2015. The SHE Figures publication, one of the flagship publications of the Directorate-General Research and Innovation, contributes to shaping EU policy on gender equality in research and innovation by developing policy briefs that identify effective policies and measures and an overall policy report.

The SHE Figures 2021 publication used the latest available statistics to monitor the state of gender equality in Research & Innovation across Europe and beyond, through providing comparable data and analysis for approximately 88 indicators. The data followed the ‘chronological journey’ of women from graduating from doctoral studies to participating in the labour market and acquiring decision-making roles, while exploring differences in women’s and men’s working conditions and research and innovation output. The Centre represented Ireland as the main Statistical Correspondent participating in two plenary meetings (first and last quarters of 2020) and providing data and statistical expertise for the preparation of the latest publication on gender in research and innovation.

During 2021, the HEA continued to monitor the implementation of the Higher Education System Performance Framework 2018-2020 through the annual **Strategy and Performance Dialogue** process with higher education institutions. Higher education institutions submitted case studies to showcase innovative initiatives that made a valuable contribution towards national strategic objectives set out in the Framework and evolving national policy priorities. Five Performance Funding awards totalling 5m were made to the following higher education institutions:

**Table 1: HEIs awarded Performance Funding in 2021 following external evaluation of case studies**

HEI	Impact Assessment Case Study Title	Performance Funding Award
Institute of Technology Carlow (ITC)	Supporting Family Carers Across Ireland	€1m
National University of Ireland Galway (NUIG)	NUI Galway Delivering on Gender Equality	€1m
University College Cork (UCC)	Inclusive Education Pathways for Students with Intellectual Disabilities at UCC	€1m
Munster Technological University (MTU)	Teaching, Learning, Assessment & Student Engagement (TLASE) - Enhancement through Leadership Development and Partnership Approaches	€1m
Athlone Institute of Technology (AIT) and Limerick Institute of Technology (LIT)	Regional University Network – European University (RUN-EU)	€1m

The awards are being used to expand and progress initiatives in areas such as inclusion, access, research collaboration, leadership and gender equality.

Bilateral meetings were held virtually with individual HEIs in June and July to discuss progress towards the targets set out in institutional compacts and detailed by higher education institutions in self-evaluation reports. The discussions, led by expert advisors, addressed institutional performance and strategy during the academic year of 2019-20 in the context of COVID-19. Feedback on both self-evaluation reports and impact assessment case studies was shared with higher education institutions at the conclusion of the process.

In 2021, the HEA working with DFHERIS and DPER secured €40m under the European Commission’s National Recovery and Resilience Facility (NRRF) to support teaching and learning reforms in the technological sector. The Recovery and Resilience Facility is the largest component of *NextGeneration EU*, the European Union’s response to the global pandemic. The TU Education and Training Reforms Programme forms part of Ireland’s **National Recovery and Resilience Plan (NRRP)** under which the State expects to receive more than €900 million in grants. The TU Education and Training Reforms Programme complements the support provided to the technological sector by the Technological Universities Transformation Fund (TUTF). Initiatives under the TU Education and Training Reforms Programme will be implemented over a two-year period, commencing in April 2022.

An independent Review of **Landscape Funding** allocated between 2017 and 2019 was completed in 2021. Mazars examined a range of projects supported by Landscape Funding including those related to initial teacher education provision and cross-border alliances, and BDO reviewed Landscape funded projects relating to the technological university agenda. The Review concentrated on project management, financial management, and the impact of Landscape Funding. Reports capturing lessons learned and best practice are published on the HEA website.

In September 2021, the HEA made a formal submission to the consultation on the next National Strategy on **Education for Sustainable Development** jointly undertaken by the Departments of Education and Further and Higher Education, Research, Innovation and Science. The submission was strongly informed by the input gathered from the sector at the virtual event on Education for Sustainable Development in Higher Education held by the HEA in December 2020. A report of that event is available on the HEA website.

In response to recommendations within the TU Research Network (TURN) Report, the HEA commissioned the OECD to identify a set of benchmark higher education institutions from OECD countries to inform the development of the profile of Ireland's technological universities and to provide an analysis of their academic human resource policies, career paths and organisation structures. The resulting report is expected in 2022.

#### e Equity of Access

##### New National Access Plan

During 2021, the HEA commenced work with the Department of Further and Higher Education, Research, Innovation and Science on the new **National Access Plan** to supersede the current Plan which ran from 2015 to 2021. The HEA launched the public consultation process on the new NAP in April and it ran until mid-June. A total of 122 submissions were received. The HEA hosted a separate consultation event with USI and students in May with over 50 students participating. One-to-one stakeholder meetings around specific target groups and issues for the period of the next NAP were also facilitated.

The fifth annual **National Access Forum** took place online in April and the theme of the event was built around the consultation on the new NAP. There were 153 attendees on the day.

##### Programme for Access to Higher Education (PATH)

During 2021, the HEA continued its management of the three strands of the PATH programme.

##### PATH 1

In January and February, following a review of revised project plans, five centres of teaching excellence were approved for phase 2 of **PATH 1**. In May, TCD/MIE/UCC/NCAD's centre of teaching excellence requested a reconfiguration into two centres for phase 2 (i.e., MIE/TCD and UCD/NCAD) as recommended by the Sahlberg II report. In November, MIE/TCD's centre was approved for phase 2 and UCD/NCAD's centre received approval in principle in December.

#### PATH 2

In 2021, It was agreed with DFHERIS that for the 2021/22 academic year, three tiers of **PATH 2** bursaries would be made available for awarding to students:

- **Tier 1 - €5,000 per annum** for the duration of studies awarded to a total of 203 students across the six clusters. Tier 1 bursaries will also be paid as students progress into postgraduate study.
- **Tier 2 - €2,000 per annum** for the duration of studies to a total of 120 students across the six clusters who met the criteria for the 1916 Bursary but who did not ultimately qualify on the cluster's order of merit for a Tier 1 bursary. Tier 2 bursaries will also be paid as students progress into postgraduate study.
- **Tier 3 – Once-off bursary of €1,500 payable for the 2021/22 academic year only** to students who met the criteria for the 1916 Bursary but who did not ultimately qualify on the cluster's order of merit for a Tier 1 or Tier 2 bursary.

Clusters also received additional funding to support the cost of existing PATH 2 administrative and operational processes for the 2021/22 academic year.

#### PATH 3

Following the announcement of the continuation of **PATH 3** of €7.5m for a further three years, the HEA and DFHERIS agreed that the PATH 3 clusters would receive the same amount of funding for the second phase as they did under the first phase. The HEA confirmed the continuation of funding for the period 2021 -2024 and, following the review of the Cluster's project plans, paid the first instalment of funding under the second phase of PATH 3 funding in December.

##### PATH Reporting System

The HEA commissioned a scoping study to make recommendations on the form and type of a proposed **PATH reporting system** with immediate priority given to PATH 2 (1916 Bursary Fund). Although the immediate short-term priority of the scoping study will be on the development of a reporting system for PATH 2 – 1916 Bursary Fund, it is expected that the new system will also support current reporting requirements under PATH 1 and 3 as part of the HEA's management of the wider PATH programme as well as any future additions to PATH.

##### Sharing of Good Practice Events

The HEA hosted a community of practice event in March that focused on the **sharing of good practice in higher education** access and participation during COVID-19. The forum provided an opportunity for access officers to learn from each other and marked an important step in establishing a collaborative understanding to the various challenges posed by COVID-19.

A second **Sharing of Good Practice** event on COVID-19 took place in November and focused on the impact of the Dormant Accounts Funding on Traveller participation in higher education throughout 2021.

**Fund for Students with Disabilities (FSD)**

The HEA chaired a meeting of the FSD Monitoring Group in March after which updated guidelines for the 2021/22 academic year were circulated to higher education institutions.

In January 2021, the Minister for Further and Higher Education, Research, Innovation and Science announced his approval of strategic initiatives to support disability services under the **Fund for Students with Disabilities (FSD)**. The total cost of the proposals is just under €5.8m. The HEA reviewed status updates on the higher education institutions' projects in October and prepared a report for DFHERIS demonstrating the outcomes to date and including a recommendation to allow the projects continue to completion into 2022. This extension was subsequently approved by the relevant Government Departments.

**Student Assistance Fund (SAF)**

Updated **SAF** guidelines for the 2021/22 academic year were circulated to higher education institutions in September.

An additional funding package of €10 million was renewed for the 2021/22 academic year and included an additional €8.1 million, resulting in a doubling of **SAF** allocations again for this academic year. In December 2021, the DFHERIS allocated a further €1.3m to **SAF** in response to COVID-19. The total **SAF** budget for 2021/22 academic year, including the additional €1 million for the support of part-time students who are lone parents or members of the other access target groups, is €18.5m.

The additional funding previously allocated to the **SAF** in respect of students studying for a Professional Master of Education (PME) was discontinued for the 2021/22 academic year. This was due to the enhanced postgraduate supports (e.g., increases in the fee grant amount and income threshold for eligibility) announced as part of Budget 2021 which will contribute to the costs associated with postgraduate study.

**COVID Projects****COVID-19 ICT Grant**

The HEA managed the reporting requirements of the **COVID-19 ICT Grant**. The HEA reviewed reports for the 2020/21 academic year in Q1. In August it was announced that further funding for laptops would be made available to higher education institutions through the Devolved Capital Grant. The HEA notified higher education institutions of this in September. Higher education institutions submitted further reports in November based on the utilisation of remaining laptops purchased under the **COVID-19 ICT Grant** and devices purchased using Devolved Grant Funding. These reports formed the basis of a further HEA report to DFHERIS.

**COVID-19 Contingency Fund**

As part of the €10m COVID-19 funding package, the **COVID-19 Contingency Fund** (€1.9 million) was continued for the 2021/22 academic year. The HEA notified higher education institutions in October that their allocation for this academic year would be the same as their 2020/21 allocation.

**COVID survey of Access offices**

In February, the HEA carried out its third **COVID survey of Access offices** to determine the impact of Covid-19 on students from National Access Plan target groups and understand the interventions undertaken by higher education institutions to support students.

**Dormant Accounts Fund – Travellers and Roma in Higher Education**

The HEA distributed ring-fenced funding of €300,000 for **targeted supports to address the implications of COVID-19 for Traveller students** within higher education to 22 higher education institutions in April 2021. Funding of €450,000 for 2022 was approved in November and has been expanded to include supports for Roma students.

**Review of the Student Grant Scheme**

The HEA made a submission to the **Review of the Student Grant Scheme** and sat on the Steering Group chaired by DFHERIS.

**Use of Data**

In 2021, **Deprivation Index Scores (DIS)** was used for the first time to inform the access element of the Recurrent Grant Allocation Model (replacing socio-economic group survey data previously used). Data from the Deprivation Index Scores (DIS) was used to inform **SAF** allocations for 2021/22 as well as for the Covid-19 Contingency Fund and Devolved Capital Grant. Throughout 2021, DIS and SRS/EAS data was analysed to determine numbers for students who are socio-economically disadvantaged, members of the Travelling community and for those who have a disability. This data has been fundamental to the development of evidence-based targets and KPIs for the next NAP.

**Mature Student Study**

The HEA published Indecon's report on the '**Study of Mature Student Participation in Higher Education**' in June.

**Student Success**

The National Forum, in partnership with the HEA, officially launched the '**Seven C's for Embedding Student Success: A Toolkit for Higher Education Institutions**' in October.

**Increasing Participation in Higher Education by Students with Intellectual Disabilities**

In February, the HEA contacted higher education institutions to establish the extent of the current provision in higher education for **learners with intellectual disabilities**. On receipt of the responses from higher education institutions and with additional research and communication with stakeholders, the HEA prepared and submitted a report for the DFHERIS Group overseeing the policy development in this area.

### Trinity Access Programme – School and Community Outreach Links

The HEA continued to manage the funding of the TAP-SCOL activities during 2021. In 2021, the programme received its annual allocation and the DFHERIS approved an additional allocation to support data collection and enhance supports for students.

### **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 2021 with a response rate of 28% from 43,791 students. The report contains a 'Looking Deeper' chapter, which in 2021 provided an initial investigation into the factors underlying first year undergraduates' engagement in higher education that may be most affected by the necessitated changed to the transitional on-campus education model due to public health measures in place in response to Covid19. The work of the National Student Engagement Project (on whose Steering Group the HEA sits) was very relevant in 2021 in helping students to remain engaged with their institutions.

### Apprenticeship Provision

In 2021, the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) provided an allocation of €20m for the expansion of apprenticeship capacity across both the further and higher education sector in 2021 with €10m provided to the higher education sector. Work commenced on the projects funded by the HEA from the allocation, with a number of institutions completing works and expanded facilities been made available for increased capacity in electrical, plumbing and carpentry and joinery trades from September 2021. The investment will help with both the delivery of additional craft apprentice places and the catch up on impacted provision due to COVID19 impacts.

Two new consortia-led apprenticeship programmes commenced in the higher education sector in 2021 in the Engineering and Healthcare sectors. This brings the total number of consortia-led apprenticeships in the higher education sector to 24 programmes with 1,338 registrations and spanning Level 6 to Level 10 on the NFQ.

The Action Plan for Apprenticeship 2021 – 2025 was published in April 2021 with aim of expanding the types of programmes available and to increase the number of new apprentice registrations to 10,000 per year by 2025. In addition, a new National Apprenticeship Office will be established with responsibility for all aspects of the management, oversight and development of the apprenticeship system and for implementing the Action Plan. A new National Apprenticeship Alliance (NAA) which is representative of apprenticeship stakeholders will be appointed to help steer the next phase and create a single coherent system.

### ICT and Entrepreneurship Camps for Second Level Students

In 2021, due to continued Covid19 impacts on face-to-face delivery, a number of planned summer ICT and Entrepreneurship Camps aimed at second level students were cancelled. However, a number of providers successfully converted face to face camps to online camps in 2021. A total of 18 higher education institutions ran ICT summer camps with 27,230 second level students participating with 42% female participation. (Included in these numbers are 20,000 second level students who participated in a one-day online Dojo Mór event). A total of 12 higher education institutions ran summer entrepreneurship camps with 977 second level students participating – female participation in these camps was 60%.

### July Stimulus Provision

In 2021, July Stimulus funded Postgraduate and modular courses in key skill need discipline areas as funded under the 2020 Call across the public and private higher education sector concluded. In addition, DFHERIS also approved funding of €5m for a second round July Stimulus modular provision in the higher education sector in 2021. In total 1,784 students participated on postgraduate courses and 9,152 students participated on modular course provision in 2021.

### Springboard+

Springboard+ continued to fulfil its remit of providing upskilling and reskilling opportunities in areas of critical skills needs, including engineering and advanced manufacturing, and ICT. 12,743 new places were funded under Springboard+ 2021. 78% of participants were in employment, while the unemployed cohort made up 15.5% of registrations.

### The Human Capital Initiative

The Human Capital Initiative (HCI) was announced by the Government in Budget 2019, to deliver an investment of €300m from the surplus in the National Training Fund (NTF). In 2021 three pillars of programme activity are underway, which are targeted towards increasing capacity in higher education in skills-focused programmes designed to meet priority skills needs, over five years, from 2020 to 2024.

HCI Pillar 1 provides conversion graduate diplomas in high skills needs areas. These courses are funded in both public and private higher education institutions. 68 Courses ran for the academic year 2020/21, and a further 65 are underway for the academic year 2021/22. 1400 students have completed from the academic year 2020/21 with 1100 students in place for academic year 2021/22.

HCI pillar 2 provides a top up of €2,500 per student per annum to higher education institutes that provide additional full time undergraduate places on specified courses in high skills needs areas. In Autumn 2021 the second cohort of students commenced. The executive conducts an annual verification of the reported additional numbers against the Student Records System. The 2021 verification as of March 1 reported 463 places have been verified as additional. The majority of these students will be in place for 3 to 4 years.

Pillar 3 is focused on the core principle of embedding innovation and agility across a wide spectrum of undergraduate provision. Twenty-two projects developing innovative, and responsive models of programme delivery, were in place in 2021. These projects will boost the higher education systems ability to respond rapidly to changes in both skills requirements and technology. All projects submitted two progress reports to the HEA in 2021. In November 2021 6 projects were site visited by a team from the HEA. Professor Áine Hyland, *Emeritus Professor of Education UCC*, who was a member of the original assessment panel in 2020, returned as an external expert to assist in the site visits. All projects selected for site visits engaged wholly and provided a range of presentations from academia, enterprise and students. All projects reported difficulties commencing and recruiting staff during the pandemic. Overall, it was noted that after one year, projects were progressing well. In December 2021 a series of promotional videos were launched which detailed the programme and a selection of projects.

#### **Statistics**

The annual Key Facts & Figures report was published by the Statistics Unit in Q4 2021. This interactive dashboard provides a detailed view of the student population in higher education in Ireland. This updated dashboard includes figures from 2014/15 to 2020/21, enabling longitudinal analyses.

The Statistics Unit progressed the development of the third iteration of the Socio-Economic Profiles. This explores the socio-economic profiles of the higher education student population in Ireland, using Deprivation Index Scores (DIS). DIS is used to assess the relative affluence or disadvantage of a particular geographical area. These set of profiles will be developed as a series of dashboards, collated into a one-stop-shop interactive dashboard.

The Statistics Unit progressed the development of the Progression report. This examines the number of first year students who progress into their second year of study in the following academic year in the same institute. For the first time, the Progression report will be available online on the HEA website, as a digital report, with interactive tables and charts throughout.

In Q1 2021, a detailed report on Completion Rates was published. This detailed analysis found that 3 out of 4 undergraduate entrants complete and graduate from their studies. Nonetheless, completion rates vary substantially across fields of study, and different student characteristics. The computing field continues to have the lowest completion rate overall. In stark contrast, the rate of completion in education are highest. Leaving Certificate points remain a large determinant of completion rates, with high Leaving Certificate points being associated with a higher probability of completion. Less than half of those who enter with less than 300 Leaving Certificate points complete their studies, compared with 93% of those that enter with more than 500 Leaving Certificate points. A comprehensive interactive dashboard accompanied the publication of this report, with 16 dashboards delving into Completion Rates.

In 2021, the Statistics Unit also finalised a data sharing agreement between the HEA and the Department of Education. This is a major development for the HEA and for the Statistics Unit, in particular. This new data sharing agreement will facilitate detailed transition rates analyses, enabling identification of cohorts least likely to transition from second level to third level education in Ireland.

Overall, in 2021, the development of interactive dashboards and reports represent a major step forward for the Statistics Unit. The ease of use of these dashboards, and the interactivity enabled by these dashboards, has facilitated further engagement from the public, by facilitating more detailed analyses, more readily. The development of these new resources has been fundamental, improving data communications significantly, while reducing the number of statistical data requests hugely.

#### **g HEA as an Excellent Organisation**

##### **Business Transformation**

The HEA continued its business process re-engineering project and engagement with EY to progress the following initiatives:

- Development of an IT Systems Roadmap providing a current and future state roadmap of IT systems to be developed to support the planning and prioritisation of system developments.
- Establish a term of reference and handbook for the Transformation Office. This will provide a reference handbook, terms of reference and governance model to support the implementation of agreed transformation activities will be delivered.
- Further development of the proposed organisational structure and required headcount.

The HEA plans to establish a Transformation Steering Group in 2022 to continue this Transformation Programme, encompassing the development of HEA systems, processes and people.

##### **HEA Legislation**

The HEA continued to engage with the Department on the enactment of new legislation for the HEA which we look forward to being enacted in 2022.

## Human Resources

The HEA was particularly active in recruitment during 2021. In all 11 open competitions were initiated for the following positions:

- PO Corporate Affairs
- PO Capital Programmes
- Senior Manager (APO) General
- Senior Manager (APO) Finance Office
- Senior Manager (APO) Statistics
- Head of IT (APO)
- Senior Executive Officer – General
- Senior Executive Officer – Teaching & Learning Administration
- Senior Executive Officer – Teaching & Learning Technologist
- Executive Officer – General
- Executive Officer – Technical (Capital Programmes)

The HEA continued to operate its Performance and Management Development System during 2021, nine on-line programmes were organised in addition to in-house training on IT cyber-security, data protection and Freedom of Information. In addition, a number of staff continued study for programmes in the higher education institutions.

## Information Technology

The HEA continued its work with HEAnet who provided a review of HEA IT security. This entailed a review of HEA IT policies, IT security awareness briefings for staff and a number of penetration exercises.

## h Digital Transformation

The HEA continued to support projects concerning Digital Transformation in higher education throughout 2021. As identified in TU Research Network, funding through the TUTF fund supports the implementation and recommendations that include investment in integrated multi-campus digital infrastructure to provide regional cohesion, facilitate new modes of learning, and prioritise capital investment in TUs. The pandemic restrictions presented challenges and opportunities. In 2021, DFHERIS launched **Next Steps for Teaching and Learning: Moving Forward Together**, examining how higher-level education can learn from the COVID-19 pandemic. As outlined in the launch of this project and welcomed by the HEA, digitalisation is a strategic challenge across all areas of government, and higher education has an evolving digital transformation agenda, which has been impacted by the shift to online/remote teaching and learning.

In response to challenges presented by the COVID-19 pandemic, the European Commission launched a special call for **Strategic Partnerships in the field of Digital Education Readiness** under Key Action 226. This call focused on two themes, 'Innovative practices in a digital era' and 'Skills development and inclusion through creativity and the arts' in the context of the pandemic. Successful projects commenced work in 2021 for a maximum period of two years.

The National Forum for the Enhancement of Teaching and Learning in Higher Education launched the **Guide to Developing Enabling Policies for Digital and Open Teaching and Learning**. The guide is designed to support the development of institutional policies for digital and open teaching and learning, including online, blended and face-to-face learning modes. In addition, the guide includes an updated definition of enabling policies, a five-step guide to developing enabling policies, case studies and example policies from Irish and international HEIs, and additional resources.

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

## **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 2021 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 2020 and 2021. 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 group met five times in 2021 with work focusing on identifying the key human rights and equality values and how these mapped on to the work of the HEA.

## **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 continued to meet regularly during 2021 with a view to finalising arrangements for a return to work. A return-to-work protocol was prepared in 2020 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 3 protected disclosures made to the HEA in 2021 from higher education institutions. One disclosure was examined by the HEA and is now closed. Two other disclosures are the subject of ongoing examination by the HEA. There were no protected disclosure from a member of the HEA's staff in 2021.

**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 €235.27 was paid in relation to late payment interest penalties in 2021.

**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 on the HEA website.

**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 53 requests under the Act. These were addressed as follows:

- Requests Granted: 8
- Requests Part Granted: 18
- Requests Refused: 6
- Requests dealt with outside FOI: 17
- Requests withdrawn: 3
- Requests transferred: 1

There were 2 requests for an internal review. There was 1 referral to the Office of the Information Commissioner.

**Data Protection**

The HEA is committed to protecting the rights and privacy of individuals in line with data protection legislation. The Data Protection Unit in the HEA is responsible for oversight of the organisation's data protection compliance programme. The HEA continually reviews its practices to ensure that its activities are in line with the principles of data protection and that we safeguard personal data in everything we do. This includes maintaining a high level of training and awareness for staff, reviewing our policies to ensure they are up to date and GDPR compliant, and ensuring that robust agreements are in place with all other bodies we share data with or that process personal data on our behalf. In particular, in 2021 we took measures to protect the security of our data when working remotely and in a hybrid work environment.

We undertook 6 Data Protection Impact Assessments in 2021, to ensure that new or updated data processing activities were done in compliance with data protection legislation.

Requests from data subjects exercising their data protection rights were responded to as appropriate, within the legislative timeframes during 2021. The HEA received 5 requests for access to personal data, and 9 requests for erasure of personal data. All were addressed.

In September 2021 an incident arose with a data processor used by the Irish Research Council. A system configuration error led to a data incident, which was reported to the DPC within the statutory timeframe. We quickly resolved the issue and provided a full response to the DPC's recommendations.

### Energy Efficiency and Environmental Policy

Under Statutory Instrument (SI) 542, 2009, the public sector has specific energy reporting obligations. The SEAI (Sustainable Energy Authority of Ireland) manages the reporting process on behalf of the Department of the Environment, Climate and Communications (DECC) and supports the public sector in meeting this target.

The National Energy Efficiency Action Plan set a target for the public sector to improve its energy efficiency by 33% with a deadline of 2020. All public bodies, the HEA included, are required to report detailed energy data on an annual basis using the (SEAI) online Monitoring & Reporting (M&R) System. This data was used to track progress towards the 2020 energy efficiency reduction target of 33%. The HEA selected 2009 as the baseline year from which to track overall energy reduction progress and the energy performance indicator [Primary Energy kWh / Full Time Equivalent Employees (FTEs)] to track progress for each reporting year to 2020.

The SEAI's Annual Report on Public Sector Energy Efficiency Performance 2021 rated the HEA's overall status in terms of energy efficiency by 2020 as 71.7% better than the energy efficiency baseline of 2019. Energy consumption fell sharply during 2020 and 2021 due to remote working during the Covid pandemic.

A recent energy audit for the HEA confirmed an average reduction of 12% in energy consumption in 2019 (the most recent 'normal' pre Covid year) against the average for the previous 4 years (2015-2018).

The HEA's energy reduction targets for 2030 follow those included in the Climate Action Bill: a 51% reduction (7% per annum) in greenhouse gas emissions, and a 50% improvement in energy efficiency based on the average consumption (baseline) for the period 2016 to 2018.

The HEA has a single leased office located at 3 Shelbourne Buildings, Crampton Avenue, Shelbourne Road, Dublin 4. The HEA's current landlords have stated they are committed to achieving in its directly managed buildings net zero carbon by 2030 and recycling rates of 75% and absolute waste of 25% in waste management services.

# FINANCIAL STATEMENTS

Year ended 31 December 2021

**Higher Education Authority  
Financial Statements  
for the year ended 31 December 2021**

**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 with 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 Higher Education Authority Act, 1971 is being reformed and a new Higher Education Authority Bill was published in January 2022 and is expected to be enacted into law later in the year. The purpose of the new legislation is to reform the legislative framework for the higher education system enabling improved oversight and regulation of higher education institutions. 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 reports.

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

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.
- 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 2021 annual business plan was carried out by the Board at its meeting on 25th January 2022.

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 2021.

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
Clare Austick***	Ordinary Member	01/07/2021
Lynn Ramsey*	Ordinary Member	27/07/2016
Pól Ó Mórain*	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
Lorna Fitzpatrick***	Ordinary Member	01/07/2019 (term ended 30/06/2021)

\* Appointed for an extended term of 18 months or upon enactment of updated HEA legislation whichever is sooner.  
\*\* Appointed for a second term.  
\*\*\* Appointed for the period she holds office. Ms Lorna Fitzpatrick's term ended on 30th June 2021 and she was replaced by Ms Clare Austick following her election as President of USI.

### Board Structure

The Board of the Higher Education Authority consists of a Chairperson, Deputy Chairperson and thirteen ordinary members. Members are appointed by the Minister for Further and Higher Education, Research, Innovation and Science through the Public Appointments Service. Members are appointed for a period of five years. The Board met 8 times during 2021. New Board members are provided with an extensive briefing on the Higher Education Authority and its operations. The table above details Board members during the year and their date of appointment.

### 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 2021 and considered the findings at its meeting on 8th March 2022. An external evaluation was undertaken in December 2019.

### Irish Research Council

The Irish Research Council (IRC) operates under the aegis of the Higher Education Authority. The IRC is not a statutory body. The IRC consists of a Chairperson, ten ordinary members and one ex-officio member. Members are appointed by the Minister for Further and Higher Education, Research, Innovation and Science through the Public Appointments Service. Members are appointed for a period of three years. Membership was not at its full complement from December 2021 and two vacancies remained unfilled at year end while awaiting the appointment of replacement members by the Minister. The IRC met 6 times during 2021. The table below details IRC members during the year and their date of appointment.

Council Member	Role	Date Appointed	No of Meetings Attended
Jane Ohlmeyer*	Chairperson	30/11/2018	6/6
Daniel Carey	Interim Chairperson	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 Kitchin**	Ordinary Member	30/11/2018	6/6
Catherine Godson	Ordinary Member	13/11/2019	6/6
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	6/6
Orla Muldoon	Ordinary Member	15/11/2020	6/6
Claire Connolly	Ordinary Member	08/10/2021	1/1
Colin Scott	Ordinary Member	08/10/2021	1/1
Peter Brown	Ex-officio	09/10/2017	6/6

\* Resigned on 6th December 2021 due to the completion of her term of office.

\*\* Resigned on 30th November 2021 due to the completion of their term of office.

Professor Daniel Carey was appointed Interim Chairperson on 30th November 2021 on the completion of Professor Jane Ohlmeyer's term of office.

### National Forum for the Enhancement of Teaching and Learning in Higher Education

On 1 January 2022 the National Forum for the Enhancement of Teaching and Learning in Higher Education (TLF) was transferred into the Higher Education Authority. The TLF is not a statutory body. It is the national body responsible for leading and advising on the enhancement of teaching and learning in Irish higher education.

### Committees

The Board had six committees during 2021. In September the Board approved changes to committee membership, with a maximum of five board members per committee. Details of the committees are 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. The ARC met six times during 2021. The ARC currently comprises four Board members and one external member with financial and audit expertise. The members of the Audit and Risk Committee during the year were as follows:

ARC before 6th September 2021	ARC from 6th September 2021
Sharon Feeney (Chairperson)	
Deirdre Lillis	Deirdre Lillis (Chairperson)
Pól Ó Mórain	Pól Ó Mórain
Lorna Fitzpatrick	Lynn Ramsey
Jim Mountjoy	Darina Kneafsey
Sinéad O'Flanagan	
Anne Brady, external member	Anne Brady, external member

### Finance and Governance Committee

The role of the Finance and Governance Committee (F&G) is to advise and make recommendations to the Board in relation to financial and governance matters and the proposed grant allocations and oversight of funding to the higher education institutions, having regard to policy priorities set by the Board. It is also responsible for the oversight of the internal finances and administration of the Higher Education Authority including the review of management accounts and budgets. The F&G reports to the Board after each meeting. The F&G met seven times during 2021. The F&G currently comprises five Board members and one external member with financial and audit expertise. The members of the Finance and Governance Committee during the year were as follows:

F&G before 6th September 2021	F&G from 6th September 2021
Jim Mountjoy	Sinéad O'Flanagan (Chairperson)
Michael Horgan (Chairperson)	Michael Horgan
Judith Eaton	Judith Eaton
Bahram Bekhradnia	Bahram Bekhradnia
Lorna Fitzpatrick/Clare Austick	Clare Austick
Darina Kneafsey	
Anne Brady, external member	Anne Brady, external member
Joe Heavey, external member	
Michael O'Connell, external member	

### 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 reports to the Board after each meeting. The SDPM met five times during 2021. The SDPM currently comprises five Board members. The members of the System Development and Performance Management Committee during the year were as follows:

SPDM before 6th September 2021	SPDM from 6th September 2021
Tony Donohoe (Chairperson)	Tony Donohoe (Chairperson)
Sharon Feeney	Sharon Feeney
Lynn Ramsey	Lynn Ramsey
Darina Kneafsey	Judith Eaton
Michael Horgan	Clare Austick
Jim Mountjoy	
Sinéad O'Flanagan	
Ronan Lyons	
John Wall	

### Policy and Strategic Planning Committee

The role of the Policy and Strategic Planning Committee (PSP) 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 PSP reports to the Board after each meeting. The PSP met four times during 2021. The PSP currently comprises five Board members. The members of the Policy and Strategic Planning Committee during the year were as follows:

PSP before 6th September 2021	PSP from 6th September 2021
Darina Kneafsey (Chairperson)	Darina Kneafsey (Chairperson)
Sharon Feeney	Sharon Feeney
John Wall	John Wall
Bahram Bekhradnia	Bahram Bekhradnia
Pól Ó Móráin	Tony Donohoe
Deirdre Lillis	
Ronan Lyons	
Orla Feely	
Lynn Ramsey	
Judith Eaton	

### 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 reports to the Board after each meeting. The RGE met four times during 2021. The RGE currently comprises five Board members, three Council members and one external member from the Union of Students in Ireland (USI). The members of the Research and Graduate Education Committee during the year were as follows:

RGE before 6th September 2021	RGE from 6th September 2021
Orla Feely (Chairperson)	Orla Feely (Chairperson)
Sinéad O'Flanagan	Sinéad O'Flanagan
Deirdre Lillis	Deirdre Lillis
Ronan Lyons	Jim Mountjoy
John Wall	Pól O Móráin
Adam Clarke, USI	Jenna Barry, USI
Jane Ohlmeyer, IRC	Jane Ohlmeyer*, IRC (to 06/12/21)
Felicity Kelliher, IRC	Felicity Kelliher*, IRC (to 30/11/21)
Liam Barry, IRC	Liam Barry, IRC

\* Resigned from Irish Research Council and was replaced by Professor Daniel Carey, Interim Chair of Irish Research Council. One further vacancy for IRC member to be filled.

### 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 PSA reports to the Board after each meeting. The PSA met three times during 2021. The PSA currently comprises four Board members. The members of the Pension Appeals Committee during the year were as follows:

PSA before 6th September 2021	PSA from 6th September 2021
Michael Horgan (Chairperson)	Jim Mountjoy (Chairperson)
Bahram Bekhradnia	John Wall
John Wall	Michael Horgan
Lorna Fitzpatrick	Orla Feely

**Schedule of Attendance**

A schedule of attendance at Board and Committee meetings for 2021 is set out below:

	Board	Audit & Risk	Finance & Governance	System Development & Performance Management	Policy & Strategic Planning	Research & Graduate Education	Pension Appeals
Total meetings	8	6	7	5	4	4	3
Michael Horgan	8/8		5/7	3/5			3/3
Bahram Bekhradnia	6/8		6/7	1/3	3/4		2/3
Orla Feely	8/8				1/3	3/4	
Sinéad O'Flanagan	8/8	2/3	3/3	2/3		4/4	
Lorna Fitzpatrick	4/4	3/3	4/4			1/1	2/2
Deirdre Lillis	7/8	5/6			3/3	2/4	
Ronan Lyons	6/8			1/3	1/3	0/2	
Jim Mountjoy	7/8	1/3	3/4	3/3		1/2	
Lynn Ramsey	7/8	3/3		5/5	3/3		
John Wall	8/8			3/3	4/4	2/2	3/3
Sharon Feeney	8/8	4/4		5/5	4/4		
Tony Donohoe	8/8			4/5	1/1		
Judith Eaton	7/8		5/7	1/2	3/3		
Darina Kneafsey	8/8	2/3	4/4	3/3	4/4		
Clare Austick	4/4		3/3	1/2			1/1
Pól Ó Mórain	8/8	6/6			3/3	1/2	

The details of all Board members' fees and expenses are disclosed in Note 16 to the Financial Statements.

**Key Personnel Changes**

Ms Lorna Fitzpatrick's term of office as President of the Union of Students in Ireland (USI) concluded on 30th June 2021 and she was replaced as board member by Ms Clare Austick the newly elected President of USI.

**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 2021, 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 15. There were no termination payments in 2021.

### Consultancy Costs

The following consultancy costs were charged to operating expenses:

	2021 €'000	2020 €'000
Governance Reviews	48	24
Tax and Actuarial Advice	13	4
Internal Audit	32	17
GDPR Advice	3	39
Legal Fees	70	35
Policy Research & Advice	638	445
External Reviews and Advisory	340	265
Business Process Review	82	173
Other	47	103
<b>Total</b>	<b>1,273</b>	<b>1,105</b>

### 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:

	2021 €'000	2020 €'000
<b>IRELAND</b>		
Board	3	1
Employees	1	8
<b>INTERNATIONAL</b>		
Board	0	7
Employees	0	3
<b>Total</b>	<b>4</b>	<b>19</b>

### Hospitality Expenditure

Hospitality expenditure is categorised as follows:

	2021 €'000	2020 €'000
Staff	0	-
Board	0	-
Third Parties	0	1
<b>Total</b>	<b>0</b>	<b>1</b>

### 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 2021. The Higher Education Authority is in compliance with the Code of Practice for the Governance of State Bodies for 2021.

On behalf of the Board of the Higher Education Authority:



**Michael Horgan**

Chairperson

Date: 28th June 2022

## 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 2021 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) currently comprising of four Board members and one external member with financial and audit expertise. The ARC met six times in 2021.

The internal audit function of the Higher Education Authority was outsourced to a professional accountancy firm, Deloitte following a tender under an Office of Government Procurement framework. The 2021 Internal Audit Plan was approved by 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 and 2021 COVID Support funding of €89.3m was provided by the Department of Further and Higher Education, Research, Innovation and Science to mitigate against the direct financial impact of COVID on the higher education institutions to facilitate the sector 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. This funding covered the period from the start of the pandemic to the end of 2020/2021 academic year.

The HEA implemented a number of safeguards to ensure that funding provided was for the purposes intended. These safeguards included issuing detailed terms and conditions, withholding of 15% of funding until claims were finalised and the engagement of an external firm to carry out audits on claims. The initial audits reviewed claims of €72.0m and identified €2.8m of ineligible expenditure per the conditions and €3.6m of expenditure which, while legitimate, related to 2021. These were excluded. The second tranche of audits reviewed claims of €11.8m and identified ineligible expenditure of €0.2m. It was not known at the outset what, if any, funding support would be provided to institutions, therefore they did not have detailed mechanisms in place initially to capture the required information in line with the funding terms and conditions. These mechanisms were developed as the funding conditions were communicated. Final eligible claims amounted to €96.3m and exceeded funding available. Net payments of €89.3m were made to higher education institutions and any refunds due have been fully recouped by the HEA.

## 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. The Higher Education Authority is fully compliant with regard to procurement.

## 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 2021.

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



**Michael Horgan**  
Chairperson

Date: 28th June 2022



## 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 2021 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 2021 and of its income and expenditure for 2021 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*

Seamus McCarthy  
Comptroller and Auditor General  
29 June 2022

#### Appendix to the report

##### Responsibilities of Board members

The Board members are responsible for

- the preparation of annual 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.

I report by exception if, in my opinion,

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

#### Information other than the financial statements

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

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

#### Reporting on other matters

My audit is conducted by reference to the special considerations which attach to 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.

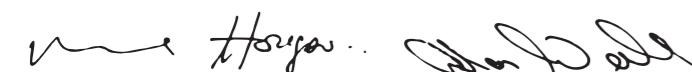
I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

## Statement of Income and Expenditure and Retained Revenue Reserves for the year ended 31 December 2021

	Notes	2021 €'000	2020 €'000
<b>Income</b>			
Oireachtas Grants	2	1,848,191	1,631,036
Other Grants	3	24,455	20,385
Other Income	4	8,174	11,957
Net deferred funding for Retirement Benefits	17(a)	1,012	1,368
		<b>1,881,832</b>	<b>1,664,746</b>
Allocation for Capital Purposes	9	0	31
		<b>1,881,832</b>	<b>1,664,777</b>
<b>Expenditure</b>			
Grants Payable	5	1,869,880	1,652,478
Operating Expenses	6	11,893	11,039
Interest		10	24
		<b>1,881,783</b>	<b>1,663,541</b>
Surplus before transfers from Capital		49	1,236
Transfer from Capital Reserve	9	29	55
<b>Surplus for the year</b>		<b>78</b>	<b>1,291</b>
Balance brought forward 1 January		3,354	2,063
<b>Balance carried forward 31 December</b>		<b>3,432</b>	<b>3,354</b>

Notes 1 to 22 form part of these Financial Statements.

All items of income and expenditure relate to continuing activities.



**Michael Horgan**  
Chairperson

**Alan Wall**  
Chief Executive

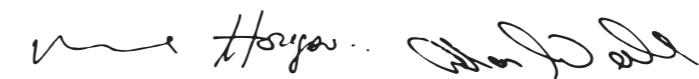
Date: 28th June 2022

Date: 28th June 2022

## Statement of Comprehensive Income for the year ended 31 December 2021

	Notes	2021 €'000	2020 €'000
<b>Surplus for the year</b>			
Actuarial (Loss) on Retirement Benefit Assets/(Liabilities)	17 (d)	(574)	(3,504)
Adjustment to Deferred Retirement Benefit Funding		574	3,504
<b>Total Comprehensive Income for the Year</b>		<b>78</b>	<b>1,291</b>

Notes 1 to 22 form part of these Financial Statements.



**Michael Horgan**  
Chairperson

**Alan Wall**  
Chief Executive

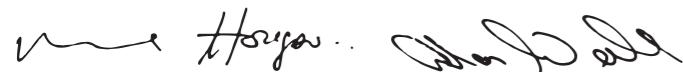
Date: 28th June 2022

Date: 28th June 2022

## Statement of Financial Position as at 31 December 2021

	Notes	2021 €'000	2020 €'000
<b>Non-Current Assets</b>			
Tangible Fixed Assets	8	92	121
<b>Current Assets</b>			
Receivables and Prepayments	10	7,102	6,912
Bank and Cash Equivalents	7	66,315	96,307
		73,417	103,219
<b>Current Liabilities</b>			
Payables and Accrued Expenditure	11	69,985	99,865
<b>Net Current Assets</b>		3,432	3,354
Total Assets less Current Liabilities before Retirement Benefit Obligations		3,524	3,475
Deferred Retirement Benefit Funding	17(e)	40,427	38,841
Retirement Benefit Liabilities	17(e)	(40,427)	(38,841)
<b>Total Net Assets</b>		3,524	3,475
<b>Capital and Reserves</b>			
Capital Reserve	9	92	121
Revenue Reserve	12	3,432	3,354
		3,524	3,475

Notes 1 to 22 form part of these Financial Statements.



**Michael Horgan**  
Chairperson

Date: 28th June 2022

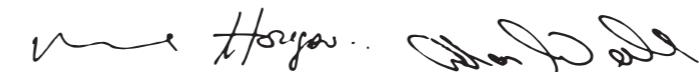
**Alan Wall**  
Chief Executive

Date: 28th June 2022

## Statement of Cash Flows for the year ended 31 December 2021

	2021 €'000	2020 €'000
<b>Cash Flow from Operating Activities</b>		
Surplus for the year	78	1,291
Depreciation and impairment of fixed assets	29	55
(Increase) in Receivables	(190)	(1,178)
Increase (Decrease) in Payables	(29,880)	59,654
Interest Paid	10	24
Allocation to Fund Capital Expenditure	0	0
Transfer from Capital Reserve Account		
<b>Net Cash Inflow/(Outflow) from Operating Activities</b>	<b>(29,982)</b>	<b>59,791</b>
<b>Cash Flows from Investing Activities</b>		
Payments to acquire Tangible Fixed Assets	0	0
Proceeds from sale of Fixed Assets	0	0
<b>Net Cash flows from Investing Activities</b>	<b>0</b>	<b>0</b>
<b>Cash Flows from Financing Activities</b>		
Interest Paid	(10)	(24)
<b>Net Cash Flows from Financing Activities</b>	<b>(10)</b>	<b>(24)</b>
<b>Increase/(Decrease) in Cash and Cash Equivalents</b>	<b>(29,992)</b>	<b>59,767</b>
Bank and Cash Equivalents at beginning of year	96,307	36,540
<b>Bank and Cash Equivalents at end of the year</b>	<b>66,315</b>	<b>96,307</b>

Notes 1 to 22 form part of these Financial Statements.



**Michael Horgan**  
Chairperson

Date: 28th June 2022

**Alan Wall**  
Chief Executive

Date: 28th June 2022

## 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 2021 with comparatives for the year ended 31 December 2020.

### 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 22 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 a 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. 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. 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.

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:

- The discount rate, changes in the rate of return on high-quality corporate bonds.
- 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 17. 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**

	2021 €'000	2020 €'000
Department of Further and Higher Education, Research, Innovation and Science Vote 45		
Sub-Head B04 General	1,130,791	1,124,918
Sub-Head B10.2 Pensions	211,229	63,250
Sub-Head B11 Access	39,824	31,732
Sub-Head B16 Capital	73,948	83,941
Sub-Head C4 Capital Research	9,106	8,997
Sub-Head B12 Research	50,309	39,670
Sub-Head B03 Administration	9,031	8,896
NTF Labour Market Focused	153,523	165,325
NTF Apprenticeship	44,000	44,000
NTF Springboard	53,849	39,818
NTF Human Capital Initiative	72,581	20,489
	<b>1,848,191</b>	<b>1,631,036</b>

The main reason for the significant increase in Oireachtas grants in 2021 was the additional funding of €147m provided towards university pension shortfalls.

**3 Other Grants**

	2021 €'000	2020 €'000
Health Service Executive	8,496	2,544
Department of Children, Equality, Disability, Integration & Youth	0	657
Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media	1,684	2,278
Department of Further & Higher Education, Research, Innovation & Science – GOI Mobility Schemes	716	733
Department of Further & Higher Education, Research, Innovation & Science – Teacher Education	2,486	0
Department of Further & Higher Education, Research, Innovation & Science – International Support	2,343	0
Department of Health – Healthy Campus	350	0
Sustainable Energy Authority of Ireland	157	0
EU Erasmus+	<u>8,223</u>	<u>14,173</u>
	<b>24,455</b>	<b>20,385</b>

**4 Other Income**

	2021 €'000	2020 €'000
Research Partners	8,135	11,957
Sundry	39	0
	<b>8,174</b>	<b>11,957</b>

Included in Research Partners is funding received from Irish Aid of €1.607m (2020: €1.558m).

**5 Grants Payable**

	2021 €'000	2020 €'000
<b>Recurrent</b>		
Core Grants (incl minor works)	696,497	673,252
Fee Recoupment	351,869	304,652
Nursing	50,296	48,655
Student Wellbeing	5,000	5,000
Strategic Initiatives	115,819	97,978
COVID Research Costed Extensions	0	47,500
COVID Support Costs	15,428	70,000
COVID Student Support	(684)	28,777
COVID Safe Return	48,500	0
COVID Antigen Tests	5,852	0
<b>Total Recurrent</b>	<b>1,288,577</b>	<b>1,275,814</b>
<b>Skills</b>		
Apprenticeships	44,000	44,000
Springboard+	53,603	39,497
Human Capital Initiative	72,464	20,390
July Stimulus	5,171	16,973
<b>Total Skills</b>	<b>175,238</b>	<b>120,860</b>
<b>Other</b>		
LINC Initiative	0	657
Irish Language Initiative	1,684	2,278
GOI Mobility Schemes	716	504
International Support	2,343	179
Teacher Education	2,486	0
Healthy Campus	350	0
Pensions	211,229	63,250
<b>Total Other</b>	<b>218,808</b>	<b>66,868</b>

*continued*

	2021 €'000	2020 €'000
<b>Access</b>		
Students with Disabilities	7,917	7,072
Student Assistance Fund	9,100	10,276
COVID Student Assistance	9,400	8,100
Programme for Access to Higher Education	11,093	4,163
COVID Support - Other	1,900	1,900
Other	414	91
<b>Total Access</b>	<b>39,824</b>	<b>31,602</b>
<b>Erasmus</b>	<b>7,869</b>	<b>13,862</b>
<b>Capital</b>		
Buildings & Equipment	74,106	73,941
COVID – Student Devices	0	10,000
<b>Total Capital</b>	<b>74,106</b>	<b>83,941</b>
<b>Research</b>		
Capital Research	9,106	8,997
Irish Research Council	56,352	50,534
<b>Total Research</b>	<b>65,458</b>	<b>59,531</b>
<b>Total Grants Payable</b>	<b>1,869,880</b>	<b>1,652,478</b>

**6 Operating Expenses**

	Notes	2021 €'000	2020 €'000
Salaries		5,842	5,437
Retirement Benefits	17(b)	1,785	1,697
Travel and Subsistence		4	19
Hospitality		0	1
Training and Development		58	73
Depreciation		29	55
Establishment Costs		1,097	1,059
Information Technology		358	317
Programme Overheads		395	601
Consultancy		1,273	1,105
Assessors and Panel Members		647	312
Audit Fees		47	47
Publications and Seminars		246	219
Board Members Fees		74	74
Other Overheads		38	23
		<b>11,893</b>	<b>11,039</b>

**7 Bank and Cash Equivalents**

	2021 €'000	2020 €'000
Bank Balances	1,184	1,105
Treasury Notes	65,131	95,202
	<b>66,315</b>	<b>96,307</b>

**8 Tangible Fixed Assets**

	Furniture & Equipment €'000	Computer Equipment €'000	2021 Total €'000	2020 Total €'000
<b>Cost</b>				
Cost at 1 January 2021	1,820	2,071	3,891	4,372
Additions	0	0	0	0
Disposals	(1,341)	(1,243)	(2,584)	(481)
At 31 December 2021	479	828	1,307	3,891
<b>Depreciation</b>				
Balance at 1 January 2021	1,711	2,059	3,770	4,165
Charge for the year	18	11	29	55
Depreciation on Disposals	(1,341)	(1,243)	(2,584)	(450)
At 31 December 2021	388	827	1,215	3,770
<b>Net Book Value at 31 December 2021</b>	<b>91</b>	<b>1</b>	<b>92</b>	<b>121</b>

**9 Capital Reserve**

	Notes	2021 €'000	2020 €'000
Balance at 1 January		121	207
Oireachtas Grant released to income		(0)	(31)
Depreciation	8	(29)	(55)
<b>Balance at 31 December</b>		<b>92</b>	<b>121</b>

**10 Receivables and Prepayments**

	2021 €'000	2020 €'000
Grants Receivable*	6,511	6,274
Prepayments	591	638
	<b>7,102</b>	<b>6,912</b>

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

\* Grants Receivable includes €5m advance to Institute of Technology Tralee (ITT) in 2019. ITT merged with Cork Institute of Technology (CIT) on 1st January 2021 to form Munster Technological University (MTU). The MTU repayment terms are being arranged by the Department of Further and Higher Education, Research, Innovation and Science.

**11 Payables and Accrued Expenditure**

	2021 €'000	2020 €'000
Deferred Oireachtas Grants	41,906	79,059
Deferred Other Grants	14,314	8,568
Deferred Research Grants	4,638	4,209
Grant Accruals	5,124	5,235
Other Accruals	722	1,031
Other Creditors	3,281	1,763
	<b>69,985</b>	<b>99,865</b>

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

**12 Revenue Reserve**

	2021 €'000	2020 €'000
Balance at 1 January	3,354	2,063
Surplus for year	78	1,291
<b>Balance at 31 December</b>	<b>3,432</b>	<b>3,354</b>

**13 Lease Commitments**

The Higher Education Authority's offices 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. The ground floor is held under a 25-year agreement from November 2001 with a 5-year review. The HEA signed a Deed of Variation to its lease in August 2015. The lease expires on 31 March 2026. Rent includes car parking spaces.

A rent review was undertaken during the year and the following rent increases were implemented from 1 April 2021: - Ground floor from €281k to €317k per annum and first floor from €456k to €512k per annum. These rents will continue to apply until expiry of the lease.

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

	2021 €'000	2020 €'000
Payable within 1 year	829	737
Payable within 2 to 5 years	2,695	2,946
Payable after 5 years	0	184
	<b>3,524</b>	<b>3,867</b>

**14 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 HEAnet Ltd. Other ordinary members of the company are higher education institutions and the Department of Enterprise, Trade and Employment. The Higher Education Authority paid no grants to the HEAnet Group in 2021 (€0.8m in 2020).

**15 Employee Benefits**

The table below provides details on employees earning €60,000 or more. This includes salary and allowances but excludes employers PRSI. There was no overtime paid in 2021.

Range	2021 No. of employees	2020 No. of employees
€60,000 to €69,999	4	14
€70,000 to €79,999	16	9
€80,000 to €89,999	2	4
€90,000 to €99,999	3	3
€100,000 to €109,999	4	3
€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	1	1
€160,000+	0	0
	<b>30</b>	<b>34</b>

The average number of employees (whole-time equivalents) during the year, excluding EU funded Irish Research Council posts and temporary agency staff, was 97.5 for 2021 (2020:78).

## 16 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 €277,718 (2020: €281,127).

### a Chief Executive Remuneration

	2021 Remuneration €	2021 Expenses €	2021 Total €	2020 Remuneration €	2020 Expenses €	2020 Total €
Alan Wall (CEO) Salary (includes ER PRSI)	162,948	0	162,948	161,131	0	161,131
Pension*	38,649		38,649	37,981		37,981
<b>TOTAL</b>	<b>201,597</b>	<b>0</b>	<b>201,597</b>	<b>199,112</b>	<b>0</b>	<b>199,112</b>

Standard public sector pension arrangements applied to Dr. Alan Wall. No performance related bonus was applicable.

\* Dr Alan Wall is on secondment from the Department of Education. The HEA contributes towards his pension costs through a payment to the Department of Education based on 25% of his salary.

### b Board Member Fees and Expenses

	2021 Fees €	2021 Expenses €	2021 Total €	2020 Fees €	2020 Expenses €	2020 Total €
Michael Horgan - Chair	11,970	0	11,970	11,970	75	12,045
Bahram Bekhradnia	7,695	0	7,695	7,695	1,063	8,758
Orla Feely	0	0	0	0	0	0
Sinéad O'Flanagan	7,695	2,591*	10,286	7,695	0	7,695
Deirdre Lillis	0	0	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	0	0
John Wall	0	0	0	0	0	0
Sharon Feeney	0	0	0	0	0	0
Tony Donohoe	7,695	0	7,695	7,695	82	7,777
Judith Eaton	7,695	0	7,695	7,695	6,016	13,711
Pól Ó Móráin	7,695	0	7,695	7,695	195	7,890
Darina Kneafsey	7,695	0	7,695	7,695	1,054	8,749
Lorna Fitzpatrick	3,848	0	3,848	7,695	0	7,695
Clare Austick	3,847	0	3,847	0	0	0
<b>TOTAL</b>	<b>73,530</b>	<b>2,591</b>	<b>76,121</b>	<b>73,530</b>	<b>8,485</b>	<b>82,015</b>

\* These expenses relate to prior years and were presented for payment in 2021.

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.

## 17 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:

- HEA Staff Superannuation Scheme 1980.
- HEA Staff Superannuation (Amendment) Scheme 1993.
- HEA Spouses' and Children's Scheme 1985.
- 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 31/12/2021	At 31/12/2020
Discount Rate	1.30%	0.90%
Rate of Expected Salary Increase	3.00%	2.50%
Rate of Increase in Pension Payment	2.50%	2.00%
Inflation	2.00%	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	
		2021	2020
<b>Post-retirement – current pensioners</b>	Male	21.7	21.5
	Female	24.1	24.0
<b>Post-retirement – future pensioners</b>	Male	22.9	22.8
	Female	25.2	25.1

#### a Net Deferred Funding for Retirement Benefits

	2021 €'000	2020 €'000
Funding recoverable in respect of current year	1,930	1,852
State Grant applied to pay pensioners	(918)	(484)
	<b>1,012</b>	<b>1,368</b>

#### b Retirement Benefit Costs

	2021 €'000	2020 €'000
Current service cost	1,583	1,424
Interest on Pension Scheme Liabilities	347	428
Employee contributions	(145)	(155)
	<b>1,785</b>	<b>1,697</b>

#### 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 Further and Higher Education, Research, Innovation and Science, 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 2021 amounted to €40.4 million (2020: €38.8 million).

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

	2021 €'000	2020 €'000
Experience Gain (Losses) on Retirement Benefit liabilities	421	(586)
Changes in assumptions underlying the present value of Retirement Benefit Liabilities	(995)	(2,918)
Actuarial (Loss) on Retirement Benefit Liabilities	<b>(574)</b>	<b>(3,504)</b>

#### e Movement in Net Retirement Benefit Obligations

	2021 €'000	2020 €'000
Scheme Deficit at beginning of year:	(38,841)	(33,969)
Current Service Cost	(1,583)	(1,424)
Pensions paid in year	918	484
Interest on Pension Scheme Liabilities	(347)	(428)
Actuarial (Loss)	<b>(574)</b>	<b>(3,504)</b>
Scheme Deficit at end of year	<b>(40,427)</b>	<b>(38,841)</b>

#### f History of Defined Benefit Obligations

	2021	2020	2019
Experience gains and (losses) on scheme liabilities: Amount (€'000)	421	(586)	(562)
Percentage of Scheme Liabilities	1.0%	(1.5%)	(1.7%)
Total amount recognised in the Statement of Comprehensive Income Amount (€'000)	(574)	(3,504)	(2,535)
Percentage of Scheme Liabilities	(1.4%)	(9.0%)	(7.5%)

**18 University Pension Control Accounts**

At 30 September 2021 the universities had net deficits of €198.6m (2020: €147.2m) on their pension control accounts for their Closed and Model pension schemes. In the 3 months to 31 December 2021 the Department of Further and Higher Education, Research, Innovation and Science provided funding of €166.4m towards these deficits.

In addition, the universities had net surpluses at 30 September 2021 of €73.6m (2020: €67.5m) on their pension control accounts for their Single pension schemes.

The Higher Education Authority is working with the Department of Further and Higher Education, Research, Innovation and Science to address these balances.

**19 COVID-19 Pandemic**

The Higher Education Authority adapted well to the changed business practices during the COVID-19 pandemic, while staff continued to work remotely. Staff demonstrated flexibility and their continued cooperation and hard work ensured all critical activities were undertaken on a timely basis. There was ongoing 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.

During the year specific additional funding was provided by the Higher Education Authority to minimise the impact of the pandemic on learners and on the higher education institutions. This included an additional €15.4m towards COVID support for 2020/21, €48.5m to facilitate the safe return to campuses for 2021/22, €5.9m provision for antigen tests for students, €3m additional student wellbeing supports, €9.4m additional COVID Student Assistance funds and €1.9m other COVID student support.

**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.

**21 Comparative Figures**

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

**22 Approval of Financial Statements**

The financial statements were approved by the board of the Higher Education Authority on 26th April 2022.

**Schedule 1****Grant Income Year Ended 31 Dec 2021****Oireachtas Grants**

Name of Grantor	Type of Grant	Opening Deferral 01-Jan-21 €'000	Grant Received 2021 €'000	Closing Deferral 31-Dec-21 €'000	Income & Expenditure 2021 €'000
Department of Further and Higher Education, Research, Innovation and Science	General Vote 45 B04	12,528	1,132,163	13,900	1,130,791
	Pensions Vote 45 B10.2	0	211,229	0	211,229
	Access Vote 45 B11	4,442	37,571	2,189	39,824
	Capital Vote 45B16	0	73,948	0	73,948
	Research Vote 45 B12	6,438	50,322	6,451	50,309
	Capital Research Vote 45 C4	0	9,106	0	9,106
	Administration Vote 45 B03	0	9,031	0	9,031
	NTF Labour Market Focused	12,262	141,261	0	153,523
	NTF Apprenticeship	0	44,000	0	44,000
	NTF Springboard+	16,995	42,407	5,553	53,849
	NTF Human Capital initiative	26,394	60,000	13,813	72,581
		<b>79,059</b>	<b>1,811,038</b>	<b>41,906</b>	<b>1,848,191</b>

An amount of €287.668m (2020: €316.908m) 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.

## Other Grants

Name of Grantor	Type of Grant	Opening Deferral 01-Jan-21 €'000	Grant Received 2021 €'000	Closing Deferral 31-Dec-21 €'000	Income & Expenditure 2021 €'000
Health Service Executive	Nursing	0	8,496	0	8,496
Department of Further and Higher Education, Research, Innovation and Science	GOI Schemes	1,178	600	1,062	716
Department of Further and Higher Education, Research, Innovation and Science	Teacher Education	0	2,486	0	2,486
Department of Further and Higher Education, Research, Innovation and Science	International Support	0	2,343	0	2,343
Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media	Gaeltacht Initiatives	0	1,684	0	1,684
Department of Health	Healthy Campus	0	375	25	350
Sustainable Energy Authority of Ireland	Capital	1,500	702	2,045	157
EU	Erasmus+	5,890	13,515	11,182	8,223
		8,568	30,201	14,314	24,455

## Grant Schedule 2021 TOTAL GRANTS PAID

Institution	RECURRENT GRANTS €'000	CAPITAL GRANTS €'000	RESEARCH GRANTS €'000	SKILLS GRANTS €'000	OTHER GRANTS €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
University College Dublin	131,280	3,935	10,764	7,694	73,465	227,138	174,168
University College Cork	116,459	3,068	6,761	6,599	42,118	175,004	149,095
National University of Ireland Galway	97,586	3,147	8,053	3,723	30,404	142,914	122,042
Maynooth University	79,723	8,484	8,917	1,784	9,616	108,523	102,015
Trinity College Dublin	103,321	7,644	12,625	7,194	53,778	184,562	145,043
University of Limerick	87,357	758	2,848	8,313	18,805	118,080	112,071
Dublin City University	91,074	3,268	4,365	10,956	11,556	121,219	112,007
Technological University of the Shannon	18,704	1,308	74	7,361	1,638	29,085	
Athlone Institute of Technology	26,664	1,030	140	5,006	187	33,029	41,232
Institute of Technology Carlow	32,885	1,809	403	7,928	1,088	44,113	39,219
Cork Institute of Technology	0	0	0	0	0	0	82,373
Dundalk Institute of Technology	25,032	2,062	40	4,892	661	32,687	35,031
Dún Laoghaire Institute of Art, Design & Technology	14,258	719	166	562	723	16,429	16,659
Galway-Mayo Institute of Technology	41,348	8,851	65	6,334	2,491	59,089	49,668
Limerick Institute of Technology	26,741	1,341	45	5,797	516	34,440	47,079
Letterkenny Institute of Technology	23,817	2,311	25	3,329	1,024	30,506	28,953
Institute of Technology Sligo	33,998	3,729	304	9,641	1,137	48,808	45,522
Institute of Technology Tralee	0	0	0	0	0	0	24,134
Waterford Institute of Technology	49,664	2,434	534	6,470	1,617	60,719	57,492
Technological University Dublin	144,078	9,669	1,364	18,984	5,507	179,601	164,001
Munster Technological University	88,841	6,225	164	17,549	1,740	114,519	
National College of Art and Design	12,261	1,316	0	2,864	2,684	19,125	15,319
Mary Immaculate College	22,639	697	319		2,671	26,326	29,211
St Angela's College	7,171	226	0		1,202	8,599	7,683
Dublin Institute of Advanced Studies			173			173	251
Economic and Social Research Institute			0			0	29
Griffith College	0		3,348	43	3,391	1,493	
HEAnet	0	0	0	0	0	0	849
Institute of Public Administration			15	0	15	93	
Other Irish Private Institutions	0		22,969	65	23,033	17,536	
Irish Universities Association	1,333		210	0	378	1,921	878
Technological Higher Education Association	274		0	0	274	411	
Marino Institute		0			277	277	286
National College of Ireland	0	0	0	3,486	47	3,532	3,523
National University of Ireland	13		0	0	357	370	484
St Patricks Carlow College					21	21	15
Pontifical University			33	33	33	46	
Royal College of Surgeons	5,756	0	1,286	2,441	103	9,586	9,731
Royal Irish Academy	5,601	75	500		340	6,516	4,587
Royal Irish Academy of Music			15	15	15	346	
Shannon College of Hotel Management			0	0	0	17	
St Nicholas Montessori College	0		-0	-1	-2	94	
Teagasc		245				245	48
UK Institutions		0		174	174	-35	
Grant Refunds to European Commission			0	0	0	1,586	
Assoc. for Higher Education Access & Disability	300					300	275
European Research Partners		501				501	345
Health Research Board		1,081				1,081	2,695
EU Institutions – HERA Projects		3,488				3,488	6,876
HECA	402				20	422	
<b>TOTAL</b>	<b>1,288,578</b>	<b>74,106</b>	<b>65,457</b>	<b>175,238</b>	<b>266,501</b>	<b>1,869,880</b>	<b>1,652,478</b>

## Grant Schedule 2021 RECURRENT GRANTS PAID

Institution	STRATEGIC CORE €	FEES €	NURSING €'000	INITIATIVES €'000	OTHER €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
University College Dublin	58,898	48,999	6,803	9,164	7,415	131,280	136,341
University College Cork	48,359	45,983	6,476	10,419	5,222	116,459	123,573
National University of Ireland Galway	43,875	38,827	3,528	6,745	4,610	97,586	98,090
Maynooth University	28,401	36,303	0	11,205	3,814	79,723	74,392
Trinity College Dublin	45,336	37,798	8,842	5,984	5,360	103,321	111,896
University of Limerick	33,980	35,172	3,528	10,024	4,653	87,357	86,078
Dublin City University	38,421	36,035	5,962	5,430	5,226	91,074	90,016
Technological University of the Shannon	11,397	2,316		1,074	3,917	18,704	
Athlone Institute of Technology	15,517	1,626	1,677	7,862	-17	26,664	31,191
Institute of Technology Carlow	23,028	3,114	0	5,274	1,470	32,885	29,367
Cork Institute of Technology	0	0	0	0	0	0	67,309
Dundalk Institute of Technology	17,646	2,281	3,204	822	1,080	25,032	26,403
Dún Laoghaire Institute of Art, Design & Technology	10,809	1,909		678	862	14,258	14,720
Galway-Mayo Institute of Technology	30,645	5,467	1,298	1,525	2,413	41,348	39,200
Limerick Institute of Technology	22,327	3,371	0	1,063	-21	26,741	35,990
Letterkenny Institute of Technology	15,930	2,331	2,111	2,554	892	23,817	22,165
Institute of Technology Sligo	23,491	2,459	0	5,999	2,048	33,998	32,340
Institute of Technology Tralee	0	0	0	0	0	0	18,263
Waterford Institute of Technology	33,682	5,415	3,232	5,197	2,138	49,664	46,720
Technological University Dublin	107,112	15,467	0	10,336	11,163	144,078	135,343
Munster Technological University	63,617	9,391	2,087	9,091	4,656	88,841	
National College of Art and Design	6,850	4,244	0	325	841	12,261	11,802
Mary Immaculate College	10,749	8,700		2,670	519	22,639	24,586
St Angela's College	2,549	2,289	1,549	442	342	7,171	6,649
HECA					402	402	
Griffith College	0	0	0	0	0	0	-
HEAnet	0	0	0	0	0	0	849
Other Irish Private Institutions						0	-
Irish Universities Association	0	0	0	1,333	0	1,333	786
Technological Higher Education Association				274		274	394
National College of Ireland	0	0	0	0	0	0	-
National University of Ireland	13	0	0	0	0	13	13
Royal College of Surgeons	0	2,374	0	3,290	92	5,756	7,302
Royal Irish Academy	3,563	0	0	2,038	0	5,601	3,763
St Nicholas Montessori College	0	0	0	0	0	0	-
Assoc for Higher Education Access & Disability	300					300	275
<b>TOTAL</b>	<b>696,498</b>	<b>351,869</b>	<b>50,296</b>	<b>120,819</b>	<b>69,096</b>	<b>1,288,578</b>	<b>1,275,814</b>

## Grant Schedule 2021 SKILLS GRANT PAID

Institution	APPRENTICESHIP €'000	SPRINGBOARD+ €'000	HCI €'000	JULY STIMULUS €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
University College Dublin	0	1,631	5,811	252	7,694	4,629
University College Cork	0	1,065	5,284	249	6,599	4,938
National University of Ireland Galway	0	1,181	2,561	-19	3,723	1,969
Maynooth University	0	259	1,302	222	1,784	758
Trinity College Dublin	0	817	6,359	17	7,194	2,731
University of Limerick	1,051	1,884	4,862	515	8,313	4,505
Dublin City University	0	1,242	10,228	-514	10,956	4,937
Technological University of the Shannon	1,811	3,712	1,887	-49	7,361	
Athlone Institute of Technology	1,632	2,499	1,140	-264	5,006	6,991
Institute of Technology Carlow	2,276	1,788	3,608	256	7,928	5,589
Cork Institute of Technology	0	0	0	0	0	8,789
Dundalk Institute of Technology	3,473	950	706	-237	4,892	4,436
DúnLaoghaire Institute of Art, Design & Technology		417	96	49	562	311
Galway-Mayo Institute of Technology	3,368	2,486	551	-70	6,334	5,778
Limerick Institute of Technology	2,682	1,321	1,695	99	5,797	6,627
Letterkenny Institute of Technology	281	3,052	362	-366	3,329	2,920
Institute of Technology Sligo	3,934	2,027	3,632	48	9,641	6,289
Institute of Technology Tralee	0	0	0	0	0	3,702
Waterford Institute of Technology	3,638	1,564	1,422	-155	6,470	5,784
Technological University Dublin	9,585	3,317	6,268	-185	18,984	15,326
Munster Technological University	9,331	2,301	5,549	368	17,549	
National College of Art and Design	0	0	2,864	0	2,864	814
Mary Immaculate College					0	-
St Angela's College					0	-
Griffith College	162	1,329	0	1,857	3,348	1,412
HEAnet	0	0	0	0	0	-
Institute of Public Administration	0	0	0	15	15	93
Other Irish Private Institutions	422	15,962	3,806	2,778	22,969	17,505
Irish Universities Association	0	0	0	0	0	-
Technological Higher Education Association					0	-
National College of Ireland	353	2,797	231	104	3,486	2,947
National University of Ireland	0	0	0	0	0	-
Royal College of Surgeons	0	0	2,240	201	2,441	1,073
Royal Irish Academy	0	0	0	0	0	-
St Nicholas Montessori College	0	0	0	-0	-0	5
<b>TOTAL</b>	<b>44,000</b>	<b>53,603</b>	<b>72,464</b>	<b>5,171</b>	<b>175,238</b>	<b>120,86</b>

## Grant Schedule 2021 OTHER GRANTS PAID

Institution	SUPERANNUATION €'000	ACCESS €'000	ERASMUS €'000	OTHER €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
University College Dublin	68,434	3,824	1,049	158	73,465	19,176
University College Cork	36,540	4,380	476	723	42,118	11,615
National University of Ireland Galway	24,420	2,182	1,325	2,477	30,404	10,186
Maynooth University	5,723	3,387	391	114	9,616	3,146
Trinity College Dublin	50,983	1,890	603	302	53,778	14,635
University of Limerick	12,188	3,315	1,737	1,564	18,805	16,013
Dublin City University	7,075	3,009	436	1,036	11,556	10,243
Technological University of the Shannon		1,350	55	234	1,638	
Athlone Institute of Technology	0	163	19	5	187	705
Institute of Technology Carlow	0	1,093	-38	33	1,088	987
Cork Institute of Technology	0	0	0	0	0	1,486
Dundalk Institute of Technology	0	652	-34	42	661	791
DúnLaoghaire Institute of Art, Design & Technology		388	108	228	723	536
Galway-Mayo Institute of Technology	0	2,571	-94	14	2,491	1,649
Limerick Institute of Technology	0	277	219	20	516	1,617
Letterkenny Institute of Technology	0	979	8	37	1,024	1,581
Institute of Technology Sligo	0	947	180	10	1,137	738
Institute of Technology Tralee	0	0	0	0	0	428
Waterford Institute of Technology	0	1,387	190	39	1,617	1,624
Technological University Dublin	0	4,754	502	251	5,507	4,577
Munster Technological University	0	1,338	339	63	1,740	
National College of Art and Design	2,375	212	85	12	2,684	2,375
Mary Immaculate College	1,800	656	187	28	2,671	3,404
St Angela's College	995	149	47	11	1,202	833
St. Pats Carlow College		21			21	14
Pontifical College		29	3		33	32
Marino College		269	9		277	241
Griffith College	0		18	25	43	81
HEAnet	0			0	0	-
Institute of Public Administration	0			0	0	-
Other Irish Private Institutions			30	35	65	33
UK Institutions		174			174	35
Irish Universities Association	0	378		0	378	93
Technological Higher Education Association					0	17
National College of Ireland	0	2		45	47	316
National University of Ireland	357			0	357	471
Royal College of Surgeons	0	48	3	52	103	197
Royal Irish Academy	340			0	340	490
Royal Irish Academy Of Music			15		15	346
St Nicholas Montessori College	0		-1	0	-1	89
Shannon College of Hotel Management		0	0		0	17
Grant Refunds to European Commission					0	1,586
HECA				20	20	
<b>TOTAL</b>	<b>211,229</b>	<b>39,824</b>	<b>7,869</b>	<b>7,579</b>	<b>266,501</b>	<b>112,333</b>



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## Tuarascáil bhliantúil 2021

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## Réamhrá ón Dr Alan Wall, Príomhoifigeach Feidhmiúcháin

Is cúis áthais dom tuarascáil bhliantúil an Údarás um Ard-Oideachas (ÚAO) 2021 a chur i láthair.

Tá súil agam gur acmhainn fhiúntach an tuarascáil agus na ráitis airgeadais seo chun athbhreithniú a dhéanamh ar phríomhghníomhaíochtaí an Údarás in 2021.

Mar a tharla in 2020, rinne an ÚAO formhór mór a chuid oibre go cianda de dheasca Covid 19. Agus é sin ráite, bhí ullmhúchán á ndéanamh ó thus 2021 chun filleadh ar na hofigí. Rinne an ÚAO dul chun cinn suntasach ar bheartas um obair chumaisc agus cuireadh i gcrích é in 2022 i ndiaidh don Aire Caiteachais Phoiblí agus Athchóirithe Creat um Obair Chumaisc a fhoilsíú i mí Márta 2022. Ba mhaith liom aitheantas a thabhairt d'fhoireann an ÚAO féin as an gcaoi ar éirigh leo dul i ngleic le dúshláin Covid 19 i rith 2021.

Rinne an ÚAO dul chun cinn suntasach ar a chlár um chlaochlú gnó. Forbraíodh treochlár le haghaidh córas todhchaí TF agus tá obair faoi lán seoil chun é sin a chur i bhfeidhm.

Soláthraíodh Córás Bainistíochta Airgid nua agus cuireadh túis leis an obair chun córas nua um bainistíocht páirtithe leasmhara a sholáthar. Tá an ÚAO tar éis bearta a ghlacadh chun a chórais TF a chosaint ó ionsaithe cibearshlándála.

Ba mhaith leis an ÚAO buíochas a ghabhál leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta as roinnt post nua a cheadú faoina plein fórsa saothair, 2019-2021. Fuarthas ceadú eile ag túis 2022 chun cabhrú leis an ÚAO cláir chistiúchán bhreise ar tugadh fúthu in 2021 a bhainistiú, lena n-áirítear an Clár Taighde Thuaidh-Theas. Rinneadh 18 gceapachán nua in 2021. Ba mhaith liom aitheantas a thabhairt ar na baill foirne seo a leanas a chuaigh ar scor le linn 2021 i ndiaidh seirbhísé fada diograisí don ÚAO.

Mary Dunne, Uasal

Jacintha Healy, Uasal

Gerry O'Sullivan, Uasal

Ba mhaith liom aitheantas a thabhairt don Dr Terry Maguire a chuaigh ar scor óna ról mar Stiúrthóir an Fhóram Náisiúnta Teagaisc agus Foghlama i mí na Nollag 2021. Tháinig an Fóram faoi choimirce an ÚAO i mí Eanáir 2022.

Ba mhaith linn go léir san ÚAO cuimhneamh ar ár gcomhghleacaí Liz Anne Worrall, Uasal a d'imir ar shlí na firinne i mí an Mheithimh 2021. Suaimhneas síoraí dá hanam.



## Litir ón gCathaoirleach, an tUasal Michael Horgan

19 Iúil 2022

Simon Harris TD, An tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.

A Aire, a chara,

Thar ceann an Bhoird agus an Fheidhmeannais, is cúis onóra dom cóip de thuarascáil bhliantúil agus cuntais iniúchta an ÚAO don blhain 2021 a chur faoi do bhráid. I ndiaidh na ndeacrachtá a bhí ann in 2020 de dheasca Covid 19, ba dheas na campais ardoideachais a fheiceáil ar oscailt ina n-ionláine arís i bhfómhar 2021. Ba mhór an chabhair ó thaobh na hathosailte de an €57m i gcistiúchán breise a fuarthas chun tacú leis na bearta Covid 19. Tugann an ÚAO aitheantas freisin don €3m breise a cuireadh ar fáil do mheabhairshláinte mac léinn agus an leithdháileadh €6m a fuarthas le haghaidh tástala antaigine in institiúidí ardoideachais.

Seo cuid de na gnólactaí a baineadh amach le linn 2021:

- Comhaontaíodh leis an earnáil teimpléid nua rialachais do Ráitis Bhliantúla Rialachais Institiúidí Ard-Oideachais. Cuireadh túis le hathbhreithniú ar chreat an ÚAO de na córais agus nósanna imeachta atá mar bhonn agus taca de ról lárnach maoirsithe an ÚAO maidir le maoiriú a dhéanamh ar cheanglais rialachais.
- Bhain Clár CPP an Ardoideachais garspriocthábhachtach amach in 2021 agus lean an chéad bheart de shé thionscadal ar aghaidh go dtí céim na tairisceana. Cuirfidh an Clár seo 11 fhoirgneamh ardoideachais nua san ionlán ar fáil, rud a éascóidh thart ar 8,000 clárúchán nua mac léinn.
- Rinneadh tuilleadh dul chun cinn maidir le hathchóiriú a dhéanamh ar struchtúr earnáil an ardoideachais nuair a bunáodh, trí Ordú Aire, Ollscoil Teicneolaíochta na Sionainne: Lár Tíre, An tIarthaí Láir ar an 1 Deireadh Fómhair 2021. Rinneadh breis dul chun cinn freisin nuair a bunáodh dhá ollscoil teicneolaíochta eile, Ollscoil Teicneolaíochta an Atlantaigh agus Ollscoil Teicneolaíochta an Oirdheiscirt, ar an 1 Aibreán agus ar an 1 Bealtaine 2022 faoi seach.
- Sheol an ÚAO an Clár Taighde Thuaidh-Theas, glao suntasach ar chistiúchán €40 milliún a thacóidh leis na naics atá idir institiúidí ardoideachais, taighdeoirí agus pobail taighde ar oleán na hÉireann a dhoimhniú.
- D'fhoilsigh an ÚAO *Analysis of Graduate Earnings across Higher Education Institutions*. Sa phíosa taighde seo, rinneadh analís ar na héagsúlachtaí ó thaobh pá de ar fud institiúidí an ardoideachais trí rialú a dhéanamh ar thosca ar nós réimse staidéir de réir Aicmiú Idirnáisiúnta Caighdeánach ar an Oideachas (ISCED), cineál na dámhachtana, grád deireanach, inscne, aois, grúpa socheacnamaíoch, cineál na scoile dara leibhéal, pointí Ardteistiméreachta agus earnáil fostáochta.
- Fógraíodh toradh an dara glao ar iarratais ar an Tionscnamh Ceannaireachta Acadúil Sinsearach (SALI) i mí na Samhna 2021. Ceadaíodh 10 bpost i seacht n-institiúidí ardoideachais.

Táimid ag tnúth le teagmháil a dhéanamh leat féin agus leis an Aire Niall Collins maidir le roinnt príomhthionscnamh a sheachadadh, lena n-áirítear:

- Reachtaíocht nua an ÚAO a achtú.
- Plean nua a sheoladh maidir le Cothromas Rochtana ar an Ardoideachas.
- Straitéis nua um Thaighde agus Nuálaíocht – Tionchar 2030 a chur chun feidhme.
- Oifig Náisiúnta Printíseachtaí a bhunú.

Cuireann an ÚAO fáilte chroíúil go speisialta roimh an bhfógra a rinne tú i mí na Bealtaine 2022 go mbeidh €307m breise ar fáil don ardoideachas. Táimid ag súil le bheith ag obair leatsa agus leis an Roinn maidir leis an togra ‘Maoiniú don Todhchaí’.

D'éirigh duine amhán as a ról ar an mBord in 2021 agus ba mhaith liom buíochas a ghabháil le Lorna Fitzpatrick, Uasal as an obair ar fad a rinne sí ar son an ÚAO le linn an dá bhliain a chaith sí mar chomhalta Boird agus mar Uachtaráin Aontas Náisiúnta na Mac Léinn.

De réir Chód Cleactais chun Comhlachtaí Stáit a Rialú 2016, is mian liom tuairisc a thabhairt duit faoi chomhlíontacht an Údarás leis an gcód, agus go háirithe ar na hábhair seo a leanas:

- Níor tharla rud ar bith a raibh tábhacht tráchtala leis le linn na tréimhse tuairiscithe.
- Ní raibh aon idirbheart airgeadais lasmuigh den chlár comhardaithe.
- Dearbhaím cur cuireadh gach gnás cuí i bhfeidhm maidir le tuairisciú airgeadais, iniúchadh inmheánach, taisteal, soláthar agus diúscairtí sócmhainní.
- Thar ceann an Údarás, admhaím ár bhfreagracht as a chinntíú go ndéantar córas éifeachtach rialaithe an airgeadais inmheánaigh a chothabháil agus a chur i bhfeidhm. Tá ráiteas ar an gcóras Rialuithe Inmheánacha ar fail inár gcuntas airgeadais iniúchta don bhliain 2021 chomh maith le teastas an Ard-Reactaire Cuntas agus Ciste.
- Ghlac an ÚAO an cód athbhreithnithe um iompar gnó do Chomhaltaí an Údarás agus dá chuid fostaithe.
- Thug an Bord faoi chleachtadh meastóireachta seachtrach an Bhoird sa bhliain 2019 agus faoi chleachtadh féinmheastóireachta sa bhliain 2021.
- Cloíonn an ÚAO le treoirínte luach saothair an rialtais i leith an POF agus fhostaithe na heagraíochta.
- Íocatar táillí na gComhaltaí de réir na rátaí a cheadaíonn an Roinn, mar aon le tuarastail agus liúntais a íocatar leis an bhfoireann. Tá an ciorclán Duine Amháin, Tuarastal Amháin arna eisiúint ag an Roinn Caiteachais Phoiblí agus Athchóirithe i bhfeidhm san ÚAO.
- Níl aon teagmhas iarchláir chomhardaithe le tuairisciú ag an ÚAO.
- Cloíonn an ÚAO le riachtanais Chód Caiteachais na Roinne Caiteachais Phoiblí agus Athchóirithe.
- Tá nósanna imeachta curtha i bhfeidhm ag an ÚAO chun noctadtadh cosanta a dhéanamh de réir Alt 21 (1) den Acht um Nochtadh Cosanta 2014. Foilsíodh an tuarascáil bhliantúil dá bhforáltear faoi Alt 22 (1) den Acht.

- Comhlíonann an ÚAO beartas taistil an Rialtais ar gach slí.
- Chomhlíon an ÚAO a chuid dualgas faoin dlí cánach.
- Níl an ÚAO in achrann le comhlacht stáit ar bith eile i láthair na huaire.
- Ghlac an ÚAO le gach beart is gá chun comhlíonadh Chód Cleactais 2016 a chinntiú.
- Níl aon fhochuideachta ag feidhmiú faoi chúram an ÚAO.
- Comhlíonann an Bord sprioc an Rialtais go mbeadh ionadaíocht 40% ar a laghad de gach inscne i mballraíocht bhoird na gcomhlachtaí Stáit. Tá ceathrar (50%) bean agus ceathrar (50%) fear ar fhoireann bainistíochta sinsearaí an Údarás um Ard-Oideachas faoi láthair.

Ghlac an Bord leis an Ráiteas Rialachais agus le Tuarascáil Comhaltaí an Bhoird.

Má tá aon soiléiriú breise uait maidir leis an méid thuasluaite, beidh an ÚAO sásta a leithéid a chur ar fáil duit. Gabhaimid ár mbuíochas do cheannaireacht agus d'fhoireann gach institiúid ardoideachais, d'Feidhmeannacht an ÚAO agus d'fhoireann do Roinn féin as ucht a gcuid dúthrachta leanúnaí i leith na straitéisí náisiúnta.

Mar aon leis an Údarás agus a chuid fheidhmeannaigh, táim ag tnúth le bheith ag obair leat féin agus le do Roinn chun straitéis nua na Roinne a chur i bhfeidhm agus straitéis taighde náisiúnta nua a forbairt.

Is mise, le meas,

Michael Horgan

Cathaoirleach

## Príomhshonraí Ardoideachais 2020/2021



### ROLLUITHE

Rinneadh 245,663 rollú san iomlán in 2020/21, sin méadú 4.2% ó 2019/20. Tháinig méadú 6% (go 46,195) ar líon na rolluithe nua (fochéime céad bliana lánaimseartha).



### ROLLUITHE EACHTRACHA

Méadú 11.6% (go 25,383) ar líon na rolluithe idirnáisiúnta sa bhliain 2021/21. Ba rolluithe neamh-AE iad 17,643 (69.5%) de na rolluithe idirnáisiúnta sa bhliain 2021/21.



### CINEÁL CLÁIR

Ba rolluithe céime onóracha iad 149,427 (61%) de na rolluithe iomlán sa bhliain 2020/21. Ba iad máistreacht múinte (11%) an dara grúpa ba lónmhaire.



### RÉIMSE STAIÐÉIR

Ba é an réimse Gnó, Riaracháin agus Dlí (54,706 rollú, 22.2%) an réimse staidéir ba lónmhaire, agus ina dhiaidh sin, bhí an réimse Sláinte agus Folláine (17.3%) agus réimse na hEalaíona agus na nDaonnachtaí (13.8%).



### TREOCHTA INSCNE

Tá an bhearna rannpháirtíochta inscne tar éis leathnú arís - 132,649 rollú ban sa bhliain 2020/21 (méadú 4.8% ar 2019/20) i gcomparáid le 112,650 rollú fireann (suas 3.4% ar 2019/20).



### LÓN NA GCÉIMITHE

Tháinig ardú 4.7% ar líon na gcémithe sa bhliain 2020 suas go 81,461. Léirigh na hinstiúidí seo a leanas na méaduithe is mó: Institiúid Teicneolaíochta Bhaile Átha Luain (méadú 34.3%), Coláiste San Aingeal Sligeach (méadú 22.4%) agus IT Cheatharlach agus IT Leitir Ceanainn (méadú 14% an ceann).



### CÉIMITHE ONÓRACHA

Tháinig ardú 4.8% ar líon na gcémithe baitsiléara onóracha sa bhliain 2020, suas go 35,336. Tháinig méadú 41.7% ar an líon a ghnóthaigh céadónracha i gcomparáid le 2019.



### RÉIMSÍ STAIÐÉIR NA GCÉIMITHE

Ba as an réimse Gnó, Riaracháin agus Dlí a tháinig 24.8% (20,202 céimí) de na céimithe ar fad in 2020. Bhain 16.3% (13,312) de na céimithe ar fad le cursaí Sláinte agus Folláine.

## FEIDHMÍOCHT AN ÚAO

Is cúis áthais don ÚAO tuairisciú a dhéanamh ar an dul chun cinn atá déanta ar ghníomhaíochtaí faoi na hocht dtéama de phlean straitéiseach an ÚAO.

### a Rialachas Institiúide, Ceannaireacht agus Barr Feabhas Oibriúcháin

Lean an ÚAO ar aghaidh le ról na heagraíochta ó thaobh maoiriú a dhéanamh ar Rialachas Córás a fheabhsú agus a neartú in 2021. I measc na hoibre sin bhí an obair a bhaineann le measúnú agus imscrúdú a dhéanamh ar nochtadh cosanta ar bith a rinneadh don POF, mar dhuine forordaithe faoin Acht um Nochtadh Cosanta 2014, agus líomhaintí agus gearán eile don ÚAO maidir le cursaí rialachais san ardoideachas. Thug foireann an ÚAO faoi réamhullmhúcháin agus oiliúint in oirchill na reachtaíochta nua um Nochtuithe Cosanta a cuireadh faoi bhráid an Oireachtas in 2021 agus atá le hachtú in 2022.

Fostaíodh *Mazar's Consulting* chun cabhrú leis an athbhreithniú ar Ráitis Bhliantúla Rialachais 2019/20. Toradh amháin ar an obair seo ná na leasuithe a rinneadh ar an teimpléad tuairiscithe do 2020-21 agus a gcomhaontú sin leis an earnáil. Bhí an teagmháil agus an t-aiseolas idir an ÚAO agus na hinstiúidí ardoideachais maidir leis na Ráitis Bhliantúla Rialachais dearfach cuiditheach. Cuireadh túis le hathbhreithniú de chreat an ÚAO de na córais agus nósanna imeachta atá mar bhonn agus taca de ról lárnach maoirsithe an ÚAO maidir le maoiriú a dhéanamh ar cheanglais rialachais. Thug an ÚAO Comhaontú Maoirseachta isteach in 2021 agus is cuid de na hullmhúcháin atá déanta ag an ÚAO in oirchill cheanglais reachtaíochta nua an ÚAO.

Tionóladh trí chruinniu de chuid Fhóram Rialachais an ÚAO-THEA-IUA in 2021. Le tacaiocht ón ÚAO, lean IUA agus THEA le Clár Tacaíochta Rialachais a sholáthar, lena n-áirítear cláir cheannaireachta institiúide. Chuir IUA agus THEA obair chun cinn freisin maidir leis na Cód Rialachais d'Fhochuideachtaí a bhaineann le hearnálacha éagsúla d'instiúidí ardoideachais agus maidir le ceanglais um shonraí a scóipeáil.

Tháinig an Coiste um Chuntais Phoiblí le chéile leis an ÚAO ar an 1 Iúil 2021. I measc na n-ábhar a pléadh ag an gcruiinniu seo bhí ráitis airgeadais 2019 an ÚAO; cursaí rialachais a bhí ag teacht chun cinn in Ollscoil Luimnígh; easnaimh athfhillteacha agus tionchar ciorruithe maoiniúcháin san ardoideachas; foireann ócáideach a iofcar in aghaidh na huaire in instiúidí ardoideachas; forbairt na nOllscoileanna Teicneolaíochta agus maoiniú Champas ITGNE i Maigh Eo; torthaí iniúchtaí ar mhaoiniú breise instiúidí tríu leibhéal le linn phaindéim COVID-19; áiteanna breise a chur ar fáil in instiúidí tríu leibhéal de dheasca phaindéim COVID-19. Ag éirí as an gcruiinniu, i measc na ngníomhaíochtaí breise cuireadh ar aghaidh ag an ÚAO ar iarratas ón gCoiste tá bailíu sonraí maidir le fostú foirne ócайдí a iofcar in aghaidh na huaire in instiúidí ardoideachas, tuarascáil a sholáthar maidir le campas Mhaigh Eo ITGME agus eolas maidir le compháirtíochtaí agus maoiniú idir instiúidí an ÚAO agus tríu páirtithe.

D'fhoilsigh Knowledge Transfer Ireland (KTI) agus an ÚAO 'A Review of Progress on Intellectual Property (IP) Policies and their implementation in Higher Education' i mí Iúil 2021. Rinne IP Pragmatics an t-athbhreithniú i sampla d'instiúidí ardoideachais. Is éard a bhí san athbhreithniú ná obair leanúnach ar an 'Review of IP Management and Conflicts of Interest' arna dhéanamh ag KTI agus an ÚAO agus a foilsíodh in 2018.

Le maoiniú tríd an ÚAO, lean an IUA agus THEA ar aghaidh ag cur clár institiúideach agus ceannaireachta ar fáil i gcomhar le Advance HEA agus forbairt Rialachais. Rinneadh dul chun cinn freisin ar obair maidir le riachtanais sonraí na hearnála.

### b Maoiniú, Inbhuanaitheacht agus Feidhmíocht

Lean maoiniú athfhillteach na n-instiúidí i leith a gcuid chroíghníomhaíochtaí mar chuid bhunúsach d'obair an ÚAO i rith na bliana. Lean paindéim COVID-19 de dhrochthionchar a imirt ar na hinstiúidí ardoideachais agus choinnigh an ÚAO teagmháil ar siúl leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta de réir mar a bhí ullmhúcháin á ndéanamh chun filleadh ar oideachas ar an gcampas. I mí Iúil 2021, d'fhogair an Roinn pacáiste tacaíochta COVID-19 €105 milliún maidir le filleadh sábháilte ar champais tríu leibhéal, agus áiríodh leis sin €57m le haghaidh instiúidí ardoideachais. Cuireadh €3m breise ar fáil le haghaidh meabhairshláinte mac léinn agus €6m le haghaidh tástála antaigine in instiúidí ardoideachais. Rinne an ÚAO leithdháileadh an mhaoinithe seo a bhainistiú.

Le linn Aibreáin agus Bealtaine 2021, cuireadh i gcrích na cruinnithe buiséid bhliantúil agus cuntasactha idir an ÚAO agus na hinstiúidí ardoideachais. Is cuid thábhachtach na cruinnithe seo de monatóireacht agus maoiriú an ÚAO ar chobhsaíocht airgeadais na n-insitiúidí, chomh maith le cuntasacht a chinntí ar fud na hearnála.

Faoi mar a tharla in 2020, chuaigh an ÚAO i mbun teagmhála leis an earnáil, lena hionadaithe agus leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta maidir le háiteanna breise CAO a chur ar fáil chun cabhrú le haistriú mac léinn ionchasacha chuig an ardoideachas, i gcomhthéacs ghráid chreidiúnaithe Ardteist 2021. Sainaithníodh breis agus 3,000 áit bhreise in instiúidí ardoideachais agus cuireadh ar fáil iad do mhic léinn ionchasacha.

In 2021, d'íoc **Aonad na gClár Caipitiúil (ACC)** thart ar €74m amach i maoiniú caipitiúil chuig réimse éagsúil tionscadal ar fud earnáil an ardoideachais amhail foirgneamh nua a thógáil, athchóirithe, suíomhanna a fháil agus tionscadail dícharbónaithe, gach ceann díobh á mhaoiniú faoi chláir agus tionscnaimh éagsúla ACC. Leanann ACC d'lonad Bairr Feabhas a fhorbairt chun tacú le seachadadh mórrhionscadail in earnáil an ardoideachais.

Bhain Clár CPP an Ardoideachais garsprioc thábhachtach amach sa bhliain 2021 agus lean an chéad bheart de shé thionscadal ar aghaidh go dtí céim na tairisceana agus ceapadh an forthairgeoir roghnaithe. Cuirfidh an Clár seo 11 fhoirgneamh ardoideachais nua san iomlán ar fáil, rud a éascóidh thart ar 8,000 áit bhreise do mhic léinn. Tá an chéad bheart de na tionscadail, atá á seachadadh faoi Thionscadal Éireann 2040, lonnaithe i gcampais Bhaile Bláthnáise agus Thamhlachta de chuid OT Bhaile Átha Cliath; i gcampais Chiarrá agus Chorcaí de chuid OT na Mumhan; san Institiúid Ealaíne, Dearaidh agus Teicneolaíochta, Dún Laoghaire; agus in Institiúid Teicneolaíochta Bhaile Átha Luain.

I mí Lúnasa 2021, d'éisigh an dara beart de 5 thionscadal cuireadh chun páirt a ghlacadh i bplé le forthairgeoirí a bhfuil suim acu san obair. Tá an chéad bheart de na tionscadail, atá á seachadadh faoi Thionscadal Éireann 2040, lonnaithe i gcampais Phort Láirge agus Cheatharlach de chuid Ollscoil Teicneolaíochta an Oirdheiscirt; i gcampais Dhún na nGall agus Ghaillimh de chuid Ollscoil Teicneolaíochta an Atlantaigh; agus i gcampas Shionainne i Luimneach.

Reáchtáil an ACC atríall eile den Chlár Treoaimsitheora um Éifeachtúlacht Fuinnimh agus Dícharbónú (EEDPP) in 2021. Cuireadh maoiniú ar fáil faoin gclár le haghaidh ocht n-instiúidí ardoideachais chun tionscadail a sholáthar agus é mar aidhm acu foghlaim a bhaineann le héifeachtúlacht fuinnimh agus dícharbónú a chomhtháthú, agus cabhrú le páirtithe leasmhara leanúint ar aghaidh d'eolas, scála agus conairí tástála a chothú, agus obair a dhéanamh i dtreo spriocanna uaillmhianacha dícharbónaithe a bhaint amach.

### c Barr Feabhas Cáilíochta agus Acadúil

Leanadh ar aghaidh i rith na bliana le hobair Fhóram Comhairleach **an Chreata Náisiúnta um Oideachas Dochtaireachta**. In 2021, foilsíodh staidéar ar sholáthar céimeanna i gcúrsaí taighde. Léirigh an staidéar go raibh an Creat leabaithe in institiúidí agus go raibh an t-oideachas dochtaireachta in Éirinn i gcomhréir le dea-chleachtas san AE agus sa Ríocht Aontaithe.

Lean Cuibhreannas ORCID na hÉireann ar aghaidh lena chuid oibre agus bhí an ÚAO ina Chathaoirleach ar an gcuibhreannas arís in 2021. Tugann an cuibhreannas aitheantas ar struchtúr athraitheach earnáil an ardoideachais agus é mar aidhm aige pobal cleachtais a fhorbairt agus cur le ballraíocht an chuibhreannais.

In 2021, cuireadh i gcrích an obair ar an g**Creat Náisiúnta Cáilíochtaí maidir le tagairt a chruthú idir an Creat Eorpaigh um Cháilíochtaí agus Féinleimhniúchán Comhoiriúnachta agus an Creat Cáilíochtaí le haghaidh an Réimse Ardoideachais Eorpaigh**. Faoi stiúir Dhearnbhú Cáilíochta agus Cáilíochtaí Éireann (DCCÉ), bhí Grúpa Stiúradh páirtithe leasmhara oideachais agus saineolaithe idirnáisiúnta, lena n-áiritear an ÚAO, páirteach i ndréachtú na tuarascála. Ghlac údaráis piarcháilíochtaí go maith leis an tuarascáil i dtíortha eile san Eorpach agus sa Choiisiún Eorpach. Mar thoradh air sin, cuireadh feabhas ar an gCreat Náisiúnta Cáilíochtaí trí a chomhoiriúnacht agus a inchomparáideacht leis na creata Eorpacha seo.

### d Fianaise, Beartas agus Pleanál Straitéiseach

Sheol an ÚAO an Clár Taighde Thuaidh-Theas, glao suntasach ar chistiúchán €40 milliún chun tacú na naisc atá á ndoimhniú idir institiúidí ardoideachais, taighdeoirí agus pobail taighde ar oileán na hÉireann. Le tacaíocht ó Thionscnamh Oileán Chomhroinnt Roinn an Taoisigh agus na Roinne Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, tá sé mar aidhm ag an gclár taighde tacú le taighde, nuálaíoch agus forbairt chomhoibrítheach idir daoine aonair agus foirne taighde (i ndisciplíní ar leith agus idir disciplíní) agus idir institiúidí ardoideachais ar an oileán. Chomh maith leis sin, tacóidh an clár le taighde a rachaidh chun tairbhe oileán na hÉireann go heacnamaíoch agus go sóisialta. Indiaidh an chéad ghlaobh ar iarratais in 2021, maoineoidh an ÚAO 62 tionscnamh chompháirteach idir institiúidí in Éirinn agus i dTuaisceart na hÉireann.

Cuireadh luas mór faoin dul chun cinn i dtreo chlár oibre na n-ollscoileanna teicneolaíochta i rith 2021. Ar an 1 Eanáir, bunaíodh go foirmiúil an dara hOllscoil Teicneolaíochta sa Stát, Ollscoil Teicneolaíochta na Mumhan, nuair a rinneadh Institiúid Teicneolaíochta Chorcaí agus Institiúid Teicneolaíochta Thrá Lí a chumasc.

Rinne an ÚAO bainistiú ar an athbhreithniú ar iarratais ar na trí ollscoil teicneolaíochta in 2021. I bhfianaise comhairle sláinte poiblí i gcomhthéacs COVID-19, rinneadh an próiseas athbhreithnithe ar iarratais ar líne agus chuir an ÚAO na cumhdaigh iomchuí i bhfeidhm chun láidreacht agus ionracas an phróisis a chinntí.

In Eanáir agus Feabhra 2021, rinne painéal saineolaithe idirnáisiúnta arna cheapadh ag an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta athbhreithniú ar an iarratas ollscoil teicneolaíochta a chuir cuibhreannas Institiúid Teicneolaíochta Bhaile Átha Luain agus Institiúid Teicneolaíochta Luimnigh isteach. I mí na Bealtaine, d'fhogair an tAire ainmniúchán Ollscoil Teicneolaíochta na Sionainne: Lár Tíre, An tIarthar Láir. Bunaíodh Ollscoil Teicneolaíochta na Sionainne go foirmiúil ar an 1 Deireadh Fómhair 2021 agus is í an tríú hollscoil teicneolaíochta sa Stát.

I mí Dheireadh Fómhair 2021, d'fhogair an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta an cinneadh chun stádas ollscoil teicneolaíochta a bhronnadh ar chuibhreannas Chomhaontas Connachta-Ulaidh a chuimsíonn Institiúid Teicneolaíochta na Gaillimhe-Mhaigh Eo, Institiúid Teicneolaíochta Shligigh agus Institiúid Teicneolaíochta Leitir Ceannainn. Bunaíodh Ollscoil Teicneolaíochta an Atlantaigh go foirmiúil ar an 1 Aibreán 2022 i ndiaidh don phainéal saineolaithe idirnáisiúnta athbhreithniú a dhéanamh ar an iarratas.

I mí lúil 2021, rinne an painéal saineolaithe idirnáisiúnta athbhreithniú ar an iarratas ar ollscoil teicneolaíochta arna chur isteach ag Institiúid Teicneolaíochta Cheatharlach agus Institiúid Teicneolaíochta Phort Láirge. I ndiaidh próisis fiorúcháin arna bhainistíú ag an ÚAO i mí Eanáir 2022, d'fhogair an tAire an cinneadh go foirmiúil maidir le hOllscoil Teicneolaíochta an Oirdheiscirt a bhunú. Is í an cúigíú hollscoil teicneolaíochta in Éirinn ón 1 Bealtaine 2022.

Tacaíonn Ciste Clochlaithe na nOllscoileanna Teicneolaíochta (CCOT), a thugann infheistíocht €90 milliún thar trí bliana, le cur chun cinn chlár oibre na n-ollscoileanna teicneolaíochta. Rinne an ÚAO monatóireacht ar an dul chun cinn ó thaobh tionscadal clochlaithe arna maoiniú faoi CCOT a chur i bhfeidhm in 2020, agus úsáideadh an leibhéal dul chun cinn a thuairiscigh na hinstíúidí ardoideachais chun bonn eolais a chur leis an leithdháileadh €25.67m de thacaíocht ón CCOT. Ní mór d'fhaighteoíri CCOT tuairisciú don ÚAO ar bhonn leathbhliantúil maidir leis an maoiniú a bronnadh orthu faoi CCOT. Pléitear CCOT freisin ag an leibhéal earnáalach ag cruinnithe de chuid Lónra Taighde na nOllscoileanna Teicneolaíochta (TURN), eagraíocht a bhfuil an ÚAO ina Chathaoirleach air.

Toisc go raibh an phaindéim fós ar siúl in 2021, síneadh dáta inchálitheachta na Síntí Costálte um Thaighde ar COVID-19 ó 2020 go dtí 2021. Bhí an maoiniú seo thírithe ar thionscadail a bhí go mór i mbaol a neamhchríochnaithe agus ar bhaill foirne taighde ar conradh agus mic léinn ar cuireadh isteach go mór ar a gcuid gníomhaíochtaí taighde de dheasca COVID-19, agus leanadh leis an gcur isteach seo in 2021. Rinne an ÚAO monatóireacht ar úsáid cistí le linn an ama sin agus cuireadh fáilte roimh na hacmhainní ar fud na n-institiúidí ardoideachais.

Chuir grúpa forfheidhmithe idir-rannach faoi choimirce na Roinne Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta túis leis an obair chun clár a fhorbairt chun teacht i gcomharbas ar Nuálaíochta 2020. Faoi Tionchar 2030, thug an ÚAO ionchur maidir le cuir chuige féideartha le glacadh agus comhairliúchán a dhéanamh maidir leis an straitéis náisiúnta nua um thaighde agus nuálaíoch agus maidir leis na téamaí a bheadh mar bhonn agus thaca ag dréacht bhunaidh na straitéise.

D'fheidhmigh an ÚAO agus an Bord Taighde Sláinte mar chomhchathaoirligh ar an bhFóram um Thaighde Oscailte Náisiúnta (NORF). In 2021, seoladh an Tuarascáil Náisiúnta ar Thimpeallacht an Taighde Oscailte. Cuireann an tuarascáil seo maidir le struchtúr na heagraíochta agus coimre beartas, bonn eolais leis an bPlean Gníomhaíochta Náisiúnta um Thaighde Oscailte atá le foilsíú.

Tá an ÚAO páirteach sa Ghrúpa Taighde Ardoideachais (HERG) agus foilsíodh a dtuarascáil agus torthaí in 2021. Tugann an tuarascáil seo léargas ar an eiceachóras agus ar na hidirspleáchais chasta atá mar bhonn agus thaca lenár gcorás taighde náisiúnta. Cuimsítear roinnt téamaí sa tuarascáil: tionchar an taighde ardoideachais, infheistíocht phoiblí, comhoibriú taighde sheachtraigh, conairí gairme do thaighdeoirí, agus forbairt náisiúnta agus idirnáisiúnta.

Chuir an ÚAO le rannchuidiú na hÉireann do thuarascáil UNESCO Recommendations on Science and Scientific Researchers. Cuirtear béim sa tuarascáil seo go dtagann cleachtas eolaíochta in Éirinn faoi réir chaighdeáin uilíocha um chearta an duine agus luaitear Prionsabail an Dea-Chleachtais i gCúrsaí Taighde in Institiúidí Ard-Oideachais agus an Creat um Thoiliú san Ardoideachas chun an dírit agus an meas atá ina gcroí-ghnéithe de chultúr na n-institiúidí a léiriú.

I mí líul 2021, thug an ÚAO ionchur maidir le rannchuidíú na hÉireann do shuirbhé **STIP (Beartaíseolaíochta, Teicneolaíochta agus Nuálaíochta) de chuid na hEagraíochta um Chomhar agus Fhorbairt Eacnamaíochta (OECD)**. Cumhdaíonn an suirbhé STIP 53 thír, lena n-áirítear geilleagair atá ag teacht chun cinn agus Ballstáit AE nach tíortha OECD iad. Is bunachar cálíochtúil de bheartais agus socruthé rialachais náisiúnta é comhbhunachar STIP an Choimisiún Eorpaigh/OECD, a thacaíonn le dearadh, cur chun feidhme agus measúnú beartas maidir leis an eolaíocht, an teicneolaíocht agus an nuálaíocht.

Chomh maith leis sin, i rith 2021, chuir an ÚAO acmhainní ar fáil don athstruchtúr a rinneadh ar an bhFóram Náisiúnta um Shláine Thaighde, ar Leabharlann Taighde na hÉireann ar Líne, agus ar thionscnamh Chumann Ollscoileanna Éireann maidir le Taighde Gníomhach.

Tá an ÚAO tar éis taighde a chur ar fáil trí chomhoibriú leis an bPríomh-Oifig Staidrimh le roinnt blianta anuas. In 2021, sheoladh an ÚAO *An Analysis of Graduate Earnings across Higher Education Institutions*. Sa phíosa taighde seo, rinneadh analís ar na héagsúlachtaí ó thaobh pá de ar fud institiúidí an ardoideachais trí rialú a dhéanamh ar a leithéid de thosca agus réimse staidéir de réir Aicmiú Idirnáisiúnta Caighdeánach ar an Oideachas (ISCED), cineál na dámhachtana, grád deireanach, inscne, aois, grúpa socheacnamaíoch, cineál na scoile dara leibhéal, pointí Ardteistiméireachta agus earnáil fostáiochta. Soláthraíonn an bunachar mionsonraithe seo eolas cuimsitheach do lucht ceaptha beartas agus institiúidí maidir le patrún tuillimh an mhargaíd saothair i ndiaidh bronnta céime. Déantar cur síos ann ar na gnéithe a imrionn tionchar ar roghanna mac léinn agus an tuilleamh luathchéime a bhíonn acu ina dhiadh sin. Cabhróidh sé sin le institiúidí ardoideachais agus le páirtithe leasmhara eile comhairle ghairme iomchuí agus eolas ábhartha a thabhairt do mhic léinn maidir lena rogha cursa.

Foilsíodh **Anailís ar Chomhoiriúint Cúrsa/Mac Léinn** in 2021. Is anailís é seo ar chomhoiriúint cúrsa/mac léinn san ardoideachas in Éirinn a chuimsíonn 85,000 iontrálaithe sna blianta 2015, 2016, 2017 agus 2018. Léirigh na sonrái go roghnaíonn mic léinn a mbaineann stádas íseal socheacnamaíoch leo agus a fuair lín ard pointí san Ardteistiméireachta institiúidí/cúrsaí ardoideachais neamhroghnaitheacha i bhfad níos minice ná a roghnaíonn mic léinn a mbaineann ardstádas socheacnamaíoch leo agus a fuair lín ard pointí san Ardteistiméireachta.

D'fhoilsigh an ÚAO tuarascáil dar teideal *The Social and Living Conditions of Higher Education Students in Ireland*. Is cuid den Tuarascáil Eurostudent VII é seo, a thiomsaíonn sonrái comparáideacha maidir le saol mac léinn ar fud na hEorpa. Tugann an suirbhé deis do mhic léinn tuairisc a thabhairt ar ghnéithe éagsúla dá saoil a bhaineann le sláinte agus folláine, ioncam agus caiteachas, agus cúrla socheacnamaíoch go cúrsaí taistil agus cóiríochta. Tá Éire ar cheann de na 30 thír a ghlaic páirt i suirbhé Eurostudent VII in Aibreán/Bealtaine 2019 agus léirítear sa tuarascáil seo torthaí ó nach mór 20,000 mac léinn a bhí ag freastal ar institiúidí ardoideachais in Éirinn ag an am. Léiríonn an tuarascáil seo méaduithe seasta i lín na mac léinn atá ag staidéar i réimse an ardoideachais agus a bhfuil deiseanna níos fearr acu clárú ar chúrsa ardoideachais i gcomparáid le blianta roimhe sin.

Ar iarratas ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta, rinne an ÚAO monatóireacht ar láithreacht mac léinn i gcampais le linn 2021 chun measúnú a dhéanamh ar thionchar shrianta na paindéime ar lín na mac léinn a bhí ag freastal go fisiciúil. San áireamh leis na sonrái seo bhí faisnéis maidir le lín na mac léinn céad bhliana agus mac léinn a bhí cónaí orthu ar an gcampas i saoráidí arna gcur ar fáil ag institiúid ardoideachais. Cé nár fhill campais go lánamhainn de dheasca shrianta na paindéime, bhí lín na mac léinn ar an gcampas ag an leibhéal b'ísele ag túis na bliana, mhéadaigh siad go breis agus 50% de na leibhéal réamhphaindéime le linn 2021.

In 2021, cuireadh i gcrích an obair ar an gCreat Náisiúnta Cálíochtaí maidir le tagairt a chruthú idir an Creat Eorpaigh um Chálíochtaí agus Féindeimhniúchán Comhoiriúnacht agus an Creat Cálíochtaí le haghaidh an Réimse Ardoideachais Eorpaigh. Faoi stiúir Dhearbhú Cálíochta agus Cálíochtaí Éireann (DCCÉ), bhí Grúpa Stiúradh páirtithe leasmhara oideachais agus saineolaithe idirnáisiúnta, lena n-áirítear an ÚAO, páirteach i ndréachtú na tuarascála. Ghlac údarás piarchálíochtaí go maith leis an tuarascáil i dtíortha eile san Eorpach agus sa Choimisiún Eorpach. Mar thoradh air sin, cuireadh feabhas ar an gCreat Náisiúnta Cálíochtaí trína chomhoiriúnacht agus a inchomparáideacht leis na creata Eorpacha seo.

Indiaidh sheoladh an **Chreata Náisiúnta maidir le Meabhairshláinte Mac Léinn agus um Fhéinmharú a Chosc** i mí Dheireadh Fómhair 2020, leanadh ar aghaidh leis an obair maidir le meabhairshláinte agus folláine san ardoideachas ó thaobh acmhainn a fhorbairt sa chóras. Agus aird á tabhairt ar an mbealach a chur srianta na paindéime idir 2020 agus 2021 brú breise ar sheirbhísí do mhic léinn, rinne an ÚAO maoirseacht ar chur chun feidhme an chreata seo. Mar chuid den obair sin, bhí an ÚAO mar chathaoirleach ar ghrúpa oibre le hinstiúidí ardoideachais, an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta, Feidhmeannacht na Seirbhise Sláinte, Cumann Ardoideachais Teicneolaíochta, Cumann Ollscoileanna Éireann, an Phondúireacht Náisiúnta Taighde faoin bhFéinmharú agus ionadaithe ó Aontas na Mac Léinn in Éirinn. Le cabhair ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta, chuir an ÚAO maoiniú suas go €10 milliún ar fáil i 2020 agus 2021 ar mhaith le meabhairshláinte agus folláine. Úsáideadh an t-airgead seo chun foireann bhereise a earcú agus cláir fhor-rochtana a chur ar fáil. Chomh maith leis sin, úsáideadh é chun taighde a dhéanamh agus sonraí a bhailiú, agus chun tacú a chur ar fáil do thionscadail nuálacha maidir le meabhairshláinte mac léinn.

In 2021, sheol an Roinn Sláinte agus an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta Cairt agus Creat Ardoideachais um **Champas Sláintíúil**. Tugtar treoiríntse sa chreat seo d'instiúidí ardoideachais maidir le conas cur le gníomhaíochtaí reatha folláine.

agus cabhróidh sé chun sláinte agus folláine reatha a chomhtháthú i gcinntí a bhaineann le teagasc agus foghlaim. Forbraíodh an Creat i gcomhréir leis an dea-chleachtas idirnáisiúnta agus bunaithe ar Chaiti Idirnáisiúnta Okanagan d'Ollscoileanna a chuireann an tSláinte chun cinn. Tá an ÚAO freagrach as comhordú agus monatóireacht a dhéanamh ar chur chun feidhme an Chreata agus na Cairete i measc institiúidí ardoideachais. Ceapfar Comhordaitheoir Náisiúnta chun cur chun feidhme tosaigh an Chreata agus na Cairete um Champas Sláintíúil a chur ar aghaidh agus chun tacaíocht a thabhairt d'instiúidí ó thaobh eolais agus dea-chleachtas a chomhroinnt. Anuas air sin, bunófar grúpa comhairleach ina mbeidh ionadaithe ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta, ón Roinn Sláinte, ó FSS agus ón ÚAO, chomh maith le hionadaithe institiúide agus mac léinn, chun maoirseacht a dhéanamh ar an dul chun cinn. Cuireadh síolchiste €350,000 ar fáil d'instiúidí ardoideachais in 2021 faoin tionscnamh seo.

Lean an ÚAO ar aghaidh ag tacú le hobair **an Fhóraim Náisiúnta um Fheabhsú Múinteoiríreachta agus Foghlama san Ardoideachas** le linn na bliana. D'athraigh an ÚAO próiseas maoinithe an Chiste um Ailiniú Straitéiseach an Fheabhsaithe Múinteoiríreachta agus Foghlama ó phróiseas bliantúil go próiseas ilbhliantúil. Ligean sé sin do phleanáil chomhtháite straitéiseach ag leibhéal na hinstiúide ar bhealach inbhuanaithe. Tugann sé deis freisin do thionscnaimh institiúide ailiniú le cur chun feidhme moltaí ón tionscadal *Next Steps for Teaching and Learning: Moving Forward Together*, agus ón treochlár náisiúnta iar-2021 maidir le feabhsú múinteoiríreachta agus foghlama.

Mar fhreagra ar na dúshláin a chuir Brexit os comhair institiúidí ardoideachais, chomhaontaigh an rialtas Soghluaiseachtaí Erasmus do Mhic Léinn ó Thuaisceart Éireann a mhaoliniú ag costas €2 mhiliún sa bhliain. Agus é an Ghníomhaireacht Náisiúnta, tá an ÚAO i gcomhairle leis na páirtithe leasmhara maidir leis an nglaor maoinithe seo a fhorbairt. Leathnaigh an Ghníomhaireacht Náisiúnta Príomhgníomhaíocht Erasmus+ 103 2020 Comhaontuithe Deontais, chun an méid is mó ama agus atá ar fáil a thabhairt d'instiúidí ardoideachais chun leas a bhaint as maoiniú do shoghluaiseachtaí leis an Ríocht Aontaithe agus Tuaisceart Éireann.

Reáchtail an ÚAO agus Léargas seoladh fíorúil **Chlár Erasmus+ 2021-2027** ar an 22 Meitheamh 2021, agus bhí 150 duine i láthair, an tAire Simon Harris san áireamh. Tá an Clár nua tar éis roghanna solúbtha soghlaiseachta a thabhairt isteach, e.g. roghanna gearrthéarmacha, soghlaiseacht fhíorúil agus soghlaiseacht dochtúireachta. Is príomhghná den Chlár é na Dianchláir Chumaisc a ligeann do bheis solúbthachta i leith Erasmus+ ó Institiúidí um Ard-Oideachas agus rannpháirtíocht mhéadaithe sa Chlár.

Leithdháileadh buiséad €9.2 milliún ar an earnáil faoi phríomhgníomhaíocht 131 den Chlár Erasmus+ 2021. Rinneadh iarratas ar bheis agus 7,000 soghlaiseacht mar chuid de ghlaobh 2021/2022. Níor leithdháileadh ach 3,200 soghlaiseacht de dheasca srianta buiséid. Faoi Phríomhgníomhaíocht 2 Erasmus+, rinneadh 18 iarratas faoi Phríomhgníomhaíocht 220 agus rinneadh 20 iarratas ar ghlaobh maoinithe compháirtíochtaí straitéiseacha KA226. Eisíodh ghlaobh maoinithe Compháirtíochtaí Straitéiseacha Príomhgníomhaíocht 226 mar fhreagairt ar Covid-19, ag díriú ar dhá théama Cleachtas nuálaíochta i ré dhigiteach agus ‘Forbairt scileanna agus ionchuimsitheacht tríd an chruthaitheacht agus na healaíona’ i gcomhthéacs Covid-19. Ligeann Príomhgníomhaíocht 220 d’eagraíochtaí a n-acmhainn a mhéadú chun feidhmiú le chéile ag leibhéal trasnáisiúnta agus chun borradh a chur faoi idirnáisiúnú trí chleachtais nua a mhalartú nó a fhorbairt. D’ullmhaigh an ÚAO a thuarascáil bhliantúil 2020 don Choimisiún Eorpach agus cuireadh isteach í i mí Feabhra 2021.

Fuarthas thart ar 3,000 iarratas incháilithe ar an GOI-IES i dtimthriall 2021. Tháinig an coiste roghnúchán le chéile ar an 9 Meitheamh chun an próiseas roghnúchán a fhaomhadh go foirmiúil. Sainaithníodh na 60 dámhachtaí scoláireachta ó 27 thír agus próiseáladh a litreacha.

Maidir le **Comhionannas Inscne**, d’fhógair an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Scileanna toradh an dara ghlaobh ar iarratais ar an Tionscnamh Ardcheannaireachta Acadúil (SALI) ar an 29 Samhain 2021. Faomhadh 7 n-institiúid ar an iomlán le haghaidh 10 bpost ina leithéid de réimsí amhail Airgeadas Inbhuanaithe, Innealtóireacht Bhithcheiniceach, na Daonnachtaí agus an Gheo-Eolaíocht Inbhuanaitheachta.

Seoladh an dara ghlaobh den **Chiste um Fheabhsú Comhionannais Inscne** i mí an Mheithimh 2021 agus maoiníodh 7 dtionscadal ar fud 17 n-institiúid ardoideachais compháirtíochta. Baineann rátaí arda rathúlachta i gcónaí leis na hinstiúidí ardoideachais agus ranna in Éirinn a dhéanann iarratas ar an gCáirt Athena SWAN, agus gradaim ag 19 institiúid agus 78 roinn, lena n-áirítear an chéad bhonn airgid riamh a bronnadh ar institiúid in Éirinn, i.e. ar Roinn na Fisice in Ollscoil Luimnigh.

Léiríonn Tuarascáil 2021 ar Phróifílí Foirne in Institiúidí Ardoideachais de réir Inscne gur mná iad 27% de na hollaimh in 2020 - sin méadú 1% ar líon 2019. In earnáil na nInstitiúidí Teicneolaíochta, is mná a bhí i 36% de phoist na léachtóirí sinsearacha, díreach mar a bhí in 2019.

Leanann Lárionad Feabhas an ÚAO um Chomhionannas, Éagsúlacht agus Cuimsiú ar aghaidh ag obair le hinstiúidí ardoideachais agus le hionadaithe na gcomhlachtaí earnála chun tacú leis an g**Creat um Thoiliú** a chur i bhfeidhm. Sa bhliain acadúil 2020/21, thug an ÚAO tacáiocht do chur chun feidhme náisiúnta, earnálach agus áitiúil na hoiliúna ar líne maidir le toiliú agus na hoiliúna ar líne maidir le hidirghabháil an fhéachadóra, chomh maith le hUrlis Tuairiscithe Gan Ainm náisiúnta chun cásanna a bhaineann le bulaíocht, ciapadh agus ciapadh gnéasach a thuairisciú.

I mí Aibreáin, ar iarratas ón Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, Simon Harris, T.D., rinneadh an ÚAO suirbhé náisiúnta chun monatóireacht a dhéanamh ar eispéiris foirne agus mac léinn maidir leis an bhforéigean agus an ciapadh gnéasach d’fhoinn bonn eolais a chur le próisis phleanála náisiúnta um chomhionannas, éagsúlacht agus ionchuimsiú. Forbraíodh na suirbhéanna i gcomhairle le sainghrúpa comhairleach (Grúpa Comhairleach an ÚAO maidir le Foréigean agus Ciapadh Inscne-Bhunaithe in Institiúidí Ardoideachais in Éirinn) ina raibh saineolaithe agus páirtithe leasmhara ó phríomhghrúpaí, lena n-áirítear Cumann Ollscoileanna Éireann, Cumann Ardoideachais

Teicneolaíochta, Aontas na Mac Léinn in Éirinn, Comhairle Náisiúnta na mBan, an Lónra Éigeandála um Éigniú in Éirinn, Fóram an Ionaid Éigeandála um Éigniú agus na gníomhaireachtaí náisiúnta maoinithe taighde. Foilseofarorthaí na suirbhéanna sin go luath in 2022.

In 2021, reáchtail Lárionad Feabhas an ÚAO um Chomhionannas, Éagsúlacht agus Cuimsiú an chéad **Suirbhé Náisiúnta maidir le Comhionannas Cine** i ngach institiúid ardoideachais. Foilsíodh orthaí an tsuirbhé sin i mí Dheireadh Fómhair 2021 i dtuarascáil cheannródaíoch dar teideal “**Comhionannas Cine in Earnáil an Ardoideachais**”. Déanfar breithniú ar thorthaí na tuarascála seo i gcomhairle le Grúpa Oibre Athena SWAN maidir le Trasnachas d’fhoinn Plean Cur Chun Feidhme an Chomhionannais Cine a fhorbairt in 2022.

Leanann an Lárionad de thacaíocht a thabhairt d’obair an Choimisiúin Eorpaigh ó thaobh monatóireacht agus cur chun feidhme a dhéanamh ar bheartais, cuspóirí, spriocanna treoraithe agus gníomhaíochtaí maidir le hinscne ag an leibhéal institiúideach, náisiúnta agus AE, i gcomhréir le Conclúid na Comhairle an 1 Nollaig 2015. Cabhraíonn SHE Figures, ceann d’fhoilseacháin shuaitheanta Ard-Stiúrthóireacht an Taighde agus na Nuálaíochta, chun beartas an AE a mhúnlú i leith an chomhionannais inscne i gcúrsaí taighde agus nuálaíochta trí choimí beartais a shainaithníonn beartais agus bearta eifeachtacha agus tuarascáil bheartais fhoríomlán a fhorbairt.

D’úsáid foilseachán 2021 de SHE Figures na staidrimh ba dhéanaí a bhí ar fáil chun monatóireacht a dhéanamh ar staid an chomhionannais inscne i réimse an Taighde & Nuálaíochta ar fud na hEorpa agus lasmuigh di, trí shonraí agus anailís chomparáideach a sholáthar maidir le thart ar 88 táscare. Lean na sonraí ‘turas croineolaíoch’ na mban ó bhronnadh a gcéimeanna dochtúireachta go páirt a ghlaobh sa mhargadh saothar agus ról chinnteoireachta a ghlaobadh, agus na héagsúlachtaí idir cúinsí oibre na mban agus cúinsí oibre na bhfear agus a n-aschur taighde agus nuálaíochta á n-imscrúdú ag an am céanna. Rinne an tlonad ionadaíochta ar Éirinn mar phríomhChomhfhreagraí Staidrimh nuair a ghlaobh sé páirt in dhá chruinníú iomlánach (R1 agus R4 2020) agus chuir saineolas sonraí agus staidrimh ar fáil an foilseachán is déanaí maidir le cúrsaí inscne i réimse an taighde agus nuálaíochta á ullmhú.

Le linn 2021, lean an ÚAO de monatóireacht a dhéanamh ar chur chun feidhme Chreat Feidhmíochta an Chórás Ardoideachais 2018-2020 trí phróiseas bliantúil an **Idirphlé um Straitéis agus Feidhmíochta** le hinstiúidí ardoideachais. Chuir institiúidí ardoideachais cás-staidéir isteach chun léiriú a thabhairt ar thionscnaimh nuálacha a chur go mór leis na cuspóirí straitéiseacha a leagtar amach sa Chreat agus le tosaíochtaí athraitheacha beartas náisiúnta. Bronnadh cúig Dhámhachtaí Feidhmíochta arbh fhiú €5m ar fad iad ar na hinstiúidí ardoideachais seo a leanas:

**Tábla 1: Institiúidí um Ard-Oideachas ar a mbronnadh Maoiníú Feidhmíochta in 2021 i ndiaidh measúnú seachtrach a dhéanamh ar chás-staidéir.**

Institiúid Ardoideachais	Teideal an Chás-Staidéir um Measúnacht Tionchair	Dámhachtaí Maoinithe Feidhmíochta
Institiúid Teicneolaíochta Cheatharlach	Supporting Family Carers Across Ireland	€1m
Ollscoil na hÉireann, Gaillimh	NUI Galway Delivering on Gender Equality	€1m
Coláiste na hOllscoile, Corcaigh	Inclusive Education Pathways for Students with Intellectual Disabilities at UCC	€1m
Ollscoil Teicneolaíochta na Mumhan	Teaching, Learning, Assessment & Student Engagement (TLASE) - Enhancement through Leadership Development and Partnership Approaches	€1m
Institiúid Teicneolaíochta Bhaile Átha Luain agus Institiúid Teicneolaíochta Luimnigh	Regional University Network – European University (RUN-EU)	€1m

Úsáidtear na dámhachtainí sin chun tionscnaimh a leathnú agus a chur chun cinn i réimsí áirithe amhail ionchuimsitheacht, rochtain, comhoibriú taighde, ceannaireacht agus cothromaíocht inscne.

Reáchtáladh cruinnithe déthaobhach go fiorúil le hinstiúidí ardoideachais aonair i mí an Mheithimh agus i mí lúil chun plé a dhéanamh ar an dul chun cinn i dtreo na spriocanna a leagtar amach i gcomhshocruithe institiúide agus arna mionsonrú ag institiúidí ardoideachais i dtuarascálacha féinmheasúnaithe. Thug na pléití, a bhí faoi stiúir sainchomhairleoirí, aghaidh ar fheidhmíocht agus straitéis institiúide le linn na bliana acadúla 2019-20 i gcomhthéacs COVID-19. Comhroinneadh an t-aiseolas ar na tuarascálacha féinmheasúnaithe agus na cás-staidéir um measúnacht tionchair le hinstiúidí ardoideachais agus clabhsúr a chur leis an bpróiseas.

In 2021, fuair an ÚAO i gcomhar leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus an Roinn Caiteachais Phoiblí agus Athchóirithe €40m faoi Shaoráid Náisiúnta Téarnaimh agus Athléimneachta an Choimisiúin Eorpáigh (NRRF) chun tacú le hathchóirithe teagaisc agus foghlama san earnáil teicneolaíocha. Is í an tSaoráid Náisiúnta Téarnaimh agus Athléimneachta an chompháirt is mó de *NextGeneration EU*, freagairt an Aontais Eorpáigh ar an bpaindéim dhomhanda. Tá Clár Athchóirithe Oideachais agus Oiliúna na nOllscoileanna Teicneolaíochta ina chuid den Phlean Náisiúnta Téarnaimh agus Athléimneachta (NRRP) faoina bhfuil an Stát ag súil le breis agus €900 milliún a fháil mar mhaoiniú deontais. Comhlánaíonn Clár Athchóirithe Oideachais agus Oiliúna na nOllscoileanna Teicneolaíochta an tacáiocht a chuireann Ciste Cloachlaithe na nOllscoileanna Teicneolaíochta (TUFT) ar fáil don earnáil teicneolaíochta. Cuirfear tionscnaimh faoi Chlár Athchóirithe Oideachais agus Oiliúna na nOllscoileanna Teicneolaíochta i bhfeidhm thar thréimhse dhá bhliain a thosóidh i mí Aibreán 2022.

Cuireadh Athbhreithniú neamhspleách ar **Mhaoiniú Struchtúir** arna leithdháileadh idir 2017 agus 2019 i gcrích in 2021. Rinne Mazars mionscrúdú ar réimse tionscadal arna dtacú ag an Maoiniú Struchtúir lena n-áirítear tionscadail a bhaineann le soláthar tosaigh oideachais do mhúinteoirí agus comhghuaillíochtaí trasteorann, agus rinne BDO athbhreithniú ar thionscadail a maoiníodh le maoiniú struchtúir agus a bhaineann le clár oibre na hollscoile teicneolaíocha. Dhírig an tAthbhreithniú ar bhainistíocht tionscadail, bainistíocht airgeadais, agus tionchar an Mhaoinithe Struchtúir. Tá tuarascálacha ina léirítear ceachtanna foghlamtha agus dea-chleachtas foilsithe ar shuíomh gréasáin an ÚAO.

I mí Mheán Fómhair 2021, rinneadh aighneacht fhoirmiúil don chomhairliúchán ar an gcéad Straitéis Náisiúnta eile ar Oideachas don Fhorbairt Inbhuanaithe arna dhéanamh ag an Roinn Oideachais agus an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta le chéile. Chuir an t-eolas a bailíodh ón earnáil bonn láidir leis an aighneacht ag an imeacht fiorúil arna reáchtáil ag an ÚAO i mí na Nollag 2020 maidir le hOideachas don Fhorbairt Inbhuanaithe san Ardoideachas. Tá tuarascáil maidir leis an imeacht sin ar fáil ar shuíomh gréasáin an ÚAO.

Mar fhreagra ar mholtáil laistigh de Thuarascáil Lónra Taighde na nOllscoileanna Teicneolaíochta, rinne an ÚAO an OECD a choimisiúnú chun tacar d'institiúidí ardoideachais thagarmhairc a shainaithint ó thíortha OECD chun bonn eolais a chur le forbairt phróifil ollscoileanna teicneolaíochta na hÉireann agus analís a chur ar fáil maidir lena mbeartais acmhainní daonna acadúla, conairí gairme agus struchtúir eagraíochta. Táthar ag súil leis an tuarascáil i 2022.

## e Cothromas Rochtana

### Plean Náisiúnta nua um Rochtain

Le linn 2021, chuir an ÚAO túis le hobair leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta maidir leis an bPlean Náisiúnta nua um Rochtain atá chun teacht in ionad an Phlean reatha a bhí ann ó 2015 go dtí 2021. I mí Aibreán, sheol an ÚAO an próiseas comhairliúchán phoiblí maidir leis an bPlean Náisiúnta nua um Rochtain agus lean sé ar aghaidh go dtí lár mhí an Mheithimh. Fuarthas 122 aighneacht ar fad. Reáchtáil an ÚAO imeacht comhairliúchán ar leithligh le hAontas Náisiúnta na Mac Léinn agus mic léinn i mí an Mheithimh agus ghlac breis agus 50 mac léinn páirt ann. Rinneadh cruinnithe páirtithe leasmhara duine le duine bunaithe ar sprioghrúpaí sonracha agus saincheisteanna do thréimhse an chéad Phlean Náisiúnta um Rochtain a éascú freisin. Reáchtáladh an cúigiú Fhóram Náisiúnta um Rochtain ar líne i mí Aibreán agus bhain téama animeachta leis an gcomhairliúchán maidir leis an bPlean Náisiúnta nua um Rochtain. Bhí 153 duine i láthair ar an lá sin.

### Clár um Rochtain ar Ardoideachas (PATH)

Le linn na bliana 2021, lean an ÚAO ag bainistiú na trí shnáithe den chlár PATH.

#### PATH 1

I mí Eanáir agus mí Feabhra, i ndiaidh athbhreithniú a dhéanamh ar phleananna tionscadail athbhreithnithe, faomhadh cúig ionad bairr feabhas um theagasc do chéim 2 de PATH 1. I mí na Bealtaine, d'iarr ionad bairr feabhas um theagasc de chuid Choláiste na Tríonóide BÁC/Institiúid Oideachais Marino/Coláiste na hOllscoile, Corcaigh/Coláiste Náisiúnta Ealaíne is Deartha athchumraocht in dhá ionad le haghaidh Céim 2 (i.e. Institiúid Oideachais Marino/Coláiste na Tríonóide BÁC agus COBÁC/Coláiste Náisiúnta Ealaíne is Deartha), díreach mar a mholtar i dtuarascáil Sahlberg II. I mí na Samhna, faomhadh ionad Institiúid Oideachais Marino/Coláiste na Tríonóide BÁC le haghaidh Céim 2 agus fuair ionad COBÁC/Coláiste Náisiúnta Ealaíne is Deartha faomhadh i bprionsabal i mí na Nollag.

#### PATH 2

In 2021, chomhaontaíodh leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta go gcuirfí trí leibhéal de sparánachtaí PATH 2 ar fáil chun iad a bhronnadh ar mhic léinn:

- **Leibhéal 1 – €5,000 sa bhliain** ar feadh na tréimhse staidéir, bronnta ar 203 mac léinn ar an iomlán ar fud na sé bhrasile. Íocfar sparánachtaí Leibhéal 1 freisin de réir agus a bhogfaidh mic léinn ar aghaidh chuig staidéar iarchéime.
- **Leibhéal 2 – €2,000 sa bhliain** ar feadh na tréimhse staidéir, bronnta ar 120 mac léinn ar an iomlán ar fud na sé bhrasile a chomhlónan na critéir le haghaidh Sparánacht 1916 cé nár éirigh leo ar deireadh thiar ord fiúntais an bhrasile a chomhlónadh chun sparánacht Leibhéal 1 a fháil. Íocfar sparánachtaí Leibhéal 2 freisin de réir agus a bhogfaidh mic léinn ar aghaidh chuig staidéar iarchéime.
- **Leibhéal 3 – Sparánacht aonuaire €1,500 iníoctha don bhliain acadúil 2021/2022 amháin** do mhic léinn a chomhlónan na critéir le haghaidh Sparánacht 1916 cé nár éirigh leo ar deireadh thiar ord fiúntais an bhrasile a chomhlónadh chun sparánacht Leibhéal 2 a fháil.

Fuair na braislí maoiniú breise chun tacú leis na costais a bhaineann le próisis riarrachán agus oibríochta reatha PATH 2 don bhlíain acadúil 2021/22.

### PATH 3

I ndiaidh an fhógra go mbeidh PATH 3 ag leanúint ar aghaidh ar feadh trí bliana eile le €7.5m, bhí an ÚAO agus an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta ar aon fhocal go bhfaigheadh na braislí PATH 3 an méid céanna maoinithe don dara chéim agus a fuair siad faoin gcéad chéim. Dheimhnigh an ÚAO leanúint an mhaoinithe don tréimhse 2021-2024 agus, i ndiaidh athbhreithniú a dhéanamh ar phleananna tionscadail an Bhraisle, íocadh an chéad tráthchuid den mhaioniú faoin dara céim de mhaioniú PATH 3 i mí na Nollag.

### Córas Tuairiscithe PATH

Choimisiúnaigh an ÚAO staidreamh scóipe chun moltaí a dhéanamh ar fhoirm agus ar chineál **córais tuairiscithe PATH** beartaithe, agus tú áite a thabhairt do PATH 2 (Ciste Sparánachta 1916), Cé go mbainfidh tosaíocht láithreach gearrthéarmach an staidrimh scóipeála le córas tuairiscithe PATH 2 - Ciste Sparánachta 1916 a fhorbairt, táthar ag súil go dtacóidh an córas nua leis na ceanglais tuairiscithe reatha faoi PATH 1 agus PATH 3 mar chuid de bhainistíocht an ÚAO ar an gclár PATH go ginearálta, chomh maith le haon chuid bhreise a chuirfear le PATH amach anseo.

### Imeachtaí Comhroinnt an Dea-chleachtais

D'óstáil an ÚAO imeacht comphobail cleachtais i mí an Mhárta a bhí dírithe ar an dea-chleachtas ó thaobh rochtain agus rannpháirtíocht san ardoideachas le linn COVID-19 a chomhroinnt. Thug an fóram deis d'oifigigh rochtana foghlaim óna chéile agus ba chéim thábhachtach é ó thaobh tuiscent chomhoibritheach a bhunú i leith na ndúshlán éagsúil a chuir COVID-19 os ár gcomhair. Reáchtáladh imeacht eile um **Chomhroinnt an Dea-chleachtais** maidir le COVID-19 i mí na Samhna a bhí dírithe ar thionchar an mhaoinithe ó Chiste na gCuntas Díomhaoin ar rannpháirtíocht an Lucht Siúil san ardoideachas i rith 2021.

### Ciste do Mhic Léinn faoi Mhíchumas

Bhí an ÚAO mar chathaoirleach ar chruinniú de Ghrúpa Monatóireachta an Chiste Cúnaimh do Mhic Léinn (CCM/FSD) i mí an Mhárta agus i ndiaidh an chruinnithe sin, scaipeadh treoiríte uasdátaithe don bhlíain acadúil 2021/22 chuig institiúidí ardoideachais.

I mí Eanáir 2021, d'fhogair an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta a bheannacht ar thionscnamh straitéisearcha chun tacú le seirbhís do dhaoine faoi mhíchumas faoin gCiste do Mhic Léinn faoi Mhíchumas. Bhain costas iomlán beagán faoi bhun €5.8m leis na tograí. Rinne an ÚAO athbhreithniú ar nuashonraithe stádais maidir le tionscadail institiúidí ardoideachais i mí Dheireadh Fómhair agus ullmháiodh tuarascáil le haghaidh na Roinne Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta a léirigh na torthaí go dáta agus ina luaitear moladh go leanfáil leis na tionscadail go gcuirfí i gcrích iad in 2022. Cheadaigh na Ranna ábhartha Rialtais an síneadh seo ina dhiaidh sin.

### Ciste Cúnaimh do Mhic Léinn

Scaipeadh treoiríte uasdátaithe maidir leis an gCiste Cúnaimh do Mhic Léinn don bhlíain acadúil 2021/22 ar institiúidí ardoideachais i mí Mheán Fómhair. Rinneadh pacáiste maoinithe bhreise arbh fhiú €10 milliún é a athnuachan don bhlíain acadúil 2021/22 agus áiríodh leis sin €8.1 milliún breise, agus dá bharr sin, rinneadh leithdháiltí an Chiste Cúnaimh do Mhic Léinn a dhúbláil arís don bhlíain acadúil seo. I mí na Nollag 2021, leithdháil an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta €1.3m breise don Chiste Cúnaimh do Mhic Léinn mar fhreagairt ar COVID-19. Is ionann €18.5m agus buiséad iomlán an Chiste Cúnaimh do Mhic Léinn don bhlíain acadúil 2021/22, agus áirítar leis €1 milliún breise chun tacaíocht a thabhairt do mhic léinn páirtaimseartha ar thuismitheoirí aonair iad nó ar bhaill do na spriocgrúpaí eile rochtana iad.

Don bhlíain acadúil 2021/22, cuireadh deireadh leis an maoiniú breise a leithdháileadh roimhe sin don Chiste Cúnaimh do Mhic Léinn maidir le mic léinn a bhí mbun staidéir le haghaidh Máistir Gairmiúil le hOideachas. Tharla sé sin mar gheall ar na tacaíochtaí feabhsaithe iarchéime (e.g. méaduithe ar mhéid dheontas na dtáillí agus ar an tairseach ioncaim incháilitheachta) a fógraíodh mar chuid de Bhuiséad 2021 a rannchuvideoidh leis na costais a bhaineann le staidéar iarchéime.

### Tionscadail COVID

#### Deontas TFC COVID-19

Rinne an ÚAO bainistiú ar cheanglais tuairiscithe **Deontas TFC COVID-19**. Rinne an ÚAO athbhreithniú ar thuarascálacha don bhlíain acadúil 2020/21 i R1. I mí Lúnasa, fógraíodh go gcuirfí maoiniú breise le haghaidh ríomhairí glúine ar fáil d'institiúidí ardoideachais tríd an Deontas Caipitiúil Déabhlóidithe. Chuir an ÚAO institiúidí ardoideachais ar an eolas faoi sin i mí Mheán Fómhair. Chuir na hinstiúidí ardoideachais tuilleadh tuarascálacha isteach i mí na Samhna bunaithe ar úsáid ríomhairí glúine a bhí fágtha agus a ceannaíodh faoi Dheontas TFC COVID-19 agus gléasanna a ceannaíodh le Maoiniú Deontais Déabhlóidithe. Chuir na tuarascálacha seo bonn le tuarascáil eile a chuir an ÚAO faoi bhráid na Roinne Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.

### Ciste Teagmhasach COVID-19

Mar chuid de phacáiste cistiúcháin COVID-19 arbh fhiú €10m é, leanadh ar aghaidh le **Ciste Teagmhasach COVID-19** (1.9 milliún) sa bhlíain acadúil 2021/22. Chuir an ÚAO institiúidí ardoideachais ar an eolas i mí Dheireadh Fómhair gurb ionann a leithdháileadh don bhlíain acadúil seo agus a leithdháileadh do 2020/21.

### Suirbhé COVID ar Oifigí Rochtana

I mí Feabhra, rinne an ÚAO an tríú suirbhé COVID dá chuid ar oifigí Rochtana chun tionchar srianta an Covid-19 ar mhic léinn ó spriocgrúpaí an Phlean Rochtana Náisiúnta a mheas agus chun tuiscent a fháil ar na hidirghabhála a dhéanann institiúidí ardoideachais chun tacú le mic léinn.

### Ciste na gCuntas Díomhaoin – Daoine den Lucht Siúil agus den Lucht Romach san Ardoideachas

I mí Aibreán 2021, chuir an ÚAO maoiniú €300,000 ar leataobh le haghaidh **tacaíochtaí spriocdhírithe chun aghaidh a thabhairt ar impleachtaí COVID-19 ar mhic léinn ar bhaill den Lucht Siúil iad laistigh den chóras ardoideachais i 22 institiúidí ardoideachais. Ceadaíodh maoiniú €450,000 le haghaidh 2022 i mí na Samhna agus leathnáiodh é chun mic léinn den Lucht Romach a áireamh.**

### Athbhreithniú ar Scéim Deontas na Mac Léinn

Rinne an ÚAO aighneacht chuig an Athbhreithniú ar Scéim Deontas na Mac Léinn agus bhí áit ag an ÚAO ar an nGrúpa Stiúradh. Bhí an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta ina Chathaoirleach ar an nGrúpa Stiúradh sin.

### Úsáid Sonrai

In 2021, úsáideadh an **Scór Innéacs Díothachta** den chéad uair chun bonn eolais a chur leis an ngné rochtana den tSamhail Leithdhálte Deontas Athfhillteach (in ionad na sonrai ón suirbhé maidir le grúpaí socheacnamaíocha a úsáideadh roimhe sin). Úsáideadh sonrai ón Scór Innéacs Díothachta chun bonn eolais a chur faoi leithdháiltí ón gCiste Cúnaimh do Mhic Léinn (CCM/SAF) le haghaidh 2021/22, chomh maith le leithdháiltí ó Chiste Teagmhasach COVID-19 agus ón Deontas Caipitiúil Déabhlóidithe. I rith 2021, rinneadh anailís ar shonrai ón Scór Innéacs Díothachta agus ón SRS/EAS chun lón na mac léinn atá faoi mhíbhuntáiste socheacnamaíoch, atá ina mbaill den Lucht Siúil agus atá faoi mhíchumas a chinneadh. Bhí na sonrai seo buntábhachtach ó thaobh spriocanna fianaisebhunaithe agus príomhtháscaire feidhmíochta a fhorbairt don chéad Phlean Náisiúnta eile um Rochtaín.

### Staidéar ar Mhic Léinn Lánfhásta

Iní an Mheithimh, d'fhoilsigh an ÚAO tuarascáil Indecon maidir le **Rannpháirtíocht Mac Léinn Lánfhásta san Ardoideachas**.

### Rathúlacht Mac Léinn

Rinne an Fóram Náisiúnta, i gcompháirtíocht leis an ÚAO, 'Seven C's for Embedding Student Success: A Toolkit for Higher Education Institutions' a sheoladh go hoifigiúil i mí Dheireadh Fómhair.

### Rannpháirtíocht Mac Léinn faoi Mhíchumas Intleachtúil san Ardoideachas a Mhéadú

I mí Feabhra, rinne an ÚAO teaghmáil le hinstiúidí ardoideachais chun méid an tsoláthair reatha atá san ardoideachas faoi láthair do mhic léinn atá faoi mhíchumas intleachtúil. Nuair a fuarthas na freagraí ó na hinstiúidí ardoideachais, chuaigh an ÚAO i mbun tuarascáil a ullmhú. Rinneadh tuilleadh taighde agus chuathas i dteaghmáil le páirtithe leasmhara agus cuireadh an tuarascáil faoi bhráid Grúpa na Roinne Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta a dhéanann maoiriú ar fhorbairt beartas sa réimse seo.

### Clár Rochtana na Trónóide – Naisc Fhor-rochtana Scoile agus Pobail

Lean an ÚAO de mhaioniú na ngníomhaíochtaí **TAP-SCOL** a bhainistiú le linn 2021. In 2021, fuair an clár a leithdháileadh bliantúil agus cheadaigh an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta leithdháileadh breise chun tacú le sonrai a bhailíú agus tacaíochtaí a fheabhsú do mhic léinn.

### f Scileanna, Infhostaitheacht agus Rannpháirtíocht

Leanann an Fóram Náisiúnta um Fheabhsú an Teagaisc agus na Foghlama mar ghné thábhachtach de thacaíocht an ÚAO do thaithí agus rannpháirtíocht mac léinn sna hinstiúidí. In 2019, cheadaigh Bord an ÚAO go ndéanfaí Athbhreithniú ar an bhFóram.

Cuireadh an suirbhé StudentSurvey.ie i bhfeidhm go rathúil sa bliaín 2021 le ráta freagartha 28% as 43,791 mac léinn. Sa tuarascáil, tá caibidil ar a dtugtar 'Looking Deeper' agus in 2021, rinneadh bunfhiosrú ar na bunghnéithe a bhaineann le rannpháirtíocht fochéimithe na chéad bhliana san ardoideachas. Ceaptar gurbh é an rud ba mhó a chur isteach air sin ná an t-aistíú riachtanach chuig oideachas ar an gcampas de dheasca na mbearta sláinte poiblí a cuireadh i bhfeidhm mar fhreagairt ar COVID-19. Ba mhór an tábhacht a bhí ag obair an Tionscadal Náisiúnta um Rannpháirtíocht na Mac Léinn (a bhfuil an Grúpa Stiúrtha ina shuí air) sa bliaín 2021 maidir le tacaíocht a thabhairt do mhic léinn fanacht i dteaghmáil lena gcuid institiúidí.

### Soláthar Printíseachta

In 2021, chuir an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta leithdháileadh €20m ar fáil chun an acmhainn printíseachta a leathnú ar fud earnáil an bhreisoideachais agus an ardoideachais in 2021 agus tugadh €10m d'earnáil an ardoideachais. Cuireadh túis leis an obair ar na tionscadail arna maoiniú ag an ÚAO ón leithdháileadh, agus chuir roinnt institiúidí an obair i gcrích agus cuireadh saoráidí leathnaithe ar fáil chun freastal ar acmhainn bhereise sna ceirdeanna leictreacha, pluiméireachta agus cearpantóireachta agus siúinéireachta ó mhí Mheán Fómhair 2021. Cabhróidh an infheistíocht le háiteanna breise printíseachta ceirde a chur ar fáil agus le teacht suas chun dáta ar an soláthar nár tharla de dheasca COVID-19. Cuireadh túis le dhá chlár printíseachta faoi stiúir cuibhreannais in earnáil an ardoideachais in 2021 san earnáil Innealtóireachta agus san earnáil Cúram Sláinte. Ar an iomlánanois, tá 24 clár printíseachta faoi stiúir cuibhreannais in earnáil an ardoideachais le 1,338 clárúchán ó Leibhéal 6 go Leibhéal 10 ar an gCreat Náisiúnta Cálíochtaí. Foilsíodh an Plean Gníomhaíochta do Phrintíseachtaí, 2021-2025 i mí Aibreáin 2021 agus é mar aidhm aige cineál na gclár atá ar fáil a leathnú agus lón na gclárúchán printíseachtaí nua a mhéadú go 10,000 faoi 2025. Chomh maith leis sin, bunófar Oifig Náisiúnta Printíseachta nua a bheidh freagrach as gach gné den chóras printíseachta a bhainistiú, a mhaoiriú agus a fhorbairt agus as an bPlean Gníomhaíochta a chur chun feidhme. Ceapfar Comhaontas Náisiúnta Printíseachtaí nua a dhéanfaidh ionadaíocht ar pháirtithe leasmhara chun cabhrú leis an gcéad chéim eile a stiúradh agus córas comhtháite aonair a chruthú.

### TFC agus Campáí Fiontraíochta do Dhalaí Dara Leibhéal

In 2021, de dheasca shrianta COVID-19 maidir le soláthar duine le duine, cuireadh roinnt Campáí Samhraidh TFC agus Fiontraíochta a bhí thírithe ar dhalaí dara leibhéal ar ceal. D'éirigh le roinnt soláthraithe na campáí a reáchtáil ar líne, áfach. Reáchtáil 18 n-institiúidí ardoideachais ar an iomlán campáí samhraidh TFC inar ghlac 27,230 dalta dara leibhéal páirt, agus is cailíní iad 42% de na rannpháirtithe sin. (Cuirtear san áireamh sna huimhreacha seo tá 20,000 dalta dara leibhéal a ghlac páirt in Dojo Mór, imeacht lae ar líne). Reáchtáil 12 institiúid ardoideachais ar an iomlán campáí samhraidh fiontraíochta inar ghlac 977 dalta dara leibhéal páirt, agus is cailíní iad 60% de na rannpháirtithe sin.

## Spreagadh Mhí lúil

In 2021, cuireadh i gcrích cúrsaí larchéime agus cúrsaí módulacha, arna maoiniú faoi Spreagadh Mhí lúil, i réimsí disciplín ina bhuil gá le príomhscileanna mar a maoiníodh faoi Ghlaao 2020 ar fud na hearnála poiblí agus na hearnála ardoideachais. Chomh maith leis sin, cheadaigh an Róinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta maoiniú €5m chun an dara babhta de sholáthar modulach Spreagadh Mhí lúil a chur ar fáil in earnáil an ardoideachais in 2021. Ghlac 1,784 mac léinn ar an iomlán páirt i gcúrsaí iarchéime agus ghlac 9,152 mac léinn páirt i soláthar cúrsaí modulacha in 2021.

## Springboard+

Lean Springboard+ dá shainchúram a chomhlíonadh maidir le deiseanna uasoiliúna agus athoiliúna a sholáthar i réimsí ina bhuil scileanna ríthábhachtacha de dhíth, lena n-áirítear innealtóireacht agus ard-déantúsaíocht, agus TFC. Maoiníodh 12,743 áit nua faoi Springboard+ 2021. Bhí 78% de rannpháirtithe i bhfostaíocht, agus bhain 15.5% de na clárúcháin le daoine difhostaithe.

## Tionscnamh an Chaipítel Dhaonna

D’fhogair an Rialtas an Tionscnamh um Chaipítel Dhaonna i mBuiséad 2019 chun infheistíocht €300m a sholáthar ón mbarrachas sa Chiste Náisiúnta Oiliúna. In 2021, bhí trí cholún de ghníomhaíocht an chláir faoi lán seoil agus iad dírithe ar acmhainn a mhéadú san ardoideachas i gcláir atá dírithe ar chláir a dearadh chun freastal ar phríomhriachtanais scileanna, thar chúig bliana, ó 2020 go dtí 2024.

Soláthraíonn Colún 1 de Thionscnamh an Chaipítel Dhaonna dioplómaí iarchéime tiontaithe sna réimsí is mó ina bhuil scileanna de dhíth. Maoinítear na cúrsaí seo in institiúidí ardoideachais poiblí agus priobháideacha. Reáchtáladh 68 cúrsa sa bláthain acadúil 2020/21, agus reáchtálfar 65 cúrsa eile sa bláthain acadúil 2021/22. Chuir 1400 mac léinn an bláthain acadúil 2020/21 i gcrích agus tá 1100 mac léinn in áiteanna don bláthain acadúil 2021/22.

Soláthraíonn Colún 2 de Thionscnamh an Chaipítel Dhaonna íocaíocht bhreise €2,500 in aghaidh an mhic léinn d’institiúidí ardoideachais a chuireann áiteanna fochéime lánaíseartha ar fáil ar chúrsaí sonracha i réimsí ina bhuil ardriachtanais scileanna. I bhfómhar na bliana 2021, thosaigh an dara cohórt de mhic léinn. Déanann an feidhmiúchán fíorúchán bliantúil ar na huimhreacha tuairiscithe a bhaineann leis na háiteanna nua i gcoinne Chórás Taifead na Mac Léinn. De réir fhíorúchán an 1 Mártá, tá 463 áit deimhnithe mar áiteanna breise. Beidh an chuid is mó de na mic léinn seo ag staidéar le haghaidh 3 nó 4 bliana.

Tá Colún 3 dírithe ar an gcroíphrionsabal a bhaineann leis an nuálaíochta agus gastacht a neadú isteach ar fud réimse leathan de sholáthar fochéime. Bhí 22 tionscadal a bhain leis an nuálaíochta agus samhlacha freagrúla de sholáthar clár a fhorbairt i bhfeidhm in 2021. Neartóidh na tionscadail seo acmhainn na gcorás ardoideachais freagairt go gasta d’athruithé ó thaobh riachtanas scileanna agus cúrsaí teicneolaíochta. Chuir gach tionscadal dhá thuarascáil ar dhul chun cinn faoi bhráid an ÚAO in 2021. I mí na Samhna 2021, thug foireann ón ÚAO cuairt ar 6 thionscadal ar an suíomh. Tháinig an tOllamh Áine Hyland, *Ollamh Emeritus le hOideachas i COC*, a bhí ina ball den bhunphainéal measúnachta in 2020, ar ais mar shaineolaí seachtrach chun cabhrú leis na cuairteanna ar an suíomh. Ghlac na tionscadail go léir a roghnaíodh le haghaidh cuairt ar an suíomh go fonnmar leis an bpróiseas agus tugadh réimse cur i láthair ón lucht léinn, ó réimse na fiontraíochta agus ó mhic léinn. Luagh na tionscadail ar fad go raibh sé deacair tosú agus foireann a earcú le linn na paindéime. Ar an iomlán, tugadh faoi deara go raibh na tionscadail ag dul chun cinn go sásúil i ndiaidh na chéad bhliana. I mí na Nollag 2021, seoladh sraith d’fhíseáin phromóisin ina dtugtar mionsonrai faoin gclár agus rogha tionscadal.

## Staidreamh

I R4 2021, d’fhoilsigh an tAonad um Staidreamh an tuarascáil bhliantúil maidir le Príomhfhírí & Fígiúirí. Tugann an dais idirghníomhach seo léiriú mionsonraithe ar dhaonra na mac léinn san ardoideachas in Éirinn. Áirítear sa dais uasdátaithe seo figiúirí ó 2014/15 go dtí 2020/21, rud a ligean d'anailísí fadaimseartha.

Chuir an tAonad um Staidreamh forbairt an tríú hatrialla de na Próifíl Socheacnamaíocha chun cinn. Déantar iniúchadh sna próifíl socheacnamaíocha seo ar dhaonra na mac léinn ardoideachais in Éirinn, trí leas a bhaint as an Scór Innéacs Diothachta (SID). Úsáidtear SID chun measúnú a dhéanamh ar shaibhreas agus ar mhíbhuntáiste ceantar áirithe geografach. Forbrófar an tacar seo de phróifíl mar shraith de dhaiseanna, curtha le chéile mar ionad ilfhreastail idirghníomhach.

Chuir an tAonad um Staidreamh forbairt na tuarascála ar Dhul Chun Cinn chun cinn freisin. Déantar imscrúdú sa tuarascáil seo ar líon mac léinn na chéad bhliana a leanann ar aghaidh chuig an dara bliain acadúla san institiúid chéanna. Den chéad uair riamh, beidh an tuarascáil ar Dhul Chun Cinn ar fáil ar líne ar shuíomh gréasáin an ÚAO, mar thuarascáil dhigiteach, agus táblaí agus cairteacha idirghníomhacha inti ó thus deireadh.

I R4 2021, foilsíodh tuarascáil mhionsonraithe maidir le Rátaí Críochnaithe. Fuair an analís mionsonraithe seo go gcuireann 3 as 4 fochéimí a gcúrsaí staidéir i gcrích go hiomlán. Mar sin féin, baineann an-éagsúlacht ar fad leis na rátáí críochnaithe ar fud na réimsí staidéir, agus tréithe éagsúla na mac léinn. Ar an iomlán, baineann an rátáí críochnaithe is ísle le réimse na ríomhairesca. Is mór an chodarsnacht atá idir an réimse sin agus réimse an oideachais agus ína réimse leis an rátáí críochnaithe is airde. Is mór an tionchar a imríonn pointí na hArdteistiméireachta ar na rátáí críochnaithe, toisc go mbaineann pointí arda san Ardteist le dóchúlacht níos mó go gcuirfear an cursa ardoideachais i gcrích. Ó thaobh a gcuid staidéar a chur i gcrích, críochnaíonn níos lú ná leath de na daoine a thosaíonn cursa a mbaineann níos lú ná 300 pointe Ardteistiméireachta leo, i gcomparáid le 93% de na daoine a thosaíonn cursa a mbaineann níos mó ná 500 pointe Ardteistiméireachta leo. Cuireadh dais chuimsitheach idirghníomhach ar fáil nuair a foilsíodh an tuarascáil seo, agus bhí 16 dhasí diobh ag plé le Rátaí Críochnaithe.

In 2021, chuir an tAonad um Staidreamh comhaontú comhroinnta sonraí i gcrích idir an ÚAO agus an Róinn Oideachais. Is dul chun cinn ollmhór é seo don ÚAO agus don Aonad um Staidreamh go háirithe. Éascóidh an comhaontú comhroinnta sonraí seo le hanailísí mionsonraithe a dhéanamh ar rátáí aistrithe, rud a cheadóidh sainaithint na gcohortí is lú dóchúlacht aistriú ón oideachas dara leibhéal chuig an oideachas tríu leibhéal.

Ar an iomlán in 2021, is léiriú é forbairt na ndaiseanna idirghníomhacha agus na dtuarascálacha ar an dul chun cinn mó atá déanta ag an Aonad um Staidreamh. Mar gheall ar a éasca is atá sé na daiseanna seo a úsáid, agus an idirghníomhaíocht a bhaineann leo, spreagtar an pobal iad a úsáid, rud a chiallaíonn go bhfaightear anailísí níos mionsonraithe gan mórán stró. Ó tháinig na hacmhainní ríthábhachtacha seo ar an bhfód, tá feabhas mó tar éis teacht ar chumarsáid sonraí agus tá laghdú mó tagtha ar líon na n-iarratas ar shonraí staidrimh.

## g An tÚdarás um Ard-Oideachas mar Eagraíocht den Scoth

### Claochlú Gnó

Lean an ÚAO ar aghaidh lena tionscadal athstruchtúraithe próisis gnó agus teagmháil le EY chun na tionscnaimh seo a leanas a chur chun cinn:

- Treochlár Córais TF a forbairt chun treochlár reatha agus todhchaí de chórais TF a chur ar fáil chun tacú le pleináil agus tosaíocht forbairtí córais.
- Téarma tagartha agus lámhleabhar a bhunú don Oifig Claochlainne. Soláthroidh sé sin lámhleabhar tagartha, téarmaí tagartha agus samhail rialachais chun tacú le cur chun feidhme gníomhaiochtaí comhaontaithe claochlainne.
- Forbairt bhereise den chultúr eagraíochta beartaithe agus an líon riachtanach daoine.

Tá sé ar intinn ag an ÚAO Grúpa Stiúradh Claochlainne a bhunú in 2022 chun leanúint ar aghaidh leis an gClár Claochlainne seo a chuimseoidh forbairt chórais, phróisis agus mhuintir an ÚAO.

### Reachtaíocht an ÚAO

Lean an ÚAO le hobair a dhéanamh leis an Roinn maidir le reachtaíocht nua a achtú don ÚAO agus táimid ag súil lena hachtú in 2022.

### Acmhainní Daonna

Bhí an ÚAO an-ghníomhach ar fad ó thaobh na hearcaíochta de in 2021. Tionscnaíodh 11 chomórtas oscailte maidir leis na poist seo a leanas:

- Príomhoifigeach Gnótháí Corporáideacha
- Príomhoifigeach Clár Caipitiúil
- Ardbhainisteoir (Príomhoifigeach Cúnta) Ginearálta
- Ardbhainisteoir (Príomhoifigeach Cúnta) na hOifige Airgeadais
- Ardbhainisteoir (Príomhoifigeach Cúnta) Staidreamh
- Ceann TF (Príomhoifigeach Cúnta)
- Oifigeach Feidhmiúcháin Sinsearach - Ginearálta
- Oifigeach Feidhmiúcháin Sinsearach - Riarthóir Teagasc & Foghlama
- Oifigeach Feidhmiúcháin Sinsearach - Teicneolaí Teagasc & Foghlama
- Oifigeach Feidhmiúcháin - Ginearálta
- Oifigeach Feidhmiúcháin – Teicniúil (Cláir Chaipitiúla)

Lean an ÚAO a Chóras Forbartha Feidhmíochta agus bainistíochta le linn 2021, eagraíodh 9 gclár ar líne, chomh maith le hoiliúint intí maidir le cibearshlándáil TF, cosaint sonraí agus Saoráil Faisnéise. Anuas air sin, lean roinnt ball foirne ar aghaidh ag staidéar le haghaidh clár sna hinstiúidí ardoideachais.

### Teicneolaíocht Faisnéise

Lean an ÚAO ar aghaidh lena chuid oibre i gcomhar le HEANet a rinne athbhreithniú ar shlándáil TF san ÚAO. Chuimsigh an t-athbhreithniú sin athbhreithniú ar bheartais TF ÚAO, seisiún feasachta foirne maidir le slándáil TF agus roinnt cleachtaí bréagionsaithe.

### h Claochlú Digiteach

I rith 2021, lean an ÚAO de thacaíocht a thabhairt do thionscadail a bhaineann le Claochlú Digiteach san Ardoideachas. Mar a sainaithníodh i Lónra Taighde na nOllscoileanna Teicneolaíochta (TURN), tacáonn maoiniú tríd an gciste TUFT le cur chun feidhme agus le moltaí a chuimsíonn infheistíochta i mbonneagar digiteach comhtháite ilchampais chun comhtháthú réigiúnach a sholáthar, modhanna nua foghlama a éascú agus túis áite a thabhairt d'infheistíochta chaipitil in Ollscoileanna Teicneolaíochta. Chothaigh srianta na paindéime dúshláin agus deiseanna araois. In 2021, sheol an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta **Next Steps for Teaching and Learning: Moving Forward Together**, a dhéanann mionscrúdú ar conas is féidir le hearnáil an ardoideachais foghlaim ó phaindéim COVID-19. Mar a leagadh amach agus an tionscadal seo á sheoladh, pointe a chuir an ÚAO an-fháilte roimhe, is dúshán straitéiseach é an digitú ar fud réimsí uile an rialtais, agus tá clár oibre athraitheach ag earnáil an ardoideachais maidir le claochlú digiteach, agus tá an t-aistriú go dtí an teagasc agus foghlaim ar líne/cianda tar éis dul i bhfeidhm go mór ar an gclár oibre sin.

Mar fhreagra ar dhúshláin arna gcur i láthair ag paindéim COVID-19, sheol an Coimisiún Eorpach glao speisialta ar Chomhpháirtíochtaí Straitéiseacha i réimse Ullmhacht an Oideachais Dhigitigh faoi Phríomhghníomháíochta 226. Dhírigh an glao seo ar dhá théama, ‘Cleachtais nuálaíochta i ré dhigiteach’ agus ‘Forbairt scileanna agus ionchuimsitheacht tríd an chruthaitheacht agus na healaíona’ i gcomhthéacs na paindéime. Cuireadh túis le tionscadail rathúla in 2021 ar feadh uastréimhse dhá bhliain.

Sheol an Fóram Náisiúnta um Fheabhsú Múinteoirreachta agus Foghlama san Ardoideachas **Guide to Developing Enabling Policies for Digital and Open Teaching and Learning**. Tá an treoirleabhar leagtha amach chun tacú le beartais institiúide a forbairt maidir le teagasc agus foghlaim dhigiteach agus teagasc agus foghlaim oscailte, lena n-áirítear modhanna foghlama ar líne, modhanna foghlama cumaisc agus modhanna foghlama duine le duine. Chomh maith leis sin, áirítear sa treoirleabhar sainmhíniú uasdátaithe maidir le beartais chumasúcháin, treoir chúig chéim maidir le beartais chumasúcháin a forbairt, cás-staidéir agus beartais shamplacha ó Institiúidí Ard-Oideachais in Éirinn agus thar lear, agus acmhainn bhereise.

Tá sé beartaithe ag an ÚAO taithí an foghlaimeora, foghlaim fad saoil, an t-idirnáisiúnú agus oibríochtaí foirne le linn na paindéime a chur san áireamh chun an Creat um Chlaochlú Digiteach atá beartaithe a threorú agus chun raon na dtionscnaimh infheistíochta a forbairt sa réimse.

# RIALACHAS CORPARÁIDEACH

Tuarascáil bhliantúil 2021

An tÚDARÁS um ARD-OIDEACHAS

## Cód Cleachtais chun Comhlachtaí Stáit a Rialú

Tháinig an Cód Cleachtais chun Comhlachtaí Stáit a Rialú, 2016, a tháinig in áit Chód 2009, i bhfeidhm i mí Meán Fómhair na bliana 2016. Tá sé glactha ag an Údarás Ardoideachais agus tá próisis curtha i bhfeidhm chun a chinntíú go gcomhlíonann gach gné d'oiríochtaí an ÚAO le riachtanais an Chóid. Thug an Bord faoi chleachtadh féinmheastóireachta sa bhliain 2021 tar éis meastóireachta neamhspleách a dhéanamh sa bhliain 2019.

## Comhaontú Seachadta Feidhmíochta

Rinne an tÚdarás um Ard-Oideachas Comhaontú Seachadta Feidhmíochta leis an Roinn Oideachais agus Scileanna i mí Mártá 2018 agus cuireadh i bhfeidhm é in 2020 agus 2021. Leagtar amach sa chomhaontú seo creat na bainistíochta agus na cuntasachta atá ann idir an Roinn agus an tÚdarás Ardoideachais.

## Na hAchtanna um Chomhionannas Fostaíochta 1998 go 2015

Is tosaíocht bunaithe an ÚAO í an comhionannas. Is mór ag an eagraíocht an éagsúlacht, agus déanann sé a dícheall a bheith ina fhostóir comhionannais ina spreagtar an rannchuidiú aonair agus ina léirítear meas ar an éagsúlacht. Chuige sin, tá an ÚAO tiomanta dá chinntíú nach dtabharfar fabhar d'aon bhall foirne nó d'aon iarratasóir ar fhostaíocht thar aon duine eile ar fhoraí inscne, stádas pósta, stádas teaghlaigh, claonadh gnéasach, reiligiún, aois, míchumas, cine, ballraíocht eitneach mionlach nó ar aon fhoraí nach mbaineann le dea-chleachtas na fostaíochta. Baineann sé seo le hearcaíocht, dáláí oibre agus deiseanna forbartha.

Bhunaigh an ÚAO meitheal oibre inmhéánach go déanach sa bhliain 2020 chun cur i bhfeidhm Dualgas Comhionannais agus Cearta Daonna san Earnáil Phoiblí de chuid an ÚAO a phleanáil agus a mhaoirsíú. Tháinig an grúpa le chéile cúig huairé in 2021 agus iad diríthe ar phríomhchearta an duine agus luachanna comhionannais a shainaithint, agus pléadh conas atá obair an ÚAO ag teacht leis na príomhchearta sin.

## An tAcht um Shláinte, Sábháilteacht agus Leas ag an Obair, 2005

Leanann an tÚdarás um Ard-Oideachas leis na bearta is cui a ghlagadh chun sábháilteacht, sláinte agus leas gach fostaí agus cuairteoir laistigh dá chuid oifigí a chosaint chun forálacha an Acharta seo a chomhlíonadh. Baineann sé seo le hAchtanna Sláinte Poiblí (Tobac) 2002 agus 2004 chomh maith.

Lean Coiste Sláinte agus Sábháilteachta an ÚAO orthu ag bualadh ar bhonn rialta le linn 2021 agus é mar aidhm acu socruithe a chur i gcrích maidir le filleadh ar an obair. Ullmhaíodh an prótacal um filleadh ar obair in 2020 tar éis dul i gcomhairle leis an bhfoireann oibre.

**An tAcht um Eitic in Oifigí Poiblí, 1995 agus an tAcht um Chaighdeán in Oifigí Poiblí, 2001**

I gcomhréir leis na hAchtanna thuasluaite, ghlac an tÚdarás um Ard-Oideachas nósanna imeachta de réir treoirlínte arna n-eisiúint ag an Roinn Caiteachais Phoiblí agus Athchóirithe i ndáil le nochtadh leasanna de chuid Comhaltaí an Bhoird agus cloíodh leis na gnásanna seo i rith na bliana. Níor tharla aon idirbheartaíocht le linn na bliana ina raibh leas tairbhiúil ag aon Chomhalta Boird.

**An tAcht um Nochtadh Cosanta, 2014**

De réir riachtanais dhlíthiúil an Acharta um Nochtadh Cosanta, 2014, tá nósanna imeachta bunaithe agus á gcothabháil ag an Údarás um Ard-Oideachas chun nochtadh cosanta a dhéanamh.

Is féidir nochtacha cosanta a dhéanamh le Príomhfheidhmeannach an ÚAO maidir le hábhair a bhaineann le pleannáil agus forbairt an ardoideachais agus an taighde sa Stát agus le hábhair a bhaineann le maoiniú na n-institiúidí ardoideachais arna maoiniú ag an ÚAO. Rinneadh 3 nochtadh cosanta don ÚAO in 2021 ó institiúidí ardoideachais. Rinne an ÚAO imscrídú ar nochtadh amháin agus tá sé dúntaanois. Tá dhá nochtadh fós á scrúdú ag an ÚAO. Ní dhearna ball foirne ar bith de chuid an ÚAO nochtadh cosanta in 2021.

**An tAcht um Íoc Pras Cuntas, 1997**

Tá an tÚdarás um Ard-Oideachas geallta dá chuid dualgas a chomhlíonadh faoin Acht um Íocaíochtaí Pras Cuntas, 1997, arna leasú le Rialachán na gComphobal Eorpach (Íocaíocht Dhéanach in Idirbhearta Tráchtála) 2012.

Tá an bhainistíocht sásta gur chloí an ÚAO leis na forálacha seo ar gach bealach ábhartha. Íocadh suim €235.27 san iomlán i ndáil le pionóis ús íocaíochta déanacha sa bhliain 2021.

**Acht na dTeangacha Oifigiúla, 2003**

Tá an tÚdarás Ardoideachais tiomanta dá chuid dualgas de réir Acht na dTeangacha Oifigiúla, 2003 a chomhlíonadh. Foilsítear Tuarascáil Bhliantúil an ÚAO agus príomhdhoiciméid bheartais go comhuaineach sa dá theanga oifigiúil ar shuíomh gréasáin an ÚAO.

**An tAcht um Shaoráil Faisnéise, 2014**

Baineann forálacha an Acharta um Shaoráil Faisnéise leis an Údarás um Ard-Oideachas. Cuireann an tAcht seo ceart dlíthiúil ar fáil do dhaoine ar leith rochtain a fháil ar fhaisnéis atá i seilbh na gcomhlachtaí poiblí, an fhaisnéis a choinnítear maidir leis féin a leasú sa chás go bhfuil sí neamhionlán, mícheart nó míthreorach agus na cùiseanna a fháil maidir le cinntí a dhéanann difear dóibh féin. Le linn 2020, fuair an tÚdarás um Ard-Oideachas/ Comhairle Taighde na hÉireann 53 iarratas faoin Acht. Tugadh aghaidh orthu mar seo a leanas:

- Iarratais a Deonaíodh: 8
- Iarratais a Deonaíodh i bpáirt: 18
- Iarratais a Diúltáíodh: 6
- Iarratais a ndéileáiltear leo lasmuigh de Shaoráil Faisnéise: 17
- Iarratais a aistarraingíodh 3
- Iarratais a aistríodh 1

Rinneadh 2 iarratas ar athbhreithniú inmheánach. Atreoraíodh cás amháin (1) chuig Oifig an Choimisiúra Faisnéise.

**Cosaint Sonrai**

Tá an ÚAO tiomanta do chearta agus priobháideacht daoine aonair a chosaint i gcomhréir leis an reachtaíocht um chosaint sonrai. Tá an tAonad Cosanta Sonrai san ÚAO freagrach as maorsíú a dhéanamh ar chlár comhlíontachta cosanta sonrai na heagraíochta. Déanann an ÚAO athbhreithniú leanúnach ar a chleachtais chun a chinntí go bhfuil a ghníomhaíochtaí i gcomhréir leis na prionsabail cosanta sonrai agus go ndéanaimid sonrai pearsanta a chumhdach i ngach a ndéanaimid. Áirítear leis sin ardleibhéil oiliúna agus feasachta foirne a choinneáil, athbhreithniú a dhéanamh ar ár mbeartais chun a chinntí go bhfuil siad suas chun dáta agus i gcomhréir le RGCS, agus a chinntí go bhfuil comhaontuithe láidre i bhfeidhm leis na comhlachtaí uile a gcomhroinnimid sonrai leo nó a phróiseáil ann sonrai pearsanta ar ár son. In 2021, ghlacamar bearta go háirthe chun slándáil ár sonrai a chosaint agus baill foirne i mbun na cianoibre agus ag obair i dtimpeallacht oibre hibridí.

Thugamar faoi 12 Mheasúnacht Tionchair ar Chosaint Sonrai in 2021 chun a chinntí go ndéantar gníomhaíochtaí próiseála sonrai uasdátaithe i gcomhréir le reachtaíocht cosanta sonrai.

Tugadh freagraí iomchuí ar iarratais ó dhaoine is ábhar do na sonrai, laistigh den chreatama reachtaíochta le linn 2021. Fuair an ÚAO 5 iarratas ar rochtain ar shonrai pearsanta, agus 9 n-iarratas ar shonrai pearsanta a scriosadh. Déileáladh leis na hiarratais sin go léir.

I mí Mheán Fómhair 2021, tháinig fadhb chun cinn le próiseálaí sonrai arna úsáid ag an gComhairle um Thaighde in Éirinn. Tharla teagmhas sonrai de dheasca earráide cumraíochta córais, a tuairiscíodh don Choimisiúin um Chosaint Sonrai laistigh den amchlár reachtúil. Réitíomar an fhadhb go han-tapa agus thugamar freagra iomlán do mholtáí an Choimisiúin um Chosaint Sonrai.

**Beartas Éifeachtúlachta Fuinnimh agus Comhshaoil**

Faoi ionstraim Reachtúil (IR) 542, 2009, tá oibleagáidí sonracha tuairiscithe fuinnimh ar an earnáil phoiblí. Bainistíonn SEAI (Údarás Fuinnimh Inmharthana na hÉireann) an próiseas tuairiscithe thar ceann na Roinne Comhshaoil, Aeráide agus Cumarsáide agus tacaíonn leis an earnáil phoiblí an sprioc seo a bhaint amach.

Leagtar amach sa Phlean Gníomhaíochta Náisiúnta um Éifeachtúlachta Fuinnimh sprioc don earnáil phoiblí chun feabhas 33% a chur ar a héifeachtúlachta fuinnimh agus 2020 mar spriocdháta. Éilítear ar chomhlachtaí poiblí uile, an ÚAO san áireamh, sonraí mionsonraithe maidir le fuinneamh a thuairisciú ar bhonn bliantúil trí Chóras Monatóireachta & Tuairiscithe Údarás Fuinnimh Inmharthana na hÉireann a úsáid. Úsáideadh na sonraí sin chun an dul chun cinn i dtreo sprioc 2020 maidir le laghdú éifeachtúlachta fuinnimh 33% a bhaint amach. Roghnaigh an ÚAO 2009 mar bliain bhonnlíne chun an dul chun cinn foriomlán ó thaobh laghdaithe fuinnimh agus an táscáire feidhmíochta fuinnimh [Fuinneamh Príomhúil kWh / Fostaithe Cóibhéisí Lánaimseartha] a rianú maidir le gach bliain thuairiscithe go dtí 2020.

De réir Thuarascáil Bhliantúil Údarás Fuinnimh Inmharthana na hÉireann maidir le Feidhmíocht Éifeachtúlachta Fuinnimh na hEarnála Poiblí 2021, tá stádas foriomlán ó thaobh éifeachtúlachta fuinnimh an ÚAO faoi 2020 71.7% níos fárra bonnlíne éifeachtúlachta fuinnimh 2019. Laghdaíodh go mór leibhéal tomhaltais fuinnimh le linn 2020 agus 2021 de bharr na cianoibre le linn phaindéim Covid.

Dheimhnigh iniúchadh fuinnimh a rinneadh le déanaí meánlaghdú 12% i dtomholtas fuinnimh in 2019 (an ghnáthbhliain réamh-Covid is déanaí) i gcoinne an mheáin don 4 bliana roimhe sin (2015-2018).

Leanann spriocanna laghdaithe fuinnimh an ÚAO le haghaidh 2030 na spriocanna a leagtar amach sa Bhille um Ghníomhú Aeráide: laghdú 51% (7% in aghaidh na bliana) ar astaíochtaí gás ceaptha teasa, agus feabhas 50% ó thaobh éifeachtúlachta fuinnimh de, bunaithe ar mheántomholtas (bonnlíne) don tréimhse 2016 go dtí 2018.

Tá oifig aonair léasaithe ag an Údarás um Ard-Oideachas ag 3 Tithe Shíol Bhoirin, Ascaill Crampton, Bóthar Shíol Bhoirin, Baile Átha Cliath 4. Tá tiarnaí talún reatha an ÚAO tar éis a rá go bhfuil siad tiomanta do ghlanastaiochtaí níallais, rátaí athchúrsála 75% agus dramhaíl iomlán 25% ó thaobh seirbhísí bainistíochta dramhaíola a bhaint amach faoi 2030 sna foirgnimh atá á mbainistiú go díreach acu.

# RÁITIS AIRGEADAIS

Bliain dar chríoch an 31 Nollaig 2021

**An tÚdarás um Ard-Oideachas****Ráitis Airgeadais****Bliain dar chríoch an 31 Nollaig 2021****Faisnéis**

Seoladh:

3 Tithe Shíol Bhoirn  
 Ascall Crampton,  
 Bóthar Shíol Bhoirn,  
 Baile Átha Cliath 4.

Iniúchóirí:

An tArd-Reachtaire Cuntas agus Ciste,  
 3A Sráid an Mhéara Uachtarach,  
 Baile Átha Cliath 1.

Baincéirí:

AIB Bank plc,  
 1-4 Sráid Bhagóid Íochtarach,  
 Baile Átha Cliath 2.

Comhairleoirí Dlí:

Eversheds Sutherland,  
 Ionad Phort an Iarla, 1 Ardán Phort an Iarla,  
 Baile Átha Cliath 2.

**Ráiteas Rialachais agus Tuarascáil na gComhaltaí Boird**

Cuirtear tuarascáil Ráiteas an Rialachais agus Comhaltaí an Bhoird i láthair de réir an Chóid Chleachtais um Rialachas Comhlachtaí Stáit, 2016 agus na treoiríntse a eisíodh i mí na Samhna 2017.

**Rialachas**

Bunaíodh Bord an Údarás um Ard-Oideachas faoin Acht um Údarás Ardoideachais, 1971. Leagtar amach feidhmeanna an Bhoird in alt 3 den Acht seo. Bronnadh feidhmeanna breise don Údarás um Ard-Oideachas faoi Acht na nOllscoileanna, 1997, faoin Acht um Institiúidí Teicneolaíochta, 2006 agus faoi Acht na nOllscoileanna Teicneolaíochta, 2018. Tá an tAcht an Údarás um Ard-Oideachas, 1971 á leasú agus foilsíodh Bille nua an Údarás um Ard-Oideachas i mí Eanáir 2022 agus táthar ag súil go ndéanfar dlí de níos faide ar aghaidh sa bhliain. Is é is aidhm leis an reachtaíocht nua nácreat reachtaíocht chórás an ardoideachais a athchóiriú, rud a ligean do mhaoirsíú agus rialáil na n-institiúidí ardoideachais. Tá an Bord cuntasach don Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus freagrach as an dea-rialachas a chinntí. Is trí chuspóirí agus spriocanna straitéiseacha a leagan amach, agus trí chinntí straitéiseacha a dhéanamh i dtaca leis na ceisteanna tábhachta gnó go léir a dhéantar é seo. Is é an Príomhoifigeach Feidhmiúchán (POF) agus an fhoireann bainistíochta shinsearach atá freagrach as bainistíocht, rialú agus treo laethúil an Údarás um Ard-Oideachas. Caithfidh an POF agus an fhoireann ardbhainistíochta an treoir straitéiseach arna leagan síos ag an mBord a leanúint, agus a chinntí go bhfuil tuiscint shoiléir ag comhaltaí uile an Bhoird ar na príomhgníomhaíochtaí agus cinntí a bhaineann leis an aonán, agus ar aon rioscái suntasacha a d'fhéadfadh teacht chun cinn. Feidhmíonn an POF mar idirchaidreamh díreach idir an Bord agus bainistíocht an Údarás um Ard-Oideachas.

**Freagrachtaí an Bhoird**

Leagtar obair agus freagrachtaí an Bhoird amach i Sceideal na nÁbhar atá Forchoimeádta don Bhoird ina bhfuil na hábhair atá curtha in áirithe do chinneadh ar leith an Bhoird le feiceáil. I measc na nithe seasta a ndéanann an Bord breithniú orthu, tá:

- dearbhú leasa,
- tuarascálacha ó choistí
- buiséid bhliantúla agus pleannana corporáideacha,
- tuarascálacha bliantúla agus ráitis an airgeadais,
- ábhair forchoimeádta,
- tuarascálacha feidhmiúchán

Féachann an Bord le prionsabail dea-chleachtais na hearnála poiblí a chomhlíonadh ina ghníomhaíochtaí féin agus san úsáid a bhaineann sé as fochoistí.

Ní mór don Údarás um Ard-Oideachas faoi Alt 20 den Sceideal a ghabhann le hAcht an Údarás um Ard-Oideachas, 1971 agus i cibé cuma a cheadaíonn an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta le comhthoiliú an Aire um Airgeadas, gach cuntas ceart agus cóir a choinneáil ar an airgead go léir a fhraigheann sé agus a chaitheann sé, lena n-áirítear cuntas ioncaim agus caiteachais agus clár comhardaithe.

Agus na ráitis airgeadais seo á n-ullmhú, élítear ar Bhoird an Údarás um Ard-Oideachas:

- beartais chuntasáiochta iomchuí a roghnú agus iad a chur i bhfeidhm go comhsheasmhach;
- breithiúnais agus meastachán a dhéanamh atá réasúnta agus stuama;
- na ráitis airgeadais a ullmhú ar bhonn an ghnóthais leantaigh ach amháin i gcás go bhfuil sé míchuí glacadh leis go leanfaidh sé d'oibriú, agus
- a lua cibé acu ar leanadh nó nár leanadh caighdeán chuntasáiochta is infheidhme, faoi réir imeacht ar bith ábhartha a noctar agus a mhínítear sna ráitis airgeadais.

Tá an Bord freagrach as taifid chuntasáiochta leordhóthanacha a choinneáil a nocttann, le cruinneas réasúnta tráth ar bith, a staid airgeadais agus a chuireann ar a chumas a chinntí go gcomhlíonann ráitis an airgeadais Alt 20 den Sceideal a ghabhann le hAcht an Údarás um Ard-Oideachas, 1971.

Tá an Bord freagrach as an bplean agus buiséad gnó bliantúil a cheadú. Rinne meastóireacht ar fheidhmíocht an Údarás um Ard-Oideachas trí thagairt do phlean gnó bliantúil 2021 ag cruiinní an Bhoird ar an 25 Eanáir 2022.

Tá an Bord freagrach freisin as a sócmhainní a chosaint agus, dá bhrí sin, as bearta réasúnta a ghlacadh chun calaois agus mírialtachtaí eile a chosc agus a bhrath. Measann an Bord go dtugann ráitis airgeadais an Údarás um Ard-Oideachas léargas fíor agus cóir ar fheidhmíocht an airgeadais agus ar staid airgeadais an Údarás um Ard-Oideachas ar an 31 Nollaig 2021.

Comhala Boird	Ról	Dáta a Ceapadh
Michael Horgan*	Cathaoirleach	27/07/2016
Orla Feely*	Leas-Chathaoirleach	27/07/2016
Bahram Bekradhnia**	Gnáthchomhulta	27/06/2017
Darina Kneafsey*	Gnáthchomhulta	27/07/2016
Deirdre Lillis	Gnáthchomhulta	27/11/2017
Jim Mountjoy**	Gnáthchomhulta	27/06/2017
John Wall*	Gnáthchomhulta	27/07/2016
Judith Eaton*	Gnáthchomhulta	27/07/2016
Clare Austick***	Gnáthchomhulta	01/07/2021
Lynn Ramsey*	Gnáthchomhulta	27/07/2016
Pól Ó Mórain*	Gnáthchomhulta	27/07/2016
Ronan Lyons	Gnáthchomhulta	27/11/2017
Sharon Feeney*	Gnáthchomhulta	27/07/2016
Sinéad O'Flanagan*	Gnáthchomhulta	27/07/2016
Tony Donohoe*	Gnáthchomhulta	27/07/2016
Lorna Fitzpatrick***	Gnáthchomhulta	01/07/2019 (tháinig an téarma chun deiridh ar an 30/06/2021)

\* Ceaptha le haghaidh téarma breisite 18 mhí nó ar achtú reachtaiocht uasdáitithe UAO, cibé acu is túisce.  
\*\* Ceaptha le haghaidh an dara téarma.  
\*\*\* Ceaptha don tréimhse a bheidh sí in oifig. Tháinig téarma Lorna Fitzpatrick, Uas. chun deiridh ar an 30 Meitheamh 2021 agus tháinig Clare Austick i gcomharbas uirthi nuair a ceapadh Lorna mar Uachtarán nuathofa Aontas na Mac Léinn.

## Struchtúr an Bhóird

Tá Cathaoirleach, Leas-Chathaoirleach agus 13 ghnáthchomhulta ar Bhord an Údarás um Ard-Oideachas. Ceapann an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta comhaltaí na Comhairle tríd an tSeirbhís um Cheapacháin Phoiblí. Ceaptar iad ar feadh tréimhse 5 bliana. Tháinig an Bord le chéile 8 n-uaire i rith 2021. Cuirtear fainseis fhairsing ar fáil do chomhaltaí nua an Bhóird faoin Údarás Ardoideachais agus a chuid oibríochtaí. Leagtar amach sa tábla thíos ballraíocht an Bhóird i rith na bliana agus dáta ceapacháin na gcomhaltaí.

## Meastóireacht an Bhóird

Cuireann Alt 4.6 den Chód Cleachtais um Rialachas Comhlacthaí Stáit, 2016 an dualgas ar an mBord athbhreithniú bliantúil a dhéanamh ar a fheidhmíocht agus ar mheastóireacht sheachtrach a dhéanamh gach trí bliana ar a laghad. Thug an Bord faoi chleachtadh féinmheastóireachta i Ráithe 4 2021 agus rinne sé athbhreithniú ar na tortaí ag a chruinníú ar an 8 Márt 2022. Tugadh faoi mheasúnú seachtrach i mí na Nollag 2019.

## An Chomhairle um Thaighde in Éirinn

Feidhmíonn Comhairle Taighde na hÉireann (CTÉ) faoi choimirce an Údarás um Ard-Oideachas (ÚAO). Ní comhlacht reachtúil í an CTÉ. Tá Cathaoirleach, deichniúr gnáthchomhulta agus comhala ex-officio amháin sa CTÉ. Ceapann an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta comhaltaí na Comhairle tríd an tSeirbhís um Cheapacháin Phoiblí. Ceaptar iad ar feadh tréimhse trí bliana. Ní raibh ballraíocht iomlán ar an gComhairle ó mhí na Nollag 2021. Bhí dhá áit fós le líonadh ag deireadh na bliana agus bhí an tAire le beirt a cheapadh chun na folántais a líonadh. Tháinig an CTÉ le chéile 6 huaire le linn 2021. Leagtar amach sa tábla thíos ballraíocht an CTÉ i rith na bliana agus dáta ceapacháin na gcomhaltaí.

Comhala Comhairle	Ról	Dáta a Ceapadh	Líon na gCruinnithe ar ar Freamháidh
Jane Ohlmeyer*	Cathaoirleach	30/11/2018	6/6
Daniel Carey	Cathaoirleach Eatramhach	31/08/2019	6/6
Emma Teeling**	Gnáthchomhulta	30/11/2018	5/6
Felicity Kelliher**	Gnáthchomhulta	30/11/2018	6/6
Kieran Conboy	Gnáthchomhulta	31/08/2019	5/6
Rob Kitchin**	Gnáthchomhulta	30/11/2018	6/6
Catherine Godson	Gnáthchomhulta	13/11/2019	6/6
Patricia Kearney	Gnáthchomhulta	13/11/2019	4/6
Liam Barry	Gnáthchomhulta	13/11/2019	5/6
Turlough Downes	Gnáthchomhulta	15/11/2020	6/6
Orla Muldoon	Gnáthchomhulta	15/11/2020	6/6
Claire Connolly	Gnáthchomhulta	08/10/2021	1/1
Colin Scott	Gnáthchomhulta	08/10/2021	1/1
Peter Brown	Ex-Officio	09/10/2017	6/6

\* D'éirigh sí as ar an 6 Nollag 2021 toisc go raibh a téarma oifige tagtha chun deiridh.

\*\* D'éirigh sí as ar an 30 Nollag 2021 toisc go raibh a dtéarma oifige tagtha chun deiridh.

Ceapadh an tOllamh Daniel Carey ina Cathaoirleach Eatramhach ar an 30 Samhain 2021 nuair a tháinig téarma oifige an Ollaimh Jane Ohlmeyer chun deiridh.

### Fóram Náisiúnta um Fheabhsú Múinteoirreachta agus Foghlama san Ardoideachas

Ar an 1 Eanáir 2022, aistríodh an Fóram Náisiúnta um Fheabhsú Múinteoirreachta agus Foghlama san Ardoideachas chuig an ÚAO. Ní comhlacht reachtúil í an Fóram seo. Is é an comhlacht náisiúnta atá freagrach as ceannaireacht agus comhairle a chur ar fáil maidir le múinteoirreacht agus foghlaim a fheabhsú i réimse an ardoideachais in Éirinn.

### Coisti

Bhí 6 choiste ag an mBord in 2021. I mí Meán Fómhair, cheadaigh an Bord athruithe do chúrsaí ballraíochta coiste le huasmhéid cúigear comhaltaí boird ceadaithe ar choiste ar bith. Is iad seo a leanas na mionsonraí a bhaineann leis na coistí:

### Coiste Iniúchóireachta agus Riosca

Is é ról an Choiste Iniúchóireachta agus Riosca tacaíocht a thabhairt don Bhord maidir lena fhreagrachtaí i ndáil le riosca, rialú agus rialachas agus an dearbhú a bhaineann leis sin uile. Tá an Coiste Iniúchóireachta agus Riosca neamhspleách ó bhainistíocht airgeadais na heagraíochta. Cuireann sé dearcadh neamhspleách ar fáil maidir le rioscaí agus córais bainistíocht an riosca. Áirithíonn an Coiste go ndéantar monatóireacht ghníomhach agus neamhspleách ar na córais rialaithe inmheánacha, lena n-áirítear gníomhartha iniúchta. Tuairiscíonn an Coiste Iniúchóireachta, Riosca & Airgeadais don Bhord tar éis gach cruinnithe. Tháinig an CIR le chéile 6 uaire le linn 2021. Tá ceathrarr comhaltaí Boird ar an CIR, chomh maith le ball seachtrach amháin a bhfuil saineolas acu ar chúrsaí airgeadais iniúchta. Is iad seo a leanas comhaltaí an Choiste Iniúchóireachta agus Riosca le linn na bliana:

CIR roimh an 6 Meán Fómhair 2021	CIR ón 6 Meán Fómhair 2021 ar aghaidh
Sharon Feeney (Cathaoirleach)	
Deirdre Lillis	Deirdre Lillis (Cathaoirleach)
Pól Ó Móráin	Pól Ó Móráin
Lorna Fitzpatrick	Lynn Ramsey
Jim Mountjoy	Darina Kneafsey
Sinéad O'Flanagan	
Anne Brady, comhalta seachtrach	Anne Brady, comhalta seachtrach

### Coiste Airgeadais agus Rialachais

Is é ról an Choiste Airgeadais agus Rialachais (CAR) ná comhairle agus moltaí a thabhairt don Bhord maidir le cúrsaí airgeadais agus rialachais agus leithdháiltí beartaithe deontais, agus maoirseacht a dhéanamh ar chistiúchán a thugtar do na hinstiúidí ardoideachais, ag féachaint do na tosaíochtaí beartais arna leagan amach ag an mBord. Tá an Coiste seo freagrach freisin as maoirseacht a dhéanamh ar chúrsaí airgeadais inmheánacha agus riarrachán an Údarás um Ard-Oideachas, lena n-áirítear athbhreithniú a dhéanamh ar chuntais agus ar bhuiséid bhainistíochta. Tuairiscíonn an CAR don Bhord tar éis gach cruinnithe. Tháinig an CAR le chéile seacht n-uaire le linn 2021. Tá cúigear comhaltaí Boird agus comhalta seachtrach amháin a bhfuil saineolas airgeadais agus iniúchta acu ar an gCoiste Airgeadais agus Rialachais faoi láthair. Is iad seo a leanas comhaltaí an CAR le linn na bliana:

CAR roimh an 6 Meán Fómhair 2021	CAR ón 6 Meán Fómhair 2021 ar aghaidh
Jim Mountjoy	Sinéad O'Flanagan (Cathaoirleach)
Michael Horgan (Cathaoirleach)	Michael Horgan
Judith Eaton	Judith Eaton
Bahram Bekhradnia	Bahram Bekhradnia
Lorna Fitzpatrick/Clare Austick	Clare Austick
Darina Kneafsey	
Anne Brady, comhalta seachtrach	Anne Brady, comhalta seachtrach
Joe Heavey, comhalta seachtrach	
Michael O'Connell, comhalta seachtrach	

### Coiste Forbartha Córas agus Bainistíochta Feidhmíochta

Is é ról an Choiste Forbartha Córas agus Bainistíochta Feidhmíochta (CFCBF) ná tacú leis an mBord maoirseacht a dhéanamh ar chruthú agus ar forbairt na gcóras comhordaíthe d'instiúidí ardoideachais, gach ceann acu lena mhisin shoiléire éagsúlaithe acu agus iad diríthe go láidir ar thorthaí agus ar an maoiniú le haghaidh feidhmíochta. Tuairiscíonn an CFCBF don Bhord tar éis gach cruinnithe. Tháinig an CFCBF cúig huaire le linn 2021. Freastalaíonn cúigear comhaltaí Boird ar an CFCBF. Is iad seo a leanas comhaltaí an Choiste Forbartha Córas agus Bainistíochta Feidhmíochta le linn na bliana:

CFCBF roimh an 6 Meán Fómhair 2021	CFCBF ón 6 Meán Fómhair 2021 ar aghaidh
Tony Donohoe (Cathaoirleach)	Tony Donohoe (Cathaoirleach)
Sharon Feeney	Sharon Feeney
Lynn Ramsey	Lynn Ramsey
Darina Kneafsey	Judith Eaton
Michael Horgan	Clare Austick
Jim Mountjoy	
Sinéad O'Flanagan	
Ronan Lyons	
John Wall	

### An Coiste um Beartais agus Pleanál Straitéiseach

Is é ról an Choiste um Beartas agus Pleanál Straitéiseach (CBPS) ná anailís agus comhairle oibachtúil a chur ar fáil ar fud ceisteanna an ardoideachais, ag aithint ceisteanna tábhachtacha an bheartais agus na ceannaireachta san ardoideachas - láithreach agus fadtéarmach - in Éirinn agus go hidirnáisiúnta. Agus anailís an bheartais seo á dhéanamh aige, sé cuspóir an Choiste ná an t-ardoideachas a fheabhsú in Éirinn, agus an chuntasacht phoiblí a fheabhsú, trí thimpeallacht beartais níos eolaí a chruthú, agus trí fhreagairt praiticiúla a forbairt ar na ceisteanna straitéiseacha atá os comhair cheannairí na n-institiúidí ardoideachais agus na ngníomhaireachtaí poiblí. Tuairiscíonn an CBPS don Bhord tar éis gach cruinnithe. Tháinig an CBPS le chéile ceithre huaire sa bliain 2021. Tá cúigear comhaltaí Bord ar an CBPS faoi láthair. Is iad seo a leanas comhaltaí an Choiste um Beartais agus Pleanál Straitéiseach le linn na bliana:

CBPS roimh an 6 Meán Fómhair 2021	CBPS ón 6 Meán Fómhair 2021 ar aghaidh
Darina Kneafsey (Cathaoirleach)	Darina Kneafsey (Cathaoirleach)
Sharon Feeney	Sharon Feeney
John Wall	John Wall
Bahram Bekhradnia	Bahram Bekhradnia
Pól Ó Móráin	Tony Donohoe
Deirdre Lillis	
Ronan Lyons	
Orla Feely	
Lynn Ramsey	
Judith Eaton	

### An Coiste Taighde agus Oideachais larchéime

Is é ról an Choiste Taighde agus Oideachais larchéime (CTOI) ná comhleanúnachas beartais a chinntí idir an tÚdarás um Ard-Oideachas agus Comhairle Taighde na hÉireann; dréachtráitis an bheartais a ullmhú agus comhairle a thabhairt ar ghnéithe den taighde agus oideachas iarchéime; maoirseacht agus tuairisciú a thabhairt don Bhord agus don Chomhairle maidir le beartas an taighde agus an oideachais iarchéime a chur i bhfeidhm ag an gcóras ardoideachais agus ag na hinstiúidí comhphárteacháin; agus athbhreithniú a dhéanamh ar na tionscnaimh beartais ar leith a chuireann an Bord nó an Chomhairle isteach. Tuairiscíonn an CTOI don Bhord tar éis gach cruinnithe. Tháinig an CTOI le chéile ceithre huaire in 2021. Tá cúigear comhaltaí Boird ar an gCoiste Taighde agus Oideachais larchéime faoi láthair, chomh maith le triúr comhaltaí Comhairle agus comhalta seachtrach amháin ó Aontas na Mac Léinn in Éirinn. Is iad seo a leanas comhaltaí an Choiste Taighde agus Oideachais larchéime le linn na bliana:

CTOI roimh an 6 Meán Fómhair 2021	CTOI ón 6 Meán Fómhair 2021 ar aghaidh
Orla Feely (Cathaoirleach)	Orla Feely (Cathaoirleach)
Sinéad O'Flanagan	Sinéad O'Flanagan
Deirdre Lillis	Deirdre Lillis
Ronan Lyons	Jim Mountjoy
John Wall	Pól Ó Móráin
Adam Clarke, ANML	Jenna Barry, ANML
Jane Ohlmeyer, CTÉ	Jane Ohlmeyer*, CTÉ (go dtí 06/12/2021)
Felicity Kelliher, CTÉ	Felicity Kelliher*, CTÉ (go dtí 30/11/2021)
Liam Barry, CTÉ	Liam Barry, CTÉ

\* D'éirigh sí as a ról ar an gComhairle um Thaighde in Éirinn agus tháinig an tOllamh Daniel Carey, Cathaoirleach Eatrámhach na Comhairle um Thaighde in Éirinn i gcomharbas uirthi. Tá folúntas amháin ar an CTÉ fós le líonadh.

### Coiste Achomhairc Pinsin

Is é ról Choiste Achomhairc na bPinsean (CAP) ná feidhm reachtúil a bhronntar ar an Údarás Ardoideachais a chur i bhfeidhm, sí sin breithníu a dhéanamh ar achomhairc phinsin a chuireann foireann na hollscoile isteach faoi Sceideal 5 d'Acht na nOllscoileanna, 1997. Tugtar gach cinneadh an Údarás um Ard-Oideachas maidir lena leithéid achomhairc le cead an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus an Aire Caiteachais agus Athchóirithe Poiblí. Tuairiscíonn CAP don Bhord tar éis gach cruinnithe. Tháinig CAP le chéile trí huaire in 2021. Tá ceithre comhaltaí Boird ar CAP faoi láthair. Is iad seo a leanas comhaltaí Choiste Achomhairc na bPinsean in 2021:

CAP roimh an 6 Meán Fómhair 2021	CAP ón 6 Meán Fómhair 2021 ar aghaidh
Michael Horgan (Cathaoirleach)	Jim Mountjoy (Cathaoirleach)
Bahram Bekhradnia	John Wall
John Wall	Michael Horgan
Lorna Fitzpatrick	Orla Feely

**Sceideal Freastail**

Leagtar amach thíos sceideal maidir le freastal ag na cruinnithe Boird agus Coiste le linn 2021.

Bord	Iniúchadh & Riosca	Airgeadais agus Rialachais	Forbartha Córás & Bainistiochta Feidhmiocha	Coiste um Beartais agus Pleánáil Straitéisigh	Taighde agus Oideachais larchéime	Coiste Achomhairc Pinsin
Iomlán na gCruinnithe	8	6	7	5	4	3
Michael Horgan	8/8		5/7	3/5		3/3
Bahram Bekhradnia	6/8		6/7	1/3	3/4	2/3
Orla Feely	8/8				1/3	3/4
Sinéad O'Flanagan	8/8	2/3	3/3	2/3		4/4
Lorna Fitzpatrick	4/4	3/3	4/4			1/1
Deirdre Lillis	7/8	5/6			3/3	2/4
Ronan Lyons	6/8			1/3	1/3	0/2
Jim Mountjoy	7/8	1/3	3/4	3/3		1/2
Lynn Ramsey	7/8	3/3		5/5	3/3	
John Wall	8/8			3/3	4/4	2/2
Sharon Feeney	8/8	4/4		5/5	4/4	
Tony Donohoe	8/8			4/5	1/1	
Judith Eaton	7/8		5/7	1/2	3/3	
Darina Kneafsey	8/8	2/3	4/4	3/3	4/4	
Clare Austick	4/4		3/3	1/2		1/1
Pól Ó Móráin	8/8	6/6			3/3	1/2

Tá na mionsonraí i leith táillí agus costais chomhaltaí uile an Bhoird le feiceáil i Nóta 16 de na Ráitis Airgeadais.

**Mórathruithe ó thaobh Pearsanra**

Tháinig téarma Lorna Fitzpatrick, Uas. mar Uachtarán Aontas na Mac Léinn in Éirinn chun deiridh ar an 30 Meitheamh 2021 agus tháinig Clare Austick i gcomharbas uirthi mar chomhalta boird nuair a ceapadh í ina hUachtarán nuathofa ar Aontas na Mac Léinn in Éirinn.

**Cothromaíocht Inscne, Éagsúlacht agus Ionchuimsitheacht**

Aithníonn an tÚdarás Ardoideachais an tábhacht a bhaineann leis an éagsúlacht agus an cuimsíú maidir le gach ball foirne de chuid an Údaráis um Ard-Oideachas agus tá meithleacha oibre bunaithe aige chun cur i bhfeidhm Dualgas Comhionannas agus Cearta Daonna na hEarnála Poiblí de chuid an Údaráis Ardoideachais a phleanáil agus a mhaoirsíú de réir an Acharta um Chearta an Duine agus Comhionannas 2014.

Éilíonn an Cód Cleachtais um Rialachas na gComhlachtaí Stáit, 2016 gur cheart go dtabharfaí ceapacháin chuig Boird Stáit aird ar na buntáistí a bhaineann le bord éagsúil agus ar chothromaíocht inscne.

Amhail an 31 Nollaig 2021, bhí 8 (53%) ball baineann agus 7 (47%) fireann ag Bord an Údaráis um Ard-Oideachas. Mar sin, comhlíonn an Bord sprioc an Rialtais go mbeadh ionadaíocht 40% ar a laghad de gach inscne i mballraíocht bhoird na gcomhlachtaí Stáit. Tá ceathrar (50%) ban agus ceathrar (50%) fear ar fhoireann bainistíocht shinsearach an Údaráis um Ard-Oideachas.

**Nochtuithe a Cheangláitear leis an gCód Cleachtais chun Comhlachtaí Stáit a Rialú (2016)**

Tá an Bord freagrach as a chinntíú gur chomhlíon an tÚdarás Ardoideachais riachtanaí an Chóid Chleachtais chun Comhlachtaí Stáit a Rialú ("an Cód"), arna fhoilsíú ag an Roinn Caiteachais agus Athchóirithe Poiblí i mí Lúnasa na bliana 2016. Éilitear sa chóid na nochtuithe seo a leanas a dhéanamh:

**Sochair Ghearrhéarmacha na bhFostaithe**

Leagtar sochair ghearrrhéarmacha na bhfostaithe os cionn €60,000 amach i nota 15. Ní raibh aon íocaíochtaí foirceanta sa bhliain 2021.

**Costais Sainchomhairleoireachta**

Gearradh na costais comhairleachta seo a leanas ar chostais an oibriúcháin:

	2021 €'000	2020 €'000
Athbhreithnithe Rialachais	48	24
Cáin agus Comhairle Achtúireach	13	4
Iniúchadh Inmheánach	32	17
Comhairle RGS	3	39
Táillí Dlí	70	35
Taighde agus Comhairle an Bheartais	638	445
Athbhreithnithe Seachtracha agus Comhairleacha	340	265
Athbhreithniú ar Phróisis an Ghnó	82	173
Eile	47	103
<b>1,273</b>	<b>1,105</b>	

**Costais agus Réitigh Dlí**

Ní raibh aon chostais dlí sa tréimhse tuairiscithe maidir le socraíochtaí, idir-réiteach nó imeachtaí eadrána. Ní chuimsíonn an chatagóir seo an caiteachas i ndáil leis an ngnáthcomhairle dlí a fhaigheann an tÚdarás Ardoideachais atá le feiceáil sna costais Chomhairleachta thusa.

**Caiteachas Taistil agus Cothabhála**

Rangaítear costais taistil agus cothabhála mar seo a leanas:

	2021 €'000	2020 €'000
<b>ÉIRE</b>		
An Bord	3	1
Fostaithe	1	8
<b>IDIRNÁISIÚNTA</b>		
An Bord	0	7
Fostaithe	0	3
<b>Iomlán</b>	<b>4</b>	<b>19</b>

**Caiteachas Fáilteachais**

Déantar an caiteachas ar fháilteachas a chatagóiriú mar seo a leanas:

	2021 €'000	2020 €'000
Foireann	0	-
An Bord	0	-
Tríú Páirtithe	0	1
<b>Iomlán</b>	<b>0</b>	<b>1</b>

**Ráiteas maidir le Comhlíonadh**

Ghlac an Bord leis an gCód Cleachtais um Chomhlacthaí Stáit a Rialú (2016) agus tá nósanna imeachta curtha i bhfeidhm aige chun a chinntíú go gcomhlíontar an Cód Cleachtais um Chomhlacthaí Stáit a Rialú don bhliaín 2021. Tá an tÚdarás um Ard-Oideachas ag comhlíonadh an Chóid Cleachtais um Chomhlacthaí Stáit a Rialú don bhliaín 2021.

Thar ceann Bhord an Údaráis um Ard-Oideachas:

**Michael Horgan**

Cathaoirleach

Dáta: 28 Meitheamh 2022

## Ráiteas ar Chóras na Rialuithe Inmheánacha

### Raon Freagrachta

Aithním thar ceann Bord an Údarás Ardoideachais ár bhfreagracht as a chinntíú go ndéantar córas éifeachtach rialuithe inmheánacha a chothabhláil agus a chur i bhfeidhm. Áirítear sa fhreagracht seo ceanglais an Chóid Cleachtais chun Comhlacthaí Stáit a Rialú (2016).

### Cuspóir an Chórais Rialaithe Inmheánaigh

Tá córas na rialuithe inmheánacha deartha chun riosca a bhainistiú ar leibhéal sásúil seachas deireadh a chur leis. Mar sin ní féidir leis an gcóras ach dearbhú réasúnach seachas dearbhú iomlán a thabhairt go ndéantar na sócmhainní a chosaint, go ndéantar na hidirbhearta a údarú agus a thaifeadadh i gceart, agus go ndéantar botúin nó mírialtachtai ábhartha a chosc nó a aithint go tráthúil.

Tá córas an rialuithe inmheánacha, a thagann le treoir arna eisiúint ag an Roinn Caiteachais Phoiblí agus Athchóirithe, i bhfeidhm san Údarás um Ard-Oideachas don bhliaín dar críoch 31 Nollaig 2021 agus suas go dtí dáta faofa na ráiteas airgeadais.

### Cumas chun Riosca a Láimhseáil

Tá Coiste Iniúchta agus Riosca (CIR) ag an Údarás um Ard-Oideachas ar a bhfuil seisear comhaltaí an Bhoird agus ball seachtrach amháin a bhfuil saineolas airgeadais agus iniúchta aige. Tháinig an CIR le chéile 6 huaire le linn 2021.

Rinneadh feidhm iniúchta inmheánaigh an Údarás um Ard-Oideachas a chur amach ar chonradh chuig an ngónlacht cuntasaíochta gairmiúil Deloitte tar éis tairiscint a reáchtáil faoi chreat Soláthar Oifig an Rialtais. Rinne an Bord Plean Iniúchadh Inmheánach 2021 a fhaomhadh. Cuimsíonn an plean seo athbhreithniú ar na rialuithe inmheánacha ar bhonn bliantúil.

Rinne an tÚdarás um Ard-Oideachas beartas bainistíocht riosca a forbairt ina leagtar amach inghlachthacht riosca, na próisis bhainistíocha riosca atá i bhfeidhm agus mionsonraí ar róil agus ar fhreagrachtaí na foirne maidir leis an riosca. Eisíodh an beartas seo do gach ball foirne a bhfuiltear ag súil go n-oibreoidh siad laistigh de bheartas bainistíochta an riosca, chun bainistíocht an UAO a chur ar an eolas faoi na rioscaí atá ag teacht chun cinn, agus chun laigí a rialú agus freagracht a ghlaicadh as na rioscaí agus as na rialuithe laistigh dá réimse oibre féin. Tá Clár an Riosca curtha ar bun agus, chomh maith le breithniú a dhéanamh ar ábhair an riosca ag an gCoiste Iníúchóireachta agus Riosca, déanann an fhoireann bainistíochta sinsearaí athbhreithniú rialta ar na rioscaí a n-aithnítear a mbaineann leis an Údarás Ard-Oideachas.

### Creat um Riosca agus Rialú

Tá córas bainistíocha riosca curtha i bhfeidhm ag an Údarás um Ard-Oideachas a aithníonn agus a thuairiscíonn na príomhrioscaí agus na bearta bainistíocha atá á ndéanamh chun aghaidh a thabhairt orthusan a mhéid is féidir.

Tá clár an riosca i bhfeidhm a aithníonn na príomhrioscaí atá os comhair an Údarás um Ard-Oideachas agus rinneadh a leithéid a aithint, a mheas agus a ghrádú de réir a gcuid tábhachta. Déanann an bhainistíocht athbhreithniú agus uasdátú ar an gclár gach sé mhí agus déanann an CIR athbhreithniú air. Úsáidtear tortaí na n-athbhreithnithe sin chun acmhainní a phleanáil agus a leithdháileadh chun a chinntíú go ndéantar rioscaí a bhainistiú ag leibhéal inghlactha.

Mionsonraítear sa chlár rioscaí na rialuithe agus na gníomhaíochtaí is gó chun rioscaí agus freagracht a mhaolú maidir le hoibriochtaí a shanntar ar bhaill foirne ar leith.

### Monatóireacht agus Athbhreithniú Leanúnach

Tá bearta glactha ag an mBord lena chinntíú go bhfuil an timpeallacht rialaithe is iomchuí curtha i bhfeidhm trí na pointí seo a leanas:

- Freagrachtaí bainistíochta an údarás a leagan amach agus a dhoiciméadú go soiléir.
- Línte soiléire na cuntasachta a chinntíú don bhainistíocht.
- Gnáis fhoirmiúla a bhunú trí fheidhmeanna éagsúla na gcoistí chun monatóireacht a dhéanamh ar gníomhaíochtaí na heagraíochta agus chun sócmhainní na heagraíochta a chumhdach.
- Gnáis a bhunú chun teipeanna suntasacha an rialaithe a thuairisciú agus chun a chinntíú go ndéantar gach beart ceartaitheach is cuí.
- Cultúr láidir na cuntasachta a forbairt ar fud na heagraíochta.
- Glacadh leis an gCód Cleachtais chun Comhlacthaí Stáit a Rialú agus cloí leis.
- Athbhreithniú a dhéanamh ar éifeachtacht an Bhoird.
- A chinntíú go n-áiríonn timpeallacht an rialaithe Coiste Iníúchta agus Riosca gníomhach, feidhm iniúchta inmheánaigh agus tuairisciú rialta don Bhord maidir le tortaí airgeadais.

Tá córas na rialuithe inmheánacha bunaithe ar chreat na faisnéise, na mbeartas agus gnás rialta na bainistíochta lena n-áirítear deighilt na ndualgas agus córas an tarmligin agus na cuntasachta. Tá córais na monatóireachta seo a leanas i bhfeidhm go háirithe:

- Táthar tar éis príomhrioscaí agus rialuithe gaolmhara a aithint agus próisis a chur i bhfeidhm chun monatóireacht a dhéanamh ar oibríocht na bpriomhrialuithe sin agus tuairisciú a dhéanamh ar aon easpaí a shainaithnítear.
- Tá córas cuimsitheach an bhuiséadaithe i bhfeidhm le buiséad bliantúil, a ndéanann an Bord athbhreithniú agus comhaontú air. Cuimsíonn sé seo mionphróiseas pleanál an ghnó.
- Déanann an bhainistíocht shinsearach athbhreithnithe rialta ar thuairiscí an airgeadais a léiríonn an fheidhmíocht dáiríre i gcoinne na buiséid.

Le linn 2020 agus 2021, chuir an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta maoiniú €89.3m ar fáil chun an tionchar airgeadais ar na hinstiúidí ardoideachais a bhain díreach le COVID a mhaolú agus chun aistriú na hearnála a éascú chuig seachadadh agus measúnú ar líne, chun ullmhú le haghaidh filleadh slán ar an oideachas de réir riachtanais sláinte poiblí agus chun tacaíocht a thabhairt don fhreagairt túslíne. Chumhdaigh an maoiniú seo an tréimhse ó thús na paindéime go dtí deireadh na bliana acadúla 2020/2021.

Chuir an ÚAO roinnt cosaintí láidre i bhfeidhm chun a chinntí gur úsáideadh an maoiniú a cuireadh ar fáil chun na gcríoch a bhí leis. I measc na gcosaintí seo, eisíodh téarmaí agus coinníollacha mionsonraithe, coinníodh siar 15% den mhaoiniú go dtí gur cuireadh éilimh i gcríoch agus fostáiodh comhlacht seachtrach chun iniúchtaí a dhéanamh ar éilimh. Rinne na hiniúchtaí seachtracha athbhreithniú ar éilimh arbh fhiú €72.0m iad agus sainaithníodh €2.8m de chaiteachas neamhincháilithe de réir na gcoinníollacha agus €3.6m de chaiteachas eile agus, cé go raibh sé dlíteanach, bhain sé le 2021. Níor ceadaíodh iad sin. Rinne an dara tráinse d'iniúchtaí athbhreithniú ar éilimh arbh fhiú €11.8 iad agus sainaithníodh caiteachas neamhincháilithe €0.2m. Níorbh fhios ag an túis cén tacaíocht mhaoinithe, dá mba ann dó, a gcuirfi ar fáil d'instiúidí, mar sin ní raibh sásraí mionsonraithe i bhfeidhm ar dtús chun an t-eolas riachtanach a bhailíú i gcomhréir leis na téarmaí agus coinníollacha maoinithe. Forbraíodh na sásraí sin de réir agus a cuireadh na coinníollacha maoinithe in iúl. B'ionann na hélimh dheireanacha agus €96.3m, méid a bhí ní ba mhó ná an maoiniú a bhí ar fáil. Rinneadh glaníocaíochtaí €89.3m d'instiúidí ardoideachais agus aisghabháil an ÚAO aisíocaíochtaí ar bith a bhí dlite.

## Soláthar

Dearbhaím go bhfuil nósanna imeachta i bhfeidhm ag an Údarás um Ard-Oideachas chun a chinntí go gcomhlíontar rialacha agus treoirlínte reatha an tsoláthair mar atá leagtha amach ag an Oifig um Sholáthar Rialtais. Tá an tÚdarás um Ard-Oideachas i gcomhréir go hiomlan ó thaobh soláthair de.

## Athbhreithniú ar Éifeachtúlacht

Dearbhaím go bhfuil nósanna imeachta i láthair san Údarás um Ard-Oideachas chun monatóireacht a dhéanamh ar éifeachtacht a chuid gnás um bainistíocht agus rialú an riosca. Tá monatóireacht agus athbhreithniú an Údarás um Ard-Oideachas ar éifeachtacht córas inmheánach an rialithe bunaithe ar obair na n-iniúchóirí inmheánacha, ar an gCoiste Iniúchóireachta agus Riosca a dhéanann maoirseacht ar a gcuid oibre, ar na hiniúchóirí seachtracha agus ar an mbainistíocht shinsearach laistigh den Údarás um Ard-Oideachas atá freagrach as creat inmheánach rialú an airgeadais a fhorbairt agus a chothabháil.

Dearbhaím go ndearna an Bord athbhreithniú bliantúil ar éifeachtúlacht na rialuite inmheánacha don bhliain 2021.

Níor aithníodh aon laigí sa rialú a éilíonn noctadh sa Ráiteas ar Chórás an Rialaithe Inmheánaigh.



**Michael Horgan**

Cathaoirleach

Dáta: 28 Meitheamh 2022



## Ard Reachtaire Cuntas agus Ciste

### Comptroller and Auditor General

#### Tuarascáil le cur faoi bhráid Thithe an Oireachtas

##### An tÚdarás um Ard-Oideachas

###### Tuairim ar na ráitis airgeadais

Rinne mé iniúchadh ar ráitis airgeadais chomhdhlúite an Údarás um Ard-Oideachas don bhlain dar críoch an 31 Nollaig 2021 faoi réir fhorálacha Acht um Údarás um Ard-Oideachas 1971. Tá na ráitis airgeadais comhdhéanta de

- ráiteas ar ioncam agus ar chaiteachas agus ar chúlchistí coinnithe ioncaim
- an ráiteas ar ioncam cuimsitheach
- an ráiteas ar an staid airgeadais
- an ráiteas maidir le sreabhadh airgid agus
- na notaí gaolmhara, lena n-áirítear achoimre ar na beartais chuntasaíochta shuntasacha.

Is é mo thuairim go dtugann na ráitis airgeadais léargas fior agus cothrom ar shócmhainní, ar dhliteanais agus ar staid airgeadais an Údarás amhail an 31 Nollaig 2021 agus ar ioncam agus ar chaiteachas don bhlain dar gcríoch 2021 de réir an Chaighdeán Tuairiscithe Airgeadais (FRS) 102 – *An Caighdeán um Thuairisciú Airgeadais a bhfuil feidhm leis sa RA agus in Éirinn*.

###### An bonn atá leis an tuairim

Thug mé faoi m'iniúchadh ar na ráitis airgeadais de réir Chaighdeán Idirnáisiúnta Iniúchóireachta (ISAnna) faoi mar atá fógartha ag Eagraíocht Idirnáisiúnta na nInstitiúid Náisiúnta Iniúchóireachta. Déantar cur síos ar na freagrachtaí atá orm faoi na caighdeán sin i bhfoscríbhinn na tuarascála seo. Táim neamhspleách ar an Údarás agus tá mo chuid freagrachtaí eiticiúla comhlíonta agam de réir na gcaighdeán sin.

Measaim go bhfuil an fhianaise iniúchta atá aimsithe agam leordhóthanach agus ábhartha chun bunús a chur le mo thuairim.

###### Tuairisc ar nithe eile seachas na ráitis airgeadais agus ar nithe eile

Tá fainseis áirithe eile chomh maith leis na ráitis airgeadais curtha i láthair ag an Údarás. Áirítear achoimre ar shocruithe rialachais chorparáidigh, ráiteas rialachais agus tuarascáil ó chomhaltaí an Bhoird, ráiteas ar an gcóras um rialú inmheánach agus sceideal i ndáil le deontas ioncaim.

Déantar cur síos ar na freagrachtaí atá orm le tuairisc a thabhairt maidir leis an eolas sin, agus ar ábhair áirithe eile lena dtuairiscim trí eisceacht, i bhfoscríbhinn na tuarascála seo.

Níl tuairisc ar bith le tabhairt agam i leith na n-ábhar sin.

*Seamus McCarthy*

Seamus McCarthy  
An tArd-Reachtaire Cuntas agus Ciste

29 Meitheamh 2022

## Aguisín a ghabhann leis an tuarascáil

### Freagrachtaí chomhaltaí an Bhoird

Tá comhaltaí an Bhoird freagach as

- ráitis airgeadais a ullmhú ar an mbealach a phorordaítear faoin Acht um Údarás um Ard-Oideachas 1971
- a chinntí go dtugann na ráitis airgeadais léargas fior agus cothrom de réir FRS102
- rialtach na n-idirbheart a chinntí
- oiriúnacht úsáid a bhaint as bonn cuntasáiochta an ghnóthais leantaigh a mheas, agus
- rialú inmheánach dá leithéid a chinneann siad atá riachtanach d'fhoinn ráitis airgeadais a ullmhú atá saor ó mhíráiteas ábhartha, cibé mar thoradh ar chalaois nó earráid.

### Freagrachtaí an Ard-Reachtaire Cuntas agus Ciste

Éiltear orm faoi Acht an Údarás um Ard-Oideachas, 1971 ráitis airgeadais an Údarás a iniúchadh agus tuairisciú ina leith chuig Tithe an Oireachtas.

Is é an cuspóir atá agam agus an t-iniúchadh á chur i gcrích agam ná teacht ar dhearbhú réasúnach ar cibé an bhfuil na ráitis airgeadais tríd is tríd saor ó aon mhíráiteas ábhartha mar thoradh ar chalaois nó earráid. Is ionann dearbhú réasúnach agus leibhéal ard dearbhaite ach ní hionann é is barántas go dtiocfar i gcoinéil, le linn iniúchadh a dtugtar faoi de réir na ISAnna ar mhíráiteas ábhartha nuair is ann dóibh. D'fhéadfadh míráitis eascrait ó chalaois nó ó earráid agus meastar iad a bheith ábhartha má tá ionchsú ráesúnach ann go n-imreoidh siad, astu féin ná le chéile, tionchar ar chinníte eacnamaíochta úsáideoirí a dhéantar bunaithe ar na ráitis airgeadais seo.

Mar chuid d'iniúchadh de réir na ISAnna, cuirim breithiúnas gairmiúil i bhfeidhm agus cloím le sceipteachas gairmiúil i rith an iniúchta. Lena linn sin déanaim,

- Narioscaí a bhaineann le mhíráiteas ábhartha ar na ráitis airgeadais, cibé acu atá sé mar thoradh ar chalaois nó earráid a shainainthint agus a mheas; nósannaimeachta iniúchta a leagan amach agus a chur i gcrích atá freagrúil do na rioscaí sin; fianaise iniúchóireachta a fháil atá leordhóthanach agus ábhartha chun bonn a chur faoi mo thuairim. Tá riosca níos mó ann nach dtiocfar ar mhíráiteas ábhartha mar gheall ar chalaois seachas mar gheall ar earráid, ós rud é go bhféadfadh claoipháirteachas, brionnú, easnaimh d'aon turas, mífhaisnéis nó rialú inmheánach a shárú a bheith i gceist.
- Tuiscint a fháil ar rialú inmheánach a bhaineann leis an iniúchadh d'fhoinn nósannaimeachta iniúchta a leagan amach atá oiriúnach sna himthosca, ach gan chun críche tuairim a chur in iúl maidir le héifeachtúlacht na rialuithe inmheánacha.
- Oiriúnacht na mbearcas cuntasáiochta a úsáidtear agus réasúnacht na meastachán cuntasáiochta agus na noctuithe ábhartha a mheas.
- Oiriúnacht maidir le húsáid a bhaint as bonn cuntasáiochta a chinneadh, bunaithe ar an fhianaise iniúchóireachta a fuarthas, maidir le cibé acu a bhfuil éiginnteacht ábhartha ann ná nach bhfuil a bhaineann le himeachtaí ná

coinniollacha a d'fhéadfadh amhras suntasach a chaitheamh ar chumas an Údarás leanúint mar ghnóthas leantach. Má chinnim go bhfuil éiginnteacht ábhartha ann, tá sé de cheanglas orm aird a tharraingt i mo thuarascáil ar na noctuithe ábhartha atá sna ráitis airgeadais, ná mura leor noctuithe dá leithéid, mo thuairim a mhionathrú. Tá mo chonclúidi bunaithe ar an bhfianaise iniúchóireachta a fuarthas suas go dtí dáta mo thuarascála. Ach mar sin féin, d'fhéadfadh imeachtaí ná coinniollacha amach anseo a bheith mar chús leis an Údarás scor de bheith ag feidhmíú mar ghnóthas leantach.

Cur i láthair, struchtúr agus ábhar ginearálta na ráiteas airgeadais a mheas, lena n-áirítear noctuithe, agus cibé an léiríonn ná nach léiríonn na ráitis airgeadais na hidirbhearta bunúsacha agus na himeachtaí ar bhealach trína mbaintear amach cur i láthair atá cothrom.

Déanaim teaghmáil leasan a leagtar de chúram orthu rialachas maidir le – i measc ábhair eile – scóip agus tráthúlacht an iniúchta agus fionnachtana suntasacha an iniúchta, lena n-áirítear aon easnaimh shuntasacha sa rialú inmheánach a shainainthim le linn m'iniúchta. Tuairiscim trí eisceacht chomh maith más rud é, de réir mo thuairim,

- nach bhfaighim an fhasnéis agus na mínithe go léir a theastaíonn uaim chun m'iniúchadh a dhéanamh, ná
- nach raibh taifid chuntasaíochta leordhóthanach ann chun go bhféadfai na ráitis airgeadais a iniúchadh go hiomchui agus go réidh, ná
- nach bhfuil na ráitis airgeadais ag teacht leis na taifid chuntasaíochta.

###### Fasnéis seachas na ráitis airgeadais

Ní bhaineann mo thuairim a thugaim ar na ráitis airgeadais le haon fhasnéis eile a ndéantar a chur i láthair sna ráitis sin, agus ní thugaim aon deimhniú conclúideach de chineál ar bith ina leith.

Maidir le m'iniúchadh ar na ráitis airgeadais, tá sé de cheanglas orm faoi na ISAnna an fhasnéis eile a chuirtear i láthair a léamh agus lena linn sin a bhreithniú cibé an bhfuil an fhasnéis eile ag teacht go hábhartha leis na ráitis airgeadais ná le heolas a fuarthas le linn an iniúchta ná sin an léir go bhfuil míráiteas ábhartha i gceist. Má shocráim, bunaithe ar an obair atá déanta agam, go bhfuil míráiteas ábhartha i gceist san fhasnéis eile seo, éiltear orm tuairisciú ina leith sin.

###### Tuairisciú ar ábhair eile

Déanaim m'iniúchadh trí thagairt a dhéanamh do bhreithnithe speisialta a ghabhann le comhlachtaí stáit a fhagheann maoiniú suntasach ón Stát maidir lena mbainistíocht agus lena n-oibríocht. Tuairiscim má fhaighim nithe ábhartha ann a bhaineann leis an tsúl a ndearnadh gnó poiblí.

Lorgaím fianaise faoi rialtach na n-idirbheart airgeadais le linn an iniúchta. Tuairiscim ar aon chás ábhartha nach bhfeidhmítear airgead poiblí chun na gcríoch dá bhfuil sé beartaithe, ná sa chás nach mbíonn na hidirbhearta ag teacht leis na húdarás a dhéanann rialú orthu.

## Ráiteas an Ioncaim agus an Chaiteachais agus Cúlchistí an Ioncaim Coinnithe don bhliain dar críoch 31 Nollaig 2021

	Nótaí	2021 €'000	2020 €'000
<b>Ioncam</b>			
Deontais Oireachtas	2	1,848,191	1,631,036
Deontais Eile	3	24,455	20,385
Ioncam Eile	4	8,174	11,957
Glanmhaoiniú larchurtha le haghaidh Sochair Scoir	17(a)	1,012	1,368
		<b>1,881,832</b>	<b>1,664,746</b>
Leithdháileadh chun críocha Caipitil	9	0	31
		<b>1,881,832</b>	<b>1,664,777</b>
<b>Caiteachas</b>			
Deontais Iníochta	5	1,869,880	1,652,478
Costas Oibriúcháin	6	11,893	11,039
Ús		10	24
		<b>1,881,783</b>	<b>1,663,541</b>
Barrachas roimh aistrithe ón gCaipiteal		49	1,236
Aistriú ón gCúlchiste Caipitil	9	29	55
<b>Barrachas don bhliain</b>		<b>78</b>	<b>1,291</b>
Iarmhéid tugtha ar aghaidh, 1 Eanáir		3,354	2,063
<b>Iarmhéid tugtha ar aghaidh, 31 Nollaig</b>		<b>3,432</b>	<b>3,354</b>

Tá na Nótaí 1 go 22 ina gcuid de na Ráitis Airgeadais seo.

Baineann gach mír ioncaim agus caiteachais le gníomhaíochtaí leanúnacha.

**Michael Horgan**  
Cathaoirleach

**Alan Wall**  
Príomhfheidhmeannach

Dáta: 28 Meitheamh 2022

Dáta: 28 Meitheamh 2022

## Ráiteas ar Ioncam Cuimsitheach don bhliain dar chríoch an 31 Nollaig 2021

	Nótaí	2021 €'000	2020 €'000
<b>Barrachas don bhliain</b>			
Brabús (Cailteanas) Achtúireach ar Shócmhainní/(Dliteanais)	17 (d)	(574)	(3,504)
Coigeartú ar Mhaoiniú Sochair Scoir larchurtha		574	3,504
<b>Ioncam Cuimsitheach lomlán don Bhliain</b>		<b>78</b>	<b>1,291</b>

Tá na Nótaí 1 go 22 ina gcuid de na Ráitis Airgeadais seo.

**Michael Horgan**

Cathaoirleach

**Alan Wall**

Príomhfheidhmeannach

Dáta: 28 Meitheamh 2022

Dáta: 28 Meitheamh 2022

## Ráiteas ar Staid Airgeadais amhail an 31 Nollaig 2021

	Nótaí	2021 €'000	2020 €'000
<b>Sócmhainní Neamh-Reatha</b>			
Sócmhainní Seasta Inláimhsithe	8	92	121
<b>Sócmhainní Reatha</b>			
Infháltais agus Réamhíocaíochtaí	10	7,102	6,912
Coibhéisi Bainc agus Airgid	7	66,315	96,307
		73,417	103,219
<b>Dliteanais Reatha</b>			
Iníoctha agus Caiteachas Fabhraithe	11	69,985	99,865
Glansócmhainní Reatha		3,432	3,354
Iomlán na Sócmhainní lúide Dliteanais Reatha		3,524	3,475
Oibleagáidí Sochair Scoir			
Maoiniú Sochair Scoir larchurtha	17(e)	40,427	38,841
Dliteanais Sochair Scoir	17(e)	(40,427)	(38,841)
Glansócmhainní Iomlána		3,524	3,475
<b>Caipiteal agus Cúlchistí</b>			
Cúlchiste Caipitil	9	92	121
Cúlchiste loncaim	12	3,432	3,354
		3,524	3,475

Tá na Nótaí 1 go 22 ina gcuid de na Ráitis Airgeadais seo.

Michael Horgan  
Cathaoirleach

Alan Wall  
Príomhfheidhmeannach

Dáta: 28 Meitheamh 2022

Dáta: 28 Meitheamh 2022

## Ráiteas maidir le Sreabhadh Airgeadais don bhliaín dar críoch an 31 Nollaig 2021

	2021 €'000	2020 €'000
<b>Sreabhadh an Airgid ó Ghníomhaíochtaí Oibriúcháin</b>		
Barrachas don bhliaín	78	1,291
Dímheas agus lagú na sócmhainní seasta	29	55
(Méadú) ar na hInfháltais	(190)	(1,178)
Méadú (laghdú) ar shuimeanna iníochta	(29,880)	59,654
Ús locta	10	24
Leithdháileadh chun an Caiteachas Caipitil a Mhaoiniú	0	0
Aistriú ó Chuntas Cúlchiste an Chaipitil	(29)	(55)
<b>Glan-Insreabhadh/(Glan-Eis-Sreabhadh) Airgid ó Ghníomhaíochtaí Oibriúcháin</b>	<b>(29,982)</b>	<b>59,791</b>
<b>Sreafaí airgid ó Ghníomhaíochtaí Infheistiúcháin</b>		
Íocaíochtaí chun Sócmhainní Seasta Inláimhsithe a fháil	0	0
Ioncam ó dhíolachán na Sócmhainní Seasta	0	0
<b>Glansreafaí Airgid ó Ghníomhaíochtaí Infheistithe</b>	<b>0</b>	<b>0</b>
<b>Sreafaí Airgid ó Ghníomhaíochtaí Airgeadais</b>		
Ús locta	(10)	(24)
<b>Glansreafaí Airgid ó Ghníomhaíochtaí Airgeadais</b>	<b>(10)</b>	<b>(24)</b>
<b>Méadú/(Laghdú) ar an Airgead agus Choibhéisí an Airgid</b>		
Coibhéisi Bainc agus an Airgid ag túis na bliana	96,307	36,540
<b>Coibhéisi Bainc agus an Airgid ag deireadh na bliana</b>	<b>66,315</b>	<b>96,307</b>

Tá na Nótaí 1 go 22 ina gcuid de na Ráitis Airgeadais seo.

Michael Horgan  
Cathaoirleach

Alan Wall  
Príomhfheidhmeannach

Dáta: 28 Meitheamh 2022

Dáta: 28 Meitheamh 2022

## Nótaí leis na Ráitis Airgeadais

Bunaodh an tÚdarás Ardoideachais ar an 15 Bealtaine 1972 chun na feidhmeanna a bronnnadh air leis an Acht um Údarás Ardoideachais, 1971 a chomhlíonadh. Leagtar amach sna ráitis airgeadaisorthaí an Údarás um Ard-Oideachas don bhliain dar chríoch an 31 Nollaig 2021 agus déantar comparáid iontu leis an mbliaín dar chríoch 31 Nollaig 2021.

### 1 Beartais Chuntasaíochta

Tá an bonn cuntasáíochta agus polasaithe chuntasáíochta suntasacha arna nglacadh ag An tÚdarás Ardoideachais leagtha amach thíos. Cuireadh i bhfeidhm go seasta iad.

#### a Bonn Ullmhúcháin

Ullmaíodh na ráitis airgeadais faoi choinbhinsiún an chostais stáiriúil agus i gcomhréir le Caighdeán Tuairiscithe Airgeadais 102. Tá na ráitis airgeadais san fhoirm atá faofa ag an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta le comhthoiliú an Aire Caiteachais Phoiblí agus Athchóirithe faoi Acht an Údarás um Ard-Oideachas, 1971. Tá na beartais chuntasáíochta seo a leanas curtha i bhfeidhm go comhsheasmhach chun déileáil le míreanna, a mheastar a bheith ábhartha i dtaca le ráitis airgeadais an Údarás Ard-Oideachais. Tá an tÚdarás Ardoideachais díolmaíthe ó Chánachas Corparáide faoi Ordú Stádas Carthanúil. Ar an mbonn seo, níor áiríodh aon chán i leith Cánach Corparáide i Ráitis an Airgeadais.

Ullmaíodh na ráitis airgeadais ar bhonn fabhrúithe agus tá siad i gcomhréir leis an gcleachtas cuntasáíochta a bhfuil glacadh leis go coitianta in Éirinn. Is iad ná Caighdeán na Cuntasáíochta a nglactar leo go coitianta in Éirinn agus ráitis an airgeadais á n-ullmhú chun léargas fior agus cóir a thabhairt dóibh ná iad siúd a fhoilsíonn Cuntasóirí Caire Éireann agus a eisíonn an Chomhairle um Thuairisciú Airgeadais.

De réir Chiorclán RCPA 21/2015 a bhaineann le FRS 102, cuimsíonn ráitis an airgeadais seo Ráiteas an loncaim agus an Chaiteachais agus Cúlchistí an loncaim Coinnithe, Ráiteas an loncaim Chuimsíthigh, Ráiteas Staid an Airgeadais agus Ráiteas na Sreafaí Airgid. Chomh maith leis sin, tá Nótá 1 go 22 mar chuid de na Ráitis Airgeadais seo.

#### b Sócmhainní Seasta Inláimhsithe

Tá ráitis an airgeadais i bhfoirm a cheadaíonn an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta le cead an Aire Caiteachas Poiblí agus Athchóiriú faoin Acht um Údarás Ardoideachais, 1971.

#### Caipitliú

Tá costas na sócmhainne comhdhéanta de phraghas ceannaigh na sócmhainne móide aon chostas atá inchurtha go díreach as an tsócmhainn a thabhairt i rocht oibre don úsáid atá beartaithe aici. Gearrtar Troscán, Trealamh agus Riomhairí faoi bhun na tairsí caipitlithe ar Ráiteas an loncaim agus an Chaiteachais agus Cúlchistí an loncaim Coinnithe sa bhliain a ceannaíodh. Is ionann méid na tairsí caipitlithe agus €3,000.

## Dímheas

Déantar dímheas a riomh chun costas bunaidh na sócmhainne nó an méid athluachálte a dhíscríobh lúide an luach iarmharach measta ar bhonn líne díreach thar a saolré eacnamaíoch úsáideach measta mar a leanas.

■ Troscán agus Trealamh	10 mbliana
■ Trealamh Ríomhaireachta	3 mbliana

#### c Cúlchiste Caipitil

Léiríonn cúlchiste an chaipitil an glanmhéid a caitheadh ar shócmhainní seasta inláimhsithe arna mhaoiniú ag deontais an Státhiste. Amúctar na deontais le hioncam thar shaolré ionchasach na sócmhainní de réir beartas na dímheasa.

#### d Ioncam

Déantar cuntas ar dheontais an Oireachtais agus ar ioncam deontais eile ar bhonn fabhrúithe. Tugtar cuntas ar ioncam eile lena n-áirítear ioncam ó thionscadail taighde ar bhonn fabhrúithe.

#### e Airgeadra Eachtrach agus Airgeadra Feidhmiúil

Cuirtear na hearrái a chuimsítear i ráitis an airgeadais i láthair i “Euro”, airgeadra na príomhshaoil eacnamaíochta ina bhfeidhmíonn an tÚdarás Ardoideachais (an “airgeadra feidhmiúil”).

Aistríodh na hidirbhearta a ainmníodh in airgeadra eachtrach i rith na bliana ag ráta rialaithe na malaire ar dháta an idirbhirt. Aistrítear sócmhainní agus dliteanais atá ainmnithe in airgeadraí eachtracha go Euro ag rátaí rialaithe na malaire ar dháta an Ráitis ar Staid an Airgeadais. Déileáiltear le haon bhrabús nó caillteanas a leanann as sin i Ráiteas an loncaim agus an Chaiteachais agus Cúlchistí an loncaim Coinnithe.

#### f Deontais Iníochta

Léiríonn deontais iníochta na deontais a leithdháiltear ar na hinstiúidí ardoideachais agus ar ghníomhaireachtaí agus chomhlachtaí éagsúla eile, chun críocha an ardoideachais i leith na bliana airgeadais.

**g Sochair scoir**

Léiríonn costais na sochair scoir ná sochair an phinsin a thuill na fostaithe le linn na bliana agus taispeántar iad seo glan ó ranníocaíochtaí pinsin na foirne a choinníonn an tÚdarás um Ard-Oideachas. Déantar costais na sochair scoir faoi FRS 102 a mheas de réir na comhairle achtúire atá bunaithe ar na luachálacha achtúireacha agus na toimhdí is déanaí a chinneann an t-achtúire. Aithnítear suim atá comhfhereagrach don mhuirear pinsin mar ioncam a mhéid is féidir í a aisghabháil agus fritháirítear í in aghaidh deontais a fhaightear sa bláthain chun íocaíochtaí pinsin a dhéanamh.

Léirítear na gnóthachain ná na caillteanais achtúireacha a easraíonn as dliteanais na scéime i Ráiteas an loncaim Chuimsíthigh agus aithnítear an coigeartú comhfhereagrach sa mhéid atá inghnóthaithe ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.

Is ionann iad dliteanais na sochair scoir agus luach reatha na n-íocaíochtaí pinsin sa todhchaí a thuill an fhoireann go dtí seo. Léiríonn maoiniú an sochar scoir iarchurtha an tsócmhainn chomhfhereagrach atá le gnóthú i dtréimhsí amach anseo ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.

Oibríonn an tÚdarás um Ard-Oideachas Scéim Pinsin Aonar na Seirbhise Poiblí (Scéim Aonair) arb í an scéim pinsin sochairshainithe do sheirbhísigh phoiblí inphinsin a ceapadh ar an 1 Eanáir 2013 nó ina dhiaidh. Íocatar ranníocaíochtaí chomhaltaí na Scéime Aonair anonn chuig an Roinn Caiteachais Phoiblí agus Athchóirithe.

Déantar nuashonrú gach bliain ar na boinn tuisceana achtúireacha ar a bhfuil na méideanna a aithnítear sna ráitis airgeadais bunaithe (lena n-áirítear rátaí lascaine, rátaí ardaithe ar leibhéal chúitimh amach anseo, rátaí mortláiochta agus treorátaí maidir le cúram sláinte) bunaithe ar dhálaí eacnamaíocha reatha agus aon athrú ábhartha i dtaobh téarmaí agus coinníollacha an phinsin agus ar phleananna iar-scoir.

Is féidir tionchar a bheith ar na toimhdí ag:

- An ráta lascaine, athruithe ar an ráta fáiltas ar bhannaí corparáideacha ardcháilíochta
- Leibhéal chúitimh sa todhchaí, dálaí sa mhargadh saothair sa todhchaí

Tá na meánbhoinn ualaithe na dtoimhdí achtúireacha a chuirtear i bhfeidhm maidir le sochar scoir agus dliteanais iar-scoir eile a chinneadh le fáil i Nótá 17. Cé go gcreideann an bhainistíocht go bhfuil a leithéid toimhdí oiriúnach, d'fhéadfadh difríochtaí sa taithí iarbhír nó athruithe ar bhoinn na dtoimhdí difear a dhéanamh do na hoibleagáidí agus na caiteachais a aithnítear i dtréimhsí na cuntasáiochta amach anseo. Is féidir le sócmhainní agus dliteanais na scéimeanna sochair scoir sochairshainithe luaineacht shuntasach tréimhse-ar-thréimhse a léiriú a thagann as athruithe ar thorthaí bannaí agus fad saoil den chuid is mó. Chomh maith leis na ranníocaíochtaí amach anseo, d'fhéadfadh go mbeadh ranníocaíochtaí suntasacha an airgid ag teastáil ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta chun easnaimh na seirbhise roimhe seo a leigheas.

**h Léasanna Oibriúcháin**

Gearrtaí an caiteachas ar chíosa i leith léasanna oibriúcháin ar Ráiteas an loncaim agus an Chaiteachais agus Cúlchisti an loncaim Coinnithe thar shaolré an léasa. Aithnítear caiteachas de réir méid cothroim i gcaitheamh thréimhse an léasa, seachas nuair a bhaineann méaduithe cíosa leis an ráta ionchasach boilscithe, agus aithnítear na méaduithe seo sa chás seo nuair a thabhaítear iad. Tuairisciú aon dreasachtaí léasa a fhaightear i gcaitheamh shaolré an léasa.

**i Breithiúnais agus Meastacháin Chuntasáiochta Suntasacha**

Is gá bainistíocht a dhéanamh ar ullmhú na ráiteas airgeadais chun breithiúnais, meastacháin agus toimhdí a dhéanamh a dhéanann difear do na suimeanna a tugadh le fios le haghaidh sócmhainní agus dliteanas amhail dáta an ráiteas ar staid an airgeadais agus na suimeanna a tugadh le fios le haghaidh ioncam agus costas i rith na bliana. Tá na meastacháin agus na boinn tuisceana atá gaolmhar leo bunaithe ar thaithí roimhe seo agus ar thosca eile a mheastar a bheith ábhartha. Is féidir nach mbeidh na tortaí iarbhíre mar an gcéanna leis na meastacháin seo.

**2 Deontais Oireachtais**

	2021 €'000	2020 €'000
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, Vóta 45		
Fo-Cheann B04 Ginearálta	1,130,791	1,124,918
Fo-Cheann B10.2 Pinsin	211,229	63,250
Fo-Cheann B11 Rochtain	39,824	31,732
Fo-Cheann B16 Caipitil	73,948	83,941
Fo-Cheann C4 Caipitil Taighde	9,106	8,997
Fo-Cheann B12 Taighde	50,309	39,670
Fo-Cheann B03 Riarrachán	9,031	8,896
CNO Dírithe ar Mhargadh na hOibre	153,523	165,325
CNO Printíseacht	44,000	44,000
CNO Springboard	53,849	39,818
CNO Tionscnamh an Chaipitil Daonna	72,581	20,489
	<b>1,848,191</b>	<b>1,631,036</b>

Is é an phríomhchúis leis an méadú suntasach ar dheontais an Oireachtais in 2021 ná an maoiniú breise €147m a cuireadh ar fáil le haghaidh easnamh ó thaobh pinsean ollscoile.

**3 Deontais Eile**

	2021 €'000	2020 €'000
Feidhmeannacht na Seirbhise Sláinte	8,496	2,544
An Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta & Óige	0	657
Roinn Turasóireachta, Cultúir, Ealaón, Gaeltachta, Spóirt agus Meán	1,684	2,278
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta – Scéimeanna Soghluaisceachta Rialtas na hÉireann	716	733
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta – Oideachas do Mhúinteoirí	2,486	0
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta – Tacaíocht Idirnáisiúnta	2,343	0
An Roinn Sláinte - Campas Sláintiúil	350	0
Údarás Fuinnimh Inmharthana Na hÉireann	157	0
Erasmus+ AE	8,223	14,173
	<b>24,455</b>	<b>20,385</b>

**4 Ioncam Eile**

	2021 €'000	2020 €'000
Compháirtithe Taighde	8,135	11,957
Costais Ilchineálacha	39	0
	<b>8,174</b>	<b>11,957</b>

San áireamh i gCompháirtithe Taighde tá an maoiniú €1.607m a fuarthas ó Chúnamh Éireann (2020: €1.558m).

**5 Deontais Iníochta**

	2021 €'000	2020 €'000
<b>Deontais Athfhillteacha</b>		
Croí Deontais (mionoibreaca san áireamh)	696,497	673,252
Cúiteamh ar Tháillí	351,869	304,652
Altranás	50,296	48,655
Folláine Mac Léinn	5,000	5,000
Tionscnaimh Straitéiseacha	115,819	97,978
Síntí Costálte Taighde ar COVID	0	47,500
Costais Tacaíochta COVID	15,428	70,000
Tacaíocht COVID do Mhic Léinn	(684)	28,777
Filleadh Sábháilte COVID	48,500	0
Tástálacha Antaigine COVID	5,852	0
<b>Iomlán na nDeontas Athfhillteacha</b>	<b>1,288,577</b>	<b>1,275,814</b>

**Scileanna**

Printíseachtaí	44,000	44,000
Springboard+	53,603	39,497
Tionscnamh an Chaipitil Daonna	72,464	20,390
Spreagadh Mí lúil	5,171	16,973
<b>Iomlán na Scileanna</b>	<b>175,238</b>	<b>120,860</b>

**Eile**

Tionscnamh LINC	0	657
Tionscnamh na Gaeilge	1,684	2,278
Scéimeanna Soghluaisceachta Rialtas na hÉireann	716	504
Tacaíocht Idirnáisiúnta	2,343	179
Oideachas do Mhúinteoirí	2,486	0
Campus Sláintiúil	350	0
Pinsin	211,229	63,250
<b>Iomlán an Ioncaim Eile</b>	<b>218,808</b>	<b>66,868</b>

*continued*

	2021 €'000	2020 €'000
<b>Rochtain</b>		
Mic Léinn faoi Mhíchumas	7,917	7,072
Ciste Cúnaimh do Mhic Léinn	9,100	10,276
Cúnamh do Mhic Léinn i leith COVID	9,400	8,100
Clár um Rochtain ar Ardoideachas	11,093	4,163
Tacaíocht COVID - Eile	1,900	1,900
Eile	414	91
<b>Iomlán Ioncam na Rochtana</b>	<b>39,824</b>	<b>31,602</b>
<b>Erasmus</b>	<b>7,869</b>	<b>13,862</b>
<b>Caipiteal</b>		
Foirgnimh & Trealamh	74,106	73,941
COVID - Feistí do Mhic Léinn	0	10,000
<b>Iomlán an Ioncaim Chaipitiúil</b>	<b>74,106</b>	<b>83,941</b>
<b>Taighde</b>		
Taighde Caipitiúil	9,106	8,997
An Chomhairle um Thaighde in Éirinn	56,352	50,534
<b>Iomlán Ioncam an Taighde</b>	<b>65,458</b>	<b>59,531</b>
<b>Iomlán na nDeontas Iníochta</b>	<b>1,869,880</b>	<b>1,652,478</b>

**6 Costas Oibriúcháin**

	Notes	2021 €'000	2020 €'000
Tuarastail		5,842	5,437
Sochair scoir	17(b)	1,785	1,697
Taisteal agus Cothabháil		4	19
Fáilteachas		0	1
Oiliúint agus Forbairt		58	73
Dímheas		29	55
Costais Bhunaithe		1,097	1,059
Teicneolaíocht Faisnéise		358	317
Costais Cláir		395	601
Sainchomhairleoireacht		1,273	1,105
Measúnóirí agus Baill Painéil		647	312
Táillí Iníúchóireachta		47	47
Foilseacháin agus Seimineáir		246	219
Táillí Baill an Bhoird		74	74
Costais Eile		38	23
		<b>11,893</b>	<b>11,039</b>

**7 Coibhéisí Bainc agus Airgid**

	2021 €'000	2020 €'000
Iarmhéideanna Bainc	1,184	1,105
Nótaí Cisteáin	65,131	95,202
	<b>66,315</b>	<b>96,307</b>

**8 Sócmhainní Seasta Inláimhsithe**

	Troscán & Trealamh €'000	Trealamh & Bogearrai €'000	Iomlán 2021 €'000	Iomlán 2020 €'000
<b>Costas</b>				
Costas amhail an 1 Eanáir 2021	1,820	2,071	3,891	4,372
Breiseanna	0	0	0	0
Diúscairtí	(1,341)	(1,243)	(2,584)	(481)
Amhail an 31 Nollaig 2021	479	828	1,307	3,891
<b>Dímheas</b>				
Iarmhéid amhail an 1 Eanáir 2021	1,711	2,059	3,770	4,165
Táille don bliaín	18	11	29	55
Dímheas ar Dhiúscairtí	(1,341)	(1,243)	(2,584)	(450)
Amhail an 31 Nollaig 2021	388	827	1,215	3,770
Glanluachanna de réir na leabhar amhail an 31 Nollaig 2021	91	1	92	121

**9 Cúlchiste Caipitil**

	Notes	2021 €'000	2020 €'000
Iarmhéid ag 1 Eanáir		121	207
Scaoileadh Deontas an Oireachtas go dtí ioncam		(0)	(31)
Dímheas	8	(29)	(55)
Iarmhéid ag 31 Nollaig		92	121

**10 Infháltais agus Réamhíocaíochtaí**

	2021 €'000	2020 €'000
Deontais Infhaigthe*	6,511	6,274
Réamhíocaíochtaí	591	_638
	<b>7,102</b>	<b>6,912</b>

Níl bheidh aon mhéideanna dlite i ndiaidh níos mó ná bliain amháin.

\* Cuimsíonn Deontais Infhaigthe airleacan €5m chuiig Institiúid Teicneolaíochta Thrá Lí (ITT). Tá ITT tar éis dul le cheile le hInstitiúid Teicneolaíochta Chorcaí an 1 Eanáir 2021 chun Ollscoil Teicneolaíochta na Mumhan (OTM) a bhunú. Tá téarmaí na haisíocaochta á socru ag an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.

**11 Iníocha agus Caiteachas Fabhráithe**

	2021 €'000	2020 €'000
Deontais larchurtha an Oireachtas	41,906	79,059
Deontais Eile larchurtha	14,314	8,568
Deontais larchurtha an Taighde	4,638	4,209
Fabhruithe Deontais	5,124	5,235
Fabhruithe Eile	722	1,031
Creidiúnaithe Eile	3,281	1,763
	<b>69,985</b>	<b>99,865</b>

Níl bheidh aon mhéideanna dlite i ndiaidh níos mó ná bliain amháin.

**12 Cúlchiste Ioncaim**

	2021 €'000	2020 €'000
Iarmhéid ag 1 Eanáir	3,354	2,063
Barrachas don bliaín	78	1,291
<b>Iarmhéid ag 31 Nollaig</b>	<b>3,432</b>	<b>3,354</b>

**13 Tiomantaís Léasa**

Tá oifigí an Údarás um Ard-Oideachas ag 3 Tithe Shíol Bhróin, Bóthar Shíol Broin, Droichead na Dothra, Baile Átha Cliath 4 faoi réir dhá chomhaontú tionántacha ar leith. Tá cíos an chéad urláir faoi réir chomhaontú 25 bliain ó mhí na Bealtaine 2001 le hathbhreithniú 5 bliana. Tá cíos ar an mbunurlár faoi réir chomhaontú 25 bliain ó mhí na Samhna 2001 le hathbhreithniú 5 bliana. Shínigh an ÚAO Gníomhas Athraithe lena léas i mí Lúnasa na bliana 2015. Rachaidh an léas in éag ar an 31 Márta 2026. Cuimsíonn méid na cíosa costais pháirceála.

Rinneadh athbhreithniú ar cíos le linn na bliana agus cuireadh na méaduithe cíosa seo a leanas i bhfeidhm ón 1 Aibreán 2021: - Urlár na talún ó €281k go €317k in aghaidh na bliana agus an chéad urlár ó €456k go €512k in aghaidh na bliana. Beidh na cíosa seo i bhfeidhm go dtí go rachaidh an léas in éag.

Seo a leanas na híosíocaíochtaí iomlána todhchaí léasa faoi léasanna oibriúcháin neamh-inchealaithe

	2021 €'000	2020 €'000
Iníoctha laistigh de bliaín 1	829	737
Iníoctha laistigh de 2-5 bliana	2,695	2946
Iníoctha i ndiaidh 5 bliana	0	184
<b>3,524</b>	<b>3,867</b>	

**14 Páirtithe Gaolmhara**

Corpraíodh HEAnet Ltd. mar chuideachta faoi theorainn Urra agus gan scairchaipiteal aici i mí na Samhna 1997. Feidhmíonn sé ar bhonn neamhbhrabús. Corpraíodh an fhochuideachta, EduCampus Services DAC i mí Aibreán na bliana 2015. Is gnáthbhall de HEAnet Ltd. é an tÚdarás Ardoideachais. Tá na hinstiúidí ardoideachais agus an Roinn Gnó, Fiontar agus Nuálaíochta i measc gnáthbhall eile na cuideachta. Níor íoc an tÚdarás um Ard-Oideachas deontais ar bith le Grúpa HEAnet in 2021 (€0.8m sa bliaín 2020).

**15 Sochair Fostaithe**

Tá raon iomlán na sochar fostaithe i leith gach fostáit a thuilleann €60,000 nó níos mó le feiceáil sa tábla thíos. Áirítear leis sin tuarastal agus liúntais ach ní áirítear ÁSPC fostóra. Níor íocadh aon ragobair in 2021.

Réimse	2021 Lón fostaithe	2020 Lón fostaithe
€60,000 go €69,999	4	14
€70,000 go €79,999	16	9
€80,000 go €89,999	2	4
€90,000 go €99,999	3	3
€100,000 go €109,999	4	3
€110,000 go €119,999	0	0
€120,000 go €129,999	0	0
€130,000 go €139,999	0	0
€140,000 go €149,999	0	0
€150,000 go €159,999	1	1
€160,000+	0	0
	<b>30</b>	<b>34</b>

Ba é meánlín na bhfostaithe (coibhéisí lánamseartha), seachas poist Chomhairle Taighde na hÉireann arna maoliniú ag an AE agus seachas foireann sealadach ghníomhaireachta, ná 97.5 i rith na bliana 2021 (2020: 78).

## 16 Príomhphearsanra Bainistíochta

Is iad atá mar phríomhphearsanra bainistíochta san Údarás Ardoideachais ná an Príomhoifigeach Feidhmiúchán agus comhaltaí an bhoird. B'ionann an cúiteamh iomlán a íocadh leis an bpriomhphearsanra bainistíochta, lena n-áirítear táillí agus caiteachas ar Chomhaltaí an bhoird agus luach saothair iomlán POF, agus €277,718 don bhliain 2020 (2020: €281,127).

### a Luach Saothair an Phríomhfheidhmeannaigh

	Luach Saothair 2021 €	2021 Speansais €	2021 Iomlán €	Luach Saothair 2020 €	2020 Speansais €	2020 Iomlán €
Alan Wall, CEO Tuarastail (lena n-áirítear ÁSPC ER)	162,948	0	162,948	161,131	0	161,131
Pinsean*	38,649		38,649	37,981		37,981
<b>IOMLÁN</b>	<b>201,597</b>	<b>0</b>	<b>201,597</b>	<b>199,112</b>	<b>0</b>	<b>199,112</b>

Bhain socruthe caighdeánacha pinsin na hearnála poiblí leis an Dr Alan Wall. Ní raibh aon fheidhm ag bónas a bain le feidhmíocht.

\* Tá an Dr Alan Wall ar iasacht ón Roinn Oideachais. Cuireann an ÚAO le costais a phinsin trí íocaíocht a dhéanamh don Roinn Oideachais atá bunaithe ar 25% dá thuarastal.

### b Táillí agus Speansais Chomhaltaí an Bhoird

	2021 Táillí €	2021 Speansais €	2021 Iomlán €	2020 Táillí €	2020 Speansais €	2020 Iomlán €
Michael Horgan - Cathaoirleach	11,970	0	11,970	11,970	75	12,045
Bahram Bekhradnia	7,695	0	7,695	7,695	1063	8758
Orla Feely	0	0	0	0	0	0
Sinéad O'Flanagan	7,695	2,591*	10,286	7,695	0	7695
Deirdre Lillis	0	0	0	0	0	0
Ronan Lyons	0	0	0	0	0	0
Jim Mountjoy	7,695	0	7,695	7695	0	7695
Lynn Ramsey	0	0	0	0	0	0
John Wall	0	0	0	0	0	0
Sharon Feeney	0	0	0	0	0	0
Tony Donohoe	7,695	0	7,695	7,695	82	7,777
Judith Eaton	7,695	0	7,695	7,695	6016	13711
Pól Ó Móráin	7,695	0	7,695	7,695	195	7,890
Darina Kneafsey	7,695	0	7,695	7,695	1,054	8,749
Lorna Fitzpatrick	3,848	0	3,848	7,695	0	7,695
Clare Austick	3,847	0	3,847	0	0	0
<b>IOMLÁN</b>	<b>73,530</b>	<b>2,591</b>	<b>76,121</b>	<b>73,530</b>	<b>8,485</b>	<b>82,015</b>

íocatar táillí agus speansais taistil agus cothaithe comhaltaí de réir na rátaí leagtha amach ag an Roinn Caiteachais Phoiblí agus Athchóirithe. Is é seo a leanas an táille bhliantúil a cheadaítear do chomhaltaí an bhoird; Cathaoirleach € 11,970, Gnáthchomhalta € 7,695. Faoin bPrionsabal ‘Duine Amháin, Tuarastal Amháin’, a cuireadh i bhfeidhm ón 1 Samhain 2011 ní íocatar táille le comhalta a fhraigheann tuarastal ón earnáil phoiblí. Íocadh táille pro-rata le comhalta nár fhón ach ar feadh cuid den bhliain. D’fhéadfadh élimh nó caiteachais inaísíochta a íocadh go díreach thar ceann an chomhalta a bheith san áireamh sna speansais.

## 17 Sochair scoir

Tá rochtain ag baill foirne incháilithe den Údarás Ardoideachais ar dhá scéim pinsin. Tá baill foirne a ceapadh roimh an 1 Eanáir 2013 ina mbaill i gcoitinne den scéim pinsean sochair shainithe a ceadaíodh faoi Alt 15 den Acht Ardoideachais, 1971 a mhaoinítear go bliantúil ar bhonn ioc mar a úsáidtear ó airgead a chuireann an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíocht agus Eolaíocht ar fáil agus ó na ranníocaíochtaí a bhaintear as tuarastail na foirne. Tá na sochair ar a bhfuil na ríomhanna FRS 102 bunaithe leagtha amach i ndoiciméid na scéime:

- Scéim Aoisliúntais Foirne an ÚAO 1980
- Scéim Aoisliúntas (Leasú) Foirne an ÚAO 1993
- Scéim Céili agus Leanaí an ÚAO 1985, agus
- Scéim Céili agus Leanaí (Leasú) an ÚAO 1992

Tá scéim dheonach Ranníocaíochtaí Deonacha Breise (RDB/AVC) i bhfeidhm ag an Údarás um Ard-Oideachas (ÚAO) chomh maith.

Is í Scéim Aonair Pinsin na Seirbhise Poiblí (Scéim Aonair) an scéim pinsin sochair shainithe do sheirbhísigh phoiblí inphinsin a ceapadh an 1 Eanáir 2013 de réir an Achta um Pinsin na Seirbhise Poiblí (Scéim Aonair agus Forálacha eile) 2012. Forálann scéim do phinsean agus do chnapshuim dul ar scor bunaithe ar mheánluach saothair inphinsin le linn do ghairme chomh maith le pinsin céile agus leanaí. Is é 66 bliain an íosaíos pinsin (ag ardú de réir athruithe ar aois pinsin an Stáit). Áirítear leis áis luathscoir a laghdáitear go hachtúireach ó aois 55 bliain d'aois. I gcás pinsean atá á n-íoc, méadaítear iad i gcomhréir leis an bpraghásinnéacs tomholtóirí.

Bunaíodh an luacháil a úsáideadh do nochtadh FRS102 ar luacháil achtúireach a rinne achtúire neamhspleách cálithe an 30 Eanáir 2019, agus aird ar riachtanais an FRS chun measúnú a dhéanamh ar dhleánaíos na scéime.

Is iad seo a leanas na príomh-bhoinn tuisceana achtúireacha a úsáideadh chun na dliteanaíos sochair scoir de réir FRS102 a ríomh:

	Amhail an 31/12/2021	Amhail an 31/12/2020
Ráta Lascaíne	1.30%	0.90%
Ráta an Mhéadaithe Tuarastail Ionchasaigh	3.00%	2.50%
Ráta méadaithe san Íocaíocht Phinsin	2.50%	2.00%
Boilsciú	2.00%	1.50%

Tá na toimhdí déimeagrafacha i.e. rátaí na básmaireachta i seirbhís agus ar scor ar aon dul leis na tábláí caighdeánacha a úsáidtear i luachálacha achtúireacha na scéimeanna den chineál céanna san earnáil phoiblí. Léiríonn sé seo treocht reatha na bhfeabhsuite sa bhásmaireacht agus an t-ionchas coitianta go leanfaidh an treocht seo ar aghaidh go luath amach anseo.

		2021	Ionchás saoil intuigthe do dhuine 65 bliain d'aois 2020
Iar-scór - pinsinéirí reatha	Fireann	21.7	21.5
	Baineann	24.1	24.0
Iar-scór - pinsinéirí todhchaí	Fireann	22.9	22.8
	Baineann	25.2	25.1

#### a Glanmhaoiniú larchurtha le haghaidh Sochair Scoir

	2021 €'000	2020 €'000
Maoiniú in-aisghabhála maidir le na bliana reatha	1,930	1,852
Deontas Stáit curtha i bhfeidhm chun pinsinéirí a íoc	(918)	(484)
	<b>1012</b>	<b>1368</b>

#### b Costais Sochair Scoir

	2021 €'000	2020 €'000
Costais seirbhíse reatha	1583	1424
Ús ar dhliteanas scéim pinsin	347	428
Ranníocaíochtaí ó fhostaithe	(145)	(155)
	<b>1785</b>	<b>1697</b>

#### c Glangistiú larchurtha le haghaidh Sochair Scoir

Aithníonn an tÚdarás Ardoideachais na méideanna seo mar shócmhainn a chomhfhereagraíonn don dliteanas iarchurtha neamhchistithe i leith na bpínsean ar bhonn sraith na dtiomhdí a thuairiscítear thusa agus ar bhonn roinnt imeachtaí a tharla go dtí seo. Cuimsíonn na himeachtaí seo an bunús reachtúil chun an scéim pinsin a bhunú, agus an beartas agus an cleachtas atá i bhfeidhm faoi láthair maidir le pinsin seirbhíse poiblí a mhaoiniú, lena n-áirítear ranníocaíochtaí ó fhostaithe agus an próiseas meastachán bliantúil. Cé nach bhfuil aon chomhaontú foirmiúil ann maidir leis na méideanna sonracha seo leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, níl aon fhianaise ag an Údarás um Ard-Oideachas nach leanfaidh an beartas maoinithe seo ag comhlíonadh na suimeanna sin de réir an chleachtas reatha. B'ionann an tsócmhainn mhaoinithe iarchurtha do phinsin amhail an 31 Nollaig 2021 agus €40.4 milliún (2020: €38.8 milliún).

#### d Anailís ar Chostais Iomlán na Sochair Scoir a ghearrtar ar Ráiteas an Ioncaim Cuimsithigh

	2021 €'000	2020 €'000
Gnóthachtain/(Caillteanais) ó thaithí ar Dhliteanas Sochair Scoir	421	(586)
Athruithe ar thiomhdí atá mar bhonn agus taca le luach reatha dliteanas sochair scoil	(995)	(2,918)
Brabús (Caillteanas) Achtúireach ar Dliteanas	<b>(574)</b>	<b>(3,504)</b>

#### e Athruithe i nGlanobleagáidí na Sochair Scoir

	2021 €'000	2020 €'000
Easnamh na Scéime ag túis na bliana:	(38,841)	(33,969)
Costais Seirbhíse Reatha	(1,583)	(1,424)
Pinsin íoctha sa bhliain	918	484
Ús ar dhliteanas scéim pinsin	(347)	(428)
Caillteanas achtúireach	(574)	(3,504)
Easnamh na Scéime ag deireadh na bliana	<b>(40,427)</b>	<b>(38,841)</b>

#### f Stair Oibleagáidí na Sochair Sainithe

	2021	2020	2019
Brabús (caillteanas) tabhaithe ar dhliteanas na scéime: Méid (€'000)	421	(586)	(562)
Céadádán de Dhliteanas Scéime	1.0%	(1.5%)	(1.7%)
Méid iomlán aitheanta i Ráiteas an Ioncaim Cuimsithigh Méid (€'000)	(574)	(3,504)	(2,535)
Céadádán de Dhliteanas Scéime	(1.4%)	(9.0%)	(7.5%)

**18 Cuntas Rialithe Pinsin na nOllscoileanna**

Bhí glaneasnaimh €198.6m ag na hollscoileanna ar a gcuid cuntas rialithe na bpínsean ar an 30 Meán Fómhair 2021 (2019: €147.2) dá scéimeanna pinsean lata agus Samhla. Sna trí mhí go 31 Nollaig 2021, chuir an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta €166.4m ar fáil i dtreo na n-easnamh seo.

Chomh maith leis sin, bhí barrachas glan €73.6m (2020: €67.5m) ag na hollscoileanna ar an 30 Meán Fómhair 2021 ar a gcuantaí rialithe pinsin dá scéimeanna pinsin aonair.

Tá an tÚdarás um Ard-Oideachas i mbun cainte leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta chun meicníocht chuí a chomhaontú maidir leis na glaneasnaimh seo a mhaoliniú.

**19 Paindéis COVID-19**

Chuaigh an tÚdarás um Ard-Oideachas in oiriúint go maith ar na cleachtais athruithe gnó le linn phaindéim COVID-19 agus foireann an Údarás fós ag obair go cianda. Léirigh an fhoireann solúbhacht agus lena comhoibriú agus obair chrua leanúnach, cinntíodh gur tugadh faoi na gníomhaíochtaí ríthábhachtacha go léir ar bhonn tráthúil. Rinneadh teagmháil leanúnach leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus na hinstiúidí ardoideachais maidir le himpleachtaí COVID-19 orthu.

Chuir an tÚdarás um Ard-Oideachas maoiniú breise sonrach ar fáil le linn na bliana chun tionchar na paindéime ar fhoghlaimeoirí agus ar institiúidí ardoideachais a íoslaghdú. Áriodh leis sin €15.4m le haghaidh thacaíocht COVID in 2020/21, €48.5m chun filleadh sábháilte ar champais do 2021/22 a éascú, €5.9m le haghaidh tástálacha antaigine a chur ar fáil do mhic léinn, €3m le haghaidh tacaíochtaí folláine breise do mhic léinn, €9.4m le haghaidh cistí Cúnaimh COVID do Mhic Léinn agus €1.9m le haghaidh tacaíochtaí eile COVID.

**20 Imeachtaí tar éis Tréimhse an Tuairiscithe**

Tá an bord ag glacadh go dian leis agus tá sé ag déanamh monatóireachta ar imeachtaí, i gcomhar leis an mbainistíocht, ar bhonn leanúnach

**21 Fíjíúirí Comparáideacha**

Coigearaíodh figíúirí comparáideacha na bliana roimhe sin chun teacht leis na hathruithe ar chur i láthair i ráitis an airgeadais seo.

**22 Faomhadh na Ráiteas Airgeadais**

Ghlac Bord an Údarás Ardoideachais le ráitis an airgeadais ar an 26 Aibreán 2022.

**Sceideal 1****Ioncam ó dheontais sa bhliaín dár chríoch an 31 Nollaig 2021****Deontais Oireachtas**

AINM AN DEONTÓRA	CINÉAL DEONTAIS	IARCHUR TOSAIGH 01-Ean-21 €'000	DEONTAS A FUARTHAS 2021 €'000	IARCHUR AG DEIREADH 31-Nol-21 €'000	IONCAM AGUS CAITEACHAS 2021 €'000
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta	Vóta 45 B04 Ginireálta	12,528	1,132,163	13,900	1,130,791
	Vóta 45 B10.2 Pinsin	0	211,229	0	211,229
	Vóta Rochtana 45 B11	4,442	37,571	2,189	39,824
	Vóta Caipiteal 45B16	0	73,948	0	73,948
	Vóta Taighde 45 B12	6,438	50,322	6,451	50,309
	Vóta Taighde Caipitiúil 45 C4	0	9,106	0	9,106
	Vóta Riaracháin 45 B03	0	9,031	0	9031
	CNO Dírithe ar Mhargadh na hOibre	12,262	141,261	0	153,523
	CNO Printíseacht	0	44,000	0	44,000
	CNO Springboard	16,995	42,407	5,553	53,849
	CNO Tionscnamh an Chaipitil Daonna	26,394	60,000	13,813	72,581
		79,059	1,811,038	41,906	1,848,191

Fuarthas suim €287.668m (2020: €316.908m) i rith na bliana ón gCiste Náisiúnta Oiliúna. Úsáideadh na cistí seo chun scileanna agus eolas na ndaoine fostaithe agus difhostaithe a ardú agus chun foghlaim a chur ar fáil chun freastal ar riachtanaíscileanna an gheilleagair atá ann cheana nó a bheidh ann amach anseo lena n-áirítear printíseachtaí, oiliúint na scileanna agus ardoideachas atá dírithe ar an bhfiontar.

## Deontais Eile

		IARCHUR TOSAIGH 01-Ean-21 €'000	DEONTAS A FUARTHAS 2021 €'000	IARCHUR AG DEIREADH 31-Nol-21 €'000	IONCAM AGUS CAITEACHAS 2021 €'000
AINM AN DEONTÓRA	CINÉAL DEONTAIS				
Feidhmeannacht na Seirbhíse Sláinte	Altranas	0	8,496	0	8,496
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta	Scéimeanna Rialtas na hÉireann	1,178	600	1,062	716
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta	Oideachas do Mhúinteoirí	0	2,486	0	2,486
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta	Tacaíocht Idirnáisiúnta	0	2,343	0	2,343
Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	Tionscnaimh Ghaeltachta	0	1,684	0	1,684
An Roinn Sláinte	Campus Sláintíúil	0	375	25	350
Údarás Fuinnimh Inmharthana Na hÉireann	Caipiteal	1,500	702	2,045	157
AE	Erasmus+	5,890	13,515	11,182	8,223
		8,568	30,201	14,314	24,455

## Sceideal na nDeontas 2021 | IOMLÁN NA NDEONTAS A ÍOCADH

Institiúid	DEONTAS ATHFHILLTEACHA €'000	DEONTAS CAIPITIL €'000	DEONTAS TAIGHDE €'000	DEONTAS SCILEANNA €'000	DEONTAS EILE €'000	IOMLÁN 2021 €'000	IOMLÁN 2020 €'000
An Coláiste Ollscoile, Baile Átha Cliath	131,280	3,935	10,764	7,694	73,465	227,138	174,168
Coláiste na hOllscoile, Corcaigh	116,459	3,068	6,761	6,599	42,118	175,004	149,095
Ollscoil na hÉireann, Gaillimh	97,586	3,147	8,053	3,723	30,404	142,914	122,042
Ollscoil Mhá Nuad	79,723	8,484	8,917	1,784	9,616	108,523	102,015
Coláiste na Tríonóide, Baile Átha Cliath	103,321	7,644	12,625	7,194	53,778	184,562	145,043
Ollscoil Luimnígh	87,357	758	2,848	8,313	18,805	118,080	112,071
Ollscoil Chathair Bhaile Átha Cliath	91,074	3,268	4,365	10,956	11,556	121,219	112,007
Ollscoil Teicneolaíochta na Sionainne	18,704	1,308	74	7,361	1,638	29,085	
Institiúid Teicneolaíochta Bhaile Átha Luain	26,664	1,030	140	5,006	187	33,029	41,232
Institiúid Teicneolaíochta Cheatharlach	32,885	1,809	403	7,928	1,088	44,113	39,219
Institiúid Teicneolaíochta Chorcáí	0	0	0	0	0	0	82,373
Institiúid Teicneolaíochta Dhún Dealgan	25,032	2,062	40	4,892	661	32,687	35,031
Institiúid Ealaíne, Deartha agus Teicneolaíochta Dhún Laoghaire	14,258	719	166	562	723	16,429	16,659
Institiúid Teicneolaíochta na Gaillimhe-Mhaigh Eo	41,348	8,851	65	6,334	2,491	59,089	49,668
Institiúid Teicneolaíochta Luimnígh	26,741	1,341	45	5,797	516	34,440	47,079
Institiúid Teicneolaíochta Leitir Ceanainn	23,817	2,311	25	3,329	1,024	30,506	28,953
Institiúid Teicneolaíochta Shligigh	33,998	3,729	304	9,641	1,137	48,808	45,522
Institiúid Teicneolaíochta Thrá Lí	0	0	0	0	0	0	24,134
Institiúid Teicneolaíochta Phort Láirge	49,664	2,434	534	6,470	1,617	60,719	57,492
Ollscoil Teicneolaíochta Baile Átha Cliath	144,078	9,669	1,364	18,984	5,507	179,601	164,001
Ollscoil Teicneolaíochta na Mumhan	88,841	6,225	164	17,549	1,740	114,519	
Coláiste Náisiúnta Ealaíne is Deartha	12,261	1,316	0	2,864	2,684	19,125	15,319
Coláiste Mhuire gan Smál	22,639	697	319		2,671	26,326	29,211
Coláiste San Aingeal	7,171	226	0		1,202	8,599	7,683
Institiúid Ard-Léinn Bhaile Átha Cliath			173			173	251
An Institiúid Taighde Eacnamaíochta agus Sóisialta			0			0	29
Coláiste Uí Ghriofa	0			3,348	43	3,391	1,493
HEAnet	0	0	0	0	0	0	849
An Foras Riaracháin			15	0	0	15	93
Insitiúid Príobháideacha Eile in Éirinn	0			22,969	65	23,033	17,536
Cumann Ollscoileanna na hÉireann	1,333		210	0	378	1,921	878
Cumann an Ardoideachais Theicneolaíoch	274			0	0	274	411
Institiúid Oideachais Marino		0			277	277	286
Coláiste Náisiúnta na hÉireann	0	0	0	3,486	47	3,532	3,523
Ollscoil na hÉireann	13			0	357	370	484
Coláiste Cheatharlach, Naomh Pádraig			21	21	15		
Coláiste Phádraig, Má Nuad			33	33	46		
Coláiste Ríoga na Máinliá in Éirinn	5,756	0	1,286	2,441	103	9,586	9,731
Acadamh Ríoga na hÉireann	5,601	75	500		340	6,516	4,587
Ceol-Acadamh Ríoga na hÉireann			15	15	346		
Coláiste Ósta na Sionainne			0	0	0	17	
Coláiste Montessori San Nioclás	0		-0	-1	-2	94	
Teagasc		245			245	48	
Institiúid na Ríochta Aontaithe		0		174	174	-35	
Aisíocaíochtaí deontais don Choimisiún Eorpach				0	0	1,586	
An Cumann um Rochtaí ar Ardoideachais agus Míchumas	300					300	275
Compháirtithe Taighde Eorpacha		501				501	345
An Bord Taighde Sláinte		1,081				1,081	2,695
Institiúid an AE - Tionscnaimh HERA		3,488				3,488	6,876
HECA	402				20	422	
<b>IOMLÁN</b>	<b>1,288,578</b>	<b>74,106</b>	<b>65,457</b>	<b>175,238</b>	<b>266,501</b>	<b>1,869,880</b>	<b>1,652,478</b>

## Sceideal na nDeontas 2021 DEONTAIS ATHFHILLTEACHA ÍOCTHA

Institiúid	CROÍ-DHEONTAIS €	TÁILLÍ €	ALTRANAS STRAITÉSEACHA €'000	TIONSCNAIMH €'000	EILE €'000	IOMLÁN 2021 €'000	IOMLÁN 2022 €'000
An Coláiste Ollscoile, Baile Átha Cliath	58,898	48,999	6,803	9,164	7,415	131,280	136,341
Coláiste na hOllscoile, Corcaigh	48,359	45,983	6,476	10,419	5,222	116,459	123,573
Ollscoil na hÉireann, Gaillimh	43,875	38,827	3,528	6,745	4,610	97,586	98,090
Ollscoil Mhá Nuad	28,401	36,303	0	11,205	3,814	79,723	74,392
Coláiste na Tríonóide, Baile Átha Cliath	45,336	37,798	8,842	5,984	5,360	103,321	111,896
Ollscoil Luimnigh	33,980	35,172	3,528	10,024	4,653	87,357	86,078
Ollscoil Chathair Bhaile Átha Cliath	38,421	36,035	5,962	5,430	5,226	91,074	90,016
Ollscoil Teicneolaíochta na Sionainne	11,397	2,316		1,074	3,917	18,704	
Institiúid Teicneolaíochta Bhaile Átha Luain	15,517	1,626	1,677	7,862	-17	26,664	31,191
Institiúid Teicneolaíochta Cheatharlach	23,028	3,114	0	5,274	1,470	32,885	29,367
Institiúid Teicneolaíochta Chorcaí	0	0	0	0	0	0	67,309
Institiúid Teicneolaíochta Dhún Dealgan	17,646	2,281	3,204	822	1,080	25,032	26,403
Institiúid Ealaíne, Dearthá & Teicneolaíochta Dhún Laoghaire	10,809	1,909		678	862	14,258	14,720
Institiúid Teicneolaíochta na Gaillimhe-Mhaigh Eo	30,645	5,467	1,298	1,525	2,413	41,348	39,200
Institiúid Teicneolaíochta Luimnigh	22,327	3,371	0	1,063	-21	26,741	35,990
Institiúid Teicneolaíochta Leitir Ceanainn	15,930	2,331	2,111	2,554	892	23,817	22,165
Institiúid Teicneolaíochta Shligigh	23,491	2,459	0	5,999	2,048	33,998	32,340
Institiúid Teicneolaíochta Thrá Lí	0	0	0	0	0	0	18,263
Institiúid Teicneolaíochta Phort Láirge	33,682	5,415	3,232	5,197	2,138	49,664	46,720
Ollscoil Teicneolaíochta Bhaile Átha Cliath	107,112	15,467	0	10,336	11,163	144,078	135,343
Ollscoil Teicneolaíochta na Mumhan	63,617	9,391	2,087	9,091	4,656	88,841	
Coláiste Náisiúnta Ealaíne is Dearthá	6,850	4,244	0	325	841	12,261	11,802
Coláiste Mhuire gan Smál	10,749	8,700		2,670	519	22,639	24,586
Coláiste San Aingeal	2,549	2,289	1,549	442	342	7,171	6,649
HECA					402	402	
Coláiste Uí Ghriofa	0	0	0	0	0	0	-
HEAnet	0	0	0	0	0	0	849
Insitiúid Príobháideacha Eile na hÉireann					0	0	
Cumann Ollscoileanna na hÉireann	0	0	0	1,333	0	1,333	786
Cumann an Ardoideachais Theicneolaíoch				274		274	394
Coláiste Náisiúnta na hÉireann	0	0	0	0	0	0	-
Ollscoil na hÉireann	13	0	0	0	0	13	13
Coláiste Ríoga na Máinliá in Éirinn	0	2,374	0	3,290	92	5,756	7,302
Acadamh Ríoga na hÉireann	3,563	0	0	2,038	0	5,601	3,763
Coláiste Montessori San Nioclás	0	0	0	0	0	0	-
An Cumann um Rochtaí ar Ardoideachais agus Míchumas	300				300	275	
<b>IOMLÁN</b>	<b>696,498</b>	<b>351,869</b>	<b>50,296</b>	<b>120,819</b>	<b>69,096</b>	<b>1,288,578</b>	<b>1,275,814</b>

## Sceideal na nDeontas 2021 ÍOCAÍOCHTAÍ DEONTAIS I LEITH SCILEANNA

Institiúid	PRINTÍSEACHT €'000	SPRINGBOARD+ €'000	TCD €'000	SPREAGADH MÍ ÚIL €'000	IOMLÁN 2021 €'000	IOMLÁN 2020 €'000
An Coláiste Ollscoile, Baile Átha Cliath	0	1,631	5,811	252	7,694	4,629
Coláiste na hOllscoile, Corcaigh	0	1,065	5,284	249	6,599	4,938
Ollscoil na hÉireann, Gaillimh	0	1,181	2,561	-19	3,723	1,969
Ollscoil Mhá Nuad	0	259	1,302	222	1,784	758
Coláiste na Tríonóide, Baile Átha Cliath	0	817	6,359	17	7,194	2,731
Ollscoil Luimnigh	1,051	1,884	4,862	515	8,313	4,505
Ollscoil Chathair Bhaile Átha Cliath	0	1,242	10,228	-514	10,956	4,937
Ollscoil Teicneolaíochta na Sionainne	1,811	3,712	1,887	-49	7,361	
Institiúid Teicneolaíochta Bhaile Átha Luain	1,632	2,499	1,140	-264	5,006	6,991
Institiúid Teicneolaíochta Cheatharlach	2,276	1,788	3,608	256	7,928	5,589
Institiúid Teicneolaíochta Chorcaí	0	0	0	0	0	8,789
Institiúid Teicneolaíochta Dhún Dealgan	3,473	950	706	-237	4,892	4,436
Institiúid Ealaíona, Dearadh agus Teicneolaíochta Dhún Laoghaire	417	96	49	562	311	
Institiúid Teicneolaíochta na Gaillimhe-Mhaigh Eo	3,368	2,486	551	-70	6,334	5,778
Institiúid Teicneolaíochta Luimnigh	2,682	1,321	1,695	99	5,797	6,627
Institiúid Teicneolaíochta Leitir Ceanainn	281	3,052	362	-366	3,329	2,920
Institiúid Teicneolaíochta Shligigh	3,934	2,027	3,632	48	9,641	6,289
Institiúid Teicneolaíochta Thrá Lí	0	0	0	0	0	3,702
Institiúid Teicneolaíochta Phort Láirge	3,638	1,564	1,422	-155	6,470	5,784
Ollscoil Teicneolaíochta Bhaile Átha Cliath	9,585	3,317	6,268	-185	18,984	15,326
Ollscoil Teicneolaíochta na Mumhan	9,331	2,301	5,549	368	17,549	
Coláiste Náisiúnta Ealaíne is Dearthá	0	0	2,864	0	2,864	814
Coláiste Mhuire gan Smál				0	0	-
Coláiste San Aingeal				0	0	-
Coláiste Uí Ghriofa	162	1,329	0	1,857	3,348	1,412
HEAnet	0	0	0	0	0	-
An Foras Riaracháin	0	0	0	15	15	93
Institiúid Príobháideacha Eile in Éirinn	422	15,962	3,806	2,778	22,969	17,505
Cumann Ollscoileanna na hÉireann	0	0	0	0	0	-
Cumann an Ardoideachais Theicneolaíoch				0	0	-
Coláiste Náisiúnta na hÉireann	353	2,797	231	104	3,486	2,947
Ollscoil na hÉireann	0	0	0	0	0	-
Coláiste Ríoga na Máinliá in Éirinn	0	0	2,240	201	2,441	1,073
Acadamh Ríoga na hÉireann	0	0	0	0	0	-
Coláiste Montessori San Nioclás	0	0	0	-0	-0	5
<b>IOMLÁN</b>	<b>44,000</b>	<b>53,603</b>	<b>72,464</b>	<b>5,171</b>	<b>175,238</b>	<b>120,86</b>

## Sceideal na nDeontas 2021 DEONTAIS EILE A ÍOCADH

Institiúid	AOISLIÚNTAS €'000	ACCESS €'000	ERASMUS €'000	EILE €'000	IOMLÁN 2021 €'000	IOMLÁN 2020 €'000
An Coláiste Ollscoile, Baile Átha Cliath	68,434	3,824	1,049	158	73,465	19,176
Coláiste na hOllscoile, Corcaigh	36,540	4,380	476	723	42,118	11,615
Ollscoil na hÉireann, Gaillimh	24,420	2,182	1,325	2,477	30,404	10,186
Ollscoil Mhá Nuad	5,723	3,387	391	114	9,616	3,146
Coláiste na Tríonóide, Baile Átha Cliath	50,983	1,890	603	302	53,778	14,635
Ollscoil Luimnigh	12,188	3,315	1,737	1,564	18,805	16,013
Ollscoil Chathair Bhaile Átha Cliath	7,075	3,009	436	1,036	11,556	10,243
Ollscoil Teicneolaíochta na Sionainne		1,350	55	234	1,638	
Institiúid Teicneolaíochta Bhaile Átha Luain	0	163	19	5	187	705
Institiúid Teicneolaíochta Cheatharlach	0	1,093	-38	33	1,088	987
Institiúid Teicneolaíochta Chorcaí	0	0	0	0	0	1,486
Institiúid Teicneolaíochta Dhún Dealgan	0	652	-34	42	661	791
Institiúid Ealaíona, Dearadh agus Teicneolaíochta Dhún Laoghaire	388	108	228	723	536	
Institiúid Teicneolaíochta na Gaillimhe-Mhaigh Eo	0	2,571	-94	14	2,491	1,649
Institiúid Teicneolaíochta Luimnigh	0	277	219	20	516	1,617
Institiúid Teicneolaíochta Leitir Ceanainn	0	979	8	37	1,024	1,581
Institiúid Teicneolaíochta Shligigh	0	947	180	10	1,137	738
Institiúid Teicneolaíochta Thrá Lí	0	0	0	0	0	428
Institiúid Teicneolaíochta Phort Láirge	0	1,387	190	39	1,617	1,624
Ollscoil Teicneolaíochta Bhaile Átha Cliath	0	4,754	502	251	5,507	4,577
Ollscoil Teicneolaíochta na Mumhan	0	1,338	339	63	1,740	
Coláiste Náisiúnta Ealaíne is Deartha	2,375	212	85	12	2,684	2,375
Coláiste Mhuire gan Smál	1,800	656	187	28	2,671	3,404
Coláiste San Aingeal	995	149	47	11	1,202	833
Coláiste Cheatharlach, Naomh Pádraig		21			21	14
Coláiste Phádraig, Má Nuad	29	3			33	32
Institiúid Oideachais Marino	269	9			277	241
Coláiste Uí Ghriofa	0		18	25	43	81
HEAnet	0			0	0	-
An Foras Riaracháin	0			0	0	-
Insitiúid Príobháideacha Eile in Éirinn			30	35	65	33
Insitiúid na Ríochta Aontaithe			174		174	35
Cumann Ollscoileanna na hÉireann	0	378		0	378	93
Cumann an Ardoideachais Theicneolaíoch					0	17
Coláiste Náisiúnta na hÉireann	0	2		45	47	316
Ollscoil na hÉireann	357			0	357	471
Coláiste Ríoga na Máinliá in Éirinn	0	48	3	52	103	197
Acadamh Ríoga na hÉireann	340			0	340	490
Ceol-Acadamh Ríoga na hÉireann			15		15	346
Coláiste Montessori San Nioclás	0		-1	0	-1	89
Coláiste Ósta na Sionainne		0	0		0	17
Aisíocaíochtaí Deontais don Choimisiún Eorpach					0	1,586
HECA				20	20	
<b>IOMLÁN</b>	<b>211,229</b>	<b>39,824</b>	<b>7,869</b>	<b>7,579</b>	<b>266,501</b>	<b>112,333</b>



**An tÚdarás um Ard-Oideachas**

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