

**ANNUAL  
REPORT**  
2023

**CLICK HERE**

**HEA** | AN tÚDARÁS um ARD-OIDEACHAS  
HIGHER EDUCATION AUTHORITY

**TUARASCÁIL  
BHLIANTÚIL**  
2023

**CLICEÁIL ANSEO**

**HEA** | AN tÚDARÁS um ARD-OIDEACHAS  
HIGHER EDUCATION AUTHORITY

**HEA** | AN tÚDARÁS um ARD-OIDEACHAS  
HIGHER EDUCATION AUTHORITY

# ANNUAL REPORT 2023





# CONTENTS

1. Introduction from Dr Alan Wall, CEO	4
2. Letter from Chairperson, Mr Michael Horgan	5
3. Key Higher Education Data 2022/23	9
4. HEA Highlights 2023	10
a. Institutional Governance, Leadership and Operational Excellence	11
b. System Funding and Capital Funding	12
c. Strategy, Performance, System Reform, Teaching and Learning, Student Wellbeing	15
d. Research and Research Policy	26
e. Equity of Access	28
f. Equality, Diversity and Inclusion	33
g. International	35
h. Skills, Engagement and Statistics	35
i. HEA as an Organisation	40
5. Corporate Governance	41
6. Financial Statements	46
7. Additional Information	80



## Introduction

from Dr Alan Wall, CEO

I am pleased to present the HEA's annual report for 2023.

I hope you will find this report and financial statements a useful resource to review our key activities in 2023.

The HEA received a positive response from the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) to its workforce plan which was prepared following the enactment of new legislation for the HEA in 2022. The Department sanctioned 32 new posts for the HEA. This has enabled the HEA to enhance its capacity across all sections of the organisation.

The HEA continued to make significant progress on its business transformation programme with the new financial management system fully implemented, and progress made on the new stakeholder management system. Digital security continued to be a critical part of the work of the IT unit. The HEA's internal auditors undertook an internal audit review of the HEA's cyber security. Overall, they found the HEA's level of cyber capability and maturity scored higher than other public sector bodies.

Staff engagement was a key feature of the work of the HEA in 2023 with a number of successful staff development days held with the different grades in the HEA. These days were an opportunity for staff to engage in the future strategy of the organisation and develop their leadership skills.

The HEA and the Irish Research Council (IRC) have engaged with the Department and SFI during 2023 in relation to the planned establishment of a new research agency Taighde Éireann – Research Ireland.

I would like to thank all the staff in the HEA and the IRC for their contribution to the work of the HEA and the IRC during 2023.



## Letter from Chairperson

Mr. Michael Horgan

3rd October 2024

Mr Patrick O'Donovan 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 financial statements for 2023 for your consideration. I would like to congratulate you on your recent appointment and wish you every success as Minister.

The year 2023 was particularly important with a number of key actions implemented following the enactment of new legislation for the HEA in 2022. Some other key achievements during 2023 included:

- The Board of the HEA approved its first Corporate Plan under the new Act and submitted it to the Department for approval.
- Following consultation with the Department, a new System Performance Framework was approved for 2023-28. The Framework was launched at South-East Technological University (SETU) Carlow Campus in September. The Framework sets out parameters under which designated institutions of higher education identify their contribution to the achievement of institutional and national strategy, as appropriate to their mission, scale, location, and strategic plan.
- The Board approved an Advisory Panel report on the proposed incorporation of St Angela's College into Atlantic Technological University. The Minister subsequently approved the panel's recommendation that the College be incorporated within ATU.
- The Board approved the HEA's first Climate Action Mandate. The HEA continue to engage with the Department and the SEAI on implementation of the plan.

The HEA continued to be active in compiling statistical reports. During 2023 the following reports were approved by the Board:

- Graduate Outcomes Survey Class of 2022
- Graduate Outcomes and Socio-Economic Status Report
- Graduate Outcomes and Disability Report
- EUROSTUDENT Report
- Student Supports for Mental Health and Wellbeing Funding Analysis Report
- The Board also approved a proposal to carry out a review of the HEA's graduate outcomes series

The Board provided input into the development of the HEA Anti-Racism Principles for Irish HEIs which was subsequently launched at the University of Galway in March 2023.

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

- Ongoing implementation of the provisions of the new HEA legislation including finalisation of the process for appeals and the process for the designation of institutions under the HEA Act 2022.
- Implementation of *Global Citizens 2030 - Ireland's Talent and Innovation Strategy*.
- Ongoing delivery of the *Strategic Action Plan for Equity of Access, Participation and Success*.
- Ongoing delivery of the *Impact 2030* including the establishment of a new research agency *Taighde Éireann – Research Ireland* and the Department's consultation *Towards a Higher Education Research - Policy Engagement Framework*.
- Enhancing the pathways between the Further Education and Training and Higher Education sectors through the National Tertiary Office.

**The following members who were first appointed in July 2016 completed their terms in December 2023:**

- Mr Tony Donohue
- Dr Judith Eaton
- Dr Sharon Feeney
- Ms Darina Kneafsey
- Dr Sinéad O'Flanagan
- Mr Pól Ó'Mórain
- Dr John Wall

Professor Orla Feely stood down from the Board in April 2023 following her appointment as President of UCD. Dr Lynn Ramsey stood down from the Board in January 2023 following her appointment as Director of the National Teaching Council. During their period as members of the HEA, both the higher education sector and the HEA itself underwent significant transformation and I would like to thank each member for their impactful contribution to the work of the HEA during the past seven years. I would also like to acknowledge the significant contribution of Beth O'Reilly who completed their

term as a Board member in June 2023 following the expiry of their term as President of USI. Mr Chris Clifford joined the Board following his election as President of USI on 1 July 2023.

**The HEA welcomed the appointment of ten new members to the Board in December 2023.**

- Dr Niall Connors
- Dr Rosemary Day
- Ms Paula Fyans
- Dr Fiona Killard-Lynch
- Mr Dermot McCarthy
- Ms Nessa McEniff
- Dr Rory O'Sullivan
- Ms Lianne Patterson
- Professor Mark Rogers
- Professor Anne Scott

**In accordance with the 2016 Code of Practice for the Governance of State Bodies, I wish to report to you on the HEA'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 HEA, 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 2022 together with the Comptroller and Auditor General's certificate are attached.
- The HEA adopted a revised code of business conduct for Members of the HEA and for its employees.
- The Board undertook an external Board evaluation exercise in 2022 and considered this report in 2023.



- 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 (Amendment) Act 2022. 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.

On 31 December 2023, the Board had six (50%) female and six (50%) male members. This composition of membership meets the Government target of a minimum of 40% representation of each gender. Members are appointed by the Minister of Further and Higher Education, Research, Innovation and Science. The Board of the HEA is committed to the promotion of diversity and inclusion and receives regular updates from the HEA's Centre of Excellence for Equality, Diversity and Inclusion.

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 HEA and its executive, I look forward to working with you and your Department on the implementation of the Department's strategic priorities.



Yours sincerely,  
Michael Horgan  
Chairperson

# Key Higher Education Data 2022/23



## ENROLMENTS

A total of 256,785 enrolments in 2022/23, a decrease of 1.6% from 2021/22. New entrants (full-time undergraduate first years) are up 0.8% to 46,020.



## INTERNATIONAL ENROLMENTS

Total international enrolments are up 10.8% in 2022/23 to 35,140. Non-EU enrolments accounted for 25,245 (71.8%) of the international enrolments in 2022/23.



## PROGRAMME TYPE

Honours degree enrolments accounted for 154,945 (60.3%) of the total enrolments in 2022/23. Taught masters were the second largest group accounting for 11.1%.



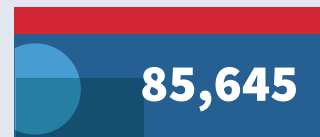
## FIELD OF STUDY

The largest field Business, Administration and Law accounted for 52,065 (20.3% of all enrolments), followed by Health and Welfare (17%) and Arts and Humanities (13.4%).



## GENDER TRENDS

The gender participation gap has widened again with 140,045 female enrolments in 2022/23 (down 1% on 2021/22) compared to 115,340 male enrolments (down 2.7% on 2021/22). There are 1,395 Nonbinary or Undeclared students (up 50.2% on 2021/22).



## GRADUATE NUMBERS

Graduate numbers were down 3.4% in 2022 to 85,645. The largest increases were in St Angela's College (16%), and UCD (8%). The largest decreases were in IADT (38%) and SETU (28%).



## HONOURS GRADUATES

Honours bachelor's degree graduate numbers were down 5.6% in 2022 to 34,525. Approximately 24.4% of graduates achieved a first-class honours degree.



## GRADUATE FIELDS OF STUDY

Business, Administration and Law courses accounted for 24.5% of all graduates in 2022 (21,010). Health and Welfare courses accounted for 18.3% of all graduates (15,640).

The cover features a large, semi-circular graphic on the left side, transitioning from a light blue to a dark blue with a fine dot pattern. A white rectangular box is overlaid on this graphic, containing the text 'HEA HIGHLIGHTS 2023'. The background is composed of various shades of blue, green, and red, with a vertical red stripe on the right side.

# HEA HIGHLIGHTS 2023

---

## 4(a) Institutional Governance, Leadership and Operational Excellence [HEA](#)

---

### **Governance Oversight Framework**

The Higher Education Authority Act commenced in November 2022. Under the Act, the HEA has a statutory responsibility for the effective oversight of designated HEIs and the higher education system. Under Section 9 of the Act, further work was progressed during 2023 on developing a HEA Governance Oversight Framework. Further to approval by the HEA board, the Framework was published in June 2023.

This Framework sets out the mechanism through which the HEA exercises oversight and seeks assurances from the respective HEI Governing Bodies around compliance. This includes the Annual Oversight Agreements; Annual Governance Statements; Annual Budget and Accountability meetings; Annual Financial Statements; Regular Institutional Reports and External Protected Disclosure Procedures. The Framework is grounded by the legislation governing higher education and by the Code of Governance for State Bodies 2016.

### **Financial Oversight**

Higher education institutions must plan and manage their activities in a way which secures their financial sustainability and viability. The HEA has taken steps to strengthen the financial assessment of institutions and we continue to engage with the Department of Further and Higher Education, Research, Innovation and Science on the estimates process to improve the overall financial sustainability of institutions. The HEA actively monitors the financial health of HEIs throughout the year through regular reporting, the review of financial statements and budgets, and annual budget and accountability meetings. These mechanisms assist the HEA in discharging its responsibilities for reporting and monitoring as set out in *Circular 13/2014 Management of and Accountability for Grants from Exchequer Funds* and ensuring accountability by institutions as set out in the Higher Education Authority Act, 2022.

### **Protocol on Exercise of Legislative Provisions**

In 2023, work advanced on the drafting and development of a HEA Protocol Underpinning the Exercise of Legislative Provisions (the “Protocol”). The Protocol considers provisions under the HEA Act 2022 and relevant sections under sectoral legislation which involve HEIs and interactions with the HEA. A process of review and consultation has been undertaken in the development of this protocol with a view to the Protocol being finalised in 2024.

### **Annual Governance Statements (AGS) 2023**

As part of the HEA continuous improvement process, the AGS process is reviewed on an annual basis and where appropriate, improvements identified are implemented. Items on the AGS template which would previously have required a significant level of detail were articulated more clearly in ‘comply or explain’ terms. HEI Governing Body oversight continues to be central to the process.

### **Protected Disclosures Procedures**

During 2023, the System Governance Unit continued to manage the process in relation to protected disclosures and allegations to the HEA in respect of governance matters in HEIs. This work was underpinned by the HEA Procedures for Making a Protected Disclosure to the CEO as a Prescribed Person which were updated in accordance with the requirements of the Protected Disclosures (Amendment) Act 2022, and associated Department of Public Expenditure and Reform (DPER) guidance.

## 4(b) System Funding and Capital Funding

System Funding oversees the recurrent funding allocation to institutions for core activities and this continues to be fundamental to the work of the HEA throughout the year, with the allocation and payment of €1.5bn to HEIs.

In addition to the recurrent funding, the System Funding section allocated and disbursed:

- The once-off grant of €1,000 towards the student contribution paid by each Free Fees eligible student in academic year 2023/24 as a cost-of-living measure. Additional funding of €142,226,000 was allocated to the sector in November 2023 based on estimated student numbers. Any adjustments to the HEIs will be made in 2024.
- Funding for Additional Student places provided in 2021/22 and 2022/23 academic years.
- Funding for the Student Assistance Fund and the Fund for Students with Disabilities.

The annual budget and accountability meetings remain an important engagement between the HEA and the HEIs and were completed during March and April 2023. These meetings are part of the HEA's Governance Framework and a key contributor to the HEA's monitoring and oversight of these institutions.

### Capital Programmes Unit

#### Higher Education Capital Investment Programme

In 2023, the Capital Programmes Unit (CPU) disbursed circa. €185m 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 were funded under various programmes and initiatives of the CPU. The CPU continues to develop a Centre of Excellence to support the delivery of large capital projects in the higher education sector. A number of HEA funding projects reached substantial completion in 2023 including the TU Dublin Sports Science Health and Recreation Building (SSHRB).



Completed TU Dublin Sports Science, Health and Recreation Building

## Higher Education Public Private Partnership Programme

The Higher Education PPP Programme will deliver 11 new higher education buildings in total and will facilitate some 8,000 additional student enrolments. The first bundle consists of six projects being delivered under Project Ireland 2040, located in the TU

Dublin Tallaght and Blanchardstown campuses; Munster Technological University Kerry and Cork campuses; Institute of Art, Design and Technology, Dún Laoghaire; and in the Technological University of the Shannon campus in Athlone. Construction commenced on all six bundle 1 projects in Q1 2023, and work progressed well across all six sites.

The second bundle consists of five projects being delivered under Project Ireland 2040, located in the South-East Technological University Waterford and Carlow campuses; the Atlantic Technological University Donegal and Galway campuses; and in the Technological University of the Shannon campus in Limerick. The second bundle issued its invitation to participate in dialogue with interested tenderers in August 2021 and the project was in the dialogue stage during 2023.



IADT Digital Media Building under construction.

### Energy Efficiency Decarbonisation Pathfinder Programme

The CPU successfully launched a further iteration of the Energy Efficiency and Decarbonisation Pathfinder Programme (EEDPP) in 2023. The fund is being implemented in a two-stage application process. In November 2023, thirteen applicants successful under the first stage of the process were granted funding to appoint a design team and develop a stage 2a design for submission in 2024. The aim of the programme is to consolidate learnings relating to energy efficiency and decarbonisation, and assist key stakeholders to continue to build knowledge, scale, test pathways and work toward achieving the ambitious decarbonisation targets.



UCD Quinn School of Business BER B Retrofit.

### Technological Sector Strategic Projects Fund

The CPU continued to implement the two-stage application process for the Technological Sector Strategic Projects Fund (TSSPF) in 2023. This fund is aimed at supporting additional capacity and delivering core infrastructure improvements in the technological sector. In April 2023, six applicants successful at the first stage of the process were invited to develop and submit a Preliminary Business Case (PBC) by August 2023. The CPU developed and delivered a series of workshops to support HEIs in developing high-quality PBCs. An evaluation team consisting of representatives from HEA and DFHERIS assessed the PBCs. Following this process, DFHERIS provided approval in November 2023 for funding of the four highest-ranking projects.

### Student Accommodation

The CPU progressed key projects under the Student Accommodation Programme in 2023. In July 2023, a Feasibility Study commenced to establish the current level of supply and demand of student accommodation at a regional and national level, as well as projecting future supply and demand. This first phase of the Feasibility Study involved extensive data-gathering across all Technological universities, universities and colleges, comprising a data collection framework, one-to-one meetings with HEI representatives, and a centralised student survey on student accommodation with 22,801 responses (circa. 10% of the student population) collected. Phase 1 of the Feasibility Study was completed in December 2023.

## 4(c) System Development & Performance, Policy & Strategic Planning, Teaching & Learning

### System Performance Framework 2023-2028

The HEA published the System Performance Framework 2023-2028 in September 2023 following an extensive consultation process throughout 2022 and 2023 that saw inputs from HEIs, the DFHERIS, and other interested parties. The framework matrix comprises four pillars representing the key domains of institutional activity: Teaching and Learning; Research and Innovation; Access and Participation; and Engagement. These pillars intersect with a number of transversal areas of impact that reflect national system level priorities for the higher education and research system. Together, the pillars and transversals of the framework matrix present institutions with a flexible mechanism to identify performance objectives that are aligned to institutional strategy.

Responding to this framework, 16 HEIs submitted draft Performance Agreements to the HEA in November 2023. Within agreements, institutions set out their unique contribution to the achievement of national strategic priorities and outcomes appropriate to their mission, scale, location, and strategic plan. Following a review of initial drafts, the HEA commenced a series of bilateral meetings with HEIs in Q4, 2023. The meetings between the HEA and senior leadership of institutions supported mutual understanding and agreement on Performance Objectives and supporting targets, through clarification, feedback, and dialogue. The Executive issued a set of agreed actions after each bilateral meeting and further engaged with institutions via written correspondence and ad-hoc meetings, as requested, to support the refinement of the four-year Performance Agreements ahead of publication in 2024.





## Performance Funding

Performance Funding 2019 projects submitted final narrative and financial reports and received feedback from the HEA. A review of these reports by the System Development and Performance Management team found that projects had delivered a range of positive outcomes in national priority areas such as skills, employability and industry partnerships; international research and teaching collaboration; developing research capacity for funding success; access and participation; student success; campus and community engagement; and sustainability. Performance Funding 2019 supported the sharing of the valuable learnings emerging from these projects – on the expansion of online and hybrid learning models, the benefits of collaboration and co-design, and effective approaches to community engagement and research capacity building – through outreach and dissemination activities. The reporting and review process also provided useful insights on the impacts of the pandemic and lockdowns on campus activities, programme delivery, travel, and recruitment and retention; and on projects’ responses to the challenges and opportunities arising from this disruption.

In Q1 2023, Performance Funding 2021 projects reported on progress and outcomes from their first year via interim reports submitted. Reports were reviewed by the System Development and Performance Management team and all five HEIs received feedback. The Performance Funding 2022 programme commenced on schedule in 2023, with all six HEIs commencing approved projects on 1 January 2023.

On 25 September, the Minister for Further and Higher Education, Research Innovation and Science, Simon Harris, TD announced the allocation of Performance Funding 2023 awards totalling €5.5m to five HEIs. The funding was awarded on the basis of an independent evaluation by an international expert panel of Impact Assessment Case Studies. The case studies submitted by HEIs showcased exemplary initiatives that made significant contributions towards national strategic priorities and policies. Representatives of the successful case studies accepted the awards from HEA CEO Dr Alan Wall at a special presentation during the System Performance Framework launch event at SETU in Carlow. The awards are listed in Table 1 below and details of successful case studies are published on the [HEA website](#).

All five HEIs used the funding to support projects that expand and progress on the initiatives presented in the successful case studies, in areas such as sustainability, access and participation, community and campus engagement, and Irish language education. The System Development and Performance Management team liaised with project leads to develop and agree project plans and evaluation frameworks, with all projects approved in Q4 for commencement on 1 January 2024.

Table 1: HEIs awarded Performance Funding in 2023 following external evaluation of case studies

HEI	Impact Assessment Case Study Title	Performance Funding Award
University of Galway (UG)	The Active* Consent programme: Leading on sectoral culture change	€1,297,969
University of Limerick (UL)	Greentown: Reducing the influence of criminal networks over children and families	€1,297,969
South-East Technological University (SETU)	SETU & An Cosán: Using the power of community education to create transformative higher education pathways for social inclusion and sustainable development	€1,000,000
Technological University Dublin (TU Dublin)	TU Dublin: A Beacon for Sustainability	€1,000,000
University College Cork (UCC)	Barr nagh Cnoc: University Assisted Community Schools Pilot Initiative	€1,000,000
<b>Total</b>		<b>€5,595,938</b>

### Technological University Transformation Fund

The €90m Technological University Transformation Fund (TUTF), which was announced in Budget 2020, has continued to support the development of the technological higher education sector in 2023. The HEA has monitored progress in the implementation of transformation projects supported by the TUTF with recipients of funding submitting work package, financial and narrative reports biannually. Progress meetings were also held with institutions.

In March 2023 institutional reporting on expenditure and feedback from HEIs in quarterly meetings indicated that completion of expenditure and work packages may not be achievable by the original fund end date of 31 August 2023. In recognition of additional time required to complete TUTF projects, a TUTF administrative extension policy and application process was developed by the System Development and Performance Management team. This TUTF policy facilitated applications for extensions up to a maximum of 12 months (31 August 2024) enabling institutions to complete their deliverables and spend remaining funds. All seven TUTF recipients submitted a request for a TUTF Administrative Extension. These requests were approved, and progress continues to be reported to, and monitored by, the HEA during the extension period.

### Landscape Funding

Final reports on Landscape Funding were received from ATU (Donegal), ATU (STAC), TUS and SETU in 2023. Analysis of these reports was completed and two letters confirming the conclusion of these institutions' projects were issued by the HEA in October 2023 with the other two letters to issue in Q1 2024.

## Technological Sector Advancement Fund

The €50m Technological Sector Advancement Fund (TSAF) was launched in July 2023 to provide targeted support for initiatives that are critical to the strategic development of the technological sector. The fund will contribute towards the cost of maintaining or initiating new activities that are central to an institution delivering on its mission and strategic plan. In this regard, a key objective of the TSAF is to support institutions to mainstream activities that have been supported by previous funding streams dedicated to the transformation of the technological sector, such as TUTF. TSAF also makes provision for initiatives relating to the final stages of the current set of higher education landscape reforms.



Applications for TSAF funding were received from the seven institutions eligible to apply for the fund by the submission deadline of 19 October 2023. Two sectoral applications were also received, one of which involved all eligible institutions and the other involving the five TUs. Detailed information on project work packages and actions was provided as part of the applications. Project proposals were assessed by members of the HEA Executive in line with the TSAF assessment criteria, which addresses project relevance, quality of proposal and project design, efficiency and effectiveness, and governance and financial oversight. The Executive determined that the seven institutional applications warranted funding under TSAF. Allocations for six of the seven were proposed to the HEA Board in November 2023 (see Table 2) and Letters of Allocation were subsequently issued to HEIs in November 2023. An allocation for Dún Laoghaire Institute of Art, Design and Technology (IADT) is expected to be proposed to the HEA Board in 2024. Further engagement with representatives of HEIs involved in the two sectoral applications for funding was necessary before deciding on the outcome of these applications. A decision on both applications is expected in Q1 2024.

Table 2: TSAF Project Allocations

ATU	€8,500,000.00
DkIT	€3,200,000.00
MTU	€7,500,000.00
SETU	€9,500,000.00
TU Dublin	€9,500,000.00
TUS	€7,000,000.00
<b>2023 Allocation total</b>	<b>€ 45,200,000.00</b>
<b>Total fund</b>	<b>€ 50,000,000.00</b>

## Technological University Research and Innovation Supporting Enterprise scheme

The HEA progressed with the development of the Technological University Research and Innovation Supporting Enterprise scheme (TU RISE) which is co-funded by the Government of Ireland and the European Union through the European Regional Development Fund (ERDF) Southern, Eastern & Midland Regional Programme 2021-27 and the Northern & Western Regional Programme 2021-27. Implementation plans for the scheme were agreed with the Southern Regional Assembly and Northern and Western Regional Assembly in May 2023, following which, a call for applications was launched by the Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, TD, at the HEA's Research Futures event in July 2023.

TU RISE will make €83.68m in funding available over four years (2023-2027) via two regional programmes. Funding of €63.68m is available under the Southern, Eastern and Midland Regional Programme, and funding of €20m is available under the Northern and Western Regional Programme. All seven institutions in the technological higher education sector are eligible under the scheme, and seven applications for funding were submitted in September 2023. An assessment panel was convened in September to independently review applications following the selection methodology set out in the Implementation Plan and call document. This required the attainment of a minimum score across the following assessment criteria: relevance, quality, project design, efficiency and effectiveness, and governance, financial and risk management. Provision was also made within the assessment process for institutions that did not meet the minimum threshold for funding to revise and resubmit their application.

Institutions were notified of the outcome of their applications for funding in November, and allocations are set out in Table 3 below. The System Development and Performance Management team also designed a project approval process to support the monitoring of project progress over the lifetime of the fund. Briefings on this process were held in late November and institutions were asked to submit project plans and budgets aligned to their allocations by early December in preparation for project commencement on 1 January 2024. Grant Agreements with each institution under TU RISE were signed in December 2023.

Table 3: TU RISE Project Allocations

HEI	Funding
MTU	€14,600,000
TU Dublin	€13,600,000
SETU	€13,600,000
TUS	€12,000,000
DkIT	€5,000,000
IADT	€3,600,000
ATU	€19,600,000



## **N-TUTORR**

The National Technological University Transformation for Recovery and Resilience (N-TUTORR) project (€40m), which is funded by the EU National Recovery and Resilience Fund, continued to make progress in 2023. The Year One Annual report (narrative; work package; financial reports) was submitted to the HEA by the Project Management Office on behalf of the seven participating institutions in April 2023. A Year Two Interim report was submitted in September 2023. Both reports indicated good overall progress had been made across work package activities, with several novel initiatives underway with staff and students. This included the launch of the ‘Students as Partners in Innovation and Change’ Fellowships at the Spencer Hotel in May 2023. This fellowship programme is an opportunity for students and staff to collaborate on projects that focus on improving the experience of students at TUs and IoTs. Awards were made to 131 projects across the five TUs and two IoTs totalling €650k.

The HEA chaired four meetings of the N-TUTORR Presidents’ group during 2023, with agenda items including project progress, expenditure and governance. The System Development and Performance Management team also held bi-weekly meetings with the Project Management Office to discuss project progress and reporting to the European Commission. National reporting to the Department of Public Expenditure, National Development Plan Delivery and Reform and the European Commission continued across 2023, which included the provision of progress reports on the project verification mechanisms (staff/student participants), common indicators, and expenditure. The remaining project balance of €21m was dispersed to project partners in Q4 2023 to support Year Two activities.

## Expert Advisory Panel appointed to review opportunities for new programmes in Dentistry, Pharmacy, Medicine, Nursing, and Veterinary

The process to identify options for capacity building in Dentistry, Pharmacy, Medicine, Nursing, and Veterinary, which commenced in 2022 with an initial Expression of Interest from institutions, concluded in 2023. A second stage application process was designed and developed for institutions proposing new programmes and nineteen applications were received by 16 January 2023. An expert Advisory Panel comprised of representatives from Government departments and regulatory and professional bodies that have direct professional experience and/or academic expertise in the relevant disciplines, or knowledge of the higher education system at a senior level, was appointed to identify viable academic programmes. A panel meeting was held on 22 February 2023 and overseen by a process auditor. The Executive reviewed the outcome of the panel, alongside options for programme expansion, to determine a final list of options for capacity building. A report detailing opportunities for the creation of additional capacity through programme creation and expansion was submitted to the Minister for Further and Higher Education, Research Innovation and Science on 31 March 2023.



## HEA Conference – ‘Supporting Success through Wellbeing in Higher Education’

Minister for Further and Higher Education, Research, Innovation and Science and Justice, Simon Harris TD (20 April 2023) delivered the opening address at Ireland’s first national wellbeing conference for higher education. The conference was titled ‘Supporting Success through Wellbeing in Higher Education’ and was hosted by the HEA.

The conference highlighted the importance of embedding support for student and staff wellbeing into the work of our HEIs as a key enabler to successful outcomes for those engaged in higher education. The aim was to bring awareness to the powerful role institutional leadership has in ensuring the delivery of such support.

## Healthy Campus Charter Photocalls with Institutions

To mark the signing of the Healthy Campus Charter, several institutions held photocalls with senior leadership and the HEA. In 2023 events took place at UCC and MTU (joint), UL, MIC, DkIT, RCSI and UCD.





### **RCSI Ranked #1 in the Times Higher Education University Rankings for SDG #3 ‘Good Health and Wellbeing’**

The Royal College of Surgeons in Ireland (RCSI) was ranked #1 in the Times Higher Education University Rankings for SDG #3 ‘Good Health and Wellbeing’. Their ranking was supported by their implementation of the HEA Healthy Campus Charter and Framework.

### **Gníomhai Gaeilge**

In May 2023, an academic year end of activities was marked at the Temple Bar Hotel at the Gníomhai Gaeilge Awards event. This event for students and university societies recognised the efforts to promote and use the Irish language in Higher Education. Nineteen awards were given to various student unions and societies, while 27 individuals were also recognised for their efforts.

### **Jigsaw Report on Mental Health Promotion in Higher Education**

The HEA worked closely with Jigsaw to support the publication of their **Mental Health Promotion in Higher Education Report** which included, attendance at their roundtable discussion, mapping to themes contained in the National Student Mental Health and Suicide Prevention Framework, the next steps, and a foreword by Dr Ross Woods. The report included a summary of the discussions into key themes as well as recommendations.

### **Higher Education Authority Establishes New Student Engagement and Teaching and Learning Committee**

The HEA announced the formation of the Student Engagement and Teaching and Learning Committee, appointed by the HEA Board to enhance the quality of student engagement and teaching and learning across the sector. The committee operates under the governance of the HEA, providing expert advice and recommendations in line with policy priorities set by the Board.

### **Disciplinary Excellence in Learning, Teaching and Assessment (DELTA) Awards Celebrates Outstanding Achievement of MTU and SETU Teams**

The National Forum for the Enhancement of Teaching and Learning in Higher Education announced that teams from two Irish HEIs were distinguished with the Disciplinary Excellence in Learning, Teaching and Assessment (DELTA) Award. This prestigious national award was granted to discipline groups that exhibit a record of excellence in teaching and learning enhancement and who commit to an ongoing, clearly articulated, shared process of continued enhancement.





### **HEA publishes EUROSTUDENT VIII Report**

A report published by the HEA revealed that the number of students enrolled at Irish higher educational institutions had increased by 6.3%.

This report was on the Social and Living Conditions of Higher Education Students in Ireland 2022. This report, which presents the findings of the eighth EUROSTUDENT survey of higher education students in Ireland, provided a wealth of internationally comparable demographic, economic, and social data. Over 21,000 students attending higher education institutions were surveyed as part of the report.

### **Funding Allocation to Drive Teaching and Learning Innovation and Enhancement Across the Higher Education Sector**

The HEA provided €6.1m in SATLE (the Strategic Alignment of Teaching and Learning Enhancement) Funding to HEIs. The funding focuses on innovations in education for sustainable development, digital transformation and academic integrity. The 2023 allocation was made up of a share of €5m base funding and an additional one-off addition, bringing the total fund to €6.1m. As part of the funding, institutions continue to take an appropriately strategic approach to teaching and learning enhancement over a three-to-five-year period, to drive teaching and learning innovation and enhancement across the higher education sector. In keeping with the open and shared approach taken by the National Forum to date, institutions showcase key insights/resources/good practices and the impact of their initiatives through national conferences and events and outputs which are publicly accessible through the National Forum's **National Resource Hub**.



### **St Angela's College incorporation into ATU**

On 1 November 2023, St Angela's College was formally incorporated into Atlantic Technological University (ATU). Following receipt of an application to incorporate St Angela's College, Sligo into Atlantic Technological University (ATU) in November 2022, the HEA Board appointed a subcommittee to act as the Advisory Panel to review the application for incorporation within a technological university.

### **Mary Immaculate College's PETE Team Honoured with DELTA Award for Teaching and Learning Excellence**

The National Forum for the Enhancement of Teaching and Learning in Higher Education announced the Physical Education Teacher Education (PETE) team at Mary Immaculate College, led by Dr Michelle Dillon, as the latest recipient of the esteemed Disciplinary Excellence in Learning, Teaching and Assessment (DELTA) Award. This prestigious national award was granted to discipline groups that demonstrate a sustained record of excellence in teaching and learning enhancement.

### **HEA National Forum for the Enhancement of Teaching and Learning in Higher Education Awarded Prestigious UNESCO ICT in Education Prize**

The HEA National Forum for the Enhancement of Teaching and Learning in Higher Education was announced as a Laureate of the esteemed UNESCO King Hamad Bin Isa Al-Khalifa Prize for the Use of ICT in Education. The prestigious award recognises the National Forum's initiative, 'Supporting Open Education: Ireland's Model for Supporting the Use of Open Educational Resources (OER) and Open Educational Practices (OEP) for Teaching and Learning', implemented via its National Resource Hub and Open Courses for those who teach.



---

## 4(d) Research & Research Policy

---

### **Doctoral Education**

Throughout 2023, the HEA continued to support the implementation of the National Framework for Doctoral Education (NFDE) through the NFDE Advisory Forum, which is co-chaired by the HEA and Quality Qualifications Ireland. The HEA also funded a new career development initiative for doctoral students in 2023 known as the National Odyssey Programme.

### **National Framework for Doctoral Education**

The NFDE Advisory Forum met throughout 2023 and following consultation with key stakeholders in doctoral education in Ireland, a refreshed National Framework for Doctoral Education (NFDE) was launched at the HEA Research Futures event in July 2023.

Recommendations from the 2021 EUA Solutions report on the level of implementation of the NFDE continued to be progressed by NFDE Advisory Forum working groups in 2023.

- The Career Profile working group completed its work on the development of the MyPhD.ie site, which was launched at the HEA's Research Futures event in July 2023. The site contains the refreshed NFDE and outputs from the Research Career Profiling working group.
- The Career Tracking working group progressed work for a national career-tracking system for doctoral graduates with input from the Central Statistics Office (CSO).
- The Postgraduate Student Engagement working group developed a template for institutions to map postgraduate research (PGR) student engagement in their institutions that was distributed to HEIs early in the year. Analysis of the mapping was carried out in 2023 with a report regarding the working group's activities due to be completed in 2024.

### **National Odyssey Programme**

The Odyssey Programme was initially developed at University College Cork (UCC) in 2018 and is aimed at supporting doctoral students to explore diverse career pathways. In a time of increasing career complexity, researchers may pursue professional opportunities not only in academia but also in industry, government, non-profits, and entrepreneurship. The rollout of the National Odyssey Programme will include extending the initiative to all interested HEIs.

The programme was launched by Minister Simon Harris at the HEA Research Futures event in July 2023 and in November the National Odyssey Programme was provided with funding to support the pilot phase, with further funding to be delivered upon successful completion of the pilot programme.

### **Open Research**

In 2023, the HEA continued to support open research initiatives. Funding and support delivered to the Irish Research eLibrary (IReL), the Digital Repository of Ireland (DRI), the National Open Research Forum (NORF) and the Contributor Identifier (ORCID) Consortium have all continued to contribute to the meeting of objectives for open research as set out in Impact 2030: Ireland's Research and Innovation Strategy and National Action Plan for Open Research 2022 – 2030.

The funding has enabled increased access to e-resources across the sector, and the preservation of cultural and heritage data and has facilitated growth in the integration of persistent identifiers across sectoral research information systems and funding platforms as well as promoting their use amongst researchers.

## **IReL**

The HEA provided ongoing funding support to IReL in 2023 in response to a funding proposal submitted by IReL. A total of €3.6m in funding was provided by the HEA via DFHERIS to IReL with €2.6m delivered for the costs of transformative agreements providing access to e-resources across the sector and €1m towards rising management costs necessary to maintaining the eLibrary.

## **National Open Research Forum (NORF)**

The HEA provided funding of €1.75m to thirteen consortia-based projects as part of the NORF Open Research Fund 2023. The funded projects aim to advance the implementation of the National Action Plan for Open Research 2022-2030 and to build national capacity and infrastructure for open research. Funding was allocated across two strands. Strand I: Priority Actions Call 2023 and Strand II: Open Research Stimulus Call 2023.

NORF held its National Open Research Festival (NORFest) in November 2023 at the Royal Irish Academy. The event provided a forum for the research community to discuss Ireland's transition to open research and to launch projects funded under the NORF Open Research Fund. A series of parallel workshops to support and promote open science and open research were also held.

In November 2023, NORF commissioned the consultancy group MoreBrains to develop a National Persistent Identifier (PID) Strategy and Roadmap for Ireland. The development of a National PID Strategy and Roadmap is an action under the National Action Plan for Open Research and its production will map out a coordinated approach to the use of PIDs in Ireland that supports national aims for open research and research impact.

A review and analysis of the current Irish PID landscape was completed in November 2023, following consultation with relevant stakeholders.

## **ORCID**

The HEA chaired the Irish ORCID Steering Group which drives the strategic agenda for the Irish ORCID Consortium until 2023 when IReL took over as the group Chair.

The consortium's focus is to develop a community of practice to enable the successful integration of ORCID into Consortium members' systems and increase ORCID adoption by researchers. The Consortium currently has 11 active ORCID integrations.

## **HEA COVID-19 Related Costed Extensions**

An independent audit of the HEA COVID-19 Related Costed Extensions funding scheme was carried out by Mazars between June 2022 and February 2023. The final audit and lessons learned reports were submitted by Mazars to the HEA in April 2023. In the final audit report, Mazars outlined that they were satisfied with the processes established and followed by the HEIs for the disbursement of funding and that there were clear processes and controls established in the end-to-end operation of the scheme.

The Mazars audit identified that €817,306 remained in unspent funding from the scheme and this was returned to DFHERIS in April 2023.

The HEA continues to obtain financial reporting from each HEI in respect of this funding which in some instances is allocated out to 2025.

### **National Research Integrity Forum**

The HEA continues to be an active member of the National Research Integrity Forum (NRIF) and provided funding to the Forum in 2023 for online research integrity training for Irish researchers and a workshop on research assessment. Over 5,000 researchers have successfully completed research integrity training since 2021 and the NRIF has renewed its contract with Epigeum to ensure continued research integrity training is available for researchers for the period 2024 – 2026.

The NRIF collaborated with NORF to deliver a workshop titled “Advancing a Shared Direction for Research Assessment.” This was held in November 2023 prior to NORFest. The event offered an opportunity to discuss research assessment, including key themes and challenges in current research assessment practices and how best these can be developed in line with ERA Action 3: Reform the assessment system for research, researchers and institutions.

### **The North-South Research Programme**

The North-South Research Programme (NSRP) is a collaborative research programme being delivered by the HEA on behalf of DFHERIS and the Shared Island Unit at the Department of the Taoiseach.

Call 1 of the NSRP was launched in 2021. Under Call 1, 62 collaborative projects were awarded a total of €37.28m in funding across three strands:

- Strand I: Bilateral researcher projects
- Strand II: Emerging Hubs of Excellence
- Strand III: Partnerships of Scale

Each project awarded funding is underpinned by the aims of the Shared Island Unit and the North-South Research Programme and is strengthening links between HEIs, research communities, and researchers across the island of Ireland. Throughout 2023, the HEA continued its management of Call 1 projects and associated reporting.

---

## **4(e) Equity of Access**

---

### **National Access Plan (NAP) Reporting**

The fourth National Access Plan: A Strategic Action Plan for Equity of Access, Participation and Success in Higher Education 2022–2028 ([NAP](#)) was published in 2022.

Part 5 of the HEA Act, 2022 requires each HEI to report to the HEA on the implementation of the NAP within the institution, providing details of the actions undertaken in respect of NAP goals and objectives, and the institution’s contribution to the NAP targets and key performance indicators.

In October 2023, the HEA Executive issued templates to HEIs for the purposes of NAP reporting. Completed templates were returned to the HEA at the end of 2023.

## National Access Forum 2023

The sixth annual National Access Forum took place in April 2023, marking the first in- person event since 2020 and the first forum since the launch of the in 2022. The event brought together HEI professionals, students, representatives of priority groups, community stakeholders, and DFHERIS and HEA officials. Approximately 130 attendees participated in the Forum which focused on the sharing of best practices to support the implementation of the NAP 2022-2028.

The Forum featured a presentation from the HEA on the NAP, a presentation from ATU on the National Charter for Universal Design in Tertiary Education funded under PATH 4 Phase 1, a student panel, and table discussions and feedback sessions. The student panel was comprised of representatives of the NAP priority groups who offered insights into their experiences to foster a better understanding of how priority group students can best be supported and how barriers to higher education can be removed.

The event concluded with a closing address by the Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, TD. A report of the Forum was published on the HEA website in October 2023 and is available [here](#).



Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, TD, pictured with students at the National Access Forum 2023.

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

The Programme for Access to Higher Education (PATH) is a strategic targeted funding initiative established in 2016 to support the delivery of equity of access objectives. PATH is managed by the HEA on behalf of DFHERIS. During 2023, the HEA continued its management of strands 1, 2, 3 and 4 of the PATH programme, including annual monitoring and reporting, and commenced the management of a further strand of PATH

(PATH 5) to support participation by Traveller and Roma students in higher education.

Significant updates in relation to PATH in 2023 are highlighted below.

---

### **■ PATH 2 – 1916 Bursary Fund**

---

Further to a successful application to the European Social Fund (ESF+) by DFHERIS, in December 2023, the Minister for Further and Higher Education, Research, Innovation and Science announced increases in the number of PATH 2 bursaries at Tier 1 and Tier 2 co-funded by the ESF. In 2023/24, 400 Tier 1 bursaries of €5,000 per annum per year of study were provided (an increase of 147 Tier 1 bursaries compared to 2022/23) and 200 Tier 2 bursaries of €2,000 per annum per year of study were awarded (an increase of 80 Tier 2 bursaries compared to 2022/23). An additional 784 exchequer-funded Tier 3 bursaries (a one-year bursary of €1,500) were awarded in 2022/23.

---

### **■ PATH 3 – Community and Regional Partnership**

---

PATH 3 funding is allocated to regional clusters of HEIs with the objective of supporting HEIs to develop regional and community partnership strategies for increasing access to higher education by priority groups.

Arising from the publication of the NAP 2022-2028 and the new priority groups identified, the recent expansion of DEIS post-primary schools and the on-going work around transitions from further education to higher education, DFHERIS allocated €700,000 in additional once-off funding to PATH 3 clusters in 2023.

---

### **■ PATH 4**

---

In 2022, the Minister for Further and Higher Education, Research, Innovation and Science announced a fourth strand of PATH. PATH 4 is being implemented across two phases, aligned to the ambition of the NAP with respect to universally designed higher education environments and the objective to improve opportunities for students with intellectual disabilities in higher education.

---

#### **PATH 4 Phase 1 – Universal Design**

---

In 2022, a total of €3m was allocated towards PATH 4 Phase 1 to support embedding Universal Design (UD) approaches and inclusive practices in HEIs which will benefit all students and in particular autistic students. PATH 4 Phase 1 was also targeted at enabling the building of capacity in HEIs for greater participation by students with intellectual disabilities in higher education.

In early 2023, the Minister for Further and Higher Education, Research, Innovation and Science Simon Harris announced the rollout of a range of PATH 4 Phase 1 projects and activities including the following:

- Development and implementation of universal design policies and practices across HEIs.
- Accessibility audits of built and digital spaces, as well as provision of quiet and sensory spaces with institutions working towards autism-friendly campuses.
- Digital accessibility of institutions' websites and e-learning infrastructures.
- Staff and student universal design for learning (UDL) resources and curriculum development.
- Capacity building through CPD including training for UDL badge.
- Activities towards preparedness for the competitive funding call for new three-year pathfinding pilot programmes/course provision for students with intellectual disabilities.
- Cross-sectoral activities such as the development of a National Charter for UD, Community of Practice and UD Symposium for Tertiary Education.

## PATH 4 Phase 2 – Provision for students with intellectual disabilities

PATH 4 Phase 2 centres on the enhancement of course provision in higher education for students with intellectual disabilities and takes the form of a three-year pathfinding pilot.

The HEA Executive engaged with the National Disability Authority (NDA) and the Inclusive National Higher Education Forum (INHEF) as part of the preparation for the development of the PATH 4 Phase 2 Call for Proposals. Their expertise and guidance supported the Executive in hosting a series of in-person and online consultation workshops. The objective of the consultation workshops was to hear student voices and to understand more fully what students want from their higher education experience.



Launch of PATH 4 Phase 2, June 2023.

Three in-person workshops took place in April 2023 with a total of 54 students with Minister Harris attending the first consultation event in Dublin and meeting with students who shared their experiences to date and goals and aspirations for the future. The HEA also hosted three online sessions and heard from people with intellectual disabilities who have not attended university/college and their parents, and from parents of students with intellectual disabilities who went to college.

These consultations informed the development of a set of Student Principles, which were embedded in the competitive call for proposals document published in June 2023.

The HEA convened an independent external Expert Panel to review the proposals submitted in October 2023. Further to the approval of the Minister of the recommendations of the Expert Panel, the programmes are expected to commence in the 2024/25 academic year.

## PATH Impact Assessment

In early 2023 and following a competitive tender process, the HEA appointed Crowe Consulting to conduct an independent impact assessment of PATH strands 1, 2 and 3 over the period 2016 to 2022. The PATH Impact Assessment is expected to conclude at the end of Q3 2024.



## HEA-National Disabled Postgraduate Advisory Committee (NDPAC) Event

KPI 3 in the NAP focuses on the number of students from priority groups progressing to postgraduate study, including students with disabilities. On 23 February 2023, the HEA and NDPAC hosted an online information-sharing event to provide an opportunity for reflection and discussion on the experiences and challenges faced by disabled students in postgraduate education.

The aim of the event was to assist HEIs and research funders in planning their services to better meet the needs of disabled students on postgraduate research programmes and, ultimately, to identify ways to enhance inclusivity and advance the goals of the NAP.

Participants included representatives of access, disability and support services; HEI staff; research funding agencies; past, current, and future postgraduate disabled students; and officials from DFHERIS.

In December 2023, HEA Access Policy invited stakeholders to an in-person gathering to mark the official publication of the HEA/NDPAC “Experiences of and Challenges Faced by Disabled Postgraduate Students” report, arising from the event in February 2023. The report is available [here](#) on the HEA website.



Launch of the Report on Experiences of and Challenges Faced by Disabled Postgraduate Students in December 2023.

---

## 4(f) Centre of Excellence for Equality, Diversity and Inclusion

---

### **National Committee for Equality, Diversity and Inclusion in Irish HEIs**

Two meetings of the National Committee were held in 2023. Members of the HEA National Committee for EDI were invited to attend a dedicated workshop on ESVH policy facilitated by Clarissa J DiSantis following the November meeting. The workshop was focused on senior managers with responsibility for ESVH in HEIs.

### **Gender Equality**

In 2023, the Centre awarded funding of €248,704 under two calls of the **Gender Equality Enhancement Fund** to advance gender equality initiatives in Irish higher education. Awards were made across three themes: research on or advancing gender equality initiatives in Ireland; training programmes specifically addressing gender equality; and Athena Swan capacity-building activities. Six projects, involving a total of 19 HEIs, were funded across areas including: (i) development of a Leadership Development Programme for the Technological HE sector; (ii) examine the efficacy of leadership development programmes; (iii) a reverse mentoring programme; (iv) national gender equality network for Chemistry; (v) training and learning network for early career female researchers and academics; and (vi) Athena Swan support and training. The HEA is leading a work package on Promoting institutional change through Gender Equality Plans (GEPs), which will develop a system for monitoring and evaluating the implementation and impact of GEPs in order to support institutional change as a primary instrument to promote inclusive gender equality in the new European Research Area. This project started in June 2022 and is scheduled to finish in May 2025.

The December 2022 *Higher Education Institutional Staff Profiles by Sex and Gender* were published in the form of interactive data dashboards on the HEA website. The data is also available for download (in Excel format) from the Centre's Statistics [webpage](#).

### **Race Equality**

The **HEA National Conference on Race Equality** was held on 20 March 2023 at the University of Galway. The Conference provided an opportunity for staff across the sector to come together to discuss race equality in higher education and to learn about best practices in Ireland and abroad.

The **Anti-Racism Principles for Irish Higher Education Institutions** were launched in March 2023 to address recommendations in the Race Equality in Higher Education Report, which calls on HEI leadership to proactively embed race equality within HEIs.

In December 2023, a total of €170,000 of funding was allocated to 17 institutions for actions assigned to HEIs in the HEA Race Equality Implementation Plan 2022-2024. This funding is specifically intended to support the implementation of (i) an institutional race equality action plan; (ii) integrated race equality training; (iii) a standalone race equality document for easy access which signposts towards the other relevant policies; and (iv) awareness raising among HEI staff around the recognition of foreign qualifications and is underpinned by the commitments made by HEIs under the Anti-Racism Principles for Irish HEIs.

## Ending Sexual Violence and Harassment in HEIs:

Four meetings of the HEA Advisory Group on Ending Sexual Violence and Harassment were held during 2023.

The HEA established a ESVH Practitioner Network during 2023 and its first meeting was held online on 3 October with a high level of participation. The Network includes 30 members from 17 institutions. UK-based expert on addressing gender-based violence in academia, Clarissa J DiSantis held a roundtable discussion with Practitioner Network members on 24 November 2023. The official launch of the Network was held in UCD on 12 December 2023. Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris TD, addressed the Practitioner Network. Sessions were held on the findings of UniSAFE EU project and the CSO national Sexual Violence Survey.

During 2023 a working group was established to complete Action 11 of the ESVH Implementation Plan, which was to *‘Conduct a feasibility study in relation to the formation of a panel of trained and skilled external investigators to investigate cases of sexual violence and harassment against staff and students.’* The working group (chaired by the IUA) produced a report which included core recommendations, which is that a shared service entity be established. The ESVH Advisory Group fully supported the core recommendations of the group, and the report was discussed by the HEA National Committee for EDI in May.

In 2023 the Centre sought proposals from HEIs for funding to deliver the following actions of the ESVH Implementation Plan 2022-2024:

- Action 5: Further analysis of National Survey Data at the demographic level.
- Action 6: Pilot initiatives targeted at supporting high-risk groups and smaller or hard to reach groups in a small number of HEIs.
- Action 12: Qualitative research related to experiences of sexual violence and harassment in higher education.
- Action 16: Highlight and build on the positive survey findings to support development of training/educational programmes (pilot approach at local level).
- Action 19: Develop national and localised awareness campaigns (e.g. #unmuteconsent), incorporating a tiered approach (local level).

The Centre also welcomed submissions for initiatives that did not respond directly to one of the above actions, but which demonstrate strategic importance, and strong potential for scalability and sectoral impact in support of the national policy framework for Ending Sexual Violence and Harassment in HEIs. In December 2023, funding of €161,529 was awarded across six projects.

An evaluation to review the pilot project that established the Speak Out Anonymous Reporting Tool was completed in July 2023. The evaluation explored the extent to which the tool has achieved its original objectives and made recommendations as to the future governance, operational management and resourcing of the tool. The **evaluation report** is available on the HEA website. DkIT continued to host Speak Out in 2023 and provide support for the ongoing management of the tool, pending approval of the recommendations of the evaluation report and an agreed way forward. An annual report relating to the first year of Speak Out by the Psychological Counsellors in HEIs (who led the pilot) is available on the **PCHEI website**.

---

## 4(g) International

---

In 2023, the HEA provided €2.7 million to strengthen the role of Irish universities in European university partnerships. The European universities initiative aims to foster excellence, innovation and inclusion in higher education across Europe, accelerating the transformation of HEIs into universities of the future with structural, systemic and sustainable impact. Irish participation in the European universities initiative is high, with 12 institutions actively contributing to the European Commission's ambition of expanding to 60 alliances involving more than 500 HEIs by mid-2024.

The Erasmus+ Programme is the EU's programme to support education, training, youth and sport in Europe. The HEA acts as the Irish National Agency for Erasmus+ higher education. Under Erasmus+ for 2023, the HEA managed three distinct key actions:

- Key Action 131 – Higher education mobility of students and staff between programme countries – will fund 5,700 mobilities from 2023-2025;
- Key Action 171 – Higher education mobility of students and staff between programme and partner countries – will fund mobilities across ten key regions globally ranging from the Western Balkans to the Caribbean; and
- KA220 – Cooperation partnerships in higher education – will fund five projects in topics such as engineering education for a sustainable future and empowering higher education through citizen science.

In light of the unceasing Russian invasion of Ukraine, the HEA continued to provide a monthly stipend to qualifying Ukrainian students via Ireland's Erasmus+ grant. The HEA has been allocating this funding to HEIs which are holders of an Erasmus Charter for Higher Education. The HEA continued to work closely with these institutions to ensure the efficient and equitable distribution of this funding.

The Government of Ireland International Education Scholarship programme supports high-calibre international students wishing to study at master's or PhD level in Ireland. The programme is funded by the Government of Ireland in partnership with Irish HEIs and managed by the HEA. Under the initiative, scholarships are awarded for one year of full-time study at master's or PhD level in any field. In excess of 5,000 applications were received under the 2023 call and 60 scholarships were funded.

---

## 4(h) Skills, Engagement and Statistics

---

In 2023, the Statistics Unit achieved Irish Statistical System Code of Practice (ISSCOP) certification for HEA statistics on student and graduate data. This is a quality mark, indicating that these statistics can be deemed as official statistics. This also reflects our commitment to the five core principles of ISSCOP, including professional independence, timeliness and punctuality, accessibility and clarity, commitment to quality, and confidentiality. The HEA was one of seven public bodies to have achieved ISSCOP certification at the time of receiving this award.

To achieve ISSCOP certification, the Statistics Unit implemented impactful transformations. This includes the introduction and publication of a release calendar, outlining a schedule of publications for the year. The Statistics Unit also introduced the first Researcher Microdata File application form, providing researchers with the opportunity to formally request data from the HEA for research purposes. The HEA now has a dedicated section on the webpage, showcasing the outcomes and impact of this research. Moreover, the Unit has an active commitment to quality, implementing a new range of audit procedures, to improve data quality, and accuracy in the Student Record System.

In 2023, the HEA also established a formal data-sharing agreement with SUSI. As part of this data-sharing agreement, SUSI will share data on grant recipients to the HEA. For the first time, this enables the HEA to track and compare the outcomes of students who are in receipt of a SUSI grant versus those who are not. Furthermore, this facilitates further analyses to identify barriers and to promote equity of access to higher education in Ireland.

To further our work on widening participation and promoting equity of access, the HEA sought a license agreement with POBAL to use their latest Deprivation Index Scores, updated using Census 2022 data. This license agreement will allow the HEA to continue its breadth of work using Deprivation Index Scores, and to examine the socio-economic profile of students in higher education. In 2023, the HEA also published its first profile of students with a disability in higher education in Ireland, using data across three academic years. Also, for the first time, Graduate Outcomes Survey data was linked with other data sets held by the HEA, and two reports investigating graduate outcomes for graduates with a disability, and graduate outcomes by socio-economic background, were published.

In 2023, the Statistics Unit continued to publish key dashboards, publications, and Info-Bytes. These include, but are not limited to, the annual Key Facts and Figures, the new Progression and Completion dashboard, the Access our Data dashboards, STEM in HE in Ireland, the annual Graduate Outcomes Survey National Report, and EUROSTUDENT 8.

The National Student Survey Taught survey ran in 2023 with a total of 39,403 students' respondents. The Postgraduate Student Survey also ran with 4,506 postgraduates participating across 17 HEIs.

The NStEP programme continued with 23 HEIs participating and over 6,000 student representatives now trained to better engage in institutional business.

### **Entrepreneurship Education Initiatives**

The HEA provided €1m in 2022/2023 to support entrepreneurship and innovation proposals in higher education which were focused on:

- Strand 1 - Higher Education Entrepreneurship Education Initiatives.
- Strand 2 - Higher Education Student Entrepreneurship Programmes e.g., incubator, accelerator support activities.

Five projects were funded under Strand 1 in the areas of Micro Creds, Connecting Female Entrepreneurs, and Refugee Entrepreneurship; and seven projects were funded under Strand 2 such as IdeasLab, Student Boot Camps and Accelerator Programmes. A networking event is planned for Q1 2024 and HEIs will be invited to showcase their projects.

### **ICT and Entrepreneurship Camps for Second Level Students**

A total of 14 HEIs ran 44 summer and autumn ICT camps with 2,977 second-level students participating – female participation in these camps was 46%. A collaborative DojoMór event also took place with over 7,879 students participating.

A total of 12 HEIs ran 18 summer Entrepreneurship camps with 952 second-level students participating – female participation in these camps was 49%.

Feedback from students, parents and HEIs continues to be very positive in relation to the provision of these camps.

## **Apprenticeship Provision Craft**

### **Apprenticeship**

In 2023, the Department of Further and Higher Education Research Innovation and Science provided an allocation of €17m for capital funding to respond to the growing demand for apprenticeships in the higher education sector. The funding was dispersed across four Technological Universities and one Institute of Technology in the higher education

sector to deliver in the order of an additional 132 apprenticeship craft training blocks. This additional capacity is required to meet the increase in apprentice registrations as indicated by SOLAS in a number of trades.

In 2023, there was a significant demand for Phase 2 apprentice training places which could not be accommodated with existing FET capacity. This was as a result of increased registrations particularly in Electrical, Plumbing and C&J trades and some continued COVID-19 impact on training places in FET. The Minister for Further and Higher Education, Research, Innovation and Science had requested a tertiary approach to address the situation and the HEA engaged with HE providers in August 2023 to determine if Phase 2 training could be accommodated from Jan 2024 in the HE sector. The HE providers responded by providing 50 blocks of Phase 2 training which will run from January to May 2024.

### **Consortia Led Apprenticeship**

Six new consortia-led apprenticeship programmes commenced in the higher education sector in 2023 in the Civil Engineering, Agriculture and Horticulture sectors. This brings the total number of consortia-led apprenticeships in the higher education sector to 33 programmes with circa. 1,663 registrations spanning Level 6 to Level 10 on the NFQ.

### **Action Plan for Apprenticeship**

One of the key deliverables arising from the Action Plan for Apprenticeship 2021-2025 is that all apprenticeship programmes will be delivered through a single coherent system. Throughout 2023 work continued on the development of the single integrated model of apprenticeship programmes. The HEA is represented on the Steering Group along with representatives from SOLAS, NAO, QQI and DFHERIS.

The Euro Skills Event took place in Gdansk in September 2023. WorldSkills Ireland rejoined the WorldSkills Europe (EuroSkills) organisation in June 2022. Joining WorldSkills Europe gave Irish apprentices the opportunity to compete at a European level which not only enabled the showcasing of young Irish talent in leading industries, including engineering, construction, social personal and digital but also enabled to showcase and benchmark the employability skills of Irish apprentices with those from the rest of Europe.

### **Springboard+**

In 2023 Springboard+ continued to fulfil its remit of providing upskilling and reskilling opportunities in areas of critical skills needs across the economy. Courses were funded in areas including green skills, ICT and engineering and manufacturing, where new career opportunities exist. The subsidised nature of Springboard+ courses means that the funded courses were accessible to a wide range of people across the economy.

The year 2023 represented two of a three-year multiannual funding cycle for Springboard+. Over 27,000 applications were received for the 9,147 new places funded under the 2023 programme; 83% of participants were in employment. The unemployed cohort made up 14% of registrations.

## Human Capital Initiative (HCI)

The Human Capital Initiative (HCI) entered its fourth year of funding in 2023. The initiative continued to deliver investment of the National Training Fund towards increasing capacity in higher education in skills-focused programmes designed to meet priority skills needs. The HCI, and its constituent pillars, are aligned with several national and regional policies. The goals of the HCI are aligned with the aims of the National Skills Strategy 2025, which is committed to the growth of the Irish economy, and the development of the skills base within its workforce. This commitment is driven by several key principles. The HCI programme directly addresses these principles, which aim to enhance Ireland's reputation as a hub of talent and to directly help address the national strategic priority goals, including Housing for All, the Climate Action Plan and Enterprise 2025.

HCI promotes innovative, and responsive models of programme delivery, and enables the higher education system to respond rapidly to changes in both skills requirements and technology. It is a €300 million fund run over five years (2020-2024) under three pillars of activity.

In 2023 work continued under the three specific action pillars. Pillar 1, which funds graduate conversion diploma courses in high-skill needs areas, launched a second call for proposals. The academic year 2023/24 saw the renewal of the successful Pillar 1 course which ran in the previous three years and the introduction of new courses approved under the second call for proposals. The 2023 call expanded the scope of Pillar 1 to include part-time provision in key identified skill needs areas including wind energy and planning. The 2023/24 Pillar 1 programme allocated funding to 28 HEIs, for 105 high skills needs courses providing 2,922 places.

Pillar 2 supports and incentivises HEIs to provide additional student places at the undergraduate level in full-time courses of identified skill needs areas. Courses are available through the CAO application system and lead to a recognised award at NFQ levels, 6, 7 or 8, including Undergraduate provision at Higher Certificate, Ordinary Bachelor's Degree, Honours Bachelor's Degree only. In 2023 Pillar 2 supported 1080 additional places in the key identified skills needs areas.

Pillar 3, Innovation and Agility supports innovative and agile proposals from institutions or groups of institutions with potential application and impact across the higher education system. The proposals align innovation and agility with national strategic objectives, key system objectives for the higher education system, and future skills needs for society and the economy.

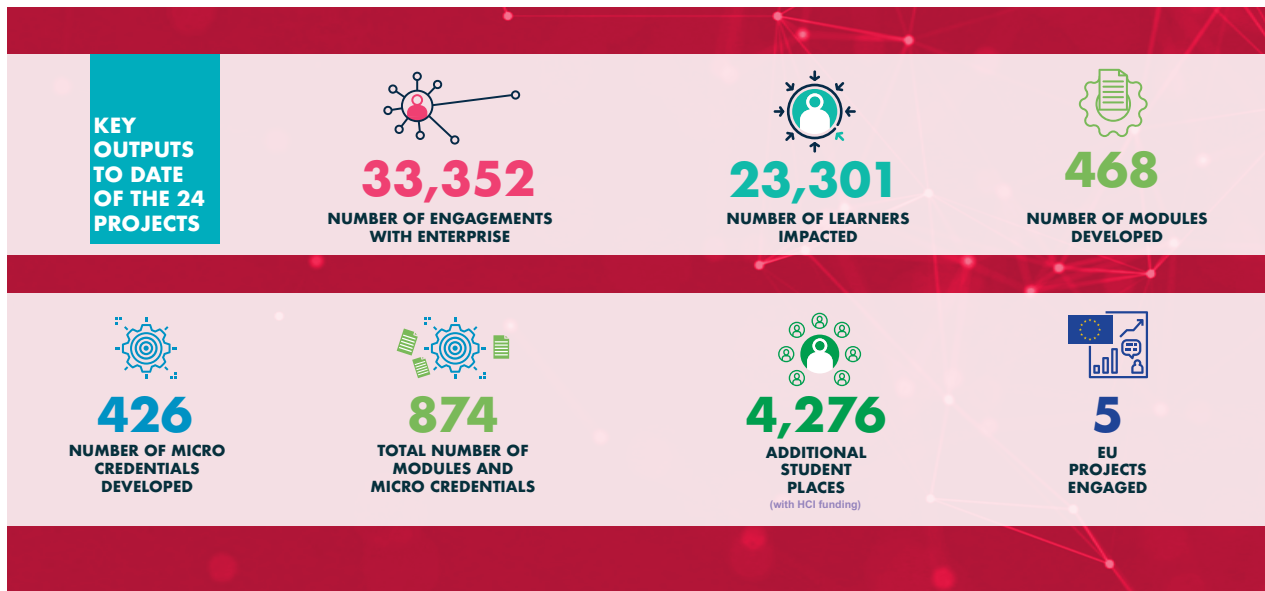
In June 2023, the HEA published the report of the midterm review of the HCI Pillar 3 programme, undertaken by Indecon. The Indecon analysis concluded that the HCI Pillar 3 programme has exceeded its targets.

- 1,000 new courses across 34 disciplines
- 4,276 additional student places
- 23,301 learners impacted
- 33,352 engagements with 427 enterprise partners

The report provided an evaluation of the 24 projects funded by the HEA as part of the €300 million, five-year plan. Aligned with the aims of the National Skills Strategy 2025, the HCI aims to increase capacity in higher education to provide skills-focused programmes designed to meet priority skills needs, by increasing collaboration between higher education and enterprise, with a focus on innovations in teaching and learning.

The report shows that the programme is exceeding targets on the creation of new courses, with over 1,000 created – 800 more than the initial target. Over 4,000 additional student places have been achieved through direct funding, with a significant number still expected as projects mature.

**COLLABORATION NATION**  
Linking Higher Education and Enterprise



Human Capital Initiative Pillar 3 Midterm Programme Outputs 2020 -2022.

All 24 projects have been successfully initiated and are largely on target, while governance structures have been established at a project level, and the HEA has instituted a strong level of monitoring of progress against pre-agreed targets.

There have been strongly positive responses reported by the 400+ enterprise partners, with whom intensive collaboration has seen over 33,000 engagements, leading to innovation in terms of new technologies, learning methods and curriculum design.

The midterm report was officially launched by the Minister for Further Higher Education Research Innovation and Science, Simon Harris TD at the HCI Pillar 3 *Collaboration Nation: Linking Higher Education and Enterprise* event in Dublin on 29 June 2023. The event brought together over 300 enterprises, academics and policy makers in a conference and exhibition showcasing the midterm output of the HCI Pillar 3 programme.



Minister Simon Harris launching the HCI Pillar 3 Midterm Evaluation Report June 2023.



---

#### 4 (i) HEA as an organisation

---

The HEA continued to build capacity during 2023 to support our expanded remit. Sourcing and acquiring talented people to fill posts was challenging which is reflective of the current competitive marketplace. However, 38 posts were filled increasing our overall staff numbers to 137 in December.

The HEA is committed to the development of our staff and operates a Performance and Management Development System. Staff attended in excess of 75 courses in addition to in-house training on data protection, freedom of information, and cybersecurity. We aim to empower staff in their roles while delivering on our strategic goals and objectives. During 2023 we initiated a series of staff development days designed to enable staff to consider the future strategic direction of the HEA.

The Finance team successfully implemented a new Financial Management System which went live in April 2023. This implementation aligns with the HEA's drive for continuous improvement to achieve more effective and efficient processes. In addition, a new HR Management system and Board Portal system were introduced. A Transformation Group was established within the HEA to provide high level project management oversight on various projects to deliver HEA's digital strategic objectives.

The IT unit continued to enhance the security of our IT systems including the provision of online security awareness training, periodic penetration tests and the use of Security Operations Centre (SOC) and Security Incident and Event Management (SIEM) for ongoing monitoring of the HEA's network environment. In April, the HEA convened a Cybersecurity Forum with IT security staff across the sector to facilitate a greater sharing of issues and to enhance knowledge and awareness of digital security. This forum is now chaired by the National Cyber Security Centre.

During 2023 the HEA secured approval from the Department of Further and Higher Education, Research, Innovation and Science to lease additional space in Shelbourne Buildings to facilitate increased staff numbers.

The background features a large, semi-circular shape on the left side, transitioning from a light blue to a dark blue with a fine dot pattern. A white rectangular box with a red square on its left side is positioned in the center, containing the text 'CORPORATE GOVERNANCE'. The right side of the page is a solid dark blue, with a thin red vertical bar and a light green vertical bar at the far right edge.

# CORPORATE GOVERNANCE

---

## Corporate Governance HEA Legislative Obligations Higher

---

### **Education Authority Act, 2022**

The HEA has been engaging with the Department in relation to the implementation of the provisions of the HEA Act. The HEA has also developed a Protocol following consultation with stakeholders outlining the legislative provisions available to the HEA to request a review of a HEI where a concern may have arisen or could arise; and the processes which the HEA shall adopt to ensure the fair and transparent use of such provisions.

### **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 HEA 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 Department of

Further and Higher Education, Research, Innovation and Science undertakes an annual assessment of the HEA's compliance with the HEA's various governance obligations. The HEA submitted its annual Compliance Assurance Return to the Department in August 2023.

### **Performance Delivery Agreement**

The Higher Education Authority agreed to a Performance Delivery Agreement with the Department of Further and Higher Education, Research, Innovation and Skills for 2023.

### **Employment Equality Acts 1998 to 2015**

#### **Public Sector Equality and Human Rights Duty**

Equality is an established priority for the Higher Education Authority. The organisation values diversity and strives to be an equal 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 continued to consider the HEA's draft plan during 2023; it was subsequently approved by the HEA SMT in early 2024 and published on the [HEA website](#).

Amongst the initiatives taken by the HEA under its Public Duty in 2023 were:

- Adoption of a Menopause Policy for the HEA as recommended by a staff working group.
- Autism awareness and management workshop for all staff.

Following the enactment of the HEA Act 2022, the HEA is now required to make returns under Part 5 of the Disability Act. Previously the HEA made returns to the Department voluntarily. The HEA's census of staff employed as of 31/12/23 found that 10% of staff had a disability, which exceeds the national target of 6%.

### **The Health, Safety and Welfare at Work Act, 2005**

The HEA 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 2023 focusing on updating the HEA's Health and Safety Statement and the organisation of the Health and Safety training for staff on foot of a staff survey undertaken during the year.

The HEA operates an Employee Assistance Programme.

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

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

### **Protected Disclosure Act, 2014**

In line with the legal requirement of the Protected Disclosures Act, 2014, the HEA has established and maintains procedures for the making of protected disclosures. Work commenced in late 2022 to update these guidelines following the enactment of the Protected Disclosures (Amendment) Act 2022. There was no protected disclosure from a member of staff during 2023.

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 HEIs funded by the HEA. In the year up to 31 December 2023, the HEA received seven reports that it assessed to be a protected disclosure. Details of the management of these protected disclosures are outlined in the HEA's Protected Disclosures Annual Report available [here](#).

### **Prompt Payment of Accounts Act, 1997**

The HEA 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 €230 was paid in relation to late payment interest penalties in 2023.

### **Official Languages Act, 2003 and Official Languages (Amendment) Act 2021**

The HEA 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.

Recruitment for an Irish Language and Records Management officer commenced in 2023 and an appointment was made in 2024.

### **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 2023 the HEA received 29 requests under the Act. These were addressed as follows:

- Requests Granted: 5
- Requests Part Granted: 7
- Requests Refused: 3
- Requests dealt with outside FOI: 14
- Requests withdrawn: 0
- Requests transferred: 0

There were 0 requests for an internal review or referrals 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 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 a comprehensive training and awareness programme for staff. The HEA along with the DFHERIS consulted the Data Protection Commission on the data sharing provisions of the Research and Innovation Bill, as required under Article 36 of the GDPR.

We also undertook 13 Data Protection Impact Assessments in 2023, to ensure that new or updated data processing activities were done in compliance with data protection legislation.

In 2023 the HEA received four requests for access to personal data, two objections to the processing of personal data, and 16 requests for erasure of personal data. All were addressed within the statutory timeframes.

## Energy Efficiency and Environmental Policy

In March 2023, the Authority approved the HEA's first Climate Action Roadmap which outlines the organisation's obligations to achieve carbon CO<sub>2</sub> reduction and energy efficiency targets in 2030. The new HEA Corporate Strategic Plan 2023–2026 includes improving climate actions as a key strategic priority.

In 2023, the HEA established a Green Team to work alongside the Corporate Services team to promote sustainability and have been instrumental in implementing better energy saving practices in the HEA Office. Savings were assisted by hybrid remote working arrangements. Other changes implemented include a ban on single use plastic convenience items, use of recycled paper, increased digitisation, upgrades to computer equipment and shared printing facilities.

A significant decarbonisation milestone was the phasing out of natural gas boilers by the landlord in No.3 Shelbourne Buildings at the end of 2023. Gas (thermal) heating is replaced by the building's existing all-electric VRF (Variable Refrigerant Flow) heat and cooling systems providing a more efficient and sustainable thermal source than on-site fossil fuel combustion.

The following table shows 2022 and 2023 data from SEAI. Further significant energy and carbon savings will be achieved from office renovation works in 2025, allowing for increased energy usage and office expansion.

Energy and Carbon Key Indicators (SEAI data)	Units	2022	2023
Electricity (final energy)	kWh	75,300	70,900
Thermal (final energy, based on HEA share)	kWh	41,680	42,036
Total Final Energy Consumption	kWh	116,980	112,936
Total Primary Energy (Converted)	kWh	192,243	183,346
Total CO <sub>2</sub> emissions (Electric + Thermal)	tCO <sub>2</sub>	33.2	28.3

The HEA is on target to exceed its 2030 targets for 51% reduction in carbon emissions and 50% energy savings. By 2023, the HEA improved its energy efficiency by 79% from its 2009 baseline based on SEAI energy performance metrics. The HEA's final energy consumption for 2023 was 70,900 kWh which represents a reduction of 6% from 2022. The HEA's energy supply in 2023 was derived from both its own electricity and share of thermal (natural gas) with resultant total emissions of 28.3 tonnes of carbon dioxide (tCO<sub>2</sub>) - which represents a reduction of 15% from emissions in 2022. The 2030 target is 18.95 tCO<sub>2</sub> emissions which represents a gap to the target of 9.4 tCO<sub>2</sub> emissions.

Please note final energy, also called total final consumption (TFC), is the energy directly consumed by end-users such as the HEA using MRPN and GPRN meter data, whereas total primary energy (TPER) is calculated by SEAI to account for all energy required or lost during generation and transmission and is used for SEAI energy performance metrics.

In accordance with Circular 1/2020 issued by the Department of Public Expenditure, NDP Delivery and Reform (DPENDR) in relation to procedures for offsetting the carbon emissions associated with official air travel, the HEA had a financial obligation of €785 for air travel in 2023. This financial obligation is derived from carbon emissions total of almost 16.18 tonnes of CO<sub>2</sub> (tCO<sub>2</sub>) with a relevant carbon tax cost per tonne of €48.50.



FINANCIAL  
STATEMENTS  
YEAR ENDED 31 DECEMBER 2023

**Higher Education Authority**  
**Financial Statements**  
**for the year ended 31 December 2023**

**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.



## Legislation

The Higher Education Authority was established under the Higher Education Authority Act, 1971. This Act was repealed and replaced with the Higher Education Authority Act, 2022 which commenced on 10 November 2022. The functions of the Higher Education Authority are set out in Section 9 of this Act.

## Governance

The Board of the Higher Education Authority 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 (SMT). The CEO and SMT must follow the broad strategic direction set by the Board and must 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 contains 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,
- 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 22 of the Higher Education Authority Act, 2022 to keep, in such form as may be approved by the Minister for Further and Higher Education, Research, Innovation and Science with the consent of the Minister for Public Expenditure, all proper and usual accounts and records of all monies received or expended by it.

## Governance Statement and Board Members' Report

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 a going-concern basis, unless it is inappropriate to presume that it will continue in operation; and
- disclose and explain any material departures from applicable accounting standards.

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 22 of the Higher Education Authority Act, 2022.

The Higher Education Authority's Corporate Strategic Plan 2023 – 2026 was developed during the year. The Board submitted the HEA Plan for consideration to the Minister for Further and Higher Education, Research, Innovation, and Science in December 2023 and it was subsequently approved.

The Board is responsible for safeguarding the Higher Education Authority's assets and 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 on 31 December 2023.

### Board Structure

The Board of the Higher Education Authority comprises of a chairperson and 11 ordinary members under the Higher Education Authority Act, 2022. Two ordinary members resigned during 2023 and were not replaced. On 9 November 2023, seven members completed their term of office and on 10 November 2023, 10 new members were appointed. Members are appointed by the Minister for Further and Higher Education, Research, Innovation and Science.

## Governance Statement and Board Members' Report

At 31 December 2023, the Board had six (50%) female and six (50%) male members. This composition of membership meets the Government target of a minimum of 40% representation of each gender.

The table below details Board members during the year and their date of appointment/reappointment.

Board Member	Role	Appointed	Reappointed	Resigned
Michael Horgan	Chairperson	27/07/2016	10/11/2022	
Orla Feely	Ordinary Member	27/07/2016	10/11/2022	25/04/2023
Darina Kneafsey	Ordinary Member	27/07/2016	10/11/2022	09/11/2023
Tony Donohoe	Ordinary Member	27/07/2016	10/11/2022	09/11/2023
Sharon Feeney	Ordinary Member	27/07/2016	10/11/2022	09/11/2023
Lynn Ramsey	Ordinary Member	27/07/2016	10/11/2022	24/01/2023
John Wall	Ordinary Member	27/07/2016	10/11/2022	09/11/2023
Judith Eaton	Ordinary Member	27/07/2016	10/11/2022	09/11/2023
Pól Ó Mórain	Ordinary Member	27/07/2016	10/11/2022	09/11/2023
Sinéad O'Flanagan	Ordinary Member	27/07/2016	10/11/2022	09/11/2023
Beth O'Reilly	Ordinary Member	01/07/2022	10/11/2022	30/06/2023
Chris Clifford	Ordinary Member	01/07/2023		
Dermot Mc Carthy	Ordinary Member	10/11/2023		
Fiona Killard-Lynch	Ordinary Member	10/11/2023		
Lianne Patterson	Ordinary Member	10/11/2023		
Mark Rodgers	Ordinary Member	10/11/2023		
Paula Fyans	Ordinary Member	10/11/2023		
Rory O'Sullivan	Ordinary Member	10/11/2023		
Nessa McEniff	Ordinary Member	10/11/2023		
Niall Connors	Ordinary Member	10/11/2023		
Anne Scott	Ordinary Member	10/11/2023		
Rosemary Day	Ordinary Member	10/11/2023		

### Board Changes During 2023

Dr Lynn Ramsey resigned from the Board on 24 January 2023 and Professor Orla Feely resigned on 25 April 2023.

Mx. Beth O'Reilly concluded their term of office as President of the Union of Students in Ireland (USI) on 30 June 2023 and was replaced as a member by Mr Chris Clifford, the newly elected President of USI on 1 July 2023.

On 9 November 2023, seven members concluded their term of office on the Board and were not eligible for reappointment for a further full term. These members were:

Darina Kneafsey  
Tony Donohoe  
Sharon Feeney  
John Wall  
Judith Eaton  
Pól Ó Mórain  
Sinéad O'Flanagan

On 10 November 2023, the Minister for Further and Higher Education, Research, Innovation and Science appointed ten new ordinary members to the Board as follows:

Dermot Mc Carthy  
 Fiona Killard-Lynch  
 Lianne Patterson  
 Mark Rodgers  
 Paula Fyans  
 Rory O’Sullivan  
 Nessa McEniff  
 Niall Connors  
 Anne Scott  
 Rosemary Day

### Board Evaluation

The Code of Practice for the Governance of State Bodies, 2016 recommends the Board undertake an annual review of its performance and an external evaluation at least every three years. The Board considered the findings of its 2021 self-evaluation at its March 2022 meeting. The Board approved the terms of reference for an external evaluation in November 2022 and considered the findings at its June 2023 meeting. Given that the majority of members were appointed in late 2023 a Board evaluation exercise was not carried out during the year.

### Schedule of Attendance

The Board met eight times during 2023 and details of attendance by members are set out below:

	Board
<b>Total Meetings</b>	<b>8</b>
Michael Horgan	7/8
Orla Feely	3/3
Darina Kneafsey	8/8
John Wall	7/8
Judith Eaton	8/8
Beth O’Reilly	3/4
Pól Ó Mórain	6/8
Sharon Feeney	6/8
Sinéad O’Flanagan	8/8
Tony Donohoe	8/8
Lynn Ramsey	1/1
Chris Clifford	3/4
Dermot McCarthy	0/0
Fiona Killard-Lynch	0/0
Niall Connors	0/0
Rory O’ Sullivan	0/0
Rosemary Day	0/0
Lianne Patterson	0/0
Nessa McEniff	0/0
Paula Fyans	0/0
Anne Scott	0/0
Mark Rogers	0/0

Details of Board members’ fees and expenses are disclosed in Note 18 to the financial statements.

## 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 senior management team of the Higher Education Authority has seven (58%) female and five (42%) male members.

### Irish Research Council

The Irish Research Council (IRC) was established as a sub-board of the Higher Education Authority and Council members are appointed by the Minister for Further and Higher Education, Research, Innovation and Science through the Public Appointments Service. The Council comprises a chairperson, 10 ordinary members and an ex-officio member. There are currently two vacancies for ordinary members on the Council. Members are appointed for a period of three years. The role of the Council is to promote and support excellent research across all disciplines and career stages. The Council reports to the Board after each meeting. The Council met six times during 2023. The members of the Irish Research Council during the year and their date of appointment/reappointment were as follows:

Council Member	Role	Appointed	Meetings Attended
Daniel Carey*	Chairperson	31/08/2022	6/6
Catherine Godson*	Ordinary Member	04/01/2023	4/6
Patricia Kearney*	Ordinary Member	04/01/2023	4/6
Liam Barry*	Ordinary Member	04/01/2023	6/6
Turlough Downes*	Ordinary Member	25/08/2023	5/6
Orla Muldoon*	Ordinary Member	25/08/2023	6/6
Claire Connolly	Ordinary Member	30/11/2021	5/6
Colin Scott	Ordinary Member	30/11/2021	4/6
Sinéad Ryan	Ordinary Member	20/09/2022	4/6
Louise Callinan**	Ex-officio Member	11/07/2022	3/3
Peter Brown	Ex-officio Member	03/07/2023	3/3

\* Reappointed for a second term.

\*\*Replaced by Peter Brown as the ex-officio member on 3 July 2023.

### 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 management, control, governance, and associated assurance. The ARC is independent of the financial management of the organisation. It provides an independent view in relation to risks and risk management systems. The ARC 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 five times during 2023. The members of the Audit and Risk Committee during the year were as follows:

Member	Meetings Attended
Darina Kneafsey* (Chairperson)	5/5
Sharon Feeney*	4/5
Pól Ó Mórain*	4/5
Orla Feely**	1/2
Tony Donohoe*	4/5
Anne Brady (External)	5/5

\*Concluded their term of office on the Board and Committee on 9 November 2023.

\*\*Resigned from the Board on 25 April 2023.

## Student Engagement and Teaching and Learning Committee

The role of the Student Engagement and Teaching and Learning Committee (SETL) is to advise the Board and make recommendations in relation to student engagement and teaching and learning priorities under the Higher Education Authority Act 2022, the Universities Act 1997, the Institutes of Technology Act 2006, and the Technological Universities Act 2018. The SETL reports to the Board after each meeting. The SETL met four times during 2023. The SETL is comprised of representatives of a broad spectrum of stakeholders in Irish higher education including Board members, students, academics, senior managers and policy makers. The members of the Student Engagement and Teaching and Learning Committee during the year were as follows:

Member	Meetings Attended
Marie Clarke (Chairperson)	4/4
Áine Ní Shé (External)	3/4
Beth O'Reilly*	1/1
Chris Clifford	3/3
Clodagh Mc Givern** (External)	1/1
Bryan O'Mahony (External)	2/3
Claire McGee (External)	2/4
Frances O'Connell (External)	1/4
Hannah Kelly (External)	4/4
John Wall***	3/3
Kerstin Mey (External)	2/4
Leo Casey (External)	3/4
Martha Ní Riada (External)	2/4
Paul Mc Sweeney (External)	2/4
Roisín Morris Drennan (External)	4/4
Sharon Feeney***	3/3
Sinéad O'Flanagan***	3/3

Replaced by Chris Clifford on 1 July 2023.

\*\* Replaced by Bryan O'Mahony on 1 July 2023.

\*\*\*Concluded their term of office on the Board and committee on 9 November 2023.

## Finance Committee

The role of the Finance Committee (FC) is to advise and make recommendations to the Board in relation to financial matters and the proposed grant allocations as well as oversight of funding to higher education institutions, having regard to policy priorities set by the Board. It is also responsible for the oversight of the internal finances of the Higher Education Authority including the review of management accounts and budgets. The FC reports to the Board after each meeting. The FC met three times during 2023. The members of the Finance Committee during the year were as follows:

Member	Meetings Attended
Sinéad O’Flanagan* (Chairperson)	3/3
Darina Kneafsey*	3/3
Judith Eaton*	3/3
John Wall*	3/3
Pól Ó Mórain*	3/3
Anne Brady (External)	3/3

\*Concluded their term of office on the Board and committee on 9 November 2023.

## 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, NDP Delivery and Reform in August 2016. The following disclosures are required by the Code:

### Employee Short-Term Benefits

Employees’ short-term benefits in excess of €60,000 are set out in note 16 to the financial statements.

There were no termination payments in 2023 or 2022.

### 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 below.

### Consultancy Costs

The following consultancy costs were charged to Operating Expenses:

	2023	2022
	€’000	€’000
Governance Reviews	65	34
Tax and Actuarial Advice	7	6
Internal Audit	51	63
Legal Advice	57	37
Policy Advice & Research	694	455
External Audits, Reviews and Advisory	671	424
IT Consultancy	112	0
Other	74	44
	<u>1,731</u>	<u>1,063</u>

## Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	2023 €'000	2022 €'000
Board	12	10
Employees	77	21
IRC Council Members & Third Parties	3	0
<b>International</b>		
Board	6	8
Employees	50	26
<b>Total</b>	<b>148</b>	<b>65</b>

## Hospitality Expenditure

Hospitality expenditure is categorised as follows:

	2023 €'000	2022 €'000
Staff	5	7
Board	9	5
Third Parties	20	2
<b>Total</b>	<b>34</b>	<b>14</b>

## Statement of Compliance

The Board has adopted the Code of Practice for the Governance of State Bodies 2016 and has implemented processes and procedures to ensure compliance with its provisions.

On behalf of the Board of the Higher Education Authority:



Michael Horgan  
Chairperson

Date: 18 June 2024



## 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 NDP Delivery and Reform, has been in place in the Higher Education Authority for the year ended 31 December 2023 and up to the date of approval of the financial statements.

### Capacity to Handle Risk

The Higher Education Authority has an Audit and Risk Committee (ARC) comprising of at least four Board members and one external member with financial and audit expertise. The ARC met five times in 2023.

The internal audit function of the Higher Education Authority was outsourced to an independent professional firm, Deloitte, following a tender under an Office of Government Procurement framework. The 2023 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.
- Ensuring the control environment includes an active Audit and Risk Committee, internal audit function and regular reporting to the Board on financial risks.
- Ensuring an appropriate budgeting system with an annual budget which is reviewed and approved by the Board.
- Reviewing the effectiveness of the Board.

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.
- There are regular reviews by senior management and the Board of financial reports which indicate performance against budgets.

## Procurement

I confirm that the Higher Education Authority has procedures in place to ensure compliance with current procurement rules and guidelines as set out by the Office of Government Procurement. During 2023 The Higher Education Authority complied with these procedures.

## Review of Effectiveness

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

I confirm that the Board conducted an annual review of the effectiveness of the internal controls for 2023 which was approved by the Board on 26 March 2024.

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



Michael Horgan  
Chairperson

Date: 18 June 2024



## 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 2023 as required under the provisions of the Higher Education Authority Act 2022. 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 2023 and of its income and expenditure for 2023 in accordance with Financial Reporting Standard (FRS) 102 *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

#### Basis of opinion

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

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

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

An tÚdarás has presented certain other information together with the financial statements. This comprises a governance statement and Board members' report, a statement on the system of internal controls, and a schedule of grant income. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in regard to those matters.

**Seamus McCarthy**  
Comptroller and Auditor General

21 June 2024

## 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 2022
- 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 section 22 of the Higher Education Authority Act 2022 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 2023

	Notes	2023 €'000	2022 €'000
<b>Income</b>			
Oireachtas Grants	2	1,922,718	1,790,956
National Training Fund (NTF) Grants	3	336,240	311,665
Other Grants	4	35,938	35,704
Other Income	5	7,747	4,379
Interest		87	140
Net deferred funding for Retirement Benefits	19(a)	1,551	1,721
		<b>2,304,281</b>	<b>2,144,565</b>
Allocation for Capital Purposes	11	(18)	(123)
		<b>2,304,263</b>	<b>2,144,442</b>
<b>Expenditure</b>			
Grants Payable	6	2,287,223	2,130,323
Refunds to Department		830	0
Operating Expenses	7	16,098	14,411
		<b>2,304,151</b>	<b>2,144,734</b>
Surplus (Deficit) before transfers from Capital		112	(292)
Capital Reserve Amortisation	11	58	59
<b>Surplus (Deficit) for the year</b>		<b>170</b>	<b>(233)</b>
Balance brought forward 1 January		3,199	3,432
<b>Balance carried forward 31 December</b>		<b>3,369</b>	<b>3,199</b>

Notes 1 to 23 form part of these Financial Statements.  
All items of income and expenditure relate to continuing activities.



Michael Horgan  
Chairperson  
Date: 18 June 2024



Alan Wall  
Chief Executive  
Date: 18 June 2024

## Statement of Comprehensive Income for the year ended 31 December 2023

	Notes	2023 €'000	2022 €'000
<b>Surplus/(Deficit) for the year</b>		<b>170</b>	<b>(233)</b>
Actuarial (Loss)/Gain on Retirement Benefit Assets/(Liabilities)	<b>19 (d)</b>	(3,740)	17,686
Adjustment to Deferred Retirement Benefit Funding		3,740	(17,686)
<b>Total Comprehensive Income for the Year</b>		<b>170</b>	<b>(233)</b>

Notes 1 to 23 form part of these Financial Statements.



**Michael Horgan**  
Chairperson  
Date: 18 June 2024

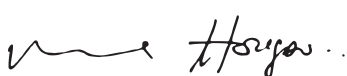


**Alan Wall**  
Chief Executive  
Date: 18 June 2024

## Statement of Financial Position as at 31 December 2023

Non-Current Assets Notes		2023	2022
		€'000	€'000
Tangible Fixed Assets	9	116	156
Loans	10	4,750	5,000
		<u>4,866</u>	<u>5,156</u>
<b>Current Assets</b>			
Loans	10	250	0
Receivables and Prepayments	12	661	790
Bank and Cash Equivalents	8	61,570	82,995
		<u>62,481</u>	<u>83,785</u>
<b>Current Liabilities</b>			
Payables and Accrued Expenditure	13	63,862	85,586
<b>Net Current Liabilities</b>		<u>(1,381)</u>	<u>(1,801)</u>
Total Assets less Current Liabilities before Retirement Benefit Obligations		3,485	3,355
Deferred Retirement Benefit Funding	19(e)	29,753	24,462
Retirement Benefit Liabilities	19(e)	(29,753)	(24,462)
<b>Total Net Assets</b>		<u>3,485</u>	<u>3,355</u>
<b>Capital and Reserves</b>			
Capital Reserve	11	116	156
Revenue Reserve	14	3,369	3,199
		<u>3,485</u>	<u>3,355</u>

Notes 1 to 23 form part of these Financial Statements.



Michael Horgan  
Chairperson  
Date: 18 June 2024



Alan Wall  
Chief Executive  
Date: 18 June 2024

## Cash Flow from Operating Activities

	2023 €'000	2022 €'000
Surplus (Deficit) for the year	170	(233)
Depreciation and impairment of fixed assets	58	59
Decrease in Receivables	129	1,312
(Decrease)/Increase in Payables	(21,724)	15,601
Interest Received	(87)	(140)
Allocation to Fund Capital Expenditure	18	123
Transfer from Capital Reserve Account	(58)	(59)
<b>Net Cash (Outflow)/Inflow from Operating Activities</b>	<b>(21,494)</b>	<b>16,663</b>
Cash Flows from Investing Activities		
Payments to acquire Tangible Fixed Assets	(18)	(123)
<b>Net Cash flows from Investing Activities</b>	<b>(18)</b>	<b>(123)</b>
Cash Flows from Financing Activities		
Interest Received	87	140
<b>Net Cash Flows from Financing Activities</b>	<b>87</b>	<b>140</b>
<b>(Decrease)/Increase in Cash and Cash Equivalents</b>	<b>(21,425)</b>	<b>16,680</b>
Bank and Cash Equivalents at beginning of year	82,995	66,315
<b>Bank and Cash Equivalents at end of the year</b>	<b>61,570</b>	<b>82,995</b>

Notes 1 to 23 form part of these Financial Statements.



**Michael Horgan**

Chairperson

Date: 18 June 2024



**Alan Wall**

Chief Executive

Date: 18 June 2024



## Notes to the Financial Statements

### 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, NDP Delivery and Reform under the Higher Education Authority Act, 2022. 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 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 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 23 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 State 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, NDP Delivery and Reform.

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

These assumptions can be affected by:

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

The weighted average actuarial assumptions applied in the determination of retirement benefit and other post-retirement liabilities are contained in Note 19. 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 is 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

	2023 €'000	2022 €'000
Department of Further and Higher Education, Research, Innovation and Science Vote 45		
Sub-Head B04 General	1,451,142	1,334,587
Sub-Head B10.2 Pensions	161,019	226,290
Sub-Head B11 Access	45,597	34,531
Sub-Head B16 Capital	184,560	116,182
Sub-Head C4 Capital Research	4,432	8,682
Sub-Head B12 Research	65,468	61,484
Sub-Head B03 Administration	10,500	9,200
	<b>1,922,718</b>	<b>1,790,956</b>

## 3. National Training Fund (NTF) Grants

	2023 €'000	2022 €'000
NTF Labour Market Focused	148,352	152,555
NTF Apprenticeship	78,689	59,599
NTF Springboard	38,891	39,910
NTF Human Capital Initiative	70,308	59,601
	<b>336,240</b>	<b>311,665</b>

#### 4. Other Grants

	2023 €'000	2022 €'000
Health Service Executive	5,903	7,508
Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media		
Department of Further & Higher Education, Research, Innovation & Science – International	1,101	1,911
Department of Education - Teacher Education	3,280	1,313
Department of Further & Higher Education, Research, Innovation & Science - Erasmus Support	0	1,881
Department of Health – Healthy Campus	3,500	3,500
Sustainable Energy Authority of Ireland	238	33
EU Gender Action	2,467	1,961
EU Erasmus+	28	1
	19,421	17,596
	<b>35,938</b>	<b>35,704</b>

#### 5. Other Income

	2023 €'000	2022 €'000
Research Partners	7,747	4,379

Included in Research Partners is funding received from Irish Aid of €0.228m. (2022: €0.222m).

#### 6. Grants Payable

Recurrent	2023 €'000	2022€ €'000
Core Grant	895,033	780,704
Fee Recoupment	323,435	337,123
Nursing	53,879	55,250
Student Mental Health & Wellbeing	90	5,772
Strategic Initiatives	200,153	161,011
Student Contribution	133,610	147,657
Irish Initiatives	2,666	2,666
COVID Support	(4,559)	3,900
<b>Total Recurrent</b>	<b>1,604,307</b>	<b>1,494,083</b>
<b>Skills</b>		
Apprenticeships	78,689	59,580
Springboard+	38,744	39,665
Human Capital Initiative	69,838	59,355
July Stimulus	(26)	0
<b>Total Skills</b>	<b>187,245</b>	<b>158,600</b>

<b>Other</b>		
Irish Language Initiatives	1,101	1,911
GOI Mobility Schemes	530	513
International Support	1,150	800
Teacher Education	0	1,881
Healthy Campus	120	0
Pensions	161,019	226,290
<b>Total Other</b>	<b>163,920</b>	<b>231,395</b>

<b>Access/ Student Support</b>		
Student Assistance Fund	22,193	16,532
Students with Disabilities	7,622	5,766
Programme for Access to Higher Education	10,654	11,561
Student Mental Health & wellbeing	4,962	0
Other	37	541
<b>Total Access</b>	<b>45,468</b>	<b>34,400</b>

<b>Erasmus</b>	<b>23,958</b>	<b>20,620</b>
----------------	---------------	---------------

<b>Capital</b>	<b>187,027</b>	<b>118,143</b>
<b>Research</b>		
Capital Research	10,282	8,682
North South Program	9,818	14,250
Irish Research Council	55,198	50,150
<b>Total Research</b>	<b>75,298</b>	<b>73,082</b>
<b>Total Grants Payable</b>	<b>2,287,223</b>	<b>2,130,323</b>

## 7. Operating Expenses

		2023	2022
		€'000	€'000
	Note		
Salaries		8,737	6,965
Retirement Benefits	19(b)	1,995	2,163
Travel and Subsistence		148	65
Hospitality		34	14
Training and Development		115	94
Depreciation		58	59
Establishment Costs		1,061	1,252
Information Technology		858	782
Programme Overheads*		0	762
Consultancy		1,731	1,063
Assessors and Panel Members		386	616
Audit Fees		52	47
Publications and Seminars		596	409
Sponsorship, Advertising and Memberships		225	53
Board Members Fees		60	65
Other Overheads		42	2
		<b>16,098</b>	<b>14,411</b>

\*Programme Overheads for 2023 have been allocated to specific headings.

## 8. Bank and Cash Equivalents

	2023 €'000	2022 €'000
Bank Balances	7,026	9,627
Treasury Notes	54,544	73,368
	<u>61,570</u>	<u>82,995</u>

## 9. Tangible Fixed Assets

	Furniture & Equipment €'000	Computer Equipment €'000	2023 Total €'000	2022 Total €'000
<b>Cost</b>				
Cost at 1 January 2023	479	951	1,430	1,307
Additions	8	10	18	123
Disposals		(775)	(775)	0
At 31 December 2023	<u>487</u>	<u>186</u>	<u>673</u>	<u>1,430</u>
<b>Depreciation</b>				
Balance at 1 January 2023	406	868	1,274	1,215
Charge for the year	13	45	58	59
Depreciation on Disposals	0	(775)	(775)	0
At 31 December 2023	<u>419</u>	<u>138</u>	<u>557</u>	<u>1,274</u>
<b>Net Book Value at 31 December 2023</b>	<u>68</u>	<u>48</u>	<u>116</u>	<u>156</u>

## 10. Loans

	2023 €'000	2022 €'000
<b>Loan to MTU</b>		
Repayable within 1 year	250	0
Repayable after 1 year	4,750	5,000
	<u>5,000</u>	<u>5,000</u>

€5m was loaned to Institute of Technology Tralee in 2019. The Institute of Technology Tralee merged with Cork Institute of Technology on 1 January 2021 to form Munster Technological University. Repayment terms were agreed with the Department of Further and Higher Education, Research, Innovation and Science and Munster Technological University in March 2023. This interest free loan is to be repaid over a 20-year period commencing in May 2024 at €250,000 per annum.

	Note	2023 €'000	2022 €'000
<b>11. Capital Reserve</b>			
Balance at 1 January		156	92
Allocation to Fund Fixed			
Assets		18	123
Amortisation in line with Depreciation	9	(58)	(59)
<b>Balance at 31 December</b>		<b>116</b>	<b>156</b>

	2023 €'000	2022 €'000
<b>12. Receivables and Prepayments</b>		
Grants Receivable	0	268
Prepayments	661	522
	<b>661</b>	<b>790</b>

	2023 €'000	2022 €'000
<b>13. Payables and Accrued Expenditure</b>		
Deferred Oireachtas Grants	19,236	28,497
Deferred National Training Fund Grants	5,783	21,293
Deferred Other Grants	28,933	22,104
Deferred Research Grants	2,233	5,519
Grant Accruals	5,000	5,000
Other Accruals	1,491	1,005
Other Creditors	1,186	2,168
	<b>63,862</b>	<b>85,586</b>

	2023 €'000	2022 €'000
<b>14. Revenue Reserve</b>		
Balance at 1 January	3,199	3,432
Surplus/(Deficit) for year	170	(233)
<b>Balance at 31 December</b>	<b>3,369</b>	<b>3,199</b>

## 15. Lease Commitments

During 2023, the HEA secured the agreement of the Department of Further and Higher Education, Research, Innovation and Science to lease and fit out an additional floor at its offices in 3 Shelbourne Buildings, Crampton Avenue, Shelbourne Road, Dublin 4 due to growth in staff numbers. In June 2023, the Board of the Higher Education Authority approved the lease of the fourth floor for a period of five years and the extension of the expiry date on the leases for the first and ground floors to coincide with the expiry date of the new lease. Deeds of variation were agreed with an expiry date of 24 October 2028 for all three leases. As part of the negotiations, a rent-free period of six months and 10 weeks was agreed respectively for the fourth floor and the ground/first floors from 24 October 2023 with the following annual rents payable thereafter until the expiry of the leases:

	€'000
Ground Floor	319 (from €317k)
First Floor	521 (from €512k)
Fourth Floor	364

In addition to office space, these rents include car parking spaces.

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

	2023	2022
	€'000	€'000
Payable within 1 year	1,080	829
Payable within 2 to 5 years	4,594	1,866
Payable after 5 years	0	0
	<b>5,674</b>	<b>2,695</b>

## 16. 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 2023 or 2022. HEAnet Ltd provided services to the Higher Education Authority in 2023 in the amount of €13,403. (2022: €25,838).

## 17. 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 2023.

Range	2023 No. of employees	2022 No. of employees
€60,000 to €69,999	13	7
€70,000 to €79,999	9	15
€80,000 to €89,999	9	6
€90,000 to €99,999	5	1
€100,000 to €109,999	3	4
€110,000 to €119,999	3	1
€120,000 to €129,999	1	0
€130,000 to €139,999	0	0
€140,000 to €149,999	0	0
€150,000 to €159,999	0	0
€160,000 to €169,999	0	1
€170,000 to €179,999	1	0
€180,000 to €189,999	0	0
	<b>44</b>	<b>35</b>

The average number of employees (whole-time equivalents) during the year, excluding EU funded Irish Research Council posts and temporary agency staff, was 127 for 2023 (2022:112).



## 18. Key Management Personnel

Key management personnel in the Higher Education Authority consist of the Chief Executive Officer (CEO) and members of the Board. Total compensation paid to key management personnel, including Board Member's fees and expenses and total CEO remuneration and expenses, amounted to €306,706 (2022: €296,031).

### a) Chief Executive Officer Remuneration

	2023 Remuneration €	2023 Expenses €	2023 Total €	2022 Remuneration €	2022 Expenses €	2022 Total €
Salary (includes ER PRSI)	175,458	11,073	186,531	170,221	2,157	172,378
Pension*	41,727	0	41,727	40,436	0	40,436
<b>TOTAL</b>	<b>217,185</b>	<b>11,073</b>	<b>228,258</b>	<b>210,657</b>	<b>2,157</b>	<b>212,814</b>

\*The CEO is on secondment from the Department of Education. He is entitled to standard public sector pension arrangements. The HEA is required to contribute towards his pension costs through payments to the Department of Education based on 25% of his salary.

### b) Board Member Fees and Expenses

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.

Board Member	2023 Fees €	2023 Expenses €	2023 Total €	2022 Fees €	2022 Expenses €	2022 Total €
Michael Horgan - Chair	11,970	971	12,941	11,970	0	11,970
Bahram Bekhradnia	0	0	0	3,584	1,766	5,350
Orla Feely	0	0	0	0	0	0
Sinéad O'Flanagan	6,599	8,122	14,721	7,695	6,026	13,721
Deirdre Lillis	0	0	0	0	0	0
Ronan Lyons	0	0	0	0	0	0
Jim Mountjoy	0	0	0	3,584	0	3,584
Lynn Ramsey	0	505	505	0	3,216	3,216
John Wall	0	270	270	0	0	0
Sharon Feeney	0	1,008	1,008	0	1,118	1,118
Tony Donohoe	6,599	1,037	7,636	7,695	0	7,695
Judith Eaton	6,599	764	7,363	7,695	1,544	9,239
Pól Ó Móráin	6,599	1,283	7,882	7,695	2,027	9,722

Table continued >

Board Member	2023 Fees €	2023 Expenses €	2023 Total €	2022 Fees €	2022 Expenses €	2022 Total €
Darina Kneafsey	6,599	4,128	10,727	7,695	2,211	9,906
Lorna Fitzpatrick	0	0	0	0	0	0
Clare Austick	0	0	0	3,848	0	3,848
Beth O' Reilly	3,848	0	3,848	3,848	0	3,848
Mark Rogers	1,096	0	1,096	0	0	0
Paula Fyans	1,096	27	1,123	0	0	0
Rory O'Sullivan	1,096	0	1,096	0	0	0
Anne Scott	1,096	0	1,096	0	0	0
Fiona Killard-Lynch	1,096	0	1,096	0	0	0
Lianne Patterson	1,096	0	1,096	0	0	0
Niall Connors	1,096	0	1,096	0	0	0
Chris Clifford	3,848	0	3,848	0	0	0
Dermot Mc Carthy	0	0	0	0	0	0
Nessa McEniff	0	0	0	0	0	0
Rosemary Day	0	0	0	0	0	0
<b>TOTAL</b>	<b>60,333</b>	<b>18,115</b>	<b>78,448</b>	<b>65,309</b>	<b>17,908</b>	<b>83,217</b>

## 19. Retirement Benefits

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

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

The Higher Education Authority also operates a voluntary AVC scheme.

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

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

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

	At 31/12/2023	At 31/12/2022
Discount Rate	3.60%	4.30%
Inflation Rate	2.10%	2.25%
Rate of Expected Salary Increases	3.10%	3.25%
Rate of Increase in Pension Payment	2.60%	2.75%

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	
		2023	2022
<b>Post-retirement – current pensioners</b>			
(age 65 at the valuation date)	Male	22.1	21.9
	Female	24.4	24.3
<b>Post-retirement – future pensioners</b>			
(age 65 +10 years at the valuation date)	Male	23.2	23.1
	Female	25.4	25.3
<b>Post-retirement – future pensioners</b>			
(age 65 +20 years at the valuation date)	Male	24.3	24.2
	Female	26.4	26.3

#### a) Net Deferred Funding for Retirement Benefits

	2023 €'000	2022 €'000
Funding recoverable in respect of current year	2,144	2,304
State Grant applied to pay pensioners	(593)	(583)
	<u>1,551</u>	<u>1,721</u>

## b) Retirement Benefit Costs

	2023	2022
	€'000	€'000
Current service cost	1,059	1,759
Interest on Pension Scheme Liabilities	1,085	545
EE and ER contributions retained*	(149)	(141)
	<u>1,995</u>	<u>2,163</u>

\*ER contributions retained relate to staff on secondment

## 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 2023 amounted to €29.8 million (2022: €24.5 million).

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

	2023	2022
	€'000	€'000
Experience (Loss) Gain - Retirement Benefit Liabilities	(961)	50
Changes in assumptions underlying the present value of Retirement Benefit Liabilities	(2,779)	17,636
Actuarial (Loss) Gain on Retirement Benefit Liabilities	<u>(3,740)</u>	<u>17,686</u>

## e) Movement in Net Retirement Benefit Obligations

	2023	2022
	€'000	€'000
Scheme Deficit at beginning of year:	(24,462)	(40,427)
Current Service Cost	(1,059)	(1,759)
Pensions paid in year	593	583
Interest on Pension Scheme Liabilities	(1,085)	(545)
Actuarial (Loss) Gain	(3,740)	17,686
Scheme Deficit at end of year	<u>(29,753)</u>	<u>(24,462)</u>

## f. History of Defined Benefit Obligations

	2023	2022	2021
Experience gains and (losses) on scheme liabilities: Amount (€'000)	(961)	50	421
Percentage of Scheme Liabilities	(3.2%)	0.2%	1.0%
Total amount recognised in the Statement of Comprehensive Income Amount (€'000)	(3,740)	17,686	(574)
Percentage of Scheme Liabilities	(12.6%)	72.3%	(1.4%)

## 20. University Pension Control Accounts

At 30 September 2023 the universities had net deficits of €2m (2022: €75.9m) on their pension control accounts for their Closed and Model pension schemes. In addition, the universities had net surpluses at 30 September 2023 of €73.4m (2022: €74m) on their pension control accounts for the Single Public Service pension scheme.

## 21. Events after the Reporting Period

In April 2023, the Government agreed to establish a new research funding agency, Taighde Éireann/Research Ireland through the amalgamation of the Irish Research Council (IRC) and Science Foundation Ireland (SFI). Legislation to establish the new agency is at an advanced stage of progression through the Houses of the Oireachtas and is expected to be enacted in 2024. Section 64 of the legislation provides for the transfer of HEA staff engaged in IRC activities (17 posts) to the new agency once established.

There are no events between the reporting date and the date of approval of these financial statements that require adjustment to the financial statements.

## 22. Comparative Figures

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

## 23. Approval of Financial Statements

The financial statements were approved by the Board of the Higher Education Authority on 26 March 2024

Grant Income Year Ended 31 Dec 2023

Schedule 1 (a)  
Oireachtas Grants

NAME OF GRANTOR	TYPE OF GRANT	OPENING DEFERRAL	GRANT RECEIVED	CLOSING DEFERRAL	INCOME AND EXPENDITURE
		01-Jan-23 €'000	2023 €'000	31-Dec-23 €'000	2023 €'000
Department of Further and Higher Education, Research, Innovation and Science	General Vote 45 B04	11,628	1,441,458	1,944	1,451,142
	Pensions Vote 45 B10.2	0	161,019	0	161,019
	Access Vote 45 B11	8,452	45,938	8,793	45,597
	Capital Vote 45 B16	0	184,560	0	184,560
	Research Vote 45 B12	8,417	65,550	8,499	65,468
	Capital Research Vote 45 C4	0	4,432	0	4,432
	Administration Vote 45 B03	0	10,500	0	10,500
			<u>28,497</u>	<u>1,913,457</u>	<u>19,236</u>

Schedule 1 (b)  
National Training Funds (NTF)

NAME OF GRANTOR	TYPE OF GRANT	OPENING DEFERRAL	GRANT RECEIVED	CLOSING DEFERRAL	INCOME AND EXPENDITURE
		01-Jan-23 €'000	2023 €'000	31-Dec-23 €'000	2023 €'000
Department of Further and Higher Education, Research, Innovation and Science	NTF Labour Market Focused	0	148,352	0	148,352
	NTF Apprenticeship	0	78,940	251	78,689
	NTF Springboard+	7,081	36,438	4,628	38,891
	NTF Human Capital initiative	14,212	57,000	904	70,308
		<b>21,293</b>	<b>320,730</b>	<b>5,783</b>	<b>336,240</b>

Total grants received from the Department of Further and Higher Education, Research, Innovation and Science include €320.730m (2022: €313.592m) provided by the National Training Fund (NTF) which were used to support the training of those seeking to take up employment, those in employment seeking to upskill and to facilitate lifelong learning. These funds include €148.352m for Higher Education Labour Market Focused programmes, €78.940m for Apprenticeships, €36.438m for Springboard programmes and €57m for Human Capital Initiatives.

Schedule 1 (c)

Grant Income Year Ended 31 Dec 2023  
Other Grants

NAME OF GRANTOR	TYPE OF GRANT	OPENING DEFERRAL	GRANT RECEIVED	CLOSING DEFERRAL	INCOME AND EXPENDITURE
		01-Jan-23	2023	31-Dec-23	2023
		€'000	€'000	€'000	€'000
Health Service Executive	Nursing	0	5,903	0	5,903
Department of Further and Higher Education, Research, Innovation and Science.	B13 International	2,449	3,775	2,944	3,280
Department of Further and Higher Education, Research, Innovation and Science.	Erasmus International Support (Brexit Adjustment Reserve)	0	3,500	0	3,500
Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media	Gaeltacht Initiatives	0	1,101	0	1,101
Department of Health	Healthy Campus	212	160	134	238
Sustainable Energy Authority of Ireland	Capital	8,881	12,000	18,414	2,467
EU	Gender Action	62	2	36	28
EU	UNESCO	0	24	24	0
EU	Erasmus+	10,500	16,302	7,381	19,421
		<b>22,104</b>	<b>42,767</b>	<b>28,933</b>	<b>35,938</b>



## Total Grants Paid

Institution	RECURRENT GRANTS €'000	CAPITAL GRANTS €'000	RESEARCH GRANTS €'000	SKILLS GRANTS €'000	OTHER GRANTS €'000	TOTAL 2023 €'000	TOTAL 2022 €'000
University [/College [/Dublin	164,492	38,838	15,429	4,442	45,953	269,154	265,885
University [/College [/Cork	144,695	12,668	7,415	5,960	24,739	195,477	208,787
University of Galway	113,007	6,889	11,116	3,578	23,146	157,737	154,885
Maynooth University	97,741	4,356	9,337	1,105	12,255	124,794	120,320
Trinity College Dublin	128,532	8,230	11,601	6,532	41,420	196,316	210,341
University of Limerick	106,390	5,415	4,694	6,058	19,711	142,268	135,181
Dublin City University	112,102	18,465	3,634	11,372	26,633	172,206	144,643
Technological University of the Shannon: Midlands Midwest	99,514	22,871	541	21,607	3,895	148,428	114,521
Institute of Technology Carlow							9,376
Dundalk Institute of Technology	33,386	6,156	85	8,876	1,070	49,572	46,102
Dún Laoghaire Institute of Art, Design and Technology	18,833	2,204		423	744	22,204	20,022
Galway-Mayo Institute of Technology							11,201
Letterkenny Institute of Technology							5,932
Institute of Technology Sligo							6,821
Waterford Institute of Technology							15,407
Technological University Dublin	177,296	8,137	1,657	24,375	7,997	219,463	198,043
Munster Technological University	108,333	16,833	90	26,562	2,834	154,651	131,954
Atlantic Technological University	128,890	16,211	545	25,319	6,282	177,248	134,066
South East Technological University	103,159	15,502	1,051	16,413	4,290	140,414	91,303
National College of Art and Design	15,265	699	7	2,744	3,257	21,971	20,925
Mary Immaculate College	30,462	1,627	363		5,255	37,706	33,802
St Angela's College	7,655	325	2		1,501	9,483	10,464
National University of Ireland	13				417	430	451
Union of Students in Ireland					120	120	
Association for Higher Education Access and Disability	336					336	300
Health Research Board			200			200	5
Irish Universities Association	191		242		33	466	949
Marino Institute			12		180	191	212
National College of Ireland			117	2,417	195	2,728	2,886
Pontifical University					27	27	50
Royal College of Surgeons in Ireland	7,767	1,200	2,296	2,148	323	13,734	11,444
Royal Irish Academy	5,596	400	506		560	7,062	7,463
Royal Irish Academy of Music					145	145	49
St Nicholas Montessori College					3	3	-34
Carlow College (St. Patrick's)					45	45	4
Teagasc			149	186		335	34
Technological Higher Education Association	274					274	274
Dublin Institute of Advanced Studies			333			333	229
Economic Social Research Institute			52			52	29
Griffith College				1,305	31	1,336	1,801
Other Irish Private Institutions				15,782	61	15,843	13,668
Education and Training Boards	378			42	0	421	33
UK Institutions					225	225	231
EU Research Partners			3,824			3,824	265
<b>Total</b>	<b>1,604,307</b>	<b>187,027</b>	<b>75,298</b>	<b>187,245</b>	<b>233,346</b>	<b>2,287,223</b>	<b>2,130,323</b>

## Recurrent Grants Paid

Institution	CORE €	FEES €	NURSING €'000	STRATEGIC INITIATIVES €'000	OTHER €'000	TOTAL 2023 €'000	TOTAL 2022 €'000
University College Dublin	80,751	47,283	7,765	13,650	15,043	164,492	157,687
University College Cork	66,036	42,317	7,072	15,432	13,837	144,695	132,273
University of Galway	55,148	34,274	4,016	9,821	9,748	113,007	107,991
Maynooth University	38,907	35,214		13,202	10,418	97,741	91,358
Trinity College Dublin	62,934	34,906	8,639	12,090	9,963	128,532	123,122
University of Limerick	46,471	34,383	4,089	12,272	9,175	106,390	99,446
Dublin City University	52,053	35,449	6,607	5,339	12,654	112,102	105,130
Technological University of the Shannon: Midlands Midwest	59,360	5,737	1,876	27,034	5,507	99,514	87,658
Institute of Technology Carlow							8,861
Dundalk Institute of Technology	20,749	1,749	3,147	4,823	2,918	33,386	31,649
Dún Laoghaire Institute of Art, Design and Technology		12,848	1,665	2,202	2,118	18,833	17,496
Galway-Mayo Institute of Technology							9,368
Letterkenny Institute of Technology							5,700
Institute of Technology Sligo							6,270
Waterford Institute of Technology							14,024
Technological University Dublin	130,472	12,447		22,962	11,416	177,296	163,868
Munster Technological University	76,858	6,601	2,186	15,079	7,608	108,333	101,454
Atlantic Technological University	89,288	7,883	3,509	18,005	10,205	128,890	95,669
South East Technological University	70,651	5,998	3,172	16,990	6,349	103,159	70,325
National College of Art and Design	9,403	4,460		470	931	15,265	13,420
Mary Immaculate College	15,896	8,323		2,874	3,368	30,462	28,089
St Angela's College	2,862	2,331	1,800	601	61	7,655	8,795
National University of Ireland				13		13	13
Association for Higher Education Access and Disability				336		336	300
Irish Universities Association				191		191	706
Royal College of Surgeons in Ireland		2,416		4,864	487	7,767	6,966
Royal Irish Academy	4,346			1,250		5,596	6,167
Technological Higher Education Association				274		274	274
ETB Institutions				378		378	
<b>Total</b>	<b>895,033</b>	<b>323,435</b>	<b>53,879</b>	<b>200,153</b>	<b>131,806</b>	<b>1,604,307</b>	<b>1,494,083</b>

## Skills Grant Payments

Institution	APPENTICESHIP €'000	SPRINGBOARD+ €'000	HCI €'000	TOTAL 2023 €'000	TOTAL 2022 €'000
University College Dublin		1,628	2,814	4,442	5,477
University College Cork		688	5,272	5,960	4,559
University of Galway		985	2,593	3,578	3,361
Maynooth University		81	1,024	1,105	1,105
Trinity College Dublin		835	5,697	6,532	5,586
University of Limerick	1,397	1,190	3,471	6,058	5,861
Dublin City University		84	11,288	11,372	7,312
Technological University of the Shannon: Midlands Midwest	10,164	7,202	4,240	21,607	17,278
Institute of Technology Carlow					350
Dundalk Institute of Technology	7,957	601	317	8,876	6,759
Dún Laoghaire Institute of Art, Design and Technology		380	43	423	451
Galway-Mayo Institute of Technology					1,281
Letterkenny Institute of Technology					74
Institute of Technology Sligo					520
Waterford Institute of Technology					1,215
Technological University Dublin	14,966	1,602	7,808	24,375	22,678
Munster Technological University	16,878	2,149	7,535	26,562	19,949
Atlantic Technological University	15,474	4,801	5,045	25,319	18,211
South East Technological University	9,749	2,351	4,313	16,413	13,395
National College of Art and Design			2,744	2,744	2,860
National College of Ireland	680	1,546	190	2,417	2,667
Royal College of Surgeons in Ireland			2,148	2,148	2,233
Teagasc	186			186	
Griffith College	792	513		1,305	1,761
Other Irish Private Institutions	446	12,041	3,295	15,782	13,623
ETB Institutions		42		42	33
<b>Total</b>	<b>78,688</b>	<b>38,718</b>	<b>69,838</b>	<b>187,245</b>	<b>158,600</b>

## Other Grants Paid

Institution	PENSIONS €'000	ACCESS €'000	ERASMUS €'000	OTHER €'000	TOTAL 2023 €'000	TOTAL 2022 €'000
University College Dublin	38,247	4,881	2,668	158	45,953	68,111
University College Cork	17,397	4,823	2,024	495	24,739	43,087
University of Galway	17,379	2,531	2,039	1,197	23,146	30,718
Maynooth University	7,581	3,274	1,225	175	12,255	16,668
Trinity College Dublin	36,653	2,304	2,423	40	41,420	59,699
University of Limerick	13,010	3,215	3,436	50	19,711	19,982
Dublin City University	21,572	3,501	1,504	55	26,633	16,729
Technological University of the Shannon: Midlands Midwest		2,302	1,192	401	3,895	2,362
Institute of Technology Carlow						104
Dundalk Institute of Technology		802	263	5	1,070	791
Dún Laoghaire Institute of Art, Design and Technology		487	257		744	592
Galway-Mayo Institute of Technology						552
Letterkenny Institute of Technology						114
Institute of Technology Sligo						30
Waterford Institute of Technology						113
Technological University Dublin		5,470	2,497	30	7,997	6,168
Munster Technological University		1,862	937	35	2,834	2,327
Atlantic Technological University		4,895	1,387		6,282	3,566
South East Technological University		3,168	1,092	30	4,290	2,944
National College of Art and Design	2,880	276	100		3,257	3,548
Mary Immaculate College	4,000	731	500	25	5,255	4,798
St Angela's College	1,323	137	42		1,501	1,427
National University of Ireland	417				417	438
Union of Students in Ireland				120	120	
Irish Universities Association		33			33	3
Marino Institute		163	17		180	212
National College of Ireland		190		5	195	113
Pontifical University		17	10		27	50
Royal College of Surgeons in Ireland		125	198		323	249
Royal Irish Academy	560				560	585
Royal Irish Academy of Music			145		145	49
St Nicholas Montessori College		4	-1		3	-34
Carlow College (St. Patrick's)		45			45	4
Griffith College		6	-5	30	31	41
Other Irish Private Institutions		2	9	50	61	45
UK Institutions		225			225	231
<b>Total</b>	<b>161,019</b>	<b>45,468</b>	<b>23,958</b>	<b>2,901</b>	<b>233,346</b>	<b>286,415</b>

**HEA**

AN tÚDARÁS um ARD-OIDEACHAS  
HIGHER EDUCATION AUTHORITY

Higher Education Authority  
3 Shelbourne Buildings  
Crampton Avenue  
Shelbourne Road  
Ballsbridge  
D04 C2Y6

**Contact**

Phone: +353 1 231 7100  
Lo-Call Number: 1890 200 637  
Fax: +353 1 231 7172  
Email: [info@hea.ie](mailto:info@hea.ie)  
[www.hea.ie](http://www.hea.ie)  
X [@hea\\_irl](#)

# TUARASCÁIL BHLIANTÚIL 2023



# ÁBHAR

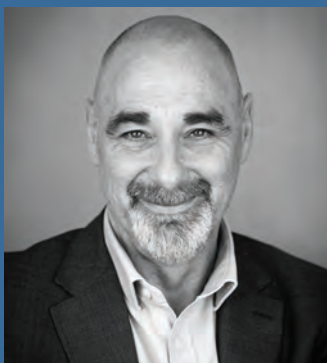
1. Brollach leis an Dr Alan Wall, POF
2. Litir ón gCathaoirleach, an tUas. Michael Horgan
3. Príomhshonraí Ardoideachais 2022/23
4. Buaicphointí an ÚAO 2023
  - a. Rialachas Institiúide, Ceannaireacht agus Barr Feabhais Oibriúcháin
  - b. Maoiniú Córas agus Maoiniú Caipitil
  - c. Straitéis, Feidhmíocht, Athchóiriú Córais, Teagasc agus Foghlaim, Folláine Mic Léinn
  - d. Taighde agus Beartas Taighde
  - e. Comhionannas Rochtana
  - f. Comhionannas, Éagsúlacht agus Cuimsiú
  - g. Idirnáisiúnta
  - h. Scileanna, Rannpháirteachas agus Staitisticí
  - i. An ÚAO mar Eagraíocht

## Ráitis Airgeadais

### 5. An Ráiteas maidir le Rialachas agus Tuarascáil na gComhaltaí Boird

- An Ráiteas maidir leis an gCóras Rialuithe Inmheánacha
- Tuarascáil an Ard-Reachtair Cuntas agus Ciste
- An Ráiteas maidir le hloncam, Caiteachas agus Cúlchistí Ioncaim Coinnithe
- An Ráiteas maidir le hloncam Cuimsitheach
- An Ráiteas maidir leis an Staid Airgeadais
- An Ráiteas maidir le Sreafaí Airgid





## Brollach

leis an Dr Alan Wall, POF

Tá áthas orm tuarascáil bhliantúil an Údaráis um Ard-Oideachas do 2023 a chur i láthair.

Tá súil agam go mbeidh an tuarascáil agus na ráitis airgeadais seo mar acmhainn úsáideach duit chun athbhreithniú a dhéanamh ar ár bpríomhghníomhaíochtaí in 2023.

Fuair an ÚAO freagairt dhearfach ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta (DFHERIS) maidir lena phlean um fhórsa oibre, rud a ullmhaíodh tar éis teacht i bhfeidhm reachtaíochta nua don ÚAO in 2022.

Cheadaigh an Roinn 32 phost nua don ÚAO. Leis seo, cuireadh ar a chumas don ÚAO a acmhainn a mhéadú i ngach rannóg na heagraíochta.

D'éirigh leis an ÚAO dul chun cinn suntasach a dhéanamh maidir lena chlár um chlaohlú gnó leis an gCóras Bainistíochta Airgeadais nua curtha i bhfeidhm ina iomlán chomh maith le dul chun cinn ar chóras nua maidir le bainistíocht na bpáirtithe leasmhara de chuid an ÚAO. Bhí an tslándáil dhigiteach arís mar chuid chriticiúil den obair a bhí ar bun ag an aonad um theicneolaíocht faisnéise. Thug iniúcháirí inmheánacha an ÚAO faoi athbhreithniú iniúchta inmheánaigh a dhéanamh ar chibearshlándaíl an ÚAO. Ar an iomlán, d'aithin siad go raibh leibhéal an ÚAO maidir le cumas agus forbairt cibearshlándaála níos airde i gcomparáid le comhlachtaí earnaála poiblí eile.

Bhí rannpháirtíocht foirne mar ghné lárnach d'obair an ÚAO in 2023 agus eagraíodh roinnt laethanta um fhorbairt foirne ar éirí go maith leo leis na gráid éagsúla san ÚAO. Bhí deis ag an bhfoireann ag na laethanta seo aghaidh a thabhairt ar an straitéis a bheidh ag an eagraíocht amach anseo agus a scileanna ceannasaíochta a fhorbairt.

D'oibrigh an ÚAO agus an Chomhairle um Thaighde in Éirinn i gcomhar lena chéile leis an Roinn agus Fondúireacht Eolaíochta Éireann le linn 2023 i dtaobh leis an mbunú pleanáilte den ghníomhaireacht nua um thaighde Taighde Éireann-Research Ireland.

Ba mhaith liom buíochas a ghabháil leis an bhfoireann go léir san ÚAO agus sa Chomhairle um Thaighde in Éirinn as an méid a chuir siad le hobair an ÚAO agus na Comhairle le linn 2023.



## Litir ón gCathaoirleach

an tUasal Michael Horgan

### 3 Deireadh Fómhair

An tUasal Patrick O'Donovan TD,

An tAire Breisoideachais agus Ardoideachais, Taighde,  
Nuálaíochta agus Eolaíochta.

A Aire, a chara,

Thar ceann an Bhoird agus na Feidhmeannachta, tá sé de phribhléid agam cóip de thuarascáil bhliantúil agus ráitis airgeadais an ÚAO le haghaidh 2023 a chur faoi do bhráid, le breithniú. Ba mhaith liom comhghairdeas a dhéanamh leat as do cheapachán le deireanaí agus guím gach rath ort mar Aire.

Bliain thar a bheith tábhachtach ab ea 2023 inar cuireadh roinnt príomhghníomhartha i bhfeidhm tar éis achtú na reachtaíochta nua le haghaidh an ÚAO in 2022. I measc na bpríomhéachtaí eile i rith 2023 bhí:

- D'fhaomh Bord an ÚAO a chéad Phlean Corparáideach faoin Acht nua agus chuir sé faoi bhráid na Roinne é lena fhaomhadh.
- Tar éis comhairliúcháin leis an Roinn faomhadh Creat Feidhmíochta Córais nua le haghaidh 2023-28. Seoladh an Creat nua i gCampas Ollscoil Teicneolaíochta an Oirdheiscirt i gCeatharlach i mí Mheán Fómhair. Sa Chreat leagtar amach na paraiméadair faoina n-aithníonn institiúidí ainmnithe ardoideachais a ról maidir leis an straitéis institiúide agus náisiúnta a bhaint amach, de réir mar is cuí dá misean, dá scála, dá n-ionad, agus dá bplean straitéiseach.
- D'fhaomh an Bord tuarascáil ón bPainéal Comhairleach maidir le corprú féideartha Choláiste San Aingeal in Ollscoil Teicneolaíochta an Atlantaigh. Ina dhiaidh sin d'fhaomh an tAire moladh an phainéil an Coláiste a chorprú laistigh d'Ollscoil Teicneolaíochta an Atlantaigh.
- D'fhaomh an Bord an chéad mhandáid um Ghníomhú ar son na hAeráide de chuid an ÚAO. Leanann an ÚAO ar aghaidh ag plé leis an Roinn agus le hÚdarás Fuinnimh Inmharthana na hÉireann maidir leis an bplean a chur i bhfeidhm.

Lean an ÚAO ar aghaidh lena ról gníomhach maidir le tuarascáil staitistice a thiomsú. I rith 2023 d'fhaomh an Bord na tuarascálacha seo a leanas:

- Suirbhé ar Thorthaí Céimithe Rang 2022
- Tuarascáil ar Thorthaí Céimithe agus Stádas Socheacnamaíoch
- Tuarascáil ar Thorthaí Céimithe agus Míchumas
- Tuarascáil EUROSTUDENT
- Tuarascáil ar Thacaíochtaí Mic Léinn don Mheabhairshláinte agus Tuarascáil Anailíse ar Mhaoiniú Folláine
- Freisin d'fhaomh an Bord togra chun athbhreithniú a dhéanamh ar shraith thorthaí céimithe an ÚAO

Thug an Bord ionchur i bhforbairt Phrionsabail Fhrithchiníochais an ÚAO le haghaidh Institiúidí Ardoideachais na hÉireann a seoladh ina dhiaidh sin in Ollscoil na Gaillimhe i mí an Mhárta 2023.

**Táimid ag súil le hoibriú i gcomhpháirt leat féin agus leis an Aire Niall Collins chun roinnt príomhthionscnamh a chur i gcrích lena n-áirítear:**

- Cur i bhfeidhm leanúnach fhorálacha na reachtaíochta nua maidir le an ÚAO lena n-áirítear an próiseas achomharc a thabhairt chun críche i dteannta leis an bpróiseas chun institiúidí a ainmniú faoi Acht an Údaráis um Ard-Oideachas 2022.
- Cur i bhfeidhm *Saoránaigh an Domhain 2030 - Straitéis Tallainne agus Nuálaíochta na hÉireann (Global Citizens 2030 - Ireland's Talent and Innovation Strategy)*.
- Cur i gcrích leanúnach an *Phlean Gníomhaíochta Straitéisigh um Chomhionannas Rochtana, Rannpháirtíochta agus Ratha*.
- Cur i gcrích leanúnach *Impact 2030* lena n-áirítear gníomhaireacht taighde nua a bhunú Taighde Éireann-Research Ireland agus Creat comhairliúchán na Roinne *I dTreo Taighde Ardoideachais - Rannpháirtíocht Beartais (Towards a Higher Education Research - Policy Engagement)*.
- Na conairí idir earnálacha an Bhreisoideachais agus na Breisoiliúna agus an Ardoideachais a fheabhsú tríd an Oifig Náisiúnta Tríú Leibhéal.

**Chríochnaigh na comhaltaí seo a leanas, a ceapadh ar dtús i mí Iúil 2016, a dtréimhsí i mí na Nollag 2023:**

- An tUasal Tony Donohoe
- An Dr Judith Eaton
- An Dr Sharon Feeney
- Ms Darina Kneafsey
- An Dr Sinéad O'Flanagan
- An tUas. Pól Ó Mórain
- An Dr John Wall

D'éirigh an tOllamh Orla Feely as an mBord i mí Aibreáin 2023 tar éis di a bheith ceaptha mar Uachtarán COBÁC. D'éirigh an Dr Lynn Ramsey as an mBord i mí Eanáir 2023 tar éis di a bheith ceaptha mar Stiúrthóir na Comhairle Múinteoireachta. I rith a dtréimhse mar chomhaltaí den ÚAO, tháinig athrú ó bhonn ar an earnáil ardoideachais agus ar an ÚAO féin agus ba mhaith liom buíochas a ghabháil le gach comhalta as an tionchar a bhí acu ar obair an ÚAO le seacht mbliana anuas. Ba mhaith

liom freisin aitheantas a thabhairt do ról tábhachtach Beth O'Reilly a chríochnaigh a téarma mar chomhalta i mí an Mheithimh 2023 tar éis dheireadh a téarma mar Uachtarán ar Aontas na Mac Léinn in Éirinn. Tháinig an tUasal Chris Clifford chuig an mBord tar éis dó a bheith tofa mar Uachtarán Aontas na Mac Léinn in Éirinn an 1 Iúil 2023.

### **Chuir an ÚAO fáilte roimh dheichniúr comhaltaí nua chuig an mBord i mí na Nollag 2023.**

- An Dr Niall Connors
- An Dr Rosemary Day
- Ms Paula Fyans
- An Dr Fiona Killard-Lynch
- An tUas. Dermot Mc Carthy
- Ms Nessa McEniff
- An Dr Rory O'Sullivan
- Ms Lianne Patterson
- An tOllamh Mark Rogers
- An tOllamh Anne Scott

**I gcomhréir leis an gCód Cleachtais chun Comhlachtaí Stáit a Rialú, 2016, is mian liom tuairisc a thabhairt duit ar chomhlíonadh an chóid ag an Údarás, agus maidir leis na hábhair seo a leanas ach go háirithe:**

- Níor tharla aon eachtraí lenar bhain tábhacht tráchtála i rith na tréimhse tuairiscithe.
- Ní dhearnadh aon idirbhearta airgeadais lasmuigh den chlár comhardaithe.
- Dearbhaím gur cloíodh leis na nósanna imeachta cuí go léir um thuairisciú airgeadais, iniúchóireacht inmheánach, taisteal, soláthar, agus diúscairt sócmhainní.
- Thar ceann an Údaráis, tuigim an fhreagracht atá orainn a chinntiú go gcoinnítear agus go gcuirtear i bhfeidhm córas éifeachtach um rialú inmheánach airgeadais. Tá ráiteas maidir leis an gcóras Rialuithe Inmheánacha san áireamh inár gcuntais airgeadais iniúchta le haghaidh 2022 i dteannta le teastas an Ard-Reachtair Cuntas agus Ciste.
- Ghlac an ÚAO le cód athbhreithnithe iompair ghnó le haghaidh Chomhaltaí an Údaráis agus a chuid fostaithe.
- Thug an Bord faoi bheart um meastóireacht sheachtrach ar an mBord in 2022 agus rinne sé breithniú ar an tuarascáil seo in 2023.
- Cloíonn an ÚAO le treoirlínte an rialtais i dtaobh luach saothair maidir lena Phríomhoifigeach Feidhmiúcháin agus a chuid fostaithe.

- Tá táillí Comhaltaí i gcomhréir leis na rátaí arna gceadú ag an Roinn, mar is amhlaidh do thuarastail agus liúntais a íoctar le baill foirne. Cuireann an ÚAO i bhfeidhm an ciorclán Duine Amháin, Tuarastal Amháin arna eisiúint ag an Roinn Caiteachais Phoiblí agus Athchóirithe.
- Níl aon imeachtaí tar éis an chláir chomhardaithe le tuairisciú ag an ÚAO.
- Cloíonn an ÚAO le ceanglais Chód Caiteachais na Roinne Caiteachais Phoiblí agus Athchóirithe.
- Tá nósanna imeachta nua curtha i bhfeidhm ag an ÚAO chun nochtaí cosanta a dhéanamh i gcomhréir le hAlt 21 (1) den Acht um Nochtadh Cosanta (Leasú) 2022. Foilsíodh tuarascáil bhliantúil mar a fhoráiltear dó faoi Alt 22(1) den Acht.
- Cloíonn UAE go hiomlán le beartas taistil an Rialtais.
- Chomhlíon an ÚAO a chuid oibleagáidí go léir faoin dlí cánach.
- Níl easaontas idir an ÚAO agus comhlachtaí stáit eile faoi láthair.
- Tá na céimeanna riachtanacha go léir glactha ag an ÚAO chun comhlíonadh Chód Cleachtais 2016 a chinntiú.
- Níl aon fho-eagraíocht ag obair faoi choimirce an ÚAO.

Ar an 31 Nollaig 2023, bhí seisear (50%) comhaltaí mná agus seisear (50%) comhaltaí fir ag an ÚAO. Comhlíonann an comhdhéanamh ballraíochta sin sprioc an Rialtais mar atá ionadaíocht 40% ar gach inscne. Is é an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta a cheapann na comhaltaí. Tá Bord an ÚAO tiomanta d'éagsúlacht agus cuimsiú a chur chun cinn agus faigheann siad tuairiscí rialta ó Ionad Barr Feabhais an ÚAO um Chomhionannas, Éagsúlacht agus Cuimsiú.

D'fhaomh an Bord an Ráiteas maidir le Rialachas agus Tuarascáil na gComhaltaí Boird.

Bheadh an ÚAO sásta aon soiléiríú breise a thabhairt a d'fhéadfadh a bheith uait maidir le haon ní thuas. Gabhaimid buíochas le ceannairí agus baill foirne na n-údarás ardoideachais go léir, Feidhmeannacht an ÚAO, agus foireann do Roinne féin, as a dtiomantas agus a ndíograis leanúnach do na straitéisí náisiúnta.

I dteannta leis an ÚAO agus lena fheidhmeannacht, táim ag súil le hoibriú leat féin agus le do Roinn chun tosaíochtaí straitéiseacha na Roinne a chur i bhfeidhm.

Is mise le meas,  
 Michael Horgan Cathaoirleach  
**Príomhshonraí Ardoideachais 2022/23**

# Príomhshonraí Ardoideachais 2022/23



## ROLLUITHE

Iomlán de 256,785 rollú in 2022/23, sin laghdú 1.6% ó 2021/22. Líon na n-iontrálaithe nua (mic léinn fhochéime lánaimseartha sa chéad bhliain) méadaithe faoi 0.8% go 46,020.



## ROLLUITHE IDIRNÁISIÚNTA

Tá líon iomlán na rolluithe idirnáisiúnta méadaithe faoi 10.8% in 2022/23 go 35,140. Ba ionann rolluithe neamh-AE agus 25,245 (71.8%) de na rolluithe idirnáisiúnta in 2022/23.



## CINEÁL CLÁIR

Ba ionann rolluithe le haghaidh céimeanna onórach agus 154,945 (60.3%) d'iomlán na rolluithe in 2022/23. Ba ionann cúrsaí máistreachta múinte an dara grúpa ba mhó agus iad comhionann le 11.1%.



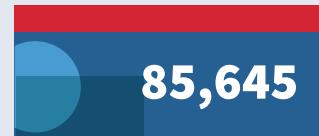
## RÉIMSE STAIDÉIR

Ba ionann an réimse ba mhó Gnó, Riarachán agus Dlí agus 52,065 (20.3% de na rolluithe go léir), agus ina dhiaidh sin bhí Sláinte agus Folláine (17%) agus na hEalaíona agus na Daonnachtaí (13.4%).



## TREOCHTAÍ INSCNE

D'éirigh an bhearna rannpháirtíochta inscne níos leithne arís le 140,045 rollú mná in 2022/23 (laghdú 1% ó 2021/22) i gcomparáid le 115,340 rollú fir (laghdú 2.7% ó 2021/22). Is ann do 1,395 mac léinn Neamh-dhénártha nó Neamhdhearbhaithe (méadú 50.2% ó 2021/22).



## LÍON NA GCÉIMITHE

Tháinig laghdú 3.4% ar líon na gcéimithe go 85,645 in 2022. Tharla na méaduithe ba mhó i gColáiste San Aingeal (16%), agus COBÁC (8%). Tharla na laghduithe ba mhó in Institiúid Ealaíne, Deartha agus Teicneolaíochta Dhún Laoghaire (38%) agus Ollscoil Teicneolaíochta an Oirdheiscirt (28%)



## CÉIMITHE ONÓRACHA

Tháinig laghdú 5.6% ar líon na gcéimithe onóracha baitsiléara in 2022 go 34,525. Bhain thart ar 24.4% de na céimithe amach céim céadonóracha.



## RÉIMSE STAIDÉIR IARCHÉIME

Ba ionann cúrsaí Gnó, Riaracháin agus Dlí agus 24.5% de na céimithe go léir in 2022 (21,010). Ghabh 18.3% de na céimithe go léir (15,640) do chúrsaí Sláinte agus Folláine.

# HEA HIGHLIGHTS 2023

## 4(a) Rialachas Institiúide, Ceannaireacht agus Barr Feabhais Oibriúcháin

### **Creat an ÚAO um Maoirseacht Rialachais**

Tugadh feidhm d'Acht an Údaráis um Ard-Oideachas i mí na Samhna 2022. De réir an Achta, tá freagracht reachtúil ar an Údarás um Ard-Oideachas as maoirseacht éifeachtach ar na hinstiúidí ardoideachais ainmnithe agus ar an gcóras ardoideachais. Faoi Alt 9 den Acht, rinneadh obair bhreise i rith 2023 chun Creat Maoirseachta um Rialachas an ÚAO a fhorbairt. Tar éis do bhord an ÚAO é a fhaomhadh, foilsíodh an Creat i mí an Mheithimh 2023.

Sa Chreat sin leagtar amach an mheicníocht trína ndéanann an ÚAO maoirseacht agus trína n-iarrann sé dearbhuithe ó Chomhlachtaí Rialaithe an ÚAO faoi seach i ndáil le comhlíontacht. Áirítear leis sin na Comhaontuithe Bliantúla Maoirseachta; na Ráitis Bhliantúla maidir le Rialachas; Cruinnithe Bliantúla Buiséid agus Cuntasachta; Ráitis Airgeadais Bhliantúla; Tuarascálacha Institiúide Rialta agus Nósanna Imeachta Seachtracha um Nochtadh Cosanta. Tá an Creat bunaithe ar an reachtaíocht a rialaíonn an t-ardoideachas agus an Cód Rialachais um Chomhlachtaí Stáit 2016.

### **Maoirseacht Airgeadais**

Ní mór d'institiúidí ardoideachais a gcuid gníomhaíochtaí a phleanáil agus a bhainistiú ar bhealach lena gcinntítear a n-inbhuanaitheacht agus a n-inmharthanacht airgeadais. Tá céimeanna glactha ag an ÚAO chun measúnú airgeadais institiúidí a neartú agus leanaimid orainn ag obair i gcomhpháirt leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta ar an bpróiseas meastachán chun inbhuanaitheacht fhoriomlán institiúidí a fheabhsú. Déanann an ÚAO monatóireacht ghníomhach ar riocht airgeadais na n-institiúidí ardoideachais i rith na bliana trí thuairisciú rialta, athbhreithniú ar ráitis airgeadais agus bhuiséid agus cruinnithe bliantúla buiséid agus cuntasachta. Cabhraíonn na meicníochtaí sin le an ÚAO lena chuid freagrachtaí as tuairisciú agus monatóireacht a chomhlíonadh mar atá leagtha amach i *gCiorclán 13/2014 Bainistíocht agus Cuntasacht i leith Deontas ó Chistí an Státchiste* agus cuntasacht institiúidí a chinntiú mar atá leagtha amach in Acht an Údaráis um Ard-Oideachas, 2022.

### **An Prótacal ar Fheidhmiú Forálacha Reachtaíochta**

In 2023, rinneadh dul chun cinn le hobair chun Prótacal an ÚAO a Thacaíonn le Feidhmiú Forálacha Reachtaíochta (an "Prótacal") a dhréachtú agus a fhorbairt. Leis an bPrótacal déantar breithniú ar fhorálacha faoi Acht an Údaráis um Ard-Oideachas 2022 agus ailt ábhartha faoin reachtaíocht eárnála a bhaineann le hInstitiúidí Ardoideachais agus idirghníomhú le an ÚAO. Tugadh faoi phróiseas athbhreithnithe agus comhairliúcháin chun an prótacal sin a fhorbairt agus é mar aidhm an Prótacal a thabhairt chun críche in 2024.

### **Ráitis Bhliantúla maidir le Rialachas 2023**

Mar chuid de phróiseas an ÚAO um fheabhsú leanúnach déantar athbhreithniú bliantúil ar phróiseas an Ráitis Bhliantúil maidir le Rialachas agus i gcás inar cuí aithnítear agus déantar feabhsúcháin chuí. I gcás míreanna ar theimpléad an Ráitis Bhliantúil maidir le Rialachas a mbíodh cuid mhaith sonraí ag teastáil lena n-aghaidh roimhe sin, cuireadh in iúl níos soiléire iad i dtéarmaí 'comhlíon nó mínigh'. Tá maoirseacht Chomhlacht Rialachais an ÚAO fós ag croílár an phróisis.

### **Nósanna Imeachta um Nochtadh Cosanta**

I rith 2023, lean an tAonad um Rialachas Córais ar aghaidh ag bainistiú an phróisis i ndáil le nochtaí cosanta agus líomhaintí don ÚAO i dtaobh ábhair rialachais in Institiúidí Ardoideachais. Bhí Nósanna Imeachta an ÚAO um Nochtadh Cosanta a Dhéanamh don POF mar Dhuine Forordaithe ina mbonn faoin obair sin, a ndearnadh iad a nuashonrú i gcomhréir le ceanglais an Achta um Nochtadh Cosanta (Leasú) 2022, agus treoir ghaolmhar ón Roinn Caiteachais Phoiblí agus Athchóirithe.



## 4(b) Maoiniú Córais agus Maoiniú Caipitil

Déanann Maoiniú Córais maoirseacht ar an leithdháileadh athfhillteach d'institiúidí le haghaidh gníomhaíochtaí lárnacha agus tá sé sin fós bunúsach d'obair an ÚAO i rith na bliana, le leithdháileadh agus íocaíocht €1.5bn le hinstiúidí ardoideachais.

I dteannta leis an maoiniú athfhillteach, leithdháil agus scaip an rannóg Maoinithe Chórais:

- An deontas aonuaire €1,000 i dtreo na ranníocaíochta mic léinn a d'íoc gach mac léinn atá incháilithe do Tháilí Saor in Aisce sa bhliain acadúil 2023/24 mar bheart costais maireachtála. Leithdháileadh maoiniú breise de €142,226,000 don earnáil i mí na Samhna 2023 a bhí bunaithe ar líon measta mac léinn. Déanfar aon choigeartuithe do na hinstiúidí Ardoideachais in 2024.
- Maoiniú le haghaidh áiteanna Breise Mac Léinn curtha ar fáil sna blianta acadúla 2021/22 agus 2022/23.
- Maoiniú i gcomhair an Chiste Cúnaimh do Mhic Léinn agus an Chiste do Mhic Léinn faoi Mhíchumas.

Is gné thábhachtach fós idir an ÚAO agus na hinstiúidí ardoideachais iad na cruinnithe bliantúla buiséid agus cuntasachta agus reáchtáladh i rith mhí an Mhárta agus mhí Aibreáin 2023 iad. Tá na cruinnithe sin ina gcuid de Chreat Rialachais an ÚAO agus tá ról lárnach acu sa monatóireacht agus maoirseacht a dhéanann an ÚAO ar na hinstiúidí sin.

### Aonad na gClár Caipitil

#### An Clár Infheistíochta Caipitil don Ardoideachas

In 2023, scaip Aonad na gClár Caipitil maoiniú caipitil thart ar €185m ar raon leathan tionscadal ar fud earnáil an ardoideachais amhail foirgnimh nua, athchóirithe, éadálacha suímh agus tionscadail dícharbónaithe a mhaoinítear iad go léir faoi chlár agus tionscnaimh éagsúla an Aonaid. Leanann Aonad na gClár Caipitil d'ionad Barr Feabhais a fhorbairt chun tacú le tionscadail mhóra chaipitil a chur i gcrích in earnáil an ardoideachais. Bhí roinnt tionscadal maoinithe de chuid an ÚAO nach mór críochnaithe in 2023 lena áiríodh Foirgneamh Sláinte agus Áineasa na hEolaíochta Spórt (FSÁES) in Ollscoil Teicneolaíochta Bhaile Átha Cliath.



Foirgneamh Sláinte agus Áineasa na hEolaíochta Spórt in Ollscoil Teicneolaíochta Bhaile Átha Cliath

## Clár na gComhpháirtíochtaí Poiblí Príobháideacha Ardoideachais

Le Clár na CPPanna Ardoideachais cuirfear 11 fhoirgneamh ardoideachais nua san iomlán ar fáil agus éascófar rollú 8,000 mic léinn breise. Cuimsíonn an chéad bheart sé thionscadal, arna gcur i gcrích faoi Thionscadal Éireann 2040, atá suite i gcampais na hOllscoile Teicneolaíochta i mBaile Átha Cliath, Tamhlacht agus i mBaile Bhlainséir; campais Ollscoil Teicneolaíochta na Mumhan i gCiarraí agus i gCorcaigh; Institiúid Ealaíne, Deartha agus Teicneolaíochta, Dún Laoghaire; agus i gcampas Ollscoil Teicneolaíochta na Sionainne i mBaile Átha Luain. Cuireadh tús le tógáil ar na sé thionscadal i mbeart 1 i R1 2023, agus rinneadh dul chun cinn maith le hobair ar fud na sé láithreán.

Cuimsíonn an dara beart cúig thionscadal, arna gcur i gcrích faoi Thionscadal Éireann 2040, atá suite i gcampais Ollscoil Teicneolaíochta an Oirdheiscirt i bPort Láirge agus i gCeatharlach; Campais Ollscoil Teicneolaíochta an Atlantaigh i nDún na nGall agus i nGaillimh; agus i gcampas Ollscoil Teicneolaíochta na Sionainne i Luimneach. D'eisigh an dara beart a chuireadh chun páirt a ghlacadh in idirphlé chuig táirgeoirí leasmhara i mí Lúnasa 2021 agus bhí an tionscadal ag céim an idirphlé i rith 2023.



Tá Foirgneamh Meán Digiteach Institiúid Ealaíne, Deartha agus Teicneolaíochta Dhún Laoghaire á thógáil.

## Clár Pathfinder um Éifeachtúlacht Fuinnimh agus Dícharbónú

Sheol Aonad na gClár Caipitil leagan breise de Chlár Pathfinder um Éifeachtúlacht Fuinnimh agus Dícharbónú (EEDPP) in 2023. Tá an ciste á chur i bhfeidhm le próiseas iarratais dhá-chéime. I mí na Samhna 2023, deonaíodh maoiniú do thrí iarratasóir déag ar éirigh leo faoin gcéad chéim den phróiseas chun foireann dheartha a cheapadh agus dearadh chéim 2a a fhorbairt lena chur isteach in 2024. Is í aidhm an chlár an méid atá foghlamtha i ndáil le héifeachtúlacht fuinnimh agus dícharbónú a chomhdhlúthú, agus cabhrú le príomhpháirtithe leasmhara leanúint orthu ag forbairt eolais, scála agus bealaí tástála agus oibriú i dtreo na spriocanna uailmhianacha dícharbónaithe a bhaint amach.



Iarfheistiú BER B ar Scoil Ghnó Uí Chuinn i COBÁC.

## Ciste Thionscadail Straitéiseacha na hEarnála Teicneolaíochta

Lean Aonad na gClár Caipitil air ag cur i bhfeidhm an phróisis iarratais dhá-chéime do Chiste Thionscadail Straitéiseacha na hEarnála Teicneolaíochta (TSSPF) in 2023. Tá an ciste sin dírithe ar acmhainn bhreise a sholáthar agus feabhsúcháin lárnacha bhonneagair a bhaint amach in earnáil na teicneolaíochta. I mí Aibreáin 2023, tugadh cuireadh do sheisear iarratasóirí ar éirigh leo sa chéad chéim den phróiseas Réamhchás Gnó a fhorbairt agus a chur isteach faoi mhí Lúnasa 2023. D'fhorbair agus sholáthair Aonad na gClár Caipitil sraith ceardlann chun tacú le hInstitiúidí Ardoideachais le Réamhchás Ghnó ar ardchaighdeán a fhorbairt. Rinne foireann mheastóireachta ina raibh ionadaithe ar an ÚAO agus DFHERIS measúnú ar na Réamhchás Ghnó. Tar éis an phróisis sin, thug DFHERIS faomhadh i mí na Samhna 2023 chun na ceithre thionscadal ab airde a rangáíodh a mhaoiniú.

## Cóiríocht Mac Léinn

Chuir Aonad na gClár Caipitil tionscadail lárnacha ar aghaidh faoin gClár Cóiríochta Mac Léinn in 2023. I mí Iúil 2023, cuireadh tús le Staidéar Indéantachta chun an leibhéal reatha soláthair agus éilimh i ndáil le cóiríocht mac léinn ar leibhéal réigiúnach agus náisiúnta a shuí, chomh maith le soláthar agus éileamh na todhchaí a réamh-mheas. Chuimsigh an chéad chéim sin den Staidéar Indéantachta bailiú fairsing sonraí ar fud na nOllscoileanna Teicneolaíochta, na nOllscoileanna agus na gColáistí uile, a chuimsigh creat um bhailiú sonraí, cruinnithe duine le duine le hionadaithe ar Institiúidí Ardoideachais, agus suirbhé láraithe ar mhic léinn maidir le cóiríocht mac léinn inar bailíodh 22,801 freagra (thart ar 10% de dhaonra na mac léinn). Tugadh Céim 1 den Staidéar Indéantachta chun críche i mí na Nollag 2023.

## 4(c) Forbairt & Feidhmíocht Córais, Beartas & Pleanáil Straitéiseach, Teagasc & Foghlaim

### Creat Feidhmíochta Córais 2023-2028

D'fhoilsigh an tÚdarás Ardoideachais Creat Feidhmíochta Córais 2023-2028 i mí Mheán Fómhair 2023 tar éis phróiseas fairsing comhairliúcháin i rith 2022 agus 2023 lena bhfuarthas ionchur ó Institiúidí Ardoideachais, ón Roinn Breisoideachais agus Ardoideachais agus ó pháirtithe leasmhara eile. Cuimsíonn an mhaitrís creata ceithre cholún a léiríonn príomhréimsí na gníomhaíochta institiúide: Teagasc agus Foghlaim; Taighde agus Nuálaíocht; Rochtain agus Rannpháirtíocht; agus Plé. Tá gnéithe coiteanna ag gabháil leis na colúin sin agus roinnt tras-réimsí tionchair acu a léiríonn tosaíochtaí ar leibhéal an chórais náisiúnta don chóras ardoideachais agus taighde. I dteannta a chéile, cuireann colúin agus trasnaithe an mhaitrís creata meicníocht ar fáil d'institiúidí chun spriocanna feidhmíochta a aithint atá ar aon dul le straitéis institiúide.

Mar fhreagra ar an gcreat sin, chuir 16 Institiúid Ardoideachais Dréacht-Chomhaontuithe Feidhmíochta faoi bhráid an ÚAO i mí na Samhna 2023. Laistigh de chomhaontuithe, leagann institiúidí amach a ról uathúil i mbaint amach tosaíochtaí agus torthaí straitéiseacha náisiúnta atá cuí dá misean, dá scála, dá n-ionad agus dá bplean straitéiseach. Tar éis athbhreithniú a dhéanamh ar na dréachtaí tosaigh, chuir an ÚAO tús le sraith de chruinnithe déthaobhacha le hInstitiúidí Ardoideachais i R4, 2023. Thacaigh na cruinnithe idir an ÚAO agus ceannairí sinsearach institiúide le comhthuiscint agus comhaontú ar Spriocanna Feidhmíochta agus spriocanna tacaíochta, trí shoiléiriú, aiseolas, agus idirphlé. D'eisigh an Fheidhmeannacht sraith de ghníomhartha comhaontaithe tar éis gach cruinnithe dhéthaobhaigh agus bhí tuilleadh plé acu le hInstitiúidí trí chomhfhreagras scríofa agus chruinnithe ad-hoc, de réir mar a iarradh, chun tacú le beachtú na gComhaontuithe Feidhmíochta ceithre bliana roimh fhoilsiú in 2024.



## Maoiniú Feidhmíochta

Cuireadh isteach an tuairisc dheiridh agus na tuarascálacha airgeadais le haghaidh thionscadail faoi Mhaoiniú Feidhmíochta 2019 agus fuarthas aiseolas ón an ÚAO. Tar éis don fhoireann um Fhorbairt Córas agus Bainistiú Feidhmíochta athbhreithniú a dhéanamh ar na tuarascálacha sin fuarthas go raibh raon torthaí dearfacha bainte amach ag na tionscadail i réimsí tosaíochta náisiúnta amhail scileanna, infhostaitheacht agus chomhpháirtíochtaí tionscail; comhar taighde agus teagaisc idirnáisiúnta; acmhainn taighde a fhorbairt chun rath a bhaint amach; rochtain agus rannpháirtíocht; rath mac léinn; rannpháirtíocht ar an gcampas agus sa phobal; agus inbhuanaitheacht. Thacaigh Maoiniú Feidhmíochta 2019 le heolas luachmhar a foghlaimíodh ó na tionscadail sin a roinnt – eolas ar leathnú samhlacha um fhoghlaim ar líne agus fhoghlaim hibrídeach, tairbhí an chomhair agus an chomhdheartha, agus cuir chuige éifeachtacha i dtreo rannpháirtíocht phobail agus acmhainn taighde a fhorbairt – trí ghníomhaíochtaí for-rochtana agus scaipthe. Leis an bpróiseas tuairiscithe agus athbhreithnithe freisin tugadh léargais úsáideacha ar thionchair na paidéime agus na ndianghlasálacha ar ghníomhaíochtaí campais, soláthar clár, taisteal, agus earcaíocht agus coinneáil; agus ar fhreagraí tionscadal do na dúshláin agus na deiseanna a d'eascair ón gcur isteach sin.

I R1 2023, thug tionscadail Mhaoiniú Feidhmíochta 2021 tuairisc ar an dul chun cinn agus ar thorthaí óna gcead bhliain trí mheán tuarascálacha eatramhacha a chur isteach. Rinne an fhoireann um Fhorbairt Córais agus Bainistiú Feidhmíochta athbhreithniú ar na tuarascálacha agus tugadh aiseolas do na cúig Institiúid Ardoideachais. Cuireadh tús le clár Maoinithe Feidhmíochta 2022 de réir an sceidil in 2023, agus chuir na sé hInstitiúid Ardoideachais uile tús leis na tionscadail fhaofa an 1 Eanáir 2023.

Ar an 25 Meán Fómhair, d'fhógair an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, Simon Harris, TD go leithdháilfí dámhachtainí Maoinithe Feidhmíochta le haghaidh 2023 ar luach iomlán €5.5m do chúig Institiúid Ardoideachais. Dámhadh an maoiniú ar bhonn meastóireachta neamhspleáiche ag painéal neamhspleách saineolaithe ar Chás-Staidéir Measúnaithe Tionchair. Léirigh na cás-staidéir a chuir Institiúidí Ardoideachais isteach tionscnaimh eiseamláire a chuir go mór le tosaíochtaí straitéiseacha agus beartais náisiúnta. Ghlac ionadaithe ar na cás-staidéir rathúla leis na dámhachtainí ó Phríomhoifigeach Feidhmiúcháin an ÚAO an Dr Alan Wall ag searmanas bronnta speisialta ag an imeacht seolta don Chóras Bainistíochta Feidhmíochta ag Ollscoil Teicneolaíochta an Oirdheiscirt i gCeatharlach. Tá na dámhachtainí liostaithe idTábla x thíos agus tá sonraí faoi na cás-staidéir foilsithe ar láithreán gréasáin an ÚAO.

D'úsáid na cúig Institiúid Ardoideachais an maoiniú chun tacú le tionscadail a leathnaíonn agus a chuireann ar aghaidh na tionscnaimh a bhí curtha i láthair sna cás-staidéir rathúla, i réimsí amhail inbhuanaitheacht, rochtain agus rannpháirtíocht, rannpháirtíocht phobail agus champais, agus oideachas Gaeilge. Rinne an fhoireann um Fhorbairt Córais agus Bainistiú Feidhmíochta idirchaidreamh le ceannairí tionscadail chun pleananna tionscadail agus creataí meastóireachta a fhorbairt agus comhaontú orthu agus faomhadh gach tionscadal i R4 le tosú an 1 Eanáir 2024.

Tábla x: Institiúidí Ardoideachais ar deonaíodh Maoiniú Feidhmíochta dóibh in 2023 tar éis meastóireacht sheachtrach ar chás-staidéir

Institiúid Ardoidea chais	Teideal an Chás-Staidéir ar an Measúnacht Tionchair	Dámhachtain Maoinithe Feidhmíochta
Ollscoil na Gaillimhe (UG)	An Clár* um Thoiliú Gníomhach: Ceannaireacht ar athrú cultúir eanála	€1,297,969
Ollscoil Luimnigh (UL)	Baile Glas: Tionchar na líonraí coiriúla ar leanaí agus teaghlaigh a laghdú	€1,297,969
Institiúid Teicneolaíochta an Oirdheiscirt (SETU)	Ollscoil Teicneolaíochta an Oirdheiscirt & An Cosán: Leas a bhaint as cumhacht an oideachais phobail chun conairí bunathraitheacha chuig an ardoideachas a chruthú ar mhaithe le cuimsiú sóisialta agus forbairt inbhuanaithe	€1,000,000
Ollscoil Teicneolaíochta Bhaile Átha Cliath (OT Bhaile Átha Cliath)	Ollscoil Teicneolaíochta Bhaile Átha Cliath: Eiseamláir Inbhuanaitheachta	€1,000,000
Coláiste na hOllscoile, Corcaigh (COC)	Barr na gCnoc: Tionscnamh Píolótach Pobalscoileanna le Cúnamh Ollscoile	€1,000,000
<b>Iomlán</b>		<b>€5,595,938</b>

### Ciste um Bunathrú na nOllscoileanna Teicneolaíochta

Tríd an gCiste um Bunathrú na nOllscoileanna Teicneolaíochta (TUTF), dar luach €90m, a fógraíodh i mBuiséad 2020, leanadh de thacú le forbairt eanáil an ardoideachais teicneolaíochta in 2023. Rinne an ÚAO monatóireacht ar an dul chun cinn maidir le cur i bhfeidhm na dtionscadal buathraitheach lena dtacaíonn an Ciste um Bunathrú na nOllscoileanna Teicneolaíochta agus cuireann faighteoír an mhaoinithe pacáiste oibre, tuarascálacha airgeadais agus insinte isteach dhá uair sa bhliain. Reáchtáladh cruinnithe ar dhul chun cinn le hinstitiúidí freisin.

I mí an Mhárta 2023 tugadh le fios le tuairisciú institiúide ar chaiteachas agus aiseolas ó Institiúidí Ardoideachais go bhféadfadh nach bhféadfaí na pacáistí caiteachais agus oibre a thabhairt chun críche faoi dháta deiridh tosaigh an chiste mar a bhí an 31 Lúnasa 2023. Mar aitheantas don am breise a theastaíonn chun tionscadail an Chiste um Bunathrú na nOllscoileanna Teicneolaíochta a thabhairt chun críche, d'fhorbair an fhoireann um Fhorbairt Córais agus Bainistiú Feidhmíochta beartas um shíneadh riaracháin agus próiseas iarratais i ndáil leis an gCiste um Bunathrú na nOllscoileanna Teicneolaíochta. D'éascaigh an beartas maidir le Ciste um Bunathrú na nOllscoileanna Teicneolaíochta iarratais ar shíneadh suas le 12 mhí ar a mhó (31 Lúnasa 2024) chun cur ar chumas institiúidí a gcuid spriocanna a bhaint amach agus na cistí a bhí fágtha a chaitheamh. Chuir na seacht bhfaighteoír uile ón gCiste um Bunathrú na nOllscoileanna Teicneolaíochta iarratas isteach ar Shíneadh Riaracháin faoin gCiste um Bunathrú na nOllscoileanna Teicneolaíochta. Faomhadh na hiarratais sin, agus leantar ar aghaidh ag tabhairt tuairisce ar dhul chun cinn don ÚAO, a dhéanann monatóireacht air, le linn thréimhse an tsínte.

### Maoiniú Tírdhreacha

Fuarthas Tuarascálacha Deireanacha ar Mhaoiniú Tírdhreacha ó Ollscoil Teicneolaíochta an Atlantaigh (Dún na nGall), Ollscoil Teicneolaíochta an Atlantaigh (STAC), Ollscoil Teicneolaíochta na Sionainne agus Ollscoil Teicneolaíochta an Oirdheiscirt in 2023. Rinneadh anailís ar na tuarascálacha sin agus d'eisigh an tÚdarás um Ard-Oideachas dhá litir lenar dearbhaíodh go raibh tionscadail na n-institiúidí sin tugtha chun críche i mí Dheireadh Fómhair 2023 agus eiseofar an dá litir eile in R1 2024.

## An Ciste um Chur Chun Cinn Earnáil na Teicneolaíochta

Seoladh an Ciste um Chur Chun Cinn Earnáil na Teicneolaíochta (TSAF) i mí Iúil 2023 chun tacaíocht spriocdhírthe a thabhairt do thionscnaimh atá ríthábhachtach le haghaidh fhorbairt straitéiseach earnáil na teicneolaíochta. Cuirfidh an ciste leis an gcostas as gníomhaíochtaí nua a chothabháil nó a thosú atá ríthábhachtach d'institiúid chun a misean agus a plean straitéiseach a chur i gcrích. Chuige sin, tá sé mar phríomhchuspóir ag an gCiste um Chur Chun Cinn Earnáil na Teicneolaíochta tacú le hinstiúidí le gníomhaíochtaí a fuair tacaíocht ó shreafaí maoinithe roimhe sin a bhí tiomnaithe do bhunathrú earnáil na teicneolaíochta, amhail an Ciste um Bunathrú na nOllscoileanna Teicneolaíochta. Le Ciste um Chur Chun Cinn Earnáil na Teicneolaíochta, déantar soláthar do thionscnaimh a bhaineann leis na céimeanna deireanacha den tsraith dheireanach de leasuithe ar réimse an ardoideachais.



Fuarthas iarratais ar Chiste um Chur Chun Cinn Earnáil na Teicneolaíochta ó na seacht n-institiúid a bhí incháilithe le hiarratas a dhéanamh ar an gciste faoin spriocdháta chun iarratais a chur isteach, an 19 Deireadh Fómhair 2023. Fuarthas dhá hiarratas earnála, ar bhain gach ceann acu le gach institiúid incháilithe agus ar bhain an ceann eile leis na cúig Ollscoil Teicneolaíochta. Cuireadh faisnéis shonrach ar phacáistí oibre agus gníomhartha tionscadail ar fáil mar chuid d'iarratais. Rinne baill d'Fheidhmeannacht ÚAO measúnú ar thograí tionscadail ar aon dul le critéir mheasúnaithe an Chiste um Chur Chun Cinn Earnáil na Teicneolaíochta, lena bpléitear le hábharthacht tionscadail, caighdeán an togra agus dearadh tionscadail, éifeachtúlacht agus éifeachtacht, agus rialachas agus maoirseacht airgeadais. Chinn an Fheidhmeannacht gurbh fhiú maoiniú a thabhairt do na seacht n-iarratas institiúide faoin gCiste um Chur Chun Cinn Earnáil na Teicneolaíochta. Moladh leithdháilte le haghaidh sé cinn de na seacht n-iarratas do Bhord an ÚAO i mí na Samhna 2023 (féach ar Thábla X) agus eisíodh Litreacha Leithdháilte do na hInstitiúidí Ardoideachais i mí na Samhna 2023. Meastar go molfar leithdháileadh le haghaidh Institiúid Ealaíne, Deartha agus Teicneolaíochta Dhún Laoghaire (IADT) do Bhord an ÚAO in 2024. Ba ghá tuilleadh plé a dhéanamh le hionadaithe ar Institiúidí Ardoideachais a bhí rannpháirteach sa dá hiarratas earnála ar mhaoiniú sula ndéanfaí cinneadh faoi thoradh na n-iarratas sin. Táthar ag súil le cinneadh i ndáil leis an dá hiarratas i R1 2024.

Tábla X: Leithdháileadh Tionscadal an Chiste um Chur Chun Cinn Earnáil na Teicneolaíochta

Institiúid	Leithdháileadh Tionscadal
Ollscoil Teicneolaíochta an Atlantaigh	€8,500,000.00
Institiúid Teicneolaíochta Dhún Dealgan	€3,200,000.00
Ollscoil Teicneolaíochta na Mumhan	€7,500,000.00
Ollscoil Teicneolaíochta an Oirdheiscirt	€9,500,000.00
Ollscoil Teicneolaíochta Bhaile Átha Cliath:	€9,500,000.00
Ollscoil Teicneolaíochta na Sionainne	€7,000,000.00
<b>Leithdháileadh iomlán 2023</b>	<b>€ 45,200,000.00</b>
<b>Ciste iomlán</b>	<b>€ 50,000,000.00</b>

## Scéim na nOllscoileanna Teicneolaíochta um Thaighde agus Nuálaíocht a Thacaíonn leis an bhFiontraíocht

Rinne an ÚAO dul chun cinn le forbairt Scéim Taighde agus Nuálaíochta na nOllscoileanna Teicneolaíochta chun Tacú le Fiontraíocht (TU RISE) atá cómhaoinithe ag Rialtas na hÉireann agus an Aontas Eorpach trí Chiste Forbraíochta Réigiúnaí na hEorpa (CFRE), Clár Réigiúnach an Deiscirt, an Oirthir agus Lár na Tíre 2021-27 agus Clár Réigiúnach an Tuaiscirt & an Iarthair 2021-27. Aontaíodh ar phleananna forfheidhmithe le haghaidh na scéime le Tionól Réigiúnach an Deiscirt agus Tionól Réigiúnach an Tuaiscirt agus an Iarthair i mí na Bealtaine 2023, agus ina dhiaidh sin sheol an tAire Breisoideachais agus Ardoideachais, Nuálaíochta agus Eolaíochta, Simon Harris, TD, glao ar iarratais ag an imeacht *Research Futures* de chuid an ÚAO i mí Iúil 2023.

Cuirfidh TU RISE maoiniú €83.68m ar fáil thar cheithre bliana (2023-2027) trí mheán dhá chláir réigiúnaigh. Tá maoiniú €63.68m ar fáil faoi Chlár Réigiúnach an Deiscirt, an Oirthir agus Lár na Tíre, agus tá maoiniú €20m ar fáil faoi Chlár Réigiúnach an Tuaiscirt agus an Iarthair. Tá na seacht n-institiúid uile in earnáil an ardoideachais teicneolaíochta incháilithe faoin scéim, agus cuireadh seacht n-iarratas ar mhaoiniú isteach i mí Mheán Fómhair 2023. Tionóladh painéal measúnaithe i mí Mheán Fómhair chun athbhreithniú neamhspleách a dhéanamh ar iarratais trí chloí leis an modheolaíocht roghnúcháin a bhí leagtha amach sa Phlean Forfheidhmithe agus sa doiciméad glao. Ba ghá scór íosta a bhaint amach ar fud na gcritéar measúnaithe seo a leanas dá réir: ábharthacht, caighdeán, dearadh tionscadail, éifeachtúlacht agus éifeachtacht, agus rialachas, airgeadas agus bainistíocht riosca. Rinneadh foráil sa phróiseas measúnaithe le haghaidh institiúidí nár bhain amach an tairseach íosta le haghaidh maoinithe chun a n-iarratas a athbhreithniú agus a chur isteach arís.

Tugadh fógra d'institiúidí faoin toradh ar a gcuid iarratas ar mhaoiniú i mí na Samhna, agus tá leithdháiltí leagtha amach i dTábla X thíos. Freisin dhear an Fhoireann um Fhorbairt Córais agus Bainistíú Feidhmíochta próiseas faofa tionscadail chun tacú le monatóireacht ar dhul chun cinn tionscadail le linn shaolré an chiste. Reáchtáladh seisiún eolais faoin bpróiseas sin ag deireadh mhí na Samhna agus iarradh ar institiúidí pleananna agus buiséid tionscadail a chur isteach a bhí i gcomhréir lena leithdháiltí faoi thús mhí na Nollag mar ullmhúchán do thosú an tionscadail an 1 Eanáir 2024. Síniú Comhaontuithe Deontais le gach institiúid faoi TU RISE i mí na Nollag 2023.

Tábla X: Leithdháileadh Tionscadal TU RISE

Institiúid Ardoideachais	Maoiniú
Ollscoil Teicneolaíochta na Mumhan	€14,600,000
Ollscoil Teicneolaíochta Bhaile Átha Cliath:	€13,600,000
Ollscoil Teicneolaíochta an Oirdheiscirt	€13,600,000
Ollscoil Teicneolaíochta na Sionainne	€12,000,000
Institiúid Teicneolaíochta Dhún Dealgan	€5,000,000
Institiúid Ealaíne, Deartha agus Teicneolaíochta Dhún Laoghaire	€3,600,000
Ollscoil Teicneolaíochta an Atlantaigh	€19,600,000





## N-TUTORR

Rinneadh dul chun cinn arís in 2023 le tionscadal um Bunathrú Náisiúnta na nOllscoileanna Teicneolaíochta um Théarnamh agus Athléimneacht (N-TUTORR) (€40m), atá maoinithe ag Ciste Náisiúnta Téarnaimh agus Athléimneachta an Aontais. Cuireadh Tuarascáil Bhliantúil Bhliain a hAon (insint; pacáiste oibre; tuairiscí airgeadais) faoi bhráid an ÚAO ag an Oifig Bainistíochta Tionscadal thar ceann na seacht n-institiúid rannpháirtí i mí Aibreáin 2023. Ansin cuireadh isteach Tuarascáil Eatramhach le haghaidh Bhliain a Dó i mí Mheán Fómhair 2023. Tugadh le fios leis an dá thuarascáil go raibh dul chun cinn maith déanta ar an iomlán le gníomhaíochtaí an phacáiste oibre, agus go leor tionscnamh úrnua idir lámha le haghaidh foirne agus mac léinn. Chuimsigh sé sin seoladh Chomhaltachtaí na 'Mac Léinn mar Chomhpháirtithe sa Nuálaíocht agus san Athrú' in Óstán Spencer i mí na Bealtaine 2023. Is deis é an clár comhaltachta seo do mhic léinn agus do bhaill foirne oibriú as lámha a chéile ar thionscadail lena ndírítear ar thairbhí mac léinn in Ollscoileanna Teicneolaíochta agus in Institiúidí Teicneolaíochta a fheabhsú. Bronnadh dámhachtainí ar 131 tionscadal ar fud na gcúig Ollscoil Teicneolaíochta agus dhá Institiúid Teicneolaíochta ar luach €650k san iomlán.

Rinne an tÚdarás um Ard-Oideachas cathaoirleacht ar cheithre chruinniú de ghrúpa Uachtaráin N-TUTORR i rith 2023, agus i measc na míreanna ar an gclár oibre bhí dul chun cinn tionscadal, caiteachas agus rialachas. Reáchtáil an Fhoireann um Fhorbairt Córais agus Bainistiú Feidhmíochta cruinnithe dé-sheachtainiúla freisin leis an Oifig Bainistíochta Tionscadail chun dul chun cinn ar thionscadail agus tuairisciú don Choimisiún Eorpach a phlé. Leanadh ar aghaidh le tuairisciú náisiúnta don Roinn Caiteachais, Sheachadadh an Phlean Forbartha Náisiúnta agus Athchóirithe agus don Choimisiún Eorpach i rith 2023, lenar áiríodh tuarascálacha dul chun cinn a thabhairt ar na meicníochtaí fíoraithe tionscadail (rannpháirtithe foirne/mic léinn), táscairí coiteanna, agus caiteachas. Scaipeadh an t-iarmhéid tionscadail de €21m ar chomhpháirtithe tionscadail i R4 2023 chun tacú le gníomhaíochtaí Bhliain a Dó.

## Ceapadh Painéal Comhairleach Saineolaithe chun deiseanna a athbhreithniú um chláir nua san Fhiaclóireacht, sa Chógaisíocht, sa Leigheas, san Altranas agus sa Tréidliacht

Tháinig deireadh in 2023 leis an bpróiseas chun roghanna a aithint um fhorbairt acmhainne san Fhiaclóireacht, sa Chógaisíocht, sa Leigheas, san Altranas agus sa Tréidliacht ar cuireadh tús leis in 2022 le Léiriú Spéise tosaigh ó institiúidí. Dearadh agus forbraíodh próiseas iarratais dara céime le haghaidh institiúidí a raibh cláir nua á moladh acu agus fuarthas naoi n-iarratas déag faoin 16 Eanáir 2023. Ceapadh painéal a bhí déanta suas d'ionadaithe ar ranna rialtais agus chomhlachtaí rialála agus gairmiúla ag a bhfuil taithí ghairmiúil dhíreach agus/nó saineolas acadúil sna disciplíní ábhartha, nó eolas ar an gcóras ardoideachais ar leibhéal sinsearach, chun cláir acadúla inmharthana a aithint. Reáchtáladh cruinniú painéil an 22 Feabhra 2023 agus d'fhéach iniúchóir próisis thairis. Rinne an Fheidhmeannacht athbhreithniú ar thoradh an phainéil, i dteannta le roghanna um méadú cláir, chun liosta deireanach roghanna um fhorbairt acmhainne a shainiú. Cuireadh tuarascáil ina raibh sonraí ar dheiseanna chun acmhainn bhreise a chruthú trí chláir a chruthú agus a leathnú faoi bhráid an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta, agus Eolaíochta an 31 Márta 2023.



## Comhdháil an ÚAO – ‘Tacú le Rath trí Fholláine san Ardoideachas’

Thug an tAire Breisoideachais agus Ardoideachais, Nuálaíochta agus Eolaíochta agus Cirt, Simon Harris TD (20 Aibreán 2023) an óráid tosaigh ag céad chomhdháil náisiúnta folláine na hÉireann don ardoideachas. Tugadh ‘Tacú le Rath trí Fholláine san Ardoideachas’ mar theideal don chomhdháil agus rinne an ÚAO í a óstáil.

Leis an gcomhdháil leagadh béim ar an tábhacht a bhaineann le tacaíocht d'fholláine mac léinn agus foirne a chumhdach in obair ár gcuid institiúidí ardoideachais mar chumasóir ríthábhachtach do thorthaí rathúla dóibh siúd atá i mbun an ardoideachais. Ba í an aidhm a bhí i gceist aird a tharraingt ar an ról cumhachtach atá ag ceannairí institiúide ó thaobh soláthar na tacaíochta sin a chinntiú.

## Gairmeacha Grianghraif le hInstitiúidí do Chairt na gCampas Sláintiúil

Chun síniú Chairt na gCampas Sláintiúil a cheiliúradh, réachtáil go leor institiúidí gairmeacha grianghraif le ceannairí sinsearach agus leis an ÚAO. In 2023 réachtáladh imeachtaí in gColáiste Ollscoile Chorcaí & Ollscoil Teicneolaíochta na Mumhan (imeacht comhpháirteach, Ollscoil Luimnigh, Coláiste Mhuire Gan Smál, Institiúid Teicneolaíochta Dhún Dealgan, Coláiste Ríoga na Máinlia in Éirinn agus an Coláiste Ollscoile Baile Átha Cliath.





### **Coláiste Ríoga na Máinlia in Éirinn Rangaithe #1 i Ranguithe Ollscoileanna Ardoideachais an Times le haghaidh SDG #3 ‘Dea-Shláinte agus Folláine’**

Rangaíodh Coláiste Ríoga na Máinlia in Éirinn #1 i Ranguithe Ollscoileanna Ardoideachais an Times le haghaidh SDG #3 ‘Dea-Shláinte agus Folláine’. Tacaíodh lena rangú le cur i bhfeidhm Chairt agus Creat na gCampas Sláintiúil’ de chuid an ÚAO acu.

#### **Gníomhaí Gaeilge**

I mí na Bealtaine 2023, ceiliúradh deireadh na bliana acadúla ó thaobh na ngníomhaíochtaí ag Óstán Temple Bar le hócáid Dámhachtainí Gníomhaí Gaeilge. Leis an imeacht sin le haghaidh mac léinn agus chumainn ollscoile aithníodh iarrachtaí chun an Ghaeilge a chur chun cinn agus a úsáid san Ardoideachas. Bronnadh naoi ndámhachtain déag ar aontais mac léinn agus chumainn éagsúla, agus aithníodh 27 nduine as a gcuid iarrachtaí.

#### **Tuarascáil Jigsaw ar Chur Chun Cinn na Meabhairshláinte san Ardoideachas**

D’oibrigh an ÚAO i ndlúthpháirt le Jigsaw chun tacú le foilsiú a **dTuarascála ar Chur chun Cinn na Meabhairshláinte san Ardoideachas** lenar cuimsíodh freastal ar a gcruinniú boird, díriú ar théamaí atá sa Chreat Náisiúnta um Mheabhairshláinte Mac Léinn agus Féinmharú a chosc, na chéad chéimeanna eile agus brollach leis an Dr Ross Woods. Chuimsigh an tuarascáil achoimre ar an bplé ar phríomhthéamaí chomh maith le moltaí.

#### **Bunaíonn an tÚdarás um Ard-Oideachas Coiste Nua um Rannpháirtíocht Mac Léinn agus Teagasc agus Foghlaim**

D’fhógair an ÚAO go raibh an Coiste um Rannpháirtíocht Mac Léinn agus Teagasc & Foghlaim á bhunú, arna cheapadh ag Bord an ÚAO chun cáilíocht rannpháirtíocht na mac léinn agus an teagaisc & na foghlama a fheabhsú ar fud na hearnála. Is é an ÚAO a rialaíonn an coiste, agus tugann sé sainchomhairle agus moltaí ar aon dul leis na tosaíochtaí beartais atá leagtha amach ag an mBord.

#### **Ceiliúránn na Dámhachtainí um Barr Feabhais san Fhoghlaim, sa Teagasc agus sa Mheasúnú (DELTA) Éacht Suntasach Fhoirne Ollscoil Teicneolaíochta na Mumhan agus Ollscoil Teicneolaíochta an Oirdheiscirt**

D’fhógair an Fóram Náisiúnta um Fheabhsú Teagaisc agus Foghlama san Ardoideachas gur bronnadh an Dámhachtain um Barr Feabhais Disciplíneach san Fhoghlaim, sa Teagasc agus Mheasúnú (DELTA) ar dhá hinstitiúid ardoideachais in Éirinn. Bronnadh an dámhachtain náisiúnta mór le rá ar ghrúpaí disciplín a léiríonn teist feabhais i bhfeabhsú teagaisc agus foghlama agus a thugann gealltanas i leith próiseas roinnte um fheabhas leantach atá leanúnach agus curtha in iúl go soiléir.



### **Foilsíonn an ÚAO Tuarascáil EUROSTUDENT VIII**

Le tuarascáil a d'fhoilsigh an ÚAO, nochtadh go raibh líon na mac léinn a bhí rollaithe in institiúidí ardoideachais na hÉireann méadaithe faoi 6.3%.

Rinneadh an tuarascáil sin ar Choinníollacha Sóisialta agus Maireachtála Mac Léinn Ardoideachais in Éirinn 2022. Sa tuarascáil sin, ina chuirtear i láthair fionnachtana an ochtú suirbhé EUROSTUDENT ar mhic léinn ardoideachais in Éirinn, tugadh lear mór sonraí déimeagrafacha, eacnamaíocha agus sóisialta atá inchoimparáide go hidirnáisiúnta. Rinneadh suirbhé ar os cionn 21,000 mac léinn a bhí ag freastal ar institiúidí ardoideachais mar chuid den tuarascáil.

### **Leithdháileadh Maoinithe chun Nuálaíocht agus Feabhas sa Teagasc agus san Foghlaim a Chothú ar fud Earnáil an Ardoideachais**

Sholáthair an ÚAO Maoiniú SATLE (Ailíniú Straitéiseach ar Fheabhsú Teagaisc agus Foghlama) €6.1m d'Institiúidí Ardoideachais. Dírítear leis an maoiniú ar nuálaíocht san oideachas ar mhaithe le forbairt inbhuanaithe, claochlú digiteach agus sláine acadúil. Bhí leithdháileadh 2023 déanta suas de sciar de bhunmhaoiniú €5m agus breisiú aonuaire, a thóg an ciste iomlán go €6.1m. Mar chuid den mhaoiniú, leanann institiúidí orthu ag glacadh cur chuige straitéiseach cuí i dtreo teagasc agus foghlaim a fheabhsú thar thréimhse trí go cúig bliana, chun nuálaíocht agus feabhsú teagaisc agus foghlama a chothú ar fud earnáil an ardoideachais. Ar aon dul leis an gcur chuige oscailte agus roinnte atá glactha ag an bhFóram Náisiúnta go dtí seo, taispeánann institiúidí léargais/acmhainní/dea-chleachtas lárnach agus tionchar a gcuid tionscnamh trí chomhdhálacha agus imeachtaí náisiúnta agus aschuir atá inrochtana trí **Mhol Náisiúnta Acmhainní an Fhórait Náisiúnta**.



### **Corprú Choláiste San Aingeal in Ollscoil Teicneolaíochta an Atlantaigh**

Ar an 1 Samhain 2023, corpraíodh Coláiste San Aingeal go hoifigiúil in Ollscoil Teicneolaíochta an Atlantaigh (ATU). Tar éis go bhfuarthas iarratas ar chorprú Choláiste San Aingeal, Sligeach, in Ollscoil Teicneolaíochta an Atlantaigh (ATU) i mí na Samhna 2022, cheap Bord an ÚAO fochoiste chun gníomhú mar an bPainéal Comhairleach chun athbhreithniú a dhéanamh ar an iarratas ar chorprú in ollscoil teicneolaíochta.

### **Dámhachtain DELTA um Fheabhas sa Teagasc agus san Fhoghlaim Bronnta ar Fhoireann PETE ó Choláiste Mhuire gan Smál**

D'fhógair an Fóram Náisiúnta um Fheabhsú Teagaisc agus Foghlama san Ardoideachas foireann na Múinteoirí Corpoideachais (PETE) ó Choláiste Mhuire gan Smál, faoi stiúir an Dr Michelle Dillon, mar an bhfaighteoir is déanaí don Dámhachtain mhór le rá um Fheabhas Disciplíneach san Fhoghlaim, sa Teagasc agus sa Mheasúnú (DELTA). Bronnadh an dámhachtain náisiúnta mór le rá ar ghrúpaí disciplín a léiríonn teist mharthanach feabhais i bhfeabhsú an teagaisc agus na foghlama.

### **Duais Mhór le Rá EOCNA um TFC san Oideachas bronnta ar Fhóram Náisiúnta an ÚAO um Fheabhsú Teagaisc agus Foghlama san Ardoideachas**

Fógraíodh Fóram Náisiúnta an ÚAO um Fheabhsú Teagaisc agus Foghlama san Ardoideachas mar Bhuaiteoir na Duaise Gradamaí EOCNA, Duais an Rí Hamad Bin Isa Al-Khalifa um Úsáid TFC san Oideachas. Leis an dámhachtain mhór le rá sin aithnítear tionscnamh an Fhórait Náisiúnta, 'Tacú le hOideachas Oscailte: Samhail na hÉireann chun Tacú le hÚsáid Acmhainní Oideachasúla Oscailte (AOO) agus Cleachtais Oideachasúla Oscailte (COO) don Teagasc agus don Fhoghlaim', a chuirtear i bhfeidhm trína Mhol Náisiúnta Acmhainní agus Chúrsaí Oscailte dóibh siúd atá i mbun an teagaisc.



## 4(d) Taighde & Beartas Taighde

### Oideachas Dochtúireachta

I rith 2023, lean an ÚAO air ag tacú le cur i bhfeidhm an Chreata Náisiúnta um Oideachas Dochtúireachta (NFDE) trí Fhóram Comhairleach NFDE a dhéanann an ÚAO agus Dearbhú Cáilíochta agus Cáilíochtaí Éireann comhchathaoirleacht air. Freisin mhaoinigh an ÚAO tionscnamh nua forbartha gairme do mhic léinn dochtúireachta in 2023 ar a dtugtar an Clár Náisiúnta Odyssey.

### Creat Náisiúnta don Oideachas Dochtúireachta

Bhí cruinnithe ag Fóram Comhairleach an Chreata Náisiúnta don Oideachas Dochtúireachta i rith 2023 agus tar éis comhairliúcháin le príomhpháirtithe leasmhara san oideachas dochtúireachta in Éirinn, seoladh Creat Náisiúnta athnuaite don Oideachas Dochtúireachta (NFDE) ag imeacht Research Futures de chuid an ÚAO i mí Iúil 2023.

Lean meithleacha oibre Fhóram Comhairleach an Chreata Náisiúnta don Oideachas Dochtúireachta (NFDE) ar aghaidh ag cur chun cinn moltaí ó thuarascáil 2021 EUA Solutions ar leibhéal chur i bhfeidhm NFDE in 2023.

- Chríochnaigh an mheitheal oibre ar Phróifíl Gairme a cuid oibre ar fhorbairt láithreán gréasáin MyPhD.ie, a seoladh ag imeacht Research Futures de chuid an ÚAO i mí Iúil 2023. Tá Creat Náisiúnta athnuaite don Oideachas Dochtúireachta ar an láithreán, mar aon le haschuir ón mheitheal oibre ar Phróifíliú Gairme Taighde.
- Chuir an mheitheal oibre ar Rianú Gairme ar aghaidh obair um chóras náisiúnta rianú gairme do chéimithe dochtúireachta le hionchur ón bPríomh-Oifig Staidrimh (CSO).
- D'fhorbair an mheitheal oibre ar Rannpháirtíocht Mac Léinn Iarchéime teimpléad le haghaidh institiúidí chun rannpháirtíocht ag mic léinn taighde iarchéime (TIC) ina gcuid institiúidí agus scaipeadh é sin chuig Institiúidí Ardoideachais ag tús na bliana. Rinneadh anailís ar an léarscáiliú in 2023 agus críochnófar tuarascáil ar ghníomhaíochtaí na meithle oibre in 2024.

### An Clár Náisiúnta Odyssey

Forbraíodh an Clár Odyssey ar dtús i gColáiste na hOllscoile, Corcaigh in 2018 agus tá sé dírithe ar thacú le mic léinn dochtúireachta le bealaí gairme éagsúla a iniúchadh. Ag am ina mbíonn gairmeacha ag éirí níos casta, féadfaidh taighdeoirí gabháil do dheiseanna gairme ní hamháin sa réimse acadúil ach freisin sa tionscal, sa rialtas, in eagraíochtaí seachbhrabúis agus san fhiontraíocht. Cuimseoidh cur i bhfeidhm an Chláir Náisiúnta Odyssey an tionscnamh a shíneadh go gach institiúid ardoideachais leasmhar.

Sheol an tAire Simon Harris an clár ag imeacht Research Futures de chuid an ÚAO i mí Iúil 2023 agus i mí na Samhna cuireadh maoiniú ar fáil don Chlár Náisiúnta Odyssey chun tacú leis an gcéim phíolótach, agus soláthrófar cistiú breise nuair a chríochnófar an clár píolótach.

### Taighde Oscailte

In 2023, lean an ÚAO ar aghaidh ag tacú le tionscnaimh taighde oscailte. Bhí an cistiú agus tacaíocht a tugadh do rLeabharlann Taighde na hÉireann (IREL), do Taisclann Dhigiteach na hÉireann (DRI), d'Fhóram Náisiúnta na hÉireann um Thaighde Oscailte (NORF) agus don Chuibhreannas um Aitheantóir Rannchuiditheora (ORCID) ina gcuidiú chun spriocanna don taighde oscailte a bhaint amach mar atá leagtha amach in Impact 2030: Straitéis Taighde agus Nuálaíochta na hÉireann agus Plean Gníomhaíochta Náisiúnta um Thaighde Oscailte 2022 – 2030.

Chumasaigh an cistiú rochtain mhéadaithe ar r-acmhainní ar fud na hearnála agus caomhnú sonraí cultúrtha agus oidhreacht, agus d'éascaigh sé méadú ar chomhtháthú aitheantóirí buana ar fud córas faisnéise agus ardáin chistiúcháin don taighde eanála chomh maith lena gcur chun cinn i meas taighdeoirí.

## **IReL**

Thug an ÚAO tacaíocht leanúnach maoiniúcháin do IReL in 2023 mar fhreagra ar thogra maoiniúcháin a chuir IReL isteach. Chuir an ÚAO maoiniú €3.6m san iomlán ar fáil trí DFHERIS agus soláthraíodh €2.6m le haghaidh na gcostas as comhaontuithe bunathraitheacha a thugann rochtain ar r-acmhainní ar fud na hearnála agus €1m i dtreo costas bainistíochta méadaithe a theastaíonn chun an rLeabharlann a chothabháil.

## **Fóram Náisiúnta na hÉireann um Thaighde Oscailte (NORF)**

Thug an ÚAO maoiniú €1.75m do thrí thionscadal déag atá bunaithe ar chuibhreannais mar chuid de Chiste Taighde Oscailte NORF 2023. Is í aidhm na dtionscadal maoinithe cur i bhfeidhm an Phlean Náisiúnta Gníomhaíochta um Thaighde Oscailte 2022-2030 a chur ar aghaidh agus chun acmhainn náisiúnta agus bonneagar don taighde oscailte a fhorbairt. Leithdháileadh maoiniú thar dhá shnáithe. Snáithe I: Glao ar Ghníomhartha Tosaíochta 2023 agus Snáithe II: Glao ar Spreagadh Taighde Oscailte 2023.

Reáchtáil Fóram Náisiúnta na hÉireann um Thaighde Oscailte a Fhéile Náisiúnta Taighde Oscailte (NORFest) i mí na Samhna 2023 in Acadamh Ríoga na hÉireann. Leis an imeacht, cuireadh fóram ar fáil don phobal taighde chun plé a dhéanamh ar Éire a aistriú chuig an taighde oscailte agus chun tionscadail a sheoladh a mhaoinitear faoi Chiste Taighde Oscailte NORF. Reáchtáladh freisin sraith de cheardlanna ag an am céanna chun tacú le heolaíocht oscailte agus le taighde oscailte agus chun iad a chur chun cinn.

I mí na Samhna 2023, choimisiúnaigh Fóram Náisiúnta na hÉireann um Thaighde Oscailte an grúpa sainchomhairleachta MoreBrains chun Straitéis agus Treochlár Náisiúnta um Aitheantóirí Seasmhacha (PID) a sheoladh d'Éirinn. Gníomh é forbairt Straitéis agus Treochlár Náisiúnta Aitheantóirí Seasmhacha faoin bPlean Gníomhaíochta Náisiúnta don Taighde Oscailte agus trína chur i gcrích leagfar amach cur chuige níos comhordaithe i dtreo Aitheantóirí Seasmhacha a úsáid in Éirinn lena dtacaítear le haidhmeanna náisiúnta don taighde oscailte agus do thionchar taighde.

Críochnaíodh athbhreithniú agus anailís ar thimpeallacht reatha Aitheantóirí Seasmhacha na hÉirinn i mí na Samhna 2023, tar éis comhairliúcháin le páirtithe leasmhara ábhartha.

## **ORCID**

Rinne an ÚAO cathaoirleacht ar Ghrúpa Stiúrtha ORCID na hÉireann, a stiúrann an clár oibre straitéiseach do Chuibhreannas ORCID na hÉireann, go dtí 2023 nuair a chuaigh IReL i mbun cathaoirleachta ar an ngrúpa.

Cuireann an cuibhreannas béim ar phobal cleachtas a fhorbairt chun comhtháthú rathúil ORCID i gcórais na mball Cuibhreannais a chumasú agus glacadh le ORCID ag taighdeoirí a mhéadú. Tá 11 chomhtháthú gníomhach ORCID ag an gCuibhreannas faoi láthair.

## **Sínithe Costáilte an ÚAO i ndáil le COVID-19**

Rinne Mazars athbhreithniú neamhspleách ar scéim mhaoinithe an ÚAO um Shínithe Costas i ndáil le COVID-19 idir mí an Mheithimh 2022 agus mí Feabhra 2023. Chuir Mazars na tuarascálacha deireanacha iniúchóireachta agus ar cheachtanna a foghlaimíodh faoi bhráid an ÚAO i mí Aibreáin 2023. Sa tuarascáil iniúchóireachta dheireanach, chuir Mazars in iúl go raibh siad sásta leis na próisis a bunaíodh agus ar chloígh na hInstitiúidí Ardoideachais leo chun maoiniú a scaipeadh agus gur bunaíodh próisis agus rialuithe soiléire le hoibriú ó thús deireadh.



Aithníodh le hiniúchadh Mazars gurbh ann do €817,306 de chaiteachas neamhchaite ón scéim agus gur filleadh é sin ar DHFERIS i mí Aibreáin 2023.

Faigheann an ÚAO tuairiscí airgeadais fós ó gach Institiúid Ardoideachais i ndáil leis an maoiniú sin a bhfuil cuid de leithdháilte chomh fada le 2025 i roinnt cásanna.

### **An Fóram Náisiúnta um Shláine Taighde**

Tá an ÚAO ina bhall gníomhach fós den Fhóram Náisiúnta um Shláine Taighde (NRIF) agus chuir sé maoiniú ar fáil don Fhóram in 2023 le haghaidh oiliúint ar shláine taighde ar líne do thaighdeoirí na hÉireann chomh maith le ceardlann ar mheasúnú taighde. Tá oiliúint ar shláine taighde déanta ag breis is 5,000 taighdeoir ó 2021 agus rinne an Fóram Náisiúnta um Shláine Taighde a chonradh le Epigeum a athnuachan lena chinntiú go mbeidh oiliúint ar shláine taighde ar fáil fós do thaighdeoirí le haghaidh na tréimhse 2024 – 2026.

Chomhoibrigh an Fóram Náisiúnta um Shláine Taighde le Fóram Náisiúnta na hÉireann um Thaighde Oscailte chun ceardlann a sholáthar dar teideal “Treoir Roinnte um Measúnú Taighde a Chur Chun Cinn” (Advancing a Shared Direction for Research Assessment). Reáchtáladh é sin i mí na Samhna 2023 roimh NORFest. Thug an imeacht deis measúnú taighde a phlé, lenar áiríodh príomhthéamaí agus príomhdhúsláin i gcleachtais reatha um measúnú taighde agus cén chaoi is fearr ar féidir iad sin a fhorbairt ar aon dul le Gníomh 3 ERA: Leasú a dhéanamh ar an gcóras measúnaithe um thaighde, taighdeoirí agus institiúidí.

### **An Clár Taighde Thuaidh-Theas**

Clár comhoibritheach taighde atá sa Chlár Taighde Thuaidh-Theas (NSRP) a sholáthraíonn an ÚAO thar ceann DFHERIS agus Aonad an Oileáin Roinnte i Roinn an Taoisigh.

Seoladh Glao 1 den Chlár Taighde Thuaidh-Theas in 2021. Faoi Ghla 1, dámhadh maoiniú €37.28m thar thrí shnáithe ar 62 tionscadal comhoibritheach:

- Snáithe I: Tionscadail dhéthaobhacha taighdeora
- Snáithe II: Moil Barr Feabhais Nua
- Snáithe III: Comhpháirtíochtaí Scála

Tá aidhmeanna Aonad an Oileáin Roinnte agus an Chláir Taighde Thuaidh Theas ina mbonn faoi gach tionscadal a dheonaíodh maoiniú dó agus tá naisc á dtreisiú acu idir institiúidí ardoideachais, pobail taighde, agus taighdeoirí ar fud oileán na hÉireann. I rith 2023, lean an ÚAO ar aghaidh lena bhainistíocht ar thionscadail ghla 1 agus ar thuairiscí gaolmhar.

---

## **4(e) Comhionannas Rochtana**

---

### **Tuairiscíú faoin bPlean Náisiúnta Rochtana (NAP)**

An ceathrú Plean Náisiúnta Rochtana: Foilsíodh Plean Straitéiseach um Chomhionannas Rochtana, Rannpháirtíochta agus Ratha san Ardoideachas 2022–2028 ([NAP](#)) in 2022.

Ceanglaíonn Cuid 5 d’Acht an ÚAO, 2022 ar gach Institiúid Ardoideachais tuairisc a thabhairt don ÚAO ar chur i bhfeidhm an Phlean Náisiúnta Rochtana i ngach institiúid, agus sonraí tugtha inti i dtaobh spriocanna agus chuspóirí an Phlean Náisiúnta Rochtana, agus ról na hinstiúidí sa Phlean Náisiúnta Rochtana.

I mí Dheireadh Fómhair 2023, d’eisigh Feidhmeannacht an ÚAO teimpléid chuig Institiúidí Ardoideachais chun críocha tuairiscíú faoin bPlean Náisiúnta Rochtana. Seoladh teimpléid chomhlánaithe de chuid an ÚAO faoi dheireadh 2023.

## An Fóram Náisiúnta Rochtana 2023

Reáchtáladh an séú Fóram Náisiúnta Rochtana, a bhíonn ar siúl gach bliain, i mí Aibreáin 2023, a cheiliúir an chéad imeacht i bpearsa ó bhí 2020 ann agus an chéad fhóram ón seoladh in 2022. Thóg an imeacht le chéile gairmithe an ÚAO, mic léinn, ionadaithe ar ghrúpaí tosaíochta, páirtithe leasmhara pobail, agus oifigigh DFHERIS agus an ÚAO. Ghlac thart ar 130 duine den lucht freastail páirt san Fóram atá dírithe ar dhea-chleachtas a roinnt chun tacú le cur i bhfeidhm an Phlean Náisiúnta Rochtana 2022-2028.

Mar chuid den Fóram thug an ÚAO cur i láthair ar an bPlean Náisiúnta Rochtana, thug Ollscoil Teicneolaíochta an Atlantaigh cur i láthair ar an gCairt Náisiúnta um Dhearadh Uilíoch san Oideachas Tríú Leibhéal arna maoiniú faoi PATH 4 Céim 1, painéal mac léinn, agus plé boird agus seisiúin aiseolais. Bhí an painéal mac léinn déanta suas d'ionadaithe ar ghrúpaí tosaíochta an Phlean Náisiúnta Rochtana a thug léargas ar a gcuid eispéireas chun tuiscint níos fearr a chothú maidir le conas is fearr is féidir tacú le mic léinn ón ngrúpa tosaíochta agus conas is féidir bacainní roimh an ardoideachas a bhaint.

Críochnaíodh an imeacht le hóráid deiridh ag an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta. Foilsíodh tuarascáil de chuid an Fhórait ar láithreán gréasáin an ÚAO i mí Dheireadh Fómhair 2023 agus tá sé ar fáil [anseo](#).



An tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, Simon Harris, TD, le mic léinn ag an bhFóram Náisiúnta Rochtana 2023.

## Clár um Rochtain ar Ardoideachas (PATH)

Is tionscnamh straitéiseach spriocdhírthe é an Clár um Rochtain ar Ardoideachas (PATH) a bunaíodh in 2016 le tacú le cuspóirí comhionannais rochtana. Déanann an ÚAO PATH a bhainistiú thar ceann DFHERIS. I rith 2023, lean ÚAO ar aghaidh lena bhainistíocht ar shnáitheanna 1, 2, 3, agus 4 den chlár PATH, lena n-áirítear monatóireacht agus tuairisciú bliantúil, agus chuir sé tús le bainistíocht ar shnáithe breise de PATH

(PATH 5) chun tacú le rannpháirtíocht ag mic léinn ón Lucht Taistil agus mic léinn Roma san Ardoideachas. Tá aird tarraingthe thíos ar nuashonruithe móra i ndáil le PATH in 2023.

---

### ■ PATH 2 – Ciste Sparánacht 1916

---

Tar éis do DFHERIS iarratas rathúil a chur isteach ar Chiste Sóisialta na hEorpa (ESF+), i mí na Nollag 2023, d'fhógair an tAire Breisoideachais, Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta méaduithe ar líon na sparánachtaí PATH 2 ag Sraith 1 agus Sraith 2 atá cómhaoinithe ó Chiste Sóisialta na hEorpa. In 2023/24, cuireadh 400 sparánacht Shraith 1 de €5,000 in aghaidh na bliana staidéir ar fáil (méadú de 147 ar sparánachtaí Shraith 1 i gcomparáid le 2022/23) agus 200 sparánacht Shraith 2 de €2,000 in aghaidh na blianta staidéir (méadú de 80 ar sparánachtaí Shraith 2 i gcomparáid le 2022/23). Dámhadh 784 sparánacht Shraith 3 breise arna maoiniú ag an Státchiste (sparánacht 1 bhliain amháin de €1,500) in 2022/23.

---

### ■ PATH 3 – Comhpháirtíocht Phobail agus Réigiúnach

---

Leithdháiltear maoiniú PATH 3 ar bhraislí réigiúnacha Institiúidí Ardoideachais agus é mar aidhm tacú le hInstitiúidí Ardoideachais chun straitéisí comhpháirtíochta réigiúnaí agus pobail a fhorbairt le rochtain ar ardoideachas ag grúpaí tosaíochta a mhéadú.

Ag eascairt as foilsiú NAP 2022-2028 agus na grúpaí tosaíochta nua a aithníodh, leis an méadú le déanaí ar iar-bhunscoileanna DEIS agus an obair leanúnach i ndáil le haistriú ón mbreisoideachas chuig an ardoideachas, leithdháil DFHERIS cistiú breise aonuaire de €700,000 ar bhraislí PATH 3 in 2023.

---

### ■ PATH 4

---

In 2022, d'fhógair an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta ceathrú snáithe de PATH. Tá PATH 4 á chur i bhfeidhm le linn dhá chéime, atá ailínithe leis an bPlean Náisiúnta Rochtana i dtaobh timpeallachtaí ardoideachais atá deartha go huilíoch agus an sprioc deiseanna a fheabhsú do mhic léinn faoi mhíchumas intleachta san ardoideachas.

---

#### PATH 4 Céim 1 – Dearadh Uilíoch

---

In 2022, leithdháileadh €3m i dtreo PATH 4 Céim 1 chun tacú le cuir chuige deartha uilíoch (UD) agus cleachtas chuimsitheacha a chumhdach in Institiúidí Ardoideachas, chun leas gach mic léinn agus mic léinn a bhfuil uathachas orthu ach go háirithe. Bhí PATH 4 Céim 1 dírithe ar fhorbairt acmhainne a chumhdach in Institiúidí Ardoideachais le haghaidh níos mó rannpháirtíochta ag mic léinn faoi mhíchumas intleachta san ardoideachas.

Ag tús 2023, d'fhógair an tAire Breisoideachais agus Ardoideachas, Nuálaíochta agus Eolaíochta Simon Harris go gcuirfí i bhfeidhm raon tionscadal agus gníomhaíochtaí faoi Chéim 1 de PATH 4 lena áiríodh na nithe seo a leanas:

- Forbairt agus cur i bhfeidhm beartas agus cleachtas um dhearadh uilíoch ar fud institiúidí ardoideachais.
- Iníúchtaí rochtana ar áiteanna tógtha agus digiteacha chomh maith le háiteanna ciúine agus céadfacha a sholáthar agus institiúidí ag obair i dtreo campas atá oiriúnach don uathachas.
- Inrochtaineacht dhigiteach ar láithreáin ghréasáin na n-institiúidí agus ar bhonneagair r-fhoghlama.
- Acmhainní agus forbairt curaclaim um dhearadh uilíoch don fhoghlaim (UDL) le haghaidh foirne agus mac léinn.
- Forbairt acmhainne trí FGL lena n-áirítear oiliúint don suaitheantas um dhearadh uilíoch don fhoghlaim.
- I dtreo ullmhú leis an nglao iomaíoch ar mhaoiniú le haghaidh chlár phíolótacha trí bliana treoraíochta/soláthar cúrsa do mhic léinn faoi mhíchumas intleachta.
- Gníomhaíochtaí trasearnála amhail Cairt Náisiúnta a fhorbairt don Dearadh Uilíoch, Pobal Cleachtais, agus Siompóisiam ar Dhearadh Uilíoch don Oideachas Tríú Leibhéal.

## PATH 4 Céim 2 – Soláthar do mhic léinn faoi mhíchumas intleachta

Dírítear PATH 4 Céim 2 ar sholáthar cúrsaí a fheabhsú i réimse an ardoideachais le haghaidh mac léinn faoi mhíchumas intleachta agus í i bhfoirm clár píolótaigh treoraíochta ar feadh trí bliana.

D’oibrigh Feidhmeannacht an ÚAO leis an Údarás Náisiúnta Míchumais (NDA) agus leis an bhFóram Náisiúnta ar Ardoideachas Cuimsitheach (INHEF) chun ullmhú leis an nGlao ar Thograí faoi PATH 4 Céim 2. Lena gcuid saineolais agus teorach tacaíodh leis an bhFeidhmeannacht le sraith ceardlann comhairliúcháin a óstáil i bpearsa agus ar líne. Ba é cuspóir na gceardlann comhairliúcháin éisteacht le tuairimí mic léinn agus tuiscint níos fearr a fháil ar a bhfuil ag iarraidh ó mhic léinn i ndáil lena n-eispéireas ardoideachais.



Seoladh PATH 4 Céim 2, mí an Mheithimh 2023.

Reáchtáladh trí cheardlann i bpearsa i mí Aibreáin 2023 le 54 mac léinn agus d’fhreastail an tAire Harris ar an gcéad imeacht comhairliúcháin i mBaile Átha Cliath chun bualadh le mic léinn a labhair faoina gcuid eispéireas go dtí seo agus a gcuid spriocanna agus mianta don todhchaí. Freisin d’óstáil an ÚAO trí sheisiún ar líne inar labhair daoine faoi mhíchumas intleachta nár fhreastail ar an ollscoil/an gcoláiste agus a dtuismitheoirí, agus tuismitheoirí mac léinn faoi mhíchumas intleachta a chuaigh chuig an gcoláiste.

Threoraigh na comhairliúcháin sin forbairt sraithe de Phrionsabail Mac Léinn, a cumhdaíodh sa cháipéis um ghlaio iomaíoch ar thograí a foilsíodh i mí an Mheithimh 2023.

Thionóil an ÚAO Painéal Saineolaithe neamhspleách seachtrach chun athbhreithniú a dhéanamh ar na tograí a leagadh isteach i mí Dheireadh Fómhair 2023. Tar éis don Aire moltaí an Phainéil Shaineolaigh a fhaomhadh, meastar go dtosódh na cláir sa bhliain acadúil 2024/25.

## Measúnacht Tionchair PATH

Ag tús 2023 agus tar éis phróiseas iomaíoch tairisceana, cheap an ÚAO Crowe Consulting chun tabhairt faoi mheasúnacht tionchair neamhspleách ar shnáithe 1, 2 agus 3 PATH i gcaitheamh na tréimhse 2016 go 2022. Meastar go gcríochnófar an Mheasúnacht Tionchair ar PATH ag deireadh R3 2024.

## Imeacht an ÚAO agus an Choiste Náisiúnta Chomhairligh um Mhic Léinn Iarchéime faoi Mhíchumas (NDPAC)

Le KPI 3 sa Phlean Náisiúnta Rochtana díreann ar líon na mac léinn as grúpaí tosaíochta a théann ar aghaidh go staidéar iarchéime, lena n-áirítear daoine faoi mhíchumas. Ar an 23 Feabhra 2023, d'óstáil an ÚAO agus NDPAC imeacht ar líne um roinnt faisnéise chun deis a thabhairt machnamh agus plé a dhéanamh ar na heispéiris agus na dúshláin a bhíonn ag mic léinn faoi mhíchumas an oideachas iarchéime.

Ba í aidhm an imeachta cabhrú le hinstiúidí ardoideachais agus maoinitheoirí taighde a gcuid seirbhísí a phleanáil chun freastal níos fearr ar riachtanais mac léinn faoi mhíchumas ar chlár taighde iarchéime agus, sa deireadh, bealaí a aithint le cuimsitheacht a fheabhsú agus spriocanna an NAP a chur ar aghaidh.

I measc na rannpháirtithe bhí ionadaithe ar sheirbhísí rochtana, míchumais agus tacaíochta; foireann an ÚAO; gníomhaireachtaí um maoiniú taighde; mic léinn iarchéime faoi mhíchumas idir iar-mhic léinn, mic léinn reatha agus mic léinn ionchais; agus oifigigh ó DFHERIS.

I mí na Nollag 2023, faoi Bheartas Rochtana an ÚAO tugadh cuireadh do pháirtithe leasmhara freastal ar chruinniú i bpearsa chun comóradh a dhéanamh ar fhoilsiú oifigiúil an tuarascáil an ÚAO/NDPAC “Na hEispéiris agus na Dúshláin a bhíonn ag Mic Léinn Iarchéime faoi Mhíchumas”, a tháinig chun cinn ón imeacht i mí Feabhra 2023. Tá an tuarascáil ar fáil **anseo** ar láithreán gréasáin an ÚAO.



Seoladh na Tuarascála ar na hEispéiris agus na Dúshláin a Bhíonn ag Mic Léinn Iarchéime faoi Mhíchumas i mí na Nollag 2023.

## 4(f) Ionad Barr Feabhais um Chomhionannas, Éagsúlacht agus Cuimsiú

### **an Coiste Náisiúnta um Chomhionannas, Éagsúlacht agus Cuimsiú in Institiúidí Ardoideachais na hÉireann**

Reáchtáladh dhá chruinniú den Choiste Náisiúnta in 2023. Tugadh cuireadh do bhaill de Choiste Náisiúnta an ÚAO ar son Comhionannais, Éagsúlachta agus Ionchuimsithe freastal ar cheardlann thiomnaithe ar bheartas ESVH arna héascú ag Clarissa J DiSantis tar éis an chruinnithe i mí na Samhna. Díriodh an cheardlann ar bhainisteoirí sinsearach a bhfuil freagracht as ESVH in Institiúidí Ardoideachais.

### **Comhionannas Inscne**

In 2023, dheonaigh an Lárionad maoiniú de €248,704 faoi dhá ghairm ag an **gCiste chun Comhionannas Inscne a Fheabhsú** chun tionscnaimh um chomhionannas inscne in ardoideachas na hÉireann a chur chun cinn. Bronnadh dámhachtainí i ndáil le trí théama: taighde ar nó cur chun cinn ar thionscnaimh comhionannais inscne in Éirinn; cláir oiliúna lena dtugtar aghaidh go sonrach ar chomhionannas inscne; agus gníomhaíochtaí Athena Swan chun acmhainn a fhorbairt. Maoiníodh sé thionscadal, a raibh 19 Institiúid Ardoideachais san iomlán rannpháirteach iontu i réimsí lena áiríodh: (i) Clár Forbartha Ceannaireachta a fhorbairt d'earnáil an Ardoideachais Teicneolaíochta; (ii) iniúchadh a dhéanamh ar éifeachtúlacht na gclár um fhorbairt ceannaireachta; (iii) clár um meantóireacht mhalairte; (iv) an líonra náisiúnta comhionannais inscne don Cheimic; (v) líonra oiliúna agus foghlama le haghaidh taighdeoirí agus scoláirí mná ag an gcéim luath dá ngairm; agus (vi) tacaíocht agus oiliúint Athena Swan. Tá an ÚAO i gceannas ar phacáiste oibre ar Athrú institiúide a chur chun cinn trí Pleananna Comhionannais Inscne, a fhorbróidh córas chun monatóireacht agus measúnú a dhéanamh ar chur i bhfeidhm agus thionchar Pleananna Comhionannais Inscne chun tacú le hathrú institiúide mar phríomhuirlis le comhionannas cuimsitheach inscne a chur chun cinn i Limistéar Taighde na hEorpa, ar tionscnamh nua é. Cuireadh tús leis an tionscadal sin i mí an Mheithimh 2022 agus tá sé sceidealaithe le críochnú i mí na Bealtaine 2025.

Foilsíodh Próifíl na mBall Foirne Ardoideachais de réir Gnéis agus Inscne (*Higher Education Institutional Staff Profiles by Sex and Gender*) ó mhí na Nollag 2022 i bhfoirm deaiseanna idirghníomhacha sonraí ar láithreán gréasáin an ÚAO. Tá na sonraí sin ar fáil le híoslódáil (i bhformáid Excel) ó **leathanach gréasáin** Staitisticí an Lárionaid.

### **Comhionannas Cine**

Reáchtáladh **Comhdháil Náisiúnta an ÚAO ar Chomhionannas Cine** an 20 Márta 2023 in Ollscoil na Gaillimhe. Leis an gComhdháil tugadh deis do bhaill foirne ar fud na hearnála teacht le chéile chun comhionannas inscne san ardoideachas a phlé agus foghlaim faoin dea-chleachtas in Éirinn agus thar lear.

Seoladh **Na Prionsabail Fhrithchiníochais d'Institiúidí Ardoideachais** i mí an Mhárta 2023 chun aghaidh a thabhairt ar mholtaí sa Tuarascáil ar Chomhionannas Inscne san Ardoideachas, ina iarrtar ar cheannairí an ÚAO comhionannas inscne a chumhdach in Institiúidí Ardoideachais.

I mí na Nollag 2023, leithdháileadh maoiniú €170,000 san iomlán ar 17 n-institiúid le haghaidh gníomhartha a sannadh d'Institiúidí Ardoideachais i bPlean Forfheidhmithe an ÚAO um Chomhionannas Inscne 2022-2024. Tá an cistiú sin ceaptha go sonrach chun tacú leis an méid seo a leanas a chur i bhfeidhm: (i) plean gníomhaíochta institiúide um chomhionannas cine, (ii) oiliúint chomhtháite ar chomhionannas cine, (iii) doiciméad aonair ar chomhionannas cine le haghaidh rochtana éasca lena dtreoraítear chuig na beartais ábhartha eile agus (iv) múscailt feasachta i measc foirne Institiúidí Ardoideachais i ndáil le cáilíochtaí eachtracha a aithint agus tacaíonn na hInstitiúidí Ardoideachais leis faoi na Prionsabail Fhrithchiníochais d'Institiúidí Ardoideachais na hÉireann.

### **Deireadh a chur le Foréigean agus Ciapadh Gnéasach in Institiúidí Ardoideachais:**

Reáchtáladh ceithre chruinniú ag Grúpa Comhairleach an ÚAO ar Dheireadh a Chur le Foréigean agus Ciapadh Gnéasach i rith 2023.

Bhunaigh an ÚAO Líonra Cleachtóirí ESVH i rith 2023 agus reáchtáladh a chéad chruinniú ar líne an 3 Deireadh Fómhair ina raibh líon mór rannpháirtithe. Tá 30 ball ó 17 n-institiúid rannpháirteach sa Líonra sin. Reáchtáil saineolaí ar aghaidh a thabhairt ar fhoréigean gnéasach sa saol acadúil atá bunaithe sa Ríocht Aontaithe, Clarissa J DiSantis cruinniú boird le baill Líonraí Cleachtóra an 24 Samhain 2023. Seoladh an Líonra go hoifigiúil i COBÁC an 12 Nollaig 2023. Labhair an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, leis an Líonra Cleachtóirí. Reáchtáladh seisiún ar fhionnachtana thionscadal UniSAFE an Aontais Eorpaigh agus ag Suirbhé náisiúnta na Príomh-Oifige Staidrimh ar Fhoréigean Gnéasach.

I rith 2023 bunaíodh meitheal oibre chun Gníomh 11 de Phlean Forfheidhmithe ESVH a thabhairt chun críche, mar atá *'Staidéar indéantachta a dhéanamh i ndáil le painéal imscrúdaitheoirí seachtracha oilte a bhunú chun cásanna foréigin agus ciaptha ghnéasaigh in aghaidh foirne agus mac léinn' a imscrúdú.* Thiomsaigh an mheitheal oibre (faoi chathaoirleacht IUA) tuarascáil a chuimsigh moltaí lárnacha, is é sin eintiteas seirbhíse roinnte a bhunú. Thacaigh Grúpa Comhairleach ESVH go hiomlán le moltaí lárnacha an ghrúpa, agus phléigh Coiste Náisiúnta an ÚAO ar son Comhionannais, Éagsúlachta agus Ionchuimsithe an tuarascáil i mí na Bealtaine.

In 2023 d'iarr an Lárionad tograí ó Institiúidí Ardoideachais um maoiniú chun na gníomhartha seo a leanas faoin bPlean Forfheidhmithe ESVH 2022-2024 a chur i gcrích:

- Gníomh 5: Anailís bhreise ar na Sonraí Náisiúnta Suirbhé ar leibhéal déimeagrafach.
- Gníomh 6: Tionscnaimh phíolótacha atá dírithe ar thacú le grúpaí ardriosca nó grúpaí atá níos lú nó ar deacair iad a shroicheadh i líon beag Institiúidí Ardoideachais.
- Gníomh 12: Taighde cáilíochtúil i ndáil le heispéiris ar fhoréigean agus ciapadh gnéasach san ardoideachas.
- Gníomh 16: Aird a tharraingt agus forbairt a dhéanamh ar fhionnachtana dearfacha an tsuirbhé chun tacú le clár oiliúna/oideachasúla a forbairt (cur chuige píolótach ar leibhéal áitiúil).
- Gníomh 19: Feachtais fheasachta náisiúnta agus áitiúla a forbairt (e.g. #unmuteconsent), lena gcuimsítear cur chuige céimnithe (leibhéal áitiúil).

Chuir an Lárionad fáilte freisin roimh aighneachtaí le haghaidh tionscnamh nár fhreagair go díreach do cheann ar bith de na gníomhartha thíos, agus lena léirítear tábhacht straitéiseach, agus acmhainn láidir iad a mhéadú agus tionchar a imirt ar an earnáil mar thacaíocht don chreat náisiúnta beartais chun Deireadh a Chur le Foréigean agus Ciapadh Gnéasach in Institiúidí Ardoideachais. I mí na Nollag 2023, bronnadh maoiniú €161,529 thar sé thionscadal.

Críochnaíodh meastóireacht i mí Iúil 2023 chun athbhreithniú a dhéanamh ar an tionscadal píolótach don Uirlis Speak Out um Thuairisciú Anaithnid. Leis an measúnú, rinneadh iniúchadh ar a mhéad is atá spriocanna tosaigh na huirlise bainte amach agus rinneadh moltaí maidir le rialachas agus bainistíocht oibriúcháin na huirlise agus soláthar acmhainní di amach anseo. Tá an **tuarascáil mheastóireachta** ar fáil ar láithreán gréasáin an ÚAO. Lean Institiúid Teicneolaíochta Dhún Dealgan air ag óstáil Speak Out in 2023 chun tacaíocht a thabhairt do bhainistiú leanúnach na huirlise, ar feitheamh moltaí na tuarascála meastóireachta a fhaomhadh agus aontú ar shlí chun cinn. Tá tuarascáil bhliantúil

i ndáil leis an gcéad bhliain de Speak Out leis na Comhairleoirí Síceolaíocha in Institiúidí Ardoideachais (a stiúir an chéim píolótach) ar fáil ar **láithreán gréasáin PCHEI**.

---

## 4(g) Idirnáisiúnta

---

In 2023, chuir an ÚAO €2.7 milliún ar fáil chun ról ollscoileanna Éireannacha i gcomhpháirtíochtaí Ollscoile Eorpaí a neartú. Is í aidhm thionscnamh na n-ollscoileanna Eorpacha feabhas, nuálaíocht agus cuimsiú a chothú san ardoideachas ar fud na hEorpa, agus dlús a chur le bunathrú na n-institiúidí ardoideachais ina n-ollscoileanna don todhchaí ag a mbeidh tionchar struchtúrach, córasach agus inbhuanaithe. Tá leibhéal ard rannpháirtíochta ag Éirinn i dtionscnamh na n-ollscoileanna Eorpacha, agus 12 institiúid ag cur le mian an Choimisiúin Eorpaigh méadú go 60 comhghuaillíocht ina mbeidh breis is 500 institiúid ardoideachais rannpháirteach faoi lár 2024.

Is é Clár Erasmus+ clár an Aontais Eorpaigh chun tacú le hoideachas, oiliúint, óige agus spórt san Eoraip. Gníomhaíonn an ÚAO mar Ghníomhaireacht Náisiúnta na hÉireann um ardoideachas Erasmus+. Faoi Erasmus+ le haghaidh 2023, rinne an ÚAO bainistíocht ar thrí phríomhghníomh sainiúla:

- Le Príomhghníomh 131 – Soghluaisteacht mac léinn agus foirne ardoideachais idir tíortha an chláir – maoiníofar 5,700 soghluaisteacht ó 2023-2025;
- Le Príomhghníomh 171 – Soghluaisteacht mac léinn agus foirne ardoideachais idir tíortha cláir agus comhpháirtí – maoiníofar soghluaisteacht thar deich bpríomhréigiún ar fud an domhain idir na Balcáin Thiar agus réigiún Mhuir Chairib; agus
- Le Príomhghníomhaíocht 220 – Comhpháirtíochtaí comhair san ardoideachas – maoiníofar cúig thionscadal ar ábhair amhail oideachas innealtóireachta um thodhchaí inbhuanaithe agus ardoideachas a chumhachtú trí heolaíocht saoránaigh.

I bhfianaise ionradh gan stad ag an Rúis ar an Úcráin, lean an ÚAO de stipinn mhíosúil a chur ar fáil do mhic léinn cháilitheacha as an Úcráin trí dheontas Erasmus+ na hÉireann. Leithdháileann an ÚAO an maoiniú sin ar institiúidí ardoideachais a bhfuil Cairt Erasmus don Ardoideachas acu. Lean an ÚAO air ag obair i ndlúthpháirt leis na hinstiúidí sin chun dáileadh éifeachtúil agus cothrom an mhaoinithe sin a chinntiú.

Tacaíonn clár na Scoláireachtaí Oideachais Idirnáisiúnta ag Rialtas na hÉireann le mic léinn idirnáisiúnta den scoth ar mian leo gabháil don staidéar ar leibhéal máistreachta nó PhD in Éirinn. Maoiníonn Rialtas na hÉireann an clár i gcomhpháirt le hinstiúidí ardoideachais na hÉireann agus bainistíonn an ÚAO é. Foin tionscnamh, dámhtar scoláireachtaí ar feadh aon bhliain amháin de staidéar lánaimseartha ar leibhéal máistreachta nó PhD i réimse ar bith. Fuarthas breis is 5,000 iarratas faoi ghlaó 2023 agus rinneadh 60 scoláireacht a mhaoiniú.

---

## 4(h) Scileanna, Rannpháirteachas agus Staitisticí

---

In 2023, bhain an tAonad Staitisticí deimhniú ISSCOP (Cód Cleachtas Chóras Staitistice na hÉireann) amach le haghaidh staitisticí an ÚAO ar shonraí mac léinn agus céimithe. Is marc cáilíochta é seo, lena dtugtar le fios gur féidir na staitisticí sin a mheas mar staitisticí oifigiúla. Léiríonn sé freisin ár dtiomantas do chúig phrionsabal lárnaigh ISSCOP, lena n-áirítear neamhspleáchas gairmiúil, tráthúlacht agus poncúlacht, inrochtaineacht agus soiléire, tiomantas do chaighdeán ard, agus rúndacht. Bhí an ÚAO ar cheann de sheacht gcomhlacht poiblí a bhain amach deimhniú ISSCOP nuair a fuarthas an dámhachtain sin.

Chun deimhniú ISSCOP a bhaint amach, chuir an tAonad Staitisticí bunathrú a raibh tionchar mór aige i bhfeidhm. Áiríodh leis sin féilire eisiúna a thabhairt isteach agus a fhoilsiú, ina leagtar amach sceideal na bhfoilseachán don bhliain. Thug an tAonad Staitisticí isteach freisin an chéad fhoirm iarratais um Chomhad Mícrea-shonraí Taighdeora, chun deis a thabhairt do thaighdeoirí sonraí a iarraidh go foirmiúil ón ÚAO chun críocha an taighde. Tá rannóg thiomnaithe ag an ÚAO ar an leathanach gréasáin anois, ina



thaispeántar torthaí agus tionchair an taighde sin. Anuas air sin, tá an tAonad geallta chun ardchaighdeán, raon nua de nósanna imeachta iniúchóireachta a chur i bhfeidhm, chun caighdeán agus cruinneas sonraí i gCóras Taifead na Mac Léinn a fheabhsú.

In 2023, bhunaigh an ÚAO comhaontú foirmiúil um roinnt sonraí le SUSI. Mar chuid den chomhaontú sin um roinnt sonraí, roinnfidh SUSI sonraí ar fhaighteoirí deontais leis an ÚAO. Den chéad uair, cuireann sé sin ar chumas an ÚAO torthaí mac léinn a fhaigheann deontas SUSI a rianú agus iad a chur i gcomparáid le torthaí mac léinn nach bhfaigheann an deontas. Anuas air sin, éascaíonn sé sin anailís bhreise chun bacainní a aithint agus chun rochtain chothrom ar an ardoideachas in Éirinn a chur chun cinn.

D'fhonn cur lenár gcuid oibre chun rannpháirtíocht a leathnú agus rochtain chomhionann a chur chun cinn, d'iarr an ÚAO comhaontú ceadúnais le POBAL chun úsáid a bhaint as na Scóir Innéacs Díothaithe is deireanaí dá gcuid, a rinneadh a nuashonrú agus sonraí Dhaonáireamh 2022 á n-úsáid. Ceadóidh an comhaontú ceadúnais don ÚAO leanúint ar aghaidh le réimse a chuid oibre agus úsáid á baint as Scóir an Innéacs Díothaithe agus iniúchadh a dhéanamh ar phróifíl shocheacnamaíoch na mac léinn san ardoideachas. In 2023, d'fhoilsigh an ÚAO a chéad phróifíl mac léinn faoi mhíchumas san ardoideachas in Éirinn, agus úsáid á baint as sonraí i gcaitheamh trí bliana acadúla. Freisin, den chéad uair, nascadh sonraí ón Suirbhé ar Thorthaí Céimithe le tacair sonraí eile atá ag an ÚAO, agus foilsíodh dhá thuarascáil ina ndearnadh iniúchadh ar thorthaí do chéimithe faoi mhíchumas, agus torthaí de réir cúlra socheacnamaíoch.

In 2023, lean Aonad na Staitisticí air ag foilsiú príomhdheaiseanna, foilseachán, agus Beart Faisnéise. Áirítear orthu sin, ach gan a bheith teoranta dóibh, na Príomhfhiricí agus na Fíoracha bliantúla, an deais nua Dul Chun Cinn agus Críochnaithe, na Deaiseanna 'Access our Data', ETIM san Ardoideachas in Éirinn, an Tuarascáil Bhliantúil ar Thorthaí Céimithe, agus EUROSTUDENT 8.

Reáchtáladh Suirbhé Náisiúnta Teagasctha na Mac Léinn in 2023 le 39,403 freagróir san iomlán. Reáchtáladh Suirbhé na Mac Léinn Iarchéime freisin agus ghlac 4,506 iarchéimí páirt ó 17 n-institiúid ardoideachais.

Lean an clár NSTEP ar aghaidh le 23 institiúid ardoideachais ag glacadh páirte agus breis agus 6,000 ionadaí mac léinn oilte anois chun dul i mbun gnó institiúideach ar bhealach níos fearr.

### **Tionscnaimh Oideachais Fiontraíochta**

Chuir an ÚAO €1m ar fáil in 2022/2023 chun tacú le tograí fiontraíochta agus nuálaíochta san ardoideachas a bhí dírithe ar:

- Snáithe 1 - Tionscnaimh Oideachais Fiontraíochta Ardoideachais.
- Snáithe 2 - Cláir Fiontraíochta Mac Léinn Ardoideachais e.g., gortann, gníomhaíochtaí tacaíochta luasaire.

Maoiníodh cúig thionscadal faoi Shnáithe 1 i réimsí na Micri-Chreidúintí, Fiontraithe Mná a Nascadh, agus Fiontraíocht Dídeanaithe; agus maoiníodh seacht dtionscadal faoi Shnáithe 2 amhail IdeasLab, Campaí Aclaíochta do Mhic Léinn agus Cláir Luasghéaraithe. Tá imeacht líonraithe beartaithe do R1 2024 agus iarrfar ar Institiúidí Ardoideachais a gcuid tionscadal a chur ar taispeáint.

## **Campaí TFC agus Fiontraíochta do Scoláirí Dara Leibhéal**

Reáchtáil 14 Institiúid Ardoideachais 44 campa TFC samhraidh agus fómhair agus ghlac 2,977 scoláirí dara leibhéal páirt iontu – ba chailíní iad 46% de na rannpháirtithe sna campaí sin. Tionóladh imeacht comhoibríoch DojoMór freisin agus ghlac breis is 7,879 scoláire páirt ann.

Reáchtáil 12 Institiúid Ardoideachais 18 gcampa Fiontraíochta samhraidh san iomlán agus ghlac 952 scoláire dara leibhéal páirt iontu – ba chailíní iad 49% de na rannpháirtithe sna campaí sin.

Bíonn aiseolas ó scoláirí, tuismitheoirí agus Institiúidí Ardoideachais an-dearfach ar fad maidir le soláthar na gcampaí sin.

## **Soláthar Printíseachta Printíseacht Cheardaíochta**

In 2023, chuir an Roinn Breisoideachais agus Ardoideachais, Nuálaíochta agus Eolaíochta agus Taighde, leithdháileadh de €17m ar fáil don mhaoiniú caipitil chun freagairt don éileamh méadaitheach ar phrintíseachtaí san earnáil ardoideachais. Dáileadh an maoiniú ar cheithre Ollscoil Teicneolaíochta agus Institiúid Teicneolaíochta amháin san earnáil ardoideachais

le 132 bhloc oiliúna breise do phrintíseachtaí ceardaíochta a sholáthar. Teastaíonn an acmhainn bhreise seo chun freastal ar an méadú ar chlárúcháin phrintíseach mar atá léirithe ag SOLAS i roinnt ceirdeanna.

In 2023, bhí éileamh suntasach ar spásanna oiliúna printísigh Chéim 2 nach bhféadfaí freastal orthu leis an acmhainn BOO atá ann cheana féin. Tharla sé sin mar thoradh ar chlárúcháin mhéadaithe go háirithe i gceirdeanna Leictreacha, Pluiméireachta agus C&J agus roinnt tionchair leanúnacha COVID ar spásanna oiliúna i BOO. D'iarr an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta cur chuige treasach chun aghaidh a thabhairt ar an gcás agus chuaigh an ÚAO i dteagmháil le soláthraithe Ardoideachais i mí Lúnasa 2023 lena fháil amach an bhféadfaí freastal ar oiliúint Chéim 2 ó Eanáir 2024 san earnáil Ardoideachais. D'fhreagair na soláthraithe Ardoideachais trí 50 bloc d'oiliúint Chéim 2 a chur ar fáil a bheidh ar siúl ó mhí Eanáir go mí na Bealtaine 2024.

## **Printíseacht faoi cheannas Cuibhreannais**

Cuireadh tús le sé chlár phrintíseachta nua faoi stiúir cuibhreannais san earnáil ardoideachais in 2023 in earnálacha na hInnealtóireachta Sibhialta, na Talmhaíochta agus na Gairneoireachta. Tugann sé sin líon iomlán na bprintíseachtaí faoi stiúir cuibhreannais san earnáil ardoideachais go 33 clár le thart ar 1,663 clárúchán lena gcumhdaítear Leibhéal 6 go Leibhéal 10 ar CNC.

## **Plean Gníomhaíochta maidir le Printíseacht**

Ceann de na príomhrudaí inghnóthaithe a eascraíonn as an bPlean Gníomhaíochta maidir le Printíseacht 2021-2025 ná go seachadfar gach clár printíseachta trí chóras comhtháite amháin. Le linn 2023 leanadh den obair ar fhorbairt na samhla comhtháite aonair de chlár phrintíseachta. Tá ionadaíocht ag an ÚAO ar an nGrúpa Stiúrtha mar aon le hionadaithe ó SOLAS, NAO, Dearbhú Cáilíochta agus Cáilíochtaí Éireann agus DFHERIS.

Reáchtáladh an tImeacht EuroSkills in Gdansk i mí Mheán Fómhair 2023. D'éirigh WorldSkills Ireland mar chuid den eagraíocht WorldSkills Europe (EuroSkills) arís i mí an Mheithimh 2022. Trí éirí páirteach le WorldSkills Europe, tugadh an deis do phrintísigh Éireannacha dul san iomaíocht ar an leibhéal Eorpach, rud a chuir ar a gcumas, ní hamháin tallann óg Éireannach a thaispeáint i bpríomhthionscail, lena n-áirítear innealtóireacht, tógáil, pearsanta sóisialta agus digiteach, ach chuir sé ar a chumas scileanna infhostaitheachta printísigh Éireannacha a thaispeáint agus a thagamharcáil le daoine óga ón gcuid eile den Eoraip.

## Springboard+

In 2023, lean Springboard+ ar aghaidh ag comhlíonadh a shainchúraim maidir le deiseanna uasoiliúna agus athoiliúna a sholáthar i réimsí ina bhfuil riachtanais scileanna rithabhachtacha ar fud an gheilleagair. Maoiníodh cúrsaí i réimsí lena n-áirítear scileanna glasa, TFC agus innealtóireacht agus déantúsaíocht, réimsí ina bhfuil deiseanna

gairme nua. Os rud é go bhfuil cúrsaí Springboard+ fóirdheonaithe, tá na cúrsaí maoinithe inrochtana do réimse leathan daoine ar fud an gheilleagair.

Léirigh 2023, an dara bliain de thimthriall maoinithe ilbhliantúil trí bliana do Springboard+. Fuarthas os cionn 27,000 iarratas ar na 9,147 áit nua a maoiníodh faoin gclár 2023; Bhí 83% de rannpháirtithe i bhfostaíocht. B'ionann an cohórt dífhostaithe agus 14% de na clárúcháin.

## An Tionscnamh Caipitil Dhaonna (HCI)

Lean an Tionscnamh Caipitil Dhaonna (HCI) isteach ina cheathrú bliain maoinithe in 2023. Lean an tionscnamh d'infheistíocht an Chiste Náisiúnta Oiliúna a sheachadadh leis an acmhainn san ardoideachas a mhéadú i gcláir atá dírithe ar scileanna atá deartha chun freastal ar riachtanais tosaíochta scileanna. Tá an Tionscnamh Caipitil Dhaonna, agus a chomhcholúin, ailínithe le roinnt beartas náisiúnta agus réigiúnach. Tá spriocanna an Tionscnaimh Caipitil Dhaonna ailínithe le haidhmeanna na Straitéise Náisiúnta Scileanna 2025, atá tiomanta d'fhás gheilleagar na hÉireann, agus d'fhorbairt an bhoinn scileanna laistigh dá lucht saothair. Tá an tiomantas seo á spreagadh ag roinnt príomhphrionsabal. Tugann clár an Tionscnaimh Caipitil Dhaonna aghaidh go díreach ar na prionsabail seo, a bhfuil sé mar aidhm acu cáil na hÉireann mar mhol tallainne a fheabhsú, agus cabhrú go díreach le dul i ngleic leis na spriocanna tosaíochta straitéiseacha náisiúnta, lena n-áirítear Tithíocht do Chách, an Plean Gníomhaithe ar son na hAeráide agus Fiontraíocht 2025.

Cuireann an Tionscnamh Caipitil Dhaonna samhlacha nuálacha freagrúla de sheachadadh clár chun cinn, rud a chuireann ar chumas an chórais ardoideachais freagairt go tapa d'athruithe ar riachtanais scileanna agus ar theicneolaíocht araon. Is ciste €300 milliún é a reáchtáiltear thar thréimhse cúig bliana (2020-2024) faoi thrí cholún gníomhaíochta.

In 2023 leanadh den obair faoi na trí cholún gníomhaíochta sonracha. Seoladh faoi Cholún 1, a mhaoiníonn cúrsaí dioplóma comhshó iarchéime i réimsí riachtanas ardscoil, an dara gairm ar thograí. Sa bhliain acadúil 2023/24 rinneadh athnuachan ar chúrsa rathúil Cholún 1, a reáchtáladh sna trí bliana roimhe sin, agus tugadh isteach cúrsaí nua a ceadaíodh faoin dara gairm ar thograí. Leathnaigh gairm 2023 raon feidhme Cholún 1 chun soláthar páirtaimseartha a chur san áireamh i bpríomhréimsí riachtanas scileanna aitheanta, lena n-áirítear fuinneamh gaoithe agus pleanáil. Leithdháil clár Cholún 1 2023/24 maoiniú ar 28 institiúid ardoideachais, le haghaidh 105 cúrsa riachtanas ardscoil, a sholáthraíonn 2,922 spás.

Tacaíonn Colún 2 le hinstiúidí ardoideachais agus tugann sé spreagadh dóibh chun spásanna breise do mhic léinn a chur ar fáil ar leibhéal fochéime i gcúrsaí lánaimseartha de réimsí aitheanta riachtanas scileanna. Tá cúrsaí ar fáil trí chóras iarratais na Lár-Oifige Iontrála agus bíonn dámhachtain aitheanta ar leibhéal CNC, 6, 7 nó 8 mar thoradh orthu, lena n-áirítear soláthar Fochéime ag an Ardteastas, Gnáthchéim Bhaitsiléara, Céim Onóracha Bhaitsiléara amháin. In 2023 thacaigh Colún 2 le 1080 spás breise sna príomhréimsí riachtanas scileanna aitheanta.

Tacaíonn Colún 3, Nuálaíocht agus Aclaíocht le tograí nuálacha sofhreagrúla ó institiúidí nó ó ghrúpaí institiúidí a bhféadfadh cur i bhfeidhm agus tionchar a bheith acu ar fud an chórais ardoideachais. Déanann na tograí nuálaíocht agus aclaíocht a ailíniú le cuspóirí straitéiseacha náisiúnta, le príomhchuspóirí córais don chóras ardoideachais, agus le riachtanais scileanna don tsochaí agus don gheilleagar amach anseo.

I mí an Mheithimh 2023, d'fhoilsigh an ÚAO tuarascáil an athbheithnithe lár téarma ar chlár Cholún 3 an Tionscnaimh Caipitil Dhaonna, a thug Indecon faoi. Tháinig anailís Indecon ar an gconclúid gur sháraigh clár Cholún 3 HCI a spriocanna.

- 1,000 cúrsa nua thar 34 disciplín
- 4,276 spás breise do mhic léinn
- 23,301 foghlaimeoir a ndearnadh tionchar orthu
- 33,352 cruinniú le 427 comhpháirtí fiontair

Chuir an tuarascáil meastóireacht ar fáil ar na 24 tionscadal a mhaoinigh an ÚAO mar chuid den phlean cúig bliana, ar fiú €300 milliún é. Ag teacht le haidhmeanna na Straitéise Náisiúnta Scileanna 2025, tá sé mar aidhm ag an Tionscnamh Caipitil Dhaonna acmhainn san ardoideachas a mhéadú chun cláir atá dírithe ar scileanna a sholáthar atá deartha chun freastal ar riachtanais scileanna tosaíochta, trí chomhoibriú idir ardoideachas agus fiontraíocht a mhéadú, le fócas ar nuálaíochtaí sa teagasc agus san fhoghlaim.

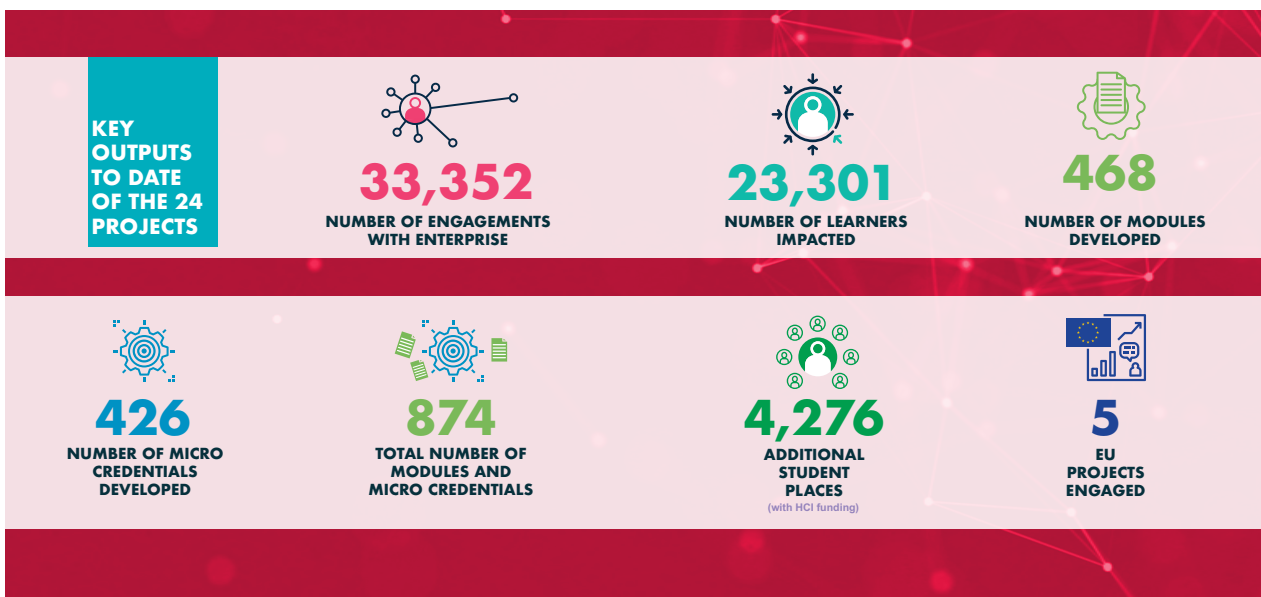
Léiríonn an tuarascáil go bhfuil an clár ag sárú spriocanna maidir le cúrsaí nua a chruthú, le breis is 1,000 cruthaithe – 800 níos mó ná an sprioc tosaigh. Baineadh os cionn 4,000 spás bhreise do mhic léinn amach mar a thagann tionscadail in aibíocht.

**COLLABORATION NATION**  
Linking Higher Education and Enterprise



HEA | HIGHER EDUCATION AUTHORITY  
AN tAULDAIRIS UCH APLA-DEACHAS

HCI | Human Capital Initiative



Colún 3: An Tionscnamh Caipitil Daonna - Aschuir Chlár Meántéarma 2020 -2022

Cuireadh tús rathúil le gach ceann de na 24 tionscadal agus tá siad ar sprioc den chuid is mó, agus bunaíodh struchtúir rialachais ar leibhéal an tionscadail, agus tá leibhéal láidir monatóireachta curtha ar bun ag an ÚAO ar dhul chun cinn i gcoinne spriocanna réamh-chomhaontaithe.

Tá freagraí láidre dearfacha tuairiscithe ag an 400+ comhpháirtí fiontraíochta, agus 33,000 cruinniú tarlaithe mar gheall ar chomhoibriú dian leo, as a dtiocfaidh nuálaíocht i dtéarmaí teicneolaíochtaí nua, modhanna foghlama agus dearadh curaclaim.

Sheol an tAire Breisoideachais, Nuálaíochta agus Eolaíochta, Simon Harris TD, an tuarascáil lár téarma go hoifigiúil ag imeacht Cholún 3 an Tionscnaimh Caipitil Dhaonna *Collaboration Nation: Linking Higher Education and Enterprise* i mBaile Átha Cliath an 29 Meitheamh. Thug an t-imeacht breis agus 300 fiontar, acadóir agus lucht déanta beartas le chéile i gcomhdháil agus i dtaispeántas ina léiríodh aschur lár téarma chlár Cholún 3 an Tionscnaimh Caipitil Dhaonna.



An tAire Simon Harris ag seoladh Tuarascáil Mheastóireachta Mheántearma Cholún 3 an Tionscnaimh Caipitil Dhaonna i mí an Mheithimh 2023.

#### 4 (i) An tÚdarás um Ard-Oideachas mar eagraíocht

Lean an ÚAO ag forbairt acmhainne le linn 2023 chun tacú lenár sainchúram leathnaithe. Bhí sé dúshlánach daoine cumasacha a aimsiú agus a fháil chun poist a líonadh, rud a léiríonn an margadh iomaíoch atá ann faoi láthair. Líonadh 38 post, áfach, ag méadú ár líon foirne foriomlán go 137 i mí na Nollag.

Tá an ÚAO tiomanta d'fhorbairt ár bhfoirne agus tá Córas Forbartha Feidhmíochta agus Bainistíochta i bhfeidhm againn. D'fhreastail baill foirne ar bhreis agus 75 cúrsa sa bhreis ar oiliúint inmheánach maidir le cosaint sonraí, saoráil faisnéise agus cibearshlándáil. Tá sé mar aidhm againn cumhacht a thabhairt don fhoireann ina róil agus ár spriocanna agus ár gcuspóirí straitéiseacha a bhaint amach ag an am céanna. Le linn 2023 chuireamar tús le sraith laethanta forbartha foirne a ceapadh chun cur ar chumas na foirne breithniú a dhéanamh ar threo straitéiseach an ÚAO amach anseo.

D'éirigh leis an bhfoireann airgeadais Córas Bainistíochta Airgeadais nua a chur i bhfeidhm a tháinig i bhfeidhm i mí Aibreáin 2023. Tá an cur i bhfeidhm seo ag teacht le tiomantas an ÚAO le haghaidh feabhsú leanúnach chun próisis níos éifeachtaí agus níos éifeachtúla a bhaint amach. Ina theannta sin, tugadh isteach córas nua Bainistíochta Acmhainní Daonna agus córas Thairseach an Bhoird. Bunaíodh Meitheal um Bunathrú laistigh den ÚAO chun maoirseacht ardleibhéal bainistíochta tionscadail a sholáthar ar thionscadail éagsúla chun cuspóirí straitéiseacha digiteacha an ÚAO a bhaint amach.

Lean an t-aonad TF de shlándáil ár gcóras TF a neartú, lena n-áirítear oiliúint a sholáthar maidir le feasacht ar shlándáil ar líne, tástálacha treáite tréimhsiúla agus Ionad Oibríochtaí Slándála (SOC) agus Bainistíocht Teagmhais agus Eachtraí Slándála (SIEM) a úsáid chun monatóireacht leanúnach a dhéanamh ar thimpeallacht líonra an ÚAO. I mí Aibreáin, thionóil an ÚAO Fóram Cibearshlándála le foireann slándála TF ar fud na hearnála le comhroinnt níos mó saincheistanna a éascú agus chun eolas agus feasacht ar shlándáil dhigiteach a fheabhsú. Tá an tIonad Náisiúnta Cibearshlándála ina chathaoirleach ar an bhfóram sin anois.

Le linn 2023, thug an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta cead don ÚAO chun spás breise i bhFoirgnimh Shíol Bhroin a ligean ar léas chun líon méadaithe foirne a éascú.

# RIALACHAS CORPARÁIDEACH

### **Corparáideach an ÚAO Acht an Údaráis um Ard-Oideachas, 2022**

Tá an ÚAO ag plé leis an Roinn maidir le cur i bhfeidhm fhorálacha Acht an Údaráis um Ard-Oideachas. D'fhorbair an ÚAO Prótacal freisin tar éis dul i gcomhairle le páirtithe leasmhara ina leagtar amach na forálacha reachtacha atá ar fáil don ÚAO chun athbhreithniú a iarraidh ar Institiúid Ardoideachais i gcás ina bhféadfadh gur tháinig ábhar imní chun cinn nó ina bhféadfadh sé teacht chun cinn; agus na próisis a ghlacfaidh an ÚAO chun úsáid chothrom thrédhearcach na bhforálacha sin a chinntiú.

### **An Cód Cleachtas chun Comhlachtaí Stáit a Rialú**

Tháinig an Cód Cleachtas chun Comhlachtaí Stáit a Rialú 2016, a ghlac áit Chód 2009, in éifeacht i mí Mheán Fómhair 2016. Ghlac an tÚdarás um Ard-Oideachas é agus tá próisis i bhfeidhm chun a chinntiú go gcloíonn gach gné d'oibríochtaí an ÚAO le riachtanais an Chóid. Tugann an Roinn

Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta faoi mheasúnú bliantúil ar chomhlíontacht an ÚAO le ceanglais rialachais éagsúla an ÚAO. Chuir an ÚAO a Thuarascáil Dearbhaithe Comhlíontachta bliantúil faoi bhráid na Roinne i mí Lúnasa 2023.

### **Comhaontú um Sheachadadh Feidhmíochta**

D'aontaigh an tÚdarás um Ard-Oideachas Comhaontú um Sheachadadh Feidhmíochta leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Scileanna do 2023.

### **Na hAchtanna um Chomhionannas Fostaíochta, 1998 go 2015**

#### **Dualgas um Chomhionannas agus Cearta an Duine san Earnáil Phoiblí**

Tosaíocht fhadbhunaithe é an comhionannas don Údarás um Ard-Oideachas. Tá meas ag an eagraíocht ar an éagsúlacht agus féachann le bheith ina fhostóir comhionannais mar a spreagtar ionchur ó gach duine agus a dtugtar a luach d'éagsúlachtaí. Chuige sin, tá an ÚAO tiomanta do chinntiú nach gcaitear ach go cothrom le gach ball foirne nó iarrthóir fostaíochta ar chúiseanna inscne, stádas pósta, stádas teaghlaigh, claonadh gnéis, reiligiúin, aoise, míchumais, a bheith de phobal mionlaigh eitnigh nó ar chúiseanna eile nach mbaineann le dea-chleachtas fostaíochta. Baineann sé sin le hearcaíocht, coinníollacha oibre agus deiseanna forbartha.

Bhunaigh an ÚAO meitheal inmheánach ag deireadh 2020 chun cur pleanáil agus maoirseacht a dhéanamh ar an gcaoi ar chomhlíon an ÚAO a Dhualgas um Chomhionannas agus Cearta an Duine san Earnáil Phoiblí. Lean an grúpa de dhréachtphlean an ÚAO a bhreithniú le linn 2023, d'fhaomh foireann ardbhainistíochta an ÚAO é ina dhiaidh sin go luath in 2024 agus foilsíodh é ar láithreán gréasáin an ÚAO.

I measc na dtionscnamh a ghlac an ÚAO faoina Dualgas Poiblí in 2023 bhí:

- Beartas Meanapáis a ghlacadh don ÚAO mar a mhol meitheal foirne.
- Ceardlann ar fheasacht uathachais agus bainistíocht do gach ball foirne.

Tar éis achtú Acht an Údaráis um Ard-Oideachas 2022, ceanglaítear ar an Údarás anois tuairisceáin a dhéanamh faoi Chuid 5 den Acht um Míchumas. Roimhe sin thug an ÚAO tuairisceáin don Roinn ar bhonn deonach. Fuarthas amach i ndaonáireamh an ÚAO ar an bhfoireann a bhí fostaithe amhail 31/12/23 go raibh 10% den fhoireann faoi mhíchumas, sáraíonn sé sin an sprioc náisiúnta de 6%.

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

Leanann an ÚAO de bhearta cuí a dhéanamh chun sláinte, sábháilteacht agus leas gach fostaí agus cuairteora ina chuid oifigí a chosaint chun forálacha an Achta seo a chomhlíonadh. Baineann sé seo chomh maith leis na hAchtanna Sláinte Poiblí (Tobac) 2002 agus 2004.

Tháinig Coiste Sláinte agus Sábháilteachta an ÚAO le chéile go rialta i rith 2023 ag díriú ar Ráiteas Sláinte agus Sábháilteachta an ÚAO a nuashonrú agus ar oiliúint Sláinte agus Sábháilteachta a eagrú don fhoireann de bhun suirbhé foirne a rinneadh i rith na bliana.

Feidhmíonn an ÚAO Clár Cúnaimh d'Fhostaithe.

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

Ar aon dul leis na hachtanna thuas, tá glactha ag an ÚAO le nósanna imeachta atá de réir treoirlínte a d'éisigh an Roinn Caiteachais Phoiblí agus Athchóirithe maidir le nochtadh leasa ag Comhaltaí Boird; cloíodh leis na gnáthaimh seo i rith na bliana. Ní raibh aon idirbhearta sa bhliain ina raibh aon leasanna tairbhiúla ag Comhaltaí an Bhoird iontu.

### **An tAcht um Nochtadh Cosanta, 2014**

Ar aon dul le ceanglas dleathach an Achta um Nochtadh Cosanta, 2014, tá nósanna imeachta i bhfeidhm agus á gcoinneáil ag an ÚAO i leith nochtaí cosanta a dhéanamh. Cuireadh tús le hobair go déanach in 2022 chun na treoirlínte seo a nuashonrú tar éis achtú an Achta um Nochtadh Cosanta (Leasú) 2022. Ní dhearna aon bhall foirne nochtadh cosanta i rith 2023.

Féadfar nochtaí cosanta a dhéanamh do Phríomhfheidhmeannach an ÚAO maidir le hábhair a bhaineann le planáil agus forbairt an ardoideachais agus an taighde sa Stát agus maidir le nithe a bhaineann le maoiniú na n-institiúidí ardoideachais atá maoinithe ag an ÚAO. Sa bhliain suas go dtí an 31 Nollaig 2023, fuair an ÚAO seacht dtuairisc gur mheas sé gur nochtadh cosanta a bhí iontu. Tá sonraí maidir le bainistiú na nochtaí cosanta sin leagtha amach i dTuarascáil Bhliantúil faoi Nochtaí Cosanta an Údaráis um Ard-Oideachas atá ar fáil [anseo](#).

### **An tAcht um Íoc Pras Cuntas, 1997.**

Tá an ÚAO tiomanta dá dhualgais a chomhlíonadh faoin Acht um Íoc Pras Cuntas, 1997, arna leasú ag Rialacháin na gComhphobal Eorpach (Íocaíocht Dhéanach in Idirbhearta Tráchtála), 2012.

Tá an lucht bainistíochta sásta gur chomhlíon an ÚAO na forálacha sin ar gach bealach ábhartha. San iomlán, íocadh suim €230 maidir le pionóis úis ar íocaíocht dhéanach in 2023.

### **Acht na dTeangacha Oifigiúla, 2003 agus Acht na dTeangacha Oifigiúla (Leasú) 2021**

Tá an ÚAO tiomanta dá dhualgais a chomhlíonadh faoi Acht na dTeangacha Oifigiúla, 2003. Foilsítear Tuarascáil Bhliantúil an ÚAO agus a phríomhdhoiciméid beartais go comhuaineach sa dá theanga oifigiúla ar láithreán gréasáin an ÚAO.

Cuireadh tús le hearcaíocht d'oifigeach Bainistíochta Taifead agus Gaeilge in 2023 agus rinneadh ceapachán in 2024.



## An tAcht um Shaoráil Faisnéise, 2014

Baineann forálacha an Achta um Shaoráil Faisnéise leis an Údarás um Ard-Oideachas. Leis an Acht seo, foráiltear ceart dlíthiúil do dhaoine aonair faisnéis atá i seilbh comhlachtaí poiblí a rochtain, an fhaisnéis atá ina seilbh a bhaineann leis/léi a leasú má tá sí neamhiomlán, mícheart nó dá gcuirfeadh sé duine ar míthreoir agus fáthanna a fháil ar chinntí a théann i bhfeidhm air/uirthi féin. Le linn 2023 fuair an ÚAO 29 iarratas faoin Acht. Tugadh aghaidh orthu mar seo a leanas:

- Iarratais a Deonaíodh: 5
- Iarratais a Deonaíodh i bPáirt: 7
- Iarratais ar Diúltaíodh Dóibh: 3
- Iarratais ar déileáladh leo lasmuigh de Shaoráil Faisnéise: 14
- Iarratais tarraingthe siar: 0
- Iarratais aistrithe: 0

Bhí 0 iarratas ar athbhreithniú inmheánach nó atreorú chuig Oifig an Choimisinéara Faisnéise.

## Cosaint Sonraí

Tá an ÚAO tiomanta do chearta agus do phríobháideacht daoine aonair a chosaint de réir na reachtaíochta um chosaint sonraí. Déanann an ÚAO athbhreithniú leanúnach ar a chleachtais lena chinntiú go bhfuil a chuid gníomhaíochtaí ag teacht le prionsabail na cosanta sonraí agus go gcosnaímid sonraí pearsanta i ngach rud a dhéanaimid. Áirítear leis seo clár cuimsitheach oiliúna agus feasachta don fhoireann. Chuaigh an ÚAO in éineacht le DFHERIS i gcomhairle leis an gCoimisiún um Chosaint Sonraí maidir le forálacha comhroinnte sonraí an Bhille Taighde agus Nuálaíochta, mar a cheanglaítear faoi Airteagal 36 de RGCS.

Thugamar faoi 13 Mheasúnú Tionchair ar Chosaint Sonraí in 2023 freisin, chun a chinntiú go ndearnadh gníomhaíochtaí próiseála sonraí nua nó nuashonraithe i gcomhréir leis an reachtaíocht um chosaint sonraí.

In 2023 fuair an ÚAO ceithre iarratas ar rochtain ar shonraí pearsanta, dhá agóid i gcoinne sonraí pearsanta a phróiseáil, agus 16 iarratas ar shonraí pearsanta a léirsciosadh. Tugadh aghaidh orthu go léir laistigh de na frámaí ama reachtúla.

## Éifeachtúlacht Fuinnimh agus Beartas Comhshaoil

I mí an Mhárta 2023, cheadaigh an tÚdarás an chéad Threochlár um Gníomhú ar son na hAeráide de chuid an ÚAO ina dtugtar breac-chuntas ar oibleagáidí na heagraíochta maidir le laghdú CO2 carbóin agus spriocanna éifeachtúlachta fuinnimh a bhaint amach in 2030. Cuimsíonn Plean Straitéiseach Corparáideach an ÚAO 2023-2026 nua feabhas a chur ar gníomhartha aeráide mar phríomhthosaíocht straitéiseach.

In 2023, bhunaigh an ÚAO Foireann Ghlas chun oibriú in éineacht leis an bhfoireann Seirbhísí Corparáideacha chun inbhuanaitheacht a chur chun cinn agus bhí siad ríthábhachtach maidir le cleachtais coigilte fuinnimh níos fearr in Oifig an ÚAO a chur i bhfeidhm. Bhí socruithe cianoibre hibrideacha ina gcabhair maidir leis an gcoigilteas chomh maith. I measc na n-athruithe eile a cuireadh i bhfeidhm tá cosc ar áiseanna plaisteacha aon úsáide, baintear úsáid as páipéir athchúrsáilte, digitiú méadaithe, uasghrádú ar threalamh ríomhaireachta agus áiseanna priontála comhroinnte.

Garspíoc dhícharbónaithe an-suntasach ab ea deireadh a chur de réir a chéile le coirí gáis nádúrtha ag an tiarna talún in Uimhir 3 Foirgnimh Shíol Bhroin ag deireadh 2023. Cuirtear córais téimh agus fuaraithe uile-leictreacha VRF (Sreabhadh Cuisneáin Athraithe) an fhoirgnimh in ionad téamh gáis (teirmeach) atá ann cheana agus a sholáthraíonn foinse theirmeach níos éifeachtúla agus níos inbhuanaithe ná dóchán breosla iontaise ar an láthair.

Taispeántar sa tábla seo a leanas sonraí 2022 agus 2023 ó ÚFIÉ. Bainfear coigilteas suntasach breise fuinnimh agus carbóin amach ó oibreacha athchóirithe oifige in 2025, rud a éascóidh úsáid fuinnimh méadaithe agus leathnú oifige.

Príomhtháscairí Fuinnimh agus Carbóin (sonraí ÚFIÉ)	Aonaid	2022	2023
Leictreachas (fuinneamh deiridh)	kWh	75,300	70,900
Teirmeach (fuinneamh deiridh, bunaithe ar sciar an ÚAO)	kWh	41,680	42,036
Ídiú Fuinnimh Deiridh Iomlán	kWh	116,980	112,936
Fuinneamh Príomhúil Iomlán (Tiontaithe)	kWh	192,243	183,346
Iomlán na nAstaíochtaí CO <sub>2</sub> (Leictreach + Teirmeach)	tCO <sub>2</sub>	33.2	28.3

Tá an ÚAO ar spíoc maidir lena spíocanna do 2030 a shárú i ndáil le laghdú 51% ar astaíochtaí carbóin agus coigilteas fuinnimh 50%. Faoi 2023, chuir an ÚAO feabhas ar a éifeachtúlacht fuinnimh faoi 79% óna bhunlíne 2009 bunaithe ar mhéadrachtaí feidhmíochta fuinnimh ÚFIÉ. Ba é 70,900 kWh ídiú fuinnimh deiridh an ÚAO do 2023, arb ionann é agus laghdú 6% ó 2022. Tháinig soláthar fuinnimh an ÚAO in 2023 óna leictreachas féin agus óna sciar de ghás teirmeach (nádúrtha) le hastaíochtaí iomlána de 28.3 tona dé-ocsaíde carbóin (tCO<sub>2</sub>) mar thoradh air sin - arb ionann é agus laghdú 15% ar astaíochtaí in 2022. Is é spíoc 2030 ná astaíochtaí ag 18.95 tCO<sub>2</sub>, a léiríonn bearna chuig spíoc d'astaíochtaí ag 9.4 tCO<sub>2</sub>.

Tabhair faoi deara, gurb é fuinneamh deiridh, ar a dtugtar tomhaltas deiridh iomlán (TFC) freisin, an fuinneamh a ídíonn úsáideoirí deiridh go díreach amhail an ÚAO ag baint úsáide as sonraí MRPN agus méadair GPRN, ach ríomhann ÚFIÉ an fuinneamh príomhúil iomlán (TPER) chun cuntas a thabhairt ar an bhfuinneamh go léir a theastaíonn nó a chailltear le linn giniúna agus tarchuir agus úsáidtear é le haghaidh méadracht feidhmíochta fuinnimh ÚFIÉ.

De réir Chiorclán 1/2020 a d'eisigh an Roinn Caiteachais Phoiblí, Sheachadadh PFN agus Athchóirithe (DPENDR) maidir le nósanna imeachta chun na hastaíochtaí carbóin a bhaineann le haerthaisteal oifigiúil a chúiteamh, bhí oibleagáid airgeadais €785 ar an ÚAO maidir le haerthaisteal in 2023. Baintear an oibleagáid airgeadais seo ó astaíochtaí carbóin beagnach 16.18 tona CO<sub>2</sub> san iomlán (tCO<sub>2</sub>) le costas cánach carbóin ábhartha in aghaidh an tona de €48.50.

# RÁITIS AIRGEADAIS

DON BHLIAIN DAR CRÍOCH AN 31 NOLLAIG 2023

**An tÚdarás um Ard-Oideachas**  
**Ráitis Airgeadais**  
**don bhliain dar críoch an 31 Nollaig 2023**

**Faisnéis**

Seoladh:	3 Foirgnimh Shíol Bhroin, Ascaill Crampton, Bóthar Shíol Bhroin, Baile Átha Cliath 4.
Iniúcháirí:	An tArd-Reachtair Cuntas agus Ciste, 3A Sráid an Mhéara Uachtarach, Baile Átha Cliath 1.
Baincéirí:	Banc AIB cpt, 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.

## Reachtaíocht

Bunaíodh an tÚdarás um Ard-Oideachas faoi Acht an Údaráis um Ard-Oideachas, 1971. Aisghaireadh an tAcht sin agus cuireadh Acht an Údaráis um Ard-Oideachas, 2022 ina áit, ar cuireadh tús leis an 10 Samhain 2022. Leagtar amach feidhmeanna an Údaráis um Ard-Oideachas i gCuid 9 den Acht sin.

## Rialachas

Tá Bord an Údaráis um Ard-Oideachas freagrach don Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus tá sé freagrach as dea-rialachas a chinntiú. Tugann sé faoin gcúram úd trí chuspóirí agus spriocanna straitéiseacha a leagan amach agus trí chinntí straitéiseacha a dhéanamh maidir leis na príomhcheisteanna gnó ar fad. Is é an Príomhoifigeach Feidhmiúcháin agus an fhoireann ardbhainistíochta atá freagrach as bainistiú, rialú agus stiúradh an Údaráis um Ard-Oideachas ó lá go lá. Ní mór don Phríomhoifigeach Feidhmiúcháin agus don fhoireann ardbhainistíochta cloí leis an treoir straitéiseach fhorleathan atá leagtha síos ag an mbord, agus ní mór dóibh a chinntiú go mbeidh tuiscint shoiléir ag na comhaltaí boird uile ar na príomhghníomhaíochtaí agus cinntí a bhaineann leis an aonán, agus aon rioscaí suntasacha a d'fhéadadh teacht chun cinn. Gníomhaíonn an Príomhoifigeach Feidhmiúcháin mar cheangal díreach idir an Bord agus bainistíocht an Údaráis um Ard-Oideachas.

## Freagrachtaí an Bhoird

Tá obair agus freagrachtaí an Bhoird leagtha amach i Sceideal na nÁbhar atá Forchoimeádta don Bhord ina bhfuil na hábhair atá forchoimeádta go sonrach le haghaidh chinneadh an bhoird. I measc na míreanna buana a bhreithníonn an bord tá siad seo a leanas:

- dearbhú leasanna,
- tuarascálacha ó choistí,
- buiséid bhliantúla agus pleananna corparáideacha,
- tuarascálacha bliantúla agus ráitis airgeadais,
- tuarascálacha feidhmiúcháin.

Déanann an Bord iarracht na prionsabal is fearr maidir le dea-chleachtas na hearnála poiblí a chomhlíonadh ina chuid gníomhaíochtaí féin agus san úsáid a bhaineann sé as coistí.

Ceanglaítear ar an Údarás um Ard-Oideachas faoi Alt 22 d'Acht an Údaráis um Ard-Oideachas, 2022 na cuntais agus na taifid go léir is cuí agus is gnách a choimeád ar an airgead go léir a fhaigheann nó a chaitheann an Bord, i cibé foirm a cheadóidh an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta le toiliú an Aire Caiteachais Phoiblí.

Agus na ráitis airgeadais seo á n-ullmhú, ceanglaítear ar bord an Údaráis um Ard-Oideachas:

- beartais chuntasaíochta oiriúnacha a roghnú agus iad a chur chun feidhme go comhsheasmhach,
- breithiúnais agus meastacháin atá réasúnach agus stuama a dhéanamh,
- na ráitis airgeadais a ullmhú ar bhonn an ghnóthais reatha mura bhfuil sé míchuí glacadh leis go rachaidh sé ar aghaidh i mbun oibríochta; agus
- aon imeachtaí ábhartha ó chaighdeáin infheidhme chuntasaíochta a nochtadh agus a mhíniú.

Tá an Bord freagrach as taifid chuntasaíochta imleora a choinneáil, a nochtann go réasúnta cruinn ag aon tráth a staid airgeadais agus a ligeann dó a chinntiú go gcomhlíonann na ráitis airgeadais Alt 22 d'Acht an Údaráis um Ard-Oideachas, 2022.

Forbraíodh Plean Straitéiseach Corparáideach 2023 – 2026 an Údaráis um Ard-Oideachas le linn na bliana. I mí na Nollag 2023, chuir an Bord Plean an Údaráis um Ard-Oideachas faoi bhráid an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta, agus Eolaíochta lena bhreithniú agus formheasadh é ina dhiaidh sin.

Tá an Bord freagrach as sócmhainní an Údaráis um Ard-Oideachas a chosaint agus as céimeanna réasúnta a ghlacadh i dtaobh calaois agus neamhrialtachtaí eile a chosc agus a aithint.

Measann an Bord go dtugtar léargas fíor agus cothrom ar fheidhmíocht airgeadais agus ar staid airgeadais an Údaráis um Ard-Oideachas amhail an 31 Nollaig 2023 i ráitis airgeadais an Údaráis um Ard-Oideachas.

## Struchtúr an Bhoird

Tá cathaoirleach amháin agus aon ghnáthchomhalta dhéag ar Bhord an Údaráis um Ard-Oideachas faoi Acht an Údaráis um Ard-Oideachas, 2022. D'éirigh beirt ghnáthchomhalta as le linn 2023 agus níor cuireadh comhaltaí eile ina n-ionad. An 9 Samhain 2023 chríochnaigh seachtar comhalta a dtéarma oifige agus an 10 Samhain 2023 ceapadh deichniúr comhaltaí nua. Is é an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta a cheapann na comhaltaí.

An 31 Nollaig 2023, bhí 6 (50%) chomhalta ban agus 6 (50%) gcomhalta fear ag an mbord. Comhlíonann an comhdhéanamh ballraíochta sin sprioc an Rialtais mar atá ionadaíocht 40% ar gach inscne.

Sonraítear sa tábla thíos comhaltaí an Bhoird le linn na bliana agus an dáta gur ceapadh/athcheapadh iad.

Comhalta Boird	Ról	Ceaptha	Athcheaptha	Éirithe As
Michael Horgan	Cathaoirleach	27/07/2016	10/11/2022	
Orla Feely	Gnáthchomhalta	27/07/2016	10/11/2022	25/04/2023
Darina Kneafsey	Gnáthchomhalta	27/07/2016	10/11/2022	09/11/2023
Tony Donohoe	Gnáthchomhalta	27/07/2016	10/11/2022	09/11/2023
Sharon Feeney	Gnáthchomhalta	27/07/2016	10/11/2022	09/11/2023
Lynn Ramsey	Gnáthchomhalta	27/07/2016	10/11/2022	24/01/2023
John Wall	Gnáthchomhalta	27/07/2016	10/11/2022	09/11/2023
Judith Eaton	Gnáthchomhalta	27/07/2016	10/11/2022	09/11/2023
Pól Ó Mórain	Gnáthchomhalta	27/07/2016	10/11/2022	09/11/2023
Sinéad O’Flanagan	Gnáthchomhalta	27/07/2016	10/11/2022	09/11/2023
Beth O’Reilly	Gnáthchomhalta	01/07/2022	10/11/2022	30/06/2023
Chris Clifford	Gnáthchomhalta	01/07/2023		
Dermot Mc Carthy	Gnáthchomhalta	10/11/2023		
Fiona Killard-Lynch	Gnáthchomhalta	10/11/2023		
Lianne Patterson	Gnáthchomhalta	10/11/2023		
Mark Rodgers	Gnáthchomhalta	10/11/2023		
Paula Fyans	Gnáthchomhalta	10/11/2023		
Rory O’Sullivan	Gnáthchomhalta	10/11/2023		
Nessa McEniff	Gnáthchomhalta	10/11/2023		
Niall Connors	Gnáthchomhalta	10/11/2023		
Anne Scott	Gnáthchomhalta	10/11/2023		
Rosemary Day	Gnáthchomhalta	10/11/2023		

### Athruithe Boird le linn 2023

D’éirigh an Dr Lynn Ramsey as an mBord an 24 Eanáir 2023 agus d’éirigh an tOllamh Orla Feely as an 25 Aibreán 2023.

Mx. Chríochnaigh Beth O’Reilly a téarma oifige mar Uachtarán Aontas na Mac Léinn in Éirinn an 30 Meitheamh 2023 agus ceapadh an tUasal Chris Clifford, Uachtarán nuathofa an Aontais ina hionad an 1 Iúil 2023.

Chríochnaigh seachtar comhalta a dtéarma oifige ar an mBord an 9 Samhain 2023 agus ní raibh siad incháilithe le bheith athcheaptha ar feadh téarma iomlán eile. Ba iad seo a leanas na comhaltaí sin:

Darina Kneafsey  
 Tony Donohoe  
 Sharon Feeney  
 John Wall  
 Judith Eaton  
 Pól Ó Mórain  
 Sinéad O’Flanagan

An 10 Samhain 2023 cheap an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta an deichniúr gnáthchomhaltaí nua seo a leanas ar an mBord:

Dermot Mc Carthy  
Fiona Killard Lynch  
Lianne Patterson  
Mark Rodgers  
Paula Fyans  
Rory O’Sullivan  
Nessa McEniff  
Niall Connors  
Anne Scott  
Rosemary Day

### Meastóireacht ar an mBord

Moltar don Bhord leis an gCód Cleachtais chun Comhlachtaí Stáit a Rialú, 2016, athbhreithniú bliantúil a dhéanamh ar a fheidhmíocht agus meastóireacht sheachtrach a dhéanamh gach trí bliana ar a laghad. Bhreithnigh an Bord torthaí a fhéinmheastóireachta in 2021 ag a chruinniú i mí an Mhárta 2022. D’fhorhmeas an Bord na téarmaí tagartha do mheastóireacht sheachtrach i mí na Samhna 2022 agus bhreithnigh sé na torthaí ag a chruinniú i mí an Mheithimh 2023. Ós rud é gur ceapadh formhór na gcomhaltaí ag deireadh 2023, ní dhearnadh beart meastóireachta ar an mBord i rith na bliana.

### Scuideal Tinrimh

Tháinig an Bord le chéile 8 n-uaire le linn 2023 agus leagtar amach sonraí maidir le tinreamh na gcomhaltaí thíos:

	Bord
<b>Cruinnithe Iomlána</b>	<b>8</b>
Michael Horgan	7/8
Orla Feely	3/3
Darina Kneafsey	8/8
John Wall	7/8
Judith Eaton	8/8
Beth O’Reilly	3/4
Pól Ó Mórain	6/8
Sharon Feeney	6/8
Sinéad O’Flanagan	8/8
Tony Donohoe	8/8
Lynn Ramsey	1/1
Chris Clifford	3/4
Dermot McCarthy	0/0
Fiona Killard-Lynch	0/0
Niall Connors	0/0
Rory O’ Sullivan	0/0
Rosemary Day	0/0
Lianne Patterson	0/0
Nessa McEniff	0/0
Paula Fyans	0/0
Anne Scott	0/0
Mark Rogers	0/0

Nochtar sonraí táillí agus caiteachais chomhaltaí an Bhoird i Nóta 18 a ghabhann leis na ráitis airgeadais.



## Cothromaíocht Inscne, Éagsúlacht agus Cuimsiú

Aithníonn an tÚdarás um Ard-Oideachas an tábhacht a bhaineann le héagsúlacht agus cuimsiú do gach ball foirne san Údarás um Ard-Oideachas agus tá grúpa oibre bunaithe aige chun pleanáil agus maoirsiú a dhéanamh ar chur i bhfeidhm Dhualgas an Údaráis um Ard-Oideachas i ndáil leis an Earnáil Phoiblí agus Cearta an Duine faoin Acht um Chearta an Duine agus Comhionannas 2014.

Tá seachtar (58%) comhaltaí ban agus cúigear (42%) comhaltaí fear ar fhoireann ardbhainistíochta an Údaráis um Ard-Oideachas.

## An Chomhairle um Thaighde in Éirinn

Bunaíodh an Chomhairle um Thaighde in Éirinn (IRC) mar fho-bhord den Údarás um Ard-Oideachas agus is é an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta a cheapann comhaltaí na Comhairle tríd an tSeirbhís um Cheapacháin Phoiblí. Tá cathaoirleach amháin, deichniúr gnáthchomhaltaí agus comhalta de bhrí oifige ar an gComhairle. Tá dhá fholúntas ar an gComhairle do gnáthchomhaltaí faoi láthair. Ceaptar comhaltaí le haghaidh tréimhse trí bliana. Ról na Comhairle ná taighde den scoth a chur chun cinn agus tacú leis thar gach disciplín agus céim ghairme. Tugann an Chomhairle tuairisc don Bhord tar éis gach cruinnithe. Tháinig an Chomhairle le chéile 6 huaire le linn 2023. Ba iad seo a leanas comhaltaí na Comhairle um Thaighde in Éirinn i rith na bliana agus an dáta ar ceapadh/athcheapadh iad:

Comhalta na Comhairle	Ról	Ceaptha	Cruinnithe An Líon Daoine i Láthair
Daniel Carey*	Cathaoirleach	31/08/2022	6/6
Catherine Godson*	Gnáthchomhalta	04/01/2023	4/6
Patricia Kearney*	Gnáthchomhalta	04/01/2023	4/6
Liam Barry*	Gnáthchomhalta	04/01/2023	6/6
Turlough Downes*	Gnáthchomhalta	25/08/2023	5/6
Orla Muldoon*	Gnáthchomhalta	25/08/2023	6/6
Claire Connolly	Gnáthchomhalta	30/11/2021	5/6
Colin Scott	Gnáthchomhalta	30/11/2021	4/6
Sinéad Ryan	Gnáthchomhalta	20/09/2022	4/6
Louise Callinan**	Comhalta de bhrí oifige	11/07/2022	3/3
Peter Brown	Comhalta de bhrí oifige	03/07/2023	3/3

\* Athcheapadh do dhara téarma í.

\*\*Cuireadh Peter Brown ina háit mar an gcomhalta de bhrí oifige an 3 Iúil 2023.

## An Coiste Iniúcháireachta agus Riosca

Is é ról an Choiste Iniúcháireachta agus Riosca (ARC) tacú leis an mbord maidir lena fhreagrachtaí i dtaobh ceisteanna a bhaineann le bainistíocht riosca, rialú, rialachas, agus deimhniú gaolmhar. Tá an Coiste Iniúcháireachta agus Riosca neamhspleách ar bhainistiú airgeadais na heagraíochta. Tugann sé tuairim neamhspleách maidir le rioscaí agus córais bhainistíochta rioscaí. Cinntíonn an Coiste go ndéantar faireachán gníomhach agus neamhspleách ar na córais rialaithe inmheánaigh lena n-áirítear gníomhaíochtaí iniúcháireachta. Tugann an Coiste tuairisc don Bhord tar éis gach cruinnithe. Tháinig an Coiste le chéile 5 huaire le linn 2023. Ba iad seo a leanas comhaltaí an Choiste Iniúcháireachta agus Riosca le linn na bliana:

Comhalta	Cruinnithe An Líon Daoine i Láthair
Darina Kneafsey* (Cathaoirleach)	5/5
Sharon Feeney*	4/5
Pól Ó Mórain*	4/5
Orla Feely**	1/2
Tony Donohoe*	4/5
Anne Brady (Seachtrach)	5/5

\*Chríochnaigh siad a dtéarma oifige ar an mBord agus ar an gCoiste an 9 Samhain 2023.

\*\*D'éirigh sí as an mbord an 25 Aibreán 2023.

### An Coiste um Theagasc, Foghlaim agus Rannpháirtíocht Mac Léinn

Is é Ról an Choiste um Theagasc, Foghlaim agus Rannpháirtíocht Mac Léinn (SETL) comhairle a chur ar an mbord agus moltaí a dhéanamh maidir le rannpháirtíocht mac léinn agus tosaíochtaí teagaisc agus foghlama faoi Acht an Údaráis um Ard-Oideachas 2022, Acht na nOllscoileanna 1997, an tAcht um Institiúidí Teicneolaíochta 2006, agus Acht na nOllscoileanna Teicneolaíochta 2018. Tuairiscíonn an Coiste don bhord tar éis gach cruinnithe. Tháinig an Coiste le chéile 4 huairte le linn 2023. Bhí ionadaithe ó réimse leathan páirtithe leasmhara in ardoideachas na hÉireann ar an gCoiste, lena n-áirítear comhaltaí boird, mic léinn, acadóirí, ardbhainisteoirí agus lucht ceaptha beartas. Ba iad seo a leanas comhaltaí an Choiste um Theagasc, Foghlaim agus Rannpháirtíocht Mac Léinn le linn na bliana:

Comhalta	Cruinnithe An Líon Daoine i Láthair
Marie Clarke (Cathaoirleach)	4/4
Áine Ní Shé (Seachtrach)	3/4
Beth O'Reilly*	1/1
Chris Clifford	3/3
Clodagh Mc Givern** (Seachtrach)	1/1
Bryan O'Mahony (Seachtrach)	2/3
Claire McGee (Seachtrach)	2/4
Frances O'Connell (Seachtrach)	1/4
Hannah Kelly (Seachtrach)	4/4
John Wall***	3/3
Kerstin Mey (Seachtrach)	2/4
Leo Casey (Seachtrach)	3/4
Martha Ní Riada (Seachtrach)	2/4
Paul Mc Sweeney (Seachtrach)	2/4
Roisín Morris Drennan (Seachtrach)	4/4
Sharon Feeney***	3/3
Sinéad O'Flanagan***	3/3

Cuireadh Chris Clifford ina hionad an 1 Iúil 2023.

\*\* Cuireadh Bryan O'Mahony ina hionad an 1 Iúil 2023.

\*\*\*Chríochnaigh a dtéarma oifige ar an mbord agus ar an gCoiste an 9 Samhain 2023.

## An Coiste Airgeadais

Is é Ról an Choiste Airgeadais comhairle agus moltaí a thabhairt don bhord maidir le cúrsaí airgeadais agus na leithdháiltí deontais atá beartaithe chomh maith le maoirseacht a dhéanamh ar mhaoiniú na n-institiúidí ardoideachais, ag féachaint do thosaíochtaí beartais arna leagan síos ag an mbord. Tá sé freagrach freisin as maoirseacht a dhéanamh ar chúrsaí airgeadais inmheánacha an Údarás um Ard-Oideachas lena n-áirítear athbhreithniú ar chuntais bhainistíochta agus ar bhuiséid. Tugann an Coiste Airgeadais tuairisc don bhord tar éis gach cruinnithe. Tháinig an Coiste Airgeadais le chéile 3 huairé le linn 2023. Ba iad seo a leanas comhaltaí an Choiste Airgeadais le linn na bliana:

Comhalta	Cruinnithe An Líon Daoine i Láthair
Sinéad O’Flanagan* (Cathaoirleach)	3/3
Darina Kneafsey*	3/3
Judith Eaton*	3/3
John Wall*	3/3
Pól Ó Móraín*	3/3
Anne Brady (Seachtrach)	3/3

\*Chríochnaigh a dtéarma oifige ar an mBord agus ar an gCoiste an 9 Samhain 2023.

## Nochtadh a Éilítear de réir an Chóid Cleachtas chun Comhlachtaí Stáit a Rialú (2016)

Tá an Bord freagrach as a chinntiú gur chloígh an tÚdarás um Ard-Oideachas le ceanglais an Chóid Cleachtas chun Comhlachtaí Stáit a Rialú (“an Cód”), a d’fhoilsigh an Roinn Caiteachais Phoiblí, Sheachadadh PFN agus Athchóirithe i mí Lúnasa 2016. Ceanglaítear leis na gCód na nithe seo a leanas a nochtadh:

### Sochair Ghearrthéarmacha d’Fhostaithe

Leagtar amach sochair ghearrthéarma fostaithe níos mó ná €60,000 i nóta 16 a ghabhann leis na ráitis airgeadais.

Ní dhearnadh aon íocaíochtaí foirceanta in 2023 nó 2022.

### Costais Dlí agus Socraíochtaí

Níor tabhaíodh aon chostais dlí sa tréimhse tuairiscithe maidir le socruithe, imeachtaí réitigh nó eadrána. Ní chuimsítear leis an gcatagóir sin caiteachas a tabhaíodh i dtaca le comhairle dlí ghinearálta a cuireadh ar an Údarás um Ard-Oideachas agus a nochtar sna Costais Sainchomhairleoireachta thíos.

### Costais Sainchomhairleoireachta

Gearradh na costais sainchomhairleachta seo a leanas ar Chostais Oibriúcháin:

	2023 €’000	2022 €’000
Athbhreithnithe Rialachais	65	34
Comhairle Chánach agus Achtúireach	7	6
Iniúchadh Inmheánach	51	63
Comhairle	57	37
Comhairle Beartais agus Taighde	694	455
Iniúchtaí Seachtracha, Athbhreithnithe agus Comhairleach	671	424
Sainchomhairleoireacht TF	112	0
Eile	74	44
	<b>1,731</b>	<b>1,063</b>

## Caiteachas Taistil agus Cothaithe

Rangaítear caiteachas taistil agus cothaithe mar seo a leanas:

	2023	2022
	€'000	€'000
Bord	12	10
Fostaithe	77	21
Comhaltaí na Comhairle um Thaighde in Éirinn agus Tríú Páirtithe	3	0
<b>Idirnáisiúnta</b>		
Bord	6	8
Fostaithe	50	26
<b>Iomlán</b>	<b>148</b>	<b>65</b>

## Caiteachas Fáilteachais

Rangaítear caiteachas fáilteachais mar seo a leanas:

	2023	2022
	€'000	€'000
Foireann	5	7
Bord	9	5
Tríú Páirtithe	20	2
<b>Iomlán</b>	<b>34</b>	<b>14</b>

## An Ráiteas maidir le Comhlíonadh

Ghlac an Bord an Cód Cleachtais chun Comhlachtaí Stáit a Rialú, 2016, chuige féin agus tá próisis agus nósanna imeachta curtha chun feidhme aige chun comhlíonadh fhorálacha an Chóid a chinntiú.



Thar cheann Bhord an Údaráis um Ard-Oideachas:  
Michael Horgan Cathaoirleach

Dáta: 18 Meitheamh 2024

## Raon Freagrachta

Thar ceann Bhord an Údaráis um Ard-Oideachas, tuigim an fhreagracht atá orainn a chinntiú go gcothaítear agus go gcuirtear i bhfeidhm córas éifeachtach um rialuithe inmheánacha. Áirítear leis an bhfreagracht seo riachtanais an Chóid Chleachtais chun Comhlachtaí Stáit a Rialú (COPGSB) (2016).

## Cuspóir an Chórais Rialuithe Inmheánacha

Dearadh an córas rialuithe inmheánacha chun rioscaí a bhainistiú chuig leibhéal inghlactha seachas fáil réidh leis. Dá bhrí sin, ní féidir leis an gcóras ach ráthaíocht réasúnach, agus ní ráthaíocht iomlán, a thabhairt go gcosnaítear sócmhainní, go n-údaráítear idirbhearta agus go dtaifeadtar i gceart iad, agus go gcoisctear earráidí ábhartha nó mírialtachtaí, nó go mbraithfí iad ar bhealach tráthuúil.

Bhí an córas rialuithe inmheánacha, a thagann le treoir a d'eisigh an Roinn Caiteachais Phoiblí Sheachadadh PFN agus Athchóirithe, i bhfeidhm ag an Údarás um Ard-Oideachas don bhliain dar chríoch an 31 Nollaig 2023 agus go dtí an dáta a faomhadh na ráitis airgeadais.

## An Cumas Plé le Riosca

Tá Coiste Iniúcháireachta agus Riosca ag an Údarás um Ard-Oideachas ar a bhfuil ceathrar comhaltaí boird ar a laghad agus comhalta seachtrach amháin, a bhfuil saineolas airgeadais agus iniúchta acu. Tháinig an Coiste Iniúcháireachta agus Riosca le chéile cúig huaire in 2023.

Rinneadh feidhm iniúchta inmheánaigh an Údaráis um Ard-Oideachas a sheachfhoinsiú chuig comhlacht gairmiúil neamhspleách, Deloitte tar éis tairisceana faoi chreat na hOifige um Sholáthar Rialtais. Cheadaigh an bord Plean Iniúchta Inmheánaigh 2023. Áirítear leis an bplean sin athbhreithniú ar rialuithe inmheánacha ar bhonn bliantúil.

D'fhorbair an tÚdarás um Ard-Oideachas beartas bainistíochta riosca ina leagtar amach an fonn riosca, na próisis bainistíochta riosca atá i bhfeidhm agus tá mionsonraí ann maidir le ról agus freagrachtaí na foirne i dtaca le riosca. Eisíodh an beartas don fhoireann go léir atáthar ag súil a bheidh ag obair laistigh de bheartais bainistíochta riosca na Comhairle Ealaíon, d'fhonn an bhainistíocht a chur ar an eolas faoi rioscaí a thagann chun cinn agus laigí a rialú agus freagracht a ghlacadh as rioscaí agus rialuithe laistigh dá gcuid réimsí oibre féin. Tá Clár Rioscaí bunaithe agus, chomh maith le breithniú a dhéanamh ar chúrsaí riosca ag an gCoiste Iniúcháireachta agus Riosca, déanann an fhoireann bhainistíochta shinsearach athbhreithniú ar bhonn rialta ar na rioscaí a shainaithnítear mar rioscaí a bhaineann leis an Údarás um Ard-Oideachas.

## Ráiteas an Údaráis um Ard-Oideachas maidir leis an gCóras Rialuithe Inmheánacha

### Creat Rioscaí agus Rialaithe

Tá córas bainistíochta rioscaí curtha i bhfeidhm ag an Údarás um Ard-Oideachas lena sonraítear agus lena dtuairiscítear na príomhrioscaí agus na gníomhartha bainistíochta a dhéantar chun aghaidh a thabhairt orthu agus, oiread agus is féidir, na rioscaí sin a mhaolú.

Tá clár riosca i bhfeidhm ina n-aithnítear na príomhrioscaí atá os comhair an Údaráis um Ard-Oideachas agus aithníodh iad sin, rinneadh meastóireacht orthu, agus tugadh grád dóibh de réir a dtábhachta. Déanann an lucht bainistíochta athbhreithniú agus nuashonrú ar an gclár gach sé mhí, agus déanann an Coiste Iniúcháireachta agus Riosca athbhreithniú air. Cuirtear toradh na measúnachtaí seo in úsáid chun acmhainní a phleanáil agus a dháileadh le háiritiú go ndéantar rioscaí a bhainistiú go leibhéal oiriúnach.

Sonraíonn an clár riosca na rialuithe agus na gníomhartha atá de dhíth chun rioscaí a laghdú agus déantar an fhreagracht a bhaineann le feidhmiú na rialuithe a shannadh do bhaill foirne faoi leith.

## Monatóireacht agus Athbhreithniú Leanúnach

Is iad seo a leanas na bearta atá déanta ag an mBord le cinntiú go bhfuil timpeallacht rialaithe iomchuí i bhfeidhm:

- Freagrachtaí agus údarás bainistíochta a shainiú agus a dhoiciméadú go soiléir.
- Línte soiléire cuntasachta a chinntiú don lucht bainistíochta.
- Nósanna imeachta foirmiúla a bhunú trí fheidhmeanna coiste éagsúla chun monatóireacht a dhéanamh ar ghníomhaíochtaí agus sócmhainní na heagraíochta a chosaint.
- Nósanna imeachta a bhunú chun teipeanna suntasacha rialaithe a thuairisciú agus chun a chinntiú go ndéantar gníomh ceartaithe cuí.
- Cultúr láidir cuntasachta a fhorbairt ar fud na heagraíochta.
- Ag glacadh agus ag cloígh leis an gCód Cleachtais chun Comhlachtaí Stáit a Rialú.
- Áirítear leis an timpeallacht rialaithe a chinntiú Coiste Iniúchóireachta agus Riosca gníomhach, feidhm iniúchóireachta inmheánaigh agus tuairisciú rialta don Bhord ar rioscaí airgeadais.
- Córas cuí buiséadaithe a chinntiú le buiséad bliantúil a dhéanann an Bord a athbhreithniú agus a fhorghnó.
- Athbhreithniú a dhéanamh ar éifeachtúlacht an Bhoird.

Tá an córas rialuithe inmheánacha bunaithe ar chreat faisnéise bainistíochta rialta, beartais agus nósanna imeachta lena n-áirítear leithdheighilt dualgas agus córas tarmhligin agus cuntasachta. Go sonrach, tá na córais fhaireacháin seo a leanas i bhfeidhm:

- Rinneadh na príomhrioscaí agus rialuithe gaolmhara a aithint, agus tá próisis curtha i bhfeidhm le faireachán a dhéanamh ar oibriú na bpríomhrialuithe sin agus le haon easnamh aitheanta a thuairisciú.
- Déanann an ardbhainistíocht agus an Bord athbhreithnithe tráthrialta ar thuarascálacha airgeadais lena léirítear feidhmíocht in aghaidh buiséad.

## Soláthar

Deimhnímse go bhfuil nósanna imeachta i bhfeidhm ag an Údarás um Ard-Oideachas chun comhlíontacht leis na rialacha agus treoirlínte maidir le soláthar atá i bhfeidhm faoi láthair a chomhlíonadh, mar a leagtar amach ag an Oifig um Sholáthar Rialtais. I rith na bliana 2023 chomhlíon an tÚdarás um Ard-Oideachas na nósanna imeachta sin.

## Athbhreithniú ar Éifeachtacht

Deimhnímse go bhfuil nósanna imeachta i bhfeidhm ag an Údarás um Ard-Oideachas le faireachán a dhéanamh ar éifeachtacht a nósanna imeachta um bainistiú agus rialú rioscaí. Tá faireachán agus athbhreithniú an Údarais um Ard-Oideachas ar éifeachtacht an chórais maidir le rialú inmheánach airgeadais múnlaith le hobair na n-iniúcháirí inmheánacha, an Coiste Iniúchóireachta agus Riosca a dhéanann maoirseacht ar a gcuid oibre, na hiniúcháirí seachtracha agus an ardbhainistíocht taobh istigh den Údarás um Ard-Oideachas atá freagrach as forbairt agus caomhnú an chreata um rialú inmheánach airgeadais.

Deimhnímse go ndearna an Bord athbhreithniú bliantúil ar éifeachtacht na rialuithe inmheánacha do 2023 agus go ndearna an Bord é a fhaomhadh an 26 Márta 2024.

Níor aithníodh aon laige maidir le rialú ar ghá a nochtadh sa Ráiteas maidir leis an gCóras Rialuithe Inmheánacha.



Michael Horgan  
Cathaoirleach

Dáta: 18 Meitheamh 2024



## 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 2023 as required under the provisions of the Higher Education Authority Act 2022. 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 2023 and of its income and expenditure for 2023 in accordance with Financial Reporting Standard (FRS) 102 *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

#### Basis of opinion

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

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

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

An tÚdarás has presented certain other information together with the financial statements. This comprises a governance statement and Board members' report, a statement on the system of internal controls, and a schedule of grant income. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in regard to those matters.

**Seamus McCarthy**  
Comptroller and Auditor General

21 June 2024

## 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 2022
- 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 section 22 of the Higher Education Authority Act 2022 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.



## Aguisín a ghabhann leis an tuarascáil

An Ráiteas maidir le hIoncam agus Caiteachas agus Cúlchistí Ioncam Coinnithe don bhliain dar críoch an 31 Nollaig 2023

	Nótaí	2023 €'000	2022 €'000
<b>Ioncam</b>			
Deontais ón Oireachtas	2	1,922,718	1,790,956
Deontais ón gCiste Náisiúnta Oiliúna (CNO)	3	336,240	311,665
Deontais Eile	4	35,938	35,704
Ioncam Eile	5	7,747	4,379
Ús		87	140
Glanmhaoiniú iarchurtha le haghaidh Sochair Scoir	19(a)	1,551	1,721
		<b>2,304,281</b>	<b>2,144,565</b>
Leithdháileadh chun Críocha Caipitil	11	(18)	(123)
		<b>2,304,263</b>	<b>2,144,442</b>
<b>Caiteachas</b>			
Deontais Iníoctha	6	2,287,223	2,130,323
Aisíocaíochtaí leis an Roinn		830	0
Speansais Oibriúcháin	7	16,098	14,411
		<b>2,304,151</b>	<b>2,144,734</b>
Barrachas (Easnamh) roimh aistriú ón gCaipiteal		112	(292)
Amúchadh Cúlchiste Chaipitiúil	11	58	59
<b>Barrachas (Easnamh) don bhliain</b>		<b>170</b>	<b>(233)</b>
Iarmhéid arna thabhairt ar aghaidh an 1 Eanáir		3,199	3,432
<b>Iarmhéid arna thabhairt ar aghaidh an 31 Nollaig</b>		<b>3,369</b>	<b>3,199</b>

Tá Nótaí 1 go 23 mar chuid de na Ráitis Airgeadais seo.

Baineann gach mír ioncaim agus caiteachais le gníomhaíochtaí leanúnacha.



Michael Horgan

Cathaoirleach

Dáta: 18 Meitheamh 2024



Alan Wall

Príomhfheidhmeannach

Dáta: 18 Meitheamh 2024

An Ráiteas maidir le hIoncam Cuimsitheach don bhliain dar críoch an 31

	Notes	2023 €'000	2022 €'000
<b>Barrachas/(Easnamh) don bhliain</b> (Caillteanas)/Gnóthachan Achtúireach ar Shócmhainní/(Dliteanais) Sochair Scoir		170	(233)
Coigeartú leis an Maoiniú Iarchurtha le haghaidh Sochair Scoir	19 (d)	(3,740)	17,686
		3,740	(17,686)
<b>Ioncam Cuimsitheach Iomlán don Bhliain</b>		<b>170</b>	<b>(233)</b>

Tá Nótaí 1 go 23 mar chuid de na Ráitis Airgeadais seo.



Michael Horgan

Cathaoirleach

Dáta: 18 Meitheamh 2024



Alan Wall

Príomhfheidhmeannach

Dáta: 18 Meitheamh 2024

An Ráiteas maidir le hloncam Cuimsitheach don bhliain dar críoch an 31

	Nótaí	2023 €'000	2022 €'000
<b>Sócmhainní Neamhreatha</b>			
Sócmhainní Seasta Inláimhsithe	9	116	156
Iasachtaí	10	4,750	5,000
		<u>4,866</u>	<u>5,156</u>
<b>Sócmhainní Reatha</b>			
Iasachtaí	10	250	0
Infháltais agus Réamhíocaíochtaí	12	661	790
Banc agus Coibhéisí Airgid	8	61,570	82,995
		<u>62,481</u>	<u>83,785</u>
<b>Dliteanais Reatha</b>			
Suimeanna Iníoctha agus Caiteachas Fabhráithe	13	63,862	85,586
<b>Glandliteanais Reatha</b>			
		<u>(1,381)</u>	<u>(1,801)</u>
Sócmhainní Iomlána lúide Dliteanais Reatha roimh Oibleagáidí Sochair Scoir		3,485	3,355
Maoiniú Iarchurtha le haghaidh Sochair Scoir	19(e)	29,753	24,462
Dliteanais Sochair Scoir	19(e)	(29,753)	(24,462)
<b>Iomlán na nGlansócmhainní</b>		<u><b>3,485</b></u>	<u><b>3,355</b></u>
<b>Caipiteal agus Cúlchistí</b>			
Cúlchiste Caipitil	11	116	156
Cúlchiste Ioncaim	14	3,369	3,199
		<u><b>3,485</b></u>	<u><b>3,355</b></u>

Tá Nótaí 1 go 23 mar chuid de na Ráitis Airgeadais seo.



Michael Horgan

Cathaoirleach

Dáta: 18 Meitheamh 2024



Alan Wall

Príomhfheidhmeannach

Dáta: 18 Meitheamh 2024

An Ráiteas maidir leis an Staid Airgeadais amhail an 31

Nótaí	2023 €'000	2022 €'000
<b>Sreabhadh Airgid ó Ghníomhaíochtaí Oibriúcháin</b>		
Barrachas (Easnamh) don bhliain	170	(233)
Dímheas agus lagú na sócmhainní seasta	58	59
Laghdú ar Infháiltas (Laghdú)/Méadú ar Shuimeanna Iníoctha	129 (21,724)	1.312 15.601
Ús Faighte	(87)	(140)
Leithdháileadh chun Caiteachas Caipitil a Mhaoiniú	18	123
Aistriú ón gCuntas Cúlchiste Caipitil	(58)	(59)
<b>Glan-Insreabhadh (Eis-sreabhadh) airgid ó Ghníomhaíochtaí Oibriúcháin</b>	<b>(21,494)</b>	<b>16.663</b>
Sreafaí Airgid ó Ghníomhaíochtaí Infheistiúcháin Íocaíochtaí chun Sócmhainní Seasta Inláimhsithe fháil	(18)	(123)
<b>Glansreafaí Airgid ó Ghníomhaíochtaí Infheistiúcháin</b>	<b>(18)</b>	<b>(123)</b>
Sreafaí Airgid ó Ghníomhaíochtaí Maoiniúcháin Ús Faighte	87	140
<b>Glansreafaí Airgid ó Ghníomhaíochtaí Maoiniúcháin</b>	<b>87</b>	<b>140</b>
<b>(Laghdú)/Méadú in Airgead agus i gCoibhéisí Airgid</b>	<b>(21,425)</b>	<b>16.680</b>
Banc agus Coibhéisí Airgid ag tús na bliana	82.995	66.315
<b>Banc agus Coibhéisí Airgid ag deireadh na bliana</b>	<b>61.570</b>	<b>82.995</b>

Tá Nótaí 1 go 23 mar chuid de na Ráitis Airgeadais seo.



Michael Horgan

Cathaoirleach

Dáta: 18 Meitheamh 2024



Alan Wall

Príomhfheidhmeannach

Dáta: 18 Meitheamh 2024

## Na nótaí a ghabhann leis na

### 1. Beartais Chuntasaíochta

Leagtar amach thíos bunús na cuntasaíochta agus na beartais chuntasaíochta shuntasacha arna nglacadh ag an Údarás um Ard-Oideachas. Cuireadh i bhfeidhm iad ar bhonn comhsheasmhach.

#### a) An Bonn leis an Ullmhúchán

Ullmhaíodh na ráitis airgeadais de réir choinbhinsiún modhnaithe an chostais stairiúil agus i gcomhréir leis an gCaighdeán um Thuairisciú Airgeadais 102. Tá na ráitis airgeadais le fáil san fhoirm arna faomhadh ag an Aire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta; le toiliú ón Aire Caiteachais Phoiblí, Sheachadadh PFN agus Athchóirithe faoi Acht an Údaráis um Ard-Oideachas, 2022. Tá na beartais chuntasaíochta seo a leanas curtha i bhfeidhm go comhsheasmhach chun dul i ngleic le míreanna a mheastar a bheith ábhartha i ndáil le ráitis airgeadais an Údaráis um Ard-Oideachas.

Is ar bhonn fabhrach atá na ráitis airgeadais ullmhaithe, agus tá siad i gcomhréir leis an gcleachtas cuntasaíochta a nglactar go coitianta leis in Éirinn. Is iad na Caighdeáin Chuntasaíochta a nglactar go coitianta leo in Éirinn chun ráitis airgeadais a ullmhú ina dtugtar léargas fírinneach agus cóir iad na cinn arna bhfoilsíú agus arna n-eisiúint ag an gComhairle um Thuairisciú Airgeadais.

I gcomhréir le hImlitir DPER 21/2015 i ndáil le FRS 102, tá na ráitis airgeadais seo comhdhéanta den Ráiteas maidir le hIoncam agus Caiteachas agus Cúlchistí Ioncaim Coinnithe, an Ráiteas maidir le hIoncam Cuimsitheach, an Ráiteas maidir leis an Staid Airgeadais agus an Ráiteas maidir le Sreafaí Airgid. Ina theannta sin, tá nótaí 1 go 23 mar chuid de na ráitis airgeadais seo.

#### b) Sócmhainní Seasta Inláimhsithe

Sloinntear sócmhainní seasta inláimhsithe atá comhdhéanta de throsacán, trealamh agus ríomhairí ag costas lúide dímheas carntha agus foráil maidir le bearnú i gcás inarb infheidhme.

##### Caipitliú

Tá costas sócmhainne comhdhéanta de phraghas ceannaigh na sócmhainne móide aon chostas atá inchurtha go díreach i leith riocht oibre a chur ar an tsócmhainn don úsáid a bhí beartaithe di. Gearrtar Troscán, Trealamh agus Ríomhairí faoi bhun na tairsí caipitliúcháin ar an Ráiteas maidir le hIoncam agus Caiteachas agus Cúlchistí Ioncaim Coinnithe sa bhliain ceannaigh. €3,000 is ea méid na tairsí caipitliúcháin.

##### Dímheas

Ríomhtar an dímheas le bunchostas na sócmhainne nó an mhéid athluacháilte a dhíscríobh lúide an luach measta iarmharach ar bhonn an mhéid chothrom thar a saolré úsáideach eacnamaíoch mar seo a leanas:

Troscán agus Trealamh	-	10 mbliana
Trealamh Ríomhaireachta	-	3 bliana

#### c) Cúlchiste Caipitil

Is ionann an cúlchiste caipitil agus an méid glan a caitheadh ar shócmhainní seasta inláimhsithe arna maoiniú le deontais Stáit. Déantar na deontais a amúchadh in aghaidh ioncaim thar shaolré ionchasach na sócmhainní i gcomhréir leis an mbeartas dímheasa.

#### d) Ioncam

Is ar bhonn fabhrach a thugtar cuntas ar ioncam Oireachtais agus aon ioncam deontais eile. Is ar bhonn fabhrach a thugtar cuntas ar ioncam eile ó thionscail taighde.

#### e) Airgeadra Eachtrach agus Airgeadra Feidhmiúil

Na míreanna a áirítear leis na ráitis airgeadais, cuirtear i láthair iad in “Euro”, airgeadra na príomhthimpeallachta eacnamaíche ina n-oibríonn an tÚdarás um Ard-Oideachas (an “t-airgeadra feidhmiúil”).

Rinneadh na hidirbhearta arna n-ainmniú in airgeadra eachtrach i rith na bliana a aistriú ag an ráta malairte a bhí i bhfeidhm ar dháta an idirbhirt. Déantar sócmhainní agus dliteanais arna n-ainmniú in airgeadraí eachtracha a aistriú go Euro ag na rátaí malairte a bhí i bhfeidhm dáta an Ráitis maidir leis an Staid Airgeadais. Pléitear leis na brabúis nó cailteanais dá thoradh sin sa Ráiteas maidir le hloncam agus Caiteachas agus Cúlchistí Ioncaim Coinnithe.

#### f) Deontais Iníoctha

Is ionann deontais iníoctha agus deontais arna leithdháileadh do na hinstitiúidí ardoideachais agus do ghníomhaireachtaí agus comhlachtaí éagsúla eile, chun críocha an ardoideachais i dtaca leis an mbliain airgeadais.

#### g) Sochair Scoir

Léirítear leis na costais sochair scoir na sochair scoir arna dtuilleamh ag fostaithe sa bhliain, agus taispeántar iad glan ar ranníocaíochtaí pinsin foirne a gcoinníonn an tÚdarás um Ard-Oideachas iad. Déantar costais sochair scoir de réir FRS 102 a mheasúnú i gcomhréir le comhairle achtúireacht bunaithe ar na luachálacha achtúireacha is déanaí agus ar na toimhdí arna gcinneadh ag an achtúire. Aithnítear méid a chomhfhreagraíonn don mhúirear pinsin mar ioncam a mhéid atá sé in-aisghnóthaithe agus fritháirithe le deontais arna bhfáil sa bhliain le híocaíochtaí pinsin a ghlanadh.

Léirítear na gnóthachain nó cailteanais achtúireacha ag eascairt as dliteanais scéime sa Ráiteas maidir le hloncam Cuimsitheach agus aithnítear coigeartú comhfhreagrach sa mhéid atá in-aisghnóthaithe ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.

Is ionann dliteanais sochair scoir agus luach reatha na n-íocaíochtaí pinsin amach anseo arna dtuilleamh ag baill foirne go dtí seo. Is ionann maoiniú iarchurtha le haghaidh sochair scoir agus an tsócmhainn chomhfhreagrach atá le haisghabháil sna tréimhsí amach anseo ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.

Oibríonn an tÚdarás um Ard-Oideachas Scéim Pinsean Aonair na Seirbhíse Poiblí freisin (An Scéim Aonair) arb í an scéim pinsin sochair shainithe í le haghaidh státseirbhísigh inphinsin arna gceapadh an 1 Eanáir 2013 nó i ndiaidh an dáta sin. Íoctar ranníocaíochtaí chomhaltaí na Scéime Aonair leis an Roinn Caiteachais Phoiblí, Sheachadadh PFN agus Athchóirithe.

Na toimhdí atá faoi bhun na luachálacha achtúireacha dá ndéantar na méideanna a aithnítear sna ráitis airgeadais a chinneadh (lena n-áirítear rátaí lascaine, rátaí méadaithe ar leibhéil chúitimh amach anseo, rátaí básmhaireachta agus rátaí do threochtaí sna costais cúraim sláinte); déantar iad a thabhairt cothrom le dáta ar bhonn bliantúil bunaithe ar na dálaí eacnamaíocha atá i bhfeidhm, agus as aon athrú ábhartha leis na téarmaí agus coinníollacha de chuid na bpleananna sochair scoir agus iarscoir.

Is féidir leis na nithe seo a leanas difear a dhéanamh do na toimhdí sin:

- i. An ráta lascaine, athruithe sa chóimheas toraidh ar bhannaí corparáide ardcháilíochta
- ii. Leibhéil chúitimh amach anseo, dálaí margaidh saothair amach anseo

Tá meán ualaithe na dtoimhdí achtúireacha a cuireadh i bhfeidhm agus an sochar scoir agus dliteanais eile iarscoir á gcinneadh le fáil i Nóta 19. Cé go gcreideann an bhainistíocht gur cuí iad na toimhdí a úsáideadh, d'fhéadfadh difríochtaí sa taithí iarbhír nó athruithe ar na toimhdí difear a dhéanamh do na hoibleagáidí agus speansais a aithnítear i dtréimhsí cuntasáíochta amach anseo. Féadtar luaineacht shuntasach a fheiceáil ó thréimhse amháin go chéile ar shócmhainní agus dliteanais na scéimeanna sochair pinsin

sochair shainithe, atá inchurtha den chuid is mó i leith athruithe ar thorthaí bannaí agus ar fhadsaolaí. I dteannta ranníocaíochtaí amach anseo, féadfar go mbeidh gá le ranníocaíochtaí suntasacha airgid ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta le heasnaimh sheirbhíse roimhe seo a leigheas.

#### h) Léasanna Oibriúcháin

Gearrtar caiteachas cíosa i ndáil le léasanna oibriúcháin ar an Ráiteas maidir hloncam agus Caiteachas agus Cúlchistí loncaim Coinnithe thar shaolré an léasa. Aithnítear an caiteachas ar bhonn an mhéid chothroim thar thréimhse an léasa, seachas i gcás ina bhfuil nasc idir méaduithe cíosa agus ráta ionchasach an bhoilscithe, ina n-aithnítear na méaduithe de réir mar a thabhaítear iad. Aon dreasacht léasa a fhaightear, aithnítear thar shaolré an léasa iad.

#### i) Breithiúnais agus Meastacháin Chuntasaíochta Shuntasacha

Leis na ráitis airgeadais a ullmhú éilítear ar an mbainistíocht breithiúnais a thabhairt agus meastacháin agus toimhdí a dhéanamh, rud a dhéanfaidh difear do na méideanna a thuairiscítear le haghaidh sócmhainní agus dliteanais amhail dáta an Ráitis maidir le Staid Airgeadais, agus na méideanna a thuairiscítear le haghaidh ioncam agus speansas i rith na bliana. Tá na meastacháin agus na toimhdí comhbhainteacha bunaithe ar thaithí stairiúil agus ar thosca eile a mheastar a bheith ábhartha. Is féidir go mbeidh torthaí iarbhir difriúla ó na meastacháin seo.

## 2. Deontais ón Oireachtas

	2023 €'000	2022 €'000
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta Vóta 45		
Fo-cheannteideal B04 Ginearálta	1451142	1334587
Fo-cheannteideal B10.2 Pinsin	161.019	226.290
Fo-cheannteideal B11 Rochtain	45.597	34.531
Fo-cheannteideal B16 Caipiteal	184.560	116.182
Fo-cheannteideal C4 Taighde Caipitil	4.432	8.682
Fo-cheannteideal B12 Taighde	65.468	61.484
Fo-Cheannteideal B03 Riarachán	10.500	9.200
	<b>1,922,718</b>	<b>1,790,956</b>

## 3. Deontais ón gCiste Náisiúnta Oiliúna (NTF)

	2023 €'000	2022 €'000
NTF Dírithe ar Mhargadh Saothair	148.352	152.555
NTF Printíseacht	78.689	59.599
NTF Springboard	38.891	39.910
NTF An Tionscnamh Caipitil Dhaonna	70,308	59,601
	<b>336,240</b>	<b>311,665</b>

#### 4. Deontais Eile

	2023	2022
	€'000	€'000
Feidhmeannacht na Seirbhíse Sláinte	5.903	7.508
An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán	1.101	1.911
An Roinn Breisoideachais & Ardoideachais, Taighde, Nuálaíocht & Eolaíocht – Idirnáisiúnta	3.280	1.313
An Roinn Oideachais - Oideachas do Mhúinteoirí	0	1.881
An Roinn Breisoideachais & Ardoideachais, Taighde, Nuálaíochta & Eolaíochta - Tacaíocht Erasmus	3.500	3.500
An Roinn Sláinte – Campas Sláintiúil	238	33
Údarás Fuinnimh Inmharthana na hÉireann	2.467	1.961
Gníomhaíocht Inscne an Aontais Eorpaigh	28	1
Erasmus+ an Aontais Eorpaigh	19,421	17,596
	<b>35,938</b>	<b>35,704</b>

#### 5. Ioncam Eile

	2023	2022
	€'000	€'000
Comhpháirtithe Taighde	7,747	4,379

San áireamh le Comhpháirtithe Taighde tá cistiú a fuarthas ó Chúnaimh Éireann dar luach €0.228m. (2022: €0.222m).

#### 6. Deontais Iníoctha

	2023	2022
	€'000	€'000
<b>Athfhillteach</b>		
Croí-Dheontas	895.033	780.704
Aisghabháil Táillí	323.435	337.123
Altranas	53.879	55.250
Meabhairshláinte & Folláine Mac Léinn	90	5.772
Tionscnaimh Straitéiseacha	200.153	161.011
Ranníocaíocht Mac Léinn	133.610	147.657
Tionscnaimh na hÉireann	2.666	2.666
Tacaíocht COVID	(4,559)	3,900
<b>Iomlán Athfhillteach</b>	<b>1604307</b>	<b>1494083</b>
<b>Scileanna</b>		
Printíseachtaí	178.689	59.580
Springboard+	38.744	39.665
An Tionscnamh Caipitil Dhaonna	69.838	59.355
Spreagthach mhí lúil	(26)	0
<b>Iomlán na Scileanna</b>	<b>187.245</b>	<b>158.600</b>



## Eile

Tionscnaimh na Gaeilge	1.101	1.911
Scéimeanna Soghluaisteachta Rialtas na hÉireann	530	513
Tacaíocht Idirnáisiúnta	1.150	800
Oideachas do Mhúinteoirí	0	1.881
Campas Sláintiúil	120	0
Pinsin	161,019	226,290
<b>Iomlán Eile</b>	<b>163.920</b>	<b>231.395</b>

## Tacaíocht Rochtana / Mic Léinn

Ciste Cúnaimh do Mhic Léinn	122.193	16.532
Mic léinn faoi Mhíchumas	7.622	5.766
An Clár um Rochtain ar Ardoideachas	10.654	11.561
Meabhairshláinte & Folláine Mac Léinn	4.962	0
Eile	37	541
<b>Rochtain Iomlán</b>	<b>45.468</b>	<b>34.400</b>

Erasmus 23.958 20.620

<b>Caipiteal</b>	<b>187.027</b>	<b>118.143</b>
<b>Taighde</b>		
Taighde Caipitil	10.282	8.682
Clár Thuaidh-Theas	9.818	14.250
An Chomhairle um Thaighde in Éirinn	55,198	50,150
<b>Iomlán an Taighde</b>	<b>75,298</b>	<b>73,082</b>
<b>Deontais Iomlána Iníoctha</b>	<b>2,287,223</b>	<b>2,130,323</b>

## 7. Speansais Oibriúcháin

	2023	2022
	€'000	€'000
	<b>Nóta</b>	
Tuarastail	8.737	6.965
Sochair Scoir	19(b) 1.995	2.163
Taisteal agus Cothú	148	65
Fáilteachas	34	14
Oiliúint agus Forbairt	115	94
Dímheas	58	59
Costais Bhunaithe	1.061	1.252
Teicneolaíocht Faisnéise	858	782
Forchostais Chláir*	0	762
Sainchomhairleoireacht	1.731	1.063
Measúnóirí agus Bail Phainéil	386	616
Táillí Iniúcháireachta	52	47
Foilseacháin agus Seimineáir	596	409
Urraíocht, Fógraíocht agus Ballraíochtaí	225	53
Táillí na gComhaltáí Boird	60	65
Forchostais Eile	42	2
	<b>16.098</b>	<b>14.411</b>

## 8. Banc agus Coibhéisí Airgid

	2023	2022
	€'000	€'000
Iarmhéideanna Bainc	7.026	9.627
Billí Státchiste	54.544	73.368
	<b>61.570</b>	<b>82.995</b>

## 9. Sócmhainní Seasta Inláimhsithe

	Troscán & Trealamh	Trealamh Ríomhaireachta	2022 Iomlán	2023 Iomlán
	€'000	€'000	€'000	€'000
<b>Costas</b>				
Costas amhail an 1 Eanáir 2023	479	951	1.430	1.307
Breiseanna	8	10	18	123
Díúscairtí	(775)	(775)	0	
Amhail an 31 Nollaig 2023	487	186	673	1.430
<b>Dímheas</b>				
Iarmhéid an 1 Eanáir 2023	406	868	1.274	1.215
Muirear don bhliain	13	45	58	59
Dímheas ar Dhiúscairtí	0	(775)	(775)	0
Amhail an 31 Nollaig 2023	419	138	557	1.274
<b>Glanluach de réir na Leabhar an 31 Nollaig 2023</b>	<b>68</b>	<b>48</b>	<b>116</b>	<b>156</b>

## 10. Iasachtaí

	2023	2022
	€'000	€'000
<b>Iasacht le hOllscoil Teicneolaíochta na Mumhan</b>		
Iníochta laistigh de 1 bhliain amháin	250	0
Iníochta tar éis 1 bhliain amháin	4,750	5,000
	<b>5,000</b>	<b>5,000</b>

Tugadh iasacht dar luach €5m d'Institiúid Teicneolaíochta Thrá Lí thiar in 2019. Cumascadh Institiúid Teicneolaíochta Thrá Lí le hInstitiúid Teicneolaíochta Chorcaí an 1 Eanáir 2021 chun Ollscoil Teicneolaíochta na Mumhan a bhunú.

Aontaíodh ar théarmaí aisíocaíochta idir an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus Ollscoil Teicneolaíochta na Mumhan i mí an Mhárta 2023. Beidh an iasacht shaor ó ús le haisíoc thar thréimhse 20 bliain ag tosú i mí na Bealtaine 2024 ag luach €250,000 in aghaidh na bliana.

## 11. Cúlchiste Caipitil

	Nóta	2023 €'000	2022 €'000
Iarmhéid an 1 Eanáir		156	92
Leithdháileadh chun Sócmhainní Seasta a Mhaoiniú		18	123
Amúchadh i gcomhréir le Dímheas	9	(58)	(59)
Iarmhéid an 31 Nollaig		<b>116</b>	<b>156</b>

## 12. Infháiltas agus Réamhíocaíochtaí

	2023 €'000	2022 €'000
Deontais Infhaighte	0	268
Réamhíocaíochtaí	661	522
	<b>661</b>	<b>790</b>

## 13. Suimeanna Iníochta agus Caiteachas Fabhráithe

	2023 €'000	2022 €'000
Deontais larchurtha ón Oireachtas	19.236	28.497
Deontais larchurtha ón gCiste Náisiúnta Oiliúna	5.783	21.293
Deontais larchurtha Eile	28.933	22.104
Deontais Taighde larchurtha	2.233	5.519
Fabhrúithe Deontais	5.000	5.000
Fabhrúithe Eile	1.491	1.005
Creidiúnaithe Eile	1.186	2.168
	<b>63.862</b>	<b>85.586</b>

## 14. Cúlchiste Ioncaim

	2023 €'000	2022 €'000
Iarmhéid an 1 Eanáir	13.199	3.432
Barrachas/(Easnamh) don bhliain	170	(233)
Iarmhéid an 31 Nollaig	<b>3,369</b>	<b>3,199</b>

## 15. Ceangaltas Léasa

I rith na bliana 2023, tháinig an ÚAO ar chomhaontú leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta chun urlár breise a léasú agus a fheistiú ag a oifigí in 3 Foirgnimh Shíol Bhroin, Ascaill Crampton, Bóthar Shíol Bhroin, Baile Átha Cliath 4 de bharr méadú ar líonta foirne. I mí an Mheithimh 2023, thug Bord an Údaráis um Ard-Oideachas faomhadh do léasú an ceathrú hurlár ar feadh thréimhse 5 bliana agus do shíneadh leis an dáta éaga do na léasanna le haghaidh an chéad urláir agus urlár na talún le bheith i gcomhthráth le dáta éaga an léasa nua. Aontaíodh ar Ghníomhais Athrúcháin lenar bhain dáta éaga an 24 Deireadh Fómhair 2028 le haghaidh na dtrí léas uile. Mar chuid de na hidirbheartaíochtaí sin,

aontaíodh ar thréimhse shaor ó chíos 6 mhí agus 10 seachtaine ar fhad faoi seach don cheathrú hurlár agus d'urláir na talún/chéad urlár ón 24 Deireadh Fómhair 2023, agus na cíosanna bliantúla seo a leanas iníoctha ina dhiaidh sin go dtí dul in éag na léasanna:

	€'000
Urlár na Talún	319 (ó €317k)
An Chéad Urlár	521 (ó €512k)
An Ceathrú hUrlár	364

I dteannta spás oifige, áirítear leis na cíosanna sin spásanna carrchlóis.

Is mar seo a leanas é iomlán na n-íocaíochtaí léasa amach anseo faoi léasanna oibriúcháin do-chealaithe:

	2023 €'000	2022 €'000
Iníoctha laistigh de 1 bhliain amháin	1.080	829
Iníoctha idir 2 bhliain agus 5 bliana	4.594	1.866
Iníoctha tar éis 5 bliana	0	0
	<b>5,674</b>	<b>2,695</b>

## 16. Páirtithe Gaolmhara

Corpraíodh HEAnet Ltd. mar Chuideachta faoi theorainn ráthaíochta, agus nach raibh i seilbh scairchaipitil thiar i mí na Samhna 1997. Is ar bhonn neamhbhrabúsach a oibríonn sé. Corpraíodh fochuideachta, EduCampus Services DAC i mí Aibreáin 2015. Is gnáthchomhalta de HEAnet Ltd. é an tÚdarás um Ard-Oideachas. Gnáthchomhaltaí eile den chuideachta is iad na hinstiúidí ardoideachais agus an Roinn Fiontar, Trádála agus Fostaíochta. Níor íoc an tÚdarás um Ard-Oideachas aon deontas le Grúpa HEAnet in 2023 ná in 2022. Chuir HEAnet Ltd seirbhísí ar fáil don Údarás um Ard-Oideachas in 2023 dar luach €13,403. (2022: €25,838).

## 17. Seirbhísí d'Fhostaithe

Tugtar sonraí sa tábla thíos ar líon na bhfostaithe a thuilleann €60,000 nó os a chionn. Áiríodh orthu sin tuarastal and liúntais, ach eisiatar ÁSPC uathu. Níor íocadh as aon ragobair in 2023.

Raon	2023 Líon na bhfostaithe	2022 Líon na bhfostaithe
€60,000 to €69,999	13	7
€70,000 to €79,999	9	15
€80,000 to €89,999	9	6
€90,000 to €99,999	5	1
€100,000 to €109,999	3	4
€110,000 to €119,999	3	1
€120,000 to €129,999	1	0
€130,000 to €139,999	0	0
€140,000 to €149,999	0	0
€150,000 to €159,999	0	0
€160,000 to €169,999	0	1
€170,000 to €179,999	1	0
€180,000 to €189,999	0	0
	<b>44</b>	<b>35</b>

B'ionann meánlíon na bhfostaithe (coibhéisí lánaimseartha) i rith na bliana, cé is moite de phoist sa Chomhairle um Thaighde in Éirinn arna maoiniú ag an Aontas Eorpach agus baill foirne gníomhaireachta sealadacha, agus 127 don bhliain 2023 (2022: 112).

## 18. Príomhphearsanra Bainistíochta

Tá an príomhphearsanra san Údarás um Ard-Oideachas comhdhéanta den Phríomhoifigeach Feidhmiúcháin (POF) agus comhaltaí den Bhord. Tháinig méid iomlán an chúitimh a íocadh le príomhphearsanra bainistíochta, lena n-áirítear táillí agus speansais na gComhaltaí Boird agus luach saothar agus speansais iomlána an Phríomhoifigigh Feidhmiúcháin chuig €306,706 (2022: €296,031).

### a) Luach saothair an Phríomhoifigigh Feidhmiúcháin

	2023 Luach saothair €	2023 Speansais €	2023 Iomlán €	2022 Luach saothair €	2022 Speansais €	2022 Iomlán €
Tuarastal (lena n-áirítear ER PRSI)	175,458	11,073	186,531	170,221	2,157	172,378
Pinsean*	41,727	0	41,727	40,436	0	40,436
<b>IOMLÁN</b>	<b>217,185</b>	<b>11,073</b>	<b>228,258</b>	<b>210,657</b>	<b>2,157</b>	<b>212,814</b>

\*Tá an POF ar iasacht ón Roinn Oideachais. Tá sé i dteideal gnáthshocruithe pinsin na hearnála poiblí. Ní mór don ÚAO ranníoc lena chostais phinsin trí íocaíochtaí leis an Roinn Oideachais bunaithe ar 25% dá thuarastal.

### b) Táillí agus Speansais na gComhaltaí Boird

Íoctar táillí agus speansais taistil agus chothabhála na gcomhaltaí i gcomhréir leis na rátaí arna leagan amach ag an Roinn Caiteachais Phoiblí agus Athchóirithe. Is mar seo a leanas í an táille bhliantúil atá faofa do chomhaltaí an bhoird; Cathaoirleach €11,970, Gnáthchomhalta €7,695. De réir an Phrionsabail 'Duine Amháin, Tuarastal Amháin', arna chur chun feidhme ón 1 Samhain 2011, ní íoctar táille le comhalta a bhfuil tuarastal earnála poiblí á fháil aige/aici.

Íocadh táille *pro rata* leis na comhaltaí nach raibh ann ach ar feadh cuid den bhliain. Féadfar éilimh atá in-aisíochta go díreach nó speansais a íoctar thar ceann an Chomhalta a áireamh leis na speansais.

Comhalta Boird	2023 Táillí €	2023 Speansais €	2023 Iomlán €	2022 Táillí €	2022 Speansais €	2022 Iomlán €
Michael Horgan - Cathaoirleach	11,970	971	12,941	11,970	0	11,970
Bahram Bekhradnia	0	0	0	3,584	1,766	5,350
Orla Feely	0	0	0	0	0	0
Sinéad O’Flanagan	6,599	8,122	14,721	7,695	6,026	13,721
Deirdre Lillis	0	0	0	0	0	0
Ronan Lyons	0	0	0	0	0	0
Jim Mountjoy	0	0	0	3,584	0	3,584
Lynn Ramsey	0	505	505	0	3,216	3,216
John Wall	0	270	270	0	0	0
Sharon Feeney	0	1,008	1,008	0	1,118	1,118
Tony Donohoe	6,599	1,037	7,636	7,695	0	7,695
Judith Eaton	6,599	764	7,363	7,695	1,544	9,239
Pól Ó Móráin	6,599	1,283	7,882	7,695	2,027	9,722
Darina Kneafsey	6,599	4,128	10,727	7,695	2,211	9,906
Lorna Fitzpatrick	0	0	0	0	0	0
Clare Austick	0	0	0	3,848	0	3,848
Beth O’ Reilly	3,848	0	3,848	3,848	0	3,848
Mark Rogers	1,096	0	1,096	0	0	0
Paula Fyans	1,096	27	1,123	0	0	0
Rory O’Sullivan	1,096	0	1,096	0	0	0
Anne Scott	1,096	0	1,096	0	0	0
Fiona Killard-Lynch	1,096	0	1,096	0	0	0
Lianne Patterson	1,096	0	1,096	0	0	0
Niall Connors	1,096	0	1,096	0	0	0
Chris Clifford	3,848	0	3,848	0	0	0
Dermot Mc Carthy	0	0	0	0	0	0
Nessa McEniff	0	0	0	0	0	0
Rosemary Day	0	0	0	0	0	0
<b>IOMLÁN</b>	<b>60,333</b>	<b>18,115</b>	<b>78,448</b>	<b>65,309</b>	<b>17,908</b>	<b>83,217</b>

## 19. Sochair Scoir

Tá rochtain ar dhá scéim pinsin ar fáil do bhaill foirne incháilithe an Údaráis um Ard-Oideachas. Na baill foirne a ceapadh roimh an 1 Eanáir 2013, is baill iad i gcoitinne de scéim pinsin sochair shainithe a bhfuil faomhadh aige faoi Alt 15 d’Acht an Údaráis um Ard-Oideachas, 1971 a chistítear ar bhonn bliantúil ‘íoc mar a thuillir’ ó na hairgid arna gcur ar fáil ag an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta agus ó ranníocaíochtaí arna n-asbhaint ó thuarastail ball foirne. Leagtar amach i ndoiciméid na scéime na sochair ar a bhfuil na ríomhanna FRS 102 bunaithe le haghaidh na scéimeanna seo a leanas:

- a) Scéim an ÚAO Aoisliúntais Foirne 1980
- b) Scéim an ÚAO Aoisliúntais Foirne (Leasú) 1993
- c) Scéim an ÚAO (Leasú) do Chéilí agus Leanaí 1985, agus
- d) Scéim an ÚAO (Leasú) do Chéilí agus Leanaí 1992

Oibríonn an tÚdarás um Ard-Oideachas scéim shaorálach Ranníocaíochtaí Saorálacha Breise freisin.

Is í Scéim Pinsin Aonair na Seirbhíse Poiblí (Scéim Aonair) an scéim pinsin sochair shainithe le haghaidh státseirbhísigh inphinsin a ceapadh an 1 Eanáir 2013 nó ina dhiaidh sin, i gcomhréir leis an Acht um Pinsin na Seirbhíse Poiblí (Scéim Aonair agus Forálacha Eile), 2012. Déantar foráil sa scéim maidir le pinsean agus cnapshuim bunaithe ar luach saothair inphinsin arna ualú thar ghairmréim, agus maidir le pinsin do chéilí agus do leanaí. 66 bliana is ea an aois íosta le pinsean a fháil (ag ardú i gcomhréir le hathruithe ar aois pinsin an Stáit). San áireamh leis tá saoráid luathscoir laghdaithe go hachtúireacht ó aois 55 bliana ar aghaidh. Méadú ar phinsin á n-íoc i gcomhréir leis an bpraghasinnéacs tomhaltóirí.

Tá an luacháil a úsáidtear le haghaidh nochtáí FRS102 bunaithe ar luacháil achtúireach iomlán ag achtúire neamhspleách cáilithe agus ceanglais FRS102 á gcur san áireamh d'fhonn dliteanais na scéime a mheasúnú.

Ba iad seo a leanas na príomhthoimhdí achtúireacha a úsáideadh leis na dliteanais sochair scoir a ríomh faoi FRS102:

	An 31/12/2023	An 31/12/2022
Ráta Lascaine	3.60%	4.30%
Ráta Boilscithe	2.10%	2.25%
Ráta na Méaduithe ar Thuarastail a bhfuil Coinne leo	3.10%	3.25%
Ráta Méadaithe ar Íocaíocht Pinsin	2.60%	2.75%

Tá na toimhdí déimeagrafacha i.e. rátaí básmhaireachta inseirbhíse agus ar scor ag teacht leis na táblaí caighdeánacha a úsáidtear sna luachálacha achtúireacha sna scéimeanna comhchosúla de chineál na hearnála poiblí. Léirítear leis sin an treocht atá ann faoi láthair d'fheabhsuithe sa bhásmhaireacht agus tá coinne leis i gcoitinne go leanfaidh an treocht sin ar aghaidh sa ghearrthéarma amach anseo.

		Ionchas saoil intuighthedo dhuine 65 bliana d'aois	
		2023	2022
<b>Post-retirement – current pensioners</b> (age 65 at the valuation date)	Male	22.1	21.9
	Female	24.4	24.3
<b>Post-retirement – future pensioners</b> (age 65 +10 years at the valuation date)	Male	23.2	23.1
	Female	25.4	25.3
<b>Post-retirement – future pensioners</b> (age 65 +20 years at the valuation date)	Male	24.3	24.2
	Female	26.4	26.3

#### a) Glanchistiú iarchurtha le haghaidh Sochair Scoir

	2023	2022
	€'000	€'000
Cistiú in-aisghnóthaithe i dtaca leis an mbliain reatha	2,144	2,304
Deontas Stáit arna chur i bhfeidhm le pinsinéirí a íoc	(593)	(583)
	<b>1,551</b>	<b>1,721</b>

#### b) Costais Sochair Scoir

	2023	2022
	€'000	€'000
Costas seirbhíse reatha	1,059	1,759
Ús ar Dh liteanais Scéime Pinsin	1,085	545
Ranníocaíochtaí Fostaithe agus Fostóirí coinnithe*	(149)	(141)
	<b>1,995</b>	<b>2,163</b>

\*Baineann ranníocaíochtaí fostóirí a coinníodh le foireann ar iasacht

#### c) Cistiú Iarchurtha le haghaidh Sochair Scoir

Aithníonn an tÚdarás um Ard-Oideachas na méideanna sin mar shócmhainn a chomhfhreagraíonn don dliteanas iarchurtha neamhchistithe le haghaidh pinsean ar bhunús an tacair toimhdí ar a gcuirtear síos thuas agus ar roinnt imeachtaí roimhe seo. Ar na himeachtaí sin tá an bonn reachtúil do bhunú na scéime aoisliúntais, agus an beartas agus an cleachtas atá i bhfeidhm faoi láthair i ndáil 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 sin leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, níl aon fhianaise ag an Údarás um Ard-Oideachas nach leanfaidh an beartas maoiniúcháin sin ar aghaidh de shuimeanna den sórt sin a sholáthar i gcomhréir leis an gcleachtas atá i bhfeidhm faoi láthair. Tháinig sócmhainn an mhaoinithe iarchurtha le haghaidh pinsean amhail an 31 Nollaig 2023 chuig €29.8 milliún (2022: €24.5 milliún).

#### d) Anailís ar Chostais Iomlána Sochair Scoir arna ngearradh ar an Ráiteas maidir le hIoncam Cuimsitheach

	2023	2022
	€'000	€'000
Gnóthachan (Caillteanas) ó Thaithí - Dlíteanais Sochair Scoir	(961)	50
Athruithe ar thoimhdí faoi bhunluach reatha na nDlíteanais Sochair Scoir	(2,779)	17,636
(Caillteanas) Gnóthachan Achtúireach ar Dh liteanais Sochair Scoir	<b>(3,740)</b>	<b>17,686</b>



## e) Gluaiseacht i nGlanoibleagáidí Sochair Scoir

	2023 €'000	2022 €'000
Scheme Deficit at beginning of year:	(24,462)	(40,427)
Current Service Cost	(1,059)	(1,759)
Pensions paid in year	593	583
Interest on Pension Scheme Liabilities	(1,085)	(545)
Actuarial (Loss) Gain	(3,740)	17,686
Scheme Deficit at end of year	<b>(29,753)</b>	<b>(24,462)</b>

## f) Stair na nOibleagáidí Sochair Shainithe

	2023	2022	2021
Gnóthachain agus (caillteanais) ó thaithí maidir le dliteanais scéime: Méid (€'000)	(961)	50	421
Céatadán na nDlíteanas Scéime	(3.2%)	0.2%	1.0%
An méid iomlán a aithnítear sa Ráiteas maidir le hloncam Cuimsitheach Méid (€'000)	(3,740)	17,686	(574)
Céatadán na nDlíteanas Scéime	(12.6%)	72.3%	(1.4%)

## 20. Cuntais Rialúcháin Pinsin Ollscoile

An 30 Meán Fómhair 2023 bhí glaneasnamh ag na hollscoileanna dar luach €2m (2022: €75.9m) ar a gcuntas rialúcháin le haghaidh a gcuid scéimeanna pinsin Dúnta agus Eiseamláireacha. Ina theannta sin, bhí glanbharrachais ag na hollscoileanna an 30 Meán Fómhair 2023 dar luach €73.4 (2022: €74m) ar a gcuntas rialúcháin pinsin le haghaidh Scéim Pinsin Aonair na Seirbhíse Poiblí.

## 21. Imeachtaí i ndiaidh na Tréimhse Tuairiscithe

I mí Aibreáin 2023, d'aontaigh an Rialtas gníomhaireacht maoiniúcháin taighde nua a bhunú, Taighde Éireann/Research Ireland trí chumasc idir an Chomhairle um Thaighde in Éirinn (IRC) agus Fondúireacht Eolaíochta Éireann (FEÉ). Tá an reachtaíocht leis an gníomhaireacht nua a bhunú ag ardchéim dul chun cinn trí Thithe an Oireachtais, agus tá coinne leis go n-achtófar í in 2024. Déantar foráil in Alt 64 den reachtaíocht maidir le haistriú bhaill foirne an ÚAO atá gafa le gníomhaíochtaí IRC (17 bpost) chuig an gníomhaireacht nua a luaithe a bheidh an ghníomhaireacht nua bunaithe.

Níl aon imeacht idir an dáta tuairiscithe agus dáta faofa na ráiteas sin óna dteastaíonn coigeartú ar na ráitis airgeadais.

## 22. Figiúirí Comparáideacha

Rinneadh figiúirí comparáideacha sa bhliain roimhe a choigeartú chun cloí le hathruithe ar chur i láthair sna ráitis airgeadais seo.

## 23. Faomhadh na Ráiteas Airgeadais

Thug Bord an Údaráis um Ard-Oideachas faomhadh do na ráitis airgeadais an 26 Márta 2024.

## Ioncam Deontais don Bhliain dar Críoch an 31 Nollaig 2023

### Deontais ón Oireachtas

AINM AN DEONTÓRA	AN CINEÁL DEONTAIS	IARCHUR TOSAIGH	DEONTAS FAIGHTE	IARCHUR DEIRIDH	IONCAM AGUS CAITEACHAS
		01-Ean-23 €'000	2023 €'000	31-Noll-23 €'000	2023 €'000
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta	Vóta Ginearálta 45 B04	11,628	1,441,458	1,944	1,451,142
	Vóta Pinsean 45 B10.2	0	161,019	0	161,019
	Vóta Rochtana 45 B11	8,452	45,938	8,793	45,597
	Vóta Caipitil 45 B16	0	184,560	0	184,560
	Vóta Taighde 45 B12	8,417	65,550	8,499	65,468
	Caipiteal Vóta Taighde 45 C4	0	4,432	0	4,432
	Vóta Riaracháin 45 B03	0	10,500	0	10,500
			<b>28,497</b>	<b>1,913,457</b>	<b>19,236</b>

## Ioncam Deontais don Bhliain dar Críoch an 31 Nollaig 2023

### Deontais ón gCiste Náisiúnta Oiliúna (NTF)

AINM AN DEONTÓRA	AN CINEÁL DEONTAIS	IARCHUR TOSAIGH	DEONTAS FAIGHTE	IARCHUR DEIRIDH	IONCAM AGUS CAITEACHAS
		01-Ean-23 €'000	2023 €'000	31-Noll-23 €'000	2023 €'000
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta	NTF Saothar Dírithe ar Mhargadh	0	148,352	0	148,352
	An Ciste Náisiúnta Oiliúna Printíseacht	0	78,940	251	78,689
	An Ciste Náisiúnta Oiliúna Springboard+	7,081	36,438	4,628	38,891
	NTF An Tionscnamh Caipitil Dhaonna	14,212	57,000	904	70,308
		<b>21,293</b>	<b>320,730</b>	<b>5,783</b>	<b>336,240</b>

Áirítear le hiomlán na ndeontas a fuarthas ón Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta €320.730m (2022: €313.592m) arna chur ar fáil ag an gCiste Náisiúnta Oiliúna (NTF) a úsáideadh chun tacú leis an oiliúint dóibh siúd atá ag lorg fostaíochta, dóibh siúd i bhfostaíocht atá ag lorg uasoiliúna agus chun foghlaim ar feadh an tsaoil a éascú. Áirítear leis na cistí sin €148.352m le haghaidh cláir Ardoideachais atá dírithe ar an Margadh Saothair, €78.940m le haghaidh Printíseachtaí, €36.438m le haghaidh cláir Springboard agus €57m le haghaidh Tionscnaimh Chaipitil Dhaonna.

## Ioncam Deontais don Bhliain dar Críoch an 31 Nollaig 2023

### Deontais Eile

AINM AN DEONTÓRA	AN CINEÁL DEONTAIS	IARCHUR TOSAIGH	DEONTAS FAIGHTE	IARCHUR DEIRIDH	IONCAM AGUS CAITEACHAS
		01-Ean-23 €'000	2023 €'000	31-Noll-23 €'000	2023 €'000
Feidhmeannacht na Seirbhíse Sláinte	Altranas	0	5,903	0	5,903
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.	B13 Idirnáisiúnta	2,449	3,775	2,944	3,280
An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.	Tacaíocht Idirnáisiúnta Erasmus (An Cúlchiste Coige artaithe Brexit)	0	3,500	0	3,500
An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán	Tionscnaimh Ghzeltachta	0	1,101	0	1,101
An Roinn Sláinte	Campas Sláintiúil	212	160	134	238
Údarás Fuinnimh Inmharthana na hÉireann	Caipiteal	8,881	12,000	18,414	2,467
An tAontas Eorpach	Gníomhartha Inscne	62	2	36	28
An tAontas Eorpach	EOECNA	0	24	24	0
An tAontas Eorpach	Erasmus+	10,500	16,302	7,381	19,421
		<b>22,104</b>	<b>42,767</b>	<b>28,933</b>	<b>35,938</b>

## Iomlán na nDeontas a íocadh

INSTITIÚID	DEONTAIS ATHFHILLTEACHA €'000	DEONTAIS CHAIPTIL €'000	DEONTAIS TAIGHDE €'000	DEONTAIS SCILEANNA €'000	DEONTAIS EILE €'000	IOMLÁN 2023 €'000	IOMLÁN 2022 €'000
Coláiste na hOllscoile, Baile Átha Cliath	164,492	38,838	15,429	4,442	45,953	269,154	265,885
Coláiste na hOllscoile, Corcaigh	144,695	12,668	7,415	5,960	24,739	195,477	208,787
Ollscoil na Gaillimhe	113,007	6,889	11,116	3,578	23,146	157,737	154,885
Ollscoil Mhaigh Nuad	97,741	4,356	9,337	1,105	12,255	124,794	120,320
Coláiste na Tríonóide, Baile Átha Cliath	128,532	8,230	11,601	6,532	41,420	196,316	210,341
Ollscoil Luimnigh	106,390	5,415	4,694	6,058	19,711	142,268	135,181
Ollscoil Chathair Bhaile Átha Cliath	112,102	18,465	3,634	11,372	26,633	172,206	144,643
Ollscoil Teicneolaíochta Na Sionainne: Lár Tíre, an tIarthar Láir	99,514	22,871	541	21,607	3,895	148,428	114,521
Institiúid Teicneolaíochta Cheatharlach							9,376
Institiúid Teicneolaíochta Dhún Dealgan	33,386	6,156	85	8,876	1,070	49,572	46,102
Institiúid Ealaíne, Deartha agus Teicneolaíochta Dhún Laoghaire	18,833	2,204		423	744	22,204	20,022
Institiúid Teicneolaíochta na Gaillimhe-Mhaigh Eo							11,201
Institiúid Teicneolaíochta Leitir Ceanainn							5,932
Institiúid Teicneolaíochta Shligigh							6,821
Institiúid Teicneolaíochta Phort Láirge							15,407
Ollscoil Teicneolaíochta Bhaile Átha Cliath	177,296	8,137	1,657	24,375	7,997	219,463	198,043
Ollscoil Teicneolaíochta na Mumhan	108,333	16,833	90	26,562	2,834	154,651	131,954
Ollscoil Teicneolaíochta an Atlantaigh	128,890	16,211	545	25,319	6,282	177,248	134,066
Ollscoil Teicneolaíochta an Oirdheiscirt	103,159	15,502	1,051	16,413	4,290	140,414	91,303
An Coláiste Náisiúnta Ealaíne is Deartha	15,265	699	7	2,744	3,257	21,971	20,925
Coláiste Mhuire Gan Smál	30,462	1,627	363		5,255	37,706	33,802
Coláiste San Aingea	7,655	325	2		1,501	9,483	10,464
Ollscoil na hÉireann	13				417	430	451
Aontas na Mac Léinn in Éirinn					120	120	
An Cumann um Rochtain ar Ard-Oideachas agus Míchumasy	336					336	300
An Bord Taighde Sláinte			200			200	5
Cumann Ollscoileanna Éireann	191		242		33	466	949
Institiúid Marino			12		180	191	212
Coláiste Náisiúnta na hÉireann			117	2,417	195	2,728	2,886
An Ollscoil Phontaifiúil					27	27	50
Coláiste Ríoga na Máinlia in Éirinn	7,767	1,200	2,296	2,148	323	13,734	11,444
Acadamh Ríoga na hÉireann	5,596	400	506		560	7,062	7,463
Ceol-Acadamh Ríoga na hÉireann					145	145	49
Coláiste Montessori San Nioclás				3	3	-34	
Coláiste Cheatharlach (Naomh Pádraig)				45	45	4	
Teagasc			149	186		335	34
An Cumann um Ard-Oideachas Teicneolaíoch	274					274	274
Institiúid Ard-Léinn Bhaile Átha Cliath			333			333	229
An Institiúid Taighde Eacnamaíochta agus Sóisialta			52			52	29
Coláiste Uí Ghríofa				1,305	31	1,336	1,801
Institiúidí Príobháideacha Éireannacha Eile				15,782	61	15,843	13,668
Boird Oideachais agus Oiliúna	378			42	0	421	33
Institiúidí RA					225	225	231
Comhpháirtithe Taighde AE			3,824			3,824	265
<b>Iomlán</b>	<b>1,604,307</b>	<b>187,027</b>	<b>75,298</b>	<b>187,245</b>	<b>233,346</b>	<b>2,287,223</b>	<b>2,130,323</b>

## DEONTAIS

INSTITIÚID	CORÍ €	TÁILLÍ €	STRAITÉISE ACHA		EILE €'000	IOMLÁN 2023 €'000	IOMLÁN 2022 €'000
			ALTRANAS €'000	TIONSCNAIMH €'000			
Coláiste na hOllscoile, Baile Átha Cliath	80,751	47,283	7,765	13,650	15,043	164,492	157,687
Coláiste na hOllscoile, Corcaigh	66,036	42,317	7,072	15,432	13,837	144,695	132,273
Ollscoil na Gaillimhe	55,148	34,274	4,016	9,821	9,748	113,007	107,991
Ollscoil Mhaigh Nuad	38,907	35,214		13,202	10,418	97,741	91,358
Coláiste na Tríonóide, Baile Átha Cliath	62,934	34,906	8,639	12,090	9,963	128,532	123,122
Ollscoil Luimnigh	46,471	34,383	4,089	12,272	9,175	106,390	99,446
Ollscoil Chathair Bhaile Átha Cliath	52,053	35,449	6,607	5,339	12,654	112,102	105,130
Ollscoil Teicneolaíochta Na Sionainne: Lár Tíre, an tIarthar Láir	59,360	5,737	1,876	27,034	5,507	99,514	87,658
Institiúid Teicneolaíochta Cheatharlach							8,861
Institiúid Teicneolaíochta Dhún Dealgan	20,749	1,749	3,147	4,823	2,918	33,386	31,649
Institiúid Ealaíne, Deartha agus Teicneolaíochta Dhún Laoghaire	12,848	1,665	2,202	2,118	18,833	17,496	
Institiúid Teicneolaíochta na Gaillimhe-Mhaigh Eo							9,368
Institiúid Teicneolaíochta Leitir Ceanainn							5,700
Institiúid Teicneolaíochta Shligigh						6,270	
Institiúid Teicneolaíochta Phort Láirge							14,024
Ollscoil Teicneolaíochta Bhaile Átha Cliath	130,472	12,447		22,962	11,416	177,296	163,868
Ollscoil Teicneolaíochta na Mumhan	76,858	6,601	2,186	15,079	7,608	108,333	101,454
Ollscoil Teicneolaíochta an Atlantaigh	89,288	7,883	3,509	18,005	10,205	128,890	95,669
Ollscoil Teicneolaíochta an Oirdheiscirt	70,651	5,998	3,172	16,990	6,349	103,159	70,325
An Coláiste Náisiúnta Ealaíne is Deartha	9,403	4,460		470	931	15,265	13,420
Coláiste Mhuire Gan Smále	15,896	8,323		2,874	3,368	30,462	28,089
Coláiste San Aingeal	2,862	2,331	1,800	601	61	7,655	8,795
Ollscoil na hÉireann				13		13	13
An Cumann um Rochtain ar Ard-Oideachas agus Míchumas				336		336	300
Cumann Ollscoileanna Éireann				191		191	706
Coláiste Ríoga na Máinlia in Éirinn		2,416		4,864	487	7,767	6,966
Acadamh Ríoga na hÉireann	4,346			1,250		5,596	6,167
An Cumann um Ard-Oideachas Teicneolaíoch				274		274	274
Institiúidí BOO				378		378	
<b>Iomlán</b>	<b>895,033</b>	<b>323,435</b>	<b>53,879</b>	<b>200,153</b>	<b>131,806</b>	<b>1,604,307</b>	<b>1,494,083</b>

## IOCAÍOCHTAÍ DEONTAIS

INSTITIÚID	PRINTÍSEACHT €'000	SPRINGBOARD+ €'000	HCI €'000	IOMLÁN 2023 €'000	IOMLÁN 2022 €'000
Coláiste na hOllscoile, Baile Átha Cliath		1,628	2,814	4,442	5,477
Coláiste na hOllscoile, Corcaigh		688	5,272	5,960	4,559
Ollscoil na Gaillimhe		985	2,593	3,578	3,361
Ollscoil Mhaigh Nuad		81	1,024	1,105	1,105
Coláiste na Tríonóide, Baile Átha Cliath		835	5,697	6,532	5,586
Ollscoil Luimnigh	1,397	1,190	3,471	6,058	5,861
Ollscoil Chathair Bhaile Átha Cliath		84	11,288	11,372	7,312
Ollscoil Teicneolaíochta Na Sionainne: Lár Tíre, an tIarthar Láir	10,164	7,202	4,240	21,607	17,278
Institiúid Teicneolaíochta Cheatharlach					350
Institiúid Teicneolaíochta Dhún Dealgan	7,957	601	317	8,876	6,759
Institiúid Ealaíne, Deartha agus Teicneolaíochta Dhún Laoghaire		380	43	423	451
Institiúid Teicneolaíochta na Gaillimhe-Mhaigh Eo					1,281
Institiúid Teicneolaíochta Leitir Ceanainn					74
Institiúid Teicneolaíochta Shligigh					520
Institiúid Teicneolaíochta Phort Láirge					1,215
Ollscoil Teicneolaíochta Bhaile Átha Cliath	14,966	1,602	7,808	24,375	22,678
Ollscoil Teicneolaíochta na Mumhan	16,878	2,149	7,535	26,562	19,949
Ollscoil Teicneolaíochta an Atlantaigh	15,474	4,801	5,045	25,319	18,211
Ollscoil Teicneolaíochta an Oirdheiscirt	9,749	2,351	4,313	16,413	13,395
An Coláiste Náisiúnta Ealaíne is Deartha			2,744	2,744	2,860
Coláiste Náisiúnta na hÉireann	680	1,546	190	2,417	2,667
Coláiste Ríoga na Máinlia in Éirinn			2,148	2,148	2,233
Teagasc	186			186	
Coláiste Uí Ghríofa	792	513		1,305	1,761
Institiúidí Príobháideacha Éireannacha Eile	446	12,041	3,295	15,782	13,623
Institiúidí BOO		42		42	33
<b>Iomlán</b>	<b>78,688</b>	<b>38,718</b>	<b>69,838</b>	<b>187,245</b>	<b>158,600</b>

## DEONTAIS EILE A

INSTITIÚID	ROCHTAIN AR THACAÍOCHT				IOMLÁN 2023 €'000	IOMLÁN 2022 €'000
	PINSIN €'000	DO SCOLÁIRÍ €'000	ERASMUS €'000	EILE €'000		
Coláiste na hOllscoile, Baile Átha Cliath	38,247	4,881	2,668	158	45,953	68,111
Coláiste na hOllscoile, Corcaigh	17,397	4,823	2,024	495	24,739	43,087
Ollscoil na Gaillimhe	17,379	2,531	2,039	1,197	23,146	30,718
Ollscoil Mhaigh Nuad	7,581	3,274	1,225	175	12,255	16,668
Coláiste na Tríonóide, Baile Átha Cliath	36,653	2,304	2,423	40	41,420	59,699
Ollscoil Luimnigh	13,010	3,215	3,436	50	19,711	19,982
Ollscoil Chathair Bhaile Átha Cliath	21,572	3,501	1,504	55	26,633	16,729
Ollscoil Teicneolaíochta Na Sionainne: Lár Tíre, an tIarthar Láir	2,302	1,192	401	3,895	2,362	
Institiúid Teicneolaíochta Cheatharlach						104
Institiúid Teicneolaíochta Dhún Dealgan		802	263	5	1,070	791
Institiúid Ealaíne, Deartha agus Teicneolaíochta Dhún Laoghaire		487	257		744	592
Institiúid Teicneolaíochta na Gaillimhe-Mhaigh Eo						552
Institiúid Teicneolaíochta Leitir Ceanainn						114
Institiúid Teicneolaíochta Shligigh						30
Institiúid Teicneolaíochta Phort Láirge						113
Ollscoil Teicneolaíochta Bhaile Átha Cliath		5,470	2,497	30	7,997	6,168
Ollscoil Teicneolaíochta na Mumhan		1,862	937	35	2,834	2,327
Ollscoil Teicneolaíochta an Atlantaigh		4,895	1,387		6,282	3,566
Ollscoil Teicneolaíochta an Oirdheisirt		3,168	1,092	30	4,290	2,944
An Coláiste Náisiúnta Ealaíne is Deartha	2,880	276	100		3,257	3,548
Coláiste Mhuire Gan Smál	4,000	731	500	25	5,255	4,798
Coláiste San Aingeal	1,323	137	42		1,501	1,427
Ollscoil na hÉireann	417				417	438
Aontas na Mac Léinn in Éirinn				120	120	
Cumann Ollscoileanna Éireann		33			33	3
Institiúid Marino		163	17		180	212
Coláiste Náisiúnta na hÉireann		190		5	195	113
An Ollscoil Phontaifíúil		17	10		27	50
Coláiste Ríoga na Máinlia in Éirinn		125	198		323	249
Acadamh Ríoga na hÉireann	560				560	585
Ceol-Acadamh Ríoga na hÉireann			145		145	49
Coláiste Montessori San Nioclás		4	-1		3	-34
Coláiste Cheatharlach (Naomh Pádraig)		45			45	4
Coláiste Uí Ghríofa		6	-5	30	31	41
Institiúidí Priobháideacha Éireannacha Eile		2	9	50	61	45
Institiúidí RA		225			225	231
<b>Iomlán</b>	<b>161,019</b>	<b>45,468</b>	<b>23,958</b>	<b>2,901</b>	<b>233,346</b>	<b>286,415</b>



**HEA**

AN tÚDARÁS um ARD-OIDEACHAS  
HIGHER EDUCATION AUTHORITY

An tÚdarás um Ard-Oideachas  
3 Tithe Shíol Bhroin  
Ascaill Crampton  
Bóthar Shíol Bhroin  
Droichead na Dothra  
D04 C2Y6

**Teagmháil**

Guthán: +353 1 231 7100  
Uimhir Lo-Call: 1890 200 637  
Facs: +353 1 231 7172  
rPhost: [info@hea.ie](mailto:info@hea.ie)  
[www.hea.ie](http://www.hea.ie)  
[@hea\\_irl](https://www.instagram.com/hea_irl)