

Irish College of
Ophthalmologists
Eye Doctors of Ireland
Protecting your Vision



ICO



ICO MISSION

The Irish College of Ophthalmologists is committed to the advancement and improvement of eye health and patient safety and works to protect, enhance and promote the highest standards in the delivery of eye care.

This Annual Report describes the performance and key operations of the Irish College of Ophthalmologists (ICO) during 2021.

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PRESIDENT'S MESSAGE

MR TIM FULCHER

Welcome to the 2021 Irish College of Ophthalmologists annual report. 2021 was a year of ups and downs.

It was a year that was punctuated with lockdowns and lifting of restrictions. Great hope was given to us all with the roll out of the Covid-19 vaccine. The speed at which the vaccine was developed was stunning. Vaccines historically take 10-15 years to develop. The quickest any previous vaccine had been developed was the four years it took to create the mumps vaccine.

Once again, we were unable to hold an annual conference due to Covid restrictions. The AGM was postponed until the autumn in the hope that we might be able to have an in-person meeting at that stage. When this wasn't possible the AGM was held virtually. Patricia Quinlan completed her term as President and I was very proud to take over the role. I look forward to working with the Board and College members to further develop the goals of the College.

Despite not being able to hold in-person meetings, the College continued to support its members in maintaining their professional development by hosting a series of virtual educational seminars and lectures. The College also provided other learning opportunities including continuing the journal club, facilitating a national audit and developing a learning resource page on the Members' Portal section of the website.

We are all aware of the demands on Ophthalmology services. We are also all aware of the increasing demands due to the aging population and the post Covid surge of referrals. The College remains committed to supporting the Clinical Programme in its efforts to further the development of integrated eyecare services in Ireland and the development of patient care pathways.

2021 also saw the final report by the Medical Council approving the ICO as the body responsible for accrediting Specialist Training in Medical

Ophthalmology. This programme remains a priority for the College and a recruitment drive started with the development and launch of the ICO Animated Video promoting the new National Training Programme in Medical Ophthalmology.

Finally, I would like to sincerely thank the Board, the Committees and Siobhan Kelly with her team for their commitment and dedication to the ICO. They have all worked incredibly hard during 2021 on behalf of the College.

Mr Tim Fulcher

President, Irish College of Ophthalmologists

CHIEF EXECUTIVE'S MESSAGE

SIOBHAN KELLY

Having adapted to the initial shock, the impact of the pandemic continued to be felt throughout 2021. The strain on the health service continued unabated in early 2021, until some relief from the expertly rolled out vaccination programme, became more apparent as the year rolled on.

Tribute must be paid to all those who continued to deliver health care for our population, in the most difficult of circumstances. We must continue to be vigilant to recognise the consequences for practitioners of the pressures of delivering healthcare during this most extraordinary of times and offer support where we can.

Despite all of the challenges, the training and education of our ophthalmologists of the future continued. Adaptation and innovation were both called for and delivered upon. Focus began to return to non-covid patients and conditions and the pre-pandemic mismatch between capacity and demand. These are great challenges indeed and the College continues to endeavour to be a positive influence on the development of solutions.

Siobhan Kelly
CEO, Irish College of Ophthalmologists

ABOUT THE ICO – who we are

The Irish College of Ophthalmologists (ICO) is the training and professional body for eye doctors in Ireland.

The ICO is committed to the advancement and improvement of eye health and works to protect, enhance and promote the highest standards in the delivery of eye care and ophthalmic training.

The delivery of healthcare requires a lifelong commitment to learning. The ICO's goal is to provide and support education and learning for ophthalmologists in training, in practice and those who work alongside them as they deliver care to patients.

OUR ROLE:

1. TRAINING

The Irish College of Ophthalmologists is formally assessed and accredited by the Irish Medical Council. The accreditation by the Medical Council, for a period of five years, is under section 89(3)(a)(ii) of the Medical Practitioners Act and approves the College as the body which may grant evidence of the satisfactory completion of Specialist Training in Medical Ophthalmology. A certificate of satisfactory completion in specialist training in Medical Ophthalmology is the title and designation of qualification granted in the State, by the Medical Council, to enable a medical practitioner to secure registration in the Specialist Division of the Register, under the terms of Section 89(2) of the Medical Practitioners Act 2007. The College delivers the National Training Programme in Medical Ophthalmology and in conjunction with the RCSI, Surgical Ophthalmology.

The ICO works alongside our fellow Postgraduate Training Colleges to support the education and training of medical and surgical colleagues in Ireland.

2. ONGOING EDUCATION OF OPHTHALMIC SPECIALISTS

Maintaining and expanding skills, knowledge and competency is essential in medical practice. The ICO delivers a continuous programme of events and online content to support the continued acquisition of knowledge and skills by the profession.

Doctors who hold Specialist, General or Supervised registration with the Irish Medical Council, are required by law to maintain their professional competence and to enroll on a Professional Competence Scheme operated by a Postgraduate Medical Training Body relevant to their scope of practice.

The ICO operates the Professional Competence Scheme (PCS) for ophthalmologists and those practicing within the specialty and advises doctors on how to fulfill this commitment and to continuously develop their professional skills.

The ICO remains committed to enhancing and promoting life-long learning and providing on-going professional development support to our members and members of the Integrated Eye Care Team.

Physician well-being remains a key priority. The ICO is committed to supporting doctors throughout their training and professional careers through support of available specialist services and raising awareness amongst members of these essential supports.

2. ADVOCACY

The ICO advocates for the highest standards of eye healthcare delivery in Ireland, on behalf of patients and doctors.

We do this through our influence as the medical authority on eye care practice in Ireland, helping to shape healthcare policy in the interests of the delivery of safe, sustainable, equitable and quality care for all patients.

Through our collaboration with a number of key external stakeholders, including patient support groups, the Health Service Executive, the Department of Health, the Medical Council and the Forum of Postgraduate Training Bodies, the ICO is focused on demonstrating leadership and guidance on patient centered policy decisions.

The College places a high priority on our role as a trusted source of reliable eye health information for the public. We do this through the promotion of positive eye care practices, and raising awareness of the modifiable risk factors associated with the most common causes of sight loss.

Underpinning all ICO activity is a commitment to:

Integrity acting with openness, consideration and respect

Collegiality supporting trainees and members through all stages of their career

Innovating in the delivery of education & healthcare

Collaboration working with others involved in the delivery of eye health care nationally and internationally.

DIRECTORS REPORT*

BOARD OF DIRECTORS

- Mr. Tim Fulcher - President and Chair of the Board
- Mr. John Doris - President Elect
- Dr Patricia Quinlan - Vice President
- Ms. Kathryn McCreery
- Dr. Paul Connell
- Dr. Joanne Kearney
- Dr. Mairide McGuire
- Ms. Caroline Baily
- Dr. Aziz Rehman
- Mr. Sean Chen
- Mr Eamonn O'Connell
- Prof. Colm O'Brien

Dean of Postgraduate Education: Miss Yvonne Delaney

Clinical Lead for the National Clinical Programme in Ophthalmology: Prof. William Power

The Board of Directors met on 14 occasions in 2021 and held an AGM on September 25, 2021.

All Board members are Directors of the Company. All Board members are inducted regarding their role and responsibilities.

Principal Activities for the Year Ended 31 December 2021

The principal activity of the College continues to be education, training, and the running of a professional body for ophthalmologists and ophthalmic surgeons. It is responsible for setting and maintaining standards in ophthalmic training for young ophthalmologists and for continuing medical education for those in practice. The College provides a range of skills courses for trainees and for continuing education.

****The full Annual Report and Financial Statements for the Year Ended 31 December 2021 is included under Appendix 1 at the end of this document.***

GOVERNANCE

The ICO is a company limited by guarantee with charitable status. The voluntary Board of Directors, who are elected from the membership, provides governance oversight.

As a registered charity, the ICO is committed to our compliance with the requirements of the Charities Governance Code and has established its governance structures, policies and procedures to comply with the Code.

Continuing on the significant work undertaken during 2020, the ICO Board remained focused on the College's Governance Code structure obligations throughout 2021 to ensure our compliance with the Charities Regulatory Authority.

Updates on these activities were communicated to ICO members and published in our newsletter and on the ICO website to promote transparency and increased awareness of our charitable status and obligations.

ICO Annual General Meeting

The ICO AGM was held (virtually) on Saturday 25th September, 2021.

The chain of office was passed over by outgoing President Dr Patricia Quinlan to Mr Tim Fulcher, commencing his two-year office term.

The ICO Board thanked Dr Quinlan for her tireless and skilled stewardship of the College over the past two years during the challenging pandemic environment, and noted their gratitude for her continued influence as a member of the Board.

Mr Tim Fulcher updated members on the activities of the Board, presenting an overview of the ICO committee restructure & committee reports, financial report and 2020 audited accounts, the report from the Board and board elections.

In her capacity as ICO Dean of Postgraduate Education, Miss Yvonne Delaney reported on the ICO National Training Programme updates for the previous 12 months.

ICO Governance – New Committee Structure

As part of the review and configuration of the ICO governance structures in line with the legal requirements of the Charities Regulator, the committee

structures of the College were redesigned to reflect the core mission of the ICO as a training and educational body.

Committee members are drawn from the ICO membership and sit for fixed terms (2 years). On occasion, non-College members, with specific expertise, may be co-opted in an advisory capacity to a committee, if approved by the Board.

ICO committees are structured to ensure a balanced representation across the various areas of practice.

Committees are chaired by Board members, with a clear remit and work plan approved by the Board, to which they report.

The new ICO committee structure which came into effect following the AGM on September 25th 2021, is as follows:

- Governance and Nominations committee
- Finance and Audit committee
- Training committees
- Training Advisory committee
- Training Regulations and Standards committee
- Scientific and Continuing Professional Development committee
- Service Development committee

Mr Tim Fulcher outlined to members the structure and core functions of the new committees and a call for expressions of interest was circulated to our membership following the AGM.

Launch of ICO Inaugural Annual Report

The ICO officially launched its first Annual Report (2020) at a virtual meeting for members on Friday, 24 September 2021.

The report provides an update on ICO activities and finances for 2020, in line with the College's responsibilities under the Charities Governance Code and the requirements of the Charities Regulator.

A video recording of the launch, presented by Dr. Patricia Quinlan, was circulated to ICO members post meeting and made available to view on the ICO member's portal and on the ICO website www.eyedoctors.ie.

Operational Structure and Funding

The ICO is a membership-based organisation with an annual subscription fee.

Our members and trainees are a very important resource for the College. We rely on this community to help shape our policy, inform our leadership and develop the future of medical education, practice and healthcare. Our goal is to develop, encourage and continually expand relationships within the College at all levels, from the innovative trainee perspective to the invaluable experience of life and senior members.

A voluntary Board of Directors is elected from the membership to provide governance oversight and policy guidance.

The Chairman of the Board (ICO President), along with the other directors, sets the policy direction for the ICO and oversees the administration of affairs. The Chairman and the Board of Directors are charged with setting the strategy and goals of the ICO. A number of voluntary committees of the Board focus and advise on the specific areas of ICO activity.

The executive team is comprised of a Chief Executive along with operational roles within the organisation: training programme manager, professional competence manager, communications and advocacy manager, and administrative services. The ICO staff are responsible for implementing the strategy and running the day-to-day activities of the College.

Sources of Funding and Reporting

The ICO holds an Annual General Meeting (AGM) where our annual accounts are presented to the members for approval. These accounts are also included in our Annual Report, which is published on our website.

The College has a number of income streams; Members pay an annual subscription fee, the College runs educational events including an annual summer meeting for which there is a registration fee and a trade exhibition supported by pharmaceutical and instrument & device companies, the College has a service level agreement in place with the HSE for the delivery of specialist training and specialist support for the clinical programme and the College receives industry support to fund its annual bursaries and research.

OUR PILLARS – ICO Core Activities

1. SPECIALTY TRAINING IN OPHTHALMOLOGY

POSTGRADUATE TRAINING IN 2021

2021 was the second year of training impacted by the COVID pandemic and not surprisingly, that brought many additional challenges for the College and the training sites as well as the trainees and trainers.

SPECIALIST TRAINING PROGRAMME IN MEDICAL OPHTHALMOLOGY

The Medical Programme continued to develop with the completion of the first full cycle of basic medical training. The class who entered in 2018 were the first cohort to complete the 3-year basic training programme. Progression rates from the basic to the higher programme were high, with five trainees reaching the standard necessary for entry into Higher Medical Training (HMT).

Investment in and expansion of Higher Medical Training Posts

The increase in trainee numbers progressing to Higher Medical Training requires an expansion in the number of new HMT posts. After significant negotiations with the HSE and the National Doctors Training and Planning Programme (NDTP), new HMT posts were secured for July 2021. Further work is required to secure the funding for these posts on a permanent basis so that the HMT programme can continue to expand and develop.

Promotion of Medical Ophthalmology

Despite the strong number of trainees progressing from basic to higher training, in 2021 for the second year, there was a decline in the number of candidates applying for entry into the training programme. This was unexpected given the strong number of applicants in 2018 and 2019 and was most likely a casualty of the pandemic due to less promotion of the Medical Ophthalmology Programme.

A steady intake of 4-5 HMTs per year is necessary to train an adequate number of medical ophthalmologists to meet predicted eye-care demand which continues to rise nationally. This requires a steady, dependable and recurring intake of basic trainees into the system. After what was an initial strong start following its launch in 2018, the steady fall off in the BMT intake in 2020 / 21 was noted and addressed urgently by the College.

A targeted communications strategy was adopted in May 2021 with a two-phased approach.



The first phase employed animated video-messaging to promote medical ophthalmology as an exciting career, highlight its recent expansion in practice and emphasise its new career path to consultant ophthalmologist. Launched in September 2021, this was distributed to all six medical schools and intern networks.

This first phase will be followed by a second phase of face to face visits to each medical school for promotion of the specialty with pop-up presentations to final year students and further detailed communication with interested parties.

Accreditation of Specialist Training Programme in Medical Ophthalmology

In September 2020 the College met with the Medical Council as part of the specialty training accreditation process. The College submitted documentation including a self-evaluation dossier based on the Medical Council standards. This documentation was reviewed and discussed with the College representatives and the Accreditation Panel at the meeting in 2020.

The Medical Council issued a final report in 2021, approving the ICO for a period of five years under section 89(3)(a)(ii) of the Medical Practitioners Act 2007, as the body which may grant evidence of the satisfactory completion of Specialist Training in Medical Ophthalmology and the Programme of Specialist Training in Medical Ophthalmology is approved under the terms of Section 89(3)(a)(i) of the Act.

ADMINISTRATIVE AND PROCESS DEVELOPMENTS FOR THE MEDICAL AND SURGICAL TRAINING PROGRAMMES

Improvements to the Application Process for Entry onto the National Training Programmes in Medical and Surgical Ophthalmology

Given the high stakes nature of the application process it is essential that the application and selection process is transparent whilst easy to use by all stakeholders - the

applicant, the administration team and the assessment panel.

To that end the College invested in a new bespoke application software package with enhanced functionality for both the applicant and the administration team in the College for the July 2022 intake. Provided by PAC (Processing Applications in the Cloud), it ensures efficient submission of documents by applicants whilst enhancing the transparency of our application process. The new software was utilised for the first time in October 2021 for the July 2022 round of applications for both the Medical and Surgical Ophthalmology Programmes.

Online Selection Processes for Basic and Higher Medical and Surgical Ophthalmology Programmes

As a result of the continued impact of the pandemic, it was necessary to adapt and hold the selection process for all training programmes virtually. The College restructured the delivery of the shortlisting processes to be more conducive to an online format. The College also held preparatory sessions with the relevant selection panel members ahead of the interviews to ensure they were familiar with the virtual format.

CURRICULAR DEVELOPMENTS FOR THE MEDICAL AND SURGICAL TRAINING PROGRAMMES

ICO Assessments

Structured Objective Oral Examinations (SOEs) in Higher Medical Training

The SOE is a mandatory summative component of the HMT Programme. The SOE takes place at the end of each subspecialty module in Medical Retina, Glaucoma and Paediatric Ophthalmology and must be passed by each candidate in order to progress. The purpose of the assessment is to ensure the required standard for independent practice consistent with the standard outlined in the Curriculum is achieved. In 2021 SOEs took place virtually for the second time in Medical Retina and for the first time in Glaucoma.

Objective Structured Examinations (OSEs) in Higher Surgical Training

The OSE is a formative assessment for trainees in HST Year 6. The OSEs assess the 7 subspecialty areas of the HST curriculum and assess the ability of trainees to evaluate, diagnose and formulate treatment plans for ophthalmic conditions. These assessments serve to encourage ongoing learning and preparation for the final FRCSI in Ophthalmology. Due to COVID, the OSEs took place virtually in October 2021.

Curricular Delivery



ICO National eTutorial series for Ophthalmology.

In every adversity there is opportunity and for the National Training Programmes this took the shape of the National eTutorial series which was formally launched in January 2021. This was an augmentation of informal online teaching that had been delivered by the Royal Victoria Eye and Ear Hospital and Mater Misericordiae University Hospital during the first wave of the lockdown in 2020. An eagerness to continue was communicated to the College and the series was formally launched in January 2021 with subspecialty tutorials delivered once every 3 weeks in the subspecialty areas of cornea and anterior segment, paediatric ophthalmology and glaucoma.

2. CONTINUING MEDICAL EDUCATION

The College continued to run its medical education series through out 2021 including the following events:

ICO Virtual Meeting - COVID Recovery - Learning and Emerging Stronger. Preparing for and shaping the "new normal"

The ICO Summer Webinar "COVID Recovery - Learning and Emerging Stronger" took place on June 25, 2021. Chaired by Dr Richard Comer, the topics covered by the panel of speakers included: the Legal Challenges in delivering a screening service, Refractive surgery challenges in the Era of Covid, and the 5 R's: Reflect, Recommit, Re-Engage, Rethink, Reboot re Community ophthalmology practice.

Invited lecturer Dr Ronan Kavanagh Consultant Rheumatologist, Galway Clinic and Honorary Senior Lecturer NUIG gave a talk on "Telemedicine during the Pandemic - a Sceptics Guide".

Annual Mooney Lecture 2021 and ICO Annual Report 2020 launch

Following the postponement of the prestigious Annual Mooney Lecture at the ICO Annual Conference in 2020 and 2021, it was a great honour and pleasure for the College to welcome renowned retinal specialists, Dr. Neil Bressler and Dr. Susan Bressler, to co-present the 2021 lecture virtually on the evening of Friday, 24 September.

World figures in medical retina, Prof. Neil and Susan Bressler have pioneered research and clinical trials in retinal diseases, in particular neo-vascular AMD, diabetic retinopathy and vascular occlusive disease.

The topic for their joint lecture was on 'Recent Clinically Relevant Outcomes from the DRRCR Retina Network.'

Dr. Neil Bressler, Chief of the Retina Division at the Wilmer Eye Institute at Johns Hopkins University School of Medicine, discussed this topic in relation to 'Advances in Managing Diabetic Macular Edema.'

Dr. Susan Bressler, the Julia G. Levy, PhD, Professor of Ophthalmology at the Wilmer Eye Institute, followed with a comprehensive presentation on 'Alternative Therapies for Proliferative Diabetic Retinopathy.'

In her introduction, ICO President Dr Patricia Quinlan credited their clear understanding and high quality clinical research as a significant driver to where practitioners are today, in a position to treat and prevent irreversible sight loss for many sight threatening conditions previously considered untreatable.

ICO members and a panel of retinal specialists participated in a lively Q&A session to further explore the data and information covered in the highly educational lectures. The formal 'virtual' presentation of the Mooney Lecture medals to Prof Neil and Susan Bressler and an expression of our warmest regards and thanks to our guest lecturers brought the 2021 Annual Mooney lecture to a close.

About the Mooney Lecture

The inaugural Mooney Lecture was presented at the ICO Annual Conference in May 1995 by Prof. T.R. Hedges entitled "A History of Neuro-ophthalmology: An American Perspective". The Lecture is named in honour of the Mooney Family for their multi-generational contribution to ophthalmology in Ireland.

Ophthalmic Surgeon, Dr Herbert Charles Mooney, was the first of the dynasty to serve the Royal Victoria Eye and Ear Hospital with great distinction through three generations over the entire century. All are revered for the unremittingly high standards they set, for their example to their peers and juniors and for their immense courtesy and quiet generosity. H. C. Mooney was elected President of the Irish Ophthalmological Society from 1927-28.

His son, Ophthalmic Surgeon, Dr Alan J. Mooney, was elected IOS President from 1957-58, and again from 1962-64. It was during this decade that the emergence of the Irish Ophthalmological Society on the international scene was cemented, when in 1952 the IOS hosted a Joint Meeting with the Ophthalmic Society of the United Kingdom (OSUK) in Dublin. This initial joint venture was followed by a joint meeting with the British

Society of Neuro-Surgeons in 1956 and with the British Diabetic Society in 1963. The concept of this amalgamation came from Dr. Alan Mooney who was President of the IOS at this time, and his unwavering personal commitment to these events ensured they would be remembered as distinguished landmarks in the history of the Irish Society. Alan Mooney is synonymous with clinical advances in neuro-ophthalmology in Ireland and as the brainchild behind the establishment of The Royal Victoria Eye and Ear Hospital Research Foundation Limited in 1974.

ICO Winter Meeting and Annual Montgomery Lecture 2021

The ICO Winter Meeting and Annual Montgomery Lecture took place (virtually) for ICO members on Friday, 10th December.

Given the cancellation of the 2020 and 2021 ICO Annual Conference due to COVID public health restrictions, a key focus of the ICO Winter Meeting was on providing an opportunity to trainees, NCHDs and all doctors to present on their work.

A paper and poster session highlighted the exciting areas of research and audit findings the doctors had undertaken in the previous year.

ICO Medal Winners for Best Poster and Best Paper Presentation at the ICO Winter Meeting

Sir William Wilde Medal 2021 - Best Poster

'Bilateral Penetrating Eye Injury Secondary to Road Traffic Accident in a Modern Era'

Dr Christine Goodchild

Barbara Knox Medal 2021 - Best Paper

'The role of $\alpha\beta3$ integrin and its inhibition in lamina cribrosa cell mechanotransduction in glaucoma'

Dr Sarah Powell

Annual Montgomery Lecture 2021

Prof John KG Dart Honorary Consultant Ophthalmologist and Honorary Professor at University College London and Moorfields Eye Hospital, London presented the Annual Montgomery Lecture on December 10th, 2021. The title of the lecture was "Developing a clinical research program - 30 years of Acanthamoeba keratitis"

Prof John Dart has been researching Acanthamoeba keratitis disease for 30 years. Although it is a relatively rare disease most ophthalmologists will have seen a case and know how severe it is. Prof Dart began his research on the condition in the mid 1980's when cases

first started to increase and in his Montgomery Lecture, discussed what he, and others, have done to answer the questions about the causes, environmental factors, development of diagnostic techniques and development of treatments from then to the preliminary results of their current treatment trial.

John Dart has been a Consultant Ophthalmologist at Moorfields Eye Hospital since 1987 and an Honorary Professor of UCL, at the Institute of Ophthalmology since 2011, providing a tertiary referral service for patients with corneal and external diseases until 2020 when he retired from clinical work. He has continued with his research focused principally on microbial keratitis and cicatrising conjunctivitis. His current studies, including a Phase II/III randomized trial of a new formulation of PHMB for the treatment of Acanthamoeba keratitis, are aimed at providing the first licensed therapy for this disease, and the development of topical ALDH inhibition to control the unmet need of scarring in cicatrising conjunctivitis. He has over 220 peer-reviewed publications, has trained 38 Corneal and External disease Fellows and 8 PhD/MD students; four of these now hold Chairs in Ophthalmology or Optometry. He has given 19 eponymous lectures including the EuCornea Medal 2015, the Bowman Medal (RCOphth) 2016 and the Castroviejo Medal (Corneal Society) 2019.

About the Montgomery Lecture:

Of great significance to the specialty of ophthalmology in Ireland was the establishment of the Montgomery Lecture in 1916. Dr Robert Montgomery served as an ophthalmic surgeon to St Mark's Hospital and the Royal Victoria Eye and Ear Hospital until his passing in 1912.

The Montgomery Lecture was the first medical lecture to be founded in Trinity College Dublin.

Robert Montgomery established the prize with £5000 pounds, a large sum but with few conditions bar insertion of the name "Mary Louisa Prentice" (his mother's name) in its title and that it should rotate between Trinity College Dublin and the Royal College of Surgeons in Ireland.

Initially the lecture was given as a research lecture by early career ophthalmologists but since the second war the Annual Montgomery Lecture has been delivered by the leading figures in ophthalmology both from Ireland and abroad, and including neurologists, behavioural scientists and molecular ophthalmologists.

Through this lectureship, the small Montgomery family have retained their influence in ophthalmology and the name of Robert Montgomery has become widely known, particularly in contemporary ophthalmology, alongside other ophthalmological luminaries such as Dr Sir Arthur Jacob and Dr Sir William Wilde.

3. ICO PROFESSIONAL COMPETENCE SCHEME

The Irish College of Ophthalmologists (ICO) operates the Professional Competence Scheme (PCS) for doctors practicing as ophthalmologists who are registered with the Irish Medical Council on the General Register and the Specialist Register – Division of Ophthalmology and Division of Ophthalmic Surgery. The PCS is organised and run in line with the Arrangements Documents with the Medical Council of Ireland.

Throughout 2021 the ICO supported enrolled doctors in achieving, maintaining and developing their professional competence. Enrolled doctors were supported by the ICO in the process of recording credits and using the PCS Online Portal. The College provided support in the recording of CPD credits by ensuring credits for all College organised events were directly uploaded to the PCS online accounts of those who attended. Information on CPD accredited meetings was continuously circulated to doctors via email, the ICO website, the ICO Member's Portal and the ICO newsletter.

To aid our doctors in navigating the challenges of current medical and surgical practice, the ICO is committed to developing the PCS to ensure our scheme is in keeping with the latest advancements from the Medical Council in relation to professional competence, and regularly contributing to Forum meetings and liaising with our fellow PGTBs on issues relating to professional competence.

In 2021 the ICO committed further to developing and evolving its annual educational programme to assist members in meeting the requirements for Professional Competence and reflect the eight domains of good medical practice, with a special emphasis on providing online learning opportunities.

These were the learning opportunities provided by the College to support PCS engagement from Jan - Dec 2021:

- ICO Virtual Discussion Sessions x 5
- CoVID Online Module
- Telemedicine Online Module
- Risk of Endophthalmitis in the COVID Era – Online Session
- Medical Ophthalmology Virtual Meeting
- ICO Journal Club 2020/21
- National Education Series for the Integrated Eye Care Team x 2
- ICO Winter Meeting

- Annual Montgomery Lecture
- Annual Mooney Lecture
- Medical Ophthalmology Workshop
- ICO Virtual Meeting – COVID Recovery – Learning and Emerging Stronger. Preparing for and Shaping the New Normal

End of PCS year 2020/21 (Jan - April 2021)

The ICO planned for the final four months of the PCS 2020/21 year to ensure there were regular check-ins, giving enrolled doctors adequate time to participate in any learning activities before the end of the PCS year on 30th April. Regular reminders were provided to enrolled doctors between Jan and April 2021, along with support for those having difficulty recording credits on the online PCS portal.

The ICO Journal Club ran an online session in early 2021, highlighting two journal papers of particular relevance for the advancement of eye surgery and the link to COVID-19. A quiz was designed by the chair of the Scientific and Professional Development Committee giving an opportunity for participating doctors to reflect on the learning and gain an extra CPD credit.

The 2020/21 ICO National Audit topic focused on Health Record Keeping. The ICO facilitated the audit, provided guidance and recorded the audit on the PCS online accounts of those who participated.

The ICO developed a learning resource page on our Members' Portal to provide online learning opportunities during the pandemic, these included:

- Telemedicine & Communication
- GDPR
- Professional Conduct & Ethics
- Open Disclosure
- Covid 19 – a dedicated resource page which was regularly updated with relevant information to assist our members during the pandemic.

In the 2020/21 PCS year, the College assessed and recognised 27 live educational events for Continuous Professional Development to meet the needs of doctors seeking External (Maintenance of Knowledge and Skills) credits.

The following end of year reports for the 2020/21 PCS year were collated and submitted to the Medical Council:

- Qualitative Report (recapping the year)
- Action Plan update (identifying objectives and goals for the upcoming year)

- Key Performance Indicators
- Financial Report
- Activities Recognised by the College for CPD
- Activities Provided by the College for CPD

Start of PCS year 2021/22 (May - Dec 2021)

The ICO planned for the PCS year and prepared the educational programmes for all activities based on the identified needs of the patient, practice and Irish health service. The educational programmes were also designed to be diverse, with both clinical and non-clinical content, incorporated the Domains of Good Professional Practice and provided opportunities for self and practice reflection.

Doctors in locally appointed Non Consultant Hospital Doctor (NCHD) non-training posts were invited to enroll for the Continuous Professional Development Support Scheme (CPD-SS) which is the HSE support scheme for those doctors participating in the Professional Competence Scheme. The ICO regularly updated these doctors with learning opportunities and provided support throughout 2021.

Preparations began on selecting and providing online ophthalmology courses which would involve a lecture and post learning quiz/survey to be rolled out in the PCS year 2022/23. These short courses are being developed in response to the need for greater learning online and greater accessibility across the PCS enrollee base. Topics selected were as follows:

- Recent Clinical Trials Series
- Planning for the Future in Ophthalmology Series
- Delivering Integrated Care in Ireland

The Medical Council strongly endorse the use of Professional Development Plans (PDP) to assist doctors in planning for the PCS year and encourage the training bodies to also highlight the benefits to enrollees in the scheme. Based on the results of the previous year's PCS survey circulated by the College to our enrollees, it was clear that PDP has negative connotations and so the College developed a short template Annual Plan and End of Year Plan instead. This was circulated to our enrollees with a reminder that the plans are not viewed by the Medical Council nor are they graded by anyone, they are evidence of engagement in planning only.

In the 2021/22 PCS year, the College assessed and recognised 29 live educational events for Continuous Professional Development to meet the needs of doctors seeking External (Maintenance of Knowledge and Skills) credits.

Changes to the PCS framework are planned by the Medical Council for 2022/23 and throughout 2021 the ICO worked with the Forum of Irish Postgraduate Medical Training Bodies and the Medical Council to understand and provide feedback on the proposed changes, putting together a communication plan for our PCS cohort to prepare and support them when the changes are announced. The ICO has also been working closely with the Royal College of Surgeons in Ireland on the PCS Online Portal to reflect any changes required.

In the 2019/20 PCS year, due to the Covid pandemic, the Medical Council paused the requirement for the verification audit that normally takes place after the end of every PCS year. The verification audit was reinstated for the 2020/21 PCS year. Between July and Nov 2021, the ICO conducted the verification audit of a randomly selected sample of enrolled doctors, providing support and reviews of the PCS records. All of the selected doctors were found to be fully compliant with the PCS requirements for the 2020/21 year.

4. ADVOCACY

The Irish College of Ophthalmologists represents the profession of ophthalmology in Ireland. The College advocates for excellence of practice and sets the highest possible standards for postgraduate education and patient care for the preservation of vision and the restoration of sight.

We are focused on nurturing key external relationships, influencing and supporting policy decisions, which are based on best patient outcome and the highest standards of patient safety.

The College is active in providing health care information to the public both to educate patients so that they can make well-informed healthcare decisions and to help patients access the care they need.

Activities in 2021 included a focus on the future of the ophthalmic workforce, in response to the major expansion of the eye care team which is required in the next decade to meet existing and projected demand for services.

Planning for our Future Ophthalmology Workforce

Launch of ICO Animated Video promoting the new National Training Programme in Medical Ophthalmology

The ICO and the National Clinical Programme for Ophthalmology have worked extensively with the HSE and Department of Health in recent years to ensure the expansion of the delivery of specialist ophthalmic care to patients outside of the traditional acute setting, through an integrated model of care between the acute hospitals and community setting.

This follows the strategic training and workforce planning decision by the ICO in 2018 to launch a standalone National Training Programme in Medical Ophthalmology.

The purpose of the Medical Ophthalmology programme is to better align our ophthalmology workforce with the areas of greatest patient demand now and in the future, namely medical retina, glaucoma and paediatrics.

In autumn 2021, in the lead up to the opening of the ICO National Training Programme application process for July 2022 intake, the College undertook a comprehensive and targeted communications campaign to engage with the Schools of Medicine, intern networks and all key stakeholders to inform prospective applicants of the new standalone Medical Ophthalmology programme in response to the expansion in medical ophthalmic practice.

The creation of an animated explainer video was central to the campaign, aimed at providing a concise but impactful insight into the exciting career potential as a Consultant Medical Ophthalmologist and at attracting highly suited graduates to the specialty.

This initial strategy will be followed by a second phase of face to face visits in 2022 to the Schools of Medicine in each of the relevant Irish Universities for promotion of the specialty to final year students and further detailed communication with interested parties.

Plans to develop additional videos to promote a career in both medical and surgical ophthalmology are in motion. The College would like to thank the Professors of Ophthalmology, ophthalmology tutors and lecturers for their support in ensuring the ICO National Training Programme communication reached their students.

The ICO National Training Programme in Medical Ophthalmology animated video can be viewed on our website www.eyedoctors.ie or via our Twitter account [@eyedoctors.ie](https://twitter.com/eyedoctors.ie)

Medical Careers Day 2021

The Medical Careers Day is an annual event and joint initiative of the HSE, Forum of Postgraduate Medical Training Bodies and the Medical Council aimed at providing guidance on career pathways in medical specialty training in Ireland to final year medical students and interns.

For the second year running and due to COVID-19 public health restrictions, virtual individual careers sessions were hosted by Postgraduate Medical Training Bodies in 2021 during the month of October.

The ICO hosted online career sessions for Basic Surgical Training (BST) on Wednesday 13th October and Basic Medical Training (BMT) on Wednesday 13th October.

The sessions, highlighting the training and career opportunities in ophthalmology, were hosted by the ICO Dean of Postgraduate Education, Miss Yvonne Delaney who was joined by trainees currently on the ICO medical and surgical ophthalmology training programmes for a live Q&A session with final year medical students and interns.

Pre recorded videos by the Dean outlining the two distinct training pathways in ophthalmology and the scorecard were circulating to the Schools of Medicine and Intern Networks in advance of the Live Q&A sessions, and posted on www.eyedoctors.ie / @eyedoctorsirl

New National Medical Student Ophthalmology Society of Ireland (MSOSI)

The ICO was delighted to support the formation of a new national Medical Student Ophthalmology Society of Ireland (MSOSI) in 2021 for undergraduates considering a career in the specialty. The College was approached by the founders of the society, two University College Dublin (UCD) 4th year medical students, in autumn 2021 seeking our endorsement of the new society and to discuss plans for its development.

The formation of the society provides a very important platform for increased engagement at undergraduate level between the ICO and students who are interested in pursuing a career in medical or surgical ophthalmology.

The ICO looks forward to continuing our work with the national Medical Student Ophthalmology Society of Ireland (MSOSI) throughout 2022.

HSE Living Well Programme

The ICO continued our partnership with the HSE Living Well Programme in 2021 through the support of a dedicated "Living Well with Specific Eye Conditions" introduced to the programme in February of that year.

This followed a presentation by the HSE Living Well programme coordinators to our members and the wider eye care team at the National Education Series webinar for the Integrated Eye Care Team in September 2020, outlining the key purpose of the initiative to support patients at home.

This is an important area of focus for the College in our capacity as a patient advocacy body. We are keenly aware of the challenging times faced by many patients during the COVID 19 pandemic, when they may be feeling particularly isolated and in need of additional supports.

Living Well is a free online group programme, delivered over seven workshops (1.5hrs x 1 introduction & 2.5hrs

x 6) aimed at helping individuals to better manage their health and daily life. It gives participants the skills to coordinate all the things needed to manage their health as well as keep active in their lives and relationships. The programme has been developed and researched in Stanford University and is facilitated by two trained facilitators.

The 'self-management' supports information around making choices to improve the individual's health such as becoming more active, eating more healthily and stopping smoking. It may also include more complex tasks such as taking medication, monitoring their symptoms, coping with the emotional aspects of the condition and communicating with healthcare professionals.

The "Living Well with Specific Eye Conditions" online course ran for 7 weeks from February 23, 2021.

Practitioner Health Matters Programme

Supporting and advocating for the wellbeing of doctors, those in training and in practice, is a key priority for the ICO.

In this vein, the College continued our financial contributions to the Practitioner Health Matters Programme (PHMP) which provides a confidential service to doctors and healthcare practitioners seeking confidential medical assistance.

The PHMP has confirmed that demand has grown consistently in recent times, with the continuous growth in presentations a reflection of the increasing stress and pressure being placed on the medical professions.

In addition to the regular stress of providing medical care to patients, the arrival of the Covid-19 pandemic has led to enormous emotional strain on the cohort of front-line professionals whom the PHMP endeavor to assist and support.

Eye Health Awareness

In our role as a patient advocacy organisation, the continued facilitation of eye health care advice and education to the public and eye care patients is of great importance.

Ophthalmology has experienced rapid advances and innovations over the last two decades, which now provide prevention and treatment for a significant proportion of sight threatening diseases.

Our messaging is focused on empowering individuals to take proactive steps to protect their sight, increasing awareness of the symptoms which may indicate an eye health condition is present and informing the public on the recommended check-up timeframes with an eye care professional.

ICO website – www.eyedoctors.ie

The ICO website www.eyedoctors.ie is an important resource for the public to access trusted and reliable eye health information.

A dedicated 'Your Eye Health' section houses:

- Patient information leaflets
- Support group contacts
- Looking after your eye health advice
- Information on common eye conditions
- Refractive (laser) surgery guidelines
- National screening programme information (Diabetic RetinaScreen and children's vision screening).
- Low Vision Services
- Frequently asked questions

The website hosts a directory of ICO members, allowing visitors to search for an ophthalmologist by name, location and/or area of subspecialty.

ICO position papers, statements, press releases and reports are published on the website under the News and Health Policy sections.

In 2021, the ICO updated the 'About Us' section of our website to reflect our ongoing governance work and communication of our core function as an education and training body, a list of the current elected Board of Directors and the revised ICO committee structure.

Eye Health Awareness Campaigns

The ICO is involved in a number of national eye health awareness campaigns throughout the calendar year with patient advocacy and support groups, including AMD Awareness Week, Glaucoma Awareness Week and World Sight Day.

The aim is to encourage the public to remember eye health as part of their overall good health & well-being management, particularly as people age and for those in the higher risk categories.

AMD Awareness Week 2021

AMD is the leading cause of sight loss in Ireland, affecting 1 in 10 people over 50.

The ICO has supported the AMD Awareness Week campaign alongside vision stakeholders for the past 14 years. We were delighted to see the return to activity in 2021 following the curtailment of campaign plans in 2020 due to COVID.

The annual week aims to increase public awareness of the condition, the symptoms associated with the early onset of the condition, the lifestyle choices which help

to protect vision and those which can cause damage to our eye health.

Former RTÉ newsreader Anne Doyle took up the role of ambassador for the 2021 campaign, and the ICO wishes to thank Dr Mark Cahill, Consultant Ophthalmic Surgeon and Retina Specialist for his continued support of the AMD Awareness campaign along with fellow ICO members who offered their time to act as spokespersons for the ICO.

AMD Public Awareness Research Findings:

New research from Red C, commissioned by Novartis for AMD Awareness Week 2021, showed that:

- Only 35% of the public are aware that AMD is the leading cause of sight loss in Ireland for those aged over 50.
- Almost half of the public (49%) have never heard of wet AMD. The new research shows low awareness of the main symptoms of wet AMD:
- 41% reported any awareness of "distorted and/or blurry vision"
- 37% reported any awareness of "An empty or dark area in the middle of vision"
- 14% reported any awareness of "Perceiving a waviness to straight lines"
- 11% reported any awareness of "Objects that appear to be the wrong size or shape"
- 47% reported any awareness of "Visual difficulty with everyday activities, like reading, watching TV or driving"
- 9% reported any awareness of "Incorrect perception of colours"

AMD information resources for the public are available on the ICO website www.eyedoctors.ie and at www.amd.ie which was relaunched with new content for the 2021 campaign to help increase awareness of the symptoms of AMD and provide helpful resources.

World Sight Day 2021

Thursday October 14th 2021 marked World Sight Day (WSD), an annual awareness event which aims to focus international attention on vision impairment and blindness affecting billions of people of all ages around the world.

The theme for 2021 was 'Love Your Eyes' encouraging us all to be aware of our own eye health and to have regular eye checks with an eye healthcare professional, and urging those around us to do the same.

In support of the International Agency for the Prevention of Blindness 'Everyone Counts' global challenge for WSD 2021, the Irish College of Ophthalmologists joined in calling on individuals to make the commitment to #LoveYourEyes and pledge to have an eye examination.

Consultant Medical Ophthalmologist Dr Mairide McGuire was invited on the Today with Claire Byrne Show, on RTE Radio to talk about eye health and answer questions from the public on ways in which they can look after their vision health.

ICO President, Mr Tim Fulcher participated in the Pan-Ireland Ophthalmology Day 2021 (virtual), hosted by Queen's University, Belfast On October 15th. The annual event is timed to coincide with World Sight Day and aims to focus attention on the global issue of avoidable blindness and visual impairment.

ICO Newsletter

The ICO newsletter provides updates to our membership and stakeholders on news and developments taking place in the specialty and is an important means to capture our key activities, including our advocacy outreach.

It is circulated directly to our members by post and available electronically on our website for all stakeholders and the public to access. It is emailed separately to a list of key external stakeholders and policy decision makers to promote greater understanding of the role and function of the College in line with our charitable purpose - advancing eye health care in Ireland.

Social Media @eyedoctorsirl

The ICO uses our Twitter account as our primary social media tool to engage with key health care partners, patient advocacy groups and decision makers in the interest of eye health promotion, supporting members and increasing public awareness of relevant eye health related news.

ICO Communications and Press Office Function

A key role of the ICO is to provide accurate medical advice to the public and media, to work alongside stakeholders in eye care to ensure standards of excellence are met and maintained, and to deliver policy guidance for the government.

The ICO communications division liaises with a wide range of stakeholders, both internal and external, to fulfill the College's commitment to this responsibility.

Our aim is to continually raise the profile of ophthalmology and the needs of the specialty, and be a central source of all information pertaining to eye health care in Ireland.

5. CLINICAL PROGRAMME

The National Clinical Programme for Ophthalmology, with support from the ICO, has worked extensively with the HSE and with the Department of Health to develop a plan to expand services and support the implementation of the new Integrated Eye Care Teams (IECT) which will extend the delivery of specialist ophthalmic care in the community.

Focus of the Clinical Programme in 2021 included

1. Interaction with the HSE Scheduled Care Transformation Programme to reconfigure and evolve services to meet SlainteCare objectives, particularly with respect to waiting times.
2. Working with a number of CHOs to identify opportunities to expand community delivered services, and increase capacity
3. Working with a number of hospital groups to increase capacity, particularly cataract capacity.

ICO National Education Series – Webinar for the Integrated Eye Care Team

Expansion of Ophthalmology Services Cork/Kerry

The ICO, in conjunction with the National Clinical Programme for Ophthalmology, hosted the third event in the National Education Series for the Integrated Eye Care Team (IECT) via webinar on Thursday, 2nd December 2021.

The National Education Series aims to support the implementation of the Integrated Eye Care Team model, highlighting the key rationale for establishing the team which is to deliver a health service that is patient focused, promotes evidence based practice, decompresses hospital based eye services and improves timely access to care for patients.

The series is designed to inform stakeholders of the latest developments in the expansion of ophthalmic services, and to share examples and results from Community Healthcare Organisations (CHO's) where the reconfiguration of services is being implemented.

Previous meetings concentrated largely on developments in the three Dublin CHO's (CHO6, CHO7 and CHO9).

The 2021 webinar provided an update from the ophthalmic consultant team on the progress for the

development of regional ophthalmic services in Cork/Kerry to integrate hospital and community service and plans for the future. The meeting was chaired by National Clinical Lead for Ophthalmology Prof. Billy Power.

The team discussed the new Community Centre in Ballincollig, Co. Cork, due to open in 2022 with 20 clinical rooms, which can accommodate 36 newly recruited staff and will allow over 30,000 patients a year to be seen at the facility. Two dedicated purpose-built injection clean rooms are designated for intravitreal injections, which will provide the potential for 280 injections per week. This future additional capacity would provide a three-fold increase to current injection capacity. The new clinic will be an enormous benefit to the current congestion in the hospital and community services, allowing access for patients with stable glaucoma, AMD and paediatric conditions to be seen, thereby restoring access for patients with surgical needs, including cataract, in the acute system.

Dedicated Eye Care Theatres

Plans for the development of a second eye-theatre in South Infirmity Victoria University Hospital will also improve access for patients requiring cataract and other surgeries. A third dedicated eye theatre at SIVUH is in the business case plan for the expansion of services 2021-2031, required to accommodate ongoing growth in demand for cataract surgery.

Building this service will result in a more sustainable, collaborative and integrated model between community and hospital.

The appointment of three new Consultant Medical Ophthalmologists posts has been approved for the area, two of which have been filled.

Funding and Ongoing Plans

The business case for the expansion and integrated eye care services in Cork /Kerry is completed and securing the funding required to fulfill the vision is the current focus.

The expansion of the ophthalmic workforce will be required in the next 10 years to meet existing and projected future demand. This will necessitate expansion of the consultant workforce from five to 16 consultants for Cork/Kerry, with an associated increase in the numbers of doctors in specialist training, and recruitment of allied health professional including optometrists, orthoptists, nursing, technician and admin staff to support the service.

The ICO National Education Series aims to reinforce the importance of the Integrated Eye Care Team model, highlighting the key rationale for establishing the team

which is to deliver a health service that is patient focused, promotes evidence based practice, decompresses hospital based eye services and improves timely access to care for patients.

The expansion of theatre access and establishment of stand-alone high-volume consultant-led cataract theatres with a full complement of support staff in order to facilitate a timelier response from the surgical centres, thereby keeping waiting times to a minimum, are also proposed in the Model of Eye Care.

6. BURSARY PROGRAMME 2021

ICO / Novartis Eye Research Bursary

Dr Sarah Kate Powell was announced as the winner of the ICO/Novartis Eye Research Bursary Recipient 2021 at the Summer ICO webinar on the 25th June 2021 for her research project "To Investigate the Pathogenic Role of Tissue Stiffness in Lamina Cribrosa Fibrosis in Glaucoma: Treatment with Integrin Inhibition".

The research bursary is an unrestricted educational grant awarded to a doctor who wishes to undertake a research project.

Project background:

Glaucoma, a chronic, progressive, age-related disease is the leading cause of irreversible blindness globally. Glaucoma is a complex disease entity, and the cellular processes involved in disease pathogenesis are not yet fully understood. Understanding these will lead to new methods of preventing chronic glaucomatous vision loss when the current approaches of conventional intra ocular pressure-lowering treatments either fail to prevent progression (up to 20% of glaucoma patients continue to progress to blindness) or adequate target pressures cannot be achieved due to ineffectiveness or poor tolerance to medication. Thus, there is an urgent need to identify and target the underlying mechanisms driving glaucoma disease pathogenesis

Glaucoma is characterized by damage to the optic nerve head at the back of the eye. In the optic nerve head a 3-D structure exists which is called the lamina cribrosa, and it is a putative site of damage in glaucoma. This damage results in the remodelling of its extracellular matrix, fibrosis and thus a loss of compliance leading to increased connective tissue stiffness. The lamina cribrosa is under constant stress and strain throughout the course of one's lifetime and, over time, it undergoes several biomechanical changes. Our lab has previously demonstrated that glaucoma lamina cribrosa cells demonstrate increased stiffness, associated with marked overexpression of profibrotic genes in glaucoma. Research has also shown that a stiffer cellular environment plays a key pro-fibrotic role in glaucoma

extracellular matrix remodelling and in the pathogenesis of fibrosis in glaucoma.

There is a growing body of evidence over the past decade that several tissues in the eye become stiff in various disease states. Furthermore, the field of fibrosis research in general has begun to shift its focus towards mechanobiology as a fundamental driver of all pathological forms of fibrosis. The researchers believe that increased tissue stiffness drives lamina cribrosa fibroblast to myofibroblast differentiation and extracellular matrix fibrosis, activating numerous signal transduction pathways including mechanotransduction. The belief is that an integrin inhibitor can protect against these pathogenic changes, reduce ECM fibrosis and therefore help to identify novel therapeutic treatment for glaucoma.

The primary aim of the project is to determine whether tissue stiffness is a key fundamental driver of lamina cribrosa fibrosis in glaucoma, using next generation sequencing techniques. The researchers also wish to perform detailed bioinformatic analyses of key signalling pathways that are differentially expressed in glaucoma, especially the mechanotransduction pathways. The end goal is to see if the response can be modulated using an integrin inhibitor. The researchers believe this research will allow us to uniquely profile glaucoma-specific genetic expression in a meaningful way, paving the way for personalised glaucoma therapy in the future.

The research is being carried out under the supervision of Professor Colm O'Brien and co-supervised by Dr Mustapha Irnaten PhD at University College Dublin, Catherine McCauley Research Centre and Department of Ophthalmology, Mater Misericordiae University Hospital, Dublin.

APPENDIX 1



ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

Legal and Administrative Information

Directors	Tim Fulcher John Paul Doris Kathryn McCreery Joanne Kearney Mairide McGuire Caroline Baily Paul Connell Sean Chen (Appointed 25 September 2021) Eamonn O'Connell (Appointed 25 September 2021) Aziz Ur Rehman (Appointed 25 September 2021) Colm O'Brien Patricia Quinlan
Secretary	Brona Kavanagh
Charity Number	20028039
CHY Number	10781
Company Number	151473
Principal address	121 St Stephens Green Dublin 2 Co. Dublin Ireland
Registered office	121 St Stephens Green Dublin 2 Co. Dublin Ireland
Auditor	UHY Farrelly Dawe White Limited Unit 4A Fingal Bay Business Park Balbriggan Co. Dublin Ireland
Bankers	Bank of Ireland 39 St. Stephens Green East Dublin 2 Ireland
Solicitors	Cormac O Ceallaigh & Co. Solicitors 388 North Circular Road Phibsborough Dublin 7

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

The directors present their annual report and financial statements for the year ended 31 December 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Companies Act 2014 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019).

Objectives and activities

The principal activity is the running of a professional body for ophthalmologists and ophthalmic surgeons. It is responsible for setting and maintaining standards in ophthalmic training for young ophthalmologists and for continuing medical education for those in practice. The company provides a range of skills courses for trainees and for continuing education.

Achievements and performance

During 2021 the College continued to oversee and deliver specialist training for ophthalmologists, both for those in training and for those in practice. The Programme of Specialty Training in Ophthalmology was formally accredited by the Medical Council, following a detailed process, for a period of five years. The College expanded its International Medical Graduate Programme to include a Fellowship. The College continued to support the delivery of the National Clinical Programme for Ophthalmology and also continued to deliver a Professional Competence Scheme.

Principal risks and uncertainties

Since the year end, the organisation has had to deal with various matters of uncertainty such as COVID 19. This places many pressures on the organisation such as financial and governance risk. While funding is agreed for 2022, no such assurances are in place for periods beyond 2022. This poses a material risk for the organisation. The organisation has also had to amend its operational strategy to conform to government measures in line with the public health recommendations in relation to "lockdown". In order to conform to the likes of social distancing, increased hygiene etc., the organisation has had to amend its strategy to allow its employees to adhere to these requirements.

Due to the uncertain outcome of when the pandemic is likely to pass, the organisation has no clear sight of when these measures will be relieved. The directors will continue to monitor all public health and government updates to ensure that all information is available to make the best decisions for the organisation and its stakeholders. On the basis of the above the directors are satisfied the organisation can continue as a going concern

Financial review

The surplus for the year after providing for depreciation and accounting for the increase in fair value of investments amounts to €124,000 (2020: €25,102).

At the year end, the company has assets of €1,727,240 (2020: €1,552,406) and liabilities of €160,712 (2020: €109,878).

Structure, governance and management

The charity is a company limited by guarantee not having a share capital.

DIRECTORS' REPORT

The directors who served during the year and up to the date of signature of the financial statements were:

Tim Fulcher	
John Paul Doris	
Marie Hickey-Dwyer	(Resigned 19 January 2021)
Patricia Logan McNamee	(Resigned 25 September 2021)
Mark Cahill	(Resigned 25 September 2021)
Martin Treacy	(Resigned 25 September 2021)
Kathryn McCreery	
Joanne Kearney	
Maureen Hillery	(Resigned 25 September 2021)
Mairide McGuire	
Caroline Baily	
Paul Connell	
Grace O'Malley	(Resigned 25 September 2021)
Sean Chen	(Appointed 25 September 2021)
Eamonn O'Connell	(Appointed 25 September 2021)
Aziz Ur Rehman	(Appointed 25 September 2021)
Colm O'Brien	
Patricia Quinlan	
Alison Blake	(Resigned 25 September 2021)

The secretaries who served during the financial year were:

Maureen Hillery	(Resigned 25 September 2021)
Brona Kavanagh	(Appointed 25 September 2021)

Accounting records

The charity's directors acknowledge their responsibilities under sections 281 to 285 of the Companies Act 2014 to ensure that the charity keeps adequate accounting records. The following measures have been taken:

- employing qualified and/or experienced staff, and
- ensuring that sufficient charity resources are available for the task, and
- liaising with the charity's auditor.

The accounting records are held at the company's business premises, 121 St Stephens Green Dublin 2 Co. Dublin Ireland.

Auditor

In accordance with the company's articles, a resolution proposing that UHY Farrelly Dawe White Limited be reappointed as auditor of the company will be put at a General Meeting.

Post reporting date events

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

Charitable Status

The company holds a charitable status (CHY No 10781 RCN 20028039) and as such is exempt from corporation tax in accordance in accordance with Section 207 of the Taxes Consolidation Act 1997.

Disclosure of information to auditor

Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The directors' report was approved by the Board of Directors.

Tim Fulcher, *Director*

John Paul Doris, *Director*

Date: _____

STATEMENT OF DIRECTORS' RESPONSIBILITIES

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and SORP FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

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

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

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

In so far as the directors are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

By order of the Board of Directors

Tim Fulcher
Director

John Paul Doris
Director

Date: _____

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of The Irish College of Ophthalmologists (the 'charity') for the year ended 31 December 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland as modified by the Charities SORP (FRS102); and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 23 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the directors' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited. The financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

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

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Responsibilities of directors

As explained more fully in the statement of directors' responsibilities, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor's report.

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

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

Thomas McDonagh

for and on behalf of UHY Farrelly Dawe White Limited

Chartered Certified Accountants

Statutory Auditor

Fingal Bay Business Park

Unit 4A, Balbriggan, Co. Dublin

Ireland

STATEMENT OF FINANCIAL ACTIVITIES

INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted funds 2021 €	Restricted funds 2021 €	Total 2021 €	Total 2020 €
Income from:					
Charitable activities	4	115,436	400,222	515,658	468,841
Investment income	5	-	-	-	4,692
Total income		115,436	400,222	515,658	473,533
Expenditure on:					
Charitable activities	6	110,113	358,467	468,580	460,835
Net gains/(losses) on investments	11	76,922	-	76,922	12,404
Net Income		82,245	41,755	124,000	25,102
Reconciliation of funds					
Fund balances at 1 January 2021		1,367,713	74,815	1,442,528	1,417,426
Fund balances at 31 December 2021	17	1,449,958	116,570	1,566,528	1,442,528

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

BALANCE SHEET

AS AT 31 DECEMBER 2021

	Notes	2021		2020	
		€	€	€	€
Fixed assets					
Tangible assets	12		7,925		12,467
Investments	13		1,172,306		845,384
			<u> </u>		<u> </u>
	1,180,231		857,851		
Current assets					
Debtors	14	108,366		175,859	
Cash at bank and in hand		438,643		518,696	
		<u> </u>		<u> </u>	
	547,009		694,555		
Creditors: amounts falling due within one year					
	15		(160,712)		(109,878)
			<u> </u>		<u> </u>
Net current assets	386,297		584,677		
			<u> </u>		<u> </u>
Total assets less current liabilities			1,566,528		1,442,528
			<u> </u>		<u> </u>
Income funds					
Restricted funds	17		116,570		74,815
Unrestricted funds	17		1,449,958		1,367,713
			<u> </u>		<u> </u>
			1,566,528		1,442,528
			<u> </u>		<u> </u>

The financial statements were approved by the Directors on _____.

Tim Fulcher
Director

John Paul Doris
Director

Company Registration No. 151473

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	€	2021	€	€	2020	€
Cash flows from operating activities							
Cash generated from/(absorbed by) operations	22		169,947			(119,242)	
Investing activities							
Purchase of tangible fixed assets		–			(4,328)		
Purchase of investments		(250,000)			–		
Disposal of investments		–			3,587		
Investment income received		–			4,692		
Net cash (used in)/generated from investing activities			(250,000)			3,951	
Net cash used in financing activities			–			–	
Net decrease in cash and cash equivalents			(80,053)			(115,291)	
Cash and cash equivalents at beginning of year			518,696			633,987	
Cash and cash equivalents at end of year			438,643			518,696	

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies

Charity information

The Irish College of Ophthalmologists is a private company limited by guarantee incorporated in Ireland. The registered office is 121 St Stephens Green, Dublin 2, Co. Dublin, Ireland.

1.1 Accounting convention

These financial statements have been prepared in accordance with the requirements of the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

The financial statements are prepared in euro, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest €.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the directors in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Grants from governments and institutional donors, are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is reasonable certainty of receipt.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	12.5% straight line
Fixtures and fittings	12.5% straight line
Computers	33.33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1 Accounting policies

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. 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.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Establishing lives for depreciation purposes of property, plant and equipment

The annual depreciation charge depends primarily on the estimated lives of each type of asset and estimates of residual values. The directors regularly review these asset lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful lives is included in the accounting policies.

3 Transition to Charities SORP (FRS102)

Prior to 1 January 2021, the company prepared its financial statements under FRS 102. From 1 January 2021, the company has elected to present its annual financial statements in accordance with Charities SORP (FRS 102).

The comparative figures in respect of the 2020 financial statements have been restated to reflect the company's adoption of Charities SORP (FRS 102) from the date of transition at 1 January 2020.

There were no adjustments on transition to Charities SORP (FRS 102) requiring the surplus in 2020 to be restated however opening funds at 1 January 2020 were reclassified into restricted and unrestricted funds.

4 Income from charitable activities

	Unrestricted funds 2021 €	Restricted funds 2021 €	Total 2021 €	Total 2020 €
Membership subscriptions	66,480	-	66,480	64,960
Ongoing Professional Education	24,806	-	24,806	45,263
Professional Competence Scheme	18,350	-	18,350	5,642
Fellowship Grants	-	18,500	18,500	34,750
Specialist Training	-	300,404	300,404	236,908
Clinical Programme	-	81,318	81,318	81,318
Other Income - (medical council)	5,800	-	5,800	-
Total	115,436	400,222	515,658	468,841

5 Investment income

	Total 2021 €	Total 2020 €
Income from financial assets	-	4,692

6 Expenditure on charitable activities

	Unrestricted funds 2021 €	Restricted funds 2021 €	Total 2021 €	Total 2020 €
Staff costs	67,930	165,802	233,732	223,625
Depreciation and impairment	4,542	-	4,542	5,339
Specialist training	8,270	158,942	167,212	129,379
College expenses	22,670	12,673	35,343	53,076
Legal & professional fees	4,152	-	4,152	6,543
Investment costs	-	-	-	3,587
Audit fees	2,433	2,433	4,866	4,292
Fellowship grants paid	-	18,500	18,500	34,750
Bank charges	116	117	233	244
	110,113	358,467	468,580	460,835

7 Net movement in funds	2021	2020
	€	€

Net movement in funds is stated after charging/(crediting)

Depreciation of owned tangible fixed assets	4,542	5,339
	<u> </u>	<u> </u>

8 Directors

None of the directors (or any persons connected with them) received any remuneration or benefits from the charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2021	2020
	Number	Number
Administration	5	5
	<u> </u>	<u> </u>

Employment costs

	2021	2020
	€	€
Wages and salaries	209,805	201,742
Social security costs	21,792	21,883
Pension costs	2,135	-
	<u> </u>	<u> </u>
	233,732	223,625
	<u> </u>	<u> </u>

9 Employees

The number of employees whose annual remuneration was more than €60,000 is as follows:

	2021	2020
	Number	Number
€60,000 to €70,000	-	-
€70,001 to €80,000	1	1
€80,000 to €90,000	-	-
€90,001 to €100,000	-	-
Over €100,000	-	-
	<u> </u>	<u> </u>

10 Key management compensation

	2021	2020
	€	€
Gross salary	191,605	165,909
Employers' pension contribution	2,135	-
	<u> </u>	<u> </u>
	193,740	165,909
	<u> </u>	<u> </u>

11 Net gains/(losses) on investments

	Unrestricted 2021 €	Total 2020 €
Fair value gains / (losses)	76,922	12,404
	<u> </u>	<u> </u>

12 Tangible fixed assets

	Plant and equipment €	Fixtures and fittings €	Computers €	Total €
Cost				
At 1 January 2021	135,360	17,907	25,308	178,575
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
At 31 December 2021	135,360	17,907	25,308	178,575
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Depreciation and impairment				
At 1 January 2021	135,360	10,333	20,415	166,108
Depreciation charged in the year	-	1,894	2,648	4,542
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
At 31 December 2021	135,360	12,227	23,063	170,650
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Carrying amount				
At 31 December 2021	-	5,680	2,245	7,925
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
At 31 December 2020	-	7,574	4,893	12,467
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

13 Fixed asset investments

	Unlisted investments €
Cost or valuation	
At 1 January 2021	845,384
Additions	250,000
Valuation changes	76,922
	<u> </u>
At 31 December 2021	1,172,306
	<u> </u>
Carrying amount	
At 31 December 2021	1,172,306
	<u> </u>
At 31 December 2020	845,384
	<u> </u>

14 Debtors

	2021	2020
Amounts falling due within one year:	€	€
Trade debtors	90,132	151,174
Accrued income and other debtors	11,707	18,158
Prepayments	6,527	6,527
	<u>108,366</u>	<u>175,859</u>

15 Creditors: amounts falling due within one year

	Notes	2021	2020
		€	€
Taxation		16,430	14,859
Deferred income	16	96,900	87,800
Trade creditors		40,365	3,944
Accruals		7,017	3,275
		<u>160,712</u>	<u>109,878</u>

16 Deferred income

	2021	2020
	€	€
Other deferred income	96,900	87,800
	<u>96,900</u>	<u>87,800</u>

17 Statement of funds

	Balance 1 January 2021 €	Incoming resources €	Resources expended 2021 €	Transfers	Balance 31 December €
Unrestricted funds					
General funds	1,367,713	115,436	(110,113)	-	1,373,036
Restricted funds					
Restricted funds	74,815	400,222	(358,467)	-	116,570
	<u>1,442,528</u>	<u>515,658</u>	<u>(468,580)</u>	<u>-</u>	<u>1,489,606</u>

18 Financial commitments, guarantees and contingent liabilities

The company had no material contingent liabilities at the year end 31 December 2021.

19 Events after the reporting date

There were no significant events affecting the company since the year end 31 December 2021.

20 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

21 Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members or within one year thereafter for the payment of the debts and liabilities of the company contracted before they ceased to be members and the costs, charges and expenses of winding up and for the adjustment of the rights of the contributors among themselves such amount as may be required, not exceeding €1.00.

22 Cash generated from operations	2021	2020
	€	€
Surplus for the year	124,000	25,102
Adjustments for:		
Investment income recognised in statement of financial activities	-	(4,692)
Fair value gains and losses on investments	(76,922)	(12,404)
Depreciation and impairment of tangible fixed assets	4,542	5,339
Movements in working capital:		
Decrease/(increase) in debtors	67,493	(58,318)
Increase/(decrease) in creditors	41,734	(55,216)
Increase/(decrease) in deferred income	9,100	(19,053)
	<hr/>	<hr/>
Cash generated from/(absorbed by) operations	169,947	(119,242)
	<hr/> <hr/>	<hr/> <hr/>

23 Non-audit services provided by auditor

In common with many companies of our size and nature we use our auditor to assist with the preparation of the financial statements.

24 Approval of financial statements

The directors approved the financial statements on _____.



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