

BORD OIDEACHAIS AGUS OILIÚNA CHIARRAÍ
KERRY EDUCATION AND TRAINING BOARD

Kerry Education and Training Board

Financial Statements For The Year Ended 31st December 2019

Kerry Education and Training Board

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Kerry Education and Training Board

Statement of Board Responsibilities

Kerry Education and Training Board was established on 1 July 2013 under the provisions of the Education and Training Boards Act 2013.

Section 51 of that Act requires the ETB to keep in such form and in respect of such accounting periods as may be approved by the Minister for Education and Skills with the consent of the Minister for Finance and the Minister for Public Expenditure and Reform, all proper and usual accounts of the monies received or expended by it.

In preparing those accounts, the Board is required to:

- (a) apply the standard accounting policies for the preparation of ETB financial statements
- (b) make judgements and estimates that are reasonable and prudent
- (c) disclose and explain any material departures from the standard accounting policies.

The Board is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Board and which enable it to ensure that the Financial Statements comply with section 51 of the Education and Training Boards Act 2013.

The Board is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signature: _____



Chairperson: Cllr. Jim Finucane

Date:

8/12/2020

Kerry Education and Training Board

Statement on The System of Internal Control

Kerry Education and Training Board (Kerry ETB) was established on 1st July 2013 under the provisions of the Education and Training Boards Act 2013. On that date, Kerry ETB took over the assets, liabilities and functions of the former Kerry Education Service (The Vocational Education Committee in Kerry).

The Code of Practice for the Governance for ETBs is set out in Circular Letter 02/2019, which was issued by the Department of Education and Skills to all ETBs in January 2019. The Code of Practice for the Governance of ETBs Circular Letter 02/2019 was adopted by Kerry ETB Board at its meeting on 26th March 2019. Prior to the adoption of The Code of Governance 02/2019, Kerry ETB operated under the Code of Governance Circular Letter 08/2015.

The Audit and Risk Committee met four times in 2019. The Finance Committee met two times in 2019. The term of the Kerry ETB Board ceased on 26th July 2019 with the formation of a new Board. Accordingly the term of the Finance Committee ceased on this date. Subsequent correspondence was received stating that the term of the Finance Committee was extended until 1st November 2019 in order to address urgent matters. No such urgent matters arose and accordingly only two meetings were held. The Finance Committee will meet at least 4 times in 2020.

Responsibility for the System of Internal Control

As Chairperson of Kerry ETB, I acknowledge the responsibility of the Board for ensuring that an efficient and effective system of internal control is maintained and operated. The system can only provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely period.

A new board was constituted for Kerry ETB on 10th September 2019 and at its meeting of 22nd October 2019 the board completed the appointment of the new Finance and Audit and Risk Committees.

Key Control Procedures

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

- Clearly identifying management and staff responsibilities.
- Establishing procedures for reporting significant control failures and ensuring appropriate action.
- Establishing procedures for identifying and evaluating all risks which could prevent Kerry ETB from achieving its objectives.

The system of internal control operated in Kerry ETB is based on:

- Detailed administrative procedures
- Segregation of duties
- Specific authorisations
- Internal checks
- Monthly management review of reports outlining the actual and budgeted results of programmes operated by Kerry ETB.

The Board's monitoring and review of the effectiveness of the system of internal control is informed by the:

- Recommendations made by the Office of the Comptroller and Auditor General (C&AG) in management letters or other reports.
- Chief Executive, who has responsibility for the financial control framework.
- Work of the Audit & Risk Committee, which considers internal audit reports and reports of the C & AG and reports to the Board whether the Chief Executive is, in the internal auditor's opinion, operating adequate and appropriate systems of control.

An internal audit service is provided by the Internal Audit Unit (IAU) - Education and Training Boards. The following internal audit reviews have been carried out since the 1st January 2019:

- (a) Review of Specialist Training Providers

Breaches of System of Internal Control

1. Non-compliance with procurement guidelines

Kerry ETB currently does not operate an overall Centralised Purchasing System. The 36 Kerry ETB Schools and Centres, dispersed throughout the county are engaging in procurement at a local School/Centre level. Although these Schools and Centres are seeking quotations as purchases are required, the lack of a centralised purchasing system is a challenge to addressing cumulative spends in a timely manner. Essentially the IT Systems available to the ETB do not provide real time data on purchasing. Purchasing expenditure analysis can only be completed following the actual expenditure. Currently Kerry ETB has the ESI Financial System for all centres except for Kerry College Monavalley Campus (formerly Kerry ETB Training Centre) which uses SAP. Kerry ETB has no latitude to acquire a financial system that would provide real time data.

The value of non-compliant cumulative procurement, across all Schools and Centres, in 2019 was c. €351,110. The breakdown of this figure is as follows: Contract Cleaning c.€42,867; Electrical Consumables c.€81,582; Plumbing Consumables c.€47,616; Welding Consumables c.€84,277; External Printing c.€37,270; Legal Services c.€32,078; Cleaning Supplies c.€25,420.

Contract Cleaning: Kerry ETB activated a new Contracted Cleaning Framework in September 2020.

Electrical Consumables: E-Tender completed with a closing date of 03/09/2020. Tender Submissions are currently being evaluated and a Multi-Supplier Framework will be in place by close of 2020.

Plumbing Consumables: An E-Tender was published with a closing date for Tender Submissions of 17th September. There were no tenders submitted. Kerry ETB are currently in the process of re-drafting a number of smaller tenders based on more specific product listings. It is expected that with the revised tenders we will be successful in securing suppliers for these sub lots.

Welding Consumables: Similar to the plumbing consumables this category of expenditure will have to be sub divided into more specific lots and tenders published for these sub lots. Kerry ETB is currently drafting tender documents for these sub lots and it is expected that the tenders will be published by close of 2020 and effective for Q1 of 2021.

External Printing: A Tender competition was published with a closing date of 10th November 2020. The Tender Submissions are being evaluated and it is expected that a successful supplier will be awarded by close of 2020.

Legal Services: We await the launch of the new Legal Services Framework in 2021. Legal Services relating to Employment Law, which forms the substantial part of Kerry ETB's legal fees was procured in 2019.

Cleaning Supplies: This non-compliance related to purchases for cleaning supplies outside of the OGP Framework Supplier

The following remedial action has been taken: Kerry ETB has engaged with the Office of Government Procurement over a period of a number of months in addressing a mini-tender competition for contracted cleaning services for Kerry ETB and this has gone to the market in March 2020. Kerry ETB will proceed, on the basis of cumulative projected spend, to tender for Electrical, Plumbing and Welding Consumables before the end of the first quarter of 2020 and for External Printing in Quarter 2. Kerry ETB is operating employment law legal service under the OGP Framework. Kerry ETB has retained the services of our long standing legal firm in relation to conveyancing and property matters as it was considered prudent to do so given the historical volume of files and transactions and the associated acquired knowledge.

Kerry ETB is proceeding to complete a business case for the establishment of a Centralised Purchasing Unit for Kerry ETB in 2020. The Kerry ETB Board has been advised of same and the process has commenced.

In Quarter 4 of 2020 the stores Department for Kerry College Monavalley campus commenced purchasing for the other three Kerry College Campuses. This is the first step to Centralised purchasing across the Kerry ETB Scheme. We have proposed two pilot Schools for a trial of the Centralised purchasing across Kerry ETB Schools in Quarter 1 of 2021 and once the Pilot phase is completed centralised purchasing will be expanded to all Schools on a phased basis.

Kerry Education and Training Board

Statement on The System of Internal Control

In 2019 the following steps were undertaken with a view to increasing overall compliance with Public Procurement: - A Tender process for Bus & Coach Hire was completed in 2019. Accordingly, these services have now been competitively procured.

In 2020 the following strategic Tenders (i.e. in excess of €25,000) were completed (please note that this is not an exhaustive list):

- *Supply of consumable products for Kerry ETB Hair & Beauty Courses
- *Supply of consumable products for Kerry ETB Plumbing Courses
- *Supply of consumable products for Kerry ETB Electrical Courses
- *Contract for the provision of Psychological Counselling Services
- *Contract for the Provision of Information Technology Support Services to Kerry ETB
- *Contract for the provision of HR Agency Staff
- *Competition for the provision of Post Primary School Books

- Kerry ETB procured the Services, via OGP Framework, of a Procurement Consultancy Firm to assist with complex tenders and provide general advice to ensure compliance with procurement.

- A monthly expenditure analysis was completed for 2019 and has been used to identify areas of expenditure that have the potential to reach E-Tender levels. These areas are being addressed with formal tenders being put in place.

- Kerry ETB Procurement Officer has provided formal Procurement training to new staff and existing Line Management. A number of briefings/presentations have been given to collectively to school and centre office staff. Individual trainings/briefings have been held for new and promoted staff members. Briefing notes and updates are communicated to the Line managers and posted on the ETB SharePoint information portal for all staff.

- Kerry ETB is currently finalising its Corporate Procurement Plan for the 2020/2021 period. The Corporate Procurement Plan will set out the Procurement objectives for the scheme and the steps that will be implemented to achieve these objectives.

The Kerry ETB Corporate Procurement Plan for January 2020 to December 2021 was approved by the Kerry ETB Board on 28th April 2020.

- Significant effort has been made in raising awareness around Office of Government Procurement Frameworks and Centralised Contracts. As these Frameworks are activated the Schools/Centres and Programmes are set up on the Framework centrally by the Procurement Officer. An email is issued by the Procurement Officer to all Budget holders and Line Managers with the details of the Framework and a guidance document on how to avail of the service.

- Guidance Documents are also being issued retrospectively on Frameworks that are underutilised.

In 2020 the number of national Frameworks/ Centralised Arrangements were activated and availed of by Kerry ETB. In Quarter 4 of 2020 there are over 40 active Frameworks availed of in Kerry ETB.

2. Inadequate IT Systems

Both the Finance Committee and the Audit & Risk Committee have, on a number of occasions, expressed their concern that the lack of an appropriate, contemporary Financial System presents significant risks for Kerry ETB. The lack of a suitable Financial System presents a significant organisational challenge and potential control weaknesses. The use of two separate financial reporting systems (with the Kerry College Monavalley Campus - former Training Centre - availing of a separate system to the rest of the organisation) adds further complexity and risk. As outlined above all Centres except for the Kerry College Monavalley Campus are using the ESI System.

As a result of the above, the preparation of the Annual Financial Statements is an extremely manual process which must be completed in line with the annual legislative requirements. The advent of a financial shared service system appears to be the only option in addressing same.

3. Risk management

Kerry ETB in 2019 continued to address risk management on an organisational basis, structured around the pillar areas. Kerry ETB has an overall corporate risk register which is kept under review at Senior Management Meetings. Individual risk registers are in place for Further Education & Training and for Schools, Youth & Music. Relevant Directors review same at their Senior Management Meetings. Each School/Centre maintains a local risk register. Risks are elevated between registers as required. The Corporate Risk Register is kept under review by the Director of Organisation Support & Development.

All registers were maintained and updated by the relevant Head of Department, Principal/Centre Manager, Senior Management, Director etc. This ensures that ownership of the risks are managed at the appropriate level.

Risk Management is a standing agenda item at all Management meetings including the ETB Board meetings.

In 2020, in line with the requirements of Circular Letter 0002/2019, Kerry ETB has engaged the Institute of Public Administration (IPA) for a workshop to review the approach to managing risk to ensure full compliance with the Circular Letter 0002/2019 i.e. the development of a risk management framework. A draft Risk Appetite Statement has been developed and will be finalised following completion of the review by the IPA. The IPA workshop was scheduled for Friday 13th March, 2020 but has been postponed due to the Coronavirus.

4. Single Public Service Pension Scheme

Due to IT system and resource limitations Kerry ETB have not been in a position to comply with the legislative requirements of the Single Pension Scheme to provide staff members with annual and cessation of employment benefit statements. It is envisaged that the introduction of payroll shared services will provide a system to automate this process. Manual calculations of Benefit Statements are provided on request. Kerry ETB have also commenced a process to complete the manual calculation of annual Benefit Statements. As outlined above our current IT Systems are limited and this manual process is extremely labour intensive and time consuming.

5. Protected Disclosures

As required under Section 22 of the Protected Disclosures Act 2014 Kerry ETB can confirm that no protected disclosures were received to the end of 2019. Consequently no action was required to be taken by Kerry ETB in relation to Protected Disclosures.

6. Fraud

Kerry ETB has measures in place to counter fraud and an Anti-Fraud and Corruption Policy and Procedure was adopted by the Board on 1st October, 2019. At the time of writing there are no identified incidents of fraud to disclose.

7. Internal audit

An Internal Audit function is provided by the Internal Audit Unit – Education and Training Boards."

"The audit findings are based on the IAU-ETBs terms of reference and the internal audit unit provides an overall audit opinion on the area audited"

"The overall opinion is based on the findings identified during the audit and the range of possible opinions are as follows

- Comprehensive – system of internal control is adequate and operates effectively
- Adequate – system of internal control is generally adequate and operates effectively
- Inadequate – system of internal control is inadequate and does not operate effectively"

In 2019 an Audit of Specialist Training Providers was undertaken by ETB Internal Audit Unit. The Internal Audit deemed the overall System of Internal Control for the Specialist Training Provision to be inadequate and this has been notified to the Department of Education & Skills and SOLAS as required. The Kerry ETB Board and the Audit & Risk Committee have been advised of same. Kerry ETB has engaged with the Specialist Training Provider to address the findings of the report.

The Internal Audit Report contained 14 recommendations (7 High risk, 6 Medium risk and 1 Low risk). In October 2020 a "Review of Previous Audit Findings" was completed by the Internal Audit Unit. This review found that of the 14 findings in the initial Internal Audit: 8 of the findings have been implemented (4 High risk, 3 Medium risk and 1 Low risk) and 5 of the recommendations have been partially implemented (2 High risk and 3 Medium risk). One finding (High risk) remains not implemented. This finding relates to the non-procured nature of the STP. In January 2020 the Internal Audit Unit issued a sectoral report in January 2020. One of the thematic findings related to the Procurement of STPs and the recommendations stated that input from SOLAS and the DES may be deemed appropriate and beneficial to assist in resolving same. This is a longstanding issue and as noted in the addendum to the original Internal Audit Report Kerry ETB did take steps to seek to resolve same previously. This is a national issue and Kerry ETB does not have the ability to resolve without a change in National procedure.

Finance Committee Review

The Finance Committee reviewed the Financial Statements of Kerry ETB on the 30th March 2020 and recommended their adoption by the Board and submission of these to the Comptroller and Auditor General for audit.

Kerry Education and Training Board

Statement on The System of Internal Control

Annual Review of Controls

Kerry ETB is committed to operating an efficient, effective and economic internal control system. I confirm that the Audit Committee at its meeting on 10th March 2020, conducted a review of the effectiveness of the system of internal financial control for year ended 31st December 2019 in the manner prescribed by the Code of Practice for the Governance of Education & Training Boards.

This included:

A review of internal and external audit reports issued in 2019 and to date in 2020 along with an examination of minutes of meetings of the Board, Audit Committee and Finance Committee.

The Audit Committee also got confirmation from the Chief Executive that on balance the system of internal control is adequate and appropriate. The Chief Executive based this statement on information gathered from senior managers across the organisation.

The Audit Committee presented a report on the review of controls to the Board on 31st March 2020.

A Risk Register is kept up-to-date and presented to the Audit Committee on a regular basis.

The Board reviewed and approved this statement at its meeting held on 31st March 2020.

As part of the review of the System of Internal Controls the Audit & Risk Committee expressed concerns that the lack of an appropriate modern integrated financial management system presents significant risks for Kerry ETB's control environment and effective cost and financial accounting and management. The remediation of this has been highlighted by the Audit & Risk Committee as an important priority.

Signed:  Chairperson

Cllr. Jim Finucane

Date: 8/12/2020



Ard Reachtaire Cuntas agus Ciste **Comptroller and Auditor General**

Report for presentation to the Houses of the Oireachtas

Kerry Education and Training Board

Opinion on the financial statements

I have audited the financial statements of Kerry Education and Training Board for the year ended 31 December 2019 as required under the provisions of the Education and Training Boards Act 2013. The financial statements comprise

- the statement of accounting policies
- the operating statement
- the statement of current assets and current liabilities, and
- the related notes.

In my opinion,

- the financial statements properly present the income and expenditure of the Board for 2019 and the state of affairs of the Board at 31 December 2019, and
- the financial statements are in accordance with the accounting policies laid down by the Minister for Education.

Basis of opinion

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

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

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

The Board has presented certain other information together with the financial statements. This comprises the statement of Board responsibilities, the statement on the system of internal control and a schedule of activities and pay costs. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in that regard.

Andrew Harkness
For and on behalf of the
Comptroller and Auditor General

15 December 2020

Appendix to the report

Responsibilities of Board Members

As detailed in the statement of Board responsibilities, the Board members are responsible for

- the preparation of the financial statements in the form prescribed under section 51 of the Education and Training Boards Act 2013
- the keeping of proper books of account which disclose with reasonable accuracy at any time the financial position of the Board
- safeguarding the Board's assets and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Responsibilities of the Comptroller and Auditor General

I am required under the Education and Training Boards Act 2013 to audit the financial statements of Kerry Education and Training Board and to report thereon to the Houses of the Oireachtas.

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

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

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

- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.
- I conclude whether the financial statements properly present the income and expenditure of the Board and whether the statement of balances, as represented by the statement of current assets and current liabilities presents the state of affairs of the Board.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Information other than the financial statements

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

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

Reporting on other matters

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

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

I also report by exception if, in my opinion,

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

Kerry Education and Training Board
Financial Statements - Year Ended 31st December 2019

Activities and Pay Costs

1 Main Activity

Kerry Education and Training Board provides Education and Training throughout County Kerry as set out below:

Service	Number of Locations*	Number of Participants**	Number of Beneficiaries ***
Primary Level	3	59	-
Second Level & Post Leaving Certificate	10	4,060	-
Further Education and Training (FET)****	144	-	9,681
Part-time / Night Classes****	5	-	1,095

* refers to locations owned, leased or utilised by the ETB.

** For primary and second level this is based on the academic year enrolment.
 For FET and part time/night classes this is based on the individual enrolments in the calendar year.

*** Beneficiaries refers to the total number of places taken up in the year. This is calculated by adding enrolments as on 1 January and all subsequent enrolments throughout the year.

**** Participants and Beneficiaries of Training Centres Part-time/Night Classes (351) are included in Further Education and Training (FET) numbers.
 Participants and Beneficiaries of Schools Night Classes (744) are included in Schools and Head Office numbers.

2 Other Services

The Board also acts as an Agent and runs Self-Financing Projects.

Agency work involves running a programme on behalf of another organisation or students, according to agreed criteria and the Board is reimbursed its cost.

Self-Financing Projects are programmes run under the complete control of the Board either for the Board or other organisations.

3 Pay Costs

Pay is the principal cost for the Board and the following table indicates the pay ranges and the number of employees in each range :

Pay range	No. Employees	Cost in 2019* €
0 - 59,999	909	18,505,475
60,000 - 69,999	122	7,993,215
70,000 - 79,999	82	6,161,743
80,000 - 89,999	24	1,996,934
90,000 - 99,999	9	844,779
100,000 - 109,999	11	1,158,712
110,000 - 119,999	2	229,606
120,000 - 130,000	2	248,627
Total:	1,161	37,139,091

* Cost in 2019 includes employers' PRSI.

The ETB does not make pension contributions in respect of employees. Since 2013 all new entrants are obliged to join the Single Public Pension Scheme.

From 1 January 2019 onwards, members of public service defined pension scheme pay an additional superannuation contribution (ASC) ARISING FROM THE public service stability agreement (2018- 2020) and the public service pay and pension act 2017. ASC replaced the pension related deduction (PRD) WHICH ceased in 2018. While PRD was a temporary emergency measure, ASC is a permanent contribution in respect of pensionable remuneration. The amount collected in 2019 was €1,159,482 which was remitted to the Department of Education and Skills.

Kerry Education and Training Board

Financial Statements - Year Ended 31 December 2019

Establishment of the Education and Training Board and the Accounting Policies

1 Establishment of the Education and Training Board

Kerry Education and Training Board was established on 1 July 2013 and its functions are set out in section 10 of the Education and Training Boards Act 2013.

Community National Schools came under the Patronage of the ETB with the commencement of the 2017/2018 academic year.

2 Significant Accounting Policies

(a) Basis of Presentation

The financial statements are presented in the form approved by the Minister for Education and Skills with the consent of the Minister for Finance and the Minister for Public Expenditure and Reform. They consist of a Statement of Accounting Policies, an Operating Statement, a Statement of Current Assets and Current Liabilities and notes to the financial statements.

Where necessary, the comparative figures for the previous year have been restated on the same basis as those for the current year.

(b) Basis of Preparation

The Operating Statement presents Receipts and Payments by Programme Grouping and the resultant Cash Surplus / (Deficit) is adjusted for other debtor and creditor movements to determine the overall result for the period on an accruals basis.

The Statement of Current Assets and Current Liabilities is prepared on the accruals basis by determining state grant and other funder balances at amounts that reflect the related expenditure incurred in accordance with the funding rules.

Third Party Debtors are included in Current Assets. Pay and Expense Liabilities are included in Current Liabilities.

(c) Tangible Fixed Assets

All assets purchased including land and buildings, fixtures and fittings and training equipment are expensed in the year of purchase. State grants to fund the purchase of tangible fixed assets are recognised in the same year.

(d) Stocks

All consumable stocks are expensed as purchased.

(e) Superannuation

The pension entitlements of ETB staff, including those who transferred from SOLAS, are conferred under defined benefit schemes. Staff employed since 2013 are included in the Single Public Service Pension Scheme and monthly payments are made to the Department of Public Expenditure and Reform.

Superannuation deductions made from employees' pay in respect of the schemes are retained by the ETB as part of agreed Exchequer funding, or paid over to the Department of Public Expenditure and Reform.

The ETB does not make any contributions towards the schemes.

These unfunded schemes are operated on a pay as you go basis with the annual pension entitlements being paid by the National Shared Services Office on behalf of the ETB. ETB's are responsible for the administration of their pensions. Pension funds are provided by the Department of Education and Skills.

Provision has not been made in the financial statements for the present cost of the future benefits that have accrued to staff members and existing pensioners under these schemes.

(f) Lease Rentals

All lease rentals are expensed as incurred.

Kerry Education and Training Board

Operating Statement For The Year Ended 31st December 2019

	Note	Year ended 31/12/2019 €	Year ended 31/12/2018 €
RECEIPTS			
Post Primary Schools & Head Office Grants	1	27,981,006	26,911,065
Primary School Grants	2	26,519	20,780
Further Education and Training Grants	3	29,559,291	27,680,559
Student Support Services Grants	4	5,292	5,310
Youth Services Grants	5	510,934	375,527
Agencies & Self-Financing Projects	6	3,176,000	3,091,438
Capital	7	3,085,257	1,319,426
		<u>64,344,299</u>	<u>59,404,105</u>
PAYMENTS			
Post Primary Schools & Head Office	8	27,725,906	26,615,399
Primary School	9	68,881	39,143
Further Education and Training	10	28,606,790	27,952,715
Student Support Services	11	2,292	1,905
Youth Services	12	445,125	378,992
Agencies & Self-Financing Projects	6	3,242,080	3,334,668
Capital	7	3,169,959	2,454,934
		<u>63,261,033</u>	<u>60,777,756</u>
Cash surplus/(deficit) for year		1,083,266	(1,373,651)
Movement in other net current assets	23	<u>(1,289,546)</u>	<u>1,531,853</u>
Accrual revenue surplus/(deficit) for Year		(206,280)	158,202
Revenue surplus/(deficit) at 1 January		36,005	(122,197)
Revenue surplus/(deficit) at 31 December	14	<u>(170,275)</u>	<u>36,005</u>

Signed:



Chairperson

Cllr. Jim Finucane

Date: 8/12/2020

Signed:



Chief Executive Officer

Colm McEvoy

Date: 8/12/2020

The notes on pages 10 to 26 form part of these Financial Statements

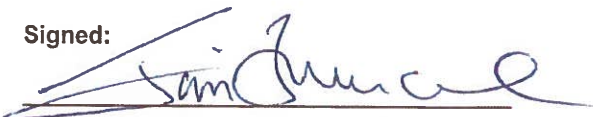
Kerry Education and Training Board

Statement of Current Assets and Current Liabilities as at 31st December 2019

	Note	31/12/2019 €	31/12/2018 €
Current Assets			
Recurrent State Grants	15	537,479	901,730
Capital State Grants	16	2,802,477	2,102,591
Other Recurrent Income	17	15,689	-
Third Party Debtors	18	16,802	14,855
Bank Balance		2,153,909	1,070,644
		5,526,356	4,089,820
Current Liabilities			
Recurrent State Grants	19	1,382,400	784,158
Capital State Grants	20	1,436,046	820,862
Other Recurrent Income	21	964,444	992,552
Pay & Expense liabilities	22	1,913,741	1,456,243
		5,696,631	4,053,815
Net Current (Liabilities)/Assets		(170,275)	36,005
 Represented by			
Revenue surplus/(deficit)	14	(170,275)	36,005

	Retained Surplus / (Deficit) 31/12/2019 €	Retained Surplus / (Deficit) For 2019 €	Retained Surplus / (Deficit) 31/12/2018 €
Analysis of revenue surplus/(deficit)			
Programme			
Schools & Head Office	(103,800)	(159,997)	56,197
Associated Programmes	(4,963)	(11)	(4,952)
Further Education Programme(s)	0	-	-
Agency Programmes	(26,464)	(25,933)	(531)
Self-financing Programmes	(35,048)	(20,339)	(14,709)
	(170,275)	(206,280)	36,005

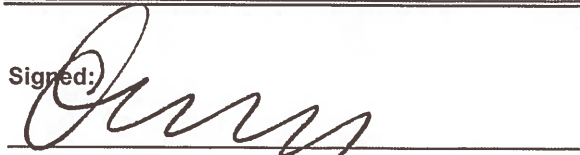
Signed:



Chairperson
Cllr. Jim Finucane

Date: 8/12/2020

Signed:



Chief Executive Officer
Colm McEvoy

Date: 8/12/2020

The notes on pages 10 to 26 form part of these Financial Statements

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2019

1 Post Primary Schools & Head Office Receipts	Sponsoring Department/Funder	Year Ended 31/12/2019 €	Year Ended 31/12/2018 €
Pay			
Post Primary Schools & Head Office Net Cash Grant	Education and Skills	24,146,449	22,973,378
Retained Superannuation Contributions	Education and Skills	1,339,055	1,298,202
		<u>25,485,504</u>	<u>24,271,580</u>
Non-Pay			
Post Primary Schools & Head Office Net Cash Grant	Education and Skills	1,530,036	1,580,008
Tuition Fees	Parents/students	89,175	127,831
Insurance Dividend	Irish Public Bodies	14,065	39,245
IPB Capital Reserve	Irish Public Bodies	64,036	230,529
Repeat Leaving Certificate Fees	Parents/students	195	127
Insurance Claims	Irish Public Bodies	-	1,550
		<u>1,697,507</u>	<u>1,979,290</u>
Associated Programmes			
School Services Support	Education and Skills	312,736	310,880
Book Grant/Needy Pupils	Education and Skills	77,712	77,190
DEIS	Education and Skills	70,205	69,577
Transition Year	Education and Skills	21,185	21,280
Junior Certificate Schools Programme	Education and Skills	25,534	27,645
LCA	Education and Skills	6,795	8,465
Language Assistant/Post Primary Language Initiative	Education and Skills	-	229
Traveller Pupil Capitation	Education and Skills	13,869	18,693
Physics/Chemistry/Science	Education and Skills	2,184	5,720
Disabilities Fund	Education and Skills	11,597	16,643
Special Class	Education and Skills	573	573
Inservice Expenses	Education and Skills	2,354	973
Support Grant Leaving Cert. Computer Science	Education and Skills	-	3,000
ICT Infrastructure	Education and Skills	152,886	95,758
ETB Election	Education and Skills	365	3,569
Local Creative Youth Partnership	Education and Skills	100,000	-
		<u>797,995</u>	<u>660,195</u>
Total		<u><u>27,981,006</u></u>	<u><u>26,911,065</u></u>
2 Primary School Receipts			
Capitation Grant	Education and Skills	10,380	10,200
Ancillary Service Grant	Education and Skills	10,140	9,780
Book Scheme Grant	Education and Skills	660	660
Miscellaneous Grants	Education and Skills	5,339	140
		<u>26,519</u>	<u>20,780</u>

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

3 Further Education and Training Receipts	Sponsoring Department/Funder	Year Ended	Year Ended
		31/12/2019 €	31/12/2018 €
Further Education and Training			
VTOS	SOLAS	2,417,521	2,644,768
Youthreach	SOLAS	2,495,081	2,513,014
Youthreach Special Needs Initiative	SOLAS	58,497	54,500
Adult Literacy	SOLAS	694,110	784,686
Back to Education Initiative	SOLAS	702,646	710,450
Community Education	SOLAS	274,328	306,730
Adult Education Guidance Information Service	SOLAS	203,079	254,699
Adult Refugee Programme	SOLAS	-	18,959
QQI Locally Devised Assessment	SOLAS	83,580	95,785
PLC Enhanced Capitation	SOLAS	73,843	92,298
Intensive Literacy Tuition	SOLAS	9,793	43,936
Guidance/Counselling/Psychological Services	SOLAS	19,530	29,236
DEIS Family Literacy	SOLAS	6,268	19,584
Legacy/SOLAS Admin Support /ONP/FET	SOLAS	2,183,224	2,168,663
PLC Rent	SOLAS	115,237	40,000
PLC Non-Pay (SOLAS Funded)	SOLAS	-	13,225
ESOL Basic Education	SOLAS	86,936	93,869
Adult Ed. Resource Centres/Innovative Projects	SOLAS	877,916	924,647
Quality Assurance & Curriculum Unit	SOLAS	516,098	-
Course Recruitment Unit	SOLAS	276,919	-
Technology Enhanced Learning	SOLAS	33,208	-
Specialist Training Providers (STP)	SOLAS	2,989,438	2,519,094
Bridging Foundation & Skills Training	SOLAS	3,220,178	3,368,066
Training Centre Staff & Operations	SOLAS	4,017,565	4,382,871
Community Training Centres	SOLAS	829,626	868,774
Traineeships	SOLAS	3,082,730	2,080,077
Apprenticeship Pre 2016	SOLAS	3,957,709	3,374,719
Apprenticeship 2016 + (Consortia)	SOLAS	35,986	239,000
Evening Courses	SOLAS	285,415	56,743
On-Line/Blended Learning/Library	SOLAS	(13,671)	(17,834)
Skills to Advance	SOLAS	10,000	-
Explore Programme	Education and Skills	16,501	-
Total		29,559,291	27,680,559
4 Student Support Service Receipts			
Grants and Scholarships	Education and Skills	5,292	5,310
		5,292	5,310
5 Youth Service Receipts			
Youth Work Act	Children and Youth Affairs	150,731	106,582
Youth Club Grant	Children and Youth Affairs	53,099	44,929
Youth Work Capital	Children and Youth Affairs	20,000	35,000
SPY/TYFS Grant	Children and Youth Affairs	153,185	189,016
Youth Information Centre	Children and Youth Affairs	28,919	-
Youth Employability Initiative	Children and Youth Affairs	105,000	-
		510,934	375,527

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

6 Agencies and Self-Financing Projects

AGENCIES			Year Ended 31/12/2019				Year Ended 31/12/2018	
Item	Project	Sponsoring Department/Funder	Receipts	Payments		Total	Receipts	Payments
			€	Pay €	Non Pay €	€	€	€
1	School Completion	Tusla	175,970	107,275	44,237	151,512	167,970	159,836
2	Examination Supervision	State Examinations Commission	82,130	78,827	3,303	82,130	76,868	74,871
3	Skills for Work - DDLETB	Dublin & Dun Laoghaire ETB	22,000	21,955	-	21,955	6,751	6,468
4	Creative Ireland Film Dev.	Kerry County Council	10,000	-	-	-	-	-
5	School Meals Programme Fund for Students with	Dept. Employment Affairs & Social Protection	272,494	-	289,105	289,105	241,506	229,609
6	Disabilities	Higher Education Authority	89,037	78,619	7,107	85,726	69,766	71,617
7	Iveragh Irish Language Plan	Comhchoiste Ghaeltacht Chiarraí	24,045	5,827	20,542	26,369	22,983	-
8	Tralea Language Plan	Dept. Culture, Heritage & the Gaeltacht	10,000	-	1,183	1,183	10,000	-
9	ISL Tutors	Dept. Education and Skills	22,118	21,981	-	21,981	21,699	21,699
10	Music Partnership	Parents/Learners Music Generation Ireland/Matched	-	2,058	11,754	13,812	22,991	5,518
11	Music Generation Programme	Funding	110,000	14,162	3,680	17,842	-	-
12	Erasmus (FE)	Leargas	-	-	-	-	-	-
13	Refugee Support Fund	Kerry County Council	-	-	-	-	65,580	2,944
14	Kerry Life Skills Programme	Kerry County Council/Parents	66,700	32,606	11,402	44,008	-	60,029
15	Leargas	Leargas	64,748	-	31,594	31,594	39,499	80,447
16	The Ireland Fund	The Ireland Fund	-	-	-	-	-	1,661
			949,242	363,310	423,907	787,217	745,613	714,699

SELF-FINANCING PROJECTS			Year Ended 31/12/2019				Year Ended 31/12/2018	
Item	Project	Funder	Receipts	Payments		Total	Receipts	Payments
			€	Pay €	Non Pay €	€	€	€
1	PLC Self Financing	Various	241,987	9,407	333,802	343,209	347,865	454,261
2	School Projects	Various	791,764	43,133	744,611	787,744	758,409	721,910
3	School Bank Accounts	Various	61,747	-	84,948	84,948	89,270	89,629
4	Parents Council Accounts	Various	8,812	-	15,866	15,866	15,310	20,888
5	Skills ETB Programme	CDETB	-	-	65,807	65,807	-	78,596
6	Further Ed. Management	Other	-	-	25,031	25,031	-	57,642
7	Self Financing Projects	Parents/Students	-	1,271	-	1,271	1,100	11,364
8	Cappanalea NCOET	Parents/Students	727,879	479,887	248,252	728,139	741,517	741,471
9	Cappanalea NCOET	DES	232,930	232,930	-	232,930	232,930	232,930
10	Literacy Projects	Other	-	-	-	-	-	2,932
11	After School Study	Parents/Students	70,244	26,838	53,086	79,924	76,475	82,614
12	Special Needs Projects	Parents/Students	-	-	-	-	-	171
13	Labour Activation Fund	DES	-	-	-	-	-	50
14	IT Braille Programme	DES	-	-	1,495	1,495	-	1,229
15	HSE Arts Project	HSE	53,269	58,252	-	58,252	27,592	74,749
16	ECDL	Other	-	-	1,560	1,560	-	2,700
17	Primary School Padraig Pearse Fund/Jeffers	Other	8,001	-	3,604	3,604	5,122	-
18	Trust PLC Student Government	Other	-	-	2,663	2,663	-	4,787
19	Levy	Parents/Students	30,125	-	22,420	22,420	50,235	42,046
			2,226,758	851,718	1,603,145	2,454,863	2,345,825	2,619,969
Total			3,176,000	1,215,028	2,027,052	3,242,080	3,091,438	3,334,668

Agency work involves running a programme on behalf of another organisation or students according to agreed criteria and the Board is reimbursed its cost.

Self-Financing Projects are programmes run under the complete control of the Board either for the Board or other organisations.

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

7 Capital

Receipts	Year Ended 31/12/2019	Year Ended 31/12/2018
	€	€
Education & Skills	2,339,663	958,407
SOLAS	745,594	304,969
Other	-	56,050
	<u>3,085,257</u>	<u>1,319,426</u>

Payments	Year Ended 31/12/2019	Year Ended 31/12/2018	
Facility	Expenditure Type	€	€
Cappanalea OEC	Centre Development	-	57,323
Castleisland Community College	Science Room Refurbishment	17,576	140,378
Castleisland Community College	Sports Capital Programme	-	56,050
Castleisland Community College	Furniture and Equipment	11,683	-
Castleisland Community College	EWS 2019	599	-
Causeway Comprehensive School	Furniture and Equipment	31,031	-
Causeway Comprehensive School	Engineering Room Equipment	3,883	78,192
Causeway Comprehensive School	EWS - Roof	-	689
Causeway Comprehensive School	EWS 2019	8,289	-
Coláiste Gleann Lí	Separation Project/SNU/EWS	342,046	956,458
Coláiste Gleann Lí	Applied Technology Equipment	30,402	-
Coláiste na Ríochta	SWS 2017 Phase 2 -Boiler	-	81,446
Coláiste na Ríochta	Universal Access Works	102,201	55,100
Coláiste na Ríochta	EWS 2019	28,944	-
Coláiste na Ríochta	Applied Technology Equipment	27,000	-
Coláiste na Sceilge	EWS 2017 - Heating	-	43,380
Coláiste na Sceilge	EWS 2019	297,952	-
Gaelcholáiste Chiarraí	Emergency Works project (Roof)	266,214	1,907
Gaelcholáiste Chiarraí (New School)	New School Project	1,353,753	271,741
Kerry College of Further Education	Refurbishment - Science Lab	-	59,734
Kerry College of Further Education	Fit out New Campus	-	20,775
Kerry ETB Training Centre	Various Projects	452,309	412,977
Killarney Community College	Additional Accommodation	-	59,569
Killarney Community College	EWS 2017 Roof	-	53,150
Killarney Community College	Special Needs Unit	12,956	2,922
*Listellick National School	New School Project	138,118	2,501
Post Leaving Certificate Programme	ICT Capital	-	26,058
Further Education & Training	Various Projects	45,003	-
Various Schools	2014 Summer Work Scheme	-	488
Various Schools	2016 Summer Work Scheme	-	19,055
Youthreach Programmes	Capital Equipment	-	55,041
		<u>3,169,959</u>	<u>2,454,934</u>

* Devolved Capital Project undertaken by Kerry ETB on behalf of Department of Education and Skills.

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

8 Post Primary Schools & Head Office Payments	Year Ended 31/12/2019			Year Ended 31/12/2018
	Pay €	Non Pay €	Total €	Total €
PAY				
Instruction	22,424,413	-	22,424,413	21,515,498
Administration	2,332,846	-	2,332,846	2,211,307
Maintenance	600,142	-	600,142	576,739
	<u>25,357,401</u>	<u>-</u>	<u>25,357,401</u>	<u>24,303,544</u>
NON PAY				
Instruction	-	65,956	65,956	99,306
Administration	-	706,922	706,922	754,949
Maintenance	-	939,641	939,641	854,507
	<u>-</u>	<u>1,712,519</u>	<u>1,712,519</u>	<u>1,708,762</u>
ASSOCIATED PROGRAMMES				
School Services Support	11,758	219,028	230,786	257,069
Book Grant/Needy Pupils	-	60,905	60,905	95,591
DEIS	-	84,109	84,109	77,533
Transition Year	-	10,085	10,085	26,714
Junior Certificate Schools Programme	465	28,767	29,232	18,348
Leaving Certificate Applied	-	7,221	7,221	7,194
Language Assistant/Post Primary Language Initiative	-	-	-	-
Traveller Pupil Capitation	-	19,586	19,586	6,876
Physics/Chemistry/Science	-	8,502	8,502	11,244
Disabilities Fund	-	7,792	7,792	7,402
Special Class	-	-	-	3,615
Transport Escort	6,746	-	6,746	-
Inservice Expenses	-	2,654	2,654	-
School Development Planning Initiative	-	-	-	-
Support Grant Leaving Cert. Computer Science	-	892	892	-
ICT Infrastructure	-	138,284	138,284	87,896
ETB Election	-	-	-	3,611
Local Creative Youth Partnership	30,440	18,752	49,192	-
	<u>49,409</u>	<u>606,577</u>	<u>655,986</u>	<u>603,093</u>
	<u>25,406,810</u>	<u>2,319,096</u>	<u>27,725,906</u>	<u>26,615,399</u>

Post Primary Schools & Head Office Payments

These relate to the provision of second level and PLC programmes provided in 10 locations, catering for 4,060 participants as well as night classes in 2 locations, catering for 744 participants.

9 Primary School Payments

9 Primary School Payments	Year Ended 31/12/2019			Year Ended 31/12/2018
	Pay €	Non Pay €	Total €	Total €
Capitation Grant	653	48,369	49,022	28,703
Ancillary Service Grant	19,654	-	19,654	9,780
Book Scheme Grant	-	205	205	660
	<u>20,307</u>	<u>48,574</u>	<u>68,881</u>	<u>39,143</u>

Primary School Payments

These relate to the provision of the primary school programme in 3 locations, catering for 59 participants.

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

10 Further Education and Training Payments	Year Ended 31/12/2019				Year Ended
	Pay €	Non Pay €	Allowances €	Total €	31/12/2018 €
Further Education and Training					
VTOS	1,300,555	252,748	830,320	2,383,623	2,589,362
Youthreach	1,617,817	502,273	418,007	2,538,097	2,493,611
Youthreach Special Needs Initiative	49,763	9,462	-	59,225	58,500
Adult Literacy	557,232	136,846	-	694,078	752,415
Back to Education Initiative	662,377	27,643	-	690,020	744,255
Community Education	212,859	56,835	-	269,694	289,913
Adult Education Guidance Information Service	193,548	6,677	-	200,225	255,067
Adult Refugee Programme	-	-	-	-	10,285
QQI Locally Devised Assessment	83,582	-	-	83,582	95,444
PLC Enhanced Capitation	-	73,726	-	73,726	92,163
Intensive Literacy Tuition	9,774	-	-	9,774	41,210
Guidance/Counselling/Psychological Services	-	18,168	-	18,168	30,224
DEIS Family Literacy	7,371	-	-	7,371	16,275
Legacy/SOLAS Admin Support /ONP/FET	854,531	1,412,526	-	2,267,057	2,178,674
PLC Rent	-	98,850	-	98,850	56,386
PLC Non-Pay (SOLAS Funded)	-	-	-	-	13,225
ESOL Basic Education	80,611	-	-	80,611	85,273
Adult Ed. Resource Centres/Innovative Projects	521,764	308,283	-	830,047	845,559
Quality Assurance & Curriculum Unit	448,572	39,942	-	488,514	-
Course Recruitment Unit	37,904	23,873	-	61,777	-
Technology Enhanced Learning	33,147	-	-	33,147	-
Specialist Training Providers (STP)	-	1,542,408	1,154,425	2,696,833	2,820,949
Bridging Foundation & Skills Training	-	1,712,734	1,067,939	2,780,673	3,739,403
Training Centre Staff & Operations	3,067,208	-	-	3,067,208	2,927,810
Operating Costs	-	852,382	-	852,382	719,429
Community Training Centres	70,377	564,135	206,141	840,653	826,311
Traineeships	6,176	1,369,098	1,609,455	2,984,729	2,051,180
Apprenticeship Pre 2016	81,450	1,165,969	2,763,893	4,011,312	3,829,852
Apprenticeship 2016 + (Consortia)	23,416	115,028	-	138,444	123,972
Evening Courses	328,239	9,553	-	337,792	261,978
On-Line/Blended Learning/Library	-	-	-	-	3,990
Skills to Advance	1,651	(2,328)	-	(677)	-
Explore Programme	2,737	7,118	-	9,855	-
Total	10,252,661	10,303,949	8,050,180	28,606,790	27,952,715

Further Education and Training Payments

These relate to the provision of Further Education and Training programmes in 147 locations, catering for 10,032 beneficiaries.

11 Student Support Services

Grants and Scholarships	-	2,292	-	2,292	1,905
	-	2,292	-	2,292	1,905

12 Youth Services

Youth Work Act	67,133	86,850	-	153,983	112,700
Local Youth Club	-	49,039	-	49,039	42,276
Youth Capital Works In/Out	-	20,000	-	20,000	35,000
Youth Information Centre	-	28,919	-	28,919	-
Youth Employability Initiative	-	40,000	-	40,000	-
SPY Funding	-	153,184	-	153,184	189,016
	67,133	377,992	-	445,125	378,992

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

13 Analysis of Receipts by Funder

Funder	Post-Primary Schools and Head Office €	Primary Schools €	Further Education and Training €	Programme				Capital €	Total Year Ended 31/12/2019 €	Total Year Ended 31/12/2018 €
				Student Support Services €	Youth Services €	Agencies and Self-financing €	Agencies and Self-financing €			
State funding received										
Department of Education and Skills	27,813,535	26,519	-	5,292	-	255,048	2,339,663	30,440,057	27,750,909	
SOLAS	-	-	29,559,290	-	-	-	745,594	30,304,884	27,985,528	
Tusla	-	-	-	-	-	175,970	-	175,970	167,970	
State Examinations Commission	-	-	-	-	-	82,130	-	82,130	76,868	
Department of Children and Youth Affairs	-	-	-	-	490,935	-	-	490,935	340,527	
Youth Work Ireland	-	-	-	-	20,000	-	-	20,000	35,000	
Department of Transport, Tourism and Sport	-	-	-	-	-	-	-	-	56,050	
Dublin and Dunlaoghaire ETB	-	-	-	-	-	22,000	-	22,000	6,751	
Department of Social Protection	-	-	-	-	-	272,494	-	272,494	241,506	
Léargas	-	-	-	-	-	64,748	-	64,748	39,499	
HSE	-	-	-	-	-	53,269	-	53,269	27,592	
HEA	-	-	-	-	-	89,037	-	89,037	69,766	
Non-State funding applied to State-funded schemes	27,813,535	26,519	29,559,290	5,292	510,935	1,014,696	3,085,257	62,015,524	56,797,966	
Parents/Students	89,370	-	-	-	-	66,700	-	156,070	193,538	
Bank - interest	-	-	-	-	-	-	-	-	-	
Irish Public Bodies - Dividends	14,065	-	-	-	-	-	-	14,065	40,795	
Irish Public Bodies - Capital Reserve	64,036	-	-	-	-	-	-	64,036	230,529	
County Councils	-	-	-	-	-	120,000	-	120,000	32,991	
Other	167,471	-	-	-	-	727,879	-	727,879	741,518	
						914,579	-	1,082,050	1,239,371	
Other Non-State funding										
Parents/Students	-	-	-	-	-	1,212,680	-	1,212,680	1,342,685	
Other	-	-	-	-	-	34,045	-	34,045	24,083	
	-	-	-	-	-	1,246,725	-	1,246,725	1,366,768	
Total	27,981,006	26,519	29,559,290	5,292	510,935	3,176,000	3,085,257	64,344,299	59,404,105	

Kerry Education and Training Board

Notes to the Financial Statements - Year Ended 31 December 2019

2019	Project Programme	01/01/2019		31/12/2019		Receipts from direct grants	Receipts from other sources	Total receipts	Local Expenditure	Cash at end of year per Operating Statement	Change in Cash at end of year per Operating Statement	Surplus/(Deficit) per Operating Statement	Amount transferred to/(from) Grantor
		€	€	€	€								
25,473,500	Department of Education and Skills Pay*	184,141	(24,148,448)	(1,339,055)	(25,486,504)	58,489	25,539,238	(21,686)	42,040	(20,854)	(7,731)	(8,731)	
1,529,018	Post-Primary Schools and Head Office	27,703	(1,530,036)	(187,471)	(1,697,507)	(58,489)	1,720,802	40,724	153,184	(283,858)			
	Non-Pay Local Funding Surpluses	(245,751)						7,222	291,841	(90,695)			
814,015	Associated Programmes	(363,488)	(797,895)				655,887	3,371	151,212	(134,661)			
	Capital	41,790	(26,519)				68,881	9,372	288,105	15,157			
2,329,663	Student Support	1,317,405	(2,339,663)				2,672,677		21,855	(20,251)			
231,700	Agency and Self-Financing Centre	3,000	(5,292)				2,292	3,035	86,728	(19,625)			
	Other Department of Education and Skills		(232,326)	(127,879)	(860,508)		81,088	8,154	21,881	(415)			
30,342,824		848,790	(28,078,864)	(2,324,453)	(31,313,210)		31,430,735	37,167	30,357,839	312,631	(25,933)	(701,453)	
26,959,290	Further Education and Training	481,607	(28,569,291)				28,606,700	432,040	487,212	(283,858)			
	Capital	(16,878)	(745,594)				153,184		153,184	(1)			
100,922	Children and Youth Affairs		(153,185)				153,184		291,841	(90,695)			
(37,769)	Youth Affairs		(57,748)						151,212	(134,661)			
	Work Based Learning	(176,870)	(176,870)						288,105	15,157			
	Health Service Exchange/Trails Completion Programme								21,855	(20,251)			
	Employment Affairs and Social Protection	(772,494)	(772,494)						86,728	(19,625)			
	Dublin and Dúnshaugh ETD	(22,000)	(22,000)						21,881	(415)			
	Higher Education Authority	(89,037)	(89,037)										
	Disabilities	(22,118)	(22,118)										
	Needs & Talent Grants Schools Division												
	Kerry County Council												
	Com. Dublin ETD	(8,565)							65,897	(59,322)			
	H.S.E.	(53,268)	(53,268)						5,922	(241)			
	State Examinations Commission	(82,130)	(82,130)						82,130		(25,933)		
	Supernatural	(64,748)	(64,748)						384				
	Learners	(27,069)											
	Agency - Lurgan Tips												
28,520,288		183,245	(31,567,585)	0	(31,567,585)		30,357,839	312,631	1,472,849	36,278	(11,926)	(650,410)	
	Agency and Self-Financing	(724,786)		(1,133,425)	(1,133,425)				61,351,933	455,246	(286,281)	(422,246)	
84,864,130		466,749	(60,678,499)	(3,667,430)	(64,244,299)		61,351,933	455,246					

Reconciliation of Amount due From/Due to Grantor to Revenue Surplus/(Deficit) per Statement of Current Assets and Liabilities

31/12/2019	31/12/2018
€	€
(627,245)	406,749
2,151,809	1,070,644
16,802	14,885
(1,913,711)	(1,454,243)
(179,273)	38,065

Balances are reported on an accruals basis.

Department of Education and Skills: Post-Primary Schools and Head Office Pay Grant was expected to be funded by direct receipts from grantor of €24,148,448 and anticipated receipts from Retained Superannuation Contributions of €1,204,970. In the event, receipts relating to superannuation deductions retained by Kerry ETR were €1,339,055 (€130,085 more than anticipated) and are included in receipts from the Department of Education and Skills in Note 14: Funding.

Non-Pay Local Funding Surpluses: Receipts from Grantor were €245,751. Receipts from Cash was expected to be funded by direct receipts from grantor of €1,473,377 and anticipated locally raised receipts of €173,000. In 2019 actual locally raised receipts were €103,435 resulting in a deficit of receipts of €71,655. The locally raised receipts figure includes an Irish Public Bodies Capital Reserve Dividend of €54,034.

Total grants are set by reference to anticipated expenditure, in the case of Post-Primary Schools and Head Office Non-Pay programmes expenditure levels are set. Expenditure incurred in excess of anticipated expenditure is reported as a debit in the Statement of Current Assets and Liabilities. Total grants are set by reference to anticipated expenditure, in the case of Post-Primary Schools and Head Office Non-Pay programmes expenditure levels are set. Expenditure incurred in excess of anticipated expenditure is reported as a debit in the Statement of Current Assets and Liabilities page 8 and Statement of Current Assets and Liabilities page 9. The Deficit on Agency and Self-Financing is mainly made up of Exam Supervision, Outside Education Centre and After School Study.

The difference between the total amount received from grantors of €60,678,499 above and the total in Note 13 - Funding of €62,016,524 is represented by Retained Superannuation Contributions of €1,339,055.

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

	31/12/2019	31/12/2018
	€	€
15 Current Assets - Recurrent State Grants		
Amount due from Dept. Of Education and Skills		
Pay Grant Underfunding	131,698	213,716
Non Pay Grant Underfunding	-	27,703
Associated Grant Underfunding	26,212	27,337
Primary School	99,318	41,790
Third Level Grants	-	3,000
Amount due from SOLAS	280,251	588,184
	<u>537,479</u>	<u>901,730</u>
16 Current Assets - Capital State Grants		
Amount due from Dept. of Education and Skills	2,351,014	2,102,591
Amount due for SOLAS	451,463	-
	<u>2,802,477</u>	<u>2,102,591</u>
17 Current Assets - Other Recurrent Income		
Amount due from Other Programme Funders (State)	15,157	-
Amount due from Other Programme Funders (Non State)	532	-
	<u>15,689</u>	<u>-</u>
18 Current Assets - Third Party Debtors		
Tuition Fees	500	-
Office and Ancillary Services	818	8,540
Salary Overpayment	11,874	6,315
Other	3,610	-
	<u>16,802</u>	<u>14,855</u>

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

	31/12/2019	31/12/2018
	€	€
19 Current Liabilities - Recurrent State Grants		
Amount due to Dept. of Education and Skills		
Pay Grant Unspent	141,429	17,645
Associated Grants Unspent	528,358	390,834
Local Receipts / Receivables Excess	297,018	245,751
Community National School Unspent	5,794	-
Amount due to SOLAS	319,105	106,577
Amount due to Department of Children and Youth Affairs	90,696	23,351
	<u>1,382,400</u>	<u>784,158</u>
20 Current Liabilities - Capital State Grants		
Amount held for Dept. of Education and Skills	700,625	820,862
Amount due to SOLAS	735,421	-
	<u>1,436,046</u>	<u>820,862</u>
21 Current Liabilities - Other Recurrent Income		
Amount held for Department of Children & Youth Affairs	134,661	107,316
Amount held for Other Programme Funders (State)	168,441	160,450
Amount held for Other Programme Funders (Non State)	390,192	303,555
Amount held for Students	271,150	421,231
	<u>964,444</u>	<u>992,552</u>
22 Pay and Expense Liabilities		
Pay Liabilities	498,329	421,901
Expense Liabilities	1,415,412	1,034,342
	<u>1,913,741</u>	<u>1,456,243</u>

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

23 Movement in Other Net Current Assets

	Balance as at 31/12/2019 €	Balance as at 31/12/2018 €	Movement in Year €
Current Assets			
Increase/(Decrease) in Recurrent State Grants Receivable	537,479	901,730	(364,251)
Increase/(Decrease) in Capital State Grants Receivable	2,802,477	2,102,591	699,886
Increase/(Decrease) in Other Recurrent Income Receivable	15,689	-	15,689
Increase/(Decrease) in Third Party Debtors	16,802	14,855	1,947
	<u>3,372,447</u>	<u>3,019,176</u>	<u>353,271</u>
Current Liabilities			
(Increase)/Decrease in Recurrent State Grant Liabilities	1,382,400	784,158	(598,242)
(Increase)/Decrease in Capital State Grant Liabilities	1,436,046	820,862	(615,184)
(Increase)/Decrease in Other Recurrent Income Liabilities	964,444	992,551	28,107
(Increase)/Decrease in Pay and Expense Liabilities	1,913,741	1,456,243	(457,498)
	<u>5,696,631</u>	<u>4,053,814</u>	<u>(1,642,817)</u>
			<u><u>(1,289,546)</u></u>

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

24 Remuneration

	2019 €	2018 €
(a) Aggregate Employee Benefits		
Staff Short-term benefits	37,139,091	34,020,735
	<u>37,139,091</u>	<u>34,020,735</u>
(b) Staff Short-Term Benefits		
Pay (Comprising Basic Pay/Allowances/ Overtime) including Employer's PRSI	37,139,091	34,020,735
	<u>37,139,091</u>	<u>34,020,735</u>

The pay ranges and the number of employees in each range are:

Pay range	No. Employees	Cost in 2019* €
0 - 59,999	909	18,505,475
60,000 - 69,999	122	7,993,215
70,000 - 79,999	82	6,161,743
80,000 - 89,999	24	1,996,934
90,000 - 99,999	9	844,779
100,000 - 109,999	11	1,158,712
110,000 - 119,999	2	229,606
120,000 - 130,000	2	248,627
Total:	1,161	37,139,091

* Cost in 2019 includes employer's PRSI.

(c) Termination Benefits

There were no termination benefit settlements during the year.

(d) Key Management Personnel

Key management personnel in Kerry ETB consist of the Chief Executive Officer and (i) Directors of Schools, Youth and Music (ii) Director Further Education and Training, and (iii) Director of Organisation Support and Development. The total value of employee benefits for the key management personnel excluding employer's PRSI is set out below:

	2019 €	2018 €
Salary	430,336	421,404
	<u>430,336</u>	<u>421,404</u>

(e) Chief Executive Salary and Benefits

	2019 €	2018 €
The Chief Executive remuneration package excluding employers' PRSI for the year was:		
Basic Salary	124,226	121,908
	<u>124,226</u>	<u>121,908</u>

The Chief Executive is a member of an unfunded defined benefit public sector pension scheme and his entitlements do not extend beyond the standard entitlements available under the scheme.

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

25 Specific Costs	2019	2018
	€	€
(a) Consultancy		
The costs of external services under the following headings:		
Legal (includes general legal advice)	72,016	157,331
Public relations/marketing	-	8,323
Audit Fee (Annual external audit)	41,000	76,000
Other	14,247	12,838
	127,263	254,492
(b) Legal Costs and Settlements		
Legal costs and settlements for the year can be analysed under:		
Settlements	35,000	14,320
	35,000	14,320
In 2019 Kerry Education and Training Board did not incur any Legal Costs in relation to ongoing matters involving other State Bodies.		
In 2019 no Legal costs or settlements were paid by Kerry Education and Training Board's insurers.		
(c) Travel and Subsistence		
Travel and subsistence costs comprise:		
Domestic		
- expenses paid to Board Members	23,205	35,042
- expenses paid to employees	178,921	174,510
	202,126	209,552
International		
- expenses paid to Board Members	903	-
- expenses paid to employees	5,965	8,186
	6,868	8,186
Total	208,994	217,738
(d) Hospitality		
Hospitality costs incurred were:		
Other	-	2,434
	-	2,434

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

26 Board members' expenses

Expenses and Fees are paid to Board members for travel to Board-related meetings.
The aggregate expenses paid to each member in the year ended the 31 December 2019 were:

Board member	Statutory Meetings €	Interview Boards €	Attendance at Conferences / Seminars €	BOM Meetings €	Other €	Total €	No. Board Meetings Attended \ Held
Joseph Brennan	246	-	-	76	-	322	10/13
Cllr. Michael Cahill	259	-	660	30	-	949	12/13
Cllr. Pa Daly	-	-	-	-	-	-	11/13
Mr. Tim Daly	-	-	-	-	-	-	4/7
Cllr. Toireasa Ferris	-	-	-	-	-	-	3/7
Cllr. Jim Finucane (Chair) *	56	1,076	-	13	4,225	5,370	12/13
Cllr. Seamus Cosai Fitzgerald	104	350	-	-	-	454	2/6
Cllr. Fionnan Fitzgerald	-	-	-	-	-	-	7/7
Cllr. John Francis Flynn	147	-	-	36	-	183	4/6
Cllr. Norma Foley	-	-	-	-	-	-	8/13
Cllr. Cathal Foley	-	-	-	-	-	-	2/2
Cllr. Maura Healy Rae	-	-	-	-	-	-	5/7
Zaib Kassoob	-	-	-	-	-	-	5/7
Mr. Noel Keenan**	273	821	-	284	836	2,214	13/13
Cllr. Niall Kelleher	205	-	-	39	-	244	3/6
Ms. Joan McCrohan	-	-	-	-	-	-	5/7
Ms. Brid McElligott	-	-	-	-	-	-	1/6
Ms. Mary McGillicuddy	132	359	-	136	-	627	3/6
Cllr. Jimmy Moloney	155	504	-	32	-	691	5/6
Cllr. Marie Moloney	-	-	-	-	-	-	6/7
Mr. Eugene Moriarty	46	2,875	-	-	-	2,921	3/6
Cllr. Norma Moriarty	847	4,658	-	194	493	6,192	13/13
Cllr. Terry O'Brien	21	-	-	55	-	76	8/13
Cllr. Niall O'Callaghan	118	-	-	-	-	118	7/7
Ms. Maria O'Gorman	325	1,665	491	161	86	2,728	10/13
Michael O'Mahony	256	-	-	-	36	292	6/6
Mr. John O'Rourke	-	-	-	-	-	-	2/7
Ms. Catherine O'Sullivan	-	-	-	-	-	-	7/7
Cllr. Damien Quigg	4	-	-	48	-	52	1/6
Ms. MaryAnn Slattery	9	-	-	36	-	45	11/13
Cllr. Aoife Thornton	-	-	-	31	-	31	7/13
Ms. Francisse Walsh**	24	-	-	64	510	598	6/6
Total	3,227	12,308	1,151	1,235	6,186	24,107	

*Cllr. Jim Finucane (Chairperson of Kerry Education and Training Board) was a member of the ETBI Reserve Members Forum in 2019.

**Mr. Noel Keenan and Ms. Francisse Walsh were members of the ETBI National Parent's Association in 2019.

The term of the Kerry ETB Board ceased on 26th July 2019 with the formation of a new Board. New members appointed to the Board would have attended a maximum of 7 meetings.

27 Chief Executive's Travel Expenses

	2019 €	2018 €
Domestic Travel	8,410	6,460
Foreign Travel (Northern Ireland)	180	-
Total	8,590	6,460

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

28 Capital Commitments

At the date of approval of the financial statements, Kerry ETB had capital commitments of €1,197,465.

All of the above capital expenditure will be Exchequer funded.

29 Contingencies

At the date of approval of these financial statements, there were no significant legal proceedings in respect of events that occurred on or before the 31/12/2019.

30 Additional Superannuation Contribution

€1,159,482 was deducted from staff by way of pension levy and paid over to the Department of Education and Skills.

31 Write - Offs

In 2019 sanction was given by Department of Public Expenditure and Reform to the National Shared Services Office (NSSO), who act as payroll providers for ETB pensioner payments, to write off overpayments to the value of €250 for individual deceased pensioners on the Superannuation Scheme/Schemes.

In 2019, there were no write offs on behalf of Kerry ETB.

32 Annual Contribution to Education and Training Boards Ireland.

Kerry ETB made a contribution of €57,700 to ETBI in 2019.

33 Provision of National Service

Kerry ETB does not co-ordinate or provide any service for or on behalf of all Education and Training Boards.

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

34 Kerry Education and Training Board provides educational services and activities from the properties listed below:

1) Properties in use Category	Location	Status	Annual Rent	Lease expiry	
2) Properties not currently in use Category	Owned by Kerry Education and Training Board				
	Schools				
	Castledward Community College	Torbere, Castledward, Co. Kerry, V9R P528	Owned	N/A	N/A
	Casnewry Comprehensive School	Dromkeen West, Casnewry, Co Kerry	Owned	N/A	N/A
	Coláiste Chloim L.I. Tralee	Clash West Tralee, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	Coláiste na hOise	Upper Church St, Listowel, Co Kerry	Owned	N/A	N/A
	3) Properties used by 3rd parties Category	Centres			
Kerry College, Clash Camous		Clash West Tralee, Co Kerry	Owned	N/A	
Kerry College, Minerva Campus		Montraleir, Isola	Owned	N/A	
Kemmere Adult Education Centre		Ball Heights, Kemmere	Owned	N/A	
O'Connell Adult Education Centre		Carlton Road, Cahirciveen, Co. Kerry	Owned	N/A	
Rich Aheran		Spoutane, Waterfalls	Owned	N/A	
An Tochar Adult Education Centre Casnewry		Dromkeen West Casnewry Co Kerry	Owned	N/A	
Tralee VTOS (Teach Éideas)		Clash West Tralee Co Kerry	Owned	N/A	
Casnewry, National Centre for Outdoor Education & Training		Oulagh West, Casnewry, Co Kerry	Owned	N/A	
Tralee Sports & Leisure Centre		Clash West Tralee	Owned	N/A	
Leased by Kerry Education and Training Board					
Administrative Offices					
Head Office, Unit 102		Carraigpoint, John Joe Sheehy Road, Tralee	Leased	€51,488	31/12/2027
Head Office, Units A, B and C		Carraigpoint, John Joe Sheehy Road, Tralee	Leased	€201,489	31/07/2027
FET Recruitment Office		7 Denny Street, Tralee	Leased	€20,910	18/01/2025
Schools					
Two Mile Community National School		Fossa, Kilmoney	Leased	€1,000	10/09/2041
Peaball School and Ghleann Community National School		Blacks, Kilmoney	Leased	€1,000	31/03/2023
Tullaha Community National School		Tullaha, Stream, Co Kerry	Leased	€1,000	31/09/2043
Centres					
Kilmoney Youthreach	68 High Street, Kilmoney	Leased	€68,880	30/06/2029	
LCA Youthreach Tralee	Area on Phobal Co. Kerry	Leased	€60,000	31/12/2028	
Listowel Youthreach	Bulke Cottages, 12 The Square, Listowel	Leased	€43,000	31/12/2021	
Tralee Youthreach	The Rock Business Centre, Rock Street, Tralee	Leased	€43,000	31/12/2021	
Unit 5	Monowally Industrial Estate, Tralee	Leased	€24,600	31/12/2031	
Unit 6, Block T	Monowally Industrial Estate, Tralee	Leased	€24,440	30/12/2022	
Anaslo (Avonree Factory)	Monowally Industrial Estate, Tralee	Leased	€68,880	31/12/2028	
South Kerry VTOS (red ABE)	Monowally Industrial Estate, Tralee	Leased	€49,200	30/06/2021	
Kilmoney VTOS	The Lodge, Market Street, Kilmoney	Leased	€28,000	Refined Monthly	
Kilmoney Adult Basic Education	New Street, Kilmoney	Leased	€46,740	31/08/2021	
Libur House Tralee Adult Basic Education	37 High Street, Kilmoney	Leased	€27,060	31/12/2020	
Caslistown Adult Basic Education	Libur House, Tralee	Leased	€3,990	30/06/2020	
Dringle Adult Basic Education	Community Centre, Tombores, Castlesand	Leased	€32,000	30/11/2021	
Block E, South Campus	Rice House, Goal Street, Dingle	Leased	€71,561	31/07/2024	
No 5, 6, 7 & 8 Denny Street Tralee	Clash Industrial Estate, Tralee	Leased	€118,821	31/09/2028	
Calls Sandies House (Geothdaise Charnel)	Denny Street, Tralee	Leased	€110,000	31/07/2020	
Properties not currently in use					
Rahoon Old Technical School	Kilenn, Dabruak, Tralee	Leased	€110,000	31/07/2020	
Properties used by 3rd parties					
Category	Occupied by	Status	Annual Rent	Lease expiry	
Kilmoin Community College (Campus & School)	Landed Street, Kilmoin	Leased	€1	20/02/2022	
Kilmoin Community College (Campus & School)	Landed St Kilmoin	Leased	€10	31/12/2043	
Kilmoin Sports Complex	Chunabur, Chabruak, Tralee	Leased	€1	31/01/2047	
Tralee Regional Sports and Leisure Centre	Dromkeen West Casnewry	Leased	€1	31/12/2028	
No Local Children Facility Casnewry	Fossa, Kilmoney	Lease	€1,560	26/09/2020	
Two Mile Pre-School (Licence Agreement)	Fossa, Kilmoney	Lease	€1,560	26/09/2020	

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2019

35 Charity Note

Kerry ETB has charitable status under the Charities Act 2009 and is registered with the Charities Regulator. The Charity Number is CHY 20885.

36 Connected Persons

There were no transactions with connected persons during the year.

37 Events after the year end

Since the end of the reporting period, the economy and the ETB sector have been significantly affected by the COVID-19 pandemic. However, Kerry ETB continues to carry out its vital role in education and training while being focused on ensuring continuity of education for learners, including a particular focus on more vulnerable students.

The effects of the pandemic will have financial implications for Kerry ETB in 2020 and beyond. The financial impacts of COVID-19 commenced in March 2020 and given the unprecedented uncertainty of the situation that Kerry ETB finds itself in, a reliable estimate of the costs and savings arising from COVID-19 cannot not be made at this time. However, the main factors giving rise to additional costs and reduction in income are as follows:

- Additional unplanned expenditure on ICT equipment and software support to enable the continuation of learning for students and the safety of its employees by remote working.
- Additional costs to deliver training as it is expected that extra training allowances to participants in further education and training programmes will continue until courses are completed which may lead to some additional costs over the summer months.
- Anticipated reductions in income. Kerry ETB anticipates a reduction in self-generated income as some programmes are on hold and the Outdoor Education Centres has temporarily closed. PLC fee income is also likely to be reduced as more participants become eligible for free fees.

It is anticipated that the additional costs will be partially offset by savings in the areas of:

- substitution costs,
- consumables and costs incurred for contract management services and
- savings associated with the delivery of apprenticeships as most craft apprentices are released to their employers and there are no further intakes currently (it should be noted that this delay is likely however to lead to greater costs from 2021).

Kerry ETB has taken the following steps to manage the effects of the pandemic:

From the commencement of this crisis Kerry ETB engaged its business continuity plan to ensure that its operations continued as normal in line with its regulatory requirements.

· The Audit and Risk Committee has reviewed the updated Kerry ETB risk register to take account of the specific risks arising and Kerry ETB will develop and ensure implementation of additional control measures as required.

· The Department of Education and Skills has put in place a range of steering and engagement structures to support the education and training system in navigating the challenges of COVID-19. Kerry ETB is participating in these structures to ensure a joined-up approach across the education sector.

In the medium to long term, the ETB sector will have a significant role to play in the overall tertiary system response needed for labour market activation which will form part of a broader cross government and cross agency response. As a result, there will be a particular focus on effective management of resources and capacity.

38 Approval of the Financial Statements

The Financial Statements for the year ended 31/12/2019 were approved by the Board of Kerry ETB on 29th March 2020.