

Waterford and Wexford Education and Training Board

Financial Statements For The Year Ended 31 December 2024

Waterford and Wexford Education and Training Board

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Waterford and Wexford Education and Training Board

Statement of Board Responsibilities

Waterford and Wexford Education and Training Board (WWETB) 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 with the consent of the Minister for Finance and the Minister for Public Expenditure, NDP Delivery 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.

Chairperson

Signature:

Lola O'Sullivan

Cllr. Lola O'Sullivan

Date:

22/12/25

Waterford and Wexford Education and Training Board

Statement on Internal Control

WWETB came into being on 1st July 2013 under the provisions of the Education and Training Boards Act 2013.

The Code of Practice for the Governance of Education and Training Boards is set out in Circular 0083/2024, which was issued by the Department of Education to all ETBs in November 2024. The Code of Governance was adopted by WWETB at its November 2024 meeting.

A new Board was constituted for WWETB in September 2024, and at its meeting of 25th November 2024, the Board completed the appointment of new Finance and Audit and Risk Committees.

Responsibility for the System of Internal Control

As Chairperson of WWETB, I acknowledge the responsibility of the Board for ensuring that an efficient, effective and economic system of internal controls is maintained and operated. The system can only provide reasonable, and not give 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.

Key Control Procedures

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

- Clearly defining management and staff responsibilities
- Establishing procedures for reporting significant control failures and ensuring appropriate corrective actions
- Establishing a formal risk management system involving procedures for identifying and evaluating all risks which could prevent WWETB achieving its objectives

The system of internal control operated in WWETB 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 WWETB

The Boards Oversight Framework includes:

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

- The Chief Executive who has responsibility for the internal control framework
- Recommendations made by the Office of the Comptroller and Auditor General in management letters or other reports
- Recommendations made by the Internal Audit Unit - ETBs
- Work of the Audit and Risk Committee and the Finance Committee

Audit and Risk Committee

The Board's oversight of the system of internal control is informed by the work of Audit and Risk Committee (ARC) who met four times in 2024. The work programme of the ARC included consideration of:

- Internal audit reports
- External audit reports and the management letters of the Comptroller and Auditor General (C & AG)
- Annual Financial Statements
- Risk Management Framework
- Risk Register
- Audit Register
- Compliance Audit Report
- Risk Management Reports from DOSD/Chief Risk Officer
- Opinion report to the board as to the adequacy and appropriateness of the systems of internal control

Waterford and Wexford Education and Training Board

Statement on Internal Control (continued)

The Chief Executive, Directors of OSD, Director of FET, Corporate Services Manager, Finance Manager, ICT Manager, and the Human Resources Administrative Officer met with the Audit and Risk Committee in 2024 and provided reports on the operation of controls and finances.

The Audit and Risk Committee reviewed the effectiveness of the system of internal controls for the relevant reporting period on 12th February 2024.

Finance Committee

The Board's oversight of the system of internal control is also informed by the work of Finance Committee who met four times in 2024. The work programme of the Finance Committee included consideration of:

- Annual Financial Statements (AFS) 2023
- Recommendation to the Board of AFS 2023
- Recommendation of the Board of the 2024 annual service plan
- Review of Quarterly Income and Expenditure Accounts

The Chief Executive, Director of OSD, Head of Finance reported to the Finance Committee in 2024.

The Finance Committee reviewed the Annual Financial Statements 2024 on 18 March 2025 and recommended their adoption to the Board.

Internal Audit

An internal audit service is provided by the Internal Audit Unit-Education and Training Boards (IAU-ETBs), who provide an overall opinion on areas audited. The overall opinion is based on the findings identified during the audit and the range of possible opinions is 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.

The following internal audit reviews were carried out in the period from the 01 January 2024 - 31 December 2024;

An audit on the controls in place in respect of Reach Fund in WWETB was carried out in July and August 2023 and the finalised report was received from IAU-ETBs in November 2024 and presented to the Audit and Risk committee on 20th November 2024. The overall finding of the report was that there was a comprehensive system of controls in place. A total of 3 recommendations were made – 2 medium and one low. These recommendations are either in progress or due to be progressed in 2025 and are kept under ongoing review.

All audit recommendations are recorded in the internal Audit Register, managed by the Corporate Services Manager and reported to the Audit and Risk Committee.

The ARC considered a High-Level Review of Internal Financial Controls of WWETB, issued on January 25th, at its meeting on 14th February. As this was a high-level review and not an audit the report did not contain an audit opinion. A total of 4 recommendations were made 2 medium and 2 low. These recommendations are either in progress or due to be progressed in 2025 and are kept under ongoing review.

Sectoral Audits

On 14th February 2024 the ARC reviewed an IAU-ETBs Sectoral report on - ICT Follow Up Audits and Public Sector Cyber Security Reviews in 5 ETBs. The overall finding of the report was that there was an adequate system of controls (deemed 'adequate' relating to implementation of the 2018/2019 ICT audit recommendations). On review of the recommendations in this Sectoral report the ARC formed the view that there were no high or medium recommendations specifically pertaining to WWETB that needed to be addressed. However, it was acknowledged that this is an area that requires ongoing attention and focus as resources allow.

On 20th November 2024 the ARC reviewed an IAU-ETBs Sectoral report on Enrolment. The overall finding of the report was that there was an adequate system of controls in place. A total of 30 recommendations were made – 8 high, 11 medium and 11 low. On review of the recommendations in this Sectoral report the ARC formed the view that further consideration of the report would be required in 2025 to establish the position of WWETB with regard to the audit findings this will be kept under ongoing review in 2025.

Waterford and Wexford Education and Training Board

Statement on Internal Control (continued)

Breaches of system internal control Procurement

WWETB is continuing to work towards meeting all its responsibilities in respect of procurement regulations. There are instances where goods and services are procured across over 40 sites through competitive procurement processes, in line with WWETB's Procurement Policy, but the cumulative value across all sites exceeds National/EU tendering thresholds.

Based on analysis of 2024 expenditure in areas where an organisation- wide eTenders process is appropriate, expenditure totalling €476,121 (excluding VAT) has been identified as non-compliant as follows:

The non-compliant aggregate spend across WWETB for 2024 where the category of spend exceeds €50k (net) or where supplier payments exceeds €50k and no contracted supplier in place was €401,275. The top categories of spend were:

Category	Comment
Industrial Gases €114,407	Existing contract lapsed – Mini framework was put in place after a period
Course Materials/Handbooks €101,123	Framework required due to an increase in Expenditure.
Photocopying €74,845	Residual contract being phased out moving to single framework supplier
Class Materials €64,459	Specific Tender required to cover large expenditure in a particular Centre
Specialist Training €57,159	Tender required to cover training for H&S related courses

The above 5 categories represent total €411,993 and represents 87% of the total non-compliant spend in this category.

The remaining balance of €64,128 relates to a number of smaller contracts which will be scheduled for competitions as resources allow in 2025.

WWETB has developed a Corporate Procurement Plan for 2025, which sets out actions to address areas of identified non-compliance and other WWETB procurement needs.

WWETB will continue to monitor and review all areas of expenditure to identify opportunities where tendering and the utilisation of existing National Frameworks for goods and services will provide best value for money and meet compliance requirements.

Fraud

No incidents were reported under WWETB's Fraud Policy in 2024.

Protected disclosures

WWETB received no protected disclosure in 2024 under the Protected Disclosure Act 2014.

Risk Management

WWETB has a Corporate Risk Management Policy in place. The Risk register was reviewed at each meeting of the Audit and Risk Committee in 2024, and the Committee continues to monitor the development of the WWETB Strategic Risk Management plan.

Issues progressing at Sectoral level

Single Public Services Pension Scheme

Circular Letter 11/2014 obliges ETBs to provide benefit statements and calculations to members of the Single Public Services Pension Scheme by end of June 2014. WWETB has now met its obligations to provide annual pension statements to all members of the Single Public Service Pension Scheme in 2024. Pension benefit statements were produced for 1,599 members in WWETB who paid SPS contributions and earned SPS referable amounts during the period 2013-2023.

Waterford and Wexford Education and Training Board

Statement on Internal Control (continued)

ESBS - Pensions Improvement Programme:

A dedicated team in ESBS has been put in place which is working solely on resolving Pension and Superannuation Contribution matters. The Pensions Improvement Programme Team are assisting with a number of projects including, but not limited to:

- **PeopleXD Development and Testing** to address incorrect calculation of pension contributions, referable amounts, inclusion of part time service in pension module along with other required updates to the Pension Module;
Working group for **NSSO Pensioners** to facilitate improved communications between NSSO and ETBs in relation to ETB pensioners, with the cleansing of ETB Pensioner data and the application of the Pension Increases being the current priority;
- **SPS Project** to address the remediation of pension contributions, calculation of referable amounts; preparation of databank returns and issuing of Pension Benefit Statements;
- **Part Time Service History & Pensionable Remuneration** for legacy scheme members

The ESBS/ETB pensions User Group has been established and meets monthly to discuss pension issues and provide clarifications and support on the use of the CoreHR Pensions module in particular. ESBS Pensions and Ops teams have identified a number of areas on People XD in the pension schemes for cleansing and are working their way through them and sending items to ETBs for their review and update. Once this is completed, a full suite of reports will be created to carry out quality control checks regularly on the data.

While the PeopleXD system is being developed, an SPS Data Hub was established by ESBS to collate data from previous payroll systems into one centralised system. This data is then used to produce SPS pension benefit and leavers statements and files for the SPS Databank. 13 ETBs have completed this project so far in 2024 with the remaining 3 ETBs expected to be completed by End Year 2024 or Q1 2025 at the latest. This will mean that each ETB will have issued cumulative benefit/leavers statements from 2013-2023 and produced databank files from 2013-2023. Going forward from 2025, it is expected that the PeopleXD system will have been updated with remediated data and have had the necessary development applied to allow the 2024 statements be produced directly from the system on or before the statutory deadline of June 2025.

ETB Pensioners Migration to Payment by ESBS:

ESBS ETB Payroll team have commenced the process of migrating all ETB Pensioners to ESBS Payroll (in excess of 9,700 Pensioners currently in payment by NSSO). This project was formally commenced with approval from our Steering Group on 20 June 2024 and it is anticipated that Go-Live will occur in June 2025.

Detailed liaison between ESBS and NSSO is now taking place with a view to a successful migration of the Pensioners in June 2025.

ETB Payroll Shared Services

The Education Shared Business Service (ESBS) Centre has been established to deliver shared services for the Education and Training sector. All 16 ETBs are now on Payroll Shared Services with the last ETB to migrate being Donegal ETB in February 2024.

Expenses including Travel and Subsistence

ESBS is working with ETBs to finalise the migration of Expense payments to the Payroll Shared Service run by ESBS. 11 ETBs have now migrated their T&S function to ESBS and the remaining 5 ETBs will migrate during 2025. Those 5 ETBs are Louth-Meath ETB; Kildare-Wicklow ETB; City of Dublin ETB; Cork ETB and Limerick-Clare ETB.

Payroll

The migration of WWETB payroll to ESBS for all staff took place in October 2023. The ESBS is responsible for the processing of the payroll while WWETB is still responsible for the issuing of instructions to shared services of the changes to payrolls and HR function. The Chief Executive has confirmed that she has fulfilled her responsibilities in relation to the requirements of both the Memorandum of Understanding and also the Service Management Agreement that has been signed and is in place between WWETB and the Department of Education - Education Shared Business Service (ESBS) centre. These documents provide the framework for the operation of ESBS-ETB Payroll Shared Services on behalf of the ETB sector. The Chief Executive relies on a letter of assurance from the Accounting Officer of the Department of Education that appropriate controls are exercised in the provision of payroll services by the ESBS to WWETB.

Waterford and Wexford Education and Training Board

Statement on Internal Control (continued)

Expense including Travel and Subsistence

Processing of expenses including Travel and Subsistence (T&S) payments is also being rolled out. WWETB transitioned their expenses to the ESBS in Q3 of 2024.

Apprentice payroll

WWETB transitioned their apprentice payroll to the managed payroll service set up by ESBS in March 2020.

Learner Payments

WWETB have transitioned their learner payments to the managed service set up by ESBS in two waves. Wave 1 in August 2020 and Wave 2 (Youthreach and VTOS) February 2022.

Finance Shared Services

The ESBS has been established to deliver shared services in the Education and Training sector with a focus on payroll and finance shared services for ETBs in the first instance. All 16 ETBs have been consolidated onto the same financial management system platform. Each ETB has their own separate instance of the financial management system. All ETBs are being migrated across to Finance Shared Service on a phased basis through to the end of 2026.

A series of projects are underway to enhance the quality of reporting and standardise processes and system coding across all ESBS shared service systems. This will facilitate the delivery of more efficient and streamlined services in the future.

Annual Review of Controls

WWETB is committed to operating an efficient, effective and economic internal control system. I confirm that the Audit Committee at its meeting on the 12th February 2025, conducted a review of the effectiveness of the system of internal financial control for year ended 31 December 2024 in the manner prescribed by the Code of Practice for the Governance of Education and Training Boards.

This included

- The Executive presented a report of its review of controls (both verbally and by written report) at its meeting of February 12th 2025. The Audit Committee received confirmation from the Chief Executive that the system of internal control is adequate and appropriate insofar as is reasonably practicable. The Chief Executive based this statement on information gathered from senior managers across the organisation.
- A review of internal and external audit reports issued in 2024 and to date in 2025, met with representatives from the C&AG and the IAU-ETBs, along with an examination of minutes of meetings of the Board and Finance Committee to ensure there are no inconsistencies in these with the assessment of internal control provided to the Audit and Risk Committee in Internal Audit Reports and Management representations.
- Audit and Risk Committee presented a report (verbally and by written report) on the review of controls to the Board on 25th March 2025
- A review of governance and control activities in 2024 including:
 - Engagement between the Audit and Risk Committee, Finance Committee, Board and the executive
 - Reports from the Chief Executive, Directors of Organisation Support and Development (OSD), Director of Schools and Director of Further Education and Training (FET) to the Board
 - Reports from the Chief Executive, Directors of OSD, Corporate Services Manager, Finance Manager, ICT Manager and the Human Resources Administrative Officer to the Audit and Risk Committee
 - Recommendations made by the C & AG in management letters or other reports
 - Recommendations made by the Internal Audit Unit
 - Risk Management Reports from Director OSD/Chief Risk Officer
 - The Risk Register is kept up-to-date and presented to the Audit and Risk Committee on a regular basis

The Board reviewed and approved this statement at its meeting held on 25th March 2025.

Cllr. Lola O'Sullivan *Lola O'Sullivan*

Chairperson

Date: 22/12/25

Comptroller and Auditor General Audit Report



Ard Reachtaire Cuntas agus Ciste
Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Waterford and Wexford Education and Training Board

Opinion on the financial statements

I have audited the financial statements of Waterford and Wexford Education and Training Board for the year ended 31 December 2024 as required under the provisions of the Education and Training Boards Act 2013. The financial statements comprise

- the operating statement
- the statement of current assets and current liabilities, and
- the related notes, including a summary of significant accounting policies.

In my opinion,

- the financial statements properly present the income and expenditure of the Board for 2024 and the state of affairs of the Board at 31 December 2024, and
- the financial statements are in accordance with the accounting policies laid down by the Minister for Education and Youth.

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 Waterford and Wexford 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 and the statement on the system of internal control. 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

23 December 2025

Comptroller and Auditor General Audit Report

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 annual financial statements in the form prescribed under section 51 of the Education and Training Boards Act 2013
- ensuring the regularity of transactions
- implementing such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under the Education and Training Boards Act 2013 to audit the financial statements of Waterford and Wexford 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 communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I report by exception if, in my opinion,

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

Information other than the financial statements

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

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

Reporting on other matters

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

Waterford and Wexford Education and Training Board

Operating Statement For The Year Ended 31 December 2024

	Note	Year ended 31/12/2024 €'000	Year ended 31/12/2023 €'000
RECEIPTS			
Post Primary Schools & Head Office Grants	3	60,718	54,290
Primary School Grants	4	72	45
Further Education and Training Grants	5	82,623	74,644
Youth Services Grants	6	4,035	3,949
Agencies & Self-Financing Projects	7	5,480	5,224
Capital	8	13,183	19,695
		<u>166,111</u>	<u>157,847</u>
PAYMENTS			
Post Primary Schools & Head Office	9	60,293	54,785
Primary School	10	83	49
Further Education and Training	11	85,263	76,786
Youth Services	12	4,034	3,945
Agencies & Self-Financing Projects	13	5,908	5,354
Capital	14	16,324	15,554
		<u>171,905</u>	<u>156,473</u>
Cash Surplus for Year		(5,794)	1,375
Movement in Other Net Current Assets	25	<u>3,461</u>	<u>(1,327)</u>
Accrual Revenue Surplus for Year		(2,333)	48
Revenue Surplus at 1 January		1,932	1,884
Revenue Surplus at 31 December	16	<u>(401)</u>	<u>1,932</u>
 Signed:			
 <i>Lola O'Sullivan</i> _____ Cllr. Lola O'Sullivan Chairperson		 <i>Karina Daly</i> _____ Dr. Karina Daly Chief Executive	
Date: <u>22/12/25</u>		Date: <u>22 Dec 2025</u>	

The notes on pages 13 to 32 form part of these financial statements

Waterford and Wexford Education and Training Board

Statement of Current Assets and Current Liabilities as at 31 December 2024

	Note	31/12/2024 €'000	31/12/2023 €'000
Current Assets			
Recurrent State Grants	17	787	495
Capital State Grants	18	1,789	935
Other Recurrent Income	19	347	341
Third Party Debtors	20	520	439
Bank Balance		11,590	17,383
		<u>15,033</u>	<u>19,593</u>
Current Liabilities			
Recurrent State Grants	21	2,201	2,128
Capital State Grants	22	6,477	8,992
Other Recurrent Income	23	1,853	1,996
Pay & Expense liabilities	24	4,903	4,546
		<u>15,434</u>	<u>17,661</u>
Net Current Assets		<u>(401)</u>	<u>1,932</u>
Represented by			
Revenue Surplus	16	<u>(401)</u>	<u>1,932</u>

Programme	Accrual		
	Retained Surplus / (Deficit)	Retained Surplus / (Deficit)	Retained Surplus / (Deficit)
	31/12/2024 €'000	For 2024 €'000	31/12/2023 €'000
Schools & Head Office	1,222	318	904
DOE Programmes	(60)	(34)	(26)
Capital	11	11	0
Further Education & Training Programmes	(2,436)	(2,464)	28
Agency Programmes	94	-	94
Self-financing Programmes	768	(164)	932
	<u>16</u>	<u>(2,333)</u>	<u>1,932</u>

Signed:

Lola O'Sullivan

Cllr. Lola O'Sullivan
Chairperson

Date: 22/12/25

Signed:

Karina Daly

Dr. Karina Daly
Chief Executive

Date: 22 Dec 2025

The notes on pages 13 to 32 form part of these Financial Statements

Waterford and Wexford Education and Training Board

Financial Statements - Year Ended 31 December 2024

1 Accounting Policies

1.1 Significant Accounting Policies

The basis of accounting and significant accounting policies adopted by Waterford and Wexford Education and Training Board are set out below. They have been applied consistently throughout the year and the preceding year.

1.2 General Information

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

WWETB opened a new school Gorey Hill School commencing in 2024/2025 academic year.

1.3 (a) Basis of Presentation

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

(b) Revenue and Expenditure Recognition

Revenue

Oireachtas grants and other grants are recognised on a cash basis.
Other receipts are recognised on a cash basis.

Expenditure

Pay

Pay expenditure is recognised on a cash basis. Pay represents remuneration to employees including ER PRSI.

Non Pay

Non Pay expenditure is recognised on a cash basis. Non pay expenditure is comprised of administration and operational expenses.

Allowances

Allowance expenditure is recognised on a cash basis. Allowances are paid to learners who are undertaking specified further education and training programmes funded by SOLAS.

The Operating Statement is presented by cash receipts and cash payments per programme grouping. The cash surplus / (deficit) is adjusted for movement in Current Assets (excl. Bank) and Current Liabilities to give an overall result for the year on an accrual basis.

(c) Asset and Liabilities Recognition

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 receipts received and expenditure incurred and in accordance with the funding rules.

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

Recurrent State Grants

These grants constitute the core funding to the Education and Training Board.

Capital Grants

These grants are used to meet building, infrastructure, property acquisitions and refurbishment costs, and in specified circumstances may be used to fund fixtures, fittings, equipment and furniture.

Other Recurrent Income

Agency and Self - financing Projects

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

Self - financing Projects are programmes run under the complete control of the Education and Training Board either for the Education and Training Board or other organisations.

Third Party Debtors are included in Current Assets.

Pay and Expense Liabilities are included in Current Liabilities.

Comparatives

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

Waterford and Wexford Education and Training Board

Financial Statements - Year Ended 31 December 2024

1 Accounting Policies (continued)

(d) Tangible fixed assets

All tangible fixed assets purchased including building, infrastructure, property acquisitions, refurbishment costs, fixtures, fittings, equipment and furniture are expensed in the year of purchase. State grants to fund the purchase of tangible fixed assets are recognised in the same year.

(e) Stocks

All consumable stocks are expensed as purchased.

(f) Leases

All lease payments are expensed as incurred.

(g) Retirement Benefits

The pension entitlements of ETB staff, including those who transferred from SOLAS, are conferred under defined benefit schemes. Provisions for staff employed since 2013 are included in the Single Public Service Pension Scheme.

Superannuation Contributions made from employees pay in respect of pre 2013 schemes are retained by the ETB as part of agreed Exchequer funding. Contributions paid by members of the Single Scheme are paid over to the Department of Public Expenditure, National Development Plan Delivery and Reform in accordance with the legislation.

The ETB does not make any contributions towards the schemes.

These unfunded schemes are operated on a pay as you go basis. Retirement benefits are paid by the National Shared Services Office on behalf of the ETB. ETBs are responsible for the administration of their pensions, the calculation of benefits and instructing the NSSO of entitlements. The Department of Education reimburses the National Shared Services Office for pension costs incurred and those costs are reflected in the Department of Education's Vote.

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.

2 WWETB provides Education and Training as set out below:

Service	Number of schools/ centres*	Number of Participants**	Number of Beneficiaries***
Primary Level*****	2	59	
Second Level	12	5,887	
Further Education and Training (FET)****	39		28,102
Part-time / Night Classes****	4		2,940

* The number of Schools/ Centres from which WWETB provides educational services and activities.

** For primary and second level this is based on the academic year enrolment.

*** 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.

**** Beneficiaries of Training Centres Part- time/ Night Classes are included in Further Education and Training (FET) numbers.

***** Number of schools/centres and Number of Participants for Primary Level include Gorey Hill School which accounts for students aged between four and eighteen years.

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

3 Post Primary Schools & Head Office Receipts	Year Ended 31/12/2024 €'000	Year Ended 31/12/2023 €'000
Department of Education		
- Pay	53,888	49,319
** - Non-Pay	3,649	3,097
- Associated Programmes	2,894	1,551
Department of Education -sub total	60,431	53,968
Insurance Dividend	38	70
Tuition Fees	54	50
Bank Interest	195	202
	287	322
Total	60,718	54,290

** The Non-Pay receipts include a cost of living measure paid to WWETB in November 2024 to support increased school running costs announced as part of the cost of living measures in Budget 2025.

4 Primary School Receipts	Year Ended 31/12/2024 €'000	Year Ended 31/12/2023 €'000
Department of Education*	72	45

* Primary School Receipts include Gorey Hill School in 2024.

5 Further Education and Training Receipts	Year Ended 31/12/2024 €'000	Year Ended 31/12/2023 €'000
SOLAS	82,543	74,515
Department of Further and Higher Education, Research, Innovation and Science	-	-
Students	78	111
Other	2	18
Total	82,623	74,644

6 Youth Service Receipts	Year Ended 31/12/2024 €'000	Year Ended 31/12/2023 €'000
Department of Children, Equality, Disability, Integration and Youth	4,035	3,949

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

7 Agencies and Self Financing Project Receipts

Agencies	Sponsoring Department/ Funder	Year ended 31/12/2024 €'000	Year ended 31/12/2023 €'000
School Meals	DSP	1,679	1,267
Music Generation - Waterford	Various	642	443
Music Generation - Wexford	Various	403	375
Salary Recoupment	Various	461	426
State Examinations	SEC	211	183
School Completion Programme	Tusla	163	168
Erasmus	Léargas	174	293
School Libraries	PDST	58	57
Others - 14 in number	Various	158	179
		3,949	3,392
Self-financing Projects	Sponsoring Department/ Funder		
Student Services Fund	Parents / Students	759	931
Shielbaggan OETC	Fees	160	156
PLC Class Materials**	Students	-	101
Transition Year	Parents / Students	204	190
Mock Exams	Parents / Students	102	59
School Tours**	Parents / Students	-	51
Agricultural Course**	Parents / Students	-	91
Homework Club*	Parents / Students	60	-
Others - 19 in number	Various	246	252
		1,531	1,833
Total		5,480	5,224

*Indicates previous year figures are included in Other

** Indicates current year figures are included in Other

8 Capital

	Year ended 31/12/2024 €'000	Year ended 31/12/2023 €'000
Receipts		
Department of Education	8,736	17,709
SOLAS	4,447	1,987
	13,183	19,695

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

9 Post Primary Schools & Head Office Payments

PAY	Year Ended 31/12/2024			Year Ended
	Pay	Non Pay	Total	31/12/2023
	€'000	€'000	€'000	Total €'000
Instruction	48,677	-	48,677	44,647
Administration	4,209	-	4,209	4,049
Maintenance	901	-	901	779
	53,787	-	53,787	49,476
NON PAY	-	3,737	3,737	3,172
ASSOCIATED PROGRAMMES				
School Services Support Fund	40	496	536	735
Free Junior Cycle School Books	1	710	711	-
Digital Strategy for Schools	-	219	219	126
Book Rental Scheme	-	130	130	196
ICT Digital Divide	-	-	-	85
Gaeltacht School Rec Scheme*	85	237	322	-
DEIS	6	284	290	219
Bus Escort*	84	-	84	-
July Provision*	183	8	191	-
Transition Year*	-	82	82	-
Various - 15 in number	27	177	204	776
	426	2,343	2,769	2,137
	54,213	6,080	60,293	54,785

*Indicates previous year figures are included in Other

10 Primary School Payments

	Year Ended 31/12/2024			Year Ended
	Pay	Non Pay	Total	31/12/2023
	€'000	€'000	€'000	Total €'000
All grants	27	56	83	49

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

11 Further Education and Training Payments	Year Ended 31/12/2024				Year Ended 31/12/2023
	Pay	Non Pay	Allowances	Total	Total
	€'000	€'000	€'000	€'000	€'000
Apprenticeship	4,492	12,433	13,737	30,662	21,996
PLC	5,922	976	-	6,898	6,719
Training Centre Operational Costs	3,698	1,493	-	5,191	6,993
VTOS	2,883	762	3,747	7,392	6,498
Youthreach	4,114	1,413	840	6,367	5,946
Further Education Operational Costs	1,511	2,323	-	3,834	4,076
Adult Literacy Programmes	3,371	623	-	3,994	3,742
Traineeship	-	652	456	1,108	1,566
Community Training Centres	158	1,372	624	2,154	2,140
Local Training Initiatives	-	577	1,042	1,619	1,820
Skills Training	-	2,488	929	3,417	3,316
Back to Education Initiative	2,064	485	-	2,549	2,564
Specialist Training Provider	-	1,182	827	2,009	1,730
Skills to Advance	769	1,170	-	1,939	1,418
Others - 20 in Number	2,708	3,377	45	6,130	6,262
	31,690	31,326	22,247	85,263	76,786

In 2024 there was an overall overspend on SOLAS funded programmes of €2.464m. This overspend is reflected as a deficit in the Statement of Assets and Liabilities.

12 Youth Services	Year Ended 31/12/2024				Year Ended 31/12/2023
	Pay	Non Pay	Total	Total	
	€'000	€'000	€'000	€'000	€'000
UBU - Your Place Your Space	-	3,200	3,200	3,102	
Youth Work Services	301	73	374	401	
Local Youth Club Grants	-	135	135	129	
Youth Information Fund	-	121	121	121	
Integration Fund Allocation	-	97	97	85	
Youth Capital Grant	-	-	-	102	
Youth Employment Initiative	-	47	47	(1)	
Local Youth Club Equipment Grant	-	60	60	-	
Others	-	-	-	6	
	301	3,733	4,034	3,945	

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

13 Agencies and Self Financing Project Payments

Agencies	Sponsoring Department/ Funder	Year ended 31/12/2024			Year ended 31/12/2023
		Pay	Non Pay	Total	Total
		€'000	€'000	€'000	€'000
School Meals	DSP	-	1,626	1,626	1,316
Music Generation - Waterford	Various	510	170	680	537
Music Generation - Wexford	Various	395	151	546	439
Salary Recoupment	Various	474	-	474	441
Erasmus	Léargas	-	253	253	203
State Examinations	SEC	206	-	206	184
School Completion Programme	Tusla	106	10	116	136
School Libraries	PDST	-	69	69	48
Others - 15 in number	Various	27	75	102	93
		1,718	2,354	4,072	3,397
Self-Financing Projects					
Student Services Fund	Parents / Students	27	854	881	979
Shielbaggan OETC	DOE/Fees	131	54	185	165
Transition Year	Parents / Students	-	214	214	153
Agricultural Course	Parents / Students	46	35	81	44
PLC Class Materials	Students	-	132	132	138
Mock Exams	Parents / Students	-	79	79	60
School Tours	Parents / Students	-	33	33	85
Homework Club	Parents / Students	43	-	43	59
Others - 15 in number	Various	-	188	188	272
		247	1,589	1,836	1,957
Overall		1,965	3,943	5,908	5,354

14 Capital Payments

		Year Ended 31/12/2024	Year Ended 31/12/2023
		€'000	€'000
Facility			
Further Education & Training Centres	Equipment	1,359	1,103
All Colleges	Covid-19 Provisions	90	55
Buncloidy Community College	Extension	198	230
Clonard Shared Campus	Additional School Accommodation	364	35
Kilnamanagh CNS	Additional School Accommodation	47	74
Selskar College	Additional School Accommodation	342	5,709
Bridgetown College	Extension	400	551
Coláiste an Átha	Emergency Works Scheme	-	9
Gorey Hill Primary	Start up works	3,266	-
St. Paul's Community College	Additional School Accommodation	934	2,395
Coláiste Abbáin	Additional School Accommodation	248	2,410
Buncloidy Community College	Additional School Accommodation	148	1,358
St. Declan's Community College	Additional School Accommodation	4,664	640
Buncloidy Community College	Land Purchase	-	102
Coláiste an Átha	Additional School Accommodation	181	179
St. Declan's Community College	Equipment	292	-
St. Declan's Community College	Water systems upgrade	196	-
Meánscoil San Nioclás	Extension	177	-
St. Paul's Community College	Equipment	531	-
Coláiste an Átha	Equipment	279	-
Enniscorthy Community College	Health & Safety System	119	-
Enniscorthy Community College	Equipment	123	-
Kennedy College	Equipment	180	-
Selskar College	Equipment	128	-
All Colleges	Schools Energy Pathfinder Programme	165	-
Various	Others - 50 in number	1,258	502
During the year WWETB acted as a project manager for Devolved projects:			
St. Catherine's Wicklow		468	17
Project Management Resources		108	106
St. Canice's New Ross		59	78
		16,324	15,554

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

15 Analysis of Receipts by Funder

FUNDER	Programme						Total Year Ended	Total Year Ended
	Post Primary Schools & Head Office	Primary Schools	Further Education and Training	Youth Services	Agencies and Self Financing	Capital	31/12/2024	31/12/2023
	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
State Funding Received								
SOLAS	-	-	82,543	-	-	4,447	86,990	76,502
Department of Education	60,431	72	-	-	-	8,736	69,239	71,721
Department of Children, Equality, Disability, Integration and Youth	-	-	-	4,035	-	-	4,035	3,949
Department of Social Protection	-	-	-	-	1,679	-	1,679	1,267
Department of Further and Higher Education, Research, Innovation and Science	-	-	-	-	-	-	-	-
Music Generation	-	-	-	-	523	-	523	392
Léargas	-	-	-	-	174	-	174	293
Tusla	-	-	-	-	185	-	185	186
State Exams Commission	-	-	-	-	211	-	211	183
Waterford City and County Council	-	-	-	-	120	-	120	120
Wexford County Council	-	-	-	-	40	-	40	67
Seconded Pay and Other Recoupments	-	-	-	-	460	-	460	426
University College Cork	-	-	-	-	17	-	17	12
Arts Council	-	-	-	-	15	-	15	14
Trinity College Dublin	-	-	-	-	1	-	1	-
UCD	-	-	-	-	-	-	-	3
HEA	-	-	-	-	23	-	23	-
	60,431	72	82,543	4,035	3,448	13,183	163,712	155,135
Non-State funding applied to State-funded schemes								
Parents / Students	54	-	78	-	406	-	538	495
Irish Public Bodies - Dividends/Capital Reserve	38	-	-	-	-	-	38	70
Bank - interest	195	-	-	-	-	-	195	202
Parents/Students Outdoor Education	-	-	-	-	160	-	160	156
Other	-	-	2	-	-	-	2	18
	287	-	80	-	566	-	933	941
Other Non-State funding								
Parents/Students/Other	-	-	-	-	1,466	-	1,466	1,743
Irish Public Bodies - Insurance Settlements	-	-	-	-	-	-	-	29
	-	-	-	-	1,466	-	1,466	1,772
Total	60,718	72	82,623	4,035	5,480	13,183	166,111	157,847

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

16 Source and Use of Funds

Primary Grantor
Department/Office

Project/ Programme

Department of Education

Post Primary Schools and Head Office

Pay^b

Non-Pay^c

Local Funding Surpluses

Associated Programmes

Primary Schools

Capital

Agency and Self-financing

Outdoor Education and Training Centre

Total Department of Education

Other Funders

Department of Further and Higher
Education, Research, Innovation and
Science

Explore Programme

SOLAS

Further Education and Training

SOLAS

Capital

TOTAL SOLAS

Department of Children, Equality,
Disability, Integration and Youth

Youth Services

Department of Social Protection

Agency - School Meals

Department of Social Protection

Agency - Activation of Family Support

DDLETB

Agency - Skills for Work

Tusla

Agency - School Completion Programme

Tusla

Agency - Youth Research Project

State Examinations Commission

Examination Supervision

Music Generation Waterford

MGI, WWETB, Waterford City & County
Council

Music Generation Wexford

MGI, WWETB, Wexford County Council

Various

Agency - Recoupment

Léargas

Agency - Erasmus

Various

Agency - Various

Total Other State Bodies

Total State

Total Non State

Total State and Non-State

2024	01/01/2024 ^a	2024							31/12/2024
Grant Issued	Amount due from/ (due to) Grantor	Receipts direct from Grantor ^d	Receipts from other sources	Total receipts per Operating Statement	Local Funding Transfers	Cash expenditure per Operating Statement	Change in Liabilities Debtors	Surplus/ (Deficit) per Operating Statement for 2024 ^d	Amount due from/ (due to) grantor
	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
53,911,968	399	(51,176)	(2,713)	(53,889)	-	53,787	212	-	509
3,235,465	-	(3,648)	(287)	(3,935)	(204)	3,737	86	317	1
-	(917)	-	-	-	204	-	-	-	(713)
2,893,966	(1,104)	(2,894)	-	(2,894)	-	2,769	11	-	(1,218)
71,953	20	(72)	-	(72)	-	83	6	-	37
8,735,895	(6,851)	(8,736)	-	(8,736)	-	14,964	189	11	(423)
-	-	-	(160)	(160)	-	186	7	(33)	-
68,849,247	(8,453)	(66,526)	(3,160)	(69,686)	-	75,526	511	295	(1,807)
-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-
82,543,152	(4)	(82,543)	(80)	(82,623)	-	85,263	(172)	(2,464)	-
4,447,176	(1,206)	(4,447)	-	(4,447)	-	1,359	28	-	(4,266)
86,990,328	(1,210)	(86,990)	(80)	(87,070)	-	86,622	(144)	(2,464)	(4,266)
4,034,965	(26)	(4,035)	-	(4,035)	-	4,034	(2)	-	(29)
1,678,658	124	(1,679)	-	(1,679)	-	1,626	33	-	104
-	(2)	-	-	-	-	-	-	-	(2)
-	(181)	-	-	-	-	-	-	-	(181)
184,799	(86)	(185)	-	(185)	-	121	(2)	-	(152)
-	-	-	-	-	-	-	-	-	-
210,648	(42)	(211)	-	(211)	-	206	1	-	(46)
460,370	(212)	(460)	(225)	(685)	-	697	(32)	-	(232)
222,492	(295)	(222)	(181)	(403)	-	546	13	-	(139)
460,581	75	(461)	-	(461)	-	474	2	-	90
174,545	(209)	(174)	-	(174)	-	253	(6)	-	(136)
56,106	(113)	(56)	-	(56)	-	59	(17)	-	(127)
3,448,199	(941)	(3,448)	(406)	(3,854)	-	3,982	(8)	-	(821)
163,322,739	(10,630)	(160,999)	(3,646)	(164,645)	-	170,164	357	(2,169)	(6,923)
-	(715)	-	(1,466)	(1,466)	-	1,741	(80)	(164)	(684)
163,322,739	(11,345)	(160,999)	(5,112)	(166,111)	-	171,905	277	(2,333)	(7,607)

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

16 Source and Use of Funds (continued)

Reconciliation of Amount due to Grantor to

Revenue Surplus per Statement of Current Assets and Liabilities

		31/12/2024 €'000	31/12/2023 €'000
Amount due to Grantor at 31 December		(7,607)	(11,344)
Bank Balance	(Page 12)	11,590	17,383
Third Party Debtors	(Note 20)	520	439
Pay & Expenses Liabilities	(Note 24)	(4,903)	(4,546)
Revenue Surplus per Statement of Current Assets and Liabilities		(401)	1,932

Notes

a Opening balances

Balances are reported on an accruals basis.

b Pay

Department of Education: Post-Primary Schools and Head Office Pay Grant was funded by direct receipts from grantor of €51,115,785 and anticipated receipts from Retained Superannuation Contributions of €2,705,439. Actual receipts of Retained Superannuation Contributions were €2,712,552 which is €7,113 less than anticipated. Surplus receipts are due to the Department of Education and are not considered part of the current year funding.

c Non Pay

Department of Education: Post-Primary Schools and Head Office Non Pay Grant was funded by direct receipts from grantor of €3,499,199 (the non-pay grant includes a cost of living measure to support increased school running costs announced as part of the cost of living measures in Budget 2025), and forecasted locally raised receipts of €284,385. In 2024 actual locally raised receipts were €287,345 resulting in a surplus of receipts of €2,960 over the amount forecasted. Surplus receipts are due to the Department of Education and are not considered part of the current year funding.

d Total State funding

The difference between the total amount received from grantors of €160,999,562 above and the total in Note 15 - Funding of €163,712,114 is represented by Retained Superannuation Contributions of €2,712,522.

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

17 Current Assets - Recurrent State Grants	31/12/2024	31/12/2023
	€'000	€'000
Amount due from Department of Education		
Pay grant underfunding	517	414
Associated grants underfunding	218	46
Primary School grants underfunding	52	35
Amount due from Department of Children, Equality, Disability, Integration and Youth	-	-
	787	495
18 Current Assets - Capital State Grants	31/12/2024	31/12/2024
	€'000	€'000
Amount due from Department of Education	1,789	935
	1,789	935
19 Current Assets - Other Recurrent Income	31/12/2024	31/12/2023
	€'000	€'000
Amount due from Other State bodies	209	208
Amount due from Other Non-State bodies	138	133
	347	341
20 Current Assets - Third Party Debtors	31/12/2024	31/12/2023
	€'000	€'000
Community Training Centres	200	200
Local Training Initiatives	79	97
Specialist Training Providers	67	67
Grants Recoupable	3	52
Tuition Fees	28	22
State Examinations	-	1
Rent Receivable	142	-
Other Debtors - 4	1	-
	520	439

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

21 Current Liabilities - Recurrent State Grants	31/12/2024	31/12/2023
	€'000	€'000
Amount due to the Department of Education		
Pay receipts excess	7	15
Local receipts/receivables excess	713	917
Associated grants unspent	1,436	1,150
Primary School grants unspent	15	15
Amount due to SOLAS	-	4
Amount due to Department of Children, Equality, Disability, Integration and Youth	30	26
	2,201	2,127
22 Current Liabilities - Capital State Grants	31/12/2024	31/12/2023
	€'000	€'000
Amount held for Department of Education	2,211	7,786
Amount due to SOLAS	4,266	1,206
	6,477	8,992
23 Current Liabilities - Other Recurrent Income	31/12/2024	31/12/2023
	€'000	€'000
Amount held for Other State Bodies	1,030	1,149
Amount held for Other Non State Bodies	823	847
	1,853	1,996
24 Pay and Expense Liabilities	31/12/2024	31/12/2023
	€'000	€'000
Expense Liabilities	3,416	3,327
Pay Liabilities	1,487	1,219
	4,903	4,546

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

25 Movement in Other Net Current Assets

	Balance as at 31/12/2024 €'000	Balance as at 31/12/2023 €'000	Movement in Year €'000
Current Assets			
Increase/(Decrease) in Recurrent State Grants Receivable	787	495	292
Increase/(Decrease) in Capital State Grants Receivable	1,789	935	854
Increase/(Decrease) in Other Recurrent Income Receivable	347	341	6
Increase/(Decrease) in Third Party Debtors	520	439	81
	<u>3,443</u>	<u>2,210</u>	<u>1,233</u>
Current Liabilities			
(Increase)/Decrease in Recurrent State Grant Liabilities	2,201	2,128	(73)
(Increase)/Decrease in Capital State Grant Liabilities	6,477	8,992	2,515
(Increase)/Decrease in Other Recurrent Income Liabilities	1,853	1,996	143
(Increase)/Decrease in Pay and Expense Liabilities	4,903	4,546	(357)
	<u>15,434</u>	<u>17,662</u>	<u>2,228</u>
			<u><u>3,461</u></u>

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

26 Remuneration

(a) Aggregate Employee Benefits

	31/12/2024	31/12/2023
	€'000	€'000
Staff Short-term benefits	88,212	81,021
Termination benefits	-	-
	<u>88,212</u>	<u>81,021</u>

(b) Staff Short-Term Benefits

Pay (Comprising Basic Pay/Allowances/ Overtime) including Employer's P.R.S.I.	88,212	81,021
	<u>88,212</u>	<u>81,021</u>

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

Pay range	No. Employees	Cost in 2024*
		€'000
0 - 59,999	1317	33,791
60,000 - 69,999	154	10,067
70,000 - 79,999	168	12,645
80,000 - 89,999	194	16,491
90,000 - 99,999	79	7,433
100,000 - 109,999	37	3,820
110,000 - 119,999	7	814
120,000 - 129,999	9	1,127
130,000 - 139,999	8	1,090
140,000 - 179,999	5	732
150,000 - 210,000	1	202
Total:	1,979	88,212

*Cost in 2024 include employers' PRSI.

(c) Termination Benefits

There were no termination benefit settlements during the year. (2023 - €0)

(d) Key Management Personnel

Key management personnel in WWETB consist of the Chief Executive and the Directors of Schools, Further Education & Training, and Organisation Support and Development. The total value of employee benefits for the key management personnel excluding employer's PRSI is set out below:

	31/12/2024	31/12/2023
	€	€
Salary (excluding ER PRSI)	446,854	472,854
Allowances	-	-
Termination Benefits	-	-
	<u>446,854</u>	<u>472,854</u>

(e) Chief Executive Salary and Benefits

The Chief Executive remuneration package excluding employers' PRSI for the year was:

	31/12/2024	31/12/2023
	€	€
Basic Salary		
Former CE: Kevin Lewis (01/01/23 to 09/10/2023)	-	123,663
Acting CE: Karina Daly (from 01/01/24 to 27/02/24)	23,560	26,016
CE: Karina Daly (from 28/02/24 to 31/12/24)	112,252	-
	<u>135,812</u>	<u>149,679</u>

The Chief Executive and the Acting Chief Executive are members of an unfunded defined benefit public sector pension scheme and their entitlements do not extend beyond the standard entitlements available under the scheme.

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

27 Specific Costs	31/12/2024	31/12/2023
	€	€
(a) Consultancy		
The costs of external services under the following headings:		
Legal (includes general legal advice)	170	43,751
Financial / Actuarial	-	3,998
Corporate Services	39,588	30,936
Audit Fee (Annual external audit)	62,500	62,500
Other	8,742	23,548
	<u>111,000</u>	<u>164,733</u>
The 2023 Audit Fee of €62,500 was paid in 2024. The 2024 Audit Fee of €64,500 will be paid in late 2025.		
(b) Legal Costs and Settlements	31/12/2024	31/12/2023
	€	€
Legal costs and settlements for the year can be analysed under:		
Legal fees - legal proceedings	50,002	15,668
Conciliation and arbitration payments	-	-
Settlements	-	-
	<u>50,002</u>	<u>15,668</u>
The legal costs and settlements figure above relates to 1 legal case (2023: 1). Additional legal costs and settlements were paid by WWETB's insurance body.		
(c) Travel and Subsistence	31/12/2024	31/12/2023
	€	€
Travel and subsistence costs comprise:		
Domestic		
- expenses paid to Board Members	7,791	15,742
- expenses paid for Board Members	-	-
- expenses paid to employees	637,359	576,077
	<u>645,150</u>	<u>591,819</u>
International		
- expenses paid to Board Members	-	-
- expenses paid for Board Members	-	-
- expenses paid to employees	33,063	14,395
	<u>33,063</u>	<u>14,395</u>
Total	<u>678,213</u>	<u>606,214</u>
(d) Hospitality	31/12/2024	31/12/2023
	€	€
Hospitality costs incurred were:		
Staff Hospitality	6,046	9,727
Other	779	1,131
	<u>6,825</u>	<u>10,858</u>

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

28 Board members' expenses and fees

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 31st December 2024 were:

Board member	Statutory Meetings	Interview Boards	Attendance at Conferences / Seminars	Boards of Management (BOM)	Other	Total Expenses	Total Fees
	€	€	€	€	€	€	€
Adewumi, Foluke	-	-	-	-	-	-	-
Bailey, Cllr. Joeanne	-	-	-	47	-	47	-
Browne, Cllr. Aidan	-	-	-	-	-	-	-
Byrnes, Mr. Richard	-	-	-	-	-	-	-
Codd, Jim	-	-	-	-	-	-	-
Codd-Nolan, Cllr. Kathleen***	1,110	199	-	-	-	1,309	975
Cronin, Cllr. Tom	110	-	-	-	-	110	-
Darrer, Ms. Margaret	-	-	-	-	-	-	-
Farrell, Cllr. Mary	104	81	-	84	-	269	390
Finn, Niall	-	-	-	-	-	-	-
Flynn, Janine	66	-	-	-	-	66	-
Fogarty, Ms. Sandra	-	-	-	-	-	-	-
Hannigan, Blaise	-	-	-	-	-	-	-
Hayes, Richard	-	-	-	-	-	-	-
Hickey, Garrett	-	-	-	-	-	-	-
Kavanagh, Paddy	-	-	-	-	-	-	-
Laffan, Cllr. Garry	-	-	-	-	-	-	-
Lillis, Mr. Senan	104	1,411	-	93	-	1,608	3,965
McDonald, Darragh	-	-	-	-	-	-	-
Meade, Mary	73	-	-	-	-	73	-
Miskella, Ms. Kate	248	-	-	-	-	248	-
Mulcahy, Donnchadh	285	-	-	-	-	285	-
Murphy, Cllr. Barbara-Anne**	166	-	-	-	-	166	-
Murphy, Bridin	-	-	-	-	-	-	-
Nugent, Cllr. Pat	-	-	-	-	-	-	-
O'Leary, Cllr. John	-	-	-	-	-	-	-
Ó Súilleabháin, Cllr. Fionntán	59	-	-	-	-	59	-
O'Sullivan, Cllr. Lola*	174	-	-	-	-	174	-
Pratt, John	382	-	-	-	-	382	-
Quinlan, Cllr. Frank	54	-	-	-	-	54	-
Rath, Mr. Patrick	179	2,680	-	-	-	2,859	3,965
Ryan, Ms. Mary	82	-	-	-	-	82	130
Sheehan, Michael	-	-	-	-	-	-	-
Staples, Cllr. Frank	-	-	-	-	-	-	-
							-
	3,196	4,371	-	224	-	7,791	9,425

*Chairperson from September 2024

**Chairperson prior to September 2024

***ETBI Representative

29 Committee Fees

The following fees were paid to Non- Board Committee members

Audit and Risk Committee (ARC)	(No. of Non Board ARC members 2024: 4 2023: 4)
Finance Committee (FC)	(No. of Non Board FC members 2024: 6* 3** 2023: 6)

*Up to Nov 24 ** from Nov 24

31/12/2024	31/12/2023
€	€
1,773	3,306
5,732	5,688
7,505	8,994

30 Chief Executive's Travel Expenses (28th February 2024 to 31st December 2024)

31/12/2024	31/12/2023
€	€
Domestic Travel	7,665
Foreign Travel	-
7,665	6,153

30 Acting Chief Executive's Travel Expenses (1st January 2024 to 27th February 2024)

31/12/2024	31/12/2023
€	€
Domestic Travel	793
Foreign Travel	-
793	2,386

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

31 Capital Commitments

At 31st December 2024, WWETB had capital commitments of €12,585,825.31 (2023:€27,986,473).

All of the above capital expenditure will be completely Exchequer funded.

32 Lease and Other Finance Commitments

At 31 December, WWETB had payment liabilities under non- cancellable agreements as follows:

	31/12/2024 €	31/12/2023 €
Payments due:		
Within one year	3,520,359	3,130,704
Between two and five years	10,880,386	11,053,327
After 5 years	8,272,866	10,924,893
	<u>22,673,611</u>	<u>25,108,924</u>

33 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 31/12/2024.

34 Additional Superannuation Contribution

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 benefit pension schemes pay an additional superannuation contribution (ASC) arising from the Public Service Stability Agreement (2018-2020) and the Public Service Pay and Pensions Act 2017. ASC is a permanent contribution in respect of pensionable remuneration.

The ETB deducted Additional Superannuation Contributions from employees amounting to €2,594,303 (2023: €2,363,779) which were remitted to the Department of Education.

35 Retirement Benefit Obligations

During 2021 and 2022 a pilot project was undertaken in a sample of ETBs to estimate the cost of retirement benefit obligations and a number of ETBs have prepared and disclosed the cost of retirement benefit obligations in their 2024 Financial Statements. The Department is currently considering the outcome of this pilot with a view to rolling the project out on a phased basis to all ETBs.

36 Write - Offs

In 2024 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 2024, €560 was written off on behalf of WWETB.

37 Annual Contribution to Education and Training Boards Ireland.

WWETB made a nil contribution to ETBI in 2024.

38 Charity Note

WWETB has charitable status under the Charities Act 2009 and is registered with the Charities Regulator. The Charity Number is 20083281.

39 Connected Persons

There were no transactions with connected persons during the year.

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

40 Property

WWETB provides educational service and activities from the properties listed below (40A-40C inclusive):

40A Owned			
Category	Location	Annual Rent per agreement	Expiry Date
Primary level, Post Primary Level and Centres			
Bridgetown College	Bridgetown, Co. Wexford	n/a	n/a
Bunclody Community College*	Irish Street, Bunclody, Co. Wexford	n/a	n/a
Coláiste Abbáin	Adamstown, Co. Wexford	n/a	n/a
Coláiste an Átha	Kilmuckridge, Co. Wexford	n/a	n/a
Dungarvan College - Coláiste Dhún Garbhán	Dungarvan, Co. Waterford	n/a	n/a
Enniscorthy Community College	Milehouse Rd, Enniscorthy	n/a	n/a
Kennedy College	Stephensland, New Ross	n/a	n/a
Meánscoil San Nioclás	An Rinn, Dún Garbhán, Co. Phort Láirge	n/a	n/a
St Paul's Community College	Paddy Browns Road, Waterford City	n/a	n/a
St. Declan's Community College	Kilmacthomas, Co. Waterford	n/a	n/a
Selskar College	Westgate, Wexford	n/a	n/a
Adult Education Centre	Dungarvan, Co Waterford	n/a	n/a
Adult Education Centre	The Avenue, Gorey, Co. Wexford	n/a	n/a
Adult Literacy Centre	Dungarvan, Co Waterford	n/a	n/a
Outdoor Education and Training Centre	Ramsgrange, Co. Wexford	n/a	n/a
Waterford College of Further Education	Main Building, Parnell St. Waterford	n/a	n/a
Waterford Training Centre	Waterford Industrial Park, Waterford	n/a	n/a
Wexford Training Centre	Whitemills Industrial Est. Wexford	n/a	n/a

*No. 15 Irish Street Bunclody and the Old Boys School site form part of the Bunclody Community College campus and are maintained for educational provision in Bunclody, Co. Wexford.

40B Property not Owned - Leased			
Category	Location	Annual Rent per agreement	Expiry Date
Primary level, Post Primary Level and Centres			
Kilnamanagh CNS	Kilmuckridge, Co. Wexford	1,500	Aug 2039
WCFE*	12 Durand's Court, Waterford City	68,500	Nov 2023
WCFE*	10B & 2A Durand's Court, Waterford City	52,000	Nov 2023
WCFE*	9B Durand's Court, Waterford City	29,000	Nov 2023
WCFE*	11 Durand's Court, Waterford City	24,000	Nov 2023
WCFE*	Burchall House, Parnell Street, Waterford	35,000	Nov 2024
Adult Education Centre	Ozanam Street, Waterford	431	Aug 2030
Adult Education Centre	Cappoquin, Co. Waterford	27,354	Aug 2024
Adult Literacy Centre	Railway Square, Waterford	22,000	Jul 2026
Further Education & Training Centre	Butlersland, New Ross, Co Wexford	112,816	Feb 2033
Adult Literacy Centre	Ryland Road, Bunclody, Co. Wexford	65,760	Mar 2030
Further Education & Training Centre	Unit 1U Seapoint Ind Park, Tramore	30,132	Sep 2029
Further Education & Training Centre	Unit 1D Seapoint Ind Park, Tramore	30,132	Sep 2029
Further Education & Training Centre	Unit 2 &3, Seapoint Ind Park, Tramore	122,724	Sep 2029
Youthreach / Youthtrain	Whitemill Industrial Estate, Wexford	202,125	Feb 2029
VTOS Centre*	2,4,8,10A Durand's Court, Waterford	214,000	Nov 2023
VTOS Centre	Kilmacthomas, Co. Waterford	21,267	May 2027
Further Education & Training Centre	Gonzaga House, Weafer St, Enniscorthy	84,000	Oct 2026
Youthreach	Springvalley, Enniscorthy	60,000	Nov 2029
Youthreach	Butlersland, New Ross	67,245	Feb 2033
Youthreach	63 O'Connell St, Waterford	140,000	Aug 2038
Youthreach/Subla Centre	Lacken Road, Waterford	33,000	Sep 2032

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

40 Property (continued)

40B Property not Owned - Leased (continued)

Category	Location	Annual Rent per agreement	Expiry Date
Primary level, Post Primary Level and Centres (continued)			
Youthreach	Ring na Sillogue, Dungarvan	57,144	Sep 2030
Youthreach	Ramstown, Gorey, Co. Wexford	83,000	Dec 2031
Satellite Training Units	Unit 210 Waterford Ind. Estate	147,156	Oct 2024
Satellite Training Units	Eurobase IDA Indust. Park, Waterford	94,526	Dec 2032
Satellite Training Units	Unit 8, 8A, 9, 10, 11, yard, 12,13,13a, 14, 15 Kilcohan Ind. Park, Waterford	292,725	Oct 2032
Wexford College of FET	Whitemill Industrial Estate, Wexford	532,387	Aug 2033
Lismore Further Education & Training Centre	Lismore Business Park, Lismore, Co. Waterford	20,400	Jun 2033
Administrative Offices		€	
Ardcavan Head Office	Ardcavan, Co. Wexford	156,250	Jun 2036
Ardcavan Head Office - Archive	Ardcavan, Co. Wexford	10,980	Jun 2036
Ardcavan Head Office - Office space	Ardcavan, Co. Wexford	18,750	Jun 2036
Dungarvan Office	F13 Dungarvan Shopping Centre	67,416	Jun 2028

40C Property not Owned - Other (Licenced, Managed, Service Level Agreements and PPP)

Category	Location	Status	Annual Rent per agreement	Expiry Date
Post-Primary Level				
Creagh College	Creagh, Gorey, Co. Wexford	PPP	-	N/a

Centres				
BTEI New Ross	St Marys & St Michaels Parish	Licenced	23,820	Jul 2025
FABLAB Building*	Milehouse Road, Enniscorthy	Licenced	23,420	Apr-22
Satellite Training Units*	Unit 3, Durand's Court, Waterford	Licenced	40,560	Nov-23
Satellite Training Units*	Unit 5, Durand's Court, Waterford	Licenced	23,837	Nov-23
Satellite Training Units*	Unit 6, Durand's Court, Waterford	Licenced	23,837	Nov-23
VTOS Centre	Additional Space, Kilmacthomas	Licenced	7,011	N/a
Industrial Storage Unit IU4 & IU5	Tinvane Retail Park, Carrick On Suir	Licenced	32,000	Jan 2024
Seandún Further Education & Training Centre	33 Colligan View, Shandon, Dungarvan, Co. Waterford	Licenced	200	Oct 2025
WCFE	Johnstown, Waterford City	Licenced	46,402	Jun 2025
NZEB Building*	Units 1 & 2, Old Dublin Road, Enniscorthy	Licenced	53,136	Oct 2023
Waterford Training Centre	Techniform, Waterford Ind. Park	Licenced	520,000	Apr 2034
Adult Literacy Centre	Dr. Martin Centre, Portlawn, Waterford	Licenced	4,000	N/a
Adult Literacy Centre Car Park	Ryland Road, Bunclody, Co. Wexford	Licenced	16,000	N/a

* Lease/Licence agreement has expired and is currently under renegotiation.

40D Properties in use by a 3rd Party

Category	Location	Status	Annual Rent per agreement	Expiry Date
Old Convent of Mercy site	Irishtown, New Ross, Co. Wexford	With Tenant	€100.00	2026

40E Properties not in use:

Other	Location	Status
Old Youthreach Centre	66 O'Connell St, Waterford	Owned
Adult Literacy Centre	Westgate, Wexford	Owned

Notes:

Owned - WWETB/DE hold full title and ownership of these properties.

Leased - WWETB holds a lease for these properties.

Licenced - WWETB holds a licence on these properties. A Licence is used for shorter term agreements where WWETB do not wish to commit to a long term lease due to operational reasons and funding. WWETB Properties in use by a third party also operate under a licence agreement.

PPP- Public Private Partnership

Waterford and Wexford Education and Training Board

Notes to The Financial Statements - Year Ended 31st December 2024

41 Post Balance Sheet Events

There were no Post Balance sheet events.

42 Approval of the Financial Statements

The Financial Statements for year ended 31/12/2024 were approved by the Board of WWETB on 25/03/2025.