

# Annual Report 2019

Financial Report 2019







Engineering the Ireland of tomorrow: siblings Connor (age 9) and Eleanor Hobbs (age 7) celebrated STEPS Engineers Week 2019 at a Family Day held in Engineers Ireland's offices at 22 Clyde Road, Dublin 4. The week is coordinated on a national basis by Engineers Ireland's STEPS programme – funded under Science Foundation Ireland's Discover Programme and the Department of Education and Skills. STEPS is also sponsored and supported by industry leaders, Arup, ESB, Intel and Transport Infrastructure Ireland. We are hugely grateful to all our members who volunteer and give of their time each year to participate in our special celebration of the profession.

**Cover Image:** The Engineers Ireland STEPS Young Engineers Award encourages third and fourth class pupils and their teachers to explore the world of engineering by developing an engineering project that would help to improve their local community. Pictured in March 2019 is the winning student team of the 2018/19 award, 'The Carrots', made up of Francesca, Sam, Kayla, Fantine, Tara and Kacper, who were crowned overall winners for their solar chip project which aimed to produce a small, environmentally friendly chip that uses solar energy to charge a mobile phone. These fourth class pupils at Bunscoil Rinn an Chabhlaigh, Cobh were presented with their award by our *Engineering Superhero Ambassador* Orla Murphy (pictured) at a presentation in their school. The award was presented as part of STEPS Engineers Week 2019. Orla is an Engineering Quality Transformation Manager at Jaguar Land Rover.

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# Our year of 2019 at a glance



**17,500 engineers** (over 3,000 more than 2018) attended over 300 events hosted by our sectors



Our community of members is **25,196**



In 2019, **38%** of our new members were global engineers



We celebrated **50 years** of chartered engineers in Ireland



We partnered with the **World Bank** for the Doing Business project



Registrar elected **Chair of the International Engineering Alliance**



Minister **Joe McHugh TD** launched our Engineering 2019 report



Lodged **12 policy submissions** to public consultations & Government



**Civil, mechanical and electrical engineers** were added to the Critical Skills List



**85 volunteers** from academia/industry helped accredit Ireland's national engineering programmes



**3,457 delegates** attended **245 CPD learning events** (23 new specialist courses offered)



**52 engineering programmes** were accredited in 2019  
The number of both new and re-accreditations is double the 2018 figure





## 10<sup>th</sup> anniversary of the Excellence Awards



Three regional fora held with **400 delegates** attending



We featured on 18 national radio and TV slots including **RTÉ's Morning Ireland & Primetime**



By end of 2019, **116 engineering organisations** had achieved our CPD Accredited Employer Standard



We highlighted **engineers' priorities** for the Local Elections in May



State of Ireland 2019 report focused on **housing and infrastructure**



Excellence through People – **Gold certification achieved**



We advocated on **housing, planning, climate action, skills shortages and education**



Engineers Ireland appeared at the **Oireachtas Housing Committee**



**175,771 children, teachers & volunteers** directly interacted with the STEPS programme



**826 Engineers Week events** involved **99,693 people**, a 29% increase in participation on 2018



Engineering Your Future involved **452 transition year students** in **17 colleges/industry**



**1,937 Brownies** and **1,067 Guides** achieved engineering badges

# Review of the Presidential Year

## Marguerite Sayers, President

### President's Report on behalf of Council 2019-2020

At the start of any year, time seems to stretch out in front of you, but it always goes by very quickly. And the last number of months have certainly flown by. The Engineers Ireland calendar has an existence, a palpable life and pace of its own. There are a number of annual calendar fixtures, along with some events which are specific to the particular year. And that has been my experience this year too. Getting to attend events that I was previously unaware of, not to mind being invited to, has been a real privilege. Unfortunately, the calendar of events has been hugely disrupted because of Covid-19 restrictions for the past number of weeks. Hopefully, in a short period of time, we will be back again to the reliable schedule, but for now, our priority has to be to keep staff, members and their families as safe as possible.

A year ago, at the AGM, I mentioned some themes that I was keen to progress. One of those was in relation to increasing the understanding of what a professional engineer does. This has been a long-standing focus of the organisation, but we have made a lot of progress with the current group of second level students in demonstrating the link between helping society, solving the world's most challenging problems and working as an engineer. In addition to the work that the dedicated STEPS Team do year-in, year-out, I had the opportunity to participate in a number of allied events the past year, such as speaking at the Limerick-for-Engineering's Inspire event; opening our first Engineering Education Conference: Future skills, standards and mobility; attending the Tech Fest in the Convention Centre, Dublin; the ESB Science Blast at the RDS and the Inter-colleges debate final at the Irish Management Institute, and speaking at both the IWish event in Cork Institute of Technology and the Explorium event during STEPS Engineers Week.

In the past year, we have seen a 6% increase in applications for engineering courses in the CAO process, an increase in the number of female students who started engineering courses in 2019 and an increase in the number of students studying STEM subjects in both Junior and Leaving Certificate cycles. Another theme I had was that of modernisation and, along with our own views, we have gathered some intelligence this year from other organisations as to how they run their professional organisations – engineering or otherwise – and will feed that in to the new strategy being developed at present. And finally, ensuring that the Institution continues to provide a recognised expert voice and opinion on important topics has continued to be a priority of the organisation throughout the year.

There have been many fruitful engagements with public figures and the year has seen the publication of quite a number of very sought-after documents such as the General Election



**Marguerite Sayers, President of Engineers Ireland.**

*Priorities, The State of Ireland 2019 and the Engineering 2020 Barometer report.*

One of the truly special occasions that I had a chance to attend as President was the 2019 Anniversary dinner to mark 50 years since the introduction of the Chartered Engineer title. It was a wonderful evening in the suitably historic Shelbourne Hotel, where we were treated to wonderful speeches by Professor Jane Grimson and past Director General and President, Dr Finbar Callanan, outlining the history of the title and the development of the organisation. The dinner was the brainchild of a special 50th Anniversary Commemoration Committee, headed up by Dr Ron Cox, ably supplemented by Dr Callanan and current Council and Executive Board member, Orla Lonergan and Executive Board member, Murt Coleman.

The 2019 State of Ireland (SOI) report attracted a significant amount of both political and media attention, as it focussed on the very topical and troubling topic of the adequacy and quality of our housing stock – or the lack thereof. As the Chair of the research workshops leading up to the production of the SOI, there was useful continuity in getting follow through to the launch and the associated media and stakeholder interactions. Having the opportunity to explain the content and recommendations of the report to public representatives and senior party advisors with Dr Richard Manton, (Engineers Ireland's Policy Officer) in Leinster House, as well as speaking





Pictured in June at the launch of Engineers Ireland's *The State of Ireland* report 2019 at our offices at 22 Clyde Road, Dublin 4: (L-R) Dr Richard Manton, our Policy Officer and Deputy Registrar, who also edited the report; Eugene Lynch, Chief Executive, McAvoy Group; Caroline Spillane, Director General of Engineers Ireland; Fr Peter McVerry S.J, Founder of the Peter McVerry Trust and Honorary Fellow of Engineers Ireland; Marguerite Sayers, President of Engineers Ireland; Frank Curran, Chief Executive, Wicklow County Council and John Moran, Chairperson, Land Development Agency. The 2019 report focused on housing and infrastructure. The report's expert group made 100 recommendations to future-proof Ireland's built environment, bringing together actions on housing, climate action and infrastructure.

about it on TV or radio, were great experiences. Though – I might not have agreed the evening before the official launch with the prospect of multiple media interviews ahead of me! On the day of the launch, we were also very fortunate to have Fr Peter McVerry as part of our discussion panel in Clyde Road, and he brought some significant additional gravitas and profile to the launch.

Because we did not have a national conference in 2019, the Marketing and Communications Team, in conjunction with the relevant Regional branches, organised a number of Regional Fora, each focussed on a specific topic. Two of the three held in 2019 were before the AGM, but we had the third Regional Forum in Sligo on the topic of Electric and Autonomous vehicles in September 2019. The presentations and discussions were truly fascinating and exposed all of the amazing work – some of it world-leading – that is happening in Ireland on the subject.

Carrying out research for my Presidential Address – which was on the topic of the inter-relationship between the engineering community, infrastructure and climate change – took some time, but I enjoyed it (mostly!) and learned a lot. The world is understandably focussed right now on the coronavirus situation, almost to the exclusion of everything else. However, frightening as it is to consider, the impacts of climate change have the potential to have far greater consequences for the human race; they are just happening at a slower pace. When we get past the current Covid-19 crisis – and we will – as an engineering community, we need to get back to strengthening the focus on mitigating and adapting to climate change. The resolution at the February 2020 Council Meeting to declare a Climate and Biodiversity Emergency, also reflects the urgency and our role as engineers in that effort.



Pictured at the *Driving Forward: Electric and Autonomous Vehicles in a Connected Infrastructure Forum*, hosted by Engineers Ireland's North West region are event contributors (L-R): Conor Faughnan, Director of Consumer Affairs at AA Ireland; Rowan O'Callaghan, Chair of our North West Region; Dr John McCarthy, Associate Director and Leader of Intelligent Mobility, Arup Ireland; Helen Hughes, Director of Professional Services at Transport Infrastructure Ireland; Marguerite Sayers, President of Engineers Ireland; Dr James McDonald, Computational Astrophysicist, Computer-Vision Algorithm Developer & Embedded Lead, Valeo Vision Systems, Niall Hogan, Head of e-Mobility, ESB and Eamon Dillane, e-car advocate and enthusiast.

The event which included an exhibition, took place at IT Sligo. This Forum was one of three which took place in 2019 under the theme *One Society, Our Contribution*.



I was honoured to be asked to present the 2020 Sir Bernard Crossland lecture in Queen's University and was lucky that the event took place just before Covid-19 reached our shores. Having spoken in public on a number of engineering topics during my year as President, which were not in my own area of expertise, there was an element of relief to present on my own area of energy and on 'Switching on to the Energy Transition'. I also appreciated the opportunity to speak to some engineering students in Queen's before the formal event. I am thankful to our Northern Region, Queen's University, to those that attended the lecture, and to those who arranged the very enjoyable dinner afterwards.

The 2019 Excellence Awards in November was another of those nights which engendered significant feelings of pride in the profession, hearing about a myriad of wonderful and critical infrastructure, research and IT projects – as well as wonderful organisations investing in CPD – which are taking place around the country. It was also a great privilege to present the President's Award to Tom Costello, Chartered Engineer and Head of Construction at IPUT to mark his incredible career to date, and also to witness Martin Naughton, another Chartered Engineer and founder of Glen Dimplex, receive the Outstanding Contribution to Engineering Award. The Excellence Awards followed on from the MEETA Awards, another very enjoyable evening, marking true excellence in maintenance and asset management. Those events were topped off by the very successful 2020 Annual Ball in January, an opportunity for many to let their hair down and enjoy a night with their colleagues and friends.

Also in November, we had a fascinating panel discussion organised by our Young Engineers Society on the topic of addressing future environmental infrastructure challenges in Ireland with panellists Ian Lumley, Head of Advocacy, An Taisce, Catherine Sheridan, Communications Manager, Ervia and Conall Boland, Sustainability Services Manager, RPS. We had a lively – but respectful – debate which was enjoyed by everybody who attended in person or online.

It is impossible in a short passage to portray the true extent and variety of events that have come my direction in the past 10 months: from being a panellist at events like the CIF, IDA and British-Irish Chamber conferences, to opening the Roads and Transportation seminar; from attending formal dinners such as those held by the Irish Bar Association, the Civil Engineering Contractors Association, the British Ambassador, the Institution of Civil Engineers Northern Branch and the annual dinner of the Engineering Corps in McKee barracks, to the UCD Engineering Centenary; to fascinating industry visits from MSD in Swords, to the National Maritime College of Ireland, to UCD's Energy Institute and Boston Scientific in Cork – and many others.

I would like to record my thanks to the Regional and Sectoral Committees for all of the work that they do during the year, but also for their kind invitations to annual dinners, and for the warm welcome at those that I got to attend before the Covid-19 restrictions came into force (Midland Region and Cork). Unfortunately, due to the Coronavirus, we have had to defer or cancel some regional conferrings and Presidential Addresses. That is a source of regret for me, but is the only sensible approach at the moment.



Marguerite Sayers, President of Engineers Ireland, welcomes attendees at the 2019 Excellence Awards held in association with the ESB. Over 400 engineers attended our black-tie event at the InterContinental Hotel in Dublin on Friday 15 November. 2019 marked the 10<sup>th</sup> anniversary of our Excellence Awards, which honours innovation and ingenuity in the field of engineering across a range of categories.





Pictured at 50th anniversary of our Chartered Engineer title commemoration event at the Shelbourne Hotel on 4 September were the President of Engineers Ireland, Marguerite Sayers (centre), with two former Presidents, Professor Jane Grimson, (first left) who also delivered a keynote address on the evening and Regina Moran (right) and Vice-President, Professor Orla Feely. Professor Grimson was the first female President of Engineers Ireland from 1999-2000. Regina Moran was our President from 2014-2015.

I also want to take this opportunity to thank all members who serve on the Council or on the Executive Board. It is always a source of fascination for me on Saturday mornings or Thursday evenings to see members travelling from the four corners of the country to represent their sector at the meeting in Clyde Road. It means many hours of travel for many of the attendees, and they take that on with enthusiasm and without complaint. Virtually everybody involved does that in addition to a very busy day-job. Thanks also to my colleagues on the Finance Committee who not only kept a roof over our heads financially – but put an actual roof over our heads in Clyde Road this year as well.

I am so grateful to the staff in Clyde Road and to the Senior Management Team (SMT) for all of their hard work and their support during the year. It is always dangerous to pick people out, but in addition to the SMT, I have particularly relied on Anne Marie Clarke and Aoife Ní Mhaoláin to steer me in the right direction through many engagements.

My fellow Officers attended a myriad of meetings during the year and each brought a wealth of personal knowledge and common sense to help advise and guide the organisation. I want to sincerely thank Peter Quinn for his many years of service to the organisation as he finishes up his four-year term as an Officer, as well as circa a decade on Council, and wish him some well-earned relaxation. And I want to wish Maurice Buckley all the very best as he begins what I'm sure will be a hugely successful year as President, and to assure him of my support during the year.

The organisation is extremely lucky to have a Director General as talented, professional, eloquent and capable as Caroline

Spillane. Over the past year, I have had the opportunity to see the truly amazing amount of work that is completed in the organisation every year, the dedication of the SMT, but also the skill with which Caroline directs the whole orchestra and also, her standing with external stakeholders. It has been both a pleasure and an honour to work in a small way with her for the past year, and I know she will continue to lead Engineers Ireland to be the best organisation that it can be.

Finally, I want to thank you, the members, for the opportunity to be your President for the past year. It has truly been an honour, it has been a wonderful year and while a person always feels that they could have done more, I tried to represent the organisation to the best of my ability. The Covid-19 situation has unfortunately, significantly reduced my opportunity to meet with many of you, as would normally be the case through local events at this time of the year. Hopefully, we will get an opportunity at some other time to make up for the missed events. But – in the meantime, I hope you and your families stay safe and that we all emerge safely and successfully from the current situation when our professional skills will be extremely valuable to get the country back up and running again.

Yours sincerely

**Marguerite Sayers**, BE CEng FIEI  
President, May 2019 to June 2020

# Report of the Director General

## Caroline Spillane, Director General

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I am pleased to present this report on Engineers Ireland's activity in 2019, conducted under the outstanding leadership of our **President, Marguerite Sayers**. This report marks the third year of implementation of our strategy which aims to fulfil our mission for **growth, relevance and impact**.

2019 saw us reach an **overall membership of nearly 25,200** and a **record-high** level of non-student membership of over 18,500. Our newest members not only come from a wide range of disciplines but also locations; 38% of our new members are part of our ever-increasing community of worldwide engineers. During the year our membership team held several **Global Engineer** events to respond to requests from our corporate partners to help them connect with talented international engineers seeking to establish themselves in Ireland.

In 2019, the work of the organisation resulted in an **Operating Surplus after Depreciation of €748,762** (2018 - €475,830). This figure is well in excess of our budgeted surplus and allows us to continue our programme of investment for the benefit of our members. At the end of the financial year, the assets of the Institution increased to €13,437,358; placing the organisation in a positive financial position to deliver the Strategy 2017 - 2020 and beyond.

Our work with the schools of engineering, across all the Higher Education Institutions, continued at pace during the year with **52 engineering programmes accredited** - double the 2018 figure. We are very grateful to the 85 volunteers from academia and industry whose expert contributions were invaluable in helping us to maintain our world-class standards.

This was a year of celebration for the Institution; engineers from all sectors joined with us in November for the **10<sup>th</sup> anniversary of our Excellence Awards** held in association with ESB; we congratulated our Registrar, Damien Owens, on his election as Chair of the **International Engineering Alliance** and we celebrated 50 years since the Institution was enabled, by an Act of the Oireachtas, to award the title of **Chartered Engineer** in Ireland. Our President hosted a gala dinner in the Shelbourne Hotel which saw a unique gathering of former Presidents and key stakeholders.

The recognition of Chartered Engineer as a quality mark was at the centre of a major policy review conducted during the year. The question of whether the profession is appropriately regulated has been under discussion by Council for many years and so Council established a Working Group to advance a robust, evidence-based examination of the issue of **regulation of the profession of engineering**. An independent external Chairperson, former High Court Judge Raymond Fulham,

chaired the process and the final paper was tabled for Council consideration in May 2019. We are indebted to Mr Fulham for his assistance with this important project.

As we took time to consult on the future direction of our national conference, we ran a series of highly successful **Regional Fora** with 400 delegates sharing knowledge about topics from Applied Artificial Intelligence to the Future of Energy to Connected and Autonomous Vehicles. The Fora complemented the more than **300 high-quality Sectoral events** organised by the committees of our Regional branches, Engineering divisions and Societies. Some **17,500 engineers** attended these events.

A fundamental objective of our organisation is to support the continuing professional development of engineers – members and non-members. **3,457 delegates attended 245 CPD** learning events, of which 57 were delivered as in-company training. By end of 2019, 116 engineering organisations had achieved our **CPD Accredited Employer Standard**.

Our role in advocating for engineers and engineering in public policy was further realised during the year with the **12 policy submissions** we made to public consultations and Government. Our expert membership, who contribute to our advocacy with research and evidence, enabled us to partner with the **World Bank** for the **Doing Business** project, and formulate proposals such as: **Engineers' priorities for the Local Elections** and publish **The State of Ireland 2019 – which focused on housing and infrastructure**. Engagement with Government Ministers, opposition spokespersons, Oireachtas Committees and key policy makers continued during the year, and we were pleased to welcome Minister Joe McHugh TD to launch our **Engineering 2019** barometer report. As a result of our submissions, civil, mechanical and electrical engineers were added to the Government's **Critical Skills List** and we were asked to Chair the Expert Group on Future Skills Needs, subgroup on Construction Skills.

The scale and reach of our work is only possible through the enormous contribution of volunteer engineers who give so much to the organisation, whether through supporting our STEPS outreach programme, our busy nationwide Engineers Week, through the Regional branches, Engineering divisions and Societies or conducting assessments for the title, Chartered Engineer. For example, **176,000 children, teachers and volunteers directly interacted with our STEPS programme** - an achievement made possible because of the dedication and commitment of volunteers, whose efforts to raise interest in science, technology, engineering and maths (STEM) in schools and colleges, encourage and support the





Caroline Spillane, Director General.

engineers of tomorrow. A highlight of the year was STEPS Engineers Week which saw **826 events involving 99,693 people – a 29% increase in participation on 2018.**

Our coverage in the traditional media (**print and broadcast**) increased during the year, as did our presence on social media. Our **LinkedIn** network grew as did our Twitter followers which are up 10% on 2018. It is extremely encouraging to see this growth in our digital engagement. Our **Engineers Journal** is a key member benefit and continues to grow from strength to strength. In 2019, [www.engineersjournal.ie](http://www.engineersjournal.ie) had 591,000 users (viewers), an increase of 41% on 2018 with the most read articles being *The importance of feedback and why effective leaders will provide it and seek it* by David Kennedy and Dermot McCarthy; *Vitamin D deficiency and poor muscle function*, research from Trinity College Dublin and how an *Irish electrician's simple but effective invention has gone viral and saved lives* by Kenneth Mitchell. A new Q and A series commenced within the Journal with the aim of profiling the Chairs of our Sectors. We were interviewed on 18 different national radio or tv programme slots over the 12 months, including on RTÉ Radio's Morning Ireland and Drivetime, RTÉ One's Primetime, Virgin Media's Ireland AM, Newstalk 106 and Today FM. Topics ranged from the quality and standards of housing and of our water infrastructure, to women in STEM and engineering as a career choice.

Supporting the professional development of our staff through developing a culture of leadership, learning and performance excellence was an important objective for us in 2019.

We repeated and improved on our Gallup Q12 engagement

survey and achieved a gold standard in our **NSAI Excellence Through People accreditation**. We were pleased to update our policies to ensure staff were offered flexible and remote working options.

I would like to express my sincere thanks to the President, Marguerite Sayers, for her inspired leadership this year; it has been a true pleasure working alongside her. I would also like to offer my gratitude to the Past President, Peter Quinn for his support, advice and guidance and to the Officers, Maurice Buckley and Professor Orla Feely, the members of Council, the Executive Board and the Committees who continue to encourage all of us with the commitment, energy and tireless work they do for the benefit of members.

I am privileged to work alongside a community of staff at Engineers Ireland whose drive and dedication has positioned our Institution as a leading professional development body. I want to thank you all for your hard work and I look forward to working with you all as we build on our success. So many of our members show extraordinary dedication to this organisation and it is my great pleasure to serve with this community of creative professionals who are committed to delivering sustainable solutions for society.

**Caroline Spillane**  
Director General



## Biography, Vice-President, Maurice Buckley

MEng MBA CEng FIEI

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Incoming President, June 2020

**Maurice Buckley** comes from an engineering family and his father Denis Buckley was President of the IEI Western Region in the 1970s. On graduating in Electrical Engineering from University College Dublin (UCD), Maurice worked with Inland Motors, Ennis, and completed his Master's by thesis there. From design, he moved on to a Product Management role, based in Germany, supplying the fast-growing robotics and automation markets. After completing an MBA at INSEAD, he became a strategy consultant with The Boston Consulting Group (BCG) in Munich.

Maurice returned to Ireland to establish a subsidiary of a German Printing Company, System Label (now MCC), in Roscommon town where he still lives today. In a move to the Public Sector, Maurice became Chief Executive of the National Standards Authority of Ireland (NSAI), with responsibility for the country's standardisation, certification and metrology activities. This work brought him back into close contact with the wider engineering community and Engineers Ireland. Since 2017, as executive Chairman of the Office of Public Works (OPW), he has led large-scale capital investment and maintenance programmes to improve Ireland's flood defences and public buildings, both modern and heritage. The OPW has been associated with Engineers Ireland since the parallel formation of both organisations in 1835.

Maurice is a Fellow by Presidential Invitation and became Vice-President in 2018.

## Biography, Vice-President, Professor Orla Feely

BE, MS, PhD, CEng, FIEI

**Orla Feely** is Vice-President for Research, Innovation and Impact and a Professor of Electronic Engineering at University College Dublin (UCD). She holds a BE degree from UCD and MS and PhD degrees from the University of California, Berkeley, where her PhD thesis won the DJ Sakrisson Memorial Prize for outstanding and innovative research.

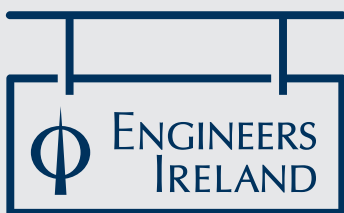
While at UC Berkeley, she also won the Outstanding Graduate Student Instructor Award. Her research is in the area of nonlinear circuits and systems, and she has been awarded research grants and prizes from a number of national, international and industry sources. Professor Feely is a Member of the Royal Irish Academy and a Fellow of the IEEE (Institute of Electrical and Electronics Engineers), Engineers Ireland and the Irish Academy of Engineering.

She has served as Chair of the Irish Research Council, the EU Advisory Group on Marie Skłodowska-Curie Actions, and the IEEE Technical Committee on Nonlinear Circuits and Systems, and as a member of a number of Editorial Boards. She is a Director of the Young Scientist and Technology Exhibition and Deputy Chair of the Higher Education Authority. Orla became a Fellow of Engineers Ireland by Presidential Invitation in 2012. She was inaugurated as Vice-President of Engineers Ireland in May 2019.

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Photo: Our two Vice-Presidents, Maurice Buckley and Professor Orla Feely.





## Our role and functions

Engineers Ireland is the professional body for engineers and engineering in Ireland. With 25,196 members across the island of Ireland and overseas, we focus on the promotion and development of all disciplines of engineering, working collaboratively with industry, educational institutions, state bodies and the public service. As one of the country's largest and longest established professional bodies, we liaise closely with the engineering community to act as the voice of the profession and to promote excellence through a programme of ongoing accredited professional development and certification.

Engineers Ireland is governed by the provisions of its Bye-laws which are implemented by a Council of members and an Executive Board. The Council comprises of elected members of Engineers Ireland representing the regional and divisional spread of the organisation. The Executive Board is appointed by Council to govern Engineers Ireland on their behalf.



## Values



### Progressive

We constantly innovate and apply new approaches for the benefit of all.



### Trustworthy

We always act with integrity in our dealings with all stakeholders.



### Community

We encourage participation and teamwork.



### Excellence

We are committed to excellence in everything that we do.



## Our responsibilities

- Promote knowledge of engineering;
- Establish and maintain standards of professional engineering and engineering education;
- Provide opportunities for continuing professional development (CPD) for engineers and technicians;
- Maintain standards of professional ethics and conduct;
- Ensure that professional titles are granted to qualified candidates;
- Act as the authoritative voice of the engineering profession in Ireland.

2019 was the third year of implementation of the organisation's Strategy 2017-2020, which is intended to guide and inspire the organisation into the future. It resulted from considerable consultation with diverse stakeholder groups. Three key themes of growth, relevance and impact are integral to the strategy which we believe will define our future success.

Also as part of the strategy, Engineers Ireland's Council placed a significant focus on developing a set of values to apply to our wide network of volunteer members and our staff. These represent a commitment to ensure that all our activities are underpinned by four core values:



## Our vision

Engineers Ireland: a community of creative professionals delivering solutions for society.



## Our mission

Engineers Ireland is an organisation that enables the engineering community to progress their professional development, make an impact on society and encourage and educate the future generations of engineers.

Pictured on Thursday 30 May 2019 after our Annual General Meeting is the newly inaugurated President of Engineers Ireland 2019-2020, Marguerite Sayers, together with outgoing President Peter Quinn and Vice-Presidents, Maurice Buckley and Professor Orla Feely. Ms Sayers wears the President's Chain and Professor Feely is wearing the Vice-President's Medallion.



## Statement of strategy

We are the professional body for engineers and engineering in Ireland. As a membership organisation, we have a duty to deliver to our members on business objectives which have been set and agreed by our Executive Board and Council.

The five core goals within our Strategy 2017-2020, are central to our day-to-day work and their achievement is central to the realisation of our overall Vision and Mission.

1. Build the profile and enhance the status and reputation of the engineering profession. Continue to advance Engineers Ireland as its leading expert voice;
2. Support and grow our membership and collaborate with them to enable their professional progression both in Ireland and abroad. Encourage and educate the future generations of engineers;
3. Ensure the standard and competence of our members is regarded as world class. This will be supported by progressing our CPD policy;
4. Support and develop our people through developing a culture of leadership, learning and performance excellence;
5. Maintain the financial integrity of Engineers Ireland and develop high-performing systems and processes focused on our members.





# Council and Executive Board Members 2019 - 2020

## Council

The Engineers Ireland Council is made up of elected members representing the regional and divisional spread of the organisation and operates under the provisions of our Code of Ethics and Bye-laws. As a body, it has reserved powers including to:

1. Appoint Executive Board members.
2. Approve proposals made by the Executive Board on the annual budget, the financial statements and membership subscriptions.

The Council generally meets five times a year.

### Council 2019 - 2020

#### Officers

- **Marguerite Sayers**, Fellow, PRESIDENT
- **Maurice Buckley**, Fellow, VICE-PRESIDENT
- **Professor Orla Feely**, Fellow, VICE-PRESIDENT
- **Peter Quinn**, Fellow, PAST-PRESIDENT

#### Standing Committees

- **John Jordan**, Chair, Finance Committee, Fellow
- **Dr Josette Galligan**, Chair, Board of Examiners, (BEX), Chartered Engineer
- **Dr Dan O'Brien**, Chair, Membership and Qualifications Board, (MQB), Chartered Engineer and **Richard Crowe**, Chair (from May 2020), Fellow

#### Elected Members

- **Aisling Davis**, Chartered Engineer
- **Darren Dowling**, MIEI
- **Clare Duffy**, Chartered Engineer
- **Colm Ennis**, MIEI
- **Dr Jamie Goggins**, Chartered Engineer
- **Pat Healy**, Associate Engineer
- **Orla Lonergan**, Chartered Engineer
- **Richard McCormack**, Associate Engineer

- **Denise McMahon**, Chartered Engineer
- **Jeffrey Roe**, MIEI
- **Catherine Sheridan**, Fellow

#### Co-Opted Members

- **John Coleman**, MIEI
- **Dr Robert Eadie**, Fellow
- **James Flood**, Chartered Engineer
- **Bryan Hosford**, MIEI
- **Seán Lenihan**, Fellow
- **Paul Sheridan**, Chartered Engineer (up to November 2019)

#### Regional Representatives

- **Michael Bassett**, Donegal Region
- **Ivor Bowe**, South East Region
- **George Chadda**, North West Region
- **Alan Costello**, Cork Region
- **Amanda-Jane Gainford**, North East Region
- **Gerard Keenaghan**, Midland Region
- **Anthony McCloy**, Northern Region
- **James McHale**, West Region
- **George McMahon**, An Ríocht (Kerry) Region
- **Jeff Mahony**, GB Region
- **Peter Power**, Thomond Region
- **Joe Walsh**, Australia/New Zealand Region

#### Division Representatives (Ex Officio)

- **John Bailey**, Structures and Construction Division
- **Bróna Carroll**, Agriculture and Food Engineering Division
- **Gerry Duggan**, Energy, Environment and Climate Action Division
- **Declan Gibbons**, Biomedical Engineering Division
- **Claire Hughes**, Local Government Division
- **Seamus McAreevey**, Fire and Safety Division
- **Martin McCarthy**, Chemical and Process Engineering Division
- **Karl O'Keeffe**, Electrical and Electronic Engineering Division
- **Dr John O'Sullivan**, Civil Division
- **Pádraig (Paddy) Sheridan**, Mechanical and Manufacturing Engineering Division

## Executive Board

The Executive Board is appointed by Council to govern Engineers Ireland on its behalf.

Under the provision of our Code of Ethics and Bye-laws, the Executive Board is responsible for:

1. Deciding and approving the policies to be implemented by the Director General and various Committees.
2. Submitting proposals to Council about the annual budget, the financial statements and membership subscriptions.

### Executive Board 2019 - 2020

#### Officers

- **Marguerite Sayers**, Fellow, PRESIDENT
- **Maurice Buckley**, Fellow, VICE-PRESIDENT
- **Professor Orla Feely**, Fellow, VICE-PRESIDENT
- **Peter Quinn**, Fellow, PAST-PRESIDENT

#### Members

- **John Bailey**, Fellow
- **Liam Bennett**, MIEI
- **Conall Boland**, Chartered Engineer
- **Brian Cassidy**, Fellow
- **John Coleman**, MIEI
- **Murt Coleman**, Fellow
- **Colm Ennis**, MIEI
- **Amanda-Jane Gainford**, Chartered Engineer
- **John Jordan**, Fellow
- **Orla Lonergan**, Chartered Engineer
- **Richard McCormack**, Associate Engineer
- **George McMahon**, Fellow
- **Kevin Murray**, Fellow

# Council and Executive Board

## key decisions 2019-2020

Six Executive Board meetings, three Council meetings and four Joint Council and Executive Board meetings were held from January 2019 to May 2020

### January 2019 – May 2019

#### Key decisions and other information

- Executive Board approved the recommendations made at the Accreditation Board Meeting in relation to the engineering degree programmes across the colleges and institutions.
- Council and Executive Board were presented with an update on Engineers Ireland's Child Protection Policy and Child Safeguarding Statement.
- Executive Board approved changes to the Audit and Risk Committee Terms of Reference, regarding membership criteria.
- Council and Executive Board gave special consideration to actions proposed by the Director General regarding Revenue Guidelines on professional subscriptions.
- Council and Executive Board were presented with an update on policy work including the publications *The State of Ireland 2019* and *Engineering 2019: A Barometer of the Profession in Ireland* and policy briefs, published on the website.
- Professor Orla Feely was unanimously approved as the Council's nominee for next Vice-President of Engineers Ireland.
- Council approved the establishment of an engineering education bursary in conjunction with St Vincent de Paul.
- Council approved the progression of a major project of roof repairs at 22 Clyde Road following recommendation by the Executive Board.
- Council approved the introduction of a new reserves policy to ensure Engineers Ireland remains in a net asset position and all current commitments and future financial requirements are supported.
- Council approved the programme of work arising from the policy position on regulation of the engineering profession.
- Council approved an amendment to Membership Regulations. This amendment added clause 7.7.1. to the Membership regulations to state: "7.7.1 All members of Engineers Ireland shall be members of the Engineers Club."
- Executive Board approved the Sustainability Commitment proposal, including the formation of a sub-group to develop research and engagement on the topic of sustainability, with the objective of incorporating this research into the strategic aims of the organisation.
- Council approved the increase in subscription rates for different categories of membership for the membership year, 2020/2021.

### June 2019 - May 2020

#### Key decisions and other information

- Council approved the election of nine members to Executive Board as well as the co-option of three members to the Board for the 2019-2020 year. In addition, Council approved the co-option of six members to Council.
- Council noted the report of the Liaison Committee.
- Council approved the report of the High-Level Working Group on the National Conference and the establishment of a specific Conference Investment Fund for the 2020 event.
- Council approved the revised assessment paths for CEEng applicants designed to streamline the application process and improve the availability of related information.
- A programme of work for both Council and Executive was approved at the first meeting of each group. Additionally, Council approved the Council Protocol for 2019/2020.
- Council approved an audit amendment to the depreciation policy to cease depreciating the property [22 Clyde Road] from 2019 onwards.
- Council approved the nomination of Fellowships by Presidential Invitation and Honorary Fellowships.
- Council approved the process to support the development of a new strategic plan for Engineers Ireland and a review of the outgoing 2017-2020 strategy.
- John Power was unanimously approved as the Council's nominee for next Vice-President of Engineers Ireland.
- Council approved the appointment of former Presidents, Jack Golden and Anne Butler, together with Patricia Dillon SC, to the Appeal Board for the next three years.
- Council approved Engineers Ireland to propose Patrick Hunt for nomination to the Industrial and Commercial Panel in Seanad Éireann.
- Council approved the 2020 Budget.





- Council approved the 2020 Business Plan and Metrics.
- Council noted the launch of phase one of the new Engineers Ireland website.
- Council debated and approved a Motion to declare a Climate and Biodiversity Emergency.
- The election process for the elections to Council for the three-year term of 2020 – 2023 was presented to, and approved by, Council.
- Contingency plans regarding COVID-19 Coronavirus, including revised budget projections and the establishment of three Task Forces, were considered by Council and Executive.
- Council approved the Engineers Ireland Statement of Strategic Intent in draft form, inviting final comment to be made by 1 June 2020.
- Council approved the 2019 Audited Financial Statements.
- Council approved the rescheduling of the AGM from May 2020 to June 2020.

Director General, Caroline Spillane and President Marguerite Sayers, together with Anthony Murray, Managing Director of Custom Crew Construction Ltd inspect roof works at 22 Clyde Road, Dublin 4, the offices of Engineers Ireland. A refurbishment of the roof was undertaken and completed as part of capital investment in the building in 2019. Our building is a protected structure.

## List of employees (at 31.12.19)

### Director General

Caroline Spillane

### Governance

Richard Manton  
Aoife Ní Mhaoláin  
Damien Owens

### Finance and Operations

Clodagh Byrne  
Deirdre Foley  
Sylvia Kenna  
Ciaran Meleady  
Doris Pierce  
Donna Smyth

### Continuing Professional Development

Caoimhe Carroll  
Suzanne Flynn  
Amanda Greville  
Carrielee Holt  
Dee Kehoe

Trent Nickson  
Elva O'Doherty  
Aidan O'Flaherty  
Simon Purdue

### HR

Imelda Flattery  
Caríosa Kelly

### Membership Growth and Development

Esther Butler  
Geraldine Clements  
Katie Daffy  
Mícheál Gallagher  
Shirley McDonald  
Nosa Obasuyi  
Lucy O'Neill  
Deborah O'Sullivan  
Rita Pollard  
Kevin Redmond  
Regiane Vasconcelos  
Lisa Vaughan

### Marketing and Communications

Mary Byrne  
Anne Marie Clarke  
Morgan Flanagan Creagh  
Donal Hanlon  
Michelle Hoxtor

### Sectoral Engagement

John Byrne  
Máirín Ní Aonghusa  
Sinéad Quinn-Phillips

### STEPS

Kate Cannon  
Aoife Kelly  
Aisling O'Halloran  
Roseanne O'Leary  
Marita Reilly



## What we do at a glance

The East Tip Haulbowline Island Remediation Project by Cork County Council, RPS, PJ Hegarty & Sons and the Department of Agriculture, Food and the Marine won the Engineering Project of the Year and were joint winners of the Local Authority Engineering Initiative Award at the 2019 Engineers Ireland Excellence Awards.

- **We are the progressive and trusted voice of the engineering profession in Ireland.** We represent more than 25,000 members from every discipline of engineering.
- **We ensure that the competence and ethical standards of our profession are world class.** We set the standards of engineering education and provide Continuing Professional Development.
- **We are the sole authority to award the registered professional title of Chartered Engineer in the Republic of Ireland.**
- **We inspire and encourage future generations of engineers from an early age through our STEPS programme.**
- **We support our members' career progression at all stages, from students to senior engineers and CEOs.** We have an extensive network of Regional branches, Engineering divisions and Societies.

**Engineers** are people who design, create, explore and innovate, working to solve some of the world's greatest challenges. We are a community of creative professionals who deliver solutions for society.



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# Section Two



Strategic goals  
and activities  
2019

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# Strategic Goal 1

Build the profile and enhance the status and reputation of the engineering profession. Continue to advance Engineers Ireland as its leading expert voice.



Engineers Ireland's STEPS programme has formed a strategic partnership with industry leaders to help inspire and engage future generations of STEM talent. Pictured with pupils of St Conleth's Primary School in Dublin for the launch of STEPS Engineers Week 2019 are (front row L-R): Donal McDaid, Director and Infrastructure Group Leader at Arup Ireland; Jill O'Donnell, Telecommunications Engineer and STEPS Committee Leader at ESB; Ann-Marie Holmes, Fellow of Engineers Ireland and Vice-President of Intel's Manufacturing and Operations Group and Factory Manager at Fab24 and Joe English, Lithography Department Manager at Intel. (Back row L-R) Fergal Cahill, Senior Engineer, Structures Engineering and Asset Management at Transport Infrastructure Ireland and Caroline Spillane, Director General of Engineers Ireland.



# Strategic Goal 1

## Enhancing the trust, respect, influence and understanding of the engineering profession is a central function of Engineers Ireland's role as the membership body for professional engineers.

The organisation carried out a broad range of activities in 2019 to support this responsibility. Work included advocating on behalf of our members, developing positions on issues relevant to the profession, particularly through the *State of Ireland* report and influencing relevant policy decisions at all levels of Government. Work was also carried out to raise the profile of the profession amongst students, teachers, parents and the public, to highlight the positive contribution engineers make to our society and its attractiveness as a rewarding career choice.

### Education and campaigns

Engineers Ireland has a mandate from both Government and our members to ensure children and their parents understand the many benefits a career in engineering can offer an individual.

The Engineers Ireland STEPS Programme is a year-round, non-profit, strategic outreach programme that promotes interest and awareness in engineering as a future career to school students through a portfolio of projects.

The STEPS programme is funded by Science Foundation Ireland (SFI), the Department of Education and Skills and industry leaders Arup, ESB, Intel and Transport Infrastructure Ireland (TII). We hugely appreciate the financial support of SFI, the Department and these industry leaders who make our STEPS programme possible. The four industry leader organisations are also valued contributors to our STEPS Industry Advisory Group.

STEPS also appreciates the work of volunteer members who support our programme and give of their time freely and with great enthusiasm. In that regard, we successfully renewed our Investing in Volunteers accreditation in 2019, which is the national quality standard for good practice in volunteer management in the Republic of Ireland.

The core STEPS programme includes:

- STEPS Engineers Week (nationwide annual festival, which in 2019 was held from 2 - 8 March).
- STEPS Engineering your Future (a week-long immersive experience for transition year students which takes place at Third Level Institutions and with industry).
- STEPS Young Engineers Award (an initiative for third and fourth class pupils directly engaging engineers with pupils).
- Irish Girl Guide Engineering Badges (partnership with Guides and Brownies involving fun engineering challenges based on creative thinking, curiosity and team-work).

### STEPS Engineers Week (March 2019)

STEPS Engineers Week encourages primary and post-primary students, their teachers and parents to explore the exciting world of engineering as well as highlighting the diverse career opportunities engineering offers. During Engineers Week, 2-8 March 2019, over 800 events took place nationwide.

99,693 participants took part in these events - a 29% increase on 2018.

Engineering businesses large and small, schools, colleges, libraries, museums and outreach organisations were all involved in this festival of engineering, hosting and organising events, talks and workshops including those organised by our member engineers.

### STEPS Engineering your Future (primarily April/May 2019)

Since 2013, STEPS has engaged transition year students to consider STEM (science, technology, engineering and maths) careers and particularly engineering as a career choice, in a STEPS programme called Engineering Your Future.

The programme provides an immersive experience in Third Level Institutions around the country. Up to a week long, it is designed to give transition year students a meaningful, practical insight into engineering at third level and as a career. Students attend interactive talks and presentations, get hands-on experience with group-based activities, visit local industry and meet engineers at various stages in their careers.

In 2019, a total of 452 students participated in the programme with over 1,000 students applying for a place. This compares to 2016 when just 258 students participated. We aim for 50% male and 50% female participation rate. Students are tracked in a longitudinal study over a four-year period to determine impact.

A 2019 survey showed:

- Over 85% of students who took part in the 2018 Engineering Your Future programme said they were now more likely to consider engineering as a career choice.

- Over 90% of students who participated in Engineering Your Future in 2016 said that the programme influenced their CAO choices.

### STEPS Young Engineers Award

From September 2019, STEPS engaged with school children in 3rd and 4th class, to explore the world of engineering by developing an engineering project to improve their local community. Projects were submitted to the Young Engineers Award. This is a competition devised and first implemented by STEPS in 2018. This competition, now in its second year, has a co-creation element involving volunteer engineers. Through the Award, schools are encouraged to invite local engineers, or sign up for a STEPS volunteer engineer, to visit their classroom(s) to gain an understanding of the role of engineers in their communities and to get insight/input from the engineer into their Award project during its production and final delivery phases. Teachers that participate are also provided with a Teacher's Reference Book (i.e. guide), The Teachers How to Guide (summary page), Lesson Plans 1-5 and the Project Book for entries. There has been a sizeable increase in interest in the competition with 9,408 students engaging with our 2019 competition. 618 competition entries have been received. The winners will be announced in 2020.

### Girl Guide Badges

We developed a partnership in February 2018 with the Irish Girl Guides Association (IGG) to support the participation of girls in STEM. In collaboration with IGG, we developed

two engineering badges for Brownies and Guides. The syllabi for the badges, with its clear STEM content, includes fun activities to help girls explore STEM activities and aims to encourage exploration of STEM subjects and careers. In 2019, 1,937 Brownies and 1,067 Guides achieved their badge.

### STEPS planned and project managed a focused timeline to deliver the STEPS programme portfolio throughout the year.

#### January – December 2019 highlights

- Documentaries are a great way to explore engineering. For Engineers Week 2019, we launched two features, Dream Big and a documentary about the innovative engineer, John Philip Holland. Fifty thousand children viewed 859 Dream Big screenings and 834 John Philip Holland documentary screenings.
- We placed a nationwide call for Brownies to take our Engineers Week Challenge to become Ireland's Top Brownie Engineers. Brownies from Clogherhead, County Louth submitted a project on water conservation and reuse and received the title.
- The Engineers Week nationwide show tour grew with attendee numbers reaching nearly 10,000 students.
- We hosted a Stemettes event in collaboration with Intel during Engineers Week. Female 2nd level students from schools in County Kildare were shown how to design and create their own app as part of a fresh initiative to inspire and encourage the next generation of young women to get involved in STEM.
- The Young Engineers Award (2018/2019) was presented to the winning school in Cobh in Cork by Engineers Week Ambassador, Orla Murphy (whose day job is an Engineering Quality Transformation Manager at Jaguar Land Rover). See front cover of this report for a photograph of this event.
- We distributed over 100 Curiosity Boxes to schools throughout Ireland. The boxes contain hands-on activities to help primary school children explore the world around them.
- We introduced two new industry Engineering Your Future programmes and involved two new colleges – Dublin City University and TU Dublin (Blanchardstown Campus).
- We hosted a Whizzkidz workshop in our offices: On International Women in Engineering day, 60 primary school students aged 10-11 years had the opportunity to explore engineering through a Sketch Up workshop, learning about 3D design techniques and the engineering design process.
- We hosted two student webinars to classes participating in the Young Engineers Award. Tom King, Dromone Engineering delivered excellent points about confidence and using maths and Adrienne Houghton, Dublin City Council, Traffic Division had some great traffic simulations and videos. Over 3,000 students watched live and over 500 on demand.
- STEPS trained over 228 volunteer engineers at 16 workshops to visit schools taking part in the Young Engineers Award 2019.

## 2019 STEPS highlights in numbers include:



**826 STEPS Engineers Week events** in 2019, involving **99,693 people** – a 29% increase in participation on 2018



**110 primary school visits** took place as part of the STEPS Young Engineers Award



STEPS Engineering Your Future involved **452 transition year students** in **17 colleges/industry**



**1,937 Brownies** and **1,067 Girl Guides** achieved their engineering badge



## Recognition and awards

Each year the organisation recognises the achievements of engineers and organisations that have demonstrated exceptional engineering skills.

The Excellence Awards which marked its 10<sup>th</sup> anniversary in 2019, the Maintenance and Asset Management Awards (MEETA) and the Innovative Student Engineer of the Year were three occasions throughout 2019 where ingenuity was rewarded. As well as identifying leaders within the industry, the awards celebrate the invaluable contribution the engineering profession makes to society.

Since its foundation in 2010, the Excellence Awards event has had ESB as its Title Sponsor. Siemens Ireland is the sponsor of our Innovative Student Engineer of the Year. The list of 2019 award winners for both of these ceremonies and also for the MEETA Awards is provided below. Engineers Ireland is most grateful to all our sponsors.

## Excellence Awards, Friday 15 November 2019 (10<sup>th</sup> anniversary year)

InterContinental Hotel, Dublin | Held in association with ESB

### AWARD WINNERS

#### President's Award, sponsored by CRH

- Tom Costello, Chartered Engineer, Head of Construction at IPUT

#### ESB Outstanding Contribution to Engineering Award, sponsored by ESB

- Martin Naughton, Chartered Engineer, Chairman of the Shareholder Supervisory Board of the Glen Dimplex Group

#### ESB International Engineer of the Year Award, sponsored by ESB International

- Connor McGrath, Chartered Engineer, Project Engineer at Arup

#### Innovative Student Engineer of the Year Award, sponsored by Siemens

- Brothers Nick and Jack Cotter, for their initiative, The Cotter Crate

#### Best Presentation Award, sponsored by Griffiths & Armour and Beale & Co

- Lean Management Systems applied to Hyper-scale Data Centre Construction. A breakfast briefing by Fiachra Ó Muíneacháin, Kevin McHugh, Stephen Walls and Pat Egan of MACE Technology (Ireland) Ltd. Nominated by: Project Management society

#### Sustainability Award, sponsored by Irish Water

- Fernhill Park & Gardens by Arup and Dún Laoghaire Rathdown County Council

#### Geoscience Ireland Award, sponsored by Geoscience Ireland

- GFG Alliance, Overburden Beneficiation Plant SIMEC Mining by CDE Meta

#### Heritage and Conservation Award, sponsored by the OPW

- Swords Castle – East Tower Consolidation by Fingal County Council, David Kelly Partnership and CORA Consulting Engineers

#### Local Authority Engineering Initiative Award, sponsored by Colas Bitumen Emulsions

Joint winners:

- Mary Elmes Bridge by Cork City Council, Keating and Arup
- East Tip Haulbowline Island Remediation Project by Cork County Council, RPS, PJ Hegarty & Sons and the Department of Agriculture, Food and the Marine

#### Engineering Education Award, sponsored by Accenture

- EDGE Programme by CONNECT Centre at Trinity College Dublin

#### Continuing Professional Development (CPD) Employer of the Year Award, sponsored by Enterprise Ireland and IDA Ireland and supported by the Department of Education and Skills

- H&MV Engineering

#### Chartered Engineer of the Year Award, sponsored by Arup

- Dr Cristina Paduano, Chartered Engineer, B-Fluid

#### Engineering Project of the Year Award, sponsored by Transport Infrastructure Ireland

- East Tip Haulbowline Island Remediation Project by Cork County Council, RPS, PJ Hegarty & Sons and the Department of Agriculture, Food and the Marine

## MEETA Awards

Engineers Ireland celebrated excellence in the fields of maintenance engineering and asset management at its annual MEETA (Maintenance, Engineering, Environment and Technology Association) Awards, which took place at the Herbert Park Hotel, Dublin on 14 November 2019.

The awards recognise the ingenuity shown by those in maintenance and asset management in providing value to their companies and are an initiative of Engineers Ireland's MEETA society, a special interest group for maintenance, reliability and asset management practitioners.

The event was attended by the President of Engineers Ireland, Marguerite Sayers and Caroline Spillane, Director General. They were joined by the Chair of the MEETA society Joe O'Sullivan, and Ray O'Neill, Managing Director of the event sponsor, ESS Ltd. John Coleman and other members of the MEETA Society were in attendance.

The winners of our MEETA Awards 2019 were:

- **Overall Industry Award:** Shonah Mullins from Takeda (Dunboyne) for the project, Deployment of a Next Enterprise approach to Asset Management
- **Maintenance Technology Category winner:** Gerard Grace from Zimmer Biomet for the project, Improved Reliability of Schutte grinding process
- **Health and Safety Category Award:** Owen Wilson, Gas Networks Ireland, for the project, Hazcon Application
- **Management Category Award:** Derek Murtagh, MSD Biotech, Dublin for the project, Project Asset Management Strategy

- **Environment Category Award:** Shane O'Neill, BMS Cruiserath for the project, Water for Injection Reduction in BMS
- **Student Award:** Overall winner: Shane Guerin, a graduate of Cork Institute of Technology. Level 8, Mechanical Engineering Degree project

On the evening our President Marguerite Sayers, highlighted the new Sean Hennessy Perpetual Trophy which was presented for the first-time to the overall MEETA Industry winner in memory of the late Sean Hennessy, one of the founding members of MEETA.

The trophy was designed by artists from the National Sculpture Factory in Cork. The largest single element on the trophy - the salmon of knowledge - represented Sean's passion for learning and transfer of knowledge. This was his abiding motivation in his work for MEETA and was exemplified by his active encouragement and support of others. Our President extended a special welcome to Sean's wife Noreen and members of his family who also attended the Awards.



Limerick brothers Nick and Jack Cotter are pictured with Shirley McDonald, Associate Director of Membership at Engineers Ireland and Gary O'Callaghan, CEO of Siemens, having been presented with the Engineers Ireland Innovative Student Engineer of the Year Award 2019, sponsored by Siemens. The award, now in its 21<sup>st</sup> year, is an annual competition that focuses on showcasing innovation excellence amongst engineering third-level students across Ireland. The LIT and UL students were awarded top honours for their innovative lamb handling system that facilitates the quick, safe, easy and accurate administration of vaccines, doses and drenches to lambs from 3 weeks of age.

## Research and policy

Engineers Ireland strives to be the progressive, forward-thinking authority and relevant voice on a range of priority issues linked with engineering in Ireland.

Our research, policy and public affairs work is dedicated to developing evidence-based solutions for the benefit of Irish society, influencing public policy and building the profile of the engineering profession.

This year, our advocacy focused on housing, planning, climate action, skills shortages, the future of engineering education and Brexit. We engaged with members and industry partners to develop positions in these areas and brought our recommendations to Ministers, politicians, advisors and the media.

For example, in January and February 2019, Engineers Ireland hosted workshops in Dublin and Galway to develop submissions to the Regional Spatial and Economic

Strategies (RSEs), which will shape regional and local planning for years to come. The workshops featured presentations by Regional Assembly staff followed by Engineers Ireland member discussions and debate. Our submissions (available on our website) emphasised the importance of effective regional development, climate action, infrastructure and housing.

### Engineering barometer and critical skills

*Engineering 2019: A barometer of the profession in Ireland* is our second annual report on engineering employment, perspectives and education. It is based on an employer survey, member survey and public poll (conducted by Behaviour & Attitudes). The major themes of this year's report were continued employment growth and high public confidence in the profession, but also serious skills shortages. *Engineering 2019* was launched during Engineers Week 2019

in March at our offices on Clyde Road by Minister for Education and Skills Joe McHugh TD and was later presented to President Michael D. Higgins.

Our advocacy on skills shortages over the last three years bore fruit with the addition of civil engineers and mechanical and electrical engineers with BIM capabilities to the Government's Critical Skills List. This opens up employment permits for these engineers from outside Europe and, while engineering employers still have some concerns about employment permit processes, this reform has eased some of the impacts of skills shortages. The evidence base we provided was acknowledged by the Minister for Department of Business, Enterprise and Innovation, Heather Humphreys TD.



## Engineers' priorities for Local Elections 2019

Given the importance of engineers to the functions of city and county councils, we produced a brochure of *Engineers' Priorities for Local Elections 2019* in May. We highlighted engineering evidence and five key actions for candidates and voters to consider:

- Provide safe and sustainable homes and other buildings
- Plan for the future, implement the objectives of *Project Ireland 2040*
- Take urgent action to achieve the Sustainable Development Goals (SDGs) and reduce GHGs
- Provide sustainable and connected travel facilities and services
- Get ready for the future of work, life and learning

The brochure was circulated to 1,440 election candidates, sitting councillors, TDs and Senators. We asked our members to use their voices to raise these priorities. Peter Quinn, President (2018-2019 session) visited our Local Authority members over the past year and wrote an op-ed article on the election for the *Engineers Journal*: *Councillors' choices over the next five years will be felt for a generation*.

## State of Ireland: housing and infrastructure

In June, we launched *The State of Ireland 2019: A review of housing and infrastructure*. Our expert advisory group allocated housing a 'D' grade – stating that the capacity, condition and connectivity of Ireland's housing is of serious concern and requires immediate action. The report presents 100 actions to future-proof Ireland's built environment, bringing together actions on housing, climate action and infrastructure.

The *State of Ireland 2019* was based on the deliberations of an expert advisory group of engineers and related housing professionals, including CEOs of State bodies and Local Authorities, consulting engineers, home builders, academics and other Engineers Ireland members. Our recommendations included: a coordinated approach to land and infrastructure, a roadmap for retrofitting, revitalising our rural towns and villages, and promoting new technology and attractive careers in construction.

The report was launched by Fr Peter McVerry at an event which also featured an address from our President Marguerite Sayers, and contributions from John Moran (Chairperson, Land Development Agency), Frank Curran (Chief Executive, Wicklow County Council) and Eugene Lynch (Chief Executive, McAvooy Group).

The report received widespread media coverage and for further detail, read the section overleaf on media engagement in 2019. Engineers Ireland held follow-up meetings with ministers, other politicians, policy advisors and State agencies to campaign for the implementation of our recommendations.

## Oireachtas Housing Committee

Later in the year, we appeared at the Oireachtas Committee on Housing, Planning and Local Government on the pre-legislative scrutiny of the general scheme of the Land Development Agency Bill 2019. Engineers Ireland's Director General, Caroline Spillane, and Past President, Dr Kieran Feighan welcomed the general scheme of the Bill which establishes the Land Development Agency (LDA) on a primary legislative basis.

However, they emphasised that "the LDA must have a strong legislative mandate, should be well governed and adequately resourced in terms of funding and expertise to grasp these opportunities for environmental, social and economic transformation".

The Engineers Ireland representatives presented five recommendations for the Bill:

- Clarity on institutional relationships
- A coordinated approach to infrastructure development
- Compulsory Purchase Order powers
- An explicit focus on developing sustainable communities and quality homes
- Resources and professional competence

You can watch the playback of the proceedings on the Oireachtas website.

## Construction and Brexit

Engineers Ireland is represented on the Construction Sector Group by our

Director General, Caroline Spillane, providing a voice for the engineering profession at the highest levels of Government. The Group is tackling major issues for the construction sector, including the delivery of *Project Ireland 2040*, capacity in the sector and productivity. We are advocating for the establishment of a Construction Innovation Centre of Excellence and we are engaging with the Office of Government Procurement on the reform of public procurement, including the Capital Works Management Framework.

Over the past year, one of the biggest challenges for the construction sector, and the country as a whole, was Brexit. A particular concern was the impact of a potential 'no deal' Brexit on the Construction Products Regulation, where UK 'notified bodies' would lose their legal status to perform assessments of products leading to the 'CE' marking. We worked with the Department of Housing, Planning and Local Government which produced a leaflet on the Construction Products Regulation.

We published a *Getting Brexit Ready* page on our website to signpost information and services available to help members to manage Brexit risk. This included our Agreement with the UK Engineering Council to maintain the recognition of qualifications thereby enabling the mobility of engineers post-Brexit. (See also Strategic Goal 3). Other guidance was provided on trading with the UK and applying for an EORI number.

## Additional €800 million for infrastructure in Budget 2020

In October, we welcomed the €800 million increase in capital expenditure to €8.1 billion in Budget 2020, a recommendation within our own Pre-Budget Submission to the Minister for Finance and Public Expenditure and Reform. We argued that it is essential that this increase takes place regardless of the outcome of Brexit. In fact, in the event of a 'no-deal Brexit' capital investment would help to stimulate the economy.

Our top five recommendations for Budget 2020 were:

- Implement *Project Ireland 2040* investment commitments, bringing capital expenditure to €8.1 billion.
- Achieve value-for-money in capital spending through reform of

infrastructure policy, planning and delivery.

- Take urgent climate action by progressing critical enablers for renewable energy, electric vehicle adoption and retrofitting.
- Build safe and sustainable homes, retrofit the existing housing stock and support productivity and innovation in construction.
- Prepare now for the future of work, life and learning by investing in education, re-skilling and R&D.

These priorities shaped our campaigning in the run up to a General Election, which followed in 2020.

### The future of engineering education

We held the Engineering Education: Future skills, standards and mobility conference on 30 October, to examine the future of engineering education in Ireland and internationally. Engineers Ireland welcomed delegates from seven universities, seven institutes of technology and 19 engineering organisations to Clyde Road. An impressive array of speakers addressed the impact of global challenges on engineering skills, including the UN SDGs, digitalisation and the future of work.

Conference attendees heard from presidents of four European engineering organisations: Sveriges Ingenjörer (Swedish Association of Graduate Engineers), European Society for Engineering Education, European Federation of Consulting Engineering Associations and the European Network for Accreditation of Engineering Education. The conference also showcased EU-funded research projects on engineering education and engaged attendees on the future of Engineers Ireland's accreditation process. A recording of the conference is available on Engineers TV.

### World Bank, European Commission and International Energy Agency

Throughout 2019, Engineers Ireland partnered with the World Bank for the highly-influential *Doing Business* project, which benchmarks business regulations in 190 economies worldwide to identify good practices and eliminate obstacles to doing business. For two of the five indicators, 'Dealing with Construction

Permits' and 'Getting Electricity', we identified engineering contributors on the operations, regulations and costs for building and obtaining electricity for a defined case study warehouse.

In November, the results were published in the *Doing Business in the European Union 2020: Greece, Ireland and Italy* report, which supports the reforms of local, national and international policy-makers. This partnership complemented our other high-profile contributions to the European Commission's *Country Report Ireland 2019* (published in February) on infrastructure and to the *International Energy Agency's Ireland 2019 Review* (published in April) on energy policy.

### Climate action as a focus for research and policy

Marguerite Sayers delivered her Presidential Address on *Climate Change – Engineering to Fix It – or Live with it*, highlighting the interplay between climate change, global infrastructure and the role of engineers. She also wrote an op-ed for the Irish Independent, 'It has taken the young to shake our apathy on global warming':

*"The climate-change crisis is a call-to-action for engineers in Ireland and across the world to use their ingenuity and problem-solving abilities to tackle the greatest challenge ever faced by modern humanity. I am appealing for colleagues in all facets of engineering to apply their innovation skills to climate change as an urgent focus for 2020."*

Throughout 2020, climate action will be an urgent focus for Engineers Ireland research, policy and public affairs.

### In 2019 Engineers Ireland was represented on the following groups/bodies (national and international)

- Construction Industry Council – by Director General, Caroline Spillane, Registrar, Damien Owens, Deputy Registrar, Dr Richard Manton and member, Cormac Bradley.
- Construction Sector Group – by Director General, Caroline Spillane.
- European Network for Accreditation of Engineering Education – by Registrar, Damien Owens (who is its President).

- Fédération Européenne d'Associations Nationales d'Ingénieurs, (FEANI) – by Registrar, Damien Owens.
- FEANI, European Monitoring Committee – by member, Dr Keith Sunderland.
- Gender Balance in STEM Education, Advisory Group – by CPD and STEPS Director, Dee Kehoe.
- International Engineering Alliance – by Registrar, Damien Owens, (who is its Chair).
- Quality Qualifications Ireland, Consultation Group – by Registrar, Damien Owens.
- Waste Action Plan for a Circular Economy, Advisory Group – by member, Warren Phelan.

### Media engagement

As part of the organisation's Communications Strategy, we strive to proactively position Engineers Ireland as the go-to leading voice for engineering related matters with Government, media and other stakeholders. News flow and actual media product are key persuasive factors when it comes to emphasising the value and importance of engineering and the far-reaching work our member-engineers.

Engineers Ireland was extensively featured in print, broadcast and online media throughout 2019.

In advance of and during Engineers Week 2019 (2 – 8 March), Engineers Ireland received a large volume of national coverage across broadcast and print outlets. In the lead up to Engineers Week, our CPD and STEPS Director, Dee Kehoe and Registrar, Damien Owens, were interviewed on regional radio, with Damien Owens also interviewed on RTÉ's Drivetime with Mary Wilson. During Engineers Week, the winners of the STEPS Young Engineers Award were featured on the front page of the Irish Examiner and our Director General, Caroline Spillane was interviewed on the Breakfast Briefing on Newstalk 106 and Drivetime on RTÉ Radio 1 regarding our publication *Engineering 2019*. Caroline Spillane and one of our spokespersons, Clare Duffy, were also interviewed on Ireland AM in relation to Engineers Week and International Women's Day.



A large volume of coverage was also achieved for our series of Fora, under the theme of One Society, Our Contribution, in Kilkenny, Dundalk and Sligo. In the lead up to the Applied Artificial Intelligence Forum and Technical Conference in Kilkenny, member Dr Glen Collins, and conference director, took part in interviews with Newstalk 106, The Times (Ireland Edition), Community Radio Kilkenny City, KCLR and South East Radio. Regional print coverage was achieved for the Future Energy Forum in Dundalk, while our President Marguerite Sayers was interviewed by Adam Maguire on RTÉ's Morning Ireland ahead of the Future Transport Forum at IT Sligo. Marguerite also participated in an interview on RTÉ television for the News at One and participated in a regional interview on Ocean FM.

The launch of *The State of Ireland: A review of infrastructure in Ireland* report on 26 June also achieved a high level of coverage. The report was mentioned on RTÉ's Morning Ireland news and President Marguerite Sayers was interviewed by Newstalk News, RTÉ Television (shown on the 1pm and 6pm news), The Keith Finnegan Show on Galway Bay FM, Ivan Yates (Newstalk) and the Matt Cooper Show (Today FM). Online coverage was achieved in the Irish Times, Independent, Examiner and on RTÉ online. Print coverage from *The State of Ireland* report launch appeared in the Irish Times, Irish Examiner, Irish Daily Mirror and Irish Sun on 27 June,

with further coverage appearing in the Irish Examiner on 30 June. Coverage was also achieved in August with regards to CAO options and Leaving Certificate results, with Registrar Damien Owens being interviewed on RTÉ's Drivetime and in Silicon Republic.

The Engineers Ireland Excellence Awards, held in association with ESB, also achieved coverage. For example, the 2019 winners of the Innovation Student of the Year Award – Limerick's Nick and Jack Cotter – were pictured in the Irish Examiner (quarter page). The Irish Independent farming supplement, Argiland, Agritech and the Limerick Post also carried the story of the enterprising brothers. Throughout October there were some regional and specialist news stories highlighting the initiatives shortlisted for the 2019 Engineers Ireland Excellence Awards. For example, those shortlisted were highlighted in The Longford Leader, Afloat, The Cork.ie, Dublin People, Southern Star and Clare FM. In advance of the awards night on 15 November, Caroline Spillane was also interviewed on RTÉ's Morning Ireland and for RTÉ News at 1pm.

### Marketing plan

Throughout 2019 we have built on the refreshed brandmark, building consistency in the production of support material and communications, while elevating the importance of our strong parent brand values.

We invested resources in our regular communications to keep our members updated, equating to over 2 million email dispatches, of the Connect newsletter every month, the Engineers Journal every fortnight and weekly editions of the Events Brief and the Jobs Desk emails.

Our Engineers Journal is a key member benefit and continues to grow from strength to strength with its long form articles and views across the spectrum of engineering. It features current engineering news stories, proving to be a positive and convenient resource, helping members to stay current with the latest reports. Some of the most read stories in 2019 included articles about effective leadership and on inventions going viral.

Our information share also featured an information-filled member renewal pack, including the Engineers Ireland Digital Yearbook.

Sharing our information continues to be supported by our consistent activity on social media, with increased engagement on LinkedIn, Twitter and Facebook. All these activities are focussed on guiding our audience to a more contemporary and engaging website, which will better service our membership and the profession.

## Engineers Ireland Social Media Followers\*



\*These statistics are from April 2020

# Strategic Goal 2

Support and grow our membership and collaborate with them to enable their professional progression both in Ireland and abroad. Encourage and educate the future generations of engineers.



Membership profile in 2019

## 25,196 members

Fellows

**1,449**

Honorary Fellows

**20**

Chartered Engineers

**7,322**

Associate Engineers

**188**

Engineering Technicians

**40**

Members

**8,801**

Technicians

**279**

Affiliates

**425**

Students

**6,659**

Companions

**13**





# Strategic Goal 2

## Growing our membership

Engineering as a profession is changing rapidly. Today's engineers work with a wide range of technologies, operate in global teams and are valued as innovators, technical experts and as business leaders.

Skills shortages were a critical issue across all engineering disciplines in 2019. The Membership Team worked to connect graduates and global engineers with engineering companies. In 2019, 38% of our new members were global engineers and we expanded our Global Engineer Event series into the regions to celebrate the impact that engineers from all over the world are having in every corner of Ireland. One of our core objectives is to grow and diversify our membership base from students and recent graduates, to engineering professionals and senior managers. In 2019 we worked to broaden and increase our membership base in our core sectors, and in growth sectors such as Energy and Environment, Life Sciences (Chemical, Process and Biomedical) and Advanced Manufacturing.

The Membership Team also had an extensive programme of engagement with students undertaking undergraduate engineering programmes in Third Level Institutions throughout Ireland, including through the Siemens Innovative Student Engineer of the Year award and Student Industry Engagement Evenings. This work was done in collaboration with our network of academic advocates at Third Level, who supported the growth of 2,000 additional new student members during 2019.

### Connecting and empowering

#### Our Regional branches, Engineering divisions and Societies 2019

Our community is built on our Sectors - a network of Regional branches, Engineering divisions and Societies that facilitate knowledge sharing amongst its members in a way that is relevant, flexible and local.

Our 12 Regional branches connect Engineers Ireland members around the country and overseas, from Donegal to Cork and from London to Melbourne. Our Engineering divisions represent our members in all disciplines of engineering from Civil to Biomedical to Energy, Environment and Climate Action; while our Society network represents special interest groups within the engineering disciplines.

It is through our Sectors that our members will continue to interact with each other and the staff of Engineers Ireland to ensure a worthwhile and engaged membership experience. This is only possible thanks to the commitment of our 32 Sectoral Committees, numbering circa 500 members, who volunteer so much of their time to ensure that their Sector provides a full programme of lectures, site visits and networking and social opportunities to our members - all of which is supported by the Sectoral Engagement Team in Clyde Road.

The strength of our Sectors can be seen in its heritage. In 2021 the Cork Regional branch will celebrate its 80<sup>th</sup> anniversary with other branches dating back many decades also. This heritage can also be seen in terms of the countless papers presented to audiences over many years both in Clyde Road and around the country. These papers are now part of the Architectural Archive housed in the state-of-the-art facilities in Merrion Square in Dublin and are open to the public.

In 2019 our sectors hosted 312 events that were attended by over 17,500 attendees (an increase on 2018 of over 3,000) resulting in 417 free CPD hours. Fifty-two of these evening presentations were webcast live, with over 1,400 live

views. Many of these have been recorded and are now archived on our website in Engineers TV, providing a valuable resource for members.

Policy formulation is also a key activity amongst our Sectors. With the assistance of Engineers Ireland's Policy Officer, more policy papers are being developed and discussed at both Executive Board, Council and Liaison Committee meetings.

The most important topics pertaining to our Sectors are the reserve of the Liaison Committee. Chaired by Vice-President Maurice Buckley, this collective of representatives meets three to four times each year.

Our Sectors are also expanding to reflect the needs of members to encourage even further collaboration. Our Young Engineers Society, which supports the professional and personal development of young engineering professionals and students, has now grown from its Dublin base to have branches in Cork and Thomond.

### Conferring of Registered Professional Titles

The Engineers Ireland registered professional titles - Fellow, Chartered Engineer, Associate Engineer and Engineering Technician - provide peer reviewed and internationally recognised formal recognition of our members' professional competence.

The title, for example, of Chartered Engineer, which we celebrated in 2019, marking the 50<sup>th</sup> anniversary of the awarding of the title in the Republic of Ireland, is an accolade associated with the very best of the engineering profession. The formal conferring of parchments confirms the successful

demonstration of members' engineering formation and their competence to practice professionally.

Achievement of these titles is a career milestone for our members and one which we mark with formal conferring events, presided over by our President.

In 2019, we held 10 conferring events where a total of 185 members were presented with their parchments and pins by Peter Quinn, President (2018-2019 session). Events were held in London, Trim, Belfast, Kilbeggan, Cork, Galway, Limerick and Clonmel where 84 of those 185 members were conferred. The National Conferring of Registered Professional Titles event took place in Dublin at the Radisson Blu, St Helen's Hotel on 15 May where 101 conferees and their guests enjoyed a very special occasion celebrating the achievement of their registered professional titles. On the evening, presided over by Peter Quinn, President, (2018-2019 session), 82 new Chartered Engineers were conferred and 11 Fellows with an additional six Fellows by Presidential Invitation.

Two Honorary Fellowships were also conferred on the night including to Fr Peter McVerry, S.J. who we are privileged to include in the Engineers Ireland Roll of Honorary Fellows. Congratulations to all those conferred throughout 2019.

### The Professional Review Process

Engineers Ireland received approximately 370 applications for registered professional titles in 2019. The Engineers Ireland professional review process, both Phases 1 and 2, is instrumental in maintaining and improving the standard of young, upcoming engineers. This ensures that the Irish engineering profession can be proud of its world-class reputation. Our 400 volunteer interviewers and assessors are an integral and vital part of this process.

### Continuing Professional Development Accredited Employer Standard

The Engineers Ireland Continuing Professional Development (CPD)

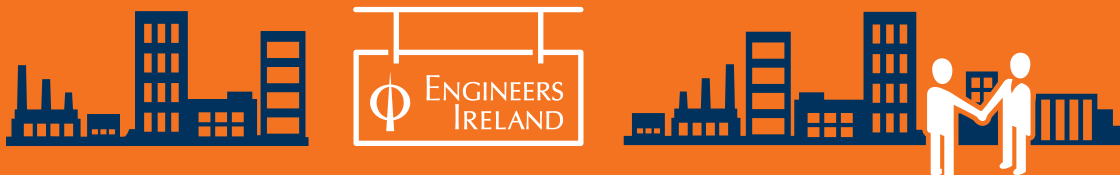
Accredited Employer Standard is supported financially by the Department of Education and Skills. The standard is promoted amongst engineering-led organisations, providing a framework to assist with the strategic deployment of learning systems and processes to develop a competitive advantage.

By the end of 2019, 116 active organisations across all sectors of engineering had successfully achieved the standard. This included seven organisations that gained accreditation to the CPD Standard for the first time and 36 organisations that were re-accredited, following a monitoring and review process which ensures high standards and ongoing added value for the organisations involved.

The winner of the 2019 CPD Accredited Employer of the Year Excellence Award was H&MV Engineering. They were announced as the winner at our Excellence Awards event in Dublin in November 2019.

## Our Regional branches, Engineering divisions and Societies combine to offer members:

- **Networking opportunities** with other engineering professionals
- A wide range of **free-to-attend lectures** and **events** to maintain CPD
- A **catalogue** of recorded webinars and publications
- Access to CPD **training events**
- **Volunteer opportunities** to promote engineering as a career
- **Opportunities** to share your own **knowledge** and **expertise** with members
- **Opportunities** to support fellow members in their career progression
- Links to **Engineers Ireland's Council**







## Establishment of our Chartered Engineer Title - 50th anniversary year

The establishment in Ireland 50 years ago of the professional title of Chartered Engineer, was honoured by the organisation throughout 2019.

The passing of an Act of the Oireachtas in 1969 provided for the establishment of this registered professional title which is internationally recognised and, under Irish Law, certain engineering work is reserved for Chartered Engineers. Within the Republic of Ireland, Engineers Ireland is the sole authority to award the title.

In addition to the establishment of the title, the Act of the Oireachtas in 1969 also provided for the merger of two engineering bodies, Cumann na nInnealtóirí (The Engineers Association) and the Institution of Civil Engineers of Ireland (ICEI), into one more wide-ranging organisation, to represent the engineering profession in Ireland titled The Institution of Engineers of Ireland or Cumann na nInnealtóirí – now trading as Engineers Ireland.

The 50th anniversary year was inaugurated at a special commemorative event on 9 January at Clyde Road by Peter Quinn, President (2018-2019 session), where he also launched the publication *Called to Serve 2*. This publication captures the annual addresses made by Engineers Ireland's Presidents from 1969 to 2018. Its author is Dr Ron Cox, Fellow and former Dean of Engineering at Trinity College Dublin.

Dr Ron Cox was also the conveyor of our special 50th Anniversary Commemoration Committee. Other members were Dr Finbar Callanan, (former President and Director General), Orla Lonergan and Murt Coleman. Fifty years ago, Ron Cox was a member of the Provisional Council of the Institution in 1968-1969 – an instrumental group of people that worked on behalf of the profession, steering reunification in those foundation years. Additionally, Finbar Callanan chaired the Joint Executive Committee which coordinated the unification.

The milestone year, which had its own special brand mark, was highlighted at the President's Ball, National Conferring, during Engineers Week 2019 and at the Excellence Awards – where Dr Ron Cox was applauded as one of Ireland's first Chartered Engineers. Our Thomond region organised a commemorative event in the University of Limerick with keynote speaker, Pat Breen TD, Minister for Trade, Employment, Business, EU Digital Single Market and Data Protection.

In September, Past Presidents, Fellows, winners of our Chartered Engineer of the Year title and leading academics joined Marguerite Sayers, President and Caroline Spillane, Director General, at the Shelbourne Hotel for a commemoration evening. Professor Jane Grimson, the first female graduate of engineering at Trinity College Dublin and the first female to hold the title of our President, delivered a thought provoking after-dinner speech and was joined by Dr Finbar Callanan who shared his reflections on the past 50 years of the organisation. (See photographs of this September event on pages 7 and 36).

# Strategic Goal 3

Ensure the standard and competence of our members is regarded as world class. This will be supported by progressing our continuing professional development (CPD) policy.



Every year engineering firms receive our CPD Accredited Employer Standard in recognition of their continuing professional development strategy. Purcell Construction was awarded the title on 17 July 2019. Founded in 1988, they are a leading Irish building contractor with offices in Galway and Dublin. Pictured from Purcell Construction, receiving our parchment (in recognition of the standard) from the Director General of Engineers Ireland, Caroline Spillane are: (left to right), Contracts Director, Nigel Tighe, Project Coordinator, Alan Lawless, Managing Director, Michael Bane and Construction Director, Gerry Dolan.



# Strategic Goal 3

## Engineers Ireland's vision statement is 'a community of creative professionals delivering solutions for society.'

Implicit in the term professional is the competence of the individual to perform a particular role. It is our duty by statute to ensure Irish engineering programmes that produce graduates, meet the standards that are recognised internationally. We also need to make certain that they can chart a smooth path for that graduate to achieve a professional title.

To ensure our members' qualifications are recognised around the world, we engage with correspondent organisations overseas, and standards' bodies both at a national and international level.

For engineers in the workplace, we provide relevant, accessible and affordable training courses, seminars, conferences and e-learning programmes, to ensure that our members continue their professional development, staying abreast of technical advances in their specific specialist area.

### Brexit

For many years Engineers Ireland has had mutual recognition agreements with overseas professional engineering institutions (PEI), especially in the UK. In recognition of the importance of the mobility of the profession with the UK, our Registrar initiated negotiations with the Engineering Council in the UK to put in place an agreement called the Access Pathways Agreement to continue recognition of engineering professionals post-Brexit. This Agreement was signed in December 2018.

This Agreement, put simply, ensures that engineers who apply, are assessed, and who achieve a registered professional title from Engineers Ireland, will continue to have that registered title recognised if they seek work in the UK post-Brexit. Correspondingly, engineers in the UK, that receive a professional title from one of their 35 professional engineering organisations, will have that title recognised if they wish to come to work in the Republic of Ireland.

The Access Pathways Agreement is in operation and has already facilitated our members' mobility. Other professional organisations in Ireland are looking to this model to address their Brexit mobility concerns. It should be noted that any EU-UK negotiations on the recognition of professional qualifications may impact on the Agreement.

### International matters

#### Fédération Européenne d'Associations Nationales d'Ingénieurs (FEANI)

Dr Keith Sunderland, Membership and Qualifications Board of Examiners, attended meetings of the European Monitoring Committees.

#### European Network for Accreditation of Engineering Education (ENAAE)

- Our Registrar attended the General Assembly in Madrid in October. The Registrar was elected as President of ENAAE for the term 2019-2020, a reflection of standing and work of Engineers Ireland in the accreditation community.
- Cyril Burkley undertook an assessment review of FINEEC (Finland) for ENAAE. His term in office as the Engineers Ireland representative on the ENAAE Label Committee was extended by one year.
- Engineers Ireland was assessed for a EURACE review during visits to UCD and TU Dublin.

- Our work in EURACE continued this year with approximately 20 programmes awarded the EURACE label, (i.e. the European quality label for engineering degree programmes at Bachelor and Masters level).

The Registrar also presented a paper at the World Engineering Convention in Melbourne during November, chaired a review visit to City University Hong Kong and attended one meeting of the Accreditation Board of the Hong Kong Institution of Engineers.

#### International Engineering Alliance (IEA)

- Damien Owens (Registrar) was elected to the position of Chair of the International Engineering Alliance (IEA) for 2019-2021.
- Cyril Burkley undertook a review of the Engineering Council (UK) under the Washington Accord.
- Peter Roche undertook an assessment review of Engineers Australia for the Dublin Accord.
- Paul Sheridan carried out a Washington Accord review of India.
- Engineers Ireland supported Kivi Niria (Netherlands) for the International Professional Engineers Agreement.
- The IEA meetings in Hong Kong were attended by Richard Manton (Deputy Registrar), Shirley McDonald (Associate Director, Membership) and Damien Owens (Registrar).

- A mid-year workshop to progress amendments to the accords and agreement was held in Singapore in December.

The next IEA meeting is in Ireland in 2021. The 2020 meeting scheduled for South Africa was cancelled.

### Accreditation of engineering education

Engineers Ireland accredits engineering education programmes at Levels 6-9 on the National Framework of Qualifications in Universities and Institutes of Technology in the Republic of Ireland. A rolling series of accreditation visits continues annually, alongside ongoing assessment of programmes that meet the competences required for professional title status.

The Terms of Reference for our Accreditation Board require the Board to report to the Executive Board in respect of the accreditation of engineering and technology academic programmes, as provided for in our Charter and amending legislation.

The Accreditation Board met on four occasions during 2019. Fifty-two programmes were accredited during the year, involving [Dundalk Institute of Technology (Dundalk IT); Galway Mayo Institute of Technology (GMIT); Institute of Technology Carlow (IT Carlow); Limerick Institute of Technology; (Limerick IT), National University of Ireland, Galway (NUI Galway); Technological University Dublin (TU Dublin) and the University of Limerick (UL), at levels 6, 7, 8 and 9 on the National Framework of Qualifications. The number of new and re-accreditations is double that of the previous year (26).

There were accreditation visits to seven Higher Education Institutes (HEIs) during 2019 (GMIT, IT Carlow, Limerick IT, Letterkenny IT, TU Dublin, UCD, UL) covering 64 programmes. This represents a significant increase on the 39 programmes covered in 2018 and 22 programmes in 2017. Eighty-five volunteer members from academia and

industry supported the accreditation visits (up from 52 in 2018).

We are now experiencing larger and more complex visits where 10+ programmes are being presented for review. This poses logistical challenges in terms of attracting volunteers with specific expertise and resources for the processing of the post-visit reports.

A review of the accreditation criteria and procedure commenced with workshops at our Engineering Education: Future skills, standards and mobility conference opened by our President, Marguerite Sayers and held at Clyde Road on 30 October. Online consultations were also organised with industry and the engineering education community. A special issue of our Engineers Journal focusing on engineering education was published in December.

In conclusion, much valuable work has been achieved by our Accreditation Board during 2019. This would not have happened without the estimated 300+ workdays of expertise and commitment given by our Board and review panel members. A list of the Board members is provided in Section Three of this report.

### Continuing professional development for members

Delivering relevant training and learning to our diverse membership is a challenge and a training needs analysis survey was sent to all members in 2019. This gave us an opportunity to engage with our members and deliver the training events they need for their competence development.

In 2019, 3,457 delegates attended a total of 245 learning events, of which 57 were delivered as in-company training.

The 245 total learning events included 23 new specialist courses. Those specialist courses were:

1. Soil Logging to Eurocode 7
2. Introduction to Eurocodes 0&1
3. Management of Invasive Species in Ireland - Prevention and Biosecurity

4. Design and Lifecycle of Road Pavements
5. Mindfulness & Meditation: Tools & Techniques
6. Modelling Urban Drainage Risk
7. Implications of the New Temporary Traffic Management Legislation
8. Functional Safety and SIL for Instrument Technicians
9. Engineering for Offshore Renewables
10. Masterclass: SuDS - Hydraulic Assessment and Evaluation
11. IS 465 (MICA)
12. Geometric Road Design Pilot Programme
13. Critical Thinking for Engineers
14. Blockchain Fundamentals for Engineers
15. Masterclass: Evaluating SuDS Submissions to Meet Irish Planning Requirements
16. Practical Entrepreneurship for Engineers
17. Data Centres - Introduction to M&E Services
18. LV Power Distribution Design
19. Fundamental Lighting Course
20. Project Management for Capital Works
21. MV Power Distribution Design
22. Ground Investigations
23. Siemens Sitrain TIA Portal Service 1 Course (TIA-SERV1)
  - 57 in-company training courses (23 regionally)
  - 13 seminars (2 regionally)
  - 18 training events were held in Cork (6), Midland (5), Thomond (2), and the West (5).

We also partner with other organisations to deliver co-hosted training. In 2019 these partners included:

- The Centre for Project Management (CPM), University of Limerick
- The Association of Consulting Engineers of Ireland (ACEI)
- The National Institute for Bioprocessing, Research and Training (NIBRT)
- Diatec
- Chris Mee Group
- IChemE (The Institution of Chemical Engineers)
- Siemens
- Transport Infrastructure Ireland (TII)
- IBEC
- ESS Ltd

### Fora - One Society, our Contribution

Building on Engineers Ireland's network of Regional branches and the Government's Regional Assembly structure, three Regional Fora were held in 2019. The Fora concept aligned with Goal One of our organisational strategy of raising the profile of engineering and the voice of the profession and were themed One Society, our Contribution. The Fora, which were a 2019 trial and a new concept, aimed to create more outreach and engagement with members, than one national conference.

Taking place in Kilkenny (1 March), Dundalk (16 May) and Sligo (19 September) with over 400 attendees in total, the topics discussed were Applied Artificial Intelligence (Kilkenny), Future Energy (Dundalk), and Electric and Autonomous vehicles in a Connected Infrastructure (Sligo). The Regional branches involved in these very successful events were our South East, North East and North West branches respectively.

The President of Engineers Ireland attended all Fora which involved presentations, panel discussions, exhibits and refreshments.

The external goal of the Fora was to support the business performance of companies and engineering businesses in our regions through the provision of current knowledge and innovative practices at the business and engineering interface.

The Fora which were a collaborative effort with Clyde Road and our branches, aimed to provide attendees (members, non-members, business leaders, students and the public) with an opportunity to hear directly from influential game-changing leaders in business and in engineering.

### Future Professionals 2019

Our Engineers Ireland Future Professionals Series offers structured advancement to engineers through two strands of intense and challenging professional development. Both the CPD Certificate in Professional Engineering and CPD Diploma in Professional Engineering are accredited by TU Dublin as Level 9 programmes on the National Qualifications Framework. In 2019, the certificate course ran 10 times with 126 delegates; the diploma ran once with 14 attendees. A Fast Track programme also ran twice with 33 participants.

### CPD Policy and My CPD

In 2017 Engineers Ireland introduced a new CPD policy for our members. My CPD is an online recording tool that has been developed by Engineers Ireland to facilitate the recording of CPD activities by our members. This bespoke online tool went live as part of the new policy on 1 January 2017. My CPD allows members to refer to, download and print their CPD records throughout their career no matter where they are.

### Register of CPD training providers

The Engineers Ireland Register of Training Providers (RTP) supplements the core CPD programme provided directly by Engineers Ireland. The Register identifies further relevant and high-standard learning opportunities offered by external providers. In a situation where a specialist need arises, which our core CPD programme does not cover, we refer client companies and members to our on-line register of CPD training providers.



# Strategic Goal 4

Support and develop our People through developing a culture of leadership, learning and performance excellence.



Minister for Education and Skills, Joe McHugh TD speaking at the launch of our *Engineering 2019* barometer report in March. The major themes of the 2019 report were continued employment growth and high public confidence in the profession, but also serious skills shortages. *Engineering 2019* was launched during STEPS Engineers Week 2019 by the Minister and was later presented to President Michael D. Higgins by Peter Quinn, President (2018-2019 session).

# Strategic Goal 4

## Structure

In order to support the delivery of Engineers Ireland's strategic goals, the organisation's structure is regularly reviewed to ensure that it is fit for purpose. During 2019, the following changes took place:

1. Following a review of the Membership Growth and Development Team, two new roles were identified: Inside Sales Executive – to support engineers who are seeking membership to complete the final aspects of their application, and a Community Engagement Executive – to grow our relationship and membership with global engineers and students.
2. The role of CPD Training Team Leader was developed. The purpose of this role is to support the CPD Director and Associate Director in the delivery of the CPD strategy and the management of the CPD Training Team.

### Policies and systems

In early 2019, all core HR policies were reviewed and updated in line with new legislation and best practice. Two new policies were also rolled out; a Retirement Policy and a Safe Driving Policy. Promotion of the Flexible Working Policy continued with 23% of the workforce availing of some form of flexible working.

A new HR Information System was launched in December 2018, improving both employee data protection and offering an increased level of self-service and access to data for both employees and their line managers. During 2019, the focus was on raising awareness of the benefits of the system with employees, and supporting them in its usage, improving its functionality and 'bedding-in' the system.

### Standards and benchmarks

#### Excellence Through People

Engineers Ireland was successfully assessed against the revised NSAI 'Excellence Through People' Standard in July 2019. This is a business improvement standard. It is focused on continuously improving our HR processes and systems to support employee development and engagement

with the aim of providing a high level of support and service to our members.

The following five sections of the Excellence Through People framework were reviewed during the assessment:

1. Business planning and continuous improvement
2. Communication and collaboration
3. Leadership and people management
4. Learning and development
5. Human resource systems and employee wellbeing

Overall the NSAI report found that:

*'Engineers Ireland embraces the concepts outlined in the Excellence Through People Scheme. There appears to be a positive environment within the organisation, with the overwhelming majority of staff who were interviewed, reporting that they are happy in their jobs and that the organisation treats them fairly and with respect.'*

The assessor concluded that Engineers Ireland's human resource management systems and practices complied with the requirements of the standard and achieved Gold Certification.

### Employee Engagement

In line with our organisational values, we annually assess employee engagement levels. Employee engagement is a workplace approach, resulting in the right conditions for all members of an organisation to give of their best each day; committed to their organisation's goals and values; motivated to contribute to organisational success, with an enhanced sense of their own well-being. The Gallup Q12 survey has been used to measure employee engagement for the last three years (2017, 2018 and 2019). This provides the opportunity to measure and compare employee engagement year-on-year. In 2019 the organisation achieved an overall score of 4.03 out of a maximum score of 5. This represents an improvement on the scores for both 2017 and 2018. Engagement survey scores were shared with each team and all employees were engaged in action planning workshops to review survey feedback and to agree on actions that should be taken to maintain and/or improve employee engagement. Progress on these plans is a regular agenda item at Directorate Team meetings. A follow-up survey will be conducted in autumn 2020.



### Salary and benefits

Reward and recognition of talent is very important for employee engagement, attraction and retention. Salary benchmarking is conducted on an annual basis. In 2019 Engineers Ireland engaged BDO Consulting to conduct some market research and analysis of salary and employment trends. As part of this review, a sample of similar representative organisations and membership bodies were surveyed, and an analysis and examination of wider salary and employment trends was completed. Recommendations were reviewed by our Remuneration, Development and Nominations Committee and were approved for implementation in the 2020 remuneration budget.

### CPD planning and Leadership development

In line with our ethos of continuous improvement and in support of our business strategy, each employee

has a CPD plan agreed as part of the performance management and development process. CPD events throughout the year ranged from leadership development initiatives for our leadership team, to General Data Protection Regulation (GDPR) and mindfulness training for all employees. A number of employees are also being supported by Engineers Ireland to pursue professional qualifications relevant to their role. In line with Engineers Ireland's CPD Policy, each employee has a target of 35 hours of relevant CPD per annum. In 2019, employees achieved an average of 43 hours CPD per person.

### Health, safety and wellbeing focus

Health, safety and wellbeing of employees and visitors to our office at 22 Clyde Road continued to be a key focus on the Health and Safety Committee agenda for 2019. Health and Safety is now a mandatory item on all Council meeting agendas. There is an active Health, Safety and Wellbeing programme and there are

regular communications and events to promote safety and wellbeing. Regular risk assessments are conducted, and actions taken to mitigate any risks identified. There is an Employee Assistance Programme available to all employees with monthly information updates and wellbeing guides issued to all employees. A Vhi Health Station was onsite in Clyde Road for a week; this is a confidential self-service unit that allows users to measure health indicators such as BMI, body fat, blood pressure and heart rate onsite. There is ongoing Health and Safety training and refresher training covering areas such as: Health and Safety Awareness, First Responder Training, Fire Safety, Safe Driving and Manual Handling. Following a staff suggestion, mindfulness training was made available for all employees. This initiative was so successful that the course was subsequently opened up as a CPD offering for members.



Pictured on 4 September at a special event in Dublin's Shelbourne Hotel to mark the 50th anniversary of our Chartered Engineer title - considered to be the gold standard of our profession - are the President of Engineers Ireland, Marguerite Sayers (centre) and our Director General, Caroline Spillane (first left) with members of the 50th Anniversary Commemoration Committee. Those members are Dr Finbar Callanan (2nd left) who is a Former President and Director General of Engineers Ireland, and Dr Ron Cox, Murt Coleman and Orla Loneragan.

The passing of an Act of the Oireachtas in 1969 provided for the establishment of this registered professional title which is internationally recognised and, under Irish Law, certain engineering work is reserved for Chartered Engineers. Within the Republic of Ireland, Engineers Ireland is the sole authority to award the title.



# Strategic Goal 5

Maintain the financial integrity of Engineers Ireland and develop high performing systems and processes focused on our members.



Honorary Fellowship is the highest honour, other than the Presidency, that Engineers Ireland can bestow. It is conferred on those distinguished by the importance of their work in engineering, science or other areas whom Engineers Ireland wishes to honour. Fr Peter McVerry S.J. (left) and Liam Henry, Chief Operating Officer of COLAS Ireland (right) were both awarded the title of Honorary Fellow of Engineers Ireland at our May 2019 National Conferring Ceremony and were joined by Director General, Caroline Spillane and Peter Quinn, President (2018-2019 session). The event was held at St Helen's Hotel, County Dublin.

# Strategic Goal 5

## 2019 has been a very strong year financially for the organisation with an operating surplus reported of €748,762.

The operating surplus has been achieved through membership growth, the delivery of our Continuing Professional Development training courses and in progressing continued diversification of all income streams. This has delivered an increase of 4% in overall income. The increase in income has been complemented by a decrease in costs of 1%.

An actuarial loss on pension of €175,000 is reported in 2019 with further pension costs of €56,000 incurred during the year.

Property at 22 Clyde Road (our office), was revalued by Lisney Valuers to €6.6 million in January 2019, to an open market value basis. In the period August – December 2019, a significant capital expenditure project was completed to renovate the roof, and to repair and carry out re-pointing of the chimneys and aspects of the facade to ensure that the property was sealed and weather-proof. The carrying value of the property has been increased to €6.776 million to reflect the cost of this project of €176,000.

Overall there is a net increase to Reserves of €517,000 which includes the operating surplus, pension costs and the actuarial loss on the Pension Scheme

of €175,000. A strong reserves value of €11.46 million at 31 December 2019 is the highest reserves level reported in Engineers Ireland's Financial Statements and places the organisation in a very positive financial position to plan and implement the Strategy 2017 - 2020 and beyond.

The Capital investment programme for 2019 is valued at €328,000. Capital projects delivered included:

- The roof project
- WiFi upgrade at Clyde Road
- Installation of an Avaya VOIP telephone system
- Avaya Spaces – a Cloud-based video conferencing and meeting application that enables online collaboration

- Upgrade of AV antennae system in our Theatre
- Upgrade of the projector in our Conference Room
- Renovation and upgrade of the Director General's office to a shared meeting space
- Significant progress has been made in the delivery of the website redevelopment with the new website due to go-live in early 2020

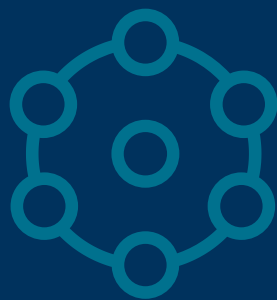
In recent years it has become vital for businesses to have access to a dynamic IT and telephony infrastructure. The delivery of this range of IT and telephony projects, together with the website redevelopment, provides the organisation with an excellent platform to interact and carry out future business in an increasingly virtual, modern business world.



A delegation from the Saudi Council of Engineers visited Engineers Ireland in July as part of a knowledge exchange. This visit included a meeting with President, Marguerite Sayers, Director General, Caroline Spillane and our Registrar, Damien Owens, followed by a presentation from members of our senior management team about Engineers Ireland's initiatives and programmes. Pictured (L to R) at Clyde Road are: Omar M. Halabi, CEO of Meras Consulting, Marguerite Sayers, Caroline Spillane, Saad M. Al Shahrani, Chairman of the Board of Directors of the Saudi Council of Engineers and Damien Owens.

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# Section Three



Our structure

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# Our volunteer members

## Lists of boards, committees and clubs 2019-2020

Engineers Ireland appreciates the commitment and effective participation of our members who give so enthusiastically of their time and talents to serve our profession.

### Accreditation Board

The Terms of Reference for the Accreditation Board require the Board to report to the Executive Committee of our Council in respect of the accreditation of engineering and technology academic programmes as provided for in our Charter and amending legislation.

It is comprised of the following members:

- Professor Cyril Burkley, Chair, representing the University of Limerick
- Peter Roche, Deputy Chair, representing ESB International
- John Carley, representing Carlow County Council
- Professor Michael Conlon, representing Technological University Dublin City Campus
- Hank Fogarty, Consultant
- Professor Brian Glennon, representing University College Dublin
- Dr Joe Harrington, representing Cork Institute of Technology
- Professor Edward Jones, representing National University of Ireland Galway
- Maria Kyne, representing Limerick Institute of Technology
- Gerard MacMichael, representing Galway Mayo Institute of Technology
- Col Michael Moran, representing the Irish Air Corps
- Dr Alan Morrison, representing University College Cork
- Dr Noel Murphy, representing Dublin City University
- Dr Dermot O'Dwyer, representing Trinity College Dublin
- Niamh O'Sullivan, representing Arup
- Dr Philip Owende, representing Technological University Dublin Blanchardstown Campus
- Dr Ken Thomas, representing Waterford Institute of Technology

### Appeal Board

The Council has established a three-person Appeal Board to hear appeals under our Code of Ethics. They meet when an appeal is submitted. The Chair and one other Member of the Appeal Board are Past Presidents of Engineers Ireland and the third member is to be a practicing barrister.

The members are:

- Jack Golden, Fellow, Chair
- Anne Butler, Fellow
- Patricia Dillon, SC
- Peter Langford, Fellow

### Audit and Risk Committee

The Audit and Risk Committee is a governance committee of Council and is responsible for ensuring the integrity of our systems of internal control and risk management and monitoring and reviewing the internal audit services.

The members of this Committee are as follows:

- Brian Cassidy, Fellow, Chair
- Cormac Bradley, Fellow
- Dermot Byrne, Fellow
- Colm Ennis, MIEI
- John Jordan, Fellow
- Peter Quinn, Fellow

### Benevolent Fund Committee

The Engineers Ireland Benevolent Fund provides much needed financial assistance to engineers in need and their families. Founded in 1969, the fund is administered by the Benevolent Fund Committee which consists of a combination of employed and retired engineers who meet regularly to administer the fund. The Benevolent Fund is a registered charity and operates under strict rules and principles.

The officers of the fund are:

- Majella Henchion, Chairperson
- John Power, Honorary Treasurer
- Pat Roche, Secretary
- John Coleman
- John Higgins
- John Jordan
- Don McEntee
- George McMahon

Administrative assistance is provided to the Committee by Sylvia Kenna, Finance Team, Engineers Ireland.

### Board of Examiners

On behalf of Council, this Board is responsible for the supervision and quality assurance of the Professional Review procedures leading to the award of the Registered Professional Titles of Engineers Ireland to qualified candidates.

Over the past year, the Board has continued to ensure that adequate and consistent professional engineering standards are maintained. The Board is responsible for the selection of interview panels, in consultation with the Membership Team, who makes the arrangements for Professional Interviews. The current board was appointed for a three-year term by the Council of Engineers Ireland in September 2018.

Board membership is as follows:

- Dr Josette Galligan, Chair
- Stephen Seymour, Vice-Chair
- Cormac Bradley
- Peter Davis
- Alex Foran
- Peter Maxwell
- Eoin O Catháin
- Marian Regan
- Tim Richardson
- Karl Searson
- Robert Simpson

## Continuing Professional Development (CPD) Standing Committee

CPD activities were monitored in 2019 by our CPD Standing Committee.

CPD Standing Committee membership is as follows:

- Professor Orla Feely, Chairperson (2020)
- Colette O'Shea, Chairperson (2019)
- Sean Bean
- Cormac Bradley
- Michael Bruton
- Stephen Byrne
- Anthony Chabrol (until February 2020)
- Eoin Cullinane
- Tom Curran
- Colm de Búrca
- Rob Fox
- John Jordan
- Virginia Kangley
- Caitriona Lambert
- Kate Lehane
- Alan McHugh
- Ciaran Reilly
- Robert Simpson

## Dispute Resolution Board

This board is comprised of the following members:

- Ger Bythell, Chartered Engineer, Chair
- Colin Cleary, Fellow
- Eamon Conlon, Solicitor
- Siobhan Fahey, Chartered Engineer
- Ciaran Fahy, Fellow
- Gerry Galvin, Fellow
- Patrick Grennan, Chartered Engineer
- Tadhg McDonnell, Fellow
- John Mitchell, Chartered Engineer
- Níav O'Higgins, Solicitor

## Diversity Group

The Engineers Ireland Diversity Group was established as part of the *Supporting our Sectors* programme of work and held its inaugural meeting on 26 March 2019. The Group is tasked in the first instance, with addressing some of the issues around gender diversity in the profession. Three sub-groups have been

established to look further into attracting more female students into engineering courses, keeping females who have already chosen engineering careers in engineering and encouraging qualified female engineers who have left the profession, to return. The Group intends to expand its focus into wider diversity issues including ethnic diversity amongst our membership.

This Group is comprised of the following members:

- Majella Hinchion, Chair
- Orla Costello
- Richard Crowe
- Mary Doyle-Kent
- Amanda-Jane Gainford
- Dymphna Kilgallen
- Geraldine Larkin
- Riad Mannan
- Beth Massey
- Georgina Molloy
- Colette O'Shea
- John Power
- PJ Rudden
- Carol Staunton
- Sarah Whelan

In attendance: John Byrne, Sectoral Engagement Director, Engineers Ireland and Sinéad Quinn-Phillips, Secretary to the Group and member of the Sectoral Engagement Team, Engineers Ireland.

## Editorial Board, Engineers Journal

This Board was re-established in 2018. The Board aims to guide the editorial direction of the Engineers Journal in consultation with the Editor and to monitor the quality of the Journal. The Editorial Board also advises and supports the Editor. The Board meets twice a year in September/October and March/April and communicates throughout the year. The Board comprises a minimum of six and up to 10 external members with relevant professional expertise, including current industry expertise, across the spectrum of engineering disciplines and a Chair.

The external members are:

- Richard Crowe, Fellow, Chair (2020)
- PJ Rudden, Fellow, Chair (2019)

- Dr Dermot Brabazon, Chartered Engineer
- Bernice Doyle, Chartered Engineer
- Dr Josette Galligan, Chartered Engineer
- John Kane, Chartered Engineer
- Kenneth Mitchell, Chartered Engineer
- Dr Deasún Ó Conchúir, Fellow
- Úna Parsons, Fellow
- John Shaw, Fellow

Other members: Engineers Ireland's Director General, Marketing and Communications Director, Deputy Registrar and Policy Officer and the Engineers Journal Editor.

## Engineers Club Committee

The Engineers Club Committee oversees the running of the Engineers Club at 22 Clyde Road, Dublin 4 and the administration of the Club certificate. Aramark provides a restaurant and bar service for members and external groups, using our state-of-the-art facilities, trading as Seasons at Café Clyde. As well as reviewing the Club's operations and facilities, the Committee undertook to review the Club's constitution and rules which is currently ongoing. The Committee will actively endeavour to promote the Engineers Club and its facilities to members in the coming year through the Engineers Journal.

The committee membership is as follows:

- Orla Lonergan, Chair
- Murt Coleman, Secretary
- John Bailey, Treasurer
- Cormac Bradley
- Dr Finbar Callanan
- Brian Cassidy
- Dr Kieran Feighan
- Declan Gibbons
- Wilf Higgins, from September 2019
- John Jordan
- Paul McDonald
- Caroline Spillane, Director General

In attendance at meetings: Deirdre Foley, Finance and Operations Director, Engineers Ireland.

## Ethics and Disciplinary Board

The Ethics and Disciplinary Board, a standing committee established by the Council, is responsible for promoting, monitoring and enforcing the Engineers Ireland Code of Ethics. They meet approximately five times a year.

The members of the Board are as follows:

- Mary Sharp, Fellow, Chair
- John Bailey, Fellow
- Gordon Barry, Fellow
- Tony Buckley, Fellow
- John A Curtin (Society of Chartered Surveyors Ireland Nominee)
- Seamus Deeny, Chartered Engineer
- John Egan, Fellow
- Denis Higgins, Fellow
- John Higgins, Fellow
- Anne Kiernan (Royal Institute of the Architects of Ireland nominee)
- Bob McLaughlin, Fellow
- Dr Don Menzies, Fellow
- Gerry Monaghan, Fellow
- Eddie Murphy, Fellow
- Helen O'Keeffe, MIEI (Irish Planning Institute Nominee)
- Michael Quinlan, (Law Society of Ireland Nominee)
- Stephen Seymour, Fellow

## Finance Committee

The Finance Committee meets eight times each year to examine the financial reports of Engineers Ireland and its adherence to budget, to monitor the capital expenditure programme, to deal with all other financial matters and to report on these to the Executive Board.

It is comprised of the following members:

- John Jordan, Chairman
- Marguerite Sayers, President
- Maurice Buckley, Vice-President
- Professor Orla Feely, Vice-President
- Peter Quinn, Past-President
- John Coleman, from June 2019
- Mark Fogarty, Expert External Committee member

In attendance:

- Caroline Spillane, Director General
- Deirdre Foley, Finance and Operations Director

## Membership and Qualifications Board

On behalf of Council, the Membership and Qualifications Board is responsible for the development, establishment and implementation of the policies, regulations and procedures required for the implementation of the Council's statutory functions and obligations in respect of the Register and all other matters related to the membership grades and professional titles of Engineers Ireland.

Board membership is as follows:

- Dr Daniel O'Brien, Chair
- Richard Crowe, Chair from May 2020
- Seamus Deeny
- Dr David Kennedy
- Dr Josette Galligan
- Dr Patricia Kieran
- Matthew McCormack
- John Murphy
- Dr John O'Sullivan
- Mary Sharp
- Paul Sheridan (up to November 2019)
- Keith Sunderland

## Remuneration, Development and Nominations Committee

The Remuneration, Development and Nominations Committee, under delegated responsibility, sets and implements policy on remuneration and development within Engineers Ireland. During 2019 the group was chaired by our President, Marguerite Sayers.

The members of the committee for 2019/2020 are:

- Marguerite Sayers, President, Chair
- Maurice Buckley, Vice-President
- Professor Orla Feely, Vice-President
- Peter Quinn, Past-President

## STEPS Industry Advisory Group

During 2018, Engineers Ireland commenced actively seeking enhanced financial support to ensure continued rollout of the full STEPS programme from 2019 onward. This arose from a decision by the main funder, Science Foundation Ireland, to move to a matched-funding model. Long term financial support for the STEPS programme is the desired goal and, therefore, Engineers Ireland decided to establish an Advisory Group in 2019 to plan for, and secure, sustainable funding.

In addition to advising on funding, the Group has also been asked to provide advice and guidance in support of the implementation of the programme's 3-year strategy. The Group held its first meeting on 13 February 2019.

The external membership of the Group are representatives from our STEPS Industry Partner organisations and are current sponsors of the programme:

- Colm de Búrca, ESB
- Stephen Fraser, Arup
- Seán O'Neill, Transport Infrastructure Ireland
- Dr Paula Williams, Intel

The Group's membership from Engineers Ireland comprises Caroline Spillane, Director General, Dee Kehoe, CPD and STEPS Director, Michelle Hoctor, Marketing and Communications Director and Group Chair and Roseanne O'Leary, STEPS Team Lead.



## Clubs

### Bridge Club

The Bridge Club meets every Monday at 7:30p.m. at 22 Clyde Road, Dublin 4. It is one of the organisation's longest-established clubs, being in existence for 62 years. New members are always welcome including bridge-playing engineers who are visiting Dublin. There is a rota to cover players with no partner all through the year.

### Toastmasters

Engineers Toastmasters generally meet every second and fourth Tuesday between September and June at 22 Clyde Road, Dublin 4 at 8:00 p.m. The mission of the club is to provide a mutually supportive and positive learning environment in both public speaking and leadership. The club is very active in working with the young engineers to pass on valuable skills. Visitors are always welcome. Guests normally attend one or two meetings before deciding to join the club and undertake the competent communicator programme.

## Regional branches, Engineering divisions and Societies (our sectors) 2019 - 2020

### Regional branch chairpersons

#### An Ríocht

- George McMahon, Chartered Engineer

#### Australia/New Zealand region

- Joe Walsh, Chartered Engineer

#### Cork region

- Alan Costello, Chartered Engineer

#### Cork region Young Engineers society

- Patrick Kennelly

#### Donegal region

- Michael Bassett, Chartered Engineer

#### GB region

- Jeff Mahony, Chartered Engineer

#### Midland region

- Gerard Keenaghan, Chartered Engineer

#### North East region

- Barry Hyland, Chartered Engineer

#### North West region

- Rowan O'Callaghan, Chartered Engineer

#### Northern region

- Anthony McCloy, Chartered Engineer

#### South East region

- Mary Doyle-Kent, Chartered Engineer

#### Thomond region

- Peter Power, Chartered Engineer

#### Thomond region Young Engineers society

- Alan Spillane

#### West region

- James McHale, Chartered Engineer

### Engineering division chairpersons

#### Agriculture and Food Engineering division

- Bróna Carroll, Chartered Engineer

#### Biomedical Engineering division

- Mary Sharp, Chartered Engineer

#### Chemical and Process Engineering division

- Shane Breslin, Chartered Engineer

#### Civil division

- Dr John O'Sullivan

#### Electrical and Electronic Engineering division

- Michael Smithwick, Chartered Engineer

#### Energy, Environment and Climate Action division

- Bernice Doyle, Chartered Engineer

#### Fire and Safety division

- Michael Lyons, Chartered Engineer

#### Local Government division

- Andrew O'Mullane

#### Mechanical and Manufacturing division

- Dr Dermot Brabazon, Chartered Engineer

#### Structures and Construction division

- Owen O'Reilly, Chartered Engineer

### Society chairpersons

#### Academic society

- Úna Parsons, Chartered Engineer

#### An Roth society

- Fionn Ó Muircheartaigh

#### Geotechnical society

- Dr Ciaran Reilly, Chartered Engineer

#### Heritage society

- Dr Ron Cox, Chartered Engineer

#### MEETA society

- Jim Kelly, Chartered Engineer

#### Project Management society

- Ann Rogers, Chartered Engineer

#### Roads and Transportation society

- Carol Kavanagh, Chartered Engineer

#### Water and Environmental Engineering society

- Charles Dwyer, Chartered Engineer

#### Young Engineers society

- Jeffrey Roe

# Corporate Partners

Our Corporate Partners are beneficiaries of the community created and supported by Engineers Ireland. Being an Engineers Ireland Corporate Partner allows an organisation exclusive association with our community and the commercial benefits. If you would like more information about becoming a Corporate Partner, please email Donal Hanlon: [dhanlon@engineersireland.ie](mailto:dhanlon@engineersireland.ie)



## Corporate Partners 2019

- |  |  |   |
|--|--|---|
| 1. ACO Technologies                      | 26. Dive and Marine Contractors Ltd              | 48. O'Connor Sutton Cronin Consulting Engineers   |
| 2. AECOM Ireland Ltd                     | 27. Emerson Automation Solutions Ireland Limited | 49. OFS Limited (Oil Field Solutions Limited)     |
| 3. Alucraft Ltd                          | 28. Executive Benefits Ltd                       | 50. ORS Consulting Engineers                      |
| 4. AOCA Engineering Consultants          | 29. Frank Glennon Ltd                            | 51. Penston MEP Consulting Ltd                    |
| 5. Arup                                  | 30. Gavin & Doherty                              | 52. Pfizer Ireland                                |
| 6. Atlantic Bitumen Company              | 31. Griffiths & Armour                           | 53. PM Group                                      |
| 7. Atlantic Projects Company             | 32. Hegarty Demolition Ltd                       | 54. PUNCH Consulting Engineers                    |
| 8. AZOROM                                | 33. ipOne Ltd                                    | 55. Rascor Ireland                                |
| 9. BAM Ireland                           | 34. Irish Drilling Ltd                           | 56. Roadbridge                                    |
| 10. Brian A. Flynn Ltd                   | 35. John Cradock Ltd                             | 57. Rowlands Civil & Construction Services Ltd    |
| 11. ByrneLooby                           | 36. John Paul Construction                       | 58. RPS   |
| 12. Callaghan Engineering                | 37. Jons Civil Engineering Company Ltd           | 59. Schneider Electric Ireland                    |
| 13. Calor Teoranta                       | 38. Kentz Management Ltd.                        | 60. Shay Murtagh Precast Ltd                      |
| 14. Carey's Building & Civil Engineering | 39. Killeshal Precast Concrete Ltd               | 61. Tech Skills Resources                         |
| 15. Celtic Anglian Water                 | 40. Liffey Developments (Dublin) Ltd             | 62. Topcon Positioning Ireland & Northern Ireland |
| 16. Chancery Group                       | 41. Lotusworks                                   | 63. TRIUR Construction Ltd                        |
| 17. Clandillon Civil Consulting          | 42. Martin Insurance Brokers                     | 64. Van Dijk Architects                           |
| 18. Clearpower                           | 43. MC Building Chemicals Müller & Partners      | 65. Waldron & Associates                          |
| 19. Collen Construction Ltd              | 44. Metec Consulting Engineers                   | 66. WEW Engineering Ltd                           |
| 20. Corcom Enterprises Ltd               | 45. Murphy International Ltd                     | 67. Wills Bros Ltd                                |
| 21. Core Electrical                      | 46. Nicholas O'Dwyer Consulting Engineers        | 68. Zenith Technology Ltd                         |
| 22. CRH plc                              |  |   |
| 23. CS Consulting Group                  |  |   |
| 24. Delmec Engineering Ltd               |  |   |
| 25. Designer Group                       |  |   |

We thank our Corporate Partners for their engagement in our work throughout 2019.

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# Section Four



Financial Statements  
for the Year ended  
31 December 2019

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# The Institution of Engineers of Ireland Council's Report for the year ended 31 December 2019

The Council present their Annual Report and the audited financial statements for the year ended 31 December 2019. There has been no significant change in these activities during the financial year ended 31 December 2019.

## Principal Activities and Business Review

Engineers Ireland is the professional body for engineers and engineering in Ireland. One of the largest professional bodies in Ireland, it was founded in 1835 and received its Royal Charter in 1877 and was subsequently established by an Act of the Oireachtas in 1969. Its key objectives are to promote knowledge of engineering, establish and maintain standards of professional engineering education, provide opportunities for CPD for members, maintain standards of professional ethics, and act as an authoritative voice for the engineering profession in Ireland.

By the end of 2019, our community of members reached to over 25,000; with the highest ever number of non-student members at 18,537. Over 50 engineering programmes were accredited in 2019. The Institution celebrated 50 years of chartered engineers in Ireland as well as the 10th anniversary of our Excellence Awards. 17,500 engineers attended over 300 events hosted by our sectors and 3,457 delegates attended 245 CPD learning events.

## Results

The operating surplus for the financial year after providing for depreciation amounted to €748,762 (2018 - €475,830).

At the end of the financial year, the Institution has assets of €13,437,358 (2018 - €13,024,709) and liabilities of €1,973,784 (2018 - €2,078,897). The net assets of the Institution have increased by €517,762.

## Future Developments

At the time of approving the financial statements, the Institution, similar to many other organisations, is exposed to the effects of the global Covid-19 pandemic which has had an impact on

some aspects of its activities since the year end 2019. In planning its future activities, Council will seek to develop the Institution's activities to ensure that it is best placed to enable the engineering community to progress their professional development, make an impact on society and encourage and educate the future generations of engineers, whilst safeguarding the financial integrity of the Institution.

## Principal Risks and Uncertainties

Covid-19 has resulted in a significant worldwide slowdown in economic activity. In Ireland, the economic impact has been characterised by the temporary closure of many businesses in "non-essential" areas.

Although the effects cannot be fully determined, Council believe that the main risks associated with Covid-19 are as follows;

- an initial slow down in activity during the period of temporary closure
- a prolonged period of Government recommendations and restrictions on the movement of people to contain the virus
- a potential reduction in economic activity following the recommencement of activity which may result in reduced consumer spending and demand for the Institution's services
- a reduction in asset values

## Post Balance Sheet Events

On 28 March, all non-essential businesses were ordered to close temporarily. The Institution responded by temporarily closing 22 Clyde Road, enabling staff to work remotely and moving all of the organisation's governance meetings to a virtual environment. This demonstrated a commitment to maintaining support

for our community of members while ensuring the safety and wellbeing of staff, our members and partner organisations. Having addressed the immediate challenges, the Institution established three specific Task Forces to respond to identified risks and to ensure it is positioned to address both challenges and opportunities as the medium and longer-term impacts of the pandemic unfolds:

1. Financial Planning and Management Task Force to safeguard our financial future
2. Digital Strategy [Web Site, Online Learning] Task Force to provide best in class services to our members
3. Member Engagement and Retention Strategy Task Force to understand and respond to the needs of our members

Council will receive regular reports on progress in respect of each Task Force.

## Accounting Records

To ensure that adequate accounting records are kept, Council has employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at its office at 22 Clyde Road, Ballsbridge, Dublin 4.

## Approved on Behalf of Council:



President, Marguerite Sayers



Director General, Caroline Spillane

**Date: 9 May 2020**

# The Institution of Engineers of Ireland

## Statement of Council's Responsibilities for the year ended 31 December 2019

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The Council is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations. The Council have elected to prepare the Institution's financial statements in accordance with accounting standards issued by the Financial Reporting Council including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The Council is required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of The Institution of Engineers of Ireland and of the surplus or deficit of The Institution of Engineers of Ireland for that period. In preparing those financial statements, the Council is required to; -

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Institution of Engineers of Ireland will continue in being;
- State whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards and note the effect and reasons for any material departure from these standards.

The Council is responsible for ensuring the Institution keeps adequate accounting records, which disclose with reasonable accuracy at any time the financial position of the Institution. The Council is also responsible for safeguarding the assets of the Institution and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Council is responsible for the maintenance and integrity of the corporate and financial information included on the entities' website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Approved on Behalf of Council:



President, Marguerite Sayers



Director General, Caroline Spillane

**Date: 9 May 2020**

# Independent Auditors' Report to the Members of the Institution of Engineers of Ireland

## Opinion

We have audited the financial statements of The Institution of Engineers of Ireland for the year ended 31 December 2019 which comprise the Income and Expenditure Account, the Statement of Comprehensive Income, the Balance Sheet, the Cash Flow Statement and the related notes to the financial statements, including a summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" effective 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Institution as at 31 December 2019 and of its results for the period then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

## Basis for opinion

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

## Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs require us to report to you where:

- the Council's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate or
- the Council has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Institution's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## Other information

The Council is responsible for the other information. The other information comprises the information included in the Annual Report other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

## Matters on which we are required to report by exception

Based on the knowledge and understanding of the Institution and its environment obtained in the course of the audit, we have not identified any material misstatements in the Council's Report.



## Respective responsibilities

### Responsibilities of Council for the financial statements

As explained more fully in the Council's Responsibilities Statement, the Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing the Institutions ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting unless the Council either intends to liquidate the Institution or to cease operation, or has no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditor's\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditor's_responsibilities_for_audit.pdf)

The description forms part of our Auditor's Report.

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

Our report is made solely to the Institutions Members, as a body. Our audit work has been undertaken so that we might state to the Institution's Members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the Institution and the Institution's Members, as a body, for our audit work, for this report, or for the opinions we have formed.

### Andrew Kevitt FCA

For and on behalf of Walsh O'Brien Harnett

Chartered Accountants and Statutory Audit Firm

104 Lower Baggot Street

Dublin 2

**Date: 15 May 2020**

# Income and Expenditure Account

## for the Year Ended 31 December 2019

	Notes	2019 €	2018 €
<b>Income</b>			
Professional Subscriptions		3,951,083	3,860,222
Corporate Partners		145,250	139,375
CPD Training		779,951	670,762
CPD Accreditation		131,966	213,887
STEPS to Engineering		336,617	318,398
Accreditation of Academic Courses		127,200	96,200
Investment Income & Investment Gains/(Losses)		76,771	(12,651)
Events and Marketing		23,838	54,173
Consultancy and Ancillary Services		109,358	104,323
		<b>5,682,034</b>	<b>5,444,689</b>
<b>Expenditure</b>			
Personnel	4	2,626,892	2,627,423
Administration		552,824	550,522
Occupancy		337,026	292,368
STEPS to Engineering		336,617	318,398
Computer and IT Costs		274,275	315,583
Marketing, Publications, PR and Events		440,773	336,063
Sectors and Affiliations		111,296	122,387
Depreciation		253,569	406,115
		<b>4,933,272</b>	<b>4,968,859</b>
<b>Operating Surplus for the Year</b>		<b>748,762</b>	<b>475,830</b>
<b>Pension Costs</b>			
Current Service Cost		(50,000)	(57,000)
Other Finance Costs		(6,000)	(10,000)
		<b>(56,000)</b>	<b>(67,000)</b>
<b>Surplus to Reserves</b>		<b>692,762</b>	<b>408,830</b>

The financial statements were approved by Council and signed on its behalf by



President, Marguerite Sayers



Director General, Caroline Spillane

Date: 9 May 2020

# Statement of Comprehensive Income

for the Year Ended 31 December 2019

	Notes	2019 €	2018 €
Surplus for the Year		692,762	408,830
Actuarial (Loss)/Gain on Pension Scheme	5	(175,000)	261,000
Gain on revaluation of fixed assets	12	-	1,474,056
<b>Total Comprehensive Income for the year</b>		<b>517,762</b>	<b>2,143,886</b>

The financial statements were approved by Council and signed on its behalf by



President, Marguerite Sayers



Director General, Caroline Spillane

Date: 9 May 2020



# Balance Sheet

as at 31 December 2019

	Notes	2019 €	2018 €
<b>Fixed Assets</b>			
Tangible Fixed Assets	6	7,046,530	6,972,069
Shares in Irish Engineering Publications Limited		10	10
Investments	7	576,091	499,401
		<u>7,622,631</u>	<u>7,471,480</u>
<b>Current Assets</b>			
Debtors & Prepayments	8	904,329	812,314
Cash and Bank Balances		4,910,398	4,740,915
		<u>5,814,727</u>	<u>5,553,229</u>
<b>Creditors - Amounts falling due within one year</b>	9	(1,511,142)	(1,762,018)
		<u>4,303,585</u>	<u>3,791,211</u>
<b>Net Current Assets</b>			
		4,303,585	3,791,211
<b>Creditors - Amounts falling due after more than one year</b>	10	(462,642)	(316,879)
		<u>11,463,574</u>	<u>10,945,812</u>
<b>Net Assets</b>			
		<u><u>11,463,574</u></u>	<u><u>10,945,812</u></u>
<b>Represented by:</b>			
Accumulated Fund	11	8,746,683	8,228,921
Revaluation Reserve	12	2,716,891	2,716,891
		<u><u>11,463,574</u></u>	<u><u>10,945,812</u></u>

The financial statements were approved by Council and signed on its behalf by



President, Marguerite Sayers



Director General, Caroline Spillane

Date: 9 May 2020

# Cashflow Statement

## for the Year Ended 31 December 2019

Notes	2019 €	2018 €
<b>Cashflows from Operating Activities</b>		
Operating Surplus	748,762	475,830
Employers contributions to the defined benefit scheme	(56,000)	(67,000)
Interest Receivable	(81)	(2,464)
Interest Payable	1,550	865
(Gain)/Loss on Investments	(76,690)	15,115
Depreciation	253,569	406,115
(Increase) in Debtors	(92,015)	(266,038)
(Decrease) in Creditors	(266,602)	(103,072)
<b>Net Cash Inflow from Operating Activities</b>	<b>512,493</b>	<b>459,351</b>
<b>Cashflow from Investing Activities</b>		
Interest on deposits and short term investments	81	2,464
Payments to acquire tangible Fixed Assets	(328,033)	(256,213)
Interest element of finance lease rental payments	(1,550)	(865)
<b>Net Cash (Outflow) from Investing Activities</b>	<b>(329,502)</b>	<b>(254,614)</b>
<b>Cashflow from Financing Activities</b>		
Capital element of finance lease contracts	-	41,845
Repayment of finance lease	(13,508)	(5,459)
<b>Net Cash (Outflow)/Inflow from Investing Activities</b>	<b>(13,508)</b>	<b>36,386</b>
<b>Increase in Cash and Cash Equivalents</b>	<b>169,483</b>	<b>241,123</b>
Opening Cash and Cash Equivalents	4,740,915	4,499,792
Closing Cash and Cash Equivalents	4,910,398	4,740,915

The financial statements were approved by Council and signed on its behalf by



President, Marguerite Sayers



Director General, Caroline Spillane

Date: 9 May 2020

# Notes to the Financial Statements

## for the Year Ended 31 December 2019

### 1. Accounting policies

The Institution is an unincorporated members organisation operating from 22 Clyde Road, Ballsbridge, Dublin 4.

#### 1.1. Accounting convention

The financial statements are prepared on the going concern basis in accordance with Financial Reporting Standard 102 ("FRS 102"), under the historical cost convention, as modified by the revaluation of certain tangible fixed assets, and comply with financial reporting standards of the Financial Reporting Council.

These financial statements reflect the activities of the Institution and do not include the financial affairs of regional committees.

The presentation currency of these financial statements is Euro. The accounting policies set out below have, unless otherwise stated, been applied consistently to all periods presented in these financial statements.

#### 1.2. Income

All income is included in the Income and Expenditure Account when the Institution is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Course and Seminar Income is shown net of direct expenses.

#### Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category.

Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefit is required in settlement and the amount of the obligation can be measured reliably.

### 1.3. Fixed Assets

The carrying values of Land & Buildings and Office & Lecture Facilities are reviewed annually for impairment if events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised for the amount by which the assets carrying amount exceeds its recoverable amount.

The Institution has not adopted a revaluation policy in respect of other fixed assets.

Other Fixed Assets are stated at historical cost less depreciation. Cost includes prime costs, overheads and interest incurred in financing the construction of fixed assets. Depreciation has been provided to write off the Assets over their expected useful lives as follows:

No depreciation is provided on land.

Depreciation is provided on buildings at 2%.

Depreciation is provided on computer equipment and on IT development projects at 33.1/3%.

Depreciation is provided on fixtures, fittings and office equipment at a rate of 20%.

Following the annual review of the carrying values of Land & Buildings, as well as the valuation which took place at the start of 2019, the Institution is of the opinion that the depreciable amount of Land & Buildings is nil and that the carrying value of Land & Buildings represents the recoverable amount.

The Institutions policy is to review the remaining useful economic life and residual values of fixed assets on an on-going basis and to adjust the depreciation charge to reflect the remaining useful life.

### 1.4. Investments

Investments are shown at the market value ruling at the year end date. All gains or losses on investments are reflected in the Income and Expenditure Account. Income from other financial fixed assets investments, is recognised in the Income and Expenditure Account in the year in which it is receivable. When market value cannot be measured reliably or can no longer be measured reliably, investments are measured at cost less impairment.

#### 1.5. Debtors

Debtors are initially recognised at transaction price and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. A provision for impairment is established when there is objective evidence that the Institution will not be able to collect all amounts due according to the original terms of receivables.

#### 1.6. Bank

Cash at bank and cash in hand includes cash, current and deposit, or similar accounts. Bank overdrafts are shown within borrowings in current liabilities on the Balance Sheet.

#### 1.7. Creditors

Creditors and accruals are classified as current liabilities if payment is due within one year or less.

Creditors are initially recognised at transaction price and thereafter at amortised costs using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.



# Notes to the Financial Statements

## for the Year Ended 31 December 2019

### 1.8. Leased Assets and Hire Purchase Commitments

Tangible fixed assets acquired under finance leases are included in the balance sheet at their equivalent capital value and are depreciated over the shorter of the lease term and their useful lives. The corresponding liabilities are recorded as a creditor and the interest element of the finance lease rentals is charged to the income and expenditure account on an annuity basis.

### 1.9. Taxation

The Institution of Engineers of Ireland is liable to Corporation Tax on its investment income and in respect of transactions with non-members.

### 1.10. Pension Scheme

The Institution operates both a defined contribution and a defined benefit plan for its employees.

#### Defined contribution plan

A defined contribution plan is a pension plan under which the Institution pays fixed contributions into a separate entity. Once the contributions have been paid the Institution has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the Balance Sheet. The assets of the plan are held separately from the Institution in independently administered funds.

#### Defined benefit plan

The Institution operates a defined benefit plan for certain employees. A defined benefit plan defines the pension benefit that the employees will receive on retirement, usually dependent upon several factors including age, length of service and remuneration. A defined benefit plan is a pension plan that is not a defined contribution plan.

The liability recognised in the Balance Sheet in respect of the defined benefit plan is the present value of the defined benefit obligation at the end of the reporting date less the fair value of the plan assets at the reporting date.

The defined benefit obligation is calculated using the projected unit credit method. Annually the Institution engages independent actuaries to calculate the obligation. The present value is determined by discounting the estimated future payments using market yields on high quality corporate bonds that are denominated in euro and that have terms approximating the estimated period of the future payments ('discount rate').

The fair value of plan assets is measured in accordance with the FRS 102 fair value hierarchy and in accordance with the Institutions policy for similarly held assets. This includes the use of appropriate valuation techniques.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as 'Remeasurement of net defined benefit liability'.

The cost of the defined benefit plan, recognised in expenditure as employee costs, except where included in the cost of an asset, comprises:

- (A) the increase in pension benefit liability arising from employee service during the period; and
- (B) the cost of plan introductions, benefit changes, curtailments and settlements.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. The cost is recognised in the Income and Expenditure Account as 'Other Finance Costs'.

### 1.11. Provisions for Liabilities

Provisions are recognised when the Institution has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably. The effect of the time value of money is not material, therefore provisions are not discounted.

## 2. Going Concern

The Institution made an operating surplus of €748,762, has net current assets of €4,303,585 and net assets of €11,463,574 at the year end.

The initial economic effect of Covid 19 has been a worldwide slowdown in economic activity.

The Institution has continued to operate during this period and reports some impact on its activities as a result of the virus. Council have prepared projections for the upcoming 12 months which show that the Institution will continue as a going concern.

The financial statements have been prepared on a going concern basis.

# Notes to the Financial Statements

for the Year Ended 31 December 2019

## 3. Critical Accounting Judgements and Estimates

The preparation of these financial statements requires Council to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Council makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed here.

### (a) Establishing useful economic lives for depreciation purposes of tangible fixed assets.

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

### (b) Providing for doubtful debts

Council makes an estimate of the recoverable value of trade and other debtors. Council uses estimates based on historical experience in determining the level of debts, which Council believes, will not be collected. These estimates include such factors as the current credit rating of the debtor, the ageing profile of debtors and historical experience. Any significant reduction in the level of customers that default on payments or other significant improvements that resulted in a reduction in the level of bad debt provision would have a positive impact on the operating results. The level of provision required is reviewed on an on-going basis.

# Notes to the Financial Statements

## for the Year Ended 31 December 2019

### 4. Employees and Remuneration

#### Number of employees

The average number of employees during the year was made up as follows:

	2019	2018
Administration	45	47

The staff costs are comprised of:

	2019 €	2018 €
Wages and Salaries	2,189,322	2,232,241
Employers PRSI	258,356	255,110
Pension Scheme Contributions	179,214	140,072
	<u>2,626,892</u>	<u>2,627,423</u>

In line with good practice in corporate governance, a Remuneration, Development and Nominations Committee operates as a subcommittee of Engineers Ireland. Salaries at Engineers Ireland for all staff have been externally benchmarked and are comparative. The salary of the Director General is comparable to the Civil Service general service grade of Deputy Secretary.



# Notes to the Financial Statements

## for the Year Ended 31 December 2019

### 5. Pension Scheme

The Institution operates a defined benefit pension scheme and a defined contribution pension plan. Defined benefit contributions are charged to the income and expenditure account so as to spread the cost of pensions over employees' expected working lives with the Institution. The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method.

The Scheme was established on the 1 January 1977 to provide retirement, death in service and disability benefits for certain employees. Eligibility is at the discretion of the Employer. The plan is managed by independent trustees who are responsible for ensuring that the plan is sufficiently funded to meet current and future obligations.

From inception until 1 January 1990, the Scheme was funded on an annual premium basis with retirement benefit contributions being invested in an Irish Life insured contract with bonus participation.

With effect from that date, the Scheme has used the control funded approach to deriving the contribution rate for retirement benefits with contributions invested in a unit-linked contract. The assets that had been secured under the insured contract remain in the Scheme in a paid up form.

#### Retirement Benefits (FRS 102)

The valuation used for FRS 102 disclosures has been based on the most recent actuarial valuation at 31 December 2019. Scheme assets are stated at their market value at 31 December 2019.

#### Employee Benefit Obligations

The amounts recognised in the balance sheet are as follows:

	2019 (€'000)	2018 (€'000)
Fair Value of Scheme assets	5,588	5,292
Benefit Obligations	(6,042)	(5,586)
<b>Net (liability) recognised on balance sheet</b>	<b>(454)</b>	<b>(294)</b>

# Notes to the Financial Statements

## for the Year Ended 31 December 2019

The amounts recognised in the income and expenditure account are as follows:

	2019 (€'000)	2018 (€'000)
Current Service Cost	50	57
Interest cost	78	76
Expected Return on Scheme assets	(73)	(66)
<b>Total</b>	<b>55</b>	<b>67</b>
<b>Actual return on plan assets</b>	<b>487</b>	<b>(24)</b>

Changes in the present value of the defined benefit obligation are as follows:

	2019 (€'000)	2018 (€'000)
Opening defined benefit obligation	5,586	5,955
Current service cost	50	57
Interest cost	78	76
Contributions by Scheme Participants	14	16
Actuarial Losses/(Gains) on Scheme Liabilities	383	(450)
Net Benefits paid out	(68)	(67)
<b>Closing defined benefit obligation</b>	<b>6,042</b>	<b>5,586</b>

Changes in the fair value of plan assets are as follows:

	2019 (€'000)	2018 (€'000)
Opening fair value of Scheme assets	5,292	5,400
Expected Return on Scheme assets	72	66
Actuarial Gains/(Losses) on scheme assets	208	(189)
Contributions by the employer	70	67
Contributions by Scheme Participants	14	15
Net Benefits Paid out	(68)	(67)
<b>Closing Fair value of assets</b>	<b>5,588</b>	<b>5,292</b>

Analysis of amounts recognised in the Statement of Comprehensive Income:-

	2019 (€'000)	2018 (€'000)
Total actuarial (Losses)/Gains	(175)	261

# Notes to the Financial Statements

for the Year Ended 31 December 2019

The major categories of plan assets as a percentage of total plan assets are as follows:

	2019	2018
Equities	38%	33%
Bonds	55%	54%
Property	5%	5%
Cash	1%	5%
Other	0%	3%

Principal actuarial assumptions at the balance sheet date:

	2019 % p.a.	2018 % p.a.
Inflation	1.30%	1.40%
Future Pensionable Salary increases	2.55%	2.65%
Future Pension Increases	3.00%	3.00%
Discount Rate for scheme liabilities	1.20%	2.20%

The mortality assumptions are based on standard mortality tables which allow for future mortality improvements. The assumptions are that a member currently aged 65 will live on average for a further 24.10 years if they are male, and for a further 26.00 years if they are female.

Amount of the fair values of plan assets:

	Value at 31 Dec 2019 (€'000)	Value at 31 Dec 2018 (€'000)	Value at 31 Dec 2017 (€'000)
Equities	1,448	1,071	1,274
Bonds	2,082	1,750	1,688
Property	194	163	152
Cash	26	185	73
Other	18	97	86
Annuity contracts value matching pension in payment liabilities	1,820	2,026	2,127
	<u>5,588</u>	<u>5,292</u>	<u>5,400</u>

# Notes to the Financial Statements

## for the Year Ended 31 December 2019

### History of experience Gains and Losses:

Amounts for the current and previous three periods are as follows:

	Year End 31 Dec 2019 (€'000)	Year End 31 Dec 2018 (€'000)	Year End 31 Dec 2017 (€'000)	Year End 31 Dec 2016 (€'000)
Fair value of assets	5,588	5,292	5,400	5,675
Present value of liabilities	(6,042)	(5,586)	(5,955)	(6,442)
<b>(Deficit) in plan</b>	<b>(454)</b>	<b>(294)</b>	<b>(555)</b>	<b>(767)</b>
Experience (Losses)/Gains on Scheme liabilities	(383)	450	562	(520)
Experience Gains/(Losses) on Scheme assets	208	(189)	(385)	255
	<b>(175)</b>	<b>261</b>	<b>177</b>	<b>(265)</b>

## 6. Tangible assets

	Land and buildings €	Fixtures, fittings & equipment €	Total €
At 1 January 2019	6,600,000	2,453,980	9,053,980
Additions	176,087	151,943	328,030
At 31 December 2019	6,776,087	2,605,923	9,382,010
<b>Depreciation</b>			
At 1 January 2019	-	2,081,911	2,081,911
Charge for the year	-	253,569	253,569
At 31 December 2019	-	2,335,480	2,335,480
<b>Net book values</b>			
At 31 December 2019	6,776,087	270,443	7,046,530
At 31 December 2018	6,600,000	372,069	6,972,069



# Notes to the Financial Statements

## for the Year Ended 31 December 2019

The following assets were held under finance lease:

	<b>Fixtures, fittings &amp; equipment €</b>
Net Book Value 31 December 2019	13,952
Net Book Value 31 December 2018	27,900
Depreciation charge for the year	13,948

Land and Buildings were valued by Lisney Valuers, 24 St Stephen's Green, Dublin 2 to an open market value basis reflecting existing use on 31 December 2018 in January 2019 at €6,600,000.

These valuations were incorporated into the financial statements in 2018 and the resulting revaluation adjustments was taken to the revaluation reserve in 2018.

On the 31 December 2019 the Finance Committee completed an annual review of the valuation of Land & Buildings. The Finance Committee concluded that the Net Book Value of €6,776,087 as at 31 December 2019 represented the market value at that date and as a result there was no need to depreciate the building in 2019.

### 7. Investment Fund

	<b>2019 €</b>	<b>2018 €</b>
Market Value at 1 January 2019	499,401	514,516
Gain/(Loss) on investments	76,690	(15,115)
Market Value at 31 December 2019	<u>576,091</u>	<u>499,401</u>

### 8. Debtors

	<b>2019 €</b>	<b>2018 €</b>
Debtors	899,048	807,880
Taxation	5,281	4,434
	<u>904,329</u>	<u>812,314</u>

# Notes to the Financial Statements

## for the Year Ended 31 December 2019

### 9. Creditors - amounts falling due within one year

	2019 €	2018 €
Creditors and Accruals	642,129	656,530
Obligations under Finance Leases	14,237	13,507
PAYE / PRSI	71,212	65,456
VAT	6,448	8,607
STEPS Income Deferred (Note 9A)	378,212	397,733
Subscriptions Income Deferred	363,241	543,063
Other Deferred Income	35,663	77,122
	<u>1,511,142</u>	<u>1,762,018</u>

### 9A. Deferred Income

	2019 €	2018 €
<b>STEPS Programme</b>		
Balance at beginning of year	397,733	475,947
Contributions Received	317,096	240,184
Released to Income in year	(336,617)	(318,398)
	<u>378,212</u>	<u>397,733</u>
Balance at end of year		

### 10. Creditors - amounts falling due after one year

	2019 €	2018 €
Obligations under Finance Leases	8,642	22,879
Pension Liability	454,000	294,000
	<u>462,642</u>	<u>316,879</u>

# Notes to the Financial Statements

for the Year Ended 31 December 2019

## 11. Reserves

	2019 €	2018 €
<b>Accumulated Fund</b>		
Balance at beginning of year	8,228,921	7,559,091
Surplus for year	692,762	408,830
Actuarial (Loss)/Gain on pension scheme	(175,000)	261,000
Balance at year end	8,746,683	8,228,921

## 12. Revaluation Reserve

	2019 €	2018 €
Balance at beginning of year	2,716,891	1,242,835
Gain on Revaluation	-	1,474,056
Balance at year end	2,716,891	2,716,891

Land and Buildings were valued by Lisney, Valuers, 24 St Stephen's Green, Dublin 2 in January 2019 at €6,600,000 on the basis of open market value for existing use.

## 13. Engineers Ireland Regions

Engineers Ireland supports 11 regional committees to provide additional support to local members in each region. In 2019 the total income of the regions was €127,679 (2018: €141,865). The regions incurred expenditure of €130,834 (2018: €124,604) resulting in a deficit of €3,155 (2018 surplus: €17,261). The regions have total net assets at 31 December 2019 of €336,912 (2018: €340,067) and these funds are available to the individual regional committees to support activities in their region.

# Notes to the Financial Statements

## for the Year Ended 31 December 2019

### 14. CPD Training & Accreditation

The Institution of Engineers of Ireland acknowledges that it received €250,000 from the Department of Education and Skills in relation to the National Training Fund and that the expenditure incurred in 2019 is in compliance with the statutory requirements of the Fund as provided for in Section 7 of the National Training Fund Act, 2000.

### 15. Reclassification of Comparative Figures

For comparison purposes some comparative figures have been restated.

### 16. Post Balance Sheet Event

The Irish Government required all non-essential businesses to close temporarily on 28 March 2020. The Institution has continued to operate during this period. As a result of this change there has been a slowing in the pace and volume of activity, in some areas of business, from April 2020. This has had a negative impact on the Institution in Quarter 2, 2020 and operating activity has reduced in some areas as a result.

At the time of approving the financial statements, there is uncertainty regarding how the balance sheet may be impacted based on events since the year end and as a result an estimate of its financial effect cannot be made.

### 17. Approval of the Financial Statements

The Financial Statements were approved by Council on Saturday 9 May 2020.



Pictured at the Excellence Awards in November is Dr Cristina Paduano, aerospace engineer, CFD modelling specialist and founder of B-Fluid Ltd, who was the 2019 Chartered Engineer of the Year. Also pictured is Donal McDaid, Director and Infrastructure Group Leader representing the award sponsor, Arup.









We support our members' career progression at all stages. From students to senior engineers and CEO's

### Supporting our organisations

- Engineers Ireland Jobs Desk
- Corporate Partner membership
- CPD accreditation
- Registered training providers
- Policy development representation
- Professional registers
- School and college programmes

### Supporting our professionals

- Knowledge
- Recognition
- Community
- Professional development
- Career guidance
- Advocacy
- Networking

Further details at [www.engineersireland.ie](http://www.engineersireland.ie)

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