

Kerry Education and Training Board

Financial Statements For The Year Ended 31 December 2024

Kerry Education and Training Board

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Kerry Education and Training Board

Statement of Board Responsibilities

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

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

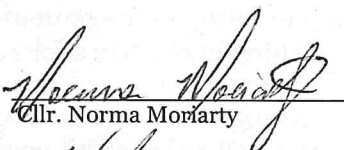
In preparing those accounts, the Board is required to:

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

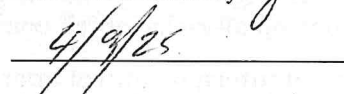
The Board is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Board and which enable it to ensure that the Financial Statements comply with section 51 of the Education and Training Boards Act 2013. The Board is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Chairperson

Signature:


Cllr. Norma Moriarty

Date:


4/9/25

Kerry Education and Training Board

Statement of Internal Control

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

The Code of Practice for the Governance of Education and Training Boards is set out in Circular 0083/2024, which was issued by the Department of Education to all ETBs in November 2024. The Code of Governance was adopted by Kerry ETB at its 10th December 2024 meeting.

A new Board was constituted for Kerry ETB in September 2024, and at its meeting of 10th December 2024, the Board completed the appointment of new Finance and Audit and Risk Committees.

Responsibility for the System of Internal Control

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

Key Control Procedures

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

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

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

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

The Boards Oversight Framework includes:

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

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

Audit and Risk Committee

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

- Internal audit reports

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

The Director of OSD, Director of Schools, Youth and Music (SYM) and Director of Further Education and Training (FET), Head of Finance, Audit and Compliance Staff, Head of Corporate, Capital and Technology, Buildings Officer, Adult Education Officer, provided reports on operation of controls, finances and met with the Audit and Risk Committee in 2024 and 2025.

In 2024, Kerry ETB continued to develop and implement the Governance, Compliance and Risk Software for conducting the annual evaluation of the system of internal controls. Maintaining the system of internal controls is a continuous process and the system and its effectiveness are kept under ongoing review.

The Audit and Risk Committee reviewed the effectiveness of the system of internal controls for the relevant reporting period on 19th March 2025.

Finance Committee

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

- Annual Financial Statements 2024 (AFS)
- Recommendation to the Board of AFS 2024
- Monthly Income and Expenditure Accounts
- Risk Management Reports from Director of Organisation Support & Development (OSD)/Chief Risk Officer

Director of OSD, Director SYM, Director FET, Head of Finance, Head of Corporate, Capital & Technology, Buildings Officer, Executive Support, Youth Development Officer and CEO reported to the Finance Committee in 2024 and 2025.

The Finance Committee reviewed the Annual Financial Statements 2024 on 24th March 2025 and recommended their adoption to the Board.

Internal Audit

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

Comprehensive: System of internal control is adequate and operates effectively.

Adequate: System of internal control is generally adequate and operates effectively.

Inadequate: System of internal control is inadequate and does not operate effectively.

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

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Statement of Internal Control

The Review of Programme Learner Support System (PLSS) and Validation of Learner Records was carried out in 2022 and 2023. The Statement on Internal Control for 2023 included this report, however, it was only at draft stage and had an overall opinion of Adequate. Following discussions between Kerry ETB and the IAU-ETBs, the final report was received from the IAU-ETBs, in May 2024, and the overall finding of the Report was that there was a Comprehensive system of Internal Controls in place.

A review of Governance and Risk Management was carried out in 2023 and 2024, and the finalised report was received from IAU-ETBs in January 2025 and presented to the Audit and Risk committee on 19th March 2025. This was a review not an audit, therefore there was no audit opinion. A total of 17 recommendations were made – all low-risk rating.

An audit of Information Security Management System - Audit of the Public Sector Cyber Security Standards framework implementation – Information Security Management Systems (ISMS) Audit areas 1 to 3, was carried out in 2024. The draft report was received from IAU-ETBs in December 2024. Management responses have been prepared and returned to the IAU-ETB's. We await the final report. The overall finding of the draft Report was that there was an Adequate system of Internal Controls in place. We are awaiting the final report.

An audit of School Utilisation Recruitment and Utilisation of Teachers was carried out in 2023 and 2024. We are awaiting the draft report.

An audit of Youth Services was carried out in 2023 and 2024. We are awaiting the final report.

An audit of School Contributions was commenced in 2024. The fieldwork is ongoing.

Garda National Vetting Bureau Compliance Inspection was carried out in Kerry ETB in July 2024. The overall Inspection was passed and found to be fully compliant. 'Kerry ETB has an accountable and auditable process in place which is compliant with legislation and all required policies and procedures.'

Sectoral audits

On 4th July the IAU-ETBs issued a sectoral report on the implementation status of previous IAU Audit Recommendations. On review of the recommendations in this Sectoral report the A & R Committee formed the view that there were no high or medium recommendations that Kerry ETB needed to address.

On 8th November the IAU-ETBs issued a sectoral report on Enrolment. On review of the recommendations in this Sectoral report the A & R Committee formed the view that there were 4 recommendations that Kerry ETB needed to address. These 4 recommendations will be progressed in 2025 and kept under on-going review.

These recommendations have been incorporated as part of the Annual Review of Internal Controls process for 2025.

Breaches of system internal control Procurement-

Kerry ETB is continuing to work towards meeting all its responsibilities in respect of procurement regulations and requirements. There are instances where goods and services are procured across 35 sites through competitive procurement processes, in line with Kerry ETB's Procurement Policy, but the cumulative value across all sites exceeds National/EU tendering thresholds. Based on analysis of 2024 expenditure in areas where an organisation-wide eTenders process is appropriate, expenditure totalling €169,083 (ex. VAT) has been identified as non-compliant as follows:

- i. Expenditure of €103,668 for general loose furniture for schools, colleges and the apprenticeship programme paid to five different companies. Kerry ETB has signed up and commenced using the Department of Education Post Primary furniture framework which will address part of the

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Statement of Internal Control

requirement. Further analysis of expenditure outside of the Post Primary Framework is underway to progress an appropriate tender process.

- ii. (ii) Expenditure of €65,415 for Specialist Health and Safety Training recognised by the Global Wind Organisation paid to one supplier for an Apprenticeship programme. A tender process will be conducted in quarter 2 2025.

Kerry ETB has developed a Corporate Procurement Plan for 2026 to 2027, which sets out actions to address areas of identified non-compliance and other Kerry ETB procurement needs. Kerry ETB will continue to monitor and review all areas of expenditure to identify opportunities where tendering and the utilisation of existing National Frameworks for goods and services will provide best value for money and meet compliance requirements.

Fraud

No incidents were reported under Kerry ETBs Anti-Fraud and Corruption Policy and Procedure in 2024.

Protected disclosures

Kerry ETB received no protected disclosures in 2024 under the Protected Disclosure Act 2014.

Risk Management

Kerry ETB has Corporate Risk Management in place across the organisation. The Risk register was reviewed at each meeting of the Audit and Risk Committee in 2024, and the Committee continues to monitor the development of the Kerry ETB Strategic Risk Management plan.

Issues progressing at Sectoral level

Single Public Services Pension Scheme

Circular Letter 11/2014 obliges ETBs to provide benefits statements and calculations to members of the Single Public Services Pension Scheme by end of June 2024. Kerry ETB has now met its obligations to provide annual pension statements to all members of the Single Public Service Pension Scheme in 2024. Pension benefit statements were produced in Kerry ETB for 1035 members who paid SPS contributions and earned SPS referable amounts during the period 2013 to 2023.

ESBS-Pensions Improvement Programme:

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

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

The ESBS/ETB Pensions User Group has been established and meets monthly to discuss pension issues and provide clarifications and support on the use of the CoreHR Pensions module in particular. ESBS Pensions and Ops teams have identified a number of areas on PeopleXD in the pension schemes for cleansing and are working their way through them and sending items to ETBs for their review and

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update. Once this is completed, a full suite of reports will be created to carry out quality control checks regularly on the data.

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

ETB Pensioners Migration to payment by ESBS:

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

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

ETB Payroll Shared Services

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

Payroll

The migration of Kerry ETB payroll to ESBS for all staff took place in June 2021. The ESBS is responsible for the processing of the payroll while Kerry ETB is still responsible for the issuing of instructions to shared services of the changes to payrolls and HR function. The Chief Executive has confirmed that he/she has fulfilled her responsibilities in relation to the requirements of both the Memorandum of Understanding and the Service Management Agreement that has been signed and is in place between Kerry ETB and the Department of Education - Education Shared Business Service (ESBS) centre. These documents provide the framework for the operation of ESBS-ETB Payroll Shared Services on behalf of the ETB sector. The Chief Executive relies on a letter of assurance from the Accounting Officer of the Department of Education that appropriate controls are exercised in the provision of payroll services by the ESBS to Kerry ETB.

Expenses including Travel and Subsistence

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

Apprentice payroll

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

Learner payments

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

Finance Shared Services

The ESBS has been established to deliver shared services in the Education and Training sector with a focus on payroll and finance shared services for ETBs in the first instance. All 16 ETBs have been

Kerry Education and Training Board

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consolidated onto the same financial management system platform. Each ETB has their own separate instance of the financial management system. All ETBs are being migrated across to Finance Shared Service on a phased basis through to the end of 2026.

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

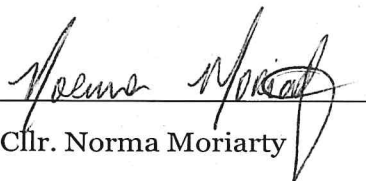
Annual Review of Controls

Kerry ETB is committed to operating an efficient, effective and economic internal control system. I confirm that the Audit and Risk Committee at its meeting on the 19th March 2025, conducted a review of the effectiveness of the system of internal financial control for year ended 31st December 2024 in the manner prescribed by the Code of Practice for the Governance of Education and Training Boards.

This included

- The Executive presented a report of its review of controls (both verbally and by written report) at its meeting of 19th March 2025. The Audit and Risk Committee received confirmation from the Chief Executive that the system of internal control is adequate and appropriate insofar as is reasonably practicable. The Chief Executive based this statement on information gathered from senior managers across the organisation.
- A review of internal and external audit reports issued in 2024 and to date in 2025, along with an examination of minutes of meetings of the Board and Finance Committee to ensure there are no inconsistencies in these with the assessment of internal control provided to the Audit and Risk Committee in Internal Audit Reports and Management representations.
- The Audit and Risk Committee presented a written report on the review of controls to the Board on 26th March 2025.
- A review of Governance and Control activities in 2024 including:
 - Engagement between the Audit and Risk Committee, Finance Committee, Board and the executive
 - Reports from the Chief Executive, Director of OSD, Director of SYM and Director of FET to the Board
 - Reports from the Chief Executive, Director of OSD, Director of FET, Head of Finance, Head of Corporate, Capital & Technology, Buildings Officer and Compliance Staff. Director of SYM and AEO would have attended meetings to provide information/respond to queries on SIC and audits. Recommendations made by the C & AG in management letters or other reports
 - Recommendations made by the Internal Audit Unit
 - Risk Management Reports from Director of OSD/Chief Risk Officer
 - The Risk Register that is kept up-to-date and presented to the Audit and Risk Committee on a regular basis.

The Board reviewed and approved this statement at its meeting held on 26th of March 2025.

Signed: 
Cllr. Norma Moriarty
Chairperson

Date: 4/9/25.

Kerry Education and Training Board
Comptroller and Auditor General Audit Report



Ard Reachtaire Cuntas agus Ciste
Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Kerry Education and Training Board

Opinion on the financial statements

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

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

In my opinion,

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

Basis of opinion

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

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

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

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

I have nothing to report in that regard.

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

9 September 2025

Kerry Education and Training Board

Comptroller and Auditor General Audit Report

Appendix to the report

Responsibilities of Board Members

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

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

Responsibilities of the Comptroller and Auditor General

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

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

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

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

- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

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

I report by exception if, in my opinion,

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

Information other than the financial statements

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

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

Reporting on other matters

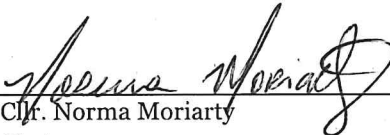
My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

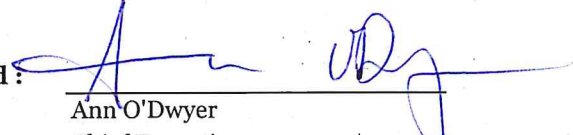
I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

Kerry Education and Training Board

Operating Statement For The Year Ended 31 December 2024

	Note	Year ended 31/12/2024	Year ended 31/12/2023
RECEIPTS		€'000	€'000
Post Primary Schools & Head Office Grants	3	35,315	31,890
Primary School Grants	4	142	101
Further Education and Training Grants	5	50,105	45,297
Youth Services Grants	6	1,692	1,259
Agencies & Self-Financing Projects	7	2,794	2,233
Capital	8	28,891	8,996
		118,939	89,776
 PAYMENTS			
Post Primary Schools & Head Office	9	34,883	32,456
Primary School	10	75	121
Further Education and Training	11	49,018	47,103
Youth Services	12	1,458	1,287
Agencies & Self-Financing Projects	13	2,715	2,865
Capital	14	17,985	12,747
		106,134	96,580
 Cash Surplus/(Deficit) for Year		 12,805	 (6,804)
 Movement in Other Net Current Assets	 25	 (13,544)	 6,415
 Accrual Revenue Surplus/ (Deficit) for Year		 (739)	 (389)
 Revenue (Deficit)/ Surplus at 1 January		 282	 670
 Revenue (Deficit)/ Surplus at 31 December	 16	 (457)	 282

Signed : 
 Clk. Norma Moriarty
 Chairperson

Signed : 
 Ann O'Dwyer
 Chief Executive

Date : 4/9/25

Date : 4/9/25

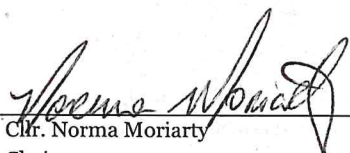
The notes on pages 14 to 32 form part of these Financial Statements

Kerry Education and Training Board

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

	Note	31/12/2024	31/12/2023
		€'000	€'000
Current Assets			
Recurrent State Grants	17	1,263	3,299
Capital State Grants	18	3,264	7,518
Other Recurrent Income	19	56	157
Third Party Debtors	20	28	76
Bank Balance		15,314	2,509
		<u>19,925</u>	<u>13,560</u>
Current Liabilities			
Recurrent State Grants	21	1,679	1,744
Capital State Grants	22	14,859	6,716
Other Recurrent Income	23	756	545
Pay & Expense liabilities	24	3,088	4,273
		<u>20,382</u>	<u>13,278</u>
Net Current Assets / (Liabilities)		<u>(457)</u>	<u>282</u>
Represented By			
Revenue Surplus / (Deficit)	16	<u>(457)</u>	<u>282</u>

Programme	Retained Surplus/ (Deficit) 31/12/2024	Accrual	Retained Surplus/ (Deficit) 31/12/2023
		Revenue Surplus/ (Deficit) For 2024	
	€'000	€'000	€'000
Schools & Head Office	96	279	(183)
Further Education Programmes	(754)	(754)	
Agency Programmes	-	1	(1)
Self-financing Programmes	201	(265)	466
	<u>(457)</u>	<u>(739)</u>	<u>282</u>

Signed: 
 Cfr. Norma Moriarty
 Chairperson

Date: 4/9/25

Signed: 
 Ann O'Dwyer
 Chief Executive

Date: 4/9/25

The notes on pages 14 to 32 form part of these Financial Statements

Kerry Education and Training Board
Notes to The Financial Statements - Year Ended 31 December 2024

1 Accounting Policies

1.1 Significant Accounting Policies

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

1.2 General Information

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

Community National Schools came under the Patronage of the Education and Training Board with the commencement of the 2016/2017 academic year.

1.3 (a) Basis of Presentation

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

(b) Revenue and Expenditure Recognition

Revenue

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

Expenditure

Pay

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

Non Pay

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

Allowances

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

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

(c) Asset and Liabilities Recognition

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

Recurrent State Grants

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

Capital Grants

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

Other Recurrent Income

Agency and Self-financing Projects

Agency work involves running a programme on behalf of another organisation or students according to agreed criteria and the Education and Training Board is reimbursed its cost.
Self-financing Projects are programmes run under the complete control of the Education and Training Board either for the Education and Training Board or other organisations.

Third Party Debtors are included in Current Assets.

Pay and Expense Liabilities are included in Current Liabilities.

Comparatives

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

Kerry Education and Training Board
Notes to The Financial Statements - Year Ended 31 December 2024

1 Accounting Policies (continued)

(d) Tangible fixed assets

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

(e) Stocks

All consumable stocks are expensed as purchased.

(f) Leases

All lease payments are expensed as incurred.

(G) Retirement Benefits

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

Superannuation contributions made by employees in respect of the pre 2013 schemes are retained by the ETB to go towards funding of the Post Primary Schools and Head Office Pay grant as part of agreed Exchequer funding. Contributions paid by members of the Single Scheme are paid over to the Department of Public Expenditure, National Development Plan Delivery and Reform in accordance with the legislation.

The ETB does not make any employer contributions towards the schemes. These unfunded schemes are operated on a pay as you go basis. Retirement benefits are paid by the National Shared Services Office on behalf of the ETB. ETBs are responsible for the administration of their pensions, the calculation of benefits and instructing the NSSO of entitlements. The Department of Education reimburses the National Shared Services Office for pension costs incurred and those costs are reflected in the Department of Education's Vote.

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

2 Kerry Education and Training Board provides Education and Training as set out below:

Service	Number of Schools/Centres *	Number of Participants **	Number of Beneficiaries ***
Primary Level	4	119	-
Second Level	8	3,187	-
Further Education and Training (FET) ****	24	-	16,264

* The number of Schools/ Centres from which Kerry ETB provides educational service and activities.

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

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

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

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

3 Post Primary Schools & Head Office Receipts	Year ended 31/12/2024 €'000	Year ended 31/12/2023 €'000
Department of Education		
-Pay	31,414	28,974
** -Non Pay	2,141	1,864
-Associated Programmes	1,712	999
Department of Education -sub total	35,267	31,836
Irish Public Bodies	32	51
Bank	16	2
	35,315	31,890
**The Non Pay receipts include a cost of living measure paid to Kerry ETB in November 2024 to support increased school running costs announced as part of the cost of living measures in Budget 2025.		
4 Primary School Receipts	Year ended 31/12/2024 €'000	Year ended 31/12/2023 €'000
Department of Education	142	101
5 Further Education and Training Receipts	Year ended 31/12/2024 €'000	Year ended 31/12/2023 €'000
SOLAS	50,105	45,294
Department of Further and Higher Education, Research, Innovation and Science	-	3
	50,105	45,297
6 Youth Service Receipts	Year ended 31/12/2024 €'000	Year ended 31/12/2023 €'000
Department of Children, Equality, Disability, Integration and Youth	1,505	1,259
Department Of Education	100	-
Other (2)	87	-
	1,692	1,259

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

7 Agencies and Self Financing Project Receipts

Agencies	Sponsoring Department/ Funder	Year ended 31/12/2024 €'000	Year ended 31/12/2023 €'000
School Meals	Department of Social Protection	594	518
Examination Supervision	State Examinations Commission	118	128
School Completion Programme	Tusla	280	240
Music Generation	Music Generation DAC	374	365
Erasmus	Leargas	162	46
Other agency - 9 in Number **	Various	127	45
		1,656	1,341
Self-Financing Projects			
School Projects	Parents/ Students	754	804
Outdoor Education Centres		254	31
Other self-financing - 7 in Number	Various	131	56
		1,138	891
Total		2,794	2,233

8 Capital Receipts

	Year ended 31/12/2024 €'000	Year ended 31/12/2023 €'000
Department of Education	24,510	3,979
SOLAS	4,381	5,017
	28,891	8,996

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

9 Post Primary Schools & Head Office Paym	Year Ended 31/12/2024			Year ended
	Pay	Non Pay	Total	31/12/2023
PAY	€'000	€'000	€'000	€'000
Instruction	27,882		27,882	25,556
Administration	3,047		3,047	2,727
Maintenance	664		664	622
	<u>31,593</u>		<u>31,593</u>	<u>28,905</u>
NON PAY		1,856	1,856	2,185
ASSOCIATED PROGRAMMES				
Book Grants	15	484	499	117
Student Services Support Fund	14	336	350	414
ICT Grant	-	120	120	145
Creative Youth Programme	-	-	-	199
DEIS Grant & Home School Liaison	-	88	88	96
DEIS Summer Programme	107	6	113	25
Transition Year	-	58	58	10
Junior Cert Schools Programme	-	55	55	35
Others - 10 in Number	31	120	150	326
			-	-
	<u>165</u>	<u>1,269</u>	<u>1,434</u>	<u>1,367</u>
	<u>31,758</u>	<u>3,125</u>	<u>34,883</u>	<u>32,456</u>

10 Primary School Payments	Year Ended 31/12/2024			Year Ended
	Pay	Non Pay	Total	31/12/2023
	€'000	€'000	€'000	€'000
All - 10 in Number	7	68	75	121
	<u>7</u>	<u>68</u>	<u>75</u>	<u>121</u>

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

11 Further Education and Training Payments	Year Ended 31/12/2024			Total	Year Ended
	Pay	Non Pay	Allowances		31/12/2023
	€'000	€'000	€'000	€'000	€'000
VTOS	1,390	-	-	1,390	1,399
Youthreach	1,542	490	419	2,451	2,438
ESOL (incl. Ukrainian Provision)	842	123	-	965	1,401
Courses For Employment	3,176	3,149	2,930	9,256	10,002
Courses For Progression	3,066	173	961	4,200	3,296
Bridging/Foundation/Pathways - FT	-	118	939	1,058	987
Specialist Training Provider	-	1,713	666	2,379	2,397
Apprenticeships	1,785	1,917	7,547	11,249	9,174
Evening Courses/Part-time (Pathways/Progression)	1,036	122	-	1,157	1,056
FET Operating	5,339	5,186	-	10,526	10,596
Explore Programme	-	-	-	-	2
Others - 18 in Number	2,728	1,487	173	4,389	4,355
	20,903	14,480	13,635	49,018	47,103

In 2024 there was an overall overspend on SOLAS funded programmes of €746k. This overspend is reflected as a deficit in the Statement of Assets and Liabilities.

12 Youth Services Payments	Year Ended 31/12/2024			Total	Year Ended
	Pay	Non Pay	Allowances		31/12/2023
	€'000	€'000	€'000	€'000	€'000
Local Youth Club Grants Scheme	-	66	-	66	-
Youth Work Function	130	28	-	158	145
Youth Information Centre	-	127	-	127	127
Special Projects Youth/UBU	-	608	-	608	786
Local Creative Youth Partnership (LCYP)	69	118	-	187	-
Integration Fund Allocation	-	254	-	254	101
Other - 3 in Number	-	57	-	57	128
	199	1,258	-	1,458	1,287

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

13 Agencies and Self Financing Project Payments

Agencies	Sponsoring Department/ Funder	Year Ended 31/12/2024			Year ended
		Pay	Non Pay	Total	31/12/2023
		€'000	€'000	€'000	€'000
School Meals	Department of Social Protection	-	549	549	511
School Completion Programme	Tusla	138	25	163	158
Music Generation Programme	Music Generation DAC	341	94	435	430
Examination Supervision	State Examinations Commission	116	0	116	110
Erasmus	Leargas	-	80	80	72
Other agency - 10 in Number **	Various	20	38	58	63
		614	786	1,400	1,344
Self-Financing Projects					
Outdoor Education Centres		174	-	174	339
School Projects	Parents/ Students	31	796	827	1,074
PLC Self-financing		-	161	161	-
PLC Government Levy		-	58	58	-
Other self-financing - 8 in Number	Various	44	51	96	108
		249	1,066	1,315	1,521
Overall		863	1,852	2,715	2,865

14 Capital Payments

Facility	Expenditure Type	Year Ended	Year Ended
		31/12/2024	31/12/2023
		Total	Total
		€'000	€'000
Gaelcholáiste Chiarraí (New School)	New School Project	2,715	2,473
Causeway Comprehensive School	Causeway CS School Extension	197	140
Kerry ETB Apprenticeship Capital	Kerry ETB Apprenticeship Capital	268	-
Killarney Community College	Special Needs Unit	168	1,490
Causeway Comprehensive School	Causeway CS SWS Scheme Window Replacement	254	-
Castleisland Community College	2024 DoE Pathfinder Programme	5,516	-
Castleisland Community College	2024 Modular Framework	452	-
An Tochar AEC	EWS Project An Tochar AEC - Heating/Boiler Upgrade	368	95
Gaelcholáiste Chiarraí (New School)	Gaelcholaiste Chiarrai Furniture and Equipment	118	1,205
Kerry ETB	Project Management Services - DoE	275	200
Castleisland Community College	Castleisland CC - Prefab 2023	150	229
O Connell AEC	O'Connell AEC Refurbishment	401	946
Post Primary Schools	Purchase of Construction Studies Equipment 2023	820	83
Colaiste na Sceilge	EWS 2023 Boiler/Fume/Gas	469	-
Colaiste na Sceilge	2024 Modular Framework	986	-
Kerry ETB Devolved Capital	SOLAS Equipment/Devolved	1,487	1,342
Kerry College Monavalley Campus	FET Fitout of Unit 9 Block T	1,553	-
Causeway CS	2024 Modular Framework	219	-
Kerry College Clash Campus	Kerry College Clash Campus -	275	-
Others - 40 in number		968	2,915
During the year Kerry ETB acted as a project manager for the following devolved projects :			
Listellick National School	New School Project	129	1,473
St Olivers National School	St Olivers National School	18	74
Knocknagsohel NS	Major Project at Knocknagoshel NS	54	70
Tralee ETNS	Major Project at Tralee Educate Together NS	79	13
Moyderwell Mercy Primary School	Extension to Moyderwell Mercy	46	-
		17,985	12,747

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

15 ANALYSIS OF RECEIPTS BY FUNDER

FUNDER	Programme							TOTAL Year Ended 31/12/2024	Year Ended 31/12/2023
	Post Primary Schools & Head Office	Primary Schools	Further Education and Training	Youth Services	Agencies and Self- financing/	Capital			
	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000	
State Funding Received									
Department of Education	35,267	142	-	100	-	24,510	60,018	35,849	
Department of Further and Higher Education, Research, Innovation and Science	-	-	50,105	-	-	4,381	54,487	3	
SOLAS *	-	-	-	-	-	-	-	50,311	
Department of Children, Equality, Disability, Integration and Youth	-	-	-	1,505	-	-	1,505	1,259	
Department of Social Protection	-	-	-	-	594	-	594	518	
H.S.E. (Health Service Executive)	-	-	-	-	11	-	11	19	
State Examinations Commission	-	-	-	-	118	-	118	128	
Kerry County Council	-	-	-	10	53	-	63	10	
Dept. of Tourism, Culture, Arts, Gaeltacht, Sports and Media	-	-	-	77	-	-	77	58	
Arts Council	-	-	-	-	4	-	4	-	
Post Primary Languages Ireland	-	-	-	-	3	-	3	0	
TUSLA	-	-	-	-	280	-	280	240	
Léargas	-	-	-	-	162	-	162	46	
Music Generation	-	-	-	-	374	-	374	365	
Outdoor Education Centre-NPW	-	-	-	-	254	-	254	31	
	35,267	142	50,105	1,693	1,853	28,891	117,950	88,836	
Non State Funding Applied to State-funded Schemes									
Parents/ Students	-	-	-	-	-	-	-	-	
Irish Public Bodies - Dividends/ Capital Reserve	32	-	-	-	-	-	32	51	
Bank	16	-	-	-	-	-	16	2	
Other	48	-	-	-	-	-	48	13	
								66	
Other Non State Funding									
Parents/ Students	-	-	-	-	847	-	847	824	
Patrons	-	-	-	-	-	-	-	-	
Irish Public Bodies - Insurance Settlements	-	-	-	-	16	-	16	-	
Staff	-	-	-	-	-	-	-	17	
Other	-	-	-	-	78	-	78	32	
					941	-	941	873	
Total	35,315	142	50,105	1,693	2,794	28,891	118,939	89,776	

* : Incl SEAI Capital Funding €13.7k

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

16 Source and Use of Funds Primary Grantor Department/Office	Project	2024		Receipts direct from Grantor ^e	Receipts from other sources	Total Receipts per Operating Statement	2024 Local Funding Transfers	Cash Expenditure per Operating Statement	Change in Liabilities Debtors	Surplus/ (Deficit) per Operating Statement for 2019 ^d	31/12/2024 Amount due from/ (due to) Grantor
		Grant Issued	€'000								
Department of Education Post Primary Schools and Head Office	Pay ^b		821	29,896,015	1,517,919	31,413,934	-	31,593	73	-	1,072
	Non-Pay ^c		-	2,140,676	47,937	2,188,613	33,660	1,856	88	279	0
	Local Funding Surpluses		(520)	-	-	-	33,660	-	-	-	(487)
	Associated Programmes		(539)	1,712,231	-	1,712,231	-	1,434	(1)	-	(810)
Primary Schools	Capital		188	141,769	-	141,769	-	75	(1)	-	120
	Student Support		4,192	24,509,535	-	24,509,535	-	13,524	(1,445)	-	(8,239)
	Youth Services		-	177,970	-	177,970	-	187	2	-	12
Total Department of Education		177	4,142	(58,577)	(1,566)	(60,143)	-	48,668	(1,285)	279	(8,339)
Other Funders		60,195									
Department of Further and Higher Education, Research, Innovation and Science	Explore		(1)	-	-	-	-	-	-	-	(1)
SOLAS	Further Education and Training		1,670	(50,105)	(50,105)	-	49,018	163	(8)	(754)	(8)
SOLAS	Capital		(3,390)	(4,381)	(4,381)	-	4,462	(47)	(8)	-	(3,357)
Total SOLAS			(1,720)	(54,487)	(54,487)	-	53,480	116	(754)	-	(3,304)
Department of Children, Equality, Disability, Integration and Youth	Youth Services		(63)	(1,505)	(1,505)	-	1,270	1	(297)	-	(297)
Tusla	Agency		(202)	(280)	(280)	-	163	1	(318)	-	(318)
State Examinations Commission	Agency		2	(118)	(118)	-	116	0	0	-	0
Department of Social Protection	Agency		36	(594)	(594)	-	549	26	17	-	17
Health Service Executive	Self Financing		(21)	(11)	(11)	-	21	0	(11)	-	(11)
Leargas	Agency		(50)	(162)	(162)	-	80	2	(131)	-	(131)
Arts Council	Agency/Self Financing		(6)	(4)	(4)	-	0	-	(10)	-	(10)
Kerry County Council	Agency/Self Financing/Youth		(0)	(63)	(63)	-	-	-	(63)	-	(63)
Post Primary Languages Ireland	Agency		0	(3)	(3)	-	-	-	(2)	-	(2)
Musé Generation	Agency		(59)	(374)	(380)	-	435	3	(1)	-	(1)
Outdoor Education Centre	Self Financing		75	(254)	(179)	-	174	5	(0)	-	(0)
Total State			(224)	(1,863)	(6)	(1,869)	-	1,538	37	-	(519)
Total Non State			(163)	(935)	(935)	-	1,177	(6)	(264)	-	(191)
Total State and Non State			1,970	(116,432)	(2,507)	(118,939)	-	106,134	(1,136)	(739)	(12,710)
			118,950								

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

16 Source and Use of Funds (continued)

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

		31/12/2024	31/12/2023
		€'000	€'000
Amount due from/ (due to) Grantor at 31 December		(12,710)	1,970
Bank Balance	(Page 13)	15,314	2,509
Third Party Debtors	(Note 20)	28	76
Pay & Expenses Liabilities	(Note 24)	(3,088)	(4,273)
Revenue Surplus/(Deficit) per Statement of Current Assets and Liabilities		<u>(457)</u>	<u>282</u>

Notes

a Opening balances

Balances are reported on an accruals basis.

Department of Education: Post-Primary Schools and Head Office Pay Grant was funded by direct receipts from grantor of €29,896,015 and anticipated receipts from Retained Superannuation Contributions of €1,516,884. Actual receipts of Retained Superannuation Contributions were €1,517,919 which is €1,035 greater than anticipated.

b Pay

Department of Education: Post-Primary Schools and Head Office Non Pay Grant was funded by direct receipts from grantor of €2,140,676 (the non pay grant includes a cost of living measure to support increased school running costs announced as part of the cost of living measures in Budget 2024) and forecasted locally raised receipts of €47,846. In 2024 actual locally raised receipts were €47,937 resulting in a surplus of receipts of €91 over the amount forecasted. Surplus receipts are due to the Department of Education and are not considered part of the current year funding.

c Non Pay

d Total State funding

The difference between the total amount received from grantors of €116,443,651 above and the total in Note 17 - Funding of €117,961,570 is represented by Retained Superannuation Contributions of €1,517,919.

e Revenue Deficit

The Revenue Deficit is a result of the difference between the funds received from SOLAS and the amount of expenditure on SOLAS-funded programmes throughout 2024.

The 2024 funding was based on a target of c. 13,740 beneficiaries, however, the actual level of beneficiaries achieved in 2024 was c. 16,264, that is c. 2,524 beneficiaries in excess of the 2024 target.

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

17 Current Assets - Recurrent State Grants	31/12/2024	31/12/2023
	€'000	€'000
Amount due from Department of Education		
Pay Grant Underfunding	1,074	870
Primary Schools Grant Underfunding	139	197
Associated Grants Underfunding	14	28
Amount due from Department of Children, Equality, Disability, Integration and Youth	34	100
Amount due from SOLAS	-	2,105
Amount due from DoE - Creative Youth	2	
	<u>1,263</u>	<u>3,299</u>
18 Current Assets - Capital State Grants	31/12/2024	31/12/2023
	€'000	€'000
Amount due from the Department of Education	3,165	6,762
Amount due from SOLAS	99	756
	<u>3,264</u>	<u>7,518</u>
19 Current Assets - Other Recurrent Income	31/12/2024	31/12/2023
	€'000	€'000
Amount due from - Other State bodies	17	113
Amount due from - Other Non State bodies	39	44
	<u>56</u>	<u>157</u>
20 Current Assets - Third Party Debtors	31/12/2024	31/12/2023
	€'000	€'000
Overpayment	23	15
Other	5	62
	<u>28</u>	<u>76</u>
21 Current Liabilities - Recurrent State Grants	31/12/2024	31/12/2023
	€'000	€'000
Amount due to the Department of Education		
Pay Grant Underspent	1	48
Associated Grants Unspent	833	567
Local Receipts / Receivables	487	520
Primary Schools Grant Unspent	19	9
Amount due to Department of Further and Higher Education, Research, Innovation and Science	1	1
Amount due to SOLAS	8	435
Amount due to Department of Children, Equality, Disability, Integration and Youth	331	163
	<u>1,679</u>	<u>1,744</u>

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

22 Current Liabilities - Capital State Grants	31/12/2024	31/12/2023	
	€'000	€'000	
Amount held for Department Of Education	11,403	2,570	
Amount due to SOLAS	3,456	4,146	
	<u>14,859</u>	<u>6,716</u>	
23 Current Liabilities - Other Recurrent Income	31/12/2024	31/12/2023	
	€'000	€'000	
Amount held for - Others State bodies	510	338	
Amount held for - Others Non State bodies	246	196	
Amount held for Students	0	12	
	<u>756</u>	<u>545</u>	
24 Pay and Expense Liabilities	31/12/2024	31/12/2023	
	€'000	€'000	
Expense Liabilities	1,389	2,675	
Pay Liabilities	1,699	1,598	
	<u>3,088</u>	<u>4,273</u>	
25 Movement in Other Net Current Assets	Balance as at 31/12/2024	Balance as at 31/12/2023	Movement in Period
	€'000	€'000	€'000
Current Assets			
Increase/(Decrease) in Recurrent State Grants Receivable	1,263	3,299	(2,036)
Increase/(Decrease) in Capital State Grants Receivable	3,264	7,518	(4,254)
Increase/(Decrease) in Other Recurrent Income Receivable	56	157	(101)
Increase/(Decrease) in Third Party Debtors	28	76	(48)
	<u>4,611</u>	<u>11,050</u>	<u>(6,440)</u>
Current Liabilities			
(Increase)/Decrease in Recurrent State Grant Liabilities	1,679	1,744	65
(Increase)/Decrease in Capital State Grant Liabilities	14,859	6,716	(8,143)
(Increase)/Decrease in Other Recurrent Income Liabilities	756	545	(211)
(Increase)/Decrease in Pay and Expense Liabilities	3,088	4,273	1,185
	<u>20,382</u>	<u>13,278</u>	<u>(7,104)</u>
Net Movement			<u>(13,544)</u>

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

26 Remuneration

	31/12/2024 €'000	31/12/2023 €'000
(a) Aggregate Employee Benefits		
Staff Short-term benefits	53,912	49,283
Termination benefits	-	-
	<u>53,912</u>	<u>49,283</u>
(b) Staff Short-Term Benefits		
Pay (Comprising Basic Pay/Allowances/ Overtime) plus Employers' PRSI	53,912	49,283
Pay	<u>53,912</u>	<u>49,283</u>

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

Pay range	No. Employees	Cost in 2024*
		€'000
0-59,999	931	21,564
60,000-69,999	96	6,224
70,000-79,999	100	7,497
80,000-89,999	122	10,304
90,000-99,999	43	4,074
100,000-109,999	14	1,454
110,000-119,999	7	805
120,000-129,999	7	873
130,000-139,999	7	964
140,000-149,999	-	-
150,000-159,999	1	153
Total:	1,328	53,912

*Cost in 2024 includes employers' PRSI

(c) Termination Benefits

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

(d) Key Management Personnel

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

	31/12/2024 €	31/12/2023 €
Salary	530,153	506,896
Allowances	-	-
Termination Benefits	-	-
	<u>530,153</u>	<u>506,896</u>

(e) Chief Executive Salary and Benefits

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

	31/12/2024 €	31/12/2023 €
Basic Salary	150,083	143,530
	<u>150,083</u>	<u>143,530</u>

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

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

27	Specific Costs	31/12/2024	31/12/2023
		€	€
	(a) Consultancy		
	The costs of external services under the following headings:		
	Legal (includes general legal advice)	107,206	130,804
	Financial / Actuarial	-	-
	Public relations/marketing	-	-
	Human Resources	-	-
	Audit Fee (Annual external audit)*	87,000	-
	Other	-	25,497
		<u>194,206</u>	<u>156,301</u>

2021 and 2022 Audit Fees were paid in 2024. The 2023 Audit Fee of €43,500 was paid in 2025. The 2024 Audit Fee will be paid in 2025.

	(b) Legal Costs and Settlements	31/12/2024	31/12/2023
		€	€
	Legal costs and settlements for the year can be analysed under:		
	Legal fees - legal proceedings	-	-
	Conciliation and arbitration payments	-	-
	Settlements	-	18,868
		<u>-</u>	<u>18,868</u>

There were no legal costs and settlements in 2024 (2023 2).

	(c) Travel and Subsistence	31/12/2024	31/12/2023
		€	€
	Travel and subsistence costs comprise:		
	Domestic		
	- expenses paid to Board Members	7,189	9,490
	- expenses paid for Board Members	-	-
	- expenses paid to employees	155,483	189,155
		<u>162,672</u>	<u>198,645</u>
	International		
	- expenses paid to Board Members	464	-
	- expenses paid for Board Members	251	-
	- expenses paid to employees	3,994	1,016
		<u>4,709</u>	<u>1,016</u>
	Total	<u>167,381</u>	<u>199,661</u>

	(d) Hospitality	31/12/2024	31/12/2023
		€	€
	Hospitality costs incurred were:		
	Staff Hospitality	-	3,857
	Other	-	-
		<u>-</u>	<u>3,857</u>

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

28 Board members' expenses

Expenses and fees are paid to Board members for travel to Board-related meetings and other meetings. The aggregate expenses paid to each member in the year ended the 31 December 2024 were:

Board member	Statutory Meetings	Interview Boards	Attendance at Conferences / Seminars	BOM	Other	Total Expenses	Total Fees
	€	€	€	€	€	€	€
Cllr Teddy O'Sullivan Casey	-	-	-	-	-	-	-
Cllr. Angie Baily	-	-	-	-	-	-	-
Cllr. Anne O Sullivan	-	-	-	-	-	-	-
Cllr. Aoife Thornton	-	-	-	-	-	-	-
Cllr. Cathal Foley	-	-	-	-	-	-	-
Cllr. Deirdre Ferris	-	-	-	44	-	44	-
Cllr. Fionnan Fitzgerald	-	-	-	-	-	-	-
Cllr. Jim Finucane (Chair) **	-	-	-	-	2,678	2,678	-
Cllr. Johnnie Wall	-	-	-	-	-	-	-
Cllr. Liam Nolan	-	-	-	-	-	-	-
Cllr. Marie Moloney	-	-	-	-	-	-	-
Cllr. Martin Grady	-	-	-	-	-	-	-
Cllr. Maura Healy Rae	-	-	-	-	-	-	-
Cllr. Michael Cahill	-	-	-	-	-	-	-
Cllr. Niall Kelleher	-	-	-	-	-	-	-
Cllr. Niall O'Callaghan	-	-	-	436	-	436	141
Cllr. Norma Moriarty (Chair) *	-	101	-	-	-	101	997
Cllr. Paul Daly	-	-	-	-	-	-	-
Cllr. Terry O'Brien	-	-	-	-	-	-	-
Cllr. Tommy Griffin	-	-	-	-	-	-	-
Mr. Daniel O'Donoghue	-	-	-	-	-	-	-
Mr. John O'Connor	-	885	-	441	-	1,326	1,470
Mr. John O'Rourke	-	-	-	-	-	-	-
Mr. Joseph Brennan	-	-	-	-	-	-	-
Mr. Michael Larkin McCarthy	-	-	-	-	-	-	-
Mr. Niall Lucey	-	-	-	-	-	-	-
Mr. Noel Keenan	-	-	-	-	-	-	785
Mr. Tim Daly	-	-	-	-	-	-	-
Ms. Annette Steinborn	-	-	-	-	-	-	-
Ms. Celia O'Shea	-	-	-	-	-	-	-
Ms. Joan McCrohan	-	-	-	-	-	-	-
Ms. Katherina Broderick	-	-	-	-	-	-	-
Ms. Lorraine O'Sullivan	-	-	-	-	-	-	-
Ms. Maria O'Gorman	-	2,556	-	512	-	3,068	8,757
Ms. Tara Donoghue	-	-	-	-	-	-	-
Zaib Kassoob	-	-	-	-	-	-	-
Total	-	3,542	-	1,433	2,678	7,653	12,150

*Chairperson from September 2024

**Chairperson prior to September 2024

29 Committee Fees

The following fees were paid to Non- Board Committee members

	31/12/2024	31/12/2023
	€	€
Audit and Risk Committee (ARC) (No. of Non Board ARC members 2024 4, 2023 4)	2,056	2,681
Finance Committee (FC) (No. of Non Board FC members 2024 4, 2023 4)	4,437	4,343
	<u>6,493</u>	<u>7,024</u>

30 Chief Executive's Travel Expenses

	31/12/2024	31/12/2023
	€	€
Domestic Travel	8,192	10,362
Foreign Travel	88	-
	<u>8,280</u>	<u>10,362</u>

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

31 Capital Commitments

At 31 December 2024 Kerry ETB had capital commitments of €20,759,134 (2023 €14,584,581). All of the above capital expenditure will be Exchequer funded.

32 Lease and Other Finance Commitments

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

	31/12/2024	31/12/2023
	€' 000	€' 000
Payments due:		
Within one year	1,548	1,707
Between two and five years	3,863	5,364
After 5 years	2,237	2,923
	7,648	9,994

33 Contingencies

At the date of approval of these financial statements, there were no significant legal proceedings in respect of events that occurred on or before the 31/12/2024.

34 Additional Superannuation Contribution

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

From 1 January 2019 onwards, members of public service defined benefit pension schemes pay an additional superannuation contribution (ASC) arising from the Public Service Stability Agreement (2018-2020) and the Public Service Pay and Pensions Act 2017. ASC is a permanent contribution in respect of pensionable remuneration.

The ETB deducted Additional Superannuation Contributions from employees amounting to €1,526,757 (2023 €1,366,204) which were remitted to the Department of Education.

35 Retirement Benefit obligations

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

36 Write - Offs

In 2024 sanction was given by Department of Public Expenditure and Reform to the National Shared Services Office (NSSO) who act as payroll providers for ETB pensioner payments to write off overpayments to the value of €250 for individual deceased pensioners on the Superannuation Scheme/Schemes.

In 2024 €534 was written off on behalf of Kerry ETB.

37 Annual Contribution to Education and Training Boards Ireland

Kerry ETB made a contribution of €106,036 to ETBI in 2024. This included a membership contribution of €50,000 .

38 Charity Note

Kerry ETB has charitable status under the Charities Act 2009 and is registered with the Charities Regulator. The Charity Number is CHY 20083243.

39 Connected Persons

There were no transactions with connected persons during the year.

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

40 Property

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

40A	OWNED			
	Category	Location	Annual Rent per agreement	Expiry Date
	Primary level, Post Primary Level and Centres			
1	Castleisland Community College	Tonbwee, Castleisland	n/a	n/a
2	Causeway Comprehensive School	Droomkeen West, Causeway	n/a	n/a
3	Colaiste Gleann Lí	Clash West, Tralee	n/a	n/a
4	Colaiste na Ríochta	Upper Church Street, Listowel	n/a	n/a
5	Colaiste na Sceilge	Garranebane, Cahirciveen	n/a	n/a
6	Tralee Youthreach Centre	Moyderwell, Tralee	n/a	n/a
7	Killarney Community College	New Road, Inch, Killarney	n/a	n/a
8	Killorglin Community College	Farrantooreen, Killorglin	n/a	n/a
9	Kerry College Monavalley Campus	Monavalley, Tralee	n/a	n/a
10	Kerry College Clash Campus	Clash West, Tralee	n/a	n/a
11	Kerry College Killorglin Campus	Oolagh West, Caragh Lake	n/a	n/a
12	Kerry College Listowel Campus	Unit 1, Cliveragh Industrial Estate	n/a	n/a
13	An Tochar Further Education and Training Centre	Dromkeen West, Causeway	n/a	n/a
14	Kenmare Further Education and Training Centre	Bell Height, Kenmare	n/a	n/a
15	O'Connell Further Education and Training Centre	Carhan Road, Caherciveen	n/a	n/a
16	Teach Amergin Further Education and Training Centre	Spunkane, Waterville	n/a	n/a
17	Tralee Pathways (Teach Eolas)	Clash West, Tralee	n/a	n/a
18	Gaelcholaiste Charraí Campas-Nua	Cloonmore, Tralee	n/a	n/a
	Others			
19	Tralee Regional Sports & Leisure Centre	Clounalour, Tralee	n/a	n/a

40B	Property not Owned - Leased			
	Category	Location	Annual Rent per agreement	Expiry Date
	Primary level, Post Primary Level and Centres			
1	Kerry College Monavalley Campus - Unit 5	Monavalley Industrial Estate, Tralee	€24,600	31/12/2033
2	Kerry College Monavalley Campus- Unit 7 & 8	Monavalley Industrial Estate, Tralee	€43,050	01/01/2033
3	Kerry College Monavalley Campus Unit 9 - Hall 1 & 2	Block T, Monavalley Industrial Estate, Tralee	€68,880	31/12/2026
4	Kerry College Monavalley Campus Unit 9 - Hall 3	Block T, Monavalley Industrial Estate, Tralee	€92,752	31/12/2031
5	Kerry College Denny Street Campus	Ground Floor of units 13/14 Denny Street, Tralee	€61,500	30/08/2033
6	Kerry College Denny Street Campus	5, 6, 7 & 8 Denny Street, Tralee	€141,696	31/08/2030
7	Kerry College Clash Campus Block E	Clash West, Tralee	€71,361	31/07/2026
8	Kerry College Monavalley Campus - Units 1 & 4, Davecon House	Units 1 & 4, Davecon House - Monavalley Industrial Estate, Tralee	€49,500	30/09/2025
9	Kerry College Monavalley Campus- Ansaldo Building	Block F, Monavalley Industrial Estate, Tralee	€49,200	30/06/2021
10	Kerry College Admissions Office Tralee	7 Denny Street, Tralee	€31,457	01/07/2029
11	Kerry College Admissions Office Killarney	25 High Street, Killarney	€46,000	30/08/2031
12	LCA Youthreach Tralee	Áras an Phobail, Croílár na Mistéalach, Tralee	€45,000	24/07/2024
13	Unit 102	Centrepoin, John Joe Sheehy Road, Tralee	€55,601	31/12/2027
14	Listowel Youthreach	Butler Centre, 12 The Square, Listowel	€60,000	31/12/2028
15	Killarney Youthreach	50 High Street, Killarney	€68,880	30/04/2029
16	Liber House (Tralee ABE)	Units 2A, 3H, 3I, 5D and 5F Liber House, Monavalley, Tralee	€78,525	31/08/2025
17	Liber House Tralee (Tralee Youthreach)	Rooms 1 - 8 Liber House	€75,408	31/11/2024
18	Liber House Tralee (Tralee Youthreach)	Unit 1A Tralee Youthreach Liber House,	€106,192	28/02/2024
19	Killarney ABE	37 High Street, Killarney - 3rd Floor	€36,900	30/06/2026
20	Killarney ABE	37 High Street, Killarney - 1st Floor	€35,055	30/11/2024
21	Killorglin ABE	Unit 1 & 2 First Floor of Mulvihill's Pharmacy Building, Lower Bridge Street, Killorglin	€27,035	18/10/2022
22	Castleisland ABE	Community Centre, Tonbwee, Castleisland	€9,990	30/06/2020
23	Pathways Killarney	New Street, Killarney	€52,000	31/08/2027
24	Pathways Killorglin	The Lodge, Market Street, Killorglin	€26,000	Rolling Month to Month (As per Clause 4b of original Agreement)

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

40 Property (Continued)

Kerry ETB provides educational service and activities from the properties listed below:

40B Property not Owned - Leased (Continued)				
	Category	Location	Annual Rent per agreement	Expiry Date
	Primary level, Post Primary Level and Centres			
24	Dingle FET Training Centre	Rice House, Goat Street, Dingle	€33,600	31/12/2026
25	Irish FET - CFCD Dingle	Áras Bhréanainn, Gortmore, Ballyferriter Village, Co. Kerry, V92 K5WT	€11,685	
26	Pobail Scoil an Ghleanna	Ballinskelligs, Co.Kerry	€2,000	31/08/2043
27	Tahilla Communiy National School	Tahilla, Sneem, Co.Kerry	€4,000	31/08/2043
28	Two Mile Community National School	Fossa, Killarney	€4,000	10/08/2041
29	Lyreacrompane NS	Glashanacree, Listowel, Co. Kerry	€3,000	
	Administrative Offices			
				€
30	Head Office, Units A, B and C	Centrepoint, John Joe Sheehy Road, Tralee	€242,514	31/07/2027
31	Kerry ETB Head Office Denny St	9/10 Denny St, Tralee, Co.Kerry	€55,000	01/07/2033

40C Property not Owned - Other (Licenced, Managed, Service Level Agreements and PPP)				
	Category	Location	Status	Annual Rent per agreement
	Primary level, Post Primary Level and Centres			
1	Keltic	Keltic Business Centre, Clieveragh Industrial Estate, Clieveragh, Listowel,	Rental Agreement	€28,000

40D Properties in use by a 3rd Party				
	Category	Location	Status	Annual Rent per agreement
1	Killorglin Community Childcare (Scamps & Scholars)	Langford Street, Killorglin	Leased	€100
2	Killorglin Sports Complex	Langford St Killorglin	Leased	€10
3	Tralee Regional Sports and Leisure Centre	Clounalour, Oakpark, Tralee	Leased	€1
4	Na Leanáí Childcare Facility Causeway	Dromkeen West Causeway	Leased	€1
5	Waterville Mens Shed	Tech Amergin Community Arts & Adult Education Centre, Spukane Waterville	Leased	€100
6	Castleisland AFC Licence Agreement	Castleisland Community College	Licenced	€10
7	Causeway GAA Club Licence Agreement	Dromkeen West Causway Co.Kerry	Licenced	€100
8	Causeway Hurling Wall Licence Agreement	Dromkeen West Causway Co.Kerry	Licenced	€10
9	IT Tralee- Kerry ETB Car Park Licence Agreement	Clash RD Tralee	Licenced	
10	Kerry County Board - Pitch at Tralee Sports & Leisure Complex Licence Agreement	Oakpark Tralee Co.Kerry	Licenced	€10

Notes:

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

Leased - Kerry ETB holds a lease for these properties.

Licenced - Kerry ETB holds a licence for these properties. A Licence is used for shorter term agreements where Kerry ETB do not wish to commit to a long term lease due to operational reasons and funding.

Managed - The property is owned by another party (usually Department of Education or County Council) and Kerry ETB only manage the property or part thereof. Kerry ETB is not the owner or the patron.

Service Level Agreement - Similar to Managed Properties.

PPP- Public Private Partnership

Kerry Education and Training Board

Notes to The Financial Statements - Year Ended 31 December 2024

41 Post Balance sheet events

There were no Post Balance Sheet event.

42 Approval of the Financial Statements

The Financial Statements for the year ended 31/12/2024 were approved by the Board of Kerry ETB on 26th March 2025.