



**Health  
Information  
and Quality  
Authority**

An tÚdarás Um Fhaisnéis  
agus Cáilíocht Sláinte

# Annual Report 2024

## Part 2: Annual Financial Statements

*Safer Better Care*

## HIQA Board membership

Name	Role
Pat O'Mahony	Chairperson
James Kiely	Board Member
Caroline Spillane	Board Member
Paula Kilbane	Board Member
Michael Rigby	Board Member
Lynsey Perdisatt	Board Member
Bernadette Costello	Board Member
Martin Higgins	Board Member
Martin O'Halloran	Board Member
Marion Meany	Board Member
Danny McConnell	Board Member
Clíodhna Foley-Nolan	Board Member
Leonie Clarke	Board Member

## General information

**Address** Unit 1301  
City Gate  
Mahon  
Cork  
T12 Y2XT

**Bankers** Danske Bank  
3 Harbourmaster Place, IFSC  
Dublin 1  
D01 K8KI

**Auditors** Comptroller and Auditor General  
3A Mayor Street Upper  
Dublin 1  
D01 PF72

**Solicitors** Beauchamps\*  
Riverside Two  
Sir John Rogerson's Quay  
Dublin 2  
D02 KV6

Byrne Wallace  
88 Harcourt Street  
Dublin 2  
D02 DK18

Mason Hayes & Curran  
South Bank House  
Barrow Street  
Dublin 4  
D04 TR29

*\*Changed during 2024 following a procurement process*

## Statement on Internal Control

### 1. Scope of responsibility

On behalf of the Health Information and Quality Authority (HIQA) I acknowledge the Board's responsibility for ensuring that an effective system of internal control is maintained and operated. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016), and adherence to HIQA's own Code of Governance.

### 2. Purpose of the system of internal control

The system of internal control is designed to manage risk to a tolerable level rather than to eliminate it. The system can therefore only provide reasonable, and not absolute, assurance that assets are safeguarded, transactions are authorised and properly recorded and that material errors or irregularities are either prevented or detected in a timely way.

The system of internal control, which accords with guidance issued by the Department of Public Expenditure, National Development Plan Delivery and Reform, has been in place in HIQA for the year ended 31 December 2024 and up to the date of approval of the financial statements.

### 3. Capacity to Handle Risk

HIQA has an Audit, Risk and Governance Committee comprising of four Board members and one external member with financial expertise. The Committee met eight times during 2024.

HIQA has outsourced its internal audit function to an independent professional firm who conduct a programme of work agreed with the Audit, Risk and Governance Committee and the Board.

A risk management policy and procedure has been approved by the Board, which sets out HIQA's risk appetite, the risk management processes in place, and the roles and responsibilities of staff in relation to risk. This policy has been issued to all staff who are expected to work within HIQA's risk management policies, to alert management on emerging risks and control weaknesses, and assume responsibility for risks and controls within their own area of work.

### 4. Risk and control framework

HIQA has implemented a risk management system which identifies and reports risks and the management actions being taken to address and, to the extent possible, to mitigate those risks.

A risk register is in place which identifies the key risks facing HIQA. Risks have been identified, evaluated and graded according to their significance, and are regularly reviewed within the organisation including by management, the Audit, Risk and Governance Committee, other committees of the Board and the Board. These assessments are used to plan and allocate resources to ensure risks are managed to an acceptable level.

## Statement on Internal Control (continued)

The risk register details the controls and actions needed to mitigate risks and responsibility for operation of controls assigned to specific staff. I confirm that a control environment containing the following elements, is in place:

- ▶ procedures for all key business processes have been documented,
- ▶ financial responsibilities have been assigned at management level with corresponding accountability,
- ▶ there is an appropriate budgeting system with an annual budget which is kept under review by senior management,
- ▶ there are systems aimed at ensuring the security of the information and communication technology systems and
- ▶ there are systems in place to safeguard assets.

HIQA is currently operating a blended working model with a combination of office based and home based days. To facilitate flexible working practices, HIQA has established systems and controls appropriate to dispersed and remote working. Potential security and control threats arising from these arrangements are monitored and addressed on an ongoing basis.

### 5. Ongoing monitoring and review

Formal procedures have been established for monitoring control processes and control deficiencies are communicated to those responsible for taking corrective action and to management and to the Board, where relevant, in a timely way. I confirm that the following ongoing monitoring systems are in place:

- ▶ key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies
- ▶ reporting arrangements have been established at all levels where responsibility for financial management has been assigned, and
- ▶ there are regular reviews by senior management of periodic and annual performance and financial reports which indicate performance against budgets and forecasts.

### 6. Procurement

I confirm that HIQA has procedures in place to ensure compliance with current procurement rules and guidelines. During 2024 HIQA complied with these procedures with the following exceptions.

The contract with our primary legal provider expired in September 2024. The competitive procurement process for replacement services took longer than planned. As a result, the €69,000 that was spent on purchasing legal services with the incumbent provider during the period from September to December, when new contracts were put in place, was non-compliant with relevant guidelines.

## Statement on Internal Control (continued)

Legal services were procured from another firm with specialist expertise in the areas of cybersecurity, with particular focus on the impact of the NIS 2 Directive to the health sector, regulation and healthcare. These services were procured having requested three quotations from competitive suppliers. The scope of the work was wider than originally planned resulting in expenditure of €55,000 above the threshold for the appropriate process.

### 7. Review of effectiveness

I confirm that HIQA has procedures to monitor the effectiveness of its risk management and control procedures. HIQA's monitoring and review of the effectiveness of the system of internal control is informed by the work of the internal and external auditors, the Audit, Risk and Governance Committee and senior management within HIQA who are responsible for the development and maintenance of the internal control framework.

I confirm that the Board conducted an annual review of the effectiveness of the internal controls for 2024.

### 8. Internal control issues

No weakness in internal control was identified in relation to 2024 that requires disclosure in the financial statements.

On behalf of the Board,



**Pat O'Mahony**  
Chairperson

Date: 24 June 2025

# Governance Statement and Board Members' Report

## 1. Governance

The Board of the Health Information and Quality Authority (HIQA) was established under the Health Act 2007. The functions of the Board are set out in Section 8 of the Act. The Board is accountable to the Minister for Health and is responsible for ensuring good governance. The Board performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of HIQA are the responsibility of the Chief Executive and the senior management team.

The Chief Executive and the senior management team follow the broad strategic direction set by the Board, and ensure that all Board members have a clear understanding of the key activities and decisions related to the entity, and of any significant risks as they arise. The Chief Executive acts as a direct liaison between the Board and management of HIQA.

## 2. Board responsibilities

The work and responsibilities of the Board are set out in HIQA's Code of Governance which also contains the matters specifically reserved for Board decision. A Formal Schedule of Matters Reserved for Board Decision is in place which is aligned to the requirements of the Code of Practice for the Governance of State Bodies. In addition, a scheme of delegation provides for the delegation of functions to the CEO and members of the Executive management. Standing items considered by the Board include:

- ▶ declaration of interests,
- ▶ health and safety,
- ▶ reports from committees,
- ▶ financial reports and management accounts,
- ▶ performance reports, and
- ▶ reserved matters as they arise.

Section 35 of the Health Act 2007 requires the Board of HIQA to keep, in such form as may be approved by the Minister for Health with consent of the Minister for Public Expenditure, National Development Plan Delivery and Reform, all proper and usual books or other records of accounts of money received and expended by it.

In preparing these financial statements, the Board of HIQA is required to:

- ▶ select suitable accounting policies and apply them consistently,
- ▶ make judgments and estimates that are reasonable and prudent,
- ▶ prepare the financial statements on a going concern basis unless it is inappropriate to presume that it will continue in operation, and
- ▶ state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

## Governance Statement and Board Members' Report (continued)

The Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 35 of the Health Act 2007.

The Board is responsible for approving the annual business plan and budget.

Evaluation of HIQA's performance against the annual business plan and budget is carried out on an ongoing basis.

The Board is also responsible for safeguarding its assets and taking reasonable steps for the prevention and detection of fraud and other irregularities. The Board considers that the financial statements of HIQA give a true and fair view of the financial performance and the financial position of HIQA at 31 December 2024.

### 3. Board structure

The Board consists of a Chairperson and eleven ordinary members, all of whom are appointed by the Minister for Health. Board members who served during the year are set out below.

Name	Role	Tenure commenced	Tenure expires
<b>Pat O'Mahony</b>	Chairperson of the Board	3/10/2018 Reappointed 3/10/2023	2/10/2026
<b>Paula Kilbane</b>	Board Member	29/07/2015 Reappointed 30/9/2020	29/9/2025
<b>James Kiely</b>	Board Member	26/2/2018 Reappointed 25/2/2023	25/2/2026
<b>Caroline Spillane</b>	Board Member	26/2/2018 Reappointed 25/2/2023	25/2/2026
<b>Lynsey Perdisatt</b>	Board Member	02/09/2019 Reappointed 02/09/2024	01/09/2027
<b>Michael Rigby</b>	Board Member	02/09/2019	01/09/2024
<b>Bernadette Costello</b>	Board Member	28/02/2020	27/02/2025
<b>Martin Higgins</b>	Board Member	01/06/2021 Reappointed 25/02/2023	25/02/2026
<b>Martin O'Halloran</b>	Board Member	01/06/2021	31/05/2026
<b>Danny McConnell</b>	Board Member	01/06/2021	31/05/2026
<b>Marion Meany</b>	Board Member	01/06/2021	31/05/2026
<b>Clíodhna Foley-Nolan</b>	Board Member	3/10/2023 Reappointed 02/09/2024	1/09/2027
<b>Leonie Clarke</b>	Board Member	02/09/2024	01/09/2029

## Governance Statement and Board Members' Report (continued)

### 4. Committees of the Board

The Board has established four committees, as follows:

#### (a) Audit, Risk and Governance Committee:

The Audit, Risk and Governance Committee supports the Board in relation to its responsibilities for issues of risk, control and governance and associated assurance. The committee is independent from the financial management of the organisation. In particular the committee ensures that the internal control systems including audit activities are monitored actively and independently. The committee reports to the Board after each meeting, and formally in writing annually.

#### (b) Resource Oversight Committee:

This committee monitors the resource requirements of HIQA to ensure that they are aligned with HIQA's corporate strategy including oversight of resource related risks. In addition, it oversees managerial performance.

#### (c) Regulation Committee:

This committee oversees the effectiveness, governance, compliance and controls around the delivery of HIQA's regulatory functions.

#### (d) Standards, Information, Research and Technology Committee:

This committee oversees the governance arrangements, including compliance and controls, for the functions of standards development, health information and health technology assessment functions.

### 5. Schedule of attendance, fees and expenses for Board members and external committee members

A schedule of attendance at Board and Committee meetings in 2024 is set out below, including the fees and vouched expenses paid to each member:



## Governance Statement and Board Members' Report (continued)

### (a) Current Board Members

	Statutory Board meeting	Extra Board meetings	Audit, Risk and Governance Committee	Regulation Committee	Standards, Information Research and Technology Committee	Resource Oversight Committee	Fees	Vouched expenses
<b>Number of meetings</b>	<b>6</b>	<b>4</b>	<b>8</b>	<b>5</b>	<b>6</b>	<b>6</b>		<b>-</b>
Pat O'Mahony	6 of 6	4 of 4	N/A	N/A	N/A	6 of 6	€11,970	€5,305
James Kiely*	4 of 6	4 of 4	N/A	3 of 5	5 of 6	3 of 5	€7,695	-
Caroline Spillane**	5 of 6	4 of 4	6 of 7	1 of 1	N/A	N/A	€7,695	-
Paula Kilbane	6 of 6	4 of 4	N/A	N/A	4 of 6	N/A	€7,695	-
Michael Rigby***	4 of 4	3 of 4	N/A	3 of 3	4 of 4	N/A	€5,771	-
Lynsey Perdisatt	5 of 6	2 of 4	N/A	N/A	N/A	6 of 6	€2,565	-
Bernadette Costello	6 of 6	4 of 4	8 of 8	N/A	N/A	6 of 6	€7,695	€955
Martin Higgins	4 of 6	3 of 4	7 of 8	N/A	N/A	4 of 6	€7,695	-
Martin O'Halloran	6 of 6	4 of 4	N/A	5 of 5	5 of 6	N/A	€7,695	-
Danny McConnell	5 of 6	4 of 4	N/A	N/A	N/A	5 of 6	€7,695	-
Marion Meany***	6 of 6	4 of 4	6 of 6	5 of 5	2 of 2	N/A	€7,695	-
Clíodhna Foley-Nolan****	6 of 6	4 of 4	2 of 2	4 of 5	4 of 4	N/A	€7,695	-
Leonie Clarke*****	2 of 2	N/A	1 of 1	N/A	1 of 1	N/A	€2,565	
<b>Total</b>							<b>€92,126</b>	<b>€6,260</b>

\* Departed Resource Oversight Committee on 02/10/2024.

\*\*Transferred from Audit, Risk and Governance Committee (ARGC) on 02/10/2024 and became a member of the Regulation Committee.

\*\*\* Board term ended 01/9/2024.

\*\*\*\* Transferred from Audit, Risk and Governance Committee (ARGC) on 03/07/2024 and became a member of the Standards, Information, Research and Technology Committee.

\*\*\*\*\* Transferred from the Standards, Information, Research and Technology Committee on 03/07/2024 and became a member of Audit, Risk and Governance Committee (ARGC).

\*\*\*\*\*New Board member appointed 01/09/2024 – appointed to Audit, Risk and Governance Committee (ARGC) and Standards, Information, Research and Technology Committee on 02/10/2024.

Fees were paid to Board members at the rates sanctioned and approved by the Minister for Public Expenditure, National Development Plan Delivery and Reform.

## Governance Statement and Board Members' Report (continued)

### (b) External Audit, Risk and Governance Committee Members

Bernice Gaffney attended seven Audit, Risk and Governance Committee meetings in 2024. Fees of €1,710 were paid to her in 2024. No expenses were paid to her in the year.

## 6. Disclosures required by Code of Practice for the Governance of State Bodies 2016

The Board is responsible for ensuring that HIQA has complied with the requirements of the Code of Practice for the Governance of State Bodies 2016. The following disclosures are required by the Code.

### 6.1 Employee Short Term Benefits

Employee short-term benefits in excess of €60,000 are set out in note 6 of the Annual Financial Statements.

### 6.2 Consultancy Costs

Consultancy costs include costs of external expert analysis and advice to management which contributes to decision making or policy direction. It excludes outsourced 'business as usual' functions.

	2024	2023
	€	€
<b>Consultancy</b>		
Legal advice	338,251	108,658
Human resources	-	-
Governance and strategy	391,196	523,469
Digital and data transformation	746,132	928,000
<b>Total consultancy</b>	<b>1,475,579</b>	<b>1,560,127</b>

	2024	2023
	€	€
Consultancy costs charged to capital account*	626,090	835,862
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves**	846,489	724,265
<b>Total</b>	<b>1,475,579</b>	<b>1,560,127</b>

\*Included in Statement of Capital Income and Expenditure

\*\*Included in Professional Services in the Income and Expenditure Statement

## Governance Statement and Board Members' Report (continued)

### 6.3 Legal Costs and Settlements

	2024	2023
	€	€
Legal fees – legal proceedings	156,967	12,261
<b>Total</b>	<b>156,967</b>	<b>12,261</b>

The table provides details of expenditure in the reporting period in relation to a range of legal proceedings. This does not include expenditure incurred in relation to general legal advice received by HIQA which is disclosed in consultancy services above.

### 6.4 Travel and Subsistence Expenditure

Travel and Subsistence Expenditure is categorised as per note 8 of the Annual Financial Statements.

### 6.5 Hospitality

The Income and Expenditure and Retained Revenue Reserves Statement includes the following hospitality expenditure:

	2024	2023
	€	€
Board and Staff Hospitality	985	891
<b>Total</b>	<b>985</b>	<b>891</b>

## 7. Statement of compliance

The Board has adopted the Code of Practice for the Governance of State Bodies 2016 and put procedures in place to ensure compliance with the Code.

On behalf of the Board,

Signed: 

**Pat O'Mahony**  
Chairperson

Date: 24 June 2025

Signed: 

**Lynsey Perdisatt**  
Board Member

Date: 24 June 2025

## Comptroller and Auditor General Report

### Report for presentation to the Houses of the Oireachtas Health Information and Quality Authority

#### Qualified opinion on financial statements

I have audited the financial statements of the Health Information and Quality Authority for the year ended 31 December 2024 as required under the provisions of section 35 of the Health Act 2007. The financial statements have been prepared in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland* and comprise

- the statement of income and expenditure and retained revenue reserves
- the statement of capital income and expenditure
- the statement of financial position
- the statement of cash flows and
- the related notes, including a summary of significant accounting policies.

In my opinion, except for the non-compliance with the requirements of FRS 102 in relation to retirement benefit entitlements referred to below, the financial statements give a true and fair view of the assets, liabilities and financial position of the Health Information and Quality Authority at 31 December 2024 and of its income and expenditure for 2024 in accordance with FRS 102.

#### Basis for qualified opinion on financial statements

In compliance with the directions of the Minister for Health, the Health Information and Quality Authority accounts for the costs of retirement benefit entitlements only as they become payable. This does not comply with FRS 102 which requires that the financial statements recognise the full cost of retirement benefit entitlements earned in the period and the accrued liability at the reporting date. The effect of the non-compliance on the Health Information and Quality Authority's financial statements for 2024 has not been quantified.

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 the Health Information and Quality Authority 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.

## **Comptroller and Auditor General Report** (continued)

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

The Health Information and Quality Authority has presented certain other information together with the financial statements. This comprises the annual report, the statement on internal control and the governance statement and board members' report. 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.

A handwritten signature in black ink, appearing to read 'Andrew Harkness'.

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

**27 June 2025**

## Comptroller and Auditor General Report (continued)

### Responsibilities of Board members

As detailed in the governance statement and Board members' report the Board members are responsible for

- the preparation of financial statements in the form prescribed under section 35 of Health Act 2007
- ensuring that the financial statements give a true and fair view in accordance with FRS 102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- 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 section 35 of the Health Act 2007 to audit the financial statements of the Health Information and Quality Authority 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.

## Comptroller and Auditor General Report (continued)

- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.
- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health Information and Quality Authority's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause the Health Information and Quality Authority to cease to continue as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

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.

## Comptroller and Auditor General Report (continued)

### 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.



## Statement of Income and Expenditure and Retained Revenue Reserves

For the year ended 31 December 2024

		2024	2023
	Notes	€	€
<b>Income</b>			
Department of Health (Vote 38, E1)		29,318,120	23,969,000
Annual and registration fees	2	7,477,355	7,358,961
Other income	3	9,315,859	7,164,496
		<b>46,111,334</b>	<b>38,492,457</b>
<b>Expenditure</b>			
Staff costs	4	34,346,178	28,920,437
Travel and subsistence	8	982,707	899,670
Professional fees	9	2,281,168	1,605,987
Publication expenses		168,566	153,285
Support costs	10	4,835,601	4,027,550
Establishment expenses	11	2,839,459	2,703,319
		<b>45,453,679</b>	<b>38,310,248</b>
Surplus for the year		657,655	182,209
Surplus as at 1 January		<b>2,469,747</b>	<b>2,287,538</b>
Surplus at 31 December		<b>3,127,402</b>	<b>2,469,747</b>

The Statement of Income and Expenditure and Retained Revenue Reserves includes all gains and losses recognised in the year with the exception of depreciation and amortisation which are included in the Statement of Capital Income and Expenditure.

The Statement of Cash Flows and Notes 1 to 19 form part of these financial statements.

On behalf of the Health Information and Quality Authority,

Signed:



**Pat O'Mahony**  
Chairperson

Date: 24 June 2025

Signed:



**Angela Fitzgerald**  
Chief Executive

Date: 24 June 2025

## Statement of Capital Income and Expenditure

For the year ended 31 December 2024

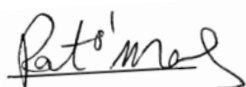
		2024	2023
	Notes	€	€
<b>Income</b>			
Department of Health (Vote 38, L)	15	2,870,238	4,776,698
Amortisation of Capital Fund Account	15	1,150,661	1,010,536
		<b>4,020,899</b>	<b>5,787,234</b>
<b>Expenditure</b>			
Leased Buildings	12	22,552	598,564
Fixtures and fittings	12	38,000	252,174
Computer equipment	12	68,694	743,535
Software hosted on the Cloud	15	2,114,902	2,346,563
Non capital expenditure	15	626,090	835,862
Depreciation	12	1,150,661	1,010,536
		<b>4,020,899</b>	<b>5,787,234</b>
<b>Surplus/(Deficit) for the Year</b>		-	-
Opening (deficit)/surplus		-	-
<b>Surplus/(Deficit) for Year</b>		-	-

The Statement of Income and Expenditure and Retained Revenue Reserves includes all gains and losses recognised in the year with the exception of depreciation and amortisation which are included in the Statement of Capital Income and Expenditure.

The Statement of Cash Flows and Notes 1 to 19 form part of these financial statements.

On behalf of the Health Information and Quality Authority,

Signed:



**Pat O'Mahony**  
Chairperson

Date: 24 June 2025

Signed:



**Angela Fitzgerald**  
Chief Executive

Date: 24 June 2025

## Statement of Financial Position

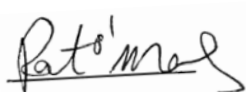
As at 31 December 2024

	Notes	2024 €	2023 €
<b>Fixed Assets</b>			
Tangible Assets	12	2,602,203	3,623,618
<b>Current Assets</b>			
Receivables	13	2,726,159	1,906,557
Cash and cash equivalents		4,119,641	3,714,017
		<u>6,845,800</u>	<u>5,620,574</u>
<b>Less Current Liabilities</b>			
Payables falling due within one year	14	<u>(3,718,398)</u>	<u>(3,150,827)</u>
<b>Net Current Assets</b>		<b>3,127,402</b>	<b>2,469,747</b>
<b>Total Assets less Current Liabilities</b>	18	<u><b>5,729,605</b></u>	<u><b>6,093,365</b></u>
<b>Capital and Reserves</b>			
Revenue Reserves		3,127,402	2,469,747
Capital Account	15	<u>2,602,203</u>	<u>3,623,618</u>
		<u><b>5,729,605</b></u>	<u><b>6,093,365</b></u>

The Statement of Cash Flows and Notes 1 to 19 form part of these financial statements.

On behalf of the Health Information and Quality Authority,

Signed:



**Pat O'Mahony**  
Chairperson

Date: 24 June 2025

Signed:



**Angela Fitzgerald**  
Chief Executive

Date: 24 June 2025

## Statement of Cash Flows

### For the year ended 31 December 2024

#### Reconciliation of Operating Surplus to Net Funds Inflow from Operating Activities

	2024	2023
	€	€
Operating Surplus	657,655	182,209
(Increase) / Decrease in receivables	(819,602)	554,014
Increase in payables and accruals	567,571	304,081
Interest received	(62,924)	(51,487)
<b>Net Cash Flow from Operating Activities</b>	<b>342,700</b>	<b>988,817</b>
<b>Cash Flows from Investing Activities</b>		
Purchase of fixed assets	129,246	1,594,273
Software hosted on the Cloud	2,114,902	2,346,563
Non capital expenditure	626,090	835,862
Capital grants received	(2,870,238)	(4,776,698)
<b>Net Cash Flows from Investing Activities</b>	<b>-</b>	<b>-</b>
<b>Cash Flows from Financing Activities</b>		
Interest received	62,924	51,487
<b>Net Cash Flows from Financing Activities</b>	<b>62,924</b>	<b>51,487</b>
<b>Net (Decrease) / Increase in Cash and Cash Equivalents</b>	<b>405,624</b>	<b>1,040,304</b>
Cash and cash equivalents at 1 January	3,714,017	2,673,713
<b>Cash and Cash Equivalents at 31 December</b>	<b>4,119,641</b>	<b>3,714,017</b>

On behalf of the Health Information and Quality Authority,

Signed: 

**Pat O'Mahony**  
Chairperson

Date: 24 June 2025

Signed: 

**Angela Fitzgerald**  
Chief Executive

Date: 24 June 2025

# Notes to the Financial Statements

For the year ended 31 December 2024

## 1. Accounting Policies

### 1. (a) General Information

The basis of accounting and significant accounting policies adopted are set out below. They have all been applied consistently throughout the year and for the preceding year.

### 1. (b) Statement of Compliance

The financial statements of HIQA for the year ended 31 December 2024 have been prepared in accordance with FRS102 (the financial reporting standard applicable in the UK and Ireland), as modified by the directions of the Minister for Health in relation to superannuation. In compliance with the directions of the Minister for Health, HIQA accounts for the costs of superannuation entitlements only as they become payable (see (k) and (l)). This basis of accounting does not comply with FRS102, which requires such costs to be recognised in the year in which entitlement is earned.

### 1. (c) Basis of Preparation

The financial statements are prepared under the accruals method of accounting and under the historical cost convention in the form approved by the Minister for Health with the concurrence of the Minister for Public Expenditure, National Development Plan Delivery and Reform, in accordance with Section 35 of the Health Act 2007.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to HIQA's financial statements.

### 1. (d) Income

#### (i) Oireachtas grants

The amount brought to account in the Statement of Income and Expenditure and Retained Revenue Reserves represents the actual grants received in the accounting period. Capital grants in respect of approved capital expenditure are accounted for in the Capital Income and Expenditure account on an accrual basis.

#### (ii) Annual fee income

Annual fees from providers of Designated Centres for Older Persons are recognised three times every year in accordance Health Act 2007 Registration of Designated Centres for Older People (Regulations 2009 (S.I. 245 of 2009) and, Health Act 2007 Registration of Designated Centres for Older People) (Amendment) Regulations 2013 (S.I. 493 of 2013).

## Notes to the Financial Statements

For the year ended 31 December 2024

Annual fees from providers of Designated Centres for Persons with Disabilities are recognised three times every year in accordance with Health Act 2007 Registration of Designated Centres for Persons (Children and Adults) with Disabilities Regulation 2013 (S.I. 366 of 2013).

(iii) Application to register or vary fees

Applications to register or vary fees are recognised on receipt of the relevant fee, in accordance with Statutory Instrument 245 of 2009, Health Act 2007 (Registration of Designated Centres for Older People) Regulations 2009 and Statutory Instrument 366 of 2013, Health Act 2007 (Registration of Designated Centres for Persons (Children and Adults) with Disabilities) Regulation 2013.

(iv) Other grants

Other grants, such as EU project funded grants are recognised on an accrual basis.

### 1. (e) Employee short-term benefits

Short term benefits such as holiday pay are recognised as an expense in the year and benefits that are accrued at year-end are included in the payables figure in the Statement of Financial Position.

### 1. (f) Receivables

Receivables are recognised at fair value, less a provision for doubtful debts. The provision for doubtful debts is a specific provision and is established when there is objective evidence HIQA will not be able to collect all amounts owed to it. All movements in the provision for doubtful debts are recognised in the Statement of Income and Expenditure and Retained Revenue Reserves.

Annual fee debt is only written off on the basis of management assessment of the probability of non-collection and the cost of collection versus the debt outstanding. All amounts for debt written off are recognised in the Statement of Income and Expenditure and Retained Revenue Reserves.

### 1. (g) Operating lease

Rental expenditure under operating leases is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves over the life of the lease. Expenditure is recognised on a straight line basis over the lease period. Any lease incentives are released over the life of the lease.

# Notes to the Financial Statements

For the year ended 31 December 2024

## 1. (h) Capital funding

HIQA's fixed assets are funded from a combination of capital grants and allocations from current revenue. Funding sourced from grants is transferred to a capital account which is amortised in line with the depreciation of the related assets. Capital grants in respect of approved expenditure are accounted for in the Capital Income and Expenditure Statement on an accrual basis. Expenditure funded from capital funding that does not result in the creation of an asset is expensed to the Capital Income and Expenditure Statement on an accruals basis.

## 1. (i) Property, computer software, plant and equipment and depreciation

Property, computer software, plant and equipment are stated at cost less accumulated depreciation, adjusted for any provision for impairment. Depreciation is provided on all property, computer software and equipment, plant and equipment at rates estimated to write off the cost less estimated residual value of each asset on a straight line basis over their estimated useful lives, as follows:

- |   |   |
|---|---|
| ▶ Leasehold interest                          | Life of the lease                             |
| ▶ Furniture and fittings                      | 20%   |
| ▶ Computer software and equipment             | 33.33%  |
| ▶ Cloud based computer software and equipment | are written off over the life of the contract |

Asset acquisitions, regardless of the source of funds, are capitalised with the exception of assets funded from revenue (non-capital) grants with a value below the following threshold:

- |                                       |                    |
|---------------------------------------|--------------------|
| ▶ Equipment or furniture and fittings | - Less than €3,809 |
| ▶ Computer software or ICT equipment  | - Less than €1,270 |

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting the estimated costs of disposal, if the asset were already of an age and in the condition expected at the end of its useful life. If there is objective evidence of impairment of the value of an asset, an impairment loss is recognised in the Statement of Capital Income and Expenditure and Retained Revenue Reserves.

## 1. (j) Intangible Assets

Intangible assets comprise software acquired by HIQA. The external costs of software licences and development are capitalised where it can be separately identified as software for use by HIQA, where it can be run on HIQA's own or a third party's infrastructure and where it is expected to convey business benefits for a number of future years. Research costs are expensed as incurred.

## Notes to the Financial Statements

For the year ended 31 December 2024

Expenditure incurred on software (hosting contracts) that HIQA has the rights to access on the supplier's computer infrastructure, including configuration and customisation costs, are expensed as incurred. Where such expenditure is funded from the capital funding it is charged to the Capital Income and Expenditure Account.

### 1. (k) Superannuation

In accordance with Section 27 of the Health Act 2007, HIQA has established a superannuation scheme which has been approved by the Department of Health.

The scheme is a defined benefit superannuation scheme for employees. No provision has been made in respect of benefits payable. Contributions from employees who are members of the scheme are credited to the Statement of Income and Expenditure and Retained Revenue Reserves when received. Pension payments under the scheme are charged to the Statement of Income and Expenditure and Retained Revenue Reserves when paid. By direction of the Minister for Health, no provision has been made in respect of benefits payable in future years.

### 1. (l) Single public service pension scheme

All new entrants into the public sector with effect from 1 January 2013 are members of the single public service pension scheme, where all employee pension deductions are paid to the Department of Public Expenditure, National Development Plan Delivery and Reform. Pension payments under the scheme are charged to the Statement of Income and Expenditure and Retained Revenue Reserves when paid. By direction of the Minister for Health, no provision has been made in respect of benefits payable in future years.

### 1. (m) Critical accounting judgments and estimates

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the statement of financial position date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from these estimates. The following judgment has had the most significant effect on amounts recognised in the financial statements:

#### Depreciation and residual values

HIQA has reviewed the asset lives and associated residual values of all fixed assets, and in particular the useful economic life and residual values of fixtures and fittings, and have concluded that assets lives and residual values are appropriate.



## Notes to the Financial Statements

For the year ended 31 December 2024

### 2. Annual and Registration Fee Income

	2024	2023
	€	€
Annual fees	6,997,005	6,835,783
Registration fees	480,350	523,178
	<b>7,477,355</b>	<b>7,358,961</b>

### 3. Other Income

	2024	2023
	€	€
Department of Health:		
- Nursing Home Expert Panel Grant	4,523,259	4,177,553
- National Screening Advisory Committee	722,861	501,192
- Immunisation Programme	395,193	202,590
- Establishment of Health Data Access Body Ireland Programme	560,034	-
Department of Children Equality Disability Integration and Youth:		
- International Protection Accommodation Services (IPAS) Monitoring Grant	1,436,230	1,132,549
Superannuation contributions	600,687	533,591
Grants from European Health and Digital Executive Agency	13,097	-
Mental Health Commission	7,670	1,815
Health Research Board grants	403,018	435,048
Health Service Executive - National Care Experience Programme	582,876	128,013
Interest received	62,934	51,487
Miscellaneous income	8,000	658
<b>Total</b>	<b>9,315,859</b>	<b>7,164,496</b>

## Notes to the Financial Statements

For the year ended 31 December 2024

### 4. Staff Costs

	2024	2023
	€	€
Wages and salaries	28,291,023	23,858,974
Pensions	1,303,720	1,273,557
Agency staff	1,737,532	1,236,416
Board members' fees	92,126	91,485
Employers' pay related social insurance	2,921,777	2,460,005
<b>Total</b>	<b>34,346,178</b>	<b>28,920,437</b>

Additional superannuation contributions of €935,833 (2023: €840,891) were deducted from staff salaries and remitted to the Department of Health.

Superannuation contributions of €858,386 (2023: €728,244) were deducted from staff members of the Single Public Service Pension Scheme salaries and remitted to the Department of Public Expenditure, National Development Plan Delivery and Reform.

### 5. Remuneration

#### 5. (a) Aggregate Employee Benefits

	2024	2023
	€	€
Employee short-term benefits	28,291,023	23,858,974
Outstanding annual leave entitlement	354,093	235,902
Employer's contribution to social welfare	2,921,777	2,460,005
	<b>31,566,893</b>	<b>26,554,881</b>

The total number of staff employed, whole-time equivalents, at year end was 417 (2023: 364).

## Notes to the Financial Statements

For the year ended 31 December 2024

### 5. Remuneration (continued)

#### 5. (b) Short-term Benefits

	2024	2023
	€	€
Basic pay	28,291,023	23,858,974
	<b>28,291,023</b>	<b>23,858,974</b>

#### 5. (c) Key Management Personnel

Key management personnel consists of the Chief Executive and the eight members of the Executive Management Team. The total value of employee benefits for key management personnel is set out.

	2024	2023
	€	€
Chief Executive Officer	184,552	176,435
Other Key Management Personnel	1,165,150	1,113,352
	<b>1,349,702</b>	<b>1,289,787</b>

This does not include the value of retirement benefits earned in the period. The Chief Executive and the other key management personnel are members of HIQA's pension scheme and their entitlements in that regard do not extend beyond the terms of the model public service pension scheme.

HIQA's key management personnel were reimbursed €51,795 (2023: €55,731) for travel, subsistence and other expenses incurred while carrying out their duties.

Details of fees earned and expenses reimbursed to members of the Board are set out in the Governance Statement and Board Members' Report.

## Notes to the Financial Statements

For the year ended 31 December 2024

### 6. Employee Short-Term Benefits

Employees' short-term benefits in excess of €60,000 are categorised into the following bands:

Employee benefits	2024 Number	2023 Number
€60,001 - €70,000	58	57
€70,001 - €80,000	102	86
€80,001 - €90,000	50	31
€90,001 - €100,000	27	21
€100,001 - €110,000	13	6
€110,001 - €120,000	9	7
€120,001 - €130,000	4	2
€130,001 - €140,000	-	-
€140,001 - €150,000	-	-
€150,001 - €160,000	-	-
€160,001 - €170,000	4	4
€170,001 - €180,000	-	1
€180,001 - €190,000	1	-

Total employer pension contributions paid during the year was nil (2023: nil).

For the purposes of this disclosure, short-term employee benefits in relation to services rendered during the reporting period include salary, overtime allowances and other payments made on behalf of the employee, but exclude employer's Pay Related Social Insurance.

### 7. Average Headcount

	2024	2023
Chief Inspector of Social Services	175	173
Healthcare Regulation	45	37
Health Technology Assessment	38	32
Health Information and Standards	57	40
Support staff	78	69
	<b>393</b>	<b>351</b>

As at 31 December, HIQA employed 417 whole-time equivalent staff (2023: 364).

## Notes to the Financial Statements

For the year ended 31 December 2024

### 8. Travel and Subsistence

	2024	2023
	€	€
<b>Domestic</b>		
Board	13,329	6,648
Employees	907,990	848,284
<b>International</b>		
Employees	60,404	42,707
External professional services*	984	2,031
	<b>982,707</b>	<b>899,670</b>

Board travel and subsistence includes €6,260 paid directly to Board members (2023: €1,945). The balance of €7,069 (2023: €4,703) relates to expenditure paid by HIQA on behalf of the Board members in relation to hotel accommodation. Where hotel accommodation was provided by HIQA, no subsistence was claimed by the Board member.

\*This cost relates to travel and subsistence costs which were incurred by HIQA as part of the contractual cost associated with the receipt of certain professional services.

## Notes to the Financial Statements

### For the year ended 31 December 2024

#### 9. Professional Fees

	2024	2023
	€	€
Legal advice	495,218	120,919
ICT professional services and consultancy	1,257,101	772,399
Strategic Human Resource Development	22,745	272,449
Financial Management Development	-	3,136
Standards Development and Health Technology assessments	12,169	65,743
Governance	371,725	191,548
Strategic Review of Survey Programmes	21,562	46,881
Architecture Fees	-	32,203
Data Protection Services	-	238
Pension support services	75,860	76,776
Procurement services	-	820
Strategy	4,090	23,520
Forensic Accounting Services	17,536	-
Other	3,162	(645)
<b>Total professional services</b>	<b>2,281,168</b>	<b>1,605,987</b>

## Notes to the Financial Statements

For the year ended 31 December 2024

### 10. Support costs

	2024	2023
	€	€
Recruitment	220,802	230,122
Staff training and development	507,865	479,198
Advisory membership and subscriptions	322,468	297,563
Telephone	195,358	196,764
IT support and supplies	2,737,046	2,246,349
Cloud Services	581,802	381,916
Internal audit	110,822	47,700
External audit	20,500	19,000
Postage and stationery	108,946	113,141
Media monitoring	7,009	10,505
Couriers	18,467	2,115
Prompt payment interest and charges	2,313	1,666
Bank charges	2,203	1,511
<b>Total</b>	<b>4,835,601</b>	<b>4,027,550</b>

# Notes to the Financial Statements

For the year ended 31 December 2024

## 11. Establishment Expenses

	2024	2023
	€	€
Rent	1,834,085	1,616,655
Building leases-rent free reserves	(20,489)	(1,331)
Building service charge	274,547	282,990
Insurance	16,230	17,039
Repairs and maintenance	79,414	152,166
Meeting room hire	15,778	15,120
Stakeholder events and catering	54,427	52,100
Light and heat	184,996	199,253
Cleaning and refuse	162,259	144,653
Security	195,130	174,529
Record retention and storage	3,437	3,892
Health and safety	39,645	46,253
<b>Total</b>	<b>2,839,459</b>	<b>2,703,319</b>



# Notes to the Financial Statements

For the year ended 31 December 2024

## 12. Fixed assets

	Leasehold interest	Fixtures and fittings	Computer software and equipment	Total
	€	€	€	€
<b>Cost or valuation</b>				
Balance at 1 January 2024	3,384,065	1,120,714	7,906,451	12,411,230
Additions	22,552	38,000	68,694	129,246
Disposals	-	(270,894)	(2,821,797)*	(3,092,691)
Cost or valuation at 31 December 2024	<u>3,406,617</u>	<u>887,820</u>	<u>5,153,348</u>	<u>9,447,785</u>
<b>Accumulated depreciation</b>				
Balance at 1 January 2024	1,554,121	810,869	6,422,622	8,787,612
Depreciation charge for the period	201,186	81,182	868,293	1,150,661
Accumulated depreciation on disposal	-	(270,894)	(2,821,797)	(3,092,691)
Accumulated depreciation at 31 December 2024	<u>1,755,307</u>	<u>621,157</u>	<u>4,469,118</u>	<u>6,845,582</u>
<b>Net book value at 31 December 2024</b>	<u><b>1,651,310</b></u>	<u><b>266,663</b></u>	<u><b>684,230</b></u>	<u><b>2,602,203</b></u>
<b>Net book value at 31 December 2023 - restated Note 18</b>	<u><b>1,829,944</b></u>	<u><b>309,845</b></u>	<u><b>1,483,829</b></u>	<u><b>3,623,618</b></u>

\*Disposal of old software and minor computer equipment.

## Notes to the Financial Statements

For the year ended 31 December 2024

### 13. Receivables

	2024	2023
	€	€
Annual fee receivables	12,931	11,590
Prepayments	1,480,005	1,283,903
Health Service Executive	551,402	20,154
Department of Health – Capital		
Grants receivable	258,862	227,457
Project Debtors	370,804	299,133
Payroll Receivables	39,107	48,539
Other Receivables	13,048	15,781
	<b>2,726,159</b>	<b>1,906,557</b>

### 14. Payables (amounts falling due within one year)

	2024	2023
	€	€
Payables	386,469	385,618
Prepaid income	27,596	12,493
Prepaid project income	846,547	405,537
Trade accruals	839,400	996,176
Payroll deductions	993,927	824,245
Holiday pay accrual	354,093	235,902
Building Leases-rent free reserves	270,366	290,856
	<b>3,718,398</b>	<b>3,150,827</b>

## Notes to the Financial Statements

For the year ended 31 December 2024

### 15. Capital Account

		2024 €	2023 €
Opening balance at 1 January		3,623,618	3,039,881
<b>Movement for period</b>			
Expenditure from capital and ICT programme grant		2,870,238	4,776,698
Software hosted on the Cloud		(2,114,902)	(2,346,563)
Non capital expenditure (Note 1)		(626,090)	(835,862)
Disposals	12	(3,092,691)	(413,064)
Amount amortised in line with depreciation for the period	12	(1,150,661)	(1,010,536)
Accumulated depreciation on disposals	12	3,092,691	413,064
<b>Balance at 31 December</b>		<b>2,602,203</b>	<b>3,623,618</b>

#### Note 1

Non capital expenditure relates to expenditure on professional fees, which have not met the FRS 102 definition of a fixed asset.

### 16. Capital Commitments

	2024 €	2023 €
Contracted for	2,686,087	1,946,168
	<b>2,686,087</b>	<b>1,946,168</b>

## Notes to the Financial Statements

For the year ended 31 December 2024

### 17. Leasehold Commitments

As at 31 December 2024, HIQA had the following future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2024	2023
Within one year	€415,924	€415,924
Between two to five years	€1,663,695	€1,663,694
After five years	€3,846,821	€4,262,745

Details of all office locations occupied by HIQA during the year are set out below:

Location	Leaseholder	Expiry Date	Annual Rent
Dublin – Smithfield	Office of Public Works	2038	€1,268,635 plus rent arrears from 01/08/22 to 31/12/23 of €129,024
Cork – Mahon Building 1000	Office of Public Works	2028	€388,941 – payable by OPW and not recharged to HIQA
Cork – Mahon Building 1000	HIQA	2041 (Break clause in 2028)	€206,517
Galway – Forster Street	HIQA	2036	€229,896

## **Notes to the Financial Statements**

For the year ended 31 December 2024

### **18. Board Members' Interests**

The Authority has procedures for dealing with conflicts of interest, in accordance with guidelines issued by the Department of Public Expenditure, National Development Plan Delivery and Reform.

### **19. Approval of financial statements**

These financial statements were approved by the Board on 24 June 2025.

**Published by the Health Information and Quality Authority.**

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