

Senior Civil Service Association Annual General Meeting

Treasurers Report – 2023 Accounts

Introduction and Overview

I am again happy, to report to members, that the Association is in a very good position financially. As at the end of 2024, the Association had €355,983 in retained earnings within the Company. This is more than sufficient to fund the activities of the Association well into the future and to address any unforeseen exceptional expenses.

Moreover, I am glad to report that the Association continues to operate on a profitable basis annually with profits of €4,475 added to reserves in 2024, notwithstanding additional significant expenses in the year of report.

Last year, I reported that the significant reduction in our annual income over recent years, due to reduced membership, had been arrested. I am glad to be able to report that this trend of increased membership has been repeated again in 2024. Arising from the actions of the board and our members, annual membership fees have increased nearly 50% from €15,140 in 2023 to €22,450 in 2024.

The drive to increase membership is delivering dividends in the form of increased income to deliver services to members. The work of the Association, both the Board and members, continued in 2025 and the Board expect to report further increased membership at the next AGM.

However, we cannot be complacent in this regard. As current members retire, we must ensure that we recruit new members to remain relevant. There remain significant cohorts of potential members who are under-represented in the membership and on the board. Maintaining and increasing our membership is dependent on the support of individual members and we look forward to all of your support in this regard in the coming year.

The Association continues to have substantial cash reserves within the Company, and these increased further in 2024. There was a reduced contribution of €4,475 from the P&L Account to the reserves in 2024, which is 50% below the net profit in 2023. However, there were some significant outlays in 2024 which did not arise in previous years. In 2024, we engaged consultants to assist the Association on issues relating to pensions and the Standard Fund Threshold and to assist and review submissions to Government Reviews on pay and pensions. These costs materialised in 2024. Also, in 2024, we held our first annual dinner in many years which was heavily subsidised by the Association. The Board viewed that this provided an opportunity to return to members the benefit of their subscriptions during the Covid period when meetings and social opportunities were limited.

The process of promoting the Association to prospective members, which commenced in the latter half of 2023 with the launch of our new website, continued into 2024 with continuing positive results with upward growth in membership. We continue to seek the support of the Officers, the Board and all members over the coming 12 months to maximise membership. Continued growth in membership will enable the Association to better represent the interests

of members, to maintain its influence on issues of concern to members and to fund research and other actions in support of members interests.

2024 Income and Expenditure

In 2024, the Association had an income of €24,063 compared to an income of € 15,850 in the same period in 2023. The income in 2024, reflects the increased membership subscriptions. Subscription income in 2024 continues to reverse the historical decline in annual income since 2016.

The P&L costs incurred in 2024, for the most part, are consistent with previous years and relate primarily to audit fees, administrative support honoraria, insurance, postage costs and SCSA website maintenance and development. The main additional expense reflected in the 2024 accounts was in relation to Consultancy on the STF and the Annual Dinner. The costs of the consultancy and the annual dinner are in the notes to the accounts.

In 2024, the Association incurred expenses of €19,621, compared to €6,455 in 2023, which is a three-fold increase in expenses over the past 12 months. As mentioned above, this additional expenditure relates primarily to consultant costs and the cost of the annual dinner, which had been anticipated. As such, no costs arose in the year of report which had not been anticipated by the board and provided for through current income or reserves.

2024 Profit

In 2024, the Association's profit was €4,475 compared to a profit of €9,403 in 2023. However, this reflects increased costs as outlined above.

2024 Current Assets

As noted above, the Association currently has €355,983 in current assets, which in 2024 was distributed primarily between current and deposit accounts in AIB. We cashed in a State Savings bond in 2023 as we could not change it to the Company Name.

Transition to New Corporate Accounts

As advised at the last AGM, the Association continues to operate two current accounts, a Corporate Account in the name of the Company and a legacy account in the name of the Association. This continues to be a requirement as all Departments have not yet transitioned their subscription payments to the Association's corporate account. The Association continues to follow this up with the relevant Departments and NSSO.

Profit and Loss – Historic Trends

The table below sets out Association income, expenses and annual profit since 2018.

Year	2024	2023	2022	2021	2020	2019	2018
Subscription Income	€24,063.00	€15,850.00	€14,764.00	€15,882.00	€15,861.00	€17,855.00	€19,315.00
Operating Expenses	€19,621.00	€6,455.00	€9,237.00	€6,647.00	€10,953.00	€8,816.00	€16,980.00
P&L for year	€4,475.00	€9,403.00	€5,557.00	€9,235.00	€4,908.00	€9,039.00	€2,335.00

Year	2024	2023	2022	2021	2020	2019	2018
Net Assets	€355,983.00	€352,358.00	€342,105.00	€339,348.00			

While we arrested the decline in income in 2023 and this trend has accelerated into 2024, and we continue to have significant and increasing financial reserves, the credibility of the Association in its official interactions relies on us having substantial membership among those grades we represent.

The Board would welcome the continuing support and assistance of all members, in different Departments, in promoting the Association to newly appointed Assistant and Deputy Secretaries and their equivalents. This will both, increase the Association's income to better fund our activities on behalf of members on an ongoing basis, but, more importantly, will bolster the position of the Association as the primary representative on the issues and concerns of the grades we represent.

Secretary Emoluments

It should be noted that the current Secretary of the Association has not drawn any fees since 2021 for the extensive administrative work which he undertakes on behalf of the Association. This will change following this AGM with the appointment of a Joint Secretary. As such this will become a further charge on the Association's income. The additional cost is manageable within current income and reserves. The Treasurer also has not drawn any expenses over the same period.

Membership Subscription Rate

The Membership subscription rate has not been increased for at least 15 years. The subscription is charged at a flat rate and, as such, does not benefit from increases in pay rates. The appointment of a Joint Secretary in September 2025 to support the Board will become a recurring charge on the Associations income going forward. In addition, the Annual Dinner, support by means of subsidies, approved by the Board, to Association members in relation to SFT and pension planning, and consultancy costs in relation to SFT and possibly a review of higher grade pay in the public service will result in increased costs in 2025/2026. It is the view of the treasurer that these costs are sustainable in the near term within existing income and reserves. As such, the Hon Treasurer is recommending no change in the membership subscription rate at this time.

Ciaran Murphy
Hon Treasurer
19th Sept 2025