



Comhairle Fo-Thuinn (Irish Underwater Council)

**Annual Report and Financial Statements for
the financial year ended 31 December 2021**

A company limited by guarantee. Company Number 196745



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About Diving Ireland

Comhairle Fo Thuinn (Irish Underwater Council) and trading as Diving Ireland is the National Governing Body (NGB) for underwater sport in Ireland . Diving Ireland is a company limited by guarantee. The directors of the company are elected to constitutionally fixed terms by delegates appointed by the affiliated clubs at the annual AGM..

Diving Ireland is an affiliate member of C.M.A.S. This is an international umbrella organisation for recreational diving training organisations. There are almost 100 countries within the C.M.A.S family and these countries diving organisations are represented at the CMAS Technical Committee. Competitive underwater sports are governed by the C.M.A.S Sports Committee and national and international events in these sports are expanding rapidly. C.M.A.S. also operates a Scientific Commission that promotes awareness of, and involvement in underwater scientific pursuits, marine conservation, and environmental awareness. All these areas are core operational areas for Diving Ireland, and it is seeking to develop and operate in partnership with statutory, commercial and NGO's, nationally and internationally, that are also operational in these areas. Diving Ireland will be involved in the training of scientific divers in cooperation with the National University of Ireland Galway.

At a European level, Diving Ireland is a member of the European Underwater Federation (EUF). The EUF is a forum where recreational scuba diving training organisations can meet, exchange ideas, and speak with a common voice on important issues such as diver safety. The EUF comprises a broad range of European training organisations and it is estimated that the represents approximately 3 million divers, 60,000 instructors, 5000 clubs and 2500 diving schools in Europe.

Diving Ireland is a proud member of the Federation of Irish Sport . Our head office is located at

78a Patrick Street
Dun Laoghaire
Co Dublin
A96HY45

This report was approved by the Directors of CFT at a meeting on February 15th 2022.

Cover Photo of a Basking Shark off Kilkee Co.Clare courtesy of Martin Kiely

Section (1): Presidents Statement

It would be an understatement to say that 2021 was another challenging year for Diving Ireland following on from 2020. Physical access to the Head Office was limited by COVID restrictions to the minimum level required to maintain the continuation of the business. We were also hampered in the move to remote working by legacy telecoms systems and IT infrastructure that had not had sufficient investment over previous years. However ,we have made significant progress in upgrading the Diving Ireland Head Office facilities and more improvements in the office environment will be continuing over 2022.

A major challenge faced by Diving Ireland and other sporting organisations is the maintenance of an insurance product to cover our members personally and provide corporate indemnity for Directors, Executive members ,TC members ,RDOs and club officials. We are fortunate that we are in a group policy with 40 other National Governing Bodies and allows us to secure insurance that we might otherwise find difficult to obtain .

Our aging diver profile is another area of concern . However, the grant funded programs rolled out over 2021 had a significant effect in reducing the average age of our diving population and this should continue over 2022.

We are also fortunate that previous Executive Councils had the vision to develop a robust medical certification process that is well suited to the demographics in our organisation.

A final challenge that must be addressed is interaction between the Executive council and the general membership . Diving Ireland is a volunteer led and based organisation . The organisation depends on participation by all members of the organisation in running the NGB . When we communicate by Mailchimp EZINE (which we use due to spam blocking software on the main email providers systems) it is disappointing to note the reports that approximately 50% of the recipients do not open the email to read the text or at least that what the system reports back to us . We also depend on club officers to update Just Go on officer positions so we can clearly target responsible club officers when grants are becoming available . We will run a short presentation on this important area at the AGM.

Finally , It is an honour to continue to serve as an Executive Council member of Diving Ireland and in particular to follow in the distinguished steps of former Presidents and serve as Honorary President. I also wish to thank the 2021 Executive council for their work and support over the year.

Ray Yeates

Hon President

Section (2): Diving Ireland Strategic Plan

Our current strategic plan, “**Striding Forward**” is now into its third year and thanks to all who contributed to its development in 2019. The plan is an evolution to the previous plan “**Better Together**” which ran from 2017-2019. A summary of the 2020-2022 Strategic Plan is set out below. The Strategic Plan “**Striding Forward**” is available by logging into Just Go and accessing the documents section

Our Vision

To inspire a passion in underwater sports and our environment

Our Values

- **Community** - In terms of how we interact with each other and wider
- **Safety** - The first principle of everything we do
- **Environment** -We will promote the ethos of “take only memories, leave only bubbles”
- **Quality** - In all our activities particularly training, governance and processes

Our Mission

- To grow active participation in Irish Underwater Council activities
- To support and empower our community of clubs
- To promote, protect and preserve the marine environment

How do we achieve this?

We are now entering our third year of our three year Strategic Plan “**Striding Forward**”. This plan (attached as appendix 4) has five main themes:

1. Increase Participation and Retention
2. Review and enhance training courses and delivery
3. Enhance communications & promotion of our clubs and activities
4. Membership benefits and services
5. Improve and promote excellence in governance

Section (3): Achievements & Performance in 2021

Grant awards to Diving Ireland

Over the period of 2021 Diving Ireland were very successful in applying for and being awarded significant grant funding through Sport Ireland and the Program for Government launched by the Irish State. It was very significant that the state through the Programme for Government recognised the role of National Governing Bodies (NGB) like Diving Ireland for promoting sport within the community in Ireland. In 2021 we were also awarded an increase in our core funding allowance from EUR 75,000 to 110,000. The following is a short summary of the grants awarded to Diving Ireland and their intended purpose.

Name of Grant	Basis of Submission
2021 Sport Ireland Targeted Equipment (SITE) Grant of EUR 35,000	A boat will be required for Diving Ireland to use at the National Watersports campus and for use in the National Diver Coxn training program
National Diver Cox'n course development Grant of EUR 45,000 funded by Dormant Accounts funding.	Train 20 persons nationally to become Diver Cox'n. These persons should be female or persons from a disadvantaged background. This will be a partnership with Irish Sailing. Dublin City LSP and Ballyfermot youth services.
DFR Equipment Grant of EUR 19,122	Have CPR training equipment available for clubs to provide CPR training to their members and other community-based groups.
2022 COVID support scheme Grant of EUR 110,000 AND EUR 10,000	Assist clubs in attracting new members and expand membership generally
2021 COVID Support scheme grant of EUR 105,000	Assist clubs in attracting new members and expand membership generally
Women in Sport 2021-2022 grant of EUR 30,000 over 2 years at EUR 15,000 per annum	Encourage participation of women at all levels of our organisation with a particular emphasis on leadership roles. Diving Ireland committed to training 20 Females over a 2-year period to Diver 2* level.
Office IT Upgrade grant of EUR 18,000	Upgrade office IT and website

National Watersports Centre of excellence in Dun Laoghaire

This project in cooperation with the Irish Sailing Association (ISA) and Dun Laoghaire County Council (DLCC) is a major opportunity for Diving Ireland to raise our profile nationally and have a presence in a new centre of excellence for Watersports in Ireland. This is a 9 Million Euro project to provide a national campus for NGB's whose members participate in water based activities . The project has been expanded to include Kayaking , coastal rowing and possibly a sea swimming component . At this stage a memorandum of understanding (MOU) has been signed between ISA, Diving Ireland and DLCC and a steering committee has been formed to now advance the project to the design and build stage . A sum of approximately EUR 900,000 had been allocated from central government funds to allow the project to proceed to the next phase over 2022. Diving Ireland is also very keen to assist in the setting up of regional centres of excellence based around our club's excellent facilities nationally .

Regional Centre of Excellence Kilkee



At the start of 2021 Diving Ireland sought expressions of interest from a club or clubs for an NGB support for an application under the Sports Capital Programme for the development of a Regional Centre of Excellence. One response was received from Kilkee SAC but the club was not in a position to submit an application to meet the 2021 deadline. An NGB can only support one such application in any sports capital round so it is hoped that an application may be submitted if a further round of Sports Capital funding is announced for 2022. To support this process Diving Ireland issued a letter of support to the club in relation to plans for the development of facilities in Kilkee in March 2021. This highlighted the contribution a watersports centre in Kilkee could make to the development of underwater sports nationally and Diving Irelands commitment to provide whatever

support is possible to progress such an initiative. Diving Ireland also noted that the capital funding for sport infrastructure in the Project 2040 National Plan has aligned to create an opportunity to deliver proposals like a centre in Kilkee. Diving Ireland also stated that such infrastructure on the coast as critical to further development and promotion of Blueway's. <https://www.bluewaysireland.org>. It was also noted that EU funds for sustainable development could also be accessed to develop such infrastructure and Diving Irelands connections with CMAS Europe could play a role here.

CMAS Scientific diver training

During 2021 Diving Ireland affiliated to the CMAS Scientific Commission . Following on from this affiliation National University Ireland Galway (NUIG) were able to deliver the first Scientific Diver training certifications under the CMAS system . Prior to this initiative the Scientific Diver training course was delivered under the NAUI certification system.

CMAS Appointments in 2021

Diving Ireland are privileged to one of our members elected to the board of CMAS as secretary general . This is a very important role in the governance of not for profit diving and associated sports worldwide . Another member of our organisation has been elected to the board of CMAS Europe and is also currently secretary to the CMAS Technical Commission. These positions are critical roles for CMAS and are much sought after by diving organisations worldwide. Diving Ireland Instructor training material will be integrated into the CMAS training systems . Our training and standards material are considered by our peers to be of the highest quality. We are getting major benefits from the initiatives taken by former Executive councils by aligning our Instructor training programs with the wider sports community through Sport Ireland.

Governance statement

Over 2021 a change took place in the body responsible for maintaining the governance compliance statements for NGBs and other bodies . This area was previously the responsibility of the Charities Regulator . This function was transferred to Sport Ireland mid-year and in order to continue to receive state funding all NGBs were required to be compliant with the code (Diving Ireland being a type B organisation) by 31 December 2021. Diving Ireland resubmitted our Governance statement and are in full compliance with requirements. However, the story of governance is not over. By year end 2022 all

affiliated clubs to Diving Ireland will also require to become compliant with the code in order to receive state funding .

Diving Ireland will prioritise training for clubs in Q3 of 2022 in order to allow clubs review their governance and remain able to receive grant funding after 2022.

The Federation of Irish Sport (FIS) has entered into an agreement with a software provider to develop management tools to assist NGBs in maintaining and updating their governance as the code develops in the future . Diving Ireland has purchased this software and this will be a very useful tool for future executive councils in modifying and updating governance generally.

Women in Diving



The grant funding we received gave an opportunity for a small programme of Women in Sport for six women who had previously completed Diver One Star and for whom there had not previously been an available pathway to Diver 2**.

Diving presents several challenges for younger participants. The cost of equipment and consumables is a barrier and also on a practical level the dives are held in a variety of locations so transport is needed – and most young people do not have cars. Bringing equipment on public transport (if it is even available at the location) is not practical.

The theory element of the programme was conducted online and this was much appreciated and worked well. Bringing together a group of women from various clubs who would not otherwise know each other was beneficial in creating a small community of divers .

Zoom workshops solved the transport problem as well as anyone from any location could join in. The group also set up a WhatsApp group where they shared tips and equipment. The fact that the workshops were led by women was appreciated as this created some role models in the sport.

The dives were then conducted at each person's own club or at times they were guests of other clubs or joined trips away. This was organised informally, locally and by the women themselves within the group.

Participants commented that it can be difficult as one new person coming into a club. Several have family or local connections but comment that without that it would be very challenging and that a structure and pathway for women and particularly younger women is needed. There are suggestions around creating pathways in for groups at a time and the creation of a Women's Officer in a club as a Go To person.

There is also the observation that diving is great as a recreational sport but that running the sport is daunting as the levels of responsibility are so high and this responsibility falls to a small number of dedicated people.

The following are testimonials from participants in the program

"We arrived on Friday night from all parts of Ireland eager, but some of us were apprehensive of what was ahead and what was expected of us. We sat down for our welcome meeting to meet our mentors for the weekend and to see the schedule of events.

From then on I realised this was going to be a challenging but exciting weekend. To be able to discuss in detail with your mentor what you wanted and needed to progress in the sport was fantastic and the reassurance from my mentor Vanessa that it would be challenging but fun was all I needed to hear.

From then on the whole event took on a military style operation with what felt like and was a multitude of people from all over the country with one aim - and that was to help us women achieve needed skills to progress in our diving.

The weekend was busy and challenging but the atmosphere was amazing and so enjoyable and that was down to Aoibheann who organised it but also because of all the various clubs involved Kilkee, Burren, UL and all the volunteers so determined to make it enjoyable for us. I for one can't believe how much I achieved in such a short time and I can't thank everyone enough.

*I am a one-star *female Diver and have been for the last 3 years. I have taken part in this course to try at last to get my 2-star. With the help of this course and a lot of very patient mentors, I feel more confident in my diving. The skills I have learned listening to other divers and being shown how to do things like compass work, buoyancy control and getting to know how to get the best use out of my own gear, brought me to achieving my goal in Nov. The Skills Weekend diving boosted my confidence, showing me that everyone, when shown correctly, is capable of diving. No question was the wrong question. The encouragement by all the mentors was and still is amazing. I would highly recommend anyone like me to take part in this programme.*

National Water Trails

Sport Ireland plays a leading role in supporting the development of recreational trails throughout Ireland to encourage more people to be active in the great outdoors. Sport Ireland is tasked with the development of trail criteria and best practice along with maintaining the National Trails Register. This role is vital in the continued development of quality trails and is a key goal in Sport Ireland's policy on Sport and Physical activity in the Outdoors.

Sport Ireland also supports the development and promotion of quality experiences and best practice for safe and sustainable outdoor sport and physical activity participation. Sport Ireland believes standardised criteria for water trail development will assist in providing managed access to Ireland's inland rivers, lakes and waterways while helping to protect the environment in which these natural amenities are located.

Diving Ireland were delighted to be involved in the core group with Irish Sailing and others in developing the Water Trails initiative. Diving Ireland standards now form the core concepts of the National Snorkel Trails and our members will be involved in the assessment and grading of these trails as they are developed nationally.

The program will be announced and launched by government before summer 2022.

Rebranding

The rebranding of the organisation has delivered a more recognisable brand that will allow us to develop and roll out the various grant funded initiatives over the next couple of years. At this stage of the rebranding approximately 30% of our corporate documentation has been updated but following the appointment of a new office manager recently we expect to complete the rebranding of the corporate material by Q3 this year.

The rebranding of our training material may require the services of a grant funded development officer to complete the process in a shorter period.

Federation of Irish Sport

Diving Ireland are proud members of the Federation of Irish Sport (FIS). We have engaged frequently over this year with the FIS on areas of concern to our organisation and member clubs. In particular we have received support from the FIS for our concerns regarding the allocation of large sums of money to "Sub Aqua groups" not affiliated to Diving Ireland as the NGB and not subject to the governance requirements we face as the NGB for the sport in Ireland. The FIS fully supports our position and the policy of the FIS is that grant funding should only be provided to groups and clubs affiliated to the relevant NGB for their respective sport.

Coastguard SLA

Diving Ireland is still awaiting confirmation of the moving of responsibilities for search and recovery from the Irish Coastguard to An Garda Síochána. In the meantime our existing Service Level Agreement (SLA) remains in place and continues to operate successfully. We will continue to engage with all of the relevant parties to this arrangement.

2021 Diving Ireland Covid Resilience Support Scheme

In December 2020 Diving Ireland published a Scheme to award funding from €105k secured under the Sport Ireland Covid Resilience Support Scheme to clubs through a competitive application process. The scheme had two strands, one supporting clubs to train candidates in the target groups to Diver 1* and one to support a more limited group of people to train to Diver 2*. It was also noted that clubs could run an initial snorkeling programme to identify suitable candidates and clubs were encouraged to explore the possibilities of partnership with local youth groups as this has been a key learning from the Dormant Accounts pilot training programme in 2020. It was also noted that the National Club provided a structure for these programmes for clubs that did not have an existing youth section.



€73.5k was awarded through two funding rounds to the clubs listed below.

Aer Lingus SAC, Portmarnock SAC, Seal Bay SAC, Cork SAC, Athlone SAC, Hook SAC, Viking SAC, Marlin SAC, Mullingar SAC, Aquatec, Kish SAC and Rosses.

More than 100 people participated in 2021 and the remainder of the programmes will conclude in 2022.



An independent evaluator for the programme, Aideen Ward, was also appointed and the emerging report will be circulated in advance of the AGM. Applying a Theory of Change methodology, the evaluation concluded that the report concludes that

“The programme was an extremely positive experience for the participants, clubs and partner organizations at a hugely challenging time for all those involved in sport”.

“Participants articulated very valuable outcomes in terms of new experiences and confidence”.

“Clubs described how the programme helped to revitalise clubs, consider potential pathways for young people and enthusiasm for new membership goals.”

“The massive investment of effort by the participating clubs is acknowledged and the success of the programme contributed to the diving community weathering the COVID storm in 2020, 2021 and 2022”

(Executive Summary Diving Ireland Evaluation Report January 2022 Aideen Ward.)

The evaluation report contains five recommendations as set out below which will be considered by the Executive Committee in due course.

Section (4): Financial Review

Financial Review for Year Ended 31 December 2021

Diving Ireland (“CFT”) is reporting a loss in the accounts of €2,312 in 2021 (2020: €9,478), despite the challenges presented by the Covid 19 Pandemic, the Directors are satisfied with the financial results and are in line with expectations.

Diving Ireland were awarded significant grant funding via Sports Ireland and the Programme for Government, whilst also securing an increase of €35,000 in the core funding. The financial plan for 2022 projects positive result, with a growth in membership and the strategic operational plan, the Executive Committee are confident Diving Ireland is a going concern.

Income earned from the delivery of course was €67,493 (2020: €14,876), this increase is largely due to the Covid 19 restrictions placed during lockdown in 2020, whereby courses had to be postponed to 2021, mainly the leading diver course.

Membership has decrease by €20,511 to €135,645 in 2021 from (2020: €156,156), approx. decrease of approx. 200 members during the year. This is largely due to Covid-19 and restrictions placed on diving activities in 2021/2020. Despite the decrease in membership, 2022 figures indicate the membership returning to the same level pre-pandemic.

Grant expenditure of €99,404 mainly supported membership development/training, funding was awarded to enhance the IT infrastructure of CFT.

Operating expenses have increased by €48,625, services reopened during 2021 as restrictions lifted, the contributing factors for the increase is largely due to, insurance cost increase by €16,000 (challenges of Brexit in the insurance market), head office was refurbished.

CFT was rebranded resulting in a change of stationary, merchandise etc, hence older stock held was disposed of, incurring a once of cost.

Fixed assets increase by €37,062 to €264,064 in 2021 from (2020: €227,002), with the support of Grant Funding CFT purchased a boat valued at €40,000, new laptops for the management team offset by depreciation charge for the year.

CFT has € 450,370 with its financial institutions (2020: €454,165), projected cashflow indicated CFT has the liquidity to meet all future liabilities as they arise.

CFT holds members funds of €452,439 (2020: €454,751).

The Executive Committee worked diligently through 2021 to secure significant funding and growing the organisation. Looking to the future CFT is in a strong financial position to support the operational plan and future projects as outlined in this annual report.

**NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021**

Name of Grantor	Name of Grant	Capital Grant	Amount Awarded €	Term	Amount Taken as Income 2021 €
Sports Ireland	Dormant Accounts	No	40,500	Yearly	9,000
Sports Ireland	Core	No	75,000	Yearly	75,000
Sports Ireland	Covid-19	No	105,000	Once-off	75,000
Sports Ireland	IT Grant	No	18,000	Once-off	18,000
Sports Council	Women In Sport	No	30,000	Once-off	6,500
			268,500		183,500

Reconciliation of grant income taken in the period to cash received.

Name of Grantor	Name of Grant	Amount Taken as Income 2021 €	Cash received	Movement on Deferred Income at Year End
Sport Ireland	Dormant Accounts	9,000	40,500	31,500
Sport Ireland	Core (See point 8- Other debtors below)	75,000	56,250	-
Sport Ireland	Covid-19	75,000	105,000	45,000
Sports Council	IT Grant	18,000	18,000	-
Sports Council	Women In Sport	6,500	15,000	8,500
		183,500	234,750	85,000

Sports Ireland – Core Funding Grant of €75,000:

This grant contributes towards the annual general administration costs incurred by the Association. The grant covers the calendar year ending 31 December 2021. The total grant received is included in the Income and Expenditure Account of the Association for the financial year ended 31 December 2021. The Sport Ireland grant is sponsored by the Department for Media, Tourism, Arts, Culture, Sports and the Gaeltacht.

Sports Ireland – Covid-19 Funding Grant of €105,000:

This grant contributes towards the provision of a specific training programme for 14-19 year olds with a particular focus on women and people from disadvantaged areas. Due to Covid-19 this programme was postponed, therefore the total grant received is included in the Balance Sheet of the Association as deferred income for the financial year ended 31 December 2021.

Section (5): Structure, Governance & Management

Members

Fundamental to the success of Diving Ireland are our volunteers. Our members have shaped and defined who we are. They are our corner stone and without them we could not exist. From ground level to the highest Executive Committee position volunteers provide an essential service. All training, club and regional administration is undertaken by volunteers. This contribution and the volunteers within our organization must be maintained, supported and recognised appropriately if Diving Ireland's core strengths are to be maintained.

Company Directors

Our board is made up of 12 volunteers who give their time freely to develop and grow underwater sport in Ireland through Diving Ireland. The Board meet online on average 8 times per annum and at these meetings progress against our goals are measured and discussed, future plans are made and from time to time presentations are made by both internal and external stakeholders. Each position on the board has a two year term with 5 members rotating in even years and 6 in uneven years.

The Board is dedicated to the growth and development of the Executive council but they need your help and support. Each year the board actively seek new members to come on board and help us grow. If you are interested in taking a position on the board please email president@diving.ie.

Under our Rules and articles of Association the following five positions on the Executive are due for rotation this year. These positions include

Those positions are:

Vice President

- Vice President
- National Underwater Sports Development Officer
- Vice President Communications
- Vice President Marine Protection
- National Snorkelling Officer
- National Diving Officer

Members of the Executive are Directors of the Company and have legal responsibilities under Company Law.

As an Executive, we meet around 8 /9 times per year and review where we are at against the goals set out at the start of the year. We also meet with internal and external stakeholders from time to time and make presentations to them when necessary.

All our meetings for the past year have been held online, however it is envisaged that in normal times that meetings will be held in Head Office. We have conference facilities in the office that will facilitate members joining online if they are unable to travel

DIVING IRELAND BOARD MEMBERS FOR THE PERIOD OF THIS REPORT

Board Member	Please insert gender*	Specific role	Duration on Board	Skills/Qualifications
Ray Yeates	M	President	4 th year	Aircraft Captain Marine Electronics Technician
Rory Keane	M	Hon Secretary	3 rd year	Retired Financial Controller
Paddy Lambe	M	National Diving Officer	1 st year	Health, Safety and Environmental Manager & University Lecturer
Mary O Donohoe	F	Vice President Membership	3 RD Year	Public Servant /BA hons /Dip HR
Maureen Brogan	F	National Snorkelling Officer	3 RD Year	Manager Finance Accountant ,MBA
Martin Baily Johnson	M	Vice President Communications	3 RD Year	Engineer
Zac Campbell*	M	National Underwater sports Development Officer	3 RD Year	Software Analyst
Kirsty Moran	F	Youth Development Office Universities r	1 st year	Officer, Oaglaigh an hEireann.
Conor Meyler	M	Youth Development Officer	1 st year	Engineer
Gerry Walsh	M	Vice President Marine Protection	2 nd Year	Telecoms engineer
Cathy Dawdry	F	Treasurer	2 nd Year	Accountant
John Mahon	M	Child Protection Officer	2 nd year	Sergeant, An Garda Siochana.

* This director resigned during the period covered by this report.

Board Meetings and Attendance record over 9 meetings

Name	Attended	Apologies	Absent
Raymond Yeates	9	0	
Mary O'Donohoe	8	1	
Paddy Lambe	9	0	
Rory Keane	9	0	
Maureen Brogan	7	2	
John Mahon	4	5	
Martin Baillie Johnston	6	3	
Cathy Dawdry	5	4	
Gerry Walsh	4	3	1
Zac Campbell	4	3	2
Kirsty Moran*	4	3	2
Conor Meyler*	6	1	2

* Not serving directors for the full period covered by this report

Technical Commission & Regional Diving Officers

The Technical Commission (TC) is made up of 6 Moniteur *** divers as well as the 8 Regional Diving Officers and the National Snorkelling Officer. Their remit is to monitor and set out all of our diving and snorkelling standards. They meet at least four times a year and work extremely hard to ensure our programs are up to current best practice and that the safety of divers is kept paramount through review of our diving rules and regulations.

Our diving clubs are divided into 8 different regions and each region is managed by a Regional Diving Officer. Their role is to coordinate all courses and tests for their region as well as assisting clubs throughout the year who may need a little extra support.

Medical Officer

Dr Richard O'Regan is the Diving Ireland Medical Officer and is an honorary member of DIVING IRELAND. Richard is an active diver as well as a Medical Doctor and his experience is invaluable to the organisation. Richard is a volunteer and a board member of the UKDMC.

Instructors

Each year members put themselves forward for the Moniteur * and Assistant Instructor courses. We are extremely lucky to have a large group of dedicated instructors who give up their time to guide others along the way. Currently we have 329 Instructors registered

with the council, each one of these is responsible for guiding and showing new members the wonders that diving & snorkelling has to offer.

Club Officers

We have 68 affiliated clubs located across the island of Ireland and each of these has its own committee which guide, oversee and organize club activities and training. Club committees are the lifeblood of our organization and we are privileged to have such dedicated members. Clubs are required to have 10 members registered by the end of March each year and submit a range of governance documentation to maintain affiliation

Staff

We have a small but very dedicated staff who work hard to ensure that the day to day operations of Diving Ireland are carried out in an efficient and professional manner. We are also involved in policy making and strategic planning to ensure that the Diving Ireland follow national and international best practice. Most importantly though we are committed to ensuring that our members receive the support necessary to feed their enthusiasm as well as promoting the sport to potential new members.

Other Volunteers

Diving Ireland also depends on a number of other volunteer groups including Search and Recovery Co Ordinator's both regionally and a Nationally, Disciplinary panel members, archivist and a number of other members in key positions that help us with our grant applications and other interactions with other bodies both government and non-government.

Under our Constitution and Rules the following positions are due to rotate,

- Vice President.
- VP Communications (previously PRO and Publications)
- VP Marine Protection & Environment (Previously Scientific)
- NDO
- Treasurer.

The NDO and Treasurer have indicated their willingness to stand again for these positions. Also stepping down are the National Snorkel Officer and the National Underwater Sports Development Officer (previously Competitions).

We have an expression of interest from various members for all the positions being vacated. Members of the Executive are Directors of the Company and have responsibilities under Company Law. Executive positions are for a period of 2 years. Members can serve a maximum of 6 years continuously but only 4 in the one position.

Section (6): Other Directors 'Reports

National Diving Officer's annual report 2022.

Regional Diving Officers:

The current regional diving officers (RDOs) are:

- Elaine Walsh. (South East)
- Stephen Mulhall. (Dublin South)
- Roger Cantwell replaced Fidelma Carroll. (Dublin North)
- Lorcan Kinirons replaced Dom Traynor (Southwest).
- Don McCarthy has stepped down from his position as RDO South and as of the time of writing, the position is vacant (South).
- Edward Walsh. (North)
- Matt Gleeson (Midlands).
- Ken Jackson (West).

I wish to thank all of the RDO's, including the outgoing RDOs, especially during the last 2 years for what was a difficult period as we adapted our training and assessments to suit the various restrictions we had to navigate. They are key to the organisation and the TC, NDO and NSO rely on them to keep courses and tests running smoothly. I would also like to thank the Jury Presidents and Jury members for running exams, in what was a challenging year..

Elected and Co-opted TC members:

- Anne Boyle
- Aoibheann Bird
- Damian Ryan
- Mark Stanley
- Gearoid McCarthy
- Don McCarthy
- Ger Haugh
- Mark Stanley

Search & Recovery Coordinator:

- John Joe Rowland

TC Governance and structure

In line with the executive strategic plan a structure was agreed on the ongoing governance and responsibilities of the TC. The TC welcomes feedback and input from the membership. The current membership of the TC and responsibilities are set out in the table below. Queries in relation to the TC can be sent to ndo@diving.ie.

TC Roles

Role	Description
National Diving Officer Paddy Lambe	The National Diving Officer is president of the TC. The position of NDO is to oversee the safety and training standards of diving and certification within Diving Ireland.
Incident Officer Damian Ryan	The Incidents Officer is responsible for recording incidents as reported by members of IUC. The incident officer is also responsible for amalgamating the information from these reports to look for trends or areas where regulations or training may need to be introduced to ensure safety. The officer is also responsible for feeding back details of reported incidents to the membership and actively promoting safety issues including the publishing of an annual incident report to members.
Documents and Standards Officer Equivalence Officer Don McCarthy	The Documents and Standards Officer is responsible for ensuring that any changes in rules, regulations or training is documented in an agreed format and that revisions to courses are issued in an agreed standardized format. They will minute meetings and maintain the Training and Standards Document and work with head office on document housekeeping. Promote the work of the TC and ensure work is communicated to the membership. Fill the two-way role of liaison between the membership and the TC. The equivalence officer will review equivalence applications for non-instructor grades and make recommendations to the NDO on these equivariance applications.

Role	Description
Course & Jury Planning Officer Gearoid McCarthy	The role of the Course and Jury Planning Officer is to oversee the annual course and assessment schedule for IUC. This officer will liaise with the Regional Diving Officers and Head Office to publish a quarterly list of IUC courses to assist members in planning activities. The officer is also responsible for putting together Jury assessments for the IUC. The CJPO will also liaise with the instructor base to develop course activity.
National Snorkeling Officer Maureen Brogan	A member of the executive, the national snorkeling officer is responsible for the safety and standards of snorkeling and associated sports in the IUC. They represent these minority sports on the technical commission to ensure standards are kept in line with international best practice.
Diversity & Inclusion Officer Aoibheann Bird	This new role of Diversity and Inclusion supports the consideration of these issues and their relevance to the work of the Technical Commission.
National Exam Coordinator Anne Boyle	The role of the National Exam Coordinator is assigning the generation of National exams with a group of M3/4s and proofreading them for use.
Other TC members	All positions on the Technical Commission were filled this year, the commission is made up of Moniteur 3/4's or others who hold skills required by the TC from time to time. They work on specific projects or issues that arise over the year.
Regional Diving Officers	Regional diving Officers are responsible for organizing and overseeing training, assessments, and standards within their region. The RDOs provide backup for Club diving officers that may require outside resources for courses that require specific specialist Instructor input.
Children's Officer	This position is also an executive member and will work with the TC members to ensure that the work of the TC will take into consideration the juvenile membership.
National S&R Officer John Joe Rowland	To represent the interests of the S&R Teams within the Organization.

Technical Commission Objectives.

Review incidents, diving related issues arising, training, certification, and safety standards to ensure they meet international best practice.

Conduct periodic reviews of Diving Ireland training courses to ensure they are fit for purpose.

Review Diving Ireland assessment strategies to ensure fit for purpose, best international practice.

Promote safety in diving.

Align with and work within the structures of the strategic plan.

2021/2022 Technical Commission

The TC convened for 4 meetings over the 2021/2022 period using online platforms. The TC liaised with the Executive of Diving Ireland via NDO participation at the executive meetings and the TC meeting minutes.

2021 Highlights

2021 was a difficult year for diving. As COVID-19 restrictions dominated much of peoples' lives, this also impacted some diving related activities throughout the year. The Technical Commission remained agile throughout the year to the changing situation and courses / assessments were adapted as appropriate to ensure continued operation of this key aspect of our activities as an organisation.

Early in the year, the issue of COVID-19 was discussed at the Technical Commission and a review took place in relation to the COVID-19 guidelines where the decision was made to retain advice and guidance in place but recommend to clubs that government advice should be at the forefront of planning for their activities along with a risk assessment approach. A document was prepared to outline how assessments should take place where it was felt that there could be potential for standards to cause barriers to government guidelines and restrictions. Exams which would usually be held nationally were held regionally where possible, due to concerns over accommodation during the summer.

In early Summer 2021, I engaged with clubs via some online sessions with an open forum. The response to these engagement sessions was positive and some key issues were brought on board and considered by the TC or EC where relevant. An attempt was also made

in November to hold an in-person engagement session which was cancelled and moved online at short notice due to government restrictions in relation to COVID-19. A short online session in relation to the exams and assessments which took place during the summer was held instead.

I took on the role as the Diving Ireland representative attending the British Dive Safety Group and the European Underwater Federation and attended a number of meetings during the year. Much of the discussion at these sessions focused on the impact of the pandemic on diving activities, medicals and adaptation of skills where relevant.

In the Technical Commission, we worked on a number of different initiatives including but not limited to:

- An ongoing project to update Just-Go (previously Go-Membership),
- An update to the PHECC and DFR Instructor standards,
- Piloting the Women in Diving Diver 2* initiative,
- Developing the renewed Diver 2* course,
- Small updates to the Moniteur 3* course,
- Finalisation of the Moniteur 2* course,
- Amendments to the Diver 1* (reduction of minimum dives from 5 to 4),
- A review and redesign of the Diver logbook,
- Review and redesign of the Dive Slates,
- Piloting the CMAS Scientific Diver course and subsequent review,
- Development and successful delivery of the CMAS Conservation course,
- Registration of Diving Ireland as a Freediving association with CMAS,
- Obtaining recognition of Diver Rescue as equivalent to Pool Lifeguard,
- Development of new rebranded course slides.

Certificates issued

This year saw an increase of 33% in the number of certifications issued when compared to 2020. This is a big increase, however it is likely that a number of members who had not finalised qualifications in 2020 due to the restrictions in place, completed these in the 2021 period resulting in an increase in the number of certs issued.

Course	2020	2021
Advanced Club Diver	7	2
Advanced Nitrox Diver	9	3
Advanced Nitrox Instructor	1	5
Assistant Instructor	3	8
Diver 2**	41	39

Course	2020	2021
Diver 1 *	50	59
Scientific	0	3
Conservation Biology	0	13
Cox'n Instructor	1	10
Cox'n	17	19
DFR	69	90
Extended Range	1	0
Extended Range Nitrox	4	0
Full Face Mask	9	2
Full Face Mask Instructor	0	2
Gas Blender	5	1
Mon 1	11	16
Mon 2	4	3
Leading Diver CMAS	2	22
LD Module 1	15	2
LD Module 2	0	10
LD Module 3	0	23
National Diver	2	7
Nitrox	54	17
Nitrox Gas Blender	4	19
Nitrox Gas Blender Instructor	2	1
Nitrox Instructor	0	2
Rescue	23	26
Search & Recovery	12	18
Search & Recovery Instructor	2	4
Senior Snorkel	0	3
Snorkel Guide	0	1
Snorkel Skills 1	0	38
Trimix Gas Blender	1	2
VHF	3	1
Total	352	471

Incidents.

The Incidents Officer will brief the DO/TO conference on the incident events and trends over 2021. The total number of incidents reported to Diving Ireland was 9.

2022 Diving Officer, Training Officer and Instructors meeting. Saturday March 5th at 1000hrs .

Agenda items include,

- Incidents.
- Technical Commission Work 2021/2022.
- Discussion on likely updates to Just-Go (Go-Membership)

I am happy to take topics for discussion so please feel free to send suggestions for agenda items to ndo@diving.ie. These should be relevant to the role of the NDO and/or the Technical Commission, however I will forward on other topics to relevant officers of the organisation.

Conclusion

I would like to thank everyone in the organisation and within clubs who are playing their part to ensure that we can continue to enjoy the sport of diving and the other underwater activities that we all love doing.

I think it is fitting to acknowledge all of the volunteers who make our organisation what it is. To those who rise early in the morning to tow boats, those who stay late filling cylinders, those maintaining equipment and clubhouses, those who (very importantly) make or bring the tea, the club members who carry gear or just help out in general, the very patient family members waiting for loved ones to come home when the post-dive craic is just too good to leave, to the instructors and examiners, the club committees, dive officers, S&R volunteers, Jury Presidents, RDOs, regional and national volunteers, the technical commission, executive council, the staff of Diving Ireland and everyone else who puts their stamp on what we do, it is the collective support that makes the organisation what it is and I am proud to be just a small part of that collective effort. I hope to continue this small contribution that I have made over the past 12 months into 2022 and look forward to meeting members at dive sites throughout the year.

Paddy Lambe
National Diving Officer

Vice President Report

I have generally supported the work of the Executive Committee over the year by attending meetings and contributing to the debate on issues. I also contributed to the development of the operational plan. My club (Seal Bay) trained 20 young people to Diver 1* so much of my time was taken up with that programme. Hopefully some of them will continue with the training and join Diving Ireland as new members.

During the year I worked on a review of our PHECC accreditation in order to enable us deliver the DFR courses and be recognised as a registered institution and issue the PHECC qualifications. We were granted an extension to the deadline, so this work is ongoing.

After the resignation of a key staff member, I worked on the specification for the Office Manager role, and I was part of the interview board to recruit a new person for the job. At the time of writing, the EC have to approve the appointment, but I am confident that the person we selected will be an asset to our organisation and will deliver a first-class service to our members.

I am stepping down from the EC this year having served three years. I wish the incoming executive all the best for the coming years.

Mary O'Donohoe
Vice President.

National Snorkelling Officer

The Diving Ireland suite of snorkelling courses is currently being redesigned to ensure they are aligned to the CMAS snorkelling framework. Once aligned, this will ensure that each candidate will be awarded a CMAS snorkelling card which will give greater recognition to the achievement of each snorkelling grade.

It is anticipated that this work will be completed in 2022 and brought to the Technical Commission for approval. Once completed, pilot courses will be run to ensure each course is 'fit for purpose'.

A Snorkel Instructor course, which initially started in March 2020, was completed in Kilkee in November 2021 resulting in 4 new snorkel instructors. Thanks to the instructors from Cork SAC, Kilkee SAC and Atlantic Dive Club who assisted with the course.

Over the last few months, there has been significant enquiries from the membership regarding the Snorkel Instructor qualification and so there are plans to run a minimum of 2

such courses in 2022, one based in the Dublin area and one in Limerick. Details will be advertised when specific arrangements have been made.

Unfortunately, I am unable to stand as National Snorkelling Officer next year but will be available to offer whatever assistance is needed to my successor. I would like to take the opportunity to thank my fellow Executive Members and instructors (both Diving and Snorkelling Instructors) for their assistance in raising the profile of snorkelling within clubs around Ireland .

Maureen Brogan
National Snorkelling Officer



Appendix :1 Statement of Financial Accounts (SOFA)

	Actual 31 – Dec – 21	Actual 31 – Dec – 20
	€	€
Income and endowments:		
Sports Ireland / COVID 19 Grants Awarded	183,500	78,500
Delivery of Diving/Snorkelling Courses	67,493	14,876
Membership Subscriptions	135,645	156,156
Subsea Magazine and Merchandise, Other	6,791	4,633
Total Income	393,429	254,162
Expenditure:		
Stock	2,768	-
Delivery of Diving/Snorkelling Courses	3,685	12,176
Sports Ireland / COVID 19 Grants Expenditure	99,404	-
Operating Expenses	266,488	217,863
Merchandise	15,905	4,241
Depreciation	7,491	10,404
Total Expenditure	395,741	244,684
Net incoming resources	(2,312)	9,478
Net gains/(losses) on investments	-	-
Net incoming resources	(2,312)	9,478
Transfers between funds	-	-
Other recognised gains/(losses):	-	-
Gains/(losses) on revaluation of fixed assets	-	-
Other gains/(losses)	-	-
Net movement in funds	(2,312)	9,478
Reconciliation of funds:	(2,312)	9,478
Total funds brought forward		
Total funds carried forward	(2,312)	9,478

Appendix 2: Statement of Financial Position (Balance Sheet)

Note ref.		Total funds €	Prior year funds €
	Fixed assets:		
	Tangible assets	264,064	227,002
	<i>Total fixed assets</i>	264,064	227,002
	Current assets:		
	Stocks	25,594	26,115
	Debtors	26,094	3,173
	Cash and cash equivalents	450,370	454,165
	<i>Total current assets</i>	502,058	483,453
	Liabilities:		
	Creditors: Amounts falling due within one year	(278,009)	(218,924)
	Net current assets or liabilities	224,049	264,529
	Total assets less current liabilities	488,113	491,531
	Creditors: Amounts falling due after more than one year	(35,674)	(36,780)
	Provisions for liabilities and charges.	-	-
	Net asset or liabilities excluding pension asset or liability	452,439	454,751
	Defined benefit pension scheme asset or liability	-	-
	Total net assets or liabilities	452,439	454,751

APPENDIX 2 – Statement of Financial Position (Balance Sheet) (Continued)

	The funds of the charity:		
	Revaluation reserve	104,438	104,438
	Capital reserves and funds	150,274	150,274
	Income and expenditure account	197,727	200,039
	<i>Total unrestricted funds</i>	452,439	454,751
	Total charity funds	452,439	454,751

Appendix 3: Auditors report

Company Number: 196745

Comhairle Fo-Thuinn (Irish Underwater Council)
Annual Report and Financial Statements
for the financial year ended 31 December 2021

O'Neill Foley Unlimited Company
Chartered Accountants & Registered Auditors
Patrick's Court
Patrick Street
Kilkenny
Ireland

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DIRECTORS AND OTHER INFORMATION

Directors	Ciaran Kissane (Resigned 7 March 2021) Martine Baillie Johnston Raymond Yeates Mary O'Donohoe Zachary Campbell John Mahon Maureen Veronica Brogan Catherine Dawdry Gerard Walsh Patrick Lambe (Appointed 7 March 2021) Kirsty Moran (Appointed 24 May 2021) Conor Meyler (Appointed 24 May 2021)
Company Secretary	Rory Keane
Company Number	196745
Registered Office and Business Address	78A Patrick Street, Dun Laoghaire Co. Dublin
Auditors	O'Neill Foley Unlimited Company Chartered Accountants & Registered Auditors Patrick's Court Patrick Street Kilkenny Ireland
Bankers	Allied Irish Bank PLC 37/38 Upper O'Connell Street Dublin 1
Solicitors	Leman Solicitors 8 - 34 Percy Place Dublin 4

DIRECTORS' REPORT

for the financial year ended 31 December 2021

The directors present their report and the audited financial statements for the financial year ended 31 December 2021.

Principal Activity

The principal activity of the company continued to be that of promotion and advancement of underwater swimming and related activities.

The Company is limited by guarantee not having a share capital.

Financial Results

The (deficit)/surplus for the financial year after providing for depreciation amounted to €(2,312) (2020 - €9,478).

At the end of the financial year, the company has assets of €766,122 (2020 - €710,455) and liabilities of €313,683 (2020 - €255,704). The net assets of the company have decreased by €(2,312).

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Ciaran Kissane (Resigned 7 March 2021)

Martin Baillie Johnston

Raymond Yeates

Mary O'Donohoe

Zachary Campbell

John Mahon

Maureen Veronica Brogan

Catherine Dawdry

Gerard Walsh

Patrick Lambe (Appointed 7 March 2021)

Kirsty Moran (Appointed 24 May 2021)

Conor Meyler (Appointed 24 May 2021)

The secretary who served throughout the financial year was Rory Keane.

Future Developments

The company plans to continue its present activities and current trading levels.

Post Balance Sheet Events

The company's operations continue to be affected after year end by the global outbreak of Covid-19. The directors, in line with government directives, have made decisions which, in their opinion, protect the health and safety of their employees and the company's underlying business. The directors are confident their decisions, together with the company's sound financial position will ensure the future sustainability of the company.

Political Contributions

The company did not make any disclosable political donations in the current financial year.

Auditors

The auditors, O'Neill Foley Unlimited Company, (Chartered Accountants & Registered Auditors) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 78A Patrick Street, Dun Laoghaire, Co. Dublin.

Signed on behalf of the board

Catherine Dawdry
Director

22 February 2022

Raymond Yeates
Director

22 February 2022

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2021

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the board

Catherine Dawdry
 Director

22 February 2022

Raymond Yeates
 Director

22 February 2022

INDEPENDENT AUDITOR'S REPORT

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Comhairle Fo-Thuinn (Irish Underwater Council) ('the company') for the financial year ended 31 December 2021 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds and notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2021 and of its deficit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled

our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other Information

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

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

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to

312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 6, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for 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.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 9, which is to be read as an integral part of our report.

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

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

David Walsh
 for and on behalf of
O'NEILL FOLEY UNLIMITED COMPANY
 Chartered Accountants & Registered Auditors
 Patrick's Court, Patrick Street
 Kilkenny, Ireland
 22 February 2022

APPENDIX TO INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- 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 our 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.
- 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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- 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.

We 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 we identify during our audit.

INCOME AND EXPENDITURE ACCOUNT

Notes	2021 €	2020 €
Income	393,429	254,161
Expenditure	(395,741)	(244,714)
(Deficit)/surplus before interest	(2,312)	9,447
Interest receivable and similar income	-	31
(Deficit)/surplus for the financial year	(2,312)	9,478
Total comprehensive income	(2,312)	9,478

Approved by the board on 22 February 2022 and signed on its behalf by:

 Catherine Dawdry
 Director

 Raymond Yeates
 Director

BALANCE SHEET

as at 31 December 2021

	Notes	2021 €	2020 €
Fixed Assets			
Tangible assets	6	264,064	227,002
Current Assets			
Stocks	7	25,594	26,115
Debtors	8	26,094	3,173
Cash and cash equivalents		450,370	454,165
		502,058	483,453
Creditors: amounts falling due within one year	9	(278,009)	(218,924)
Net Current Assets		224,049	264,529
Total Assets less Current Liabilities		488,113	491,531
amounts falling due after more than one year	10	(35,674)	(36,780)
Net Assets		452,439	454,751
Reserves			
Revaluation reserve		104,438	104,438
Capital reserves and funds		150,274	150,274
Income and expenditure account		197,727	200,039
Members' Funds		452,439	454,751

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the board on 22 February 2022 and signed on its behalf by:

Catherine Dawdry
Director

Raymond Yeates
Director

RECONCILIATION OF MEMBERS' FUNDS

as at 31 December 2021

	Retained surplus €	Revaluation reserve €	Special reserve €	Total €
At 1 January 2020	190,561	104,438	150,274	445,273
Surplus for the financial year	9,478	-	-	9,478
At 31 December 2020	200,039	104,438	150,274	454,751
Deficit for the financial year	(2,312)	-	-	(2,312)
At 31 December 2021	197,727	104,438	150,274	452,439



NOTES TO FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

GRANTS AND OTHER INFORMATION

Name of Grantor	Name of Grant	Capital Grant	Amount Awarded €	Term	Amount Taken as Income 2021 €
Sports Ireland	Dormant Accounts	No	22,500	Yearly	9,000
Sports Ireland	Core	No	75,000	Yearly	75,000
Sports Ireland	Covid-19	No	105,000	Once-off	75,000
Sports Ireland	IT Grant	No	18,000	Once-off	18,000
Sports Council	Women In Sport	No	30,000	Once-off	6,500
			250,500		183,500

Reconciliation of grant income taken in the period to cash received.

Name of Grantor	Name of Grant	Amount Taken as Income 2021 €	Cash received €	Movement on Deferred Income at Year End €
Sport Ireland	Dormant Accounts	9,000	40,500	31,500
Sport Ireland	Core (See point 8- Other debtors below)	75,000	56,250	-
Sport Ireland	Covid-19	75,000	105,000	45,000
Sports Council	IT Grant	18,000	18,000	-
Sports Council	Women In Sport	6,500	15,000	8,500
		183,500	234,750	85,000

Sports Ireland – Core Funding Grant of €75,000:

This grant contributes towards the annual general administration costs incurred by the Association. The grant covers the calendar year ending 31 December 2021. The total grant received is included in the Income and Expenditure Account of the Association for the financial year ended 31 December 2021. The Sport Ireland grant is sponsored by the Department for Media, Tourism, Arts, Culture, Sports and the Gaeltacht.

Sports Ireland – Covid-19 Funding Grant of €105,000:

This grant contributes towards the provision of a specific training programme for 14-19 year olds with a particular focus on women and people from disadvantaged areas. Due to Covid-19 this programme was postponed, therefore the total grant received is included in the Balance Sheet of the Association as deferred income for the financial year ended 31 December 2021.

Sports Council – IT Funding Grant of €18,000:

This funding was used to significantly improve the IT resources within the head office and also upgraded the Diving Ireland website. These improvements will enhance the service provided to our members. The Sport Ireland grant is part of the Governments Participation Plan 2021-2024 sponsored by the Department for Media, Tourism, Arts, Culture, Sports and the Gaeltacht. This is a once off funding.

Sports Council – Women In Sport Grant of €30,000:

This grant contributes towards encouraging participation of women at all levels in Diving Ireland with a particular emphasis on leadership roles and progressing diving career. The Sport Ireland grant is part of the Governments Participation Plan 2021-2024 sponsored by the Department for Media, Tourism, Arts, Culture, Sports and the Gaeltacht. This is a once off funding.

Grant income received is applied to the purpose for which it is received as detailed above.

NOTES TO FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

1. General Information

Comhairle Fo-Thuinn (Irish Underwater Council) is a company limited by guarantee incorporated and registered in the Republic of Ireland. The registered number of the company is 196745. The registered office of the company is 78A Patrick Street,, Dun Laoghaire, Co. Dublin which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. Summary of Significant Accounting Policies

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

Statement of compliance

The financial statements of the company for the financial year ended 31 December 2021 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102.

Income

Income represents subscriptions and revenue grants received.

Tangible assets and depreciation

Tangible assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible assets, less their estimated residual value, over their expected useful lives as follows:

Land and buildings freehold	-	Over 50 years
Computer equipment	-	Over 5 years
Plant and machinery	-	15% Straight line
Fixtures, fittings and equipment	-	Over 5 years
President Chains	-	It is not considered necessary to provide depreciation on this asset.
Resusianne and Medical	-	Over 5 years

The residual value and useful lives of tangible assets are considered annually for indicators that these may have changed. Where such indicators are present, a review will be carried out of the residual value, depreciation method and useful lives, and these will be amended if necessary. Changes in depreciation rates arising from this review are accounted for prospectively over the remaining useful lives of the assets.

Stocks

Stocks are stated at the lower of cost and net realisable value using the first in first out method. In the case of finished goods and work in progress, cost is defined as the aggregate cost of raw material, direct labour and the attributable proportion of direct production overheads based on a normal level of capacity. Net realisable value is based on normal selling price, less further costs expected to be incurred to completion and disposal.

Employee benefits

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. Annual contributions payable to the company's pension scheme are charged to the Income and Expenditure Account in the period to which they relate.

Taxation

The company is exempt, as an amateur sporting body, from Corporation Tax under the provisions of Section 235 of the Taxes Consolidation Act 1997.

Government grants

Grants are recognised using the accruals model when there is reasonable assurance that the grant will be received and all attaching conditions will be complied with. Grants towards capital expenditure are credited to deferred income and are released to the profit and loss account over the expected useful life of the related assets, by equal annual instalments. Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred.

Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Balance Sheet date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Income and Expenditure Account.

Financial Instruments

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Cash and cash equivalents

Cash consists of cash on hand and demand deposits. Cash equivalents consist of short term highly liquid investments that are readily convertible to known amounts of cash that are subject to an insignificant risk of change in value.

Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

3. Departure from Companies Act 2014 Presentation

The directors have elected to present an Income and Expenditure Account instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.

4. Operating (deficit)/surplus

	2021	2020
	€	€
Operating (deficit)/surplus is stated after charging/(crediting):		
Depreciation of tangible assets	11,522	9,805
Amortisation of Government grants	<u>(1,106)</u>	<u>(1,106)</u>

5. Employees

The average monthly number of employees, including directors, during the financial year was 2, (2020 - 2).

6. Tangible assets

	Land and buildings freehold €	Computer equipment €	Plant and machinery €	Fixtures, fittings and equipment €	President Chains €	Resusianne and Medical €	Total €
Cost or Valuation							
At 1 January 2021	374,651	150,213	-	73,440	1,396	22,701	622,401
Additions	-	4,494	40,000	4,090	-	-	48,584
At 31 December 2021	374,651	154,707	40,000	77,530	1,396	22,701	670,985
Depreciation							
At 1 January 2021	155,856	145,696	-	71,146	-	22,701	395,399
Charge for the financial year	7,493	2,447	-	1,582	-	-	11,522
At 31 December 2021	163,349	148,143	-	72,728	-	22,701	406,921
Net book value							
At 31 December 2021	211,302	6,564	40,000	4,802	1,396	-	264,064
At 31 December 2020	218,795	4,517	-	2,294	1,396	-	227,002

All tangible fixed assets are initially recorded at historic cost. This includes legal fees, stamp duty and other non-refundable purchase taxes, and also any costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management, which can include the costs of site preparation, initial delivery and handling, installation and assembly, and testing of functionality.

7. Stocks	2021	2020
	€	€
Finished goods and goods for resale	<u>25,594</u>	<u>26,115</u>

The replacement cost of stock did not differ significantly from the figures shown.

8. Debtors	2021	2020
	€	€
Trade debtors	7,344	3,173
Other debtors	18,750	-
	<u>26,094</u>	<u>3,173</u>

9. Creditors	2021	2020
	€	€
Amounts falling due within one year		
Trade creditors	-	1,640
Taxation	12,403	15,431
Accruals	59,606	80,853
Deferred Income	206,000	121,000
	<u>278,009</u>	<u>218,924</u>

10. Creditors	2021	2020
	€	€
Amounts falling due after more than one year		
Government grants (Note 12)	<u>35,674</u>	<u>36,780</u>

11. Financial Instruments

The company has chosen to apply the provisions of Section 11 and 12 of FRS 102 to account for all of its financial instruments.

	2021	2020
	€	€
Financial assets that are debt instruments measured at amortised cost		-
Trade debtors	7,344	3,173
Other debtors	18,750	-
Cash at bank and in hand	<u>450,370</u>	<u>454,165</u>
Financial liabilities at amortised cost		
Trade creditors	<u>-</u>	<u>1,640</u>

12. Government Grants Deferred	2021	2020
	€	€
Capital grants received and receivable		
At 1 January 2021	<u>57,299</u>	<u>57,299</u>
Amortisation		
At 1 January 2021	(20,519)	(19,413)
Amortised in financial year	(1,106)	(1,106)
At 31 December 2021	<u>(21,625)</u>	<u>(20,519)</u>
Net book value		
At 31 December 2021	<u>35,674</u>	<u>36,780</u>
At 1 January 2021	<u>36,780</u>	<u>37,886</u>

Department of Tourism, Culture & Sport - Capital Sports Programme 2003 - €35,000
This grant was received for a number of purposes including the purchase of diving and medical equipment. It is being amortised between 2% and 20% per annum straight line by reference to the related assets depreciation charge. The remaining unamortised grant at 31 December 2021 is €14,065 (2020: €14,506).

Department of Tourism, Culture & Sport - Capital Sports Programme 2005 - €33,250
This grant was received for the sole purpose of renovating the shed at the company's premises. It is being amortised at 2% per annum straight line by reference to the related assets depreciation charge. The remaining unamortised grant at 31 December 2021 is €21,610 (2020: €22,275).

In accordance with the accounting policy, government grants are recognised based on the accrual model. These grants, which are for the purchase of production equipment, are recognised over the useful life of the production equipment, which is fifty years. There are no unfulfilled conditions or contingencies attaching to these grants.

13. Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members or within one year thereafter for the payment of the debts and liabilities of the company contracted before they ceased to be members and the costs, charges and expenses of winding up and for the adjustment of the rights of the contributors among themselves such amount as may be required, not exceeding €2.

14. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2021.

15. Controlling interest

The ultimate controlling parties are the Members of the Company.

16. Post-Balance Sheet Events

The company's operations continue to be affected after year end by the global outbreak of Covid-19. The directors, in line with government directives, have made decisions which, in their opinion, protect the health and safety of their employees and the company's underlying business. The directors are confident their decisions, together with the company's sound financial position will ensure the future sustainability of the company.

17. Special Reserve

	2021	2020
	€	€
Capital Reserve	55,403	55,403
Club Development and Safety Fund	94,871	94,871
	150,274	150,274

The Capital Reserve arose from the historical acquisition of the undertaking of Comhairle Fo-Thuinn, An unincorporated body.

The Club Development and Safety Fund represents contributions by members towards the development of safety initiatives.

18. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 22 February 2022.

Appendix 4: Operational Plan 2021

APPENDIX X. STRATEGIC PLAN 2021

Goals	Targets	Timeline	
1. Establish and implement an organisation strategy to attract, recruit and retain members	Develop and implement and review a programme of strategic activities that will attract, recruit and retain members in order to grow overall membership by 10% by 2022	Q2 2021 Develop a National Snorkelling Course targeted specifically at Junior level with a view to attracting a younger cohort into the organisation with potential Dormant Account Funding	
		Q2/3 2021 Develop a National Diver 1 * Scubadiving Course targeted specifically at Junior level with a view to attracting a younger cohort into the organisation with potential Dormant Account Funding	
		Q3 2021 Build a new Website for IUC that will attract members of every age group with excellent graphics and images & videos of the best diving in Ireland with easy 1 click entries to explore the site further	
		Strengthen Links with the Sports Sector nationally and locally through 5 national and/or club based initiatives each year	Support clubs to strengthen linked with sports sector locally through the development of at least 3 initiatives
			Q4 2021 Collaborate with Irish Sailing (Ciaran Murphy, Regional Development Officer) to participate in the 2020 Watersports Inclusion & Diversity Games by including Snorkelling as an additional activity
		2021: Collaborate with Irish Sailing regarding the development of the Carlisle Pier area in Dun Laoghaire	

Goals	Targets	Timeline
	Implement at least 5 national and/or club based activities annually aimed at making the membership profile more reflective of Irish Society by 2022	Q4 2021 Run 3 Dive Rally Events in various regions e.g. Cahirciveen, Co. Kerry, Hook Head, Co. Wexford, Kilalla Co. Mayo
		Q1 2021: Support the hosting of the Nautical Archaeology Society (NAS) Conference in Dublin in 2020.
		Q1, 2 & 3 2021: Run a Community Archaeology Diving Project for the Nautical Archaeology Society (NAS) Course. Partnering with Cherish project (Discovery programme)
	Increase underwater hockey membership by 10% through the promotion and support of the underwater hockey league and underwater hockey coach training	Q4 2021 Organise regular training sessions in Dublin, Cork and Belfast for the Irish League and external competitions
	Continue to promote the CMAS Initiative to have activities such as Free Diving and Fin Swimming included as Olympic Sport including promotion of these activities to affiliated clubs.	Ongoing Promotion planned for Q3 in conjunction with EU Week of Sport. Ongoing engagement with CMAS
	Develop and Promote underwater activities in conjunction with Sport Ireland and the European Week of Sport through Try-a-Dive and similar programmes including involvement at Sport Fest	Q3 2021 Try a Dives and Snorkel events will be offered by clubs during European Week of Sport
	Increase Female Participation through enhancements in courses and training	Q3 2021 Drive greater Female participation in Scuba diving, Snorkelling and Underwater Hockey by advertising for Female teams to participate and celebrate wins and successes for female teams
		Q1 2021: Support & Co-organise the CFT U/W photography and Videography competition (Zac)

Goals	Targets	Timeline
	Promote and Deliver 2 Seasearch accredited Observer courses	Q3 2021 Ongoing
	Promote and Deliver Seasearch accredited Surveyor course	Q3 2021 Ongoing
	Promote and Deliver 2 Seasearch specialist courses	Q3 2021 Ongoing
	Promote Clean Coasts program for dive clubs & get 20% of clubs to become Clean Coasts groups	Q3 2021 Promote and Raise Awareness at the National Dive Conference and at the regional dive rallies
2. Review and enhance training courses and delivery ensuring best practise in everything we do	Review and revise the Diver 1* / Diver 2**, Nitrox training courses and Diver Cox'n programmes to ensure they reflect established best practise in terms of content and delivery	Q4 2021 Finalise, pilot and implement new Diver 1* Course, Target launch pilot at the National Dive Conference in March 2020. Pilot the enhanced Diver 1* course in Q2 and Finalise the enhanced Diver 1* course by end of end Q3
	Develop and Implement (CPD) strategy for instructors that will ensure that at least 80% of our active instructor base are approved or certified as Advanced Instructors under the Sport Ireland Coaching Framework.	Q4 2021 Organise at least three training courses to upskill active instructors
	Review the existing portfolio of courses and qualifications to determine if any changes are required to support the objective of increasing membership and remove any unnecessary obstacles to members progression through diving and Instructor grades.	Q4 2021 Ongoing review by the Technical Commission of portfolio of courses and qualifications to ensure easy progression for members to move through diving and instructor grades

Goals	Targets	Timeline
		Q3 2021 Develop and roll out the pilot Photography Course for Snorkellers that was piloted in the Autumn of 2019 with great feedback from the participants. This course is open and accessible to all Snorkeller and Diver Grades
	Deliver 1 national Dive Examiner course for 10 dive instructors	Q2 2021 Deliver 1 national Dive Examiner course for 10 dive instructors
	Deliver 2 regional CMAS 3* Leading Diver courses	Q2 2021 Deliver 2 regional CMAS 3* Leading Diver courses
	Deliver 1 national Dive Instructor Course Mon 3*	Q3 2021 Deliver 1 national Dive Instructor Course Mon 3*
	Promote and Deliver 2 Nautical Archaeological Society Accredited Underwater Archaeology Courses	Q1 Q2/ 2021 Develop and run Nautical Archaeological Society Accredited Underwater Archaeology Courses for members and advertise these through Ezine and Course Sign up on Go Membership
	Work alongside Coastguard and Garda Missing Persons Bureau to enhance provision of Search and Recover units operating under IUC	Q1 2021 Ongoing
	Run a succession of DFR courses enabling us to upskill and train PHECC Community First Responder Instructors. Train and certify 5 new PHECC Community First Responder Instructors	Q1 2021 Ongoing
	Have trained & certified 5 Snorkel Instructors	Q2/3 2021 Ongoing

Goals	Targets	Timeline
3. Enhance communications & promotion of our clubs and activities	Improve Communication with the Clubs by using different platforms to share information - (Ezine, Subsea, Dive Rallies, Social Media, Letters, Roadshows) in order to increase membership satisfaction with communications and without increasing cost	Q4 2021 New IUC Website being planned. Develop Framework design for the website and prepare content headings.
		Q1 2021 Continue to communicate news updates to members via Ezine, and Subsea magazine which is published 3 times per year for the membership
		Q1 2021 Review opportunity to develop Ezine communications in terms of content, look and feel, while continuing to publish Ezines once per month or when relevant topics / news need to be communicated to the membership
		Q4 2021 Develop and implement plan for annual / bi-annual Regional Roadshows
	Annual Dive Conference	Q4 2021 Run the IUC Annual Dive Conference using a Club to host the event. As well as the IUC AGM, the event will be used to drive communications with the membership on areas such as the Operational Plan, Governance and the Marine Environment

Goals	Targets	Timeline
	Enhance mechanisms for clubs to share their information directly with each other with a view to enhancing co-operation between clubs	Q4 2021 Investigate / review how best to use new tools such as What's App tool at a regional level between clubs in a particular region to share information around diving times and locations and spare seats on boats that other club members may take advantage of.
	Promote the protection of the Marine Environment and prioritise actions in areas where we have required resources to be effective	Q2 2021 Continue to review and monitor the planned dredging and dumping activities in Dublin Bay working with the EPA.
4. Continue to improve the delivery of a high quality membership service.	Increase membership satisfaction with the new Go Membership system by providing focussed support and enhancements	Q1 2021 Host a Go Membership Training Session or Help Desk at Dive Ireland Conference. Request feedback on areas of Go Membership that are causing pain with a view to making enhancements where feasible
	Process 1800 individual memberships	Q1 2021 Ongoing
	Process 600 diving and snorkelling qualification certificates	Q1 2021 Ongoing
		Q4 2021 Build a new IUC website for members and the public with enhancements to areas such as IUC Online Shop (merchandise)
		Q4 2021 Further automate membership services moving away from paper based requests e.g. Certificate Request Forms by post versus uploading online.

Goals	Targets	Timeline
	Run Diving Medical Conference and continue to develop the medical panel to assess medical fitness to dive in order to provide opportunity to take part in underwater activities for more of the public	Q4 2021 Run a Medical training course for GPs in Q4 2021. This course is to familiarise General Practitioners in Ireland with the unique areas of medical requirements relevant to scuba diving and underwater sports .
5. Improve and promote excellence in governance	Ensure that the IUC is compliant with all aspects of the Governance Code for Sport Ireland by the end of 2020	Q4 2021 Continue to monitor compliance through regular reviews, training for the incoming Executive and implementation of any required actions
	Provide guidance and support out clubs to achieve compliance with the Governance Code for Sport by the end of 2021	Q4 2021 Develop and Issue guidelines to clubs. Support clubs in achieving compliance through workshops and meetings
	Implement the recommendations in the 2-into3 report produced for the IUC in 2019	Q4 2021 Identify the recommendations to be implemented and develop a timeline and actions to achieve implementation
	Develop and promote Critical Incident Procedure in accordance with national guidelines	Q1 2021 Maintain and update on an ongoing basis
	Ensure that all members working with children or vulnerable adults are Garda Vetted	Q1 2021 Maintain and update on an ongoing basis
	Process vetting applications as requested by IUC Clubs	Q1 2021 Maintain and update on an ongoing basis

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