

# GTCNI

General Teaching Council for Northern Ireland

## Annual Report and Accounts

for the year ended 31 March 2008

2007-2008

[www.gtcni.org.uk](http://www.gtcni.org.uk)



GTCNI Annual Report and Accounts  
for the year ended 31 March 2008

*The Registrar/Chief Executive Officer authorised these  
Financial Statements for issue*

*on*

*19 November 2010*

*Laid before the Northern Ireland Assembly  
under paragraph 12 of Schedule 1 to the Education Order (Northern Ireland) 1998  
by the Department of Education*

*on*

*23 September 2011*



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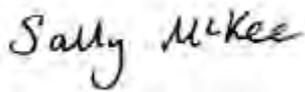
## Chairperson's Foreword

The General Teaching Council for Northern Ireland has continued to work to promote the status of the teaching profession through its registration, advisory and regulatory work. This fourth Annual Report provides details of the Council's structure and objectives and lists the achievements realised in the 2007/2008 period.

This again has been a year of great change and uncertainty and the Council has operated within a rapidly changing and very challenging and demanding environment. This requires that the Council, on behalf of the teaching profession, keeps abreast of developments within the world of education and professional regulation. Teachers themselves have been discharging their professional responsibilities in difficult circumstances and the Council strives to ensure that educational policy makers are aware of the commendable work carried out by Northern Ireland's teachers.

This year the Council has further developed its registration processes and has made significant investments in its IT infrastructure. In addition, the Council, in order to provide evidence-informed advice, has commissioned extensive research on a wide range of educational issues.

In conclusion, the Council will continue to promote the concept of active professionalism within the teaching profession and looks forward to assuming its full regulatory responsibilities.



Sally McKee  
Chair, GTCNI

## **Professional Advisors**

### **AUDITORS**

Comptroller and Auditor General  
Northern Ireland Audit Office  
106 University Street  
Belfast  
BT7 1EU

### **SOLICITORS**

Cleaver Fulton Rankin  
50 Bedford Street  
Belfast  
BT2 7FW

### **BANKERS**

Northern Bank Ltd  
Donegall Square North  
Belfast  
BT1 2HQ

## Report of The Council Members

The Council are pleased to present their report and the financial statements for the year to 31 March 2008.

Our Annual Report and Accounts have been prepared in accordance with the requirements and guidelines set out in the Government's Financial Reporting Manual (FRoM) issued by the Department of Finance and Personnel which is in force for the financial year for which the accounts are being prepared and under an Accounts Direction given by the Department of Education in accordance with paragraph 12 of Schedule 1 to the Education (Northern Ireland) Order 1998.

### BACKGROUND AND INFORMATION

The General Teaching Council for Northern Ireland was established under the auspices of the Education (Northern Ireland) Order 1998, and came into existence on 15 October 2002. The Council is the statutory, independent body for the teaching profession and is dedicated to enhancing the status of teaching and promoting the highest standards of professional conduct and practice. The Council has a membership of 33, the majority of whom are teachers. The first Council's term of office finished during this financial year and a new Council met for the first time in October 2007.

The Council is constituted as follows: 14 members are elected directly by the profession with a further 5 members nominated by the Northern Ireland Teaching Council. In addition, 10 members are nominated by broader interests within education including Higher Education Institutions, Employing Authorities and other agencies. The remainder are appointed by the Department of Education for Northern Ireland. In essence the membership reflects the broad professional educational community. All members of the Council are independent, non-executive members and they report on other interests in the Register of Members' Interests which is held in the Council offices.

The Registrar is the Chief Executive Officer of the Council and he is supported by professional staff responsible for the Council's strategic and operational work programmes. The staff includes the Senior Management Team, the Registration Team, and the Corporate and Support Services.

### PRINCIPAL OBJECTIVES AND ACTIVITIES

The Council's responsibilities, as set out in the Education (Northern Ireland) Order 1998, Articles 34-41, are as follows:

- the registration of all teachers in grant-aided schools;
- the development of a Code of Professional Values and Practice;
- disciplinary functions relating to professional misconduct; and
- the provision of advice to the Department of Education and employing authorities.

## **FUTURE DEVELOPMENTS**

The Council's work in the forthcoming year will include the completion of a number of key initiatives:

- develop proposals regarding Chartered Teacher;
- establish processes and protocols regarding approval of qualifications;
- complete work on reporting capabilities on enhanced reporting capabilities from the Register of Teachers;
- establish regulatory committees and develop regulatory procedures;
- undertake a review of induction and Early Professional Development arrangements in liaison with stakeholders; and
- continue to review and update key personnel policies and practices.

## **COUNCIL MEMBER'S AND RESPONSIBILITIES**

Council Members have corporate responsibility for ensuring that the Council complies with any statutory or administrative requirements for the use of its income from registration fees. They are specifically responsible for:

- ensuring that high standards of administration and decision-making are observed at all times;
- establishing the overall strategic direction of the Council by means of oversight of the production of the Corporate Plan;
- overseeing the delivery of planned results by monitoring performance against agreed strategic objectives and targets;
- formulating a strategy for the security of personal information held so as to comply with the Council's statutory responsibilities; and
- ensuring that the Council does not exceed its powers or functions whether defined in statute or otherwise, or through any limitations or incurring expenditure set out in any financial directives. Members are normally advised on these matters by the Council's Registrar and its legal advisors.

## COUNCIL MEMBERSHIP

### PERIOD 1 APRIL 2007–31 MARCH 2008

#### THE COUNCIL HAS 33 MEMBERS COMPRISING:

- 14 elected teachers;
- 5 teachers appointed by the Northern Ireland Teachers' Council;
- 10 appointments by various representative bodies with a stakehold in education; and
- 4 appointments by the Department of Education of whom one will be representative of industry and commerce and 3 will reflect the wider public interest.

#### ELECTED MEMBERS

##### Nursery School representative

- Mrs Susan Campbell

##### Special School representative

- Mrs Sally McKee

##### Primary School representatives

- Mr Charles Glenn
- Mr John Kerr
- Mr John McGrady
- Ms Daisy Mules
- Mrs Thea Patton

##### Secondary School representatives

- Mrs Rosemary Barton
- Mrs Teresa Graham
- Dr Theo Laverty
- Mr Keith Smith
- Mr Damian Walls

**Primary School Principal**

- Mrs Audrey Stewart

**Secondary School Principal**

- Mr Ivan Arbuthnot

**APPOINTED MEMBERS**

**Northern Ireland Teachers' Council**

- Mr Malachy Doherty
- Mr Tony Lappin
- Mr Alistair Orr
- Mr John Pollock
- Mr Peter Scott

**Association of Education and Library Boards**

- Mr Gordon Topping

**Council for Catholic Maintained Schools**

- Mr John Colgan
- Mrs La'Verne Montgomery

**Comhairle na Gaelscolaíochta**

- Mrs Aine Andrews

**Governing Bodies Association**

- Dr Wilfred Mulryne

**Northern Ireland Council for Integrated Education**

- Mrs Frances Donnelly

**Transferor Representatives' Council**  
**Trustees of Catholic Maintained Schools**

- Mr Joe Corrigan

**Universities Council for the Education of Teachers**

- Dr Leslie Caul

**Department of Education**

- Mrs Miriam Karp
- Mr Dorothy Black
- Mr Brendan McConville
- Mr Paddy Kinney

**COUNCIL'S COMMITTEE STRUCTURE**

The Council provides leadership, monitors performance to ensure that the GTCNI's aims and objectives are met, and promotes the highest standards of probity and propriety. In order to facilitate this work, the Council delegates different areas of the work to a range of committees as outlined below. The Committees report on the work they have undertaken at the Council meetings and bring forward significant issues for discussion and approval.

**The General Purposes and Finance Committee**

This Committee has responsibility for overseeing the Council's planning and operational processes encompassing:

**Planning Processes**

- Corporate and Business Plans
- Annual Reports

**Financial Procedures**

- Financial Procedures Manual
- Procurement
- Budget Approval
- Annual Accounts

### **Staffing and Accommodation**

- Recruitment
- Staff Discipline

### **Policy Issues**

- Equal opportunities
- Health and safety

### **The Registration Committee**

This Committee has strategic responsibilities in regard to all aspects of Teacher Registration, including:

- The development and maintenance of registration processes.
- The commissioning of the registration database and managed services.
- The exceptional registration processes and applications for same.
- Review of the Council's disciplinary procedures.

In addition the Committee will advise on:

- The profile of the Profession and its implications for recruitment and supply.
- The implications of statutory policies in respect of registration requirements.

### **The Policy Committee**

This Committee has responsibility for the analysis of issues arising from changes and policy decisions within the education service.

The Committee exercises an analytical and advisory role in responding to issues emerging from policy developments, administrative changes or emerging trends or conditions within education.

It has a specific role in the consideration of issues such as:

- The Professional Code for Teachers.
- Standards of teaching.

- Initial teacher training.
- Professional development.
- Performance management.

### **The Audit Committee**

This Committee has responsibility for:

- Approval and review of the Council's systems of internal control to ensure compliance with statutory regulations and guidance, and in-house procurement strategies.
- Consideration and approval of the Council's annual and long-term audit programmes.
- Liaison with external auditors in relation to the nature and scope of the audit programme and processes.
- Review, and submission to the Council, of the Code of Practice for Members and the Code of Conduct for Staff.

### **The Risk Management Committee**

The Risk Management Committee is a sub-committee of the Audit Committee. It focuses on the risk management process within the Council and its terms of reference are as follows:

- to set the tone and influence the culture of risk management within the Council;
- to raise the level of management awareness and accountability for the business risks experienced by the Council ;
- to determine which type of risk is acceptable and which is not;
- to set the standards required from staff with respect to conduct and probity;
- to determine the appropriate risk appetite or level of exposure of the Council;
- to approve major decisions affecting the Council's risk profile or exposure;
- to monitor the management of significant risks to reduce the likelihood of unwelcome surprises;
- to ensure that the less significant risks are being actively managed, with the appropriate controls in place and working effectively; and

- to provide a mechanism for risk management issues to be discussed and disseminated to all areas of the Council.

The Committee also provides advice on the co-ordination of risk management strategies with the following objectives:

- to co-ordinate activities to obtain a more effective risk management process from existing resources;
- to prioritise and accelerate those risk management strategies that are critical to the achievement of corporate objectives; and
- to ensure that actions required are given the appropriate level of sponsorship and support.

### **The Remuneration Committee**

The Remuneration Committee meets annually to confirm the Registrar's objectives for the forthcoming year and to determine the annual pay award, in line with the Council's Performance Related Pay Scheme.

## **CORPORATE GOVERNANCE**

To ensure coherence in the operation of the Audit Committee, it is chaired by an independent Council member, who is not the Chairperson of the Council, and includes in its membership the Chairs of the other Committees. The Audit Committee ensures that the internal control systems, including audit activities, are monitored actively, independently and objectively in order to promote and ensure the highest standards of propriety, accountability and financial management within the Council. The Chair of the Audit Committee reports directly to the Council on the Committee's activities.

## **AUDITORS**

Our financial statements are audited by the Comptroller & Auditor General for Northern Ireland (C&AG) in accordance with paragraph 12 of Schedule 1 to the Education (Northern Ireland) Order 1998. He is head of the Northern Ireland Audit Office and he and his staff are wholly independent of the Council and the Department. He reports his findings to the Northern Ireland Assembly.

Moore Stephens Chartered Accountants were instructed by the Comptroller and Auditor General to carry out on his behalf the audit of the General Teaching Council for Northern Ireland for the year of account. Moore Stephens also provided accounting support services to the Council during the year. The remuneration for these services was £3,738.

The Council confirms that:

- (a) so far as its Registrar/CEO is aware, there is no relevant audit information of which the Council's auditors are unaware, and

- (b) the Registrar/CEO has taken all the steps that he ought to have taken to make himself aware of any relevant audit information and to establish that the Council's auditors are aware of that information.

#### **PROMPT PAYMENT**

Under the Late Payment of Commercial Debt (Interest) Act 1998, the Council is required to pay undisputed supplier invoices within agreed contractual terms and conditions, or within 30 days of the receipt of goods, services or a valid invoice, whichever is the later. This was achieved for 91% of all such invoices in 2007/2008, and no commercial debt interest was paid or was due in respect of transactions in 2007/2008.

#### **DISABLED PERSONS**

The Council adopts an equal opportunities approach to the recruitment, development and promotion of staff. Full and fair consideration is given to applications for employment from disabled people where they have the appropriate skills and abilities to perform the job. The Council provides work experience to a trainee for one day per week as parts of its commitment to assist disabled people enter the workforce.

#### **EMPLOYEE INVOLVEMENT**

Staff are regularly briefed on Council business and future developments. Employees are consulted and kept informed of matters which affect them, by means of staff forums, written communication, informal discussions, and where appropriate, information meetings.

#### **MANAGING ATTENDANCE**

Absence management continues to be a key objective in order to reduce the level of sick absence within GTCNI. An average of 3.5 days per employee were lost through sickness absence during 2007/08.

GTCNI is committed to working with the Department to reduce absence levels and to ensure that the management of absenteeism is an integral part of a line managers remit.

#### **HEALTH AND SAFETY**

The Council is committed to adhering to all existing legislation on Health and Safety at work to ensure that staff and visitors enjoy the benefits of a safe environment.

#### **CHARITABLE DONATIONS**

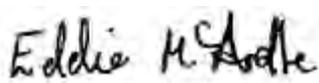
The Council made no charitable donations during the period.

## RESULTS FOR THE YEAR

The financial statements show an operating surplus on ordinary activities of £99,273. In addition the Council had committed expenditure of £42,500 at the balance sheet date for bursaries awarded in 2007/08 for which claims will be received in 2008/09.

## FIXED ASSETS

Details of the movement of fixed assets have been summarised in note 9 to the accounts. The Council do not believe that there is any material difference between the market and historical book values of its fixed assets as at 31 March 2008. Historical book value fixed assets have not been subject to revaluation.



Mr Eddie McArdle  
Registrar & Chief Executive Officer

Date: 27 August 2010

## Management Commentary

### INTRODUCTION

Perhaps the most problematic aspect of many Annual Reports is the somewhat opaque nature of the documents themselves, and the difficulty experienced by readers in linking actions and outcomes to original objectives. The Council believes that the format it has adopted, over the past years, offers not just a measure of clarity as to the outcomes of its work, but equally, affords the Council an opportunity to identify and articulate its core values and reflect afresh on the changes impacting on its work.

### NORTHERN IRELAND A NEW ERA

As we approach the first anniversary of the return of devolved government, it is appropriate to reflect on the significant changes the new political dispensation brings. For those of us engaged in education, in whatever role, the revival of the Stormont Executive has brought a new immediacy to policy debate and a more robust culture of accountability. The Council considers these to be wholly appropriate changes and welcomes the opportunity that now exists for the Council, and classroom practitioners, to make their views known to those charged with the development of policy.

In reflecting on the broader issues of societal change and structural change, and the pressures that arise for the teaching profession, the Council has approached its work from the perspective that a commitment to service, accountability and transparency are the hallmark of true professionalism. In adopting this stance, the Council has clearly signalled its belief that teaching is a value driven enterprise. In keeping with this viewpoint, it has sought to enshrine this notion in its publications and, most particularly, in its seminal document; *Teaching: the Reflective Profession*.

### ACCOUNTABILITY

The publication of *Teaching: the Reflective Profession*, marked an important milestone in the work of the Council, and was the culmination of work undertaken in partnership with classroom practitioners and stakeholders from the broader education service. The document, in codifying the values and articulating the required teaching competences sets out, in a coherent form, the Council's expectations of those to whom it grants professional recognition. In essence, it states quite clearly what society can legitimately expect of the profession. Equally, it facilitates members of the profession in identifying their professional development needs and, to that end, the Council, in partnership with the Regional Training Unit, produced guidance for use in the annual PRSD exercise. The publication is also an overt expression of the Council's multi-layered approach to professionally-led regulation, and it confirms that, in the first instance, accountability and the pursuit of excellence is rooted in the notion of self-evaluation and self-regulation. This is not to deny that there are, and should be, other processes and protocols to ensure that children are well served by our schools.

## EDUCATION IN THE SERVICE OF THE COMMUNITY

The Council has always recognised the fact that education has both an individual and societal mission and function. The Council recognised this reality in its *Charter for Education*, which notes amongst other things that education is central to the knowledge economy and economic prosperity. In light of this, the Council welcomed and is supportive of the commitment by the Executive as articulated in *Building a Better Future*, the Programme for Government 2008-2011, to address poverty and educational underachievement. However, mindful of the realities impacting on schools the Council also felt the need, in its response to the consultation process, to remind the Executive of the OECD PISA 2006 survey which noted:

"Many of the factors of socio-economic disadvantage are not directly amenable to education policy, at least in the short term. For example, the educational attainment of parents can only gradually improve, and average family wealth depends on long-term economic development... This gives rise to a vital question for policy makers: to what extent can schools and school policies moderate the impact of socio-economic disadvantage on student performance?"

This should not be construed as an adoption by the Council of a simplistic or 'social determinist' view of life but rather as a call, on the part of the Council, for policies and programmes that provide for:

- structured, coherent and well resourced inter-agency working;
- funding streams that extend beyond the traditional three year public expenditure cycle; and
- a move towards sustainable longer term programmes as opposed to 'initiatives'.

In calling on government to recognise its responsibilities, the profession readily accepts the central role that education, in the broadest sense, has in the promotion of communal well-being and social cohesion, through the development of social capital, and the facilitation of personal development and empowerment.

Indeed, the Council considers that teachers, as professionals, and GTCNI as the professional body for teachers, will always be committed to the promotion of social cohesion and driven by the imperatives of service, challenge and empowerment.

## SERVICE, CHALLENGE AND EMPOWERMENT

The notions of service, challenge and empowerment within the context of a profession are inextricably linked. Service lies at the heart of professional endeavour and commitment to service is central to the Council's *Code of Values and Professional Practice*.

In the world of teaching, challenge and empowerment are multifaceted, in that the profession, in discharging its responsibilities, seeks to prepare and empower young people to live in a world that will be characterised by uncertainty and change. In doing so, the profession faces the challenge

not just of identifying the implications of factors such as globalisation, developing creativity, increasing diversity, enhanced connectivity and the expansion of the European Union, but also discerning how best these challenges can be met.

In essence, the challenge for teachers is to empower young people so that they may prosper in the new and volatile world that they will inhabit, and also, to emancipate and liberate young people, that they might live lives that are fulfilling. However, it would be quite erroneous to believe that the profession alone can bear this burden.

It was in recognition of this reality that the Council's *Charter for Education* charged not just the education system, but also society at large, with the responsibility to create:

"... the culture and circumstances that ensure that all who seek empowerment, enrichment and affirmation through education, are afforded both the opportunities and support that they may:

Learn to know;  
Learn to do;  
Learn to be; and  
Learn to live together."

The current extension of the extended schools programme and the community dimension at the heart of the Specialist Schools Programme, is a welcome and positive sign. However, as noted earlier, there is a need for a structured and comprehensive approach to systemic and societal issues. Equally, there must be an understanding that the complex nature of teaching brings challenges, in terms of initial teacher education and continuing professional development. Indeed, society at large has little understanding of the complex and taxing work that is teaching. Brooks (2004) in *Learning to Teach and Learning about Teaching in Preparing to Teach in Secondary Schools*, offers a succinct analysis and refers to aspects such as: multidimensionality, immediacy, simultaneity and unpredictability. Undoubtedly, the demands on the profession will continue to grow and the Council is conscious of the dangers of role overload and the implications this might have for both schools and individuals.

## CONTINUING PROFESSIONAL DEVELOPMENT

Given the demands noted above such as globalisation, the increasing demands arising from initiatives and those arising from the nature of teaching itself, the issue of teacher empowerment and professional development must, of necessity, feature high on the list of priorities for government and the education service. The Council is convinced that the traditional approach to CPD is no longer suitable and has assiduously promoted the need for a 'mixed-economy' model of professional development with a tripartite approach, addressing the issue of systemic or initiative driven needs, the needs identified within school and the needs identified by individual teachers. Such an approach has been introduced in other UK jurisdictions and it has been recognised as a source of empowerment, and as importantly, as contributing to the morale of the profession at large. The Council, solid in its belief that the 'mixed-economy' approach to professional development is valid and valuable has continued its bursary programme and has been confirmed in its belief that the teachers, as professionals, are best placed to identify and structure their professional development.

Added to its commitment to support professional development the Council has further progressed its work in regard to teacher competences, and has developed additional competences for Chartered Teacher status and will consult on these in the coming year. The Council considers that its work in regard to Chartered Teacher status continues the work begun by NITEC in its report, *The Continuing Professional Development of Teachers in Northern Ireland: A Proposal*, published in 2002. It is noteworthy that the NITEC report, compiled by leading educationalists from all of the main stakeholders within Northern Ireland, considered that GTCNI should have a central role and responsibility in regards to the professional acceptability of CPD courses, akin to the role exercised by GTC Scotland. The apparent unwillingness of the Department to progress this recommendation is regrettable.

The notion of Chartered Teacher status sits readily with the work currently underway in Scotland, Wales and England and resonates with the approach taken by other professions with regard to CPD. The Council considers that it is self-evident that future CPD activities should be formally accredited and recognised and, as importantly, resourced in a manner which allows for flexibility, creativity and diversity. It would be somewhat ironic, if having developed a curriculum that allows for such positive attributes to be developed within our young people, the profession itself was restricted in its approaches to learning and professional development, by the failure to recognise the nature of professional knowledge and learning. It is interesting to note that this issue was addressed in the GTCNI Report on CPD issued to the Department of Education in 2005 (see GTCNI Reviews of Teacher Competence and Continuing Professional Development, March 2005).

## CONCLUSION

The Council has always been mindful of the simple reality that the future well-being of our society rests, in no small measure, in the hands of our teachers. It is they who develop tomorrow's citizens. It is they who help establish the norms and mores that help sustain civic society. It is they who, in the promotion of excellence in and for all, lay the foundations of a society that is both just and rightly ambitious. What we as an education service and as a society must do, is recognise the importance of this work and in turn seek to ensure that the profession is both respected for its contributions and empowered in its work. The work of GTCNI over the past year has been dedicated to those twin objectives and its work over the coming year will seek to identify the needs arising from accelerating change and actions required to ensure that the profession can face the emerging challenges with confidence.

**Objective 1 To provide an independent, representative and authoritative voice for the profession on matters pertaining to teaching.**

Targets	Activities	Output	Output Report
<p>1.1 To provide evidence informed advice on the issues set out in Article 35 of the 1998 Order.</p>	<p>The Council will continue to provide advice to the Department of Education and other relevant bodies on:</p> <ul style="list-style-type: none"> <li>■ the registration of teachers;</li> <li>■ the training, career development and performance management of teachers;</li> <li>■ standards of teaching;</li> <li>■ standards of conduct for teachers and;</li> <li>■ eligibility issues.</li> </ul>	<p>Much of the work in this area will be expedited via the production of position papers noted at 1.2, of this plan.</p>	<p>The Council has continued to provide advice to the Department and employing authorities on a wide range of issues. The Council has provided support to DE/DHSSPS deliberations on safeguarding issues. The Council had officer representation on the UK-wide Independent Safeguarding Authority Regulators/Keepers of Registers Consultants Sub-Group. Also, the Council had officer representation on the Safeguarding Vulnerable Groups Implementation Education Stakeholders Groups.</p>
<p>1.2 To continue to be recognised as the definitive voice for teachers on professional matters in Northern Ireland.</p>	<p>Through evidence-based policy development publish a range of position papers on education related matters.</p>	<p>Position Papers:</p> <ul style="list-style-type: none"> <li>■ Gender balance within the Teaching Profession</li> </ul>	<p>Advice and data presented to DE and the Assembly Education Committee on this issue. A paper will be issued to Policy Committee on April 2<sup>nd</sup>. Prof Becky Francis will attend Policy Committee with a seminar afterwards for invited guests.</p>

Targets	Activities	Output	Output Report
1.2 (cont'd)		<ul style="list-style-type: none"> <li>■ Accreditation of Courses for Teacher Education</li> <li>■ Professional suitability and vetting</li> <li>■ A comprehensive CPD framework</li> <li>■ Chartered Teacher Status</li> <li>■ The status of Teaching/Teachers</li> <li>■ Emerging understandings of Professionalism</li> <li>■ Publish and dissemination on Annual Digest of Statistics</li> </ul>	<p>Preliminary 'paper' issued to the Policy Committee following officer's visit to GTC Scotland to review processes.</p> <p>Preliminary work initiated with CCEA and C2K on potential opportunities to accreditate CPD courses for teachers.</p> <p>An initial paper was presented at Registration Committee in December 2007.</p> <p>Further work on a CPD framework will be undertaken. This will emerge in the wake of Chartered Teacher Consultation.</p> <p>Consultation on this issue will take place in spring term 2008.</p> <p>A preliminary paper was tabled at the Policy Committee in May 2007, 'The Status of Teaching as a Profession: Perspectives and Research'. Arising out of this paper and after discussion a further paper, 'Inter-professional Collaboration and the Every Child Matters Agenda' it was agreed that Council should initiate a work programme with the NI Social Care Council and NIPEC (nursing and midwifery), to develop a joint Code of Values to promote inter-professional understanding and collaboration.</p> <p>Paper on registration of FE Teachers taken to Council in June 2007. Paper GTC/07/21/P2.</p> <p>The Digest, encompassing data for last two years, has been issued to all schools and stakeholders within the wider education service.</p>

Targets	Activities	Output	Output Report
<p>1.3 To conduct consultations to best practice standards and respond authoritatively, on behalf of the profession to consultations from external organisations.</p>	<p>Establish a comprehensive consultation facility to enable the Council to more accurately reflect the views of teachers on educational and professional matters.</p>	<p>Internal: Focus Groups established in regard to:</p> <ul style="list-style-type: none"> <li>(i) Special Needs</li> <li>(ii) Pupil Behaviour</li> <li>(iii) Continuing Professional Development</li> </ul> <p>External: Responses to external consultation as follows:</p> <ul style="list-style-type: none"> <li>(i) Teacher Education</li> <li>(ii) Post-Primary Admissions Consultation</li> <li>(iii) Special Education Review Consultation</li> <li>(iv) Careers Guidance Service</li> <li>(v) Every School a Good School</li> </ul>	<p>Special Needs Focus Group has been established, it reflected on classroom experiences in relation to the Special Needs Code of Practice.</p> <p>The Behaviour Focus Group met on 6 March 2008, and a report of the discussions will be tabled at the Policy Committee meeting on 2 April 2008.</p> <p>This group will be established when the DE consultation papers on Teacher Education issue.</p> <p>The Department of Education issued a restricted formal consultation in respect of this policy which Council found to be unsatisfactory.</p> <p>The Department of Education has not issued a policy paper or formal consultation in respect of this.</p> <p>The Department has not yet issued a consultation in respect of this policy review.</p> <p>The Council has made a formal response to this consultation via the Policy Committee, in November 2007.</p> <p>An extraordinary meeting of the Policy Committee was held on 11 March 2008. A formal Council response will be issued to DE by the closing date of 31 March 2008.</p>

Targets	Activities	Output	Output Report
<p>1.4 Develop a research capacity and programme commensurate with the Council's remit and needs.</p>	<p>In partnership with HEIs or other agencies engage in research activities to enable the Council to develop its remit as a significant advisory body on professional issues.</p>	<ul style="list-style-type: none"> <li>■ Further development of the ARRTS facility.</li> <li>■ Discussions with HEIs re use of "legacy" data from PWC Survey.</li> <li>■ Exploration of registration database as valuable for further research.</li> </ul>	<p>The ARRTS site has been overhauled with new collections set up. The "hit rate" on the site has increased significantly. ARRTS now has access to TLRP materials and Cambridge Primary Review Research and negotiations are underway to access Research Collections from GTC England.</p> <p>All HEIs have been approached with an offer to avail of PWC survey data.</p> <p>Database is currently being used to generate data regarding gender and age profile, as an aid to Workforce Planning.</p>
<p>1.5 Establish alliances of influence with appropriate stakeholders.</p>	<p>Engage with all stakeholders within the broader education service to explore issues of mutual interest and to act as a catalyst for new thinking in regard to the nature of teaching as a profession.</p>	<ul style="list-style-type: none"> <li>■ Seek agreed programmes with sister GTCs, e.g. feasibility on establishing a joint GTC research journal, similar to the Community Relations Council journal 'Shared Space'.</li> </ul>	<p>Agreement in principle has been reached, with GTC 'Research of the Month' available on the ARRTS research repository. However, a number of contractual and logistical problems have yet to be resolved.</p> <p>No further progress has been made with respect to a joint GTC publication.</p>

**Objective 2 To promote and maintain the highest standards of professional conduct and practice in collaboration with key partners.**

Targets	Activities	Output	Output Report
<p>2.1 Establish a teacher competence model for all teachers in Northern Ireland.</p>	<p>Establish and disseminate to all members of the profession and those engaged in teacher education or support a guidance document containing not just the Competence Statements and suggested framework but other seminal documents pertaining to the profession i.e. the Charter for Education and the GTCNI Code of Professional Values and Practice. Use said publication to influence not just professional practice but ancillary activities such as PRSD, School Development Planning and all aspects of Professional Development.</p>	<ul style="list-style-type: none"> <li>■ All teachers in Northern Ireland to receive final copy of 'Teaching: the Reflective Profession'.</li> <li>■ Official launch of the above – hopefully with Minister of Education in attendance.</li> <li>■ Guidance issued to schools on the use of booklet in PRSD/SDP/CPD.</li> <li>■ Develop links with ESA.</li> </ul>	<p>The document has issued to all Registered Teachers in Northern Ireland. All HEIs have moved to incorporate the new competences in their courses and have been supplied with copies of the booklet. The joint launch by the Minister and Chief Inspector lent significant weight to the document. The 'competences' were also 'mainstreamed' within RTU PRSD, advice and a joint document was issued to all teachers in November 2007. Officers have applied to RTU to run a one day course on 'Teaching: the Reflective Profession', during their 2008 summer school.</p>

Targets	Activities	Output	Output Report
<p>2.2 Establish a comprehensive CPD framework for the profession.</p>	<p>Consult with all relevant stakeholders to establish a CPD framework addressing the following issues:</p> <ul style="list-style-type: none"> <li>■ the ethical basis for teaching;</li> <li>■ competences;</li> <li>■ professional milestones;</li> <li>■ quality assurance;</li> <li>■ evidence and portfolios; and</li> <li>■ accreditation and certification.</li> </ul> <p>Promote the concept of individualised CPD as part of professional entitlement.</p>	<ul style="list-style-type: none"> <li>■ Establish a Working Group on CPD framework to address:                             <ul style="list-style-type: none"> <li>(i) Chartered Teacher Model (finalise Chartered Teacher Competences)</li> <li>(ii) Accreditation/ Certification Processes</li> <li>(iii) e-Portfolios</li> </ul> </li> <li>■ Implement Phase 3 of the Council's Pilot CPD Bursary Programme. Promote individualised and some small scale interschool professional collaboration.</li> <li>■ Evaluate Phase 1, 2 and 3 of the initiative and make findings available to DE, EDUCATION AND TRAINING INSPECTORATE and ESA</li> </ul>	<p>Work on CPD has been hampered by the lack of progress in the DE/DEL working papers on Teacher Education. A proposed consultation on the Chartered Teacher milestone and its associates has been agreed by the Policy Committee (September 2007) and this will take place in the spring term 2008.</p> <p>Progress has been made in regard to e-Portfolios with Phase One and Phase 2 of the e-Portfolio project completed. This project is a multi-agency project with a series of pilot projects directed by diverse stakeholders.</p> <p>Phase 3 of Bursary Scheme completed.</p> <p>Pending the final policy paper from DE on Teacher Education and CPD, GTCNI will operate a Phase 4 to its pilot bursary programme, for the school year 2008-09. A preliminary report paper, PC23/07/P1, has been presented to Policy Committee in November 2007.</p>

Targets	Activities	Output	Output Report
<p>2.3 Maintain and enhance the Council's Register of Teachers and registration processes.</p>	<p>Continue with the processes of data collation and data cleansing and verification with regard to the Council's Register of Teachers.</p> <p>Review and amend, as required, the Council's registration procedures and protocols.</p> <p>Further develop data mapping and reporting processes to use more effectively the Council's Register as a means of informing policy and advice.</p>	<ul style="list-style-type: none"> <li>■ Production of scoping paper in respect of data held on teacher qualifications.</li> <li>■ 100% return on data collation from all grant-aided schools.</li> <li>■ Process applications and register all seeking registration with the Council.</li> <li>■ Establishment of processes/procedures to address 2006 Order responsibilities regarding the approval of qualifications and eligibility to register.</li> <li>■ Continuation of the development work and integration of Business Objects (BO) with the registration database.</li> <li>■ Integration of 'Coms' Module with registration processes.</li> </ul>	<p>Work in this area is on-going. Paper RC20/07/03 was submitted to the Registration Committee in December 2007. Qualification Data project commenced January 2008.</p> <p>'School List' process completed with 1251 'school returns' received out of 1252, work continues to achieve a 100% response.</p> <p>All applications to register with the Council processed within the agreed timescales.</p> <p>GTCNI assumed full responsibility for this work on October 19, 2007. Comprehensive protocols and processes have been developed and appropriate enhancements to the Council's IT infrastructure have been specified, procured and are in operation.</p> <p>Ongoing development of BO reporting capabilities, has been achieved with quarterly reports to the Registration Committee.</p> <p>Module training and testing programmes have been established and delivered. Further UAT has been completed in the Jan-March 2008 period.</p>

Targets	Activities	Output	Output Report
<p>2.4 Ensure appropriate professional oversight of professional education and development within Northern Ireland.</p>	<p>Establish with the Department of Education and HEIs protocols and processes with regard to the approval of qualifications. Subsequent to the establishment of the Education &amp; Skills Authority and decisions regarding CPD &amp; Chartered Teacher, agree protocols in respect of the approval of CPD courses.</p>	<ul style="list-style-type: none"> <li>■ Revisit with DE/HEIs the issue of a Professional Education Committee as proposed in the March 2005 Report on Teacher Competences.</li> <li>■ Evaluation of Scottish Model of Course Approval with a view to agreeing processes/protocols.</li> <li>■ Conduct an evaluation of the TLA approach to CPD in England.</li> <li>■ Similar evaluation to Welsh Chartered Teacher Proposals.</li> </ul>	<p>This issue has been in abeyance awaiting the 'Teacher Education' review. However, DE has asked GTCNI to undertake the work previously tasked to the Teacher Education Partnership including the revision of the Teacher Education Handbook.</p> <p>An advisory group has been set up to take this work forward involving officers of Council, HEIs and CASS.</p> <p>Meeting held with GTC Scotland to appraise Council Officers of processes, protocols and possible problems.</p> <p>No progress has been made on these two activities. Work will commence on the publication of the 'Teacher Education' review.</p>
<p>2.5 Establish a robust, professionally-led regulatory regime</p>	<p>Further to primary and regulatory powers being in place establish the appropriate committees and processes, logistical and legal, to expedite the investigation and addressing of regulatory issues relating to teacher competence or professional conduct.</p>	<ul style="list-style-type: none"> <li>■ Finalise with DE Legal Advisors Disciplinary Regulations</li> <li>■ Establish appropriate Committee framework.</li> <li>■ Assign personnel to Committees.</li> <li>■ Establish case management protocol.</li> <li>■ Issue guidance on regulatory processes and roles.</li> </ul>	<p>Ongoing feedback has been provided to DE on proposed amendments to the 1998 Order.</p> <p>Revised timetable has been put in place, for this work to take account of progress made to amend primary legislation. (1998 Order amendments to be included in ESA Bill Number 1). New outline schedule drafted on the basis that the Council will assume its regulatory responsibilities in January 2010. (subject to the implementation of ESA legislation).</p>



Targets	Activities	Output	Output Report
<p>3.2 Promote the importance of education in the political/ policy agenda.</p>	<p>Work in this area will, in part, be shaped by the issue of devolution which of itself could establish a new policy making dynamic. Irrespective of what happens in regard to this issue the Council will develop formal and informal links to all political interests and establish regular meetings with political parties and their policy advisers on all issues pertaining to the Council's Work.</p> <p>Should devolved government be in place then the Council will address the issues arising from the changed circumstances.</p>	<ul style="list-style-type: none"> <li>■ Establish linkages to both the Minister's Office and Assembly Education Committee to promote the Council's role as an independent regulator.</li> <li>■ Establish direct links to the Minister of Education's Office and policy advisors.</li> <li>■ Establish links with the Assembly's Education Committee and other political party spokespersons.</li> <li>■ Disseminate to all Assembly Members the Council's Charter for Education.</li> <li>■ Seek approval for Ministerial Launch of Teaching: the Reflective Profession.</li> </ul>	<p>Communication channels have been established with the Minister and her advisors.</p> <p>Two meetings have been held with further meetings scheduled.</p> <p>Council personnel have met with the Assembly Education Committee and have submitted written evidence on issues pertaining to gender.</p> <p>All members of the Northern Ireland Assembly have been issued with copies of the Council's Charter for Education.</p> <p>Minister launched the Council's document in June 2007.</p>

Targets	Activities	Output	Output Report
<p>3.3 Further develop appropriate interfaces between GTCNI and its stakeholders.</p>	<p>To renew or establish GTCNI interfaces with bodies such as:</p> <ul style="list-style-type: none"> <li>■ the newly constituted ESA;</li> <li>■ the Teachers Educators;</li> <li>■ the Department of Education;</li> <li>■ the Education &amp; Training Inspectorate;</li> <li>■ the Teacher Unions;</li> <li>■ the Project Management Board and Project Management Board Sub-Committee Research and Evaluation regarding implementation of the revised curriculum;</li> <li>■ the Teacher Education Partnership Group;</li> <li>■ the British Council Fulbright Committee;</li> <li>■ the GTCE Disabled Teachers Taskforce;</li> <li>■ the Equality Commission Northern Ireland; and</li> <li>■ the Northern Ireland Children's Commissioner.</li> </ul>	<ul style="list-style-type: none"> <li>■ Undertake stakeholder analysis on several issues pertaining to the work of Council.</li> <li>■ Develop a comprehensive communications strategy for our work with stakeholders; issues to include:                             <ul style="list-style-type: none"> <li>(i) ARRTS</li> <li>(ii) Chartered Teacher</li> <li>(iii) Teaching: The Reflective Profession</li> </ul> </li> </ul>	<p>Completed</p> <p>A communication strategy has been developed as part of the Council's 'Communication Strategic Plan' 2007-2010.</p> <p>Further development work on the Council's Research Repository has been completed, new research collections have been added and a leaflet has been issued via termtalk.</p> <p>The Policy Committee at its meeting of 21 September authorised a consultation on the 'Chartered Teacher' milestone and the associated Chartered Teacher competences.</p> <p>A programme of distribution of 'Teaching: the Reflective Profession' has been actioned. Officers are working closely with RTU, CASS and EDUCATION AND TRAINING INSPECTORATE to ensure that the new competences are mainstreamed. This document has been made available in Irish to the IMS.</p>

Targets	Activities	Output	Output Report
3.3 (cont'd)	<p>Develop a comprehensive stakeholder communication strategy</p>	<p>(iv) Regulation of Professionals</p> <ul style="list-style-type: none"> <li>■ Seek opportunities for collaborative work.</li> </ul>	<p>Discussions have taken place with the Chief Executives on the NI Social Care Council, and Nursing and Midwifery Council about developing a code of inter-professional values. The Chief Executives have now agreed to move forward with this project.</p> <p>Project delayed at request of Chief Executive NI Health and Social Care Council because of availability of staff but preliminary work will continue with Nursing and Midwifery Council.</p> <p>Officers of Council have been working collaboratively and representing the Council's interests on PMB, PMB Research and Evaluation Committee, TEPG, Fulbright Exchange Committee, GTCE Disabled Teachers Taskforce.</p> <p>NICIE Professional Development Support Group.</p> <p>DE Working Group to promote the Emotional Health and Well-being of pupils.</p>

**Objective 4 To develop effective and cost efficient structures, processes and systems to support the delivery of the Council's objectives.**

Targets	Activities	Output	Output Report
<p>4.1 Optimise the use of human and financial resources through careful planning, monitoring, financial control and policy development.</p>	<p>Review and update the budget monitoring and planning systems.</p> <p>Audit planning and operating systems for effectiveness.</p> <p>Review banking arrangements.</p> <p>Source alternative streams of funding for projects and initiatives.</p> <p>Implement a job evaluation process to address the changing roles and responsibilities of staff.</p>	<ul style="list-style-type: none"> <li>■ Development of more sophisticated and effective financial forecasting, monitoring and budgetary systems.</li> <li>■ Completion and implementation of Audit Programme.</li> <li>■ Completion of 2<sup>nd</sup> review and assessment.</li> <li>■ Finalise initial work on sourcing and contacting prospective sponsors.</li> <li>■ Implementation of phases 1 and 2 of the staffing restructure.</li> </ul>	<p>Budgeting and monitoring systems updated and a new system of financial forecasting to be implemented in 2008/2009.</p> <p>Meetings held with the Council's Auditors and an audit programme approved for the 2007/2008 year end. Discussions ongoing regarding the implementation of new programme for 08/09 year.</p> <p>2<sup>nd</sup> review of banking facilities completed and Northern Bank retained as the Council's banking service provider. A further review will be undertaken in the 2008/2009 year.</p> <p>Sourcing of external sponsorship unfeasible due to the Council's status and issue will not be pursued. Any additional funding of projects must be found within the Council's budget.</p> <p>Phase 1 and 2 completed.</p>

Targets	Activities	Output	Output Report
<p>4.2 Maintain a climate of probity and propriety in relation to operations and business of the Council.</p>	<p>Development of financial governance and reporting policies appropriate for an independent, autonomous, professional body.</p> <p>Ensure that all staff and Council members are au fait with the Council's governance arrangements and procedures through programmes of training and awareness-raising.</p> <p>Revision of the Council's Risk Management Strategy and internal control procedures to take account of additional functions undertaken by the Council.</p>	<ul style="list-style-type: none"> <li>■ Completion of written policies and procedures which reflect the Council's status.</li> <li>■ Staff and Council members fully trained in governance and audit issues.</li> <li>■ Establishment of Risk Management Committee and implementation of revised Risk Management Strategy.</li> </ul>	<p>Work continued to clarify, with DE, the Council's definitive status and policies and financial memorandum to issue after confirmation.</p> <p>Training needs reprioritised. Selection training delivered in January 2008. Equality training to be delivered in April 2008 and Governance training to be arranged in June 2008.</p> <p>Risk Management Committee established and revised 'Risk Register' created.</p>
<p>4.3 Provide an efficient and effective support service for Council members.</p>	<p>Ensure that Council members receive appropriate papers, reports and information to facilitate informed decision making.</p> <p>Manage the accurate and timely dissemination of data to council members and, where possible, develop on line processes.</p> <p>Maintain a Register of Members' interests.</p> <p>Review the Council's staffing complement in light of additional and developing activities and functions.</p>	<ul style="list-style-type: none"> <li>■ Timely production and dissemination of Council and committee papers and minutes.</li> <li>■ Complete exercise to explore use of extranet for dissemination of papers and information.</li> <li>■ Complete annual returns of members' interests.</li> <li>■ Review of new staffing structure for effectiveness.</li> </ul>	<p>All papers produced and distributed within required timescales.</p> <p>Review of extranet rescheduled for 2008/2009. Paper on 'Waste Minimisation and Recycling' prepared.</p> <p>Completed: 100% return.</p> <p>Phase 1 and 2 of staff restructuring completed.</p>

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND

for the year ended 31 March 2008

Targets	Activities	Output	Output Report
<p>4.4 Ensure appropriate staffing profile commensurate with Council business activity.</p>	<p>Maximise the use of the Council's ICT facilities.</p> <p>Provide effective training and development for all staff.</p> <p>Review and revise human resources' policies.</p>	<ul style="list-style-type: none"> <li>■ Programme of development of ICT facilities.</li> <li>■ Training needs analysis completed, training needs identified and training programmes delivered.</li> <li>■ Policies identified for review and update. New policy areas addressed.</li> </ul>	<p>A programme of developments has been completed including:</p> <ul style="list-style-type: none"> <li>■ application handling database; and</li> <li>■ bulk teachers searching and web-based searching.</li> </ul> <p>Training Needs Analysis ongoing and programme of training initiated. In the new financial year a personal development plan will be drawn up for each staff member.</p> <p>Policies updated:</p> <ul style="list-style-type: none"> <li>■ Promotions/Appointments</li> <li>■ Hospitality</li> <li>■ Scheme for Payment to Council Members</li> <li>■ Election Scheme</li> </ul> <p>Policies identified to be reviewed and developed in 2008/2009:</p> <ul style="list-style-type: none"> <li>■ IT Security Policy</li> <li>■ Internet Et Email Policy</li> <li>■ GTC Financial Reserves Policy</li> <li>■ Performance Management Policy</li> <li>■ Equality Policy</li> </ul>

## Remuneration Report

### REMUNERATION POLICY

The remuneration of all Council staff, except for the Registrar, is determined by the National Joint Council for local authorities and other authorities of equivalent status. The National Joint Council's principal role is to reach agreement, based on shared values, on a national scheme of pay and conditions for local application throughout the UK.

The National Joint Council's guiding principles are to support and encourage:

- high quality services delivered by a well trained, motivated workforce with security of employment. To this end employers are encouraged to provide training and development opportunities for employees;
- equal opportunities in employment; equality as a core principle which underpins both service delivery and employment relations; and both the removal of all discrimination and the promotion of positive action;
- a flexible approach to providing services to the community, which meets the needs of employees as well as employers; and
- stable industrial relations and negotiation and consultation between employers and recognised trade unions.

The remuneration of the Registrar is entirely performance based. The Registrar's annual pay award is determined by the Remuneration Committee of the Council, in line with the Council's Performance Related Pay Scheme, and approved by the Department of Education. The remuneration committee has approved the Registrar's annual pay award but due to the ongoing issue regarding the Council's status the Department has not approved the Registrars' pay award for 2006/07 and 2007/08. A contingent liability regarding this amount has been included within the accounts.

### TERMS AND CONDITIONS OF SERVICE

Staff appointments are made in accordance with the Council's Appointments and Promotions Procedure, which requires appointment to be on merit on the basis of fair and open competition. Permanent members of staff hold appointments, which are open-ended until they reach normal retirement age. Staff terms and conditions of employment including salary progression, payment of allowances, leave entitlement and notice periods are outlined in the National Joint Council's Green Book on Pay and Conditions of Service.

### CHAIRPERSON'S EMOLUMENTS

No remuneration was paid to members of the General Teaching Council except for an allowance to Mrs Sally McKee. Mrs Sally McKee's total emoluments comprised an allowance of £9,390.

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND**

*for the year ended 31 March 2008*

**SENIOR MANAGEMENT REMUNERATION (AUDITED)**

Officials	2007-08		2006-07	
	Salary £'000	Benefits in kind (to nearest £100)	Salary £'000	Benefits in kind (to nearest £100)
E McArdle Registrar	60-65	-	60-65	-
Y McCool Corporate Services Manager	30-35* (35-40)	-	35 -40*	-
B Ball Registration Manager	40-45	-	40-45	-
G Devlin Senior Education Officer	40-45	-	40-45	-

\* The Corporate Service Manager salary is pro-rated due to reduced work hours

The Corporate Services Manager retired on 31 January 2008 and all figures disclosed are at that date. The full year equivalent is shown in brackets.

**SALARY**

'Salary' includes gross salary; performance pay, bonuses and any allowances all of which are subject to UK taxation. This report is based on payments made by the Council and thus recorded in these accounts.

**BENEFITS IN KIND**

The monetary value of benefits in kind covers any benefits provided by the employer and treated by the Inland Revenue as a taxable emolument.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND

for the year ended 31 March 2008

PENSIONS OF SENIOR MANAGEMENT (AUDITED)

	Accrued pension at age 60 as at 31/03/08 and related lump sum	Real increase in Pension (and related lump sum) at age 60	CETV at 31/03/08	CETV at 31/03/07	Real Increase In CETV
	£	£	£	£	£
E Mc Ardle Registrar	27,029 plus lump sum of 81,088	N/A	484,051	460,744	13,521
Y Mc Cool Corporate Services Manager	16,278 plus lump sum of 49,404	443	279,755	263,173	8,028
B Ball Registration Manager	15,080 plus lump sum of 45,240	3,275	230,786	199,499	25,077
G Devlin Senior Education Officer	16,789 plus lump sum of 50,366	1,477	269,648	245,161	16,885

*The Corporate Services Manager retired on 31 January 2008 and all figures disclosed are at that date.*

PENSIONS

The Council is a member of the Northern Ireland Local Government Officers' Pension scheme. The Scheme is a defined benefit scheme, which provides retirement benefits on a "final salary" basis. For each year of service, an individual in the NILGOSC Scheme will accrue retirement benefits at the rate of 1/80<sup>th</sup> (pension) and 3/80<sup>th</sup> (tax free lump sum) of their pensionable salary.

All pensions (including spouses' pensions, children's pensions, age pensions, ill health pensions, redundancy pensions provided the pensioner is aged 55 or over and preserved benefits) are index-linked and increased each year in line with inflation, as measured by the Retail Price Index. The Government determines this increase each year by way of the Local Government Superannuation – Pensions Increase (Review) Order (Northern Ireland) 2002.

The Scheme is funded by contributions made by both employees and employers who have been admitted to the Scheme. Employee contribution rates have been fixed at 6% of their pensionable remuneration, while employer contribution rates are determined by the Scheme's actuary every three years and the rate is currently 13%. Following the results of the actuarial as at 31 March 2004, the Committee approved a series of stepped employer increases with effect from 1 April 2007.

The Scheme is a statutory public service pension scheme as defined by the Pensions Schemes Act 1993 and is regulated by the Local Government Pension Scheme (Northern Ireland) Regulations 2002. As a public service pension scheme, the Scheme is contracted out of the State Second

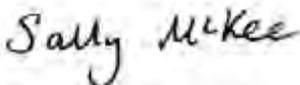
Pension (S2P) and is exempt approved for purposes of Chapter 1 of Part XIV of the Income and Corporation Taxes Act 1988; full tax relief is granted on members' and employers' contributions paid to the Fund.

#### CASH EQUIVALENT TRANSFER VALUES

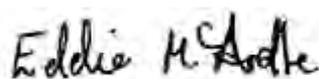
A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Northern Ireland Local Government Pension Scheme.

#### REAL INCREASE IN CETV

This reflects the increase in CETV effectively funded by the employer. It takes account of the increase in accrued pension due to inflation, contributions paid by the employer (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.



Mrs Sally McKee  
Chairperson of GTCNI



Mr Eddie McArdle  
Registrar & Chief Executive Officer

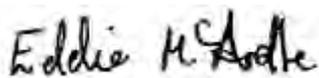
Date: 27 August 2010

## Statement of the Council's and Registrar's Responsibilities

Under paragraph 12 of Schedule 1 to the Education Order (Northern Ireland) 1998, the General Teaching Council for Northern Ireland is required to prepare financial statements in the form and on the basis determined by the Department of Education with the approval of the Department of Finance and Personnel (DFP). The financial statements are prepared on an accruals basis and must give a true and fair view of the state of affairs of the Council at the year end and of its income and expenditure, total recognised gains and losses and cash flows for the financial year. In preparing these financial statements, the Council is required to:

- observe the accounts direction issued by the Department of Education including relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Council will continue in operation.

The responsibilities of the Registrar/CEO, including responsibility for the propriety and regularity of the public finances for which the Registrar is answerable, for keeping proper records and for safeguarding the Council's assets, are set out in 'Managing Public Money Northern Ireland'.



Mr Eddie McArdle  
Registrar & Chief Executive Officer

Date: 27 August 2010

## Statement on the System of Internal Control

### 1. SCOPE OF RESPONSIBILITY

As Registrar, I have the responsibility for maintaining a sound system of internal control that supports the achievement of the Council's aims and objectives whilst safeguarding the funds and Council assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Government Accounting Northern Ireland.

### 2. PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage rather than eliminate the risk of failure to achieve the Council's aims and objectives; it can therefore, only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Council's aims and objectives, to evaluate the likelihood of these risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

To support the achievement of the Council's objectives, the Council has established a Risk Management Committee, comprising of the senior management team and members of Council which is a sub-committee of the audit committee. The Risk Management Committee carries out exercises to formally identify the significant risks that may affect the achievement of the Council's objectives and identify the most appropriate control strategies for each of the significant risks.

An integral part of this exercise includes the allocation of responsibility for the management of the identified risks, to the most appropriate staff. The risk framework has been developed in line with the Department of Finance and Personnel (DFP) guidance and has been used as a risk management tool during 2007/2008.

### 3. CAPACITY TO HANDLE RISK

The identification and impact of risk is incorporated into the corporate and operational planning, and decision making processes of the Council. Consequently, the Council ensures that there are procedures in place for verifying internal controls and ensuring that aspects of risk management are regularly reviewed and reported on.

The Council currently receives periodic reports from the Senior Management Team concerning internal control measures, manages risks in significant areas of responsibility and monitors progress on key projects.

#### 4. THE RISK AND CONTROL FRAMEWORK

The Audit Committee oversees the Council's Risk Management policy. The risk and control framework includes maintenance of a Risk Register which is reviewed quarterly by senior officers, and at meetings of the Council's Audit and Risk Management Committees. The Risk Register details all key threats to achieving the corporate objectives as set out in the Corporate and Operational Plans.

Each key risk is given a score based on its potential impact on the business of the Council and its likelihood. The management strategy involves accepting, reducing or transferring risks in response. Specific actions required are identified, allocated and actioned by set deadlines. Progress is reported during the regular review by the Senior Management Team. The Risk Register is also taken to Council for consideration at least once during the year.

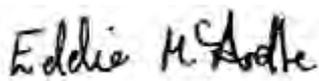
The Council's activities are monitored by the Audit Committee. The Council did not have an externally appointed internal auditor during 2007/08 but have taken steps to implement internal audit into its governance arrangements.

#### 5. REVIEW OF EFFECTIVENESS

As Registrar, I have responsibility for reviewing the effectiveness of the system of internal control. My review of this system is informed by the work of the Corporate Services Section and the executive managers within the Council who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their report on the Council's financial activities. I am advised on the implications of the result of my review of the effectiveness of the system of internal control by the Council and Audit Committee and I ensure that any weaknesses are addressed and that continuous improvements to the system are put in place.

#### 6. SIGNIFICANT INTERNAL CONTROL PROBLEMS

The Council continues to consult with the Department of Education on its status. Discussions are ongoing. In the interim the Council has consequently developed its own Financial Manual in accordance with relevant guidance.



Mr Eddie McArdle  
Registrar & Chief Executive Officer

Date: 27 August 2010

## **The Certificate of the Comptroller and Auditor General to the Northern Ireland Assembly**

I certify that I have audited the financial statements of the General Teaching Council for Northern Ireland for the year ended 31 March 2008 under the Education (Northern Ireland) Order 1998. These comprise the Income and Expenditure Account, the Balance Sheet, the Cash flow Statement, Statement of Total Recognised Gains and Losses and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

### **RESPECTIVE RESPONSIBILITIES OF THE COUNCIL, REGISTRAR AND AUDITOR**

The Council and Registrar are responsible for preparing the Annual Report, the Remuneration Report and the financial statements in accordance with the Education (Northern Ireland) Order 1998 and for ensuring the regularity of financial transactions. These responsibilities are set out in the Statement of the Council's and Registrar's Responsibilities. My responsibility is to audit the financial statements and the part of the remuneration report to be audited in accordance with relevant legal and regulatory requirements, and with International Standards on Auditing (UK and Ireland). I report to you my opinion as to whether the financial statements give a true and fair view and whether the financial statements and the part of the Remuneration Report to be audited have been properly prepared in accordance with the Education (Northern Ireland) Order 1998. I report to you whether, in my opinion, the information, which comprises the Report of the Council Members included, in the Annual Report is consistent with the financial statements. I also report whether in all material respects the financial transactions conform to the authorities which govern them. In addition, I report to you if the Council has not kept proper accounting records, if I have not received all the information and explanations I require for my audit, or if information specified by the Department of Finance and Personnel regarding remuneration and other transactions is not disclosed.

I review whether the Statement on Internal Control reflects the Council's compliance with the Department of Finance and Personnel's guidance, and I report if it does not. I am not required to consider whether this statement covers all risks and controls, or form an opinion on the effectiveness of the Council's corporate governance procedures or its risk and control procedures.

I read the other information contained in the Annual Report and consider whether it is consistent with the audited financial statements. This other information comprises the Chairperson's Foreword, Professional Advisors, Management Commentary and the unaudited part of the Remuneration Report. I consider the implications for my certificate if I become aware of any apparent misstatements or material inconsistencies with the financial statements. My responsibilities do not extend to any other information.

## BASIS OF AUDIT OPINION

I conducted my audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. My audit includes examination, on a test basis, of evidence relevant to the amounts, disclosures and regularity of financial transactions included in the financial statements and the part of the Remuneration Report to be audited. It also includes an assessment of the significant estimates and judgments made by the Council and Registrar in the preparation of the financial statements, and of whether the accounting policies are most appropriate to the Council's circumstances, consistently applied and adequately disclosed.

I planned and performed my audit so as to obtain all the information and explanations which I considered necessary in order to provide me with sufficient evidence to give reasonable assurance that the financial statements and the part of the Remuneration Report to be audited are free from material misstatement, whether caused by fraud or error, and that in all material respects the financial transactions conform to the authorities which govern them. In forming my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements and the part of the Remuneration Report to be audited.

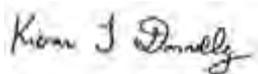
## AUDIT OPINION

In my opinion:

- the financial statements give a true and fair view, in accordance with the Education (Northern Ireland) Order 1998 and directions made thereunder by the Department of Education, of the state of the Council's affairs as at 31 March 2008 and of its surplus, the cash flows and total recognised gains and losses for the year then ended;
- the financial statements and the part of the Remuneration Report to be audited have been properly prepared in accordance with the Education (Northern Ireland) Order 1998 and Department of Education directions made thereunder; and
- information which comprises the Report of the Council Members, included within the Annual Report, is consistent with the financial statements.

## AUDIT OPINION ON REGULARITY

In my opinion, in all material respects the financial transactions conform to the authorities which govern them.



**K J Donnelly**  
Comptroller and Auditor General  
Northern Ireland Audit Office  
106 University Street  
Belfast  
BT7 1EU

Date: 19 November 2010

## Income and Expenditure Account

<u>OPERATING INCOME</u>	Notes	2008 £	2007 £
Registration Fees		1,207,548	1,184,141
Administration Income		29,000	-
Other Income		11,033	-
<b>Total Income</b>		<b><u>1,247,581</u></b>	<b><u>1,184,141</u></b>
<u>OPERATING EXPENSES</u>			
Staff Costs	2	565,220	412,167
Registration/Direct Programme Costs	4	50,266	23,896
CPD Programme Costs	5	68,835	117,212
Other Operating Costs	6	415,982	429,050
Depreciation	9	31,635	17,660
Notional Cost of Capital	7	19,050	11,232
Depreciation on Donated Assets	14	<u>(2,680)</u>	<u>(2,681)</u>
<b>Total Expenditure</b>		<b><u>(1,148,308)</u></b>	<b><u>(1,008,536)</u></b>
<b>Surplus on Ordinary Activities</b>		<b>99,273</b>	<b>175,605</b>
Interest Receivable	8	53,450	30,461
Adjustment for Notional Cost of Capital	7	19,050	11,232
Other Finance Gains	16	<u>21,000</u>	<u>14,000</u>
<b>Surplus for year transferred to reserves</b>	12	<b><u>192,773</u></b>	<b><u>231,298</u></b>

## Statement of Total Recognised Gains and Losses

	2008 £	2007 £
Surplus for the year	192,773	231,298
Actuarial gains/(losses) on pension schemes	246,000	(264,000)
Prior year adjustment	<u>-</u>	<u>62,000</u>
<b>Total recognised gains for the year</b>	<b><u>438,773</u></b>	<b><u>29,298</u></b>

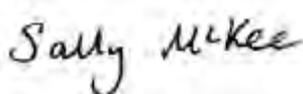
The notes on pages 44 to 54 form part of these financial statements and should be read in conjunction therewith.

## Balance Sheet

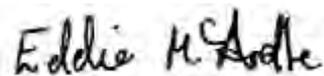
	Notes	2008	2007
		£	£
<b>FIXED ASSETS</b>			
Tangible Fixed Assets	9	76,169	43,789
<b>CURRENT FIXED ASSETS</b>			
Debtors and Prepayments	10	53,989	24,054
Cash at Bank and in Hand	19.3	671,422	518,801
		725,411	542,855
<b>CURRENT LIABILITIES</b>			
Creditors: Amounts falling due within one year	11	(98,266)	(81,423)
<b>NET CURRENT ASSETS</b>		<b>627,145</b>	<b>461,432</b>
<b>TOTAL ASSETS</b>		<b>703,314</b>	<b>505,221</b>
<b>PROVISION FOR LIABILITIES</b>			
Pension Asset/(Liability)		36,000	(202,000)
<b>NET ASSETS INCLUDING PENSION LIABILITY</b>		<b>739,314</b>	<b>303,221</b>
<b>REPRESENTED BY:</b>			
<b>CAPITAL AND RESRVES</b>			
Reserves	15	737,316	298,543
Donated Asset Reserve	14	1,998	4,678
<b>TOTAL CAPITAL AND RESERVES</b>		<b>739,314</b>	<b>303,221</b>

The financial statements were approved by the Council on

and signed on its behalf by:



Mrs Sally McKee  
Chairperson of GTCNI



Mr E McArdle  
Registrar & Chief Executive Officer

The notes on pages 44 to 54 form part of these financial statements and should be read in conjunction therewith.

## Cash Flow Statement

	Notes	2008	2007
		£	£
<b>NET CASH (OUTFLOW)/INFLOW FROM OPERATING ACTIVITIES</b>	<b>19.1</b>	<b>151,777</b>	<b>183,491</b>
<b>RETURNS ON INVESTMENTS AND SERVICING OF FINANCE</b>			
Bank interest received	53,450	30,461	
Bank interest and charges	<u>(30)</u>	<u>(6,672)</u>	
<b>NET CASH INFLOW FROM RETURNS ON INVESTMENTS AND SERVICING OF FINANCE</b>		<b>53,420</b>	<b>23,789</b>
<b>CAPITAL EXPENDITURE</b>			
Payments to acquire tangible fixed assets	<b>19.4</b>	<u>(52,576)</u>	<u>(16,784)</u>
<b>NET CASH (OUTFLOW)/INFLOW FOR CAPITAL EXPENDITURE</b>		<b><u>(52,576)</u></b>	<b><u>(16,784)</u></b>
<b>INCREASE IN CASH</b>	<b>19.3</b>	<b><u>152,621</u></b>	<b><u>190,496</u></b>
<b>MOVEMENT IN NET FUNDS</b>	<b>19.2</b>	<b><u>152,621</u></b>	<b><u>190,496</u></b>

The notes on pages 44 to 54 form part of these financial statements and should be read in conjunction therewith.

## Notes to the Accounts

### 1. ACCOUNTING POLICIES

#### 1.1 Basis of Accounting

These financial statements have been prepared in accordance with the Northern Ireland Financial Reporting Manual (FRM) and Accounts Direction issued by DE.

#### 1.2 Registration Fee Income

The annual registration year runs from 1 April to the following 31 March, with the fee becoming due on 1 April every year. The fee is required to be paid in full regardless of the date on which a teacher actually registers with the Council. There is no reduction for part year registration.

#### 1.3 Continuing Professional Development (CPD) Expenditure

CPD expenditure is recognised on receipt of a claim. Where CPD support has been offered but no claim received by the year end these amounts are recorded as commitments.

#### 1.4 Tangible Fixed Assets

Tangible fixed assets are defined as any single piece of equipment costing more than £1,000 (inclusive of VAT) that has an estimated economic/operational life of more than one year. Where it is more usual to treat individual components as a group, these are treated as assets so long as their collective value exceeds the capitalisation threshold. The value of software licences is not capitalised. Tangible fixed assets have been valued at historic cost at the year end as, in the opinion of the Council, any revaluation adjustments are not material.

#### 1.5 Depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost, less any estimated residual value of each asset evenly over their expected useful lives as follows:

- Computer equipment is depreciated on a straight line basis over three years. Depreciation will commence from the month of purchase.
- Furniture, fittings and office equipment are depreciated on a straight line basis over five years from the month of purchase.

#### 1.6 Stock

The Council holds stocks of publications. These have no net realisable value and as a result all related expenditure during the year is charged to the income and expenditure account.

### 1.7 Pension Costs

Council employees are given the option of joining NILGOSC. Further details regarding the operation of the pension scheme are contained in the pensions section of notes 3 and 17 to the accounts.

### 1.8 Value Added Tax (VAT)

The Council is not registered for VAT. All expenditure and fixed assets purchases in the accounts is stated inclusive of VAT.

### 1.9 Cost of Capital

A notional charge, calculated in line with Treasury guidance as 3.5% of the average capital employed between 1 April 2007 and 31 March 2008, is included as an operating cost within the income and expenditure account.

### 1.10 Operating Leases

Expenditure on leases of property is charged to the income and expenditure account on the basis of costs incurred in the year. Operating lease rentals of equipment are charged to the income and expenditure account in equal amounts over the term of the lease.

## 2. STAFF COSTS

### 2.1 Total staff costs

	2008	2007
	£	£
Salaries & Wages	388,044	326,294
Social Security Costs	30,923	27,978
Pension Costs	74,347	50,233
Early Retirement Pension Payment	69,126	-
Temporary	<u>2,780</u>	<u>7,662</u>
Total	<u>565,220</u>	<u>412,167</u>

The Corporate Services Manager received an early retirement package under the terms of the Council's policy discretion on Regulation 33 of the Local Government Pension Scheme (NI) Regulations. The actuarial cost to the Council of bringing these benefits into payment early was £69,126 and is included in staff costs for the year.

## 2.2 Average Number of Persons Employed

During the year the General Teaching Council for Northern Ireland employed an average total of 13 full-time permanent and 1 temporary employee.

## 2.3 Pension Commitments

The General Teaching Council for Northern Ireland is an Employing Authority within the scheme provided by the Local Government Pension Scheme (NI). Membership of the scheme is optional for employees, but in practice almost all staff opt into this pension provision arrangement.

Staff employed under National Negotiating Council based conditions (that is probation grades) contribute 6% of remuneration. The employer's contribution is determined by the Committee's Actuary every 3 years and for 2006/07 year is 11% of remuneration.

Staff employed under the conditions based on those of the NICS (Administrative Staff) contribute 1.5% and the Board's contribution is 15.5%

Pension benefits are provided through the Local Government Pension Scheme (NI). This is a committee based scheme open to all permanent and temporary staff aged between 16 and 65 and provides benefits on final salary basis. Benefits accrue at the rate of 1/80<sup>th</sup> of pensionable salary for each year of service. In addition, a lump sum at a rate of 3/80<sup>th</sup> of pensionable salary for each year of service is paid. Members pay contributions of 6% and 1.5% respectively as Probation and Administrative staff. Pensions increase in payment in line with the Retail Prices Index. On death, pensions are payable to the surviving spouse for a short-term period of 3 months payable at the rate of the member's pensionable remuneration at the date of death. Provided that the deceased member had statutory pension entitlement this is followed by a long-term pension which is payable for life. The calculation is 50% of the deceased's benefits had they taken early retirement. On death in service the scheme pays a lump sum benefit of twice pensionable pay and also provides a service enhancement on computing the spouse's pension.

The Local Government Pension Scheme (NI) is a multi employer defined benefit scheme. The Council's contributions are affected by a surplus or deficit in the scheme. The most recent full actuarial valuation was completed as at 31 March 2004. The employer's rate for year commencing 1 April 2007 has been increased to 13.0%. The full actuarial revaluation as at 31 March 2004 shows a reduction in the scheme surplus and an employer contribution rate of 17.5% has been proposed for year commencing 1 April 2008. Medical retirement is possible in the event of serious ill-health. In this case pensions are brought into payment immediately without actuarial reduction and with service enhanced as for widow(er) pensions.

Salaries include gross salaries and performance pay but exclude travel lump sums.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND

for the year ended 31 March 2008

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**3. CHAIRPERSON'S REMUNERATION**

No remuneration was paid to members of the General Teaching Council except for an allowance to the Chairperson.

	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
Mr Edward Ferguson	-	5,000
Mrs Sally McKee	<u>9,390</u>	<u>-</u>

**4. REGISTRATION / DIRECT PROGRAMME COSTS**

	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
Database Development and Enhancements	32,630	3,774
Database Licences	4,054	4,451
Database Maintenance	<u>13,582</u>	<u>15,671</u>
Total	<u>50,266</u>	<u>23,896</u>

**5. CONTINUING PROFESSIONAL DEVELOPMENT (CPD) AND RESEARCH COSTS**

	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
CPD Bursary Payments	42,284	39,698
Research – Teacher Survey	-	42,000
Research – Mutual Recognition	-	31,989
SENCO	1,320	-
Research Grants	7,000	-
Research - AARTS Repository	<u>18,231</u>	<u>3,525</u>
Total	<u>68,835</u>	<u>117,212</u>

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND

for the year ended 31 March 2008

6. OTHER OPERATING COSTS – RECURRENT BUDGET

	2008	2007
	£	£
Rent and Rates	87,064	63,390
Service Charge and Utilities	35,604	32,909
Insurances	5,108	8,109
Training and Recruitment	18,307	31,184
Legal Fees	5,868	22,093
Professional and Consultancy Fees	19,650	17,179
Printing and Stationery	65,417	85,875
Postage	58,530	41,885
Computer Costs	28,746	23,618
Travel and Subsistence – Staff	13,056	11,168
Travel and Subsistence – Council	15,181	11,078
Hospitality and Venue Hire	13,077	12,714
PR, Advertising & Outreach Activities	3,253	13,831
Maintenance Services	18,093	9,179
Election Costs	-	17,447
Other Core Costs	8,898	11,810
Substitution Costs	<u>20,130</u>	<u>15,581</u>
	<u>415,982</u>	<u>429,050</u>

7. NOTIONAL COSTS

	2008	2007
	£	£
Cost of Capital	<u>19,050</u>	<u>11,232</u>

The income and expenditure account bears a non-cash charge for the interest relating to the use of capital by the General Teaching Council for Northern Ireland. The basis of the charge is 3.5 per cent of the average capital employed by the Council during the year 1 April 2007 to 31 March 2008, defined as total assets less total liabilities.

8. INTEREST RECEIVABLE

Interest of £53,450 (2007 : £30,461) was receivable in respect of the Council's business term deposit account.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND

for the year ended 31 March 2008

9. TANGIBLE FIXED ASSETS

	Office Equipment £	Computer Equipment £	Furniture & Fittings £	Total £
<b>Cost or Valuation</b>				
As at 1 April 2007	23,219	20,387	31,104	74,710
Additions	41,227	8,759	14,029	64,015
Disposals	-	-	-	-
<b>As at 31 March 2008</b>	<u>64,446</u>	<u>29,146</u>	<u>45,133</u>	<u>138,725</u>
<b>Depreciation</b>				
As at 1 April 2007	9,288	12,076	9,557	30,921
Charge for period	12,889	9,718	9,028	31,635
Disposals	-	-	-	-
<b>As at 31 March 2008</b>	<u>22,177</u>	<u>21,794</u>	<u>18,585</u>	<u>62,556</u>
<b>Net Book Value</b>				
<b>As at 31 March 2008</b>	<u>42,269</u>	<u>7,352</u>	<u>26,548</u>	<u>76,169</u>
As at 31 March 2007	<u>13,931</u>	<u>8,311</u>	<u>21,547</u>	<u>43,789</u>

Donated assets with a net book value of £1,998 are included within fixed assets.

10. DEBTORS AND PREPAYMENTS

	2008 £	2007 £
<b>Amounts falling due within one year</b>		
Other debtors	11,033	-
Prepayments and accrued interest	42,956	24,054
	<u>53,989</u>	<u>24,054</u>

11. CREDITORS

	2008 £	2007 £
Other Creditors	3,852	1,981
Creditors	64,481	63,599
Accruals	29,933	15,843
<b>Total</b>	<u>98,266</u>	<u>81,423</u>

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND

for the year ended 31 March 2008

**12. INCOME AND EXPENDITURE RESERVE**

	<b>2008</b>
	<b>£</b>
Balance as at 1 April 2007	298,543
Actuarial gain/(loss) on pensions	246,000
Surplus for year	<u>192,773</u>
Balance as at 31 March 2008	<u>737,316</u>

**13. COMMITTED EXPENDITURE**

At 31 March 2008 the Council had the following committed expenditure:

	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
CPD Bursaries	<u>42,500</u>	<u>59,000</u>

**14. DONATED ASSET RESERVE**

	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
Opening balance at 1 April 2007	4,678	7,359
Depreciation released to income and expenditure account	<u>(2,680)</u>	<u>(2,681)</u>
<b>Closing Balance at 31 March 2008</b>	<u>1,998</u>	<u>4,678</u>

**15. ANALYSIS OF RESERVES**

	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
General Fund excluding pension	701,316	500,543
Pension Fund	<u>36,000</u>	<u>(202,000)</u>
General Fund including pension (Note 13)	737,316	298,543
Donated assets	<u>1,998</u>	<u>4,678</u>
Closing Balance at 31 March 2007	<u>739,314</u>	<u>303,221</u>

**16. PENSION COMMITMENTS**

The General Teaching Council for Northern Ireland makes employer contributions to the Northern Ireland Local Government's Officers Superannuation Scheme (NILGOSC) which is a funded scheme of the defined benefit type.

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND**

*for the year ended 31 March 2008*

The latest actuarial valuation of the scheme was carried out at 31 March 2007, the liability and cost calculations are as follows:

<b>Assumptions as at:</b>	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>
Price inflation	3.1%	3.2%	3.1%	2.9%
Salary Increase Rate	4.6%	4.7%	4.6%	4.4%
Discount rate	6.5%	5.4%	6.0%	6.5%
Expected Return on Assets	6.9%	7.2%	6.9%	7.1%

	<b>Long-term return at 31/03/08</b>	<b>Assets at 31/03/08</b>	<b>Long-term return at 31/03/07</b>	<b>Assets at 31/03/07</b>	<b>Long-term return at 31/03/06</b>	<b>Assets at 31/03/06</b>	<b>Long-term return at 31/03/05</b>	<b>Assets at 31/03/05</b>
<b>Assets (employer)</b>	<b>% pa</b>	<b>£'000</b>						
Equities	7.7%	1,454	7.8%	1,366	7.4%	930	7.7%	673
Bonds	5.7%	221	4.9%	194	4.6%	140	4.8%	115
Property	5.7%	147	5.8%	175	5.5%	81	5.7%	80
Cash	4.8%	18	4.9%	20	4.6%	12	4.8%	18

<b>Net pension asset at:</b>	<b>31/03/08</b>	<b>31/03/07</b>	<b>31/03/06</b>	<b>31/03/05</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Estimated employer assets	1,840	1,755	1,163	886
Present value of scheme liabilities	<u>(1,804)</u>	<u>(1,957)</u>	<u>(1,101)</u>	<u>(853)</u>
<b>Net pension (liability)/asset</b>	<b><u>36</u></b>	<b><u>(202)</u></b>	<b><u>62</u></b>	<b><u>33</u></b>

**Analysis of amount charged to the operating cost statement**

	<b>2008</b>	<b>2008</b>	<b>2007</b>	<b>2007</b>
	<b>£'000</b>	<b>% payroll</b>	<b>£'000</b>	<b>% payroll</b>
<b>Operating charge</b>				
Current Service Cost	74	21.4	50	17.8
	69	-		
<b>Other finance costs</b>				
Expected Return on Employer Assets	(131)	(38.0)	(82)	(29.4)
Interest Cost	<u>110</u>	31.9	<u>68</u>	24.4
Net return	<u>(21)</u>		<u>(14)</u>	
<b>Net revenue account cost</b>	<b><u>122</u></b>	<b><u>35.4</u></b>	<b><u>36</u></b>	<b><u>12.9</u></b>

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND

for the year ended 31 March 2008

Statement of recognised gains and losses

	2008 £'000	2007 £'000	2006 £'000
Actuarial return less expected return on scheme assets	246	(264)	24
<b>Actuarial (loss)/gain recognised in the STRGL</b>	<b><u>246</u></b>	<b><u>(264)</u></b>	<b><u>24</u></b>

Movement in deficit during the year

	2008 £'000	2007 £'000	2006 £'000
Surplus/(deficit) at the beginning of the year	(202)	62	33
Movement in the year:			
Current service cost	(74)	(50)	(28)
Past service cost	(69)	-	-
Employer contributions	114	36	29
Net return on assets	21	14	4
Actuarial (loss) gain	<u>246</u>	<u>(264)</u>	<u>24</u>
<b>Surplus/(deficit) at the end of the year</b>	<b><u>36</u></b>	<b><u>(202)</u></b>	<b><u>62</u></b>

**17. DERIVATIVES AND OTHER FINANCIAL INSTRUMENTS**

The Council's core functions are funded from fee income from teachers' registration. The Council has no borrowings and mitigates its exposure to liquidity risk by managing its resources. Its cash balances are held in commercial bank accounts, none of which expose the Council to interest rate risk. All assets and liabilities are denominated in sterling, so it is not exposed to currency risk.

**18. RELATED PARTY TRANSACTIONS**

The General Teaching Council for Northern Ireland is a self-regulating professional body. None of the Council members or senior management had material transactions with other entities for which the Council was a sponsor.

**19. NOTES TO THE CASH FLOW STATEMENT****19.1. Reconciliation of Operating Surplus to Net Cash Inflow/(Outflow) from Operating Activities**

	<b>2008</b>	<b>2007</b>
	£	£
Operating surplus for year per income and expenditure account	192,773	231,298
Depreciation on tangible fixed assets	31,635	17,660
(Increase) in debtors	(29,935)	(5,147)
(Decrease)/Increase in creditors	5,404	(33,850)
Bank interest receivable	(53,450)	(30,461)
Bank interest and charges	30	6,672
Donated asset reserve released	(2,680)	(2,681)
Pension scheme movement	8,000	-
Net Cash Inflow from Operating Activities	<u>151,777</u>	<u>183,491</u>

**19.2. Reconciliation of Net Cash Flow to Movement in Net Funds**

	<b>2008</b>	<b>2007</b>
	£	£
Increase in cash in the year	152,621	190,496
Net funds at 1 January 2007	<u>518,801</u>	<u>328,305</u>
Net funds at 31 March 2008	671,422	518,801

**19.3 Analysis of Changes in Net Funds**

	<b>1 April</b>	<b>Cash</b>	<b>31 March</b>
	<b>2007</b>	<b>Flow</b>	<b>2008</b>
	£	£	£
Cash at bank and in hand	518,801	152,621	671,422

**19.4 Capital Expenditure**

		<b>2008</b>	<b>2007</b>
		£	£
Fixed Asset Additions	Note 10	64,015	18,964
Less: Donated assets		-	-
Less: Closing creditor		(14,864)	(3,425)
Add: Opening creditor		<u>3,425</u>	<u>1,245</u>
Payments to acquire fixed assets		<u>52,576</u>	<u>16,784</u>

**20. CAPITAL COMMITMENTS**

There were no capital commitments at 31 March 2008 for which contracts had been entered into or authorised by the Council.

**21. COMMITMENTS UNDER OPERATING LEASES**

Commitments under operating leases to pay rentals during 2007/08 are given in the table below, analysed according to the period in which the lease expires.

Obligations under operating lease comprise:

	<b>2008</b>	<b>2007</b>
	£	£
Expiry within one year	41,007	41,007
Expiry after one year but not more than five years	78,360	119,367

**22. LOSSES AND SPECIAL PAYMENTS**

There were no losses or special payments during the year.

**23. CONTINGENT LIABILITY**

The Registrar's annual pay award is determined by the Remuneration Committee of the Council, in line with the Council's Performance Related Pay Scheme, and approved by the Department of Education. However, due to the ongoing issue regarding the status the Department has not approved the Registrars pay award since 2005/06 and therefore no pay awards have been approved.

**24. POST BALANCE SHEET EVENTS**

The annual report and accounts were authorised to be issued and laid in the NI Assembly on 19 November 2010.

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