

2024 Annual Report

June 2025



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Chairperson's Foreword



As Chairperson of An Coimisiún Toghcháin, Ireland's independent Electoral Commission, I am delighted to present this Annual Report which describes our activities for 2024, the first full year of operation for An Coimisiún since our establishment in February 2023.

As well as being its first full year of activity, 2024 also stood out as one of the busiest electoral years ever in the State, and so offered An Coimisiún significant opportunities to use and develop the range of functions vested in it under the *Electoral Reform Act 2022*.

Two referendums were held in March, there were local and European elections in June, the election for Ireland's first ever directly elected mayor was held in Limerick in June, and a general election was held in November. This had the effect that over nine million individual ballots were cast in the year. The revised electoral boundaries proposed by An Coimisiún in our 2023 Constituency Review governed the election of the 34th Dáil.

Through this year An Coimisiún has worked to earn and build the trust of local and national audiences for our work on behalf of Ireland's voters and those entitled to vote. Events nationwide and hundreds of national and local media interviews were held to provide information about electoral processes, and to encourage people to use their vote.

We believe that these campaigns have had an impact. A notable reduction in the number of spoilt votes was observed at the European and local elections, and our year-long voter registration campaign led to unprecedented levels of voter registrations. 428,073 applications to register, and 225,383 applications to update or amend existing registration details were made between January and November.

In addition to the promotion of public awareness of, and working to increase public participation in, the State's electoral and democratic processes through our education and information programmes, An Coimisiún conducted research and associated programmes.

A new research programme has identified a select group of priority research projects for 2024-2026 under five thematic strands, on issues central to the operation and health of our democracy from the use of posterage in campaigns, to ballot paper design, and from different voting methods to the establishment of Ireland's first ever National Democracy and Electoral Study.

There has been progress in our work on the condition of Ireland's 31 electoral registers, and in our education and engagement strategy. Work has also continued on the management of the Register of Political Parties, and a number of new parties have been registered, and changes made to the Register. One of our earliest

recommendations to Government observed the obsolescence of Ireland's broadcast moratorium, the removal of which we welcomed in time for the general election.

Throughout 2024 we have gained valuable insights in exchanges with election management bodies worldwide. We hosted colleagues from the Australian Electoral Commission and the UK Electoral Commission, we built links between Ireland and India's electoral commissions. Some of our members participated in our first Electoral Observation Mission in Bosnia and Herzegovina in October 2024.

It is essential that we build our capacity and governance while meeting our functions. The development and publication of our first Strategy Statement to run for three years to 2026 is crucial in setting out our vision, mission and five strategic priorities.

We have recruited a team of staff to support An Coimisiún in its work, and I would like to express my personal gratitude and that of the Board to the members and staff of An Coimisiún, who bring extraordinary passion, expertise, and experience to their work.

2024 was a landmark year for An Coimisiún Toghcháin and was an important year for us, where we developed trust and confidence in our work, and an understanding of our functions and role.



The Honourable Ms. Justice Marie Baker

Chairperson
An Coimisiún Toghcháin

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Chief Executive Introduction



On New Year's Eve in 2023, I sat pondering the unprecedented year of referendums and elections which was to come. Much was expected of An Coimisiún Toghcháin, Ireland's new electoral Commission.

Elections

For these electoral events, our objectives were simple:

- everyone eligible to vote should be on the electoral register;
- people should understand how to vote and how their vote works; and
- to encourage everyone on the register to vote on polling day.

Communications

In a collaborative effort across the entire organisation, we designed and implemented a multi-platform communications campaign to support the achievement of these objectives. We are particularly pleased with the response to the "Check the Register" element of the strategy which saw 428,073 online applications to register with an additional 225,383 applications to update or amend existing registration details.

Another real impact of our communications work saw a 29% reduction in the number of spoilt votes in June's European and local elections, following a targeted information campaign on how to vote, meaning more valid votes being counted, and more people having their say in their representation.

However, much more work needs to be done to convert these new signups into actual voters - notwithstanding the difficulties with the accuracy and completeness of the electoral registers, turnout figures remain frustratingly low. At An Coimisiún, our determination is to convince people that "Their Vote is Their Voice" - and if they don't vote, then they allow someone else to speak for them.

Research and Learning

These electoral events also provided us with a glorious opportunity to learn, an important feature of every new organisation.

Three separate polling days saw members of the Commission and staff fan out across the country, visiting hundreds of polling stations in every county. Our Post-Electoral Event Reviews (PEERs), laid before the Houses of the Oireachtas, made a number of important recommendations to improve the administration of elections and to enhance voter experience.

Our focus on persons with a disability will continue — better accessibility of polling stations, easier access to opportunities to vote whether in person or by postal voting etc., is a right for people in our State, and the least we can do to ensure that this particular group which face many barriers in life, can take part in this most fundamental aspect of democracy.

Our National Election and Democracy Study (NEDS) is the centrepiece of our research programme. We know so little about voters in this country and even less about those who

don't vote or engage in electoral politics. Our surveys to date show that a significant portion of non-voters said that they could not vote because they were away from home, had work commitments or caring responsibilities on polling day. Furthermore, our research also indicated a number of people who said politics didn't matter. Beginning next year, our research on potential methods to enhance ease of voting will aim to provide the evidence to start a debate in this country as to the merits of our current voting system and the various options for reform. Similarly, our work on Education and Public Engagement will be important in addressing other reasons for non-voting.

Collaboration

As a very small nascent organisation, the achievement of big, hairy audacious goals would not be possible without the support and assistance of key groups of important stakeholders. To those civil society, disability, Traveller, younger and older people and immigrant groups, can I offer my heartfelt gratitude for allowing us into your communities, your schools, your colleges, your bingo halls, offices and homes, and for helping us tell the story of the importance of the vote.

Perhaps against the prevailing narrative, can I also single out the social media platforms under the auspices of Technology Ireland for their cooperation in creating the Framework on Electoral Process Information, Political Advertising, and Deceptive AI content.

Can I also thank the officials in the Department of Housing, Local Government and Heritage for their support and patience as we continue to contemplate further electoral reform in this country. I look forward to further cooperation in the future.

Staff

Finally, and by no means least, can I express my thanks to the dedicated and focused staff at An Coimisiún Toghcháin. We now have a huge range and diversity of skills in the organisation, but they have one thing in common – within in each person there lies a burning passion for democracy and elections, without which we would not have been able to achieve what we did this year.

The inspirational, individual leadership of the Senior Team in particular ensured the delivery of eye-wateringly ambitious objectives during the course of the year. We can look forward with some confidence to the Seanad and Presidential elections in 2025.

As I sat pondering on New Year's Eve in 2024, I raised a glass to you all.....

Míle buíochas,



Art O'Leary

Chief Executive
An Coimisiún Toghcháin



Commission Members



Biographies of Commission Members

The Honourable Ms. Justice Marie Baker– Chairperson of An Coimisiún Toghcháin

The Honourable Ms. Justice Marie Baker was a judge of the Supreme Court until her retirement in April 2024. She was nominated as Chair of An Coimisiún Toghcháin in February 2023 by the Chief Justice. Called to the Bar in 1984 and the Inner Bar in 2004.

Ms. Justice Baker practiced in the Cork and Munster circuits and is an accredited mediator. She has served as a part-time Commissioner of the Law Reform Commission and as a member of the advisory study group on pre-nuptial agreements. In 2014, Ms. Justice Baker was appointed a Judge of the High Court until 2019 when she was appointed to the Supreme Court and served as a Judge in the Court of Appeal from June 2018.

Alex Attwood

From 1985-2017 Alex Attwood was an elected representative for the West Belfast constituency (first on the City Council and then the Northern Ireland Assembly) and was a Government Minister from May 2010 to July 2013. He was involved in multiple negotiations following the 1998 Good Friday Agreement from issues of policing, criminal justice, human rights and legacy to programmes of government and the reform of state institutions. From 2017 – 2019 he worked as a governance and security expert in places in or emerging from conflict including Ukraine and Iraq (Ninevah, Basra and Anbar) in particular with political and civic leaders in areas liberated from Da'esh.

He is a member of SafeFood Advisory Board, an all-Ireland body addressing food risks, food poverty and obesity and of the UK Electoral Commission (2019-2023) responsible for elections and the regulation of political parties including donations. He undertakes policing research on behalf of a member of the Northern Ireland Policing Board.

John Curran

On graduating with a commerce degree from UCD, John set up and ran a successful audio-visual business in Dublin. For most of the last 20 years he has been an elected Public Representative. He was first elected to South Dublin County Council in 1999 and to Dáil Éireann in 2002.

John served on a number of Oireachtas committees including Public Accounts, Education and chaired the Social Protection Committee and the Committee on Housing and Homelessness. He also served as Minister of State with responsibility for the National Drugs Strategy and Community Affairs and he also served as Government Chief Whip. John is currently Chairman of Archways and Deputy Chair of South Dublin County Partnership.

Ger Deering

Ger Deering was appointed Ombudsman and Information Commissioner for Ireland by President Michael D. Higgins in January 2022. He was appointed Protected Disclosures Commissioner in January 2023. He is also Commissioner for Environmental Information, a member of the Standards in Public Office Commission and a member of the Commission for Public Service Appointments.

Ger has established and led a number of public bodies and has considerable experience in consumer and employment rights. He has previously held the posts of Financial Services and Pensions Ombudsman, Director of the National Employment Rights Authority (NERA), Director of the Workplace Relations Reform Programme and Taxi Regulator. He also has extensive experience working across local government, community development, the civil service and the private sector.

Caroline Fennell

Caroline Fennell is Professor Emerita of Law at University College Cork. A former Commissioner on the Irish Human Rights and Equality Commission (IHREC), she served as Chair of the European Network of National Human Rights Institutions (ENNHRI) (2020-2022) and was Chair of the Independent Anti-Racism Committee (2020-2022), which delivered the National Action Plan Against Racism (2023-2027).

A former Chair of the Irish Research Council for the Humanities and Social Sciences (IRCHSS), and member of the Irish Research Council, Professor Fennell is a member of the Royal Irish Academy and is the Chairperson of An Coimisiún Toghcháin's inaugural Research Advisory Group.

Professor Fennell has held many senior management roles within the University, including that of Dean, Head of College, and Senior Vice President Academic/Deputy President. A founder member of the Centre for Criminal Justice and Human Rights in UCC, her research focuses on constructions of fairness in criminal justice. She has published widely on the law of evidence, gender, criminal justice and terrorism. She was appointed Chair of Cuan (The Domestic, Sexual and Gender Base Violence Agency) in 2024.

Peter Finnegan

Peter Finnegan is Clerk of the Dáil and Secretary General of the Houses of the Oireachtas Service. He is also a member of the Houses of the Oireachtas Commission and Standards in Public Office Commission.

Maura Quinn

Maura is an Institute of Directors, UK accredited Chartered Director with over 25 years' diverse CEO and board experience across a variety of sectors. She is an experienced Board and Board Committee Member, with significant regulatory experience. She is recognised for her leadership role in corporate governance and regulatory affairs. She is the former CEO of the Institute of Directors in Ireland (June 2022).

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About Us



Our purpose

Our purpose is to safeguard and strengthen democracy in Ireland by building public understanding, participation and trust in the electoral system.

Our ambition

Ireland is a global leader in electoral integrity, participation and trust that the people of Ireland have the highest levels of participation in electoral events, which they recognise and value as fair, free and impartial.

Our vision

Ireland's electoral process is trusted and valued as being fair, free and impartial. The people are informed, engaged and empowered, leading to the highest turnouts in electoral events. Through enhancing understanding and active participation in democracy An Coimisiún Toghcháin counteracts potentially negative impacts of misinformation and disinformation on the electoral and democratic process. Through its innovative programmes, An Coimisiún Toghcháin has fostered democratic oversight in Ireland for the public good.

Our values

Independence

Excellence

Innovation

Collaboration

Strategic priorities

Strategic Priority	Ambition
1 Electoral events	Rigorous and transparent oversight of all elections and referendums to be conducted assuring the highest levels of integrity, transparency and fairness to maintain and enhance trust in the electoral process.
2 Capability and capacity building	Right people in the right place at the right time who are valued, supported and developed in an inclusive workplace supported by the necessary enabling infrastructure.
3 Education and active participation	Development and implementation of a strategy that is tailored to educate and raise awareness among all; to inform and engage in electoral events with measurable impacts.
4 Research and data	Developing high-quality impactful research that sparks informed debate and leads to/informs transformative recommendations to improve our democratic system.
5 Oversight of electoral register	Robust reporting mechanism in place that gives the Houses of the Oireachtas and the public clear understanding of the operation of the Register, confidence in its accuracy and improved completeness.



Functions

An Coimisiún Toghcháin is central to Ireland's electoral system, carrying out a range of existing and new electoral functions, including:

- ▶ overseeing the modernised electoral register, making recommendations and setting standards in relation to its maintenance and updating;
- ▶ promoting public awareness of, and working to increase public participation in the State's electoral and democratic processes through education and information programmes;
- ▶ responsibility for the registration of political parties;
- ▶ preparing research programmes and conducting research on electoral policy and procedure, and providing advice, as required, to the Minister and Government;
- ▶ the preparation of ex-post reports on the administration of electoral events;
- ▶ the decision-making, oversight, secretariat and supporting services associated with explaining the subject matter of referendum proposals, the promotion of public awareness of referendums and encouragement of the electorate to vote at referendum polls; and
- ▶ the conducting of reviews and making reports in relation to the constituencies for the election of members to the Dáil and the election of members to the European Parliament.
- ▶ making reports for the Minister in relation to local electoral boundaries;
- ▶ the regulation functions associated with Parts IV and V of the *Electoral Reform Act 2022*, once commenced.

It is anticipated that the initial set of functions assigned to An Coimisiún will be expanded as it builds capacity and expertise.





Strategic Priority One

Electoral Events

Referendums on Family and Care

An Coimisiún Toghcháin ran an extensive information campaign for the referendums on Family and Care in March 2024 including the publication and distribution of the Referendum Information Booklet, a national advertising campaign, a dedicated website, a range of social media, online, press and broadcast media engagements, free-to-air broadcasts, and direct, online and telephone contact with members of the public.

The campaign was divided into three separate phases:

- Encourage to register to vote
- Inform about the vote
- Encourage to vote

For this campaign, launched on 25 January 2024, An Coimisiún published its first Referendum Information Booklet since assuming the functions of the Referendum Commission. This provided independent, concise and accurate information on proposals for both the Family and Care referendums. The legal effect of both a “Yes” and a “No” vote in each case was outlined. Approximately 2.3 million booklets were distributed during the campaign. These booklets were also made available in several accessible formats including Irish Sign Language, Braille, Easy-to-Read, audio and large print.

Our national advertising campaign for the referendum campaigns, and for the course of 2024, focused on the core concept of ‘Your Vote is Your Voice’. The advertisements featured a series of everyday settings including a chipper, a travel agency, a hair salon, a tattoo parlour, a garden centre and a hospital. In these scenarios people were rendered voiceless as their choices were made by others.

Ahead of polling day on 8 March, An Coimisiún undertook the most comprehensive programme of press and media engagements to have been associated with any referendum information campaign to date and took part in 58 broadcasts, print and online media engagements.

To support our information campaign, An Coimisiún ran a programme of 12 in-person events that took place across 10 different counties. Events were held with the Arts community, the Traveller community, disability organisations, sport, business, farming and fisheries audiences, university, library and adult learning groups.

European and local elections

An Coimisiún conducted a six-week campaign across TV, radio, print, out-of-home, digital display and social media channels to inform and engage the public about the local, European and Limerick mayoral elections, alongside a programme of public engagement and media events across the country.

Ahead of polling day on 7 June we worked to help the public prepare to cast their vote and our website and social media channels published a range of useful and updated content to help the public prepare to cast their vote.

An Coimisiún took part in 64 direct media engagements and several Irish language interviews, in addition to general media reporting on our activities.

Furthermore, An Coimisiún partnered with 16 organisations to deliver 25 voter workshops in a range of languages.



A new design and user-friendly layout for www.electoralcommission.ie was developed and launched in advance of the 7 June elections. The new website was designed with accessibility at the forefront making it an accessible user experience for all. During the campaign period (6 May – 7 June), 183,000 users visited our website, which included 177,000 new visitors to the site. We also delivered a schedule of informative posts across a range of social media channels (X, Instagram, Facebook, Threads, Snapchat, TikTok and LinkedIn).

Ireland's first directly elected mayoral election

The June elections also saw a poll for Ireland's first ever directly elected mayor in Limerick City and County.

A key element supporting An Coimisiún's 7 June election campaign was the coordination of 16 in-person events in four counties, with a particular emphasis placed on explaining the Limerick mayoral election. This included three days of in-person visits to Limerick City and County which incorporated libraries, a Traveller project, engagement with first-time voters at a secondary school, the Limerick Chamber of Commerce, community centres, the University of Limerick and a Q&A session with a parents' group at a primary school.

Alongside conversations with shoppers on Limerick's main shopping street and focused advertising on billboards, social media and local newspapers, An Coimisiún's Chair and Chief Executive engaged directly with Limerick based media including a number of appearances through the campaign on Live 95 radio station to answer questions from listeners about the election.

General election

To engage and inform the public of the upcoming General Election and the importance of registering to vote, An Coimisiún ran a national campaign online, throughout the media and through in-person events ahead of polling day.

Our communication focuses were delivered across three phases:

1. getting people registered to vote;
2. informing people about the general election; and
3. getting people ready and informed to vote.

We were heartened to see our campaign contribute to 115,130 new online applications to register to vote in November alone and 50,541 online updates to the electoral register in November. During the five-week campaign period, An Coimisiún undertook 81 media interviews with broadcast, print and online journalists.

Across our five-week campaign, we delivered a national advertising campaign across TV, radio, print, out-of-home, digital display and social media channels, alongside our programme of public engagement and media events across the country. Accessible information was provided in the form of accessible video formats, use of Irish Sign Language, and Easy-to-Read format booklets focusing on how to register and how to vote.

A particular innovation of this campaign to support voter education was Ireland's first ever specific TV and online advert showing people how to complete their ballot paper correctly. Analysis and reporting of our overall advertising campaign showed that the "how to vote" TV advert reached an estimated audience of 1.1 million adults within the 18–45-year-old age group.

In a further innovation for this campaign, we partnered with the radio station Spin FM to hold voter registration drives in University College Dublin (UCD) and Technological University (TU) Dublin. We also partnered with the University College Cork (UCC) to hold an event and voter registration drive. These events highlighted a desire amongst younger people to register to vote.

In person events and canvasses played a significant role in informing the public of the upcoming election and the importance of registering to vote. Staff carried out a range of national engagements which included street canvasses in The Square Shopping Centre in Tallaght, Blanchardstown Centre, Cork City,

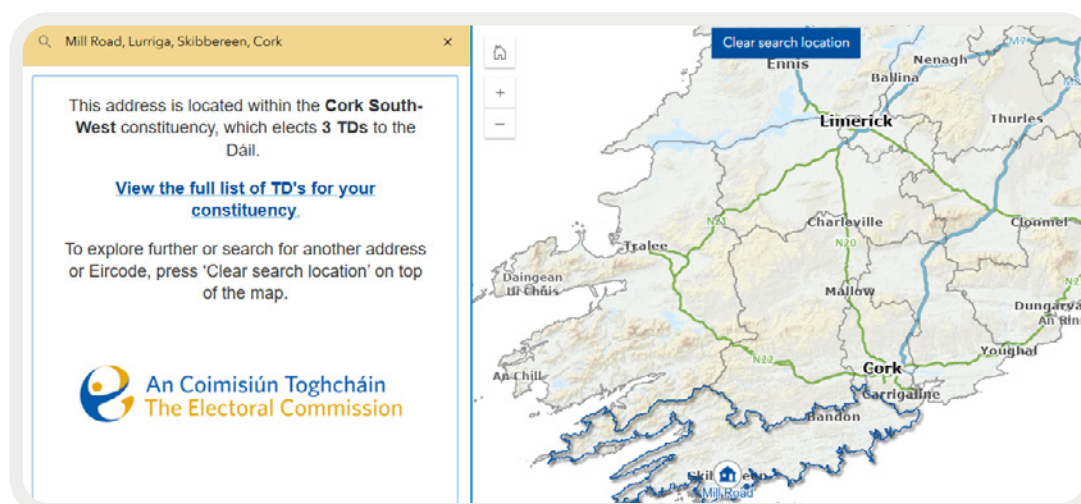
Galway City, and in Athlone Towncentre. We also met with Traveller groups, first-time voters, people with disabilities, student societies, and secondary schools in the lead up to polling day.

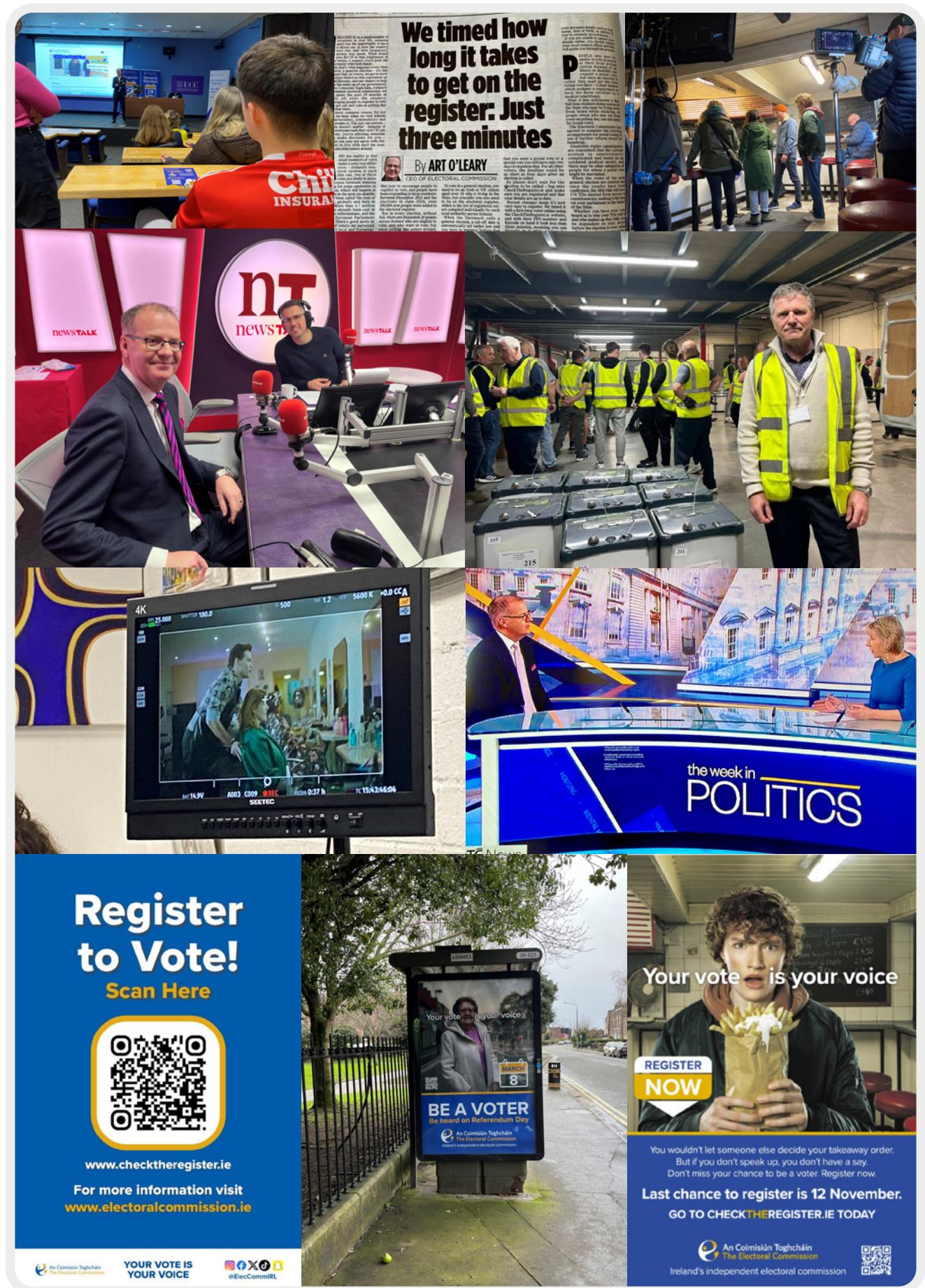
A further innovation was the production of a "Journey of a Ballot Box" social media video which showed the journey of one particular ballot box through the election period from being packed, dispatched, used on polling day and brought to the count centre.

General election social media campaign:

- ▶ **1.45m** impressions on Instagram,
- ▶ **113,000** video views on our Tik Tok,
- ▶ **1.1m** Facebook accounts reached.
- ▶ **330,768** views of our bilingual website made up of
- ▶ **211,201** users,
- ▶ **87,485** website views on polling day itself.

The website also hosted another innovation for Ireland's elections, with the development and launch of a 'What constituency am I in' mapping tool (pictured below). This new tool allowed people to enter their Eircode or address to be instantly advised of their constituency. It was of particular importance following the 2023 constituency review which saw over half a million voters moving constituencies. Over the course of the campaign, this webtool attracted 138,991 views.





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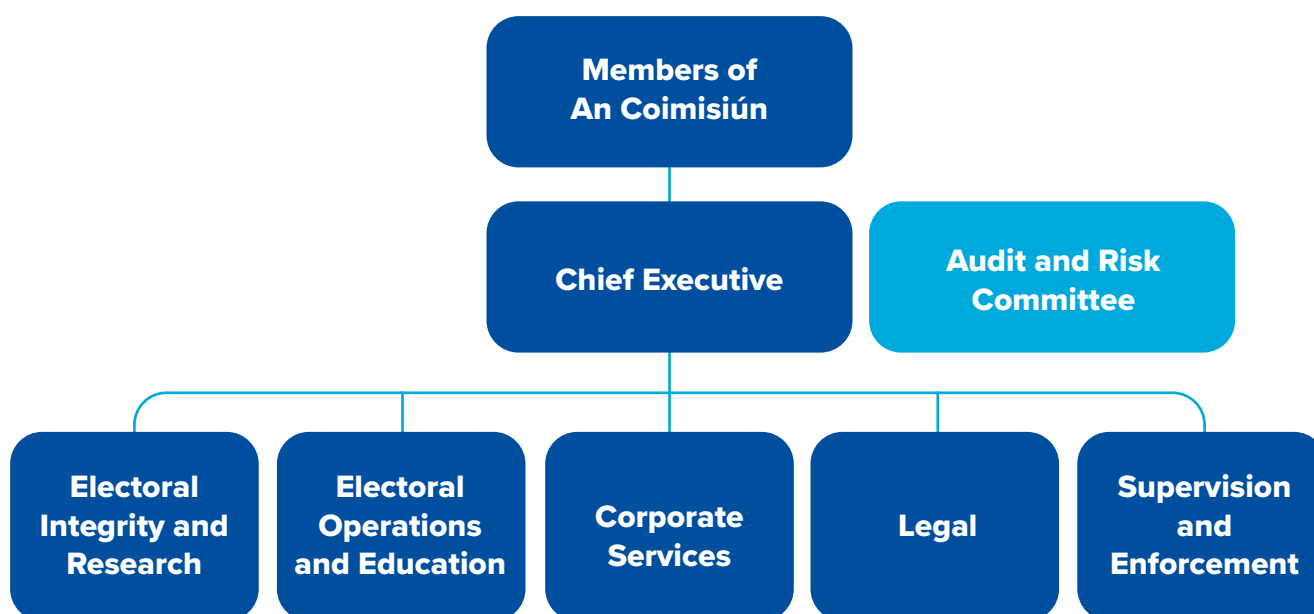
Strategic Priority Two

Capability and Capacity Building

Organisational structure

An Coimisiún Toghcháin consists of a chairperson, four ordinary members and two ex-officio members, the Clerk of the Dáil and the Ombudsman. The *Electoral Reform Act 2022* provides for a Chief Executive

who is responsible for the effective and efficient management of An Coimisiún as an organisation, and the effective and efficient execution of An Coimisiún's electoral functions. The organisation structure is outlined below:



Electoral Integrity and Research

This unit is responsible for:

- Post electoral event reviews on the administration of electoral events
- Research function of An Coimisiún including developing and leading the delivery of a Research Programme and any associated research infrastructure
- Non-regulatory actions to mitigate risks to electoral integrity including online threats

Electoral Operations and Education

This unit is responsible for:

- Referendum functions of An Coimisiún
- Oversight of the Electoral Register
- Registrar of Political Parties
- Dáil, European and Local electoral boundary review functions
- Voter Education and Public Engagement Strategy



Corporate Services

This unit is responsible for:

- Human Resources and Facilities management
- Finance, Procurement and Governance
- Information and Technology
- Communications
- Secretariat to An Coimisiún and the Audit and Risk Committee

Supervision and Enforcement Unit

This unit was established in 2024 and will be responsible for the regulation functions of the *Electoral Reform Act 2022* once commenced.

Legal Unit

This unit was established in 2025 and has responsibility for providing legal advice on Electoral Law, Constitutional Law and other related legislation. This unit supports all teams and the Commission in their regulatory work.

Recruitment

15 staff joined An Coimisiún in 2024 via secondment, mobility and open competition, including two professional and technical competitions using our own recruitment license, bringing our total staff count to 30. Four interns were also recruited in 2024 and appointed to various teams across the organisation.

Learning and Development

Staff participated in academic learning and attended role-specific training courses, seminars and conferences to enhance their skill area and broaden their national and international networks. With three electoral events in 2024, Learning and Development focused on training for PEER with Disability Awareness and Presiding Officer training rolled out as well as Polling Centre training for the June local and European elections.

On joining An Coimisiún, staff complete mandatory civil service training in line with their duty to adhering to public service values. Our Human Resources team conducted a skills audit based on the key skills essential for the effective functioning of An Coimisiún and produced an individual learning guide based on key findings.

Staff participated in courses and training programmes, including the following:

- Advanced Diploma in Electoral Law and Politics (Kings Inns)
- Certificate in Public Procurement
- Certification in Human Resource Management
- Disability Awareness Training
- Emerging Leaders Graduate Programme
- Equality and Human Rights in the Public Service
- eTenders Training Course
- Fire Warden Training
- First Aid Training
- FOI Decision Maker training
- Governance and Risk Training
- Higher Diploma in Cyber Security
- Neuro Diversity in the Workplace
- Presiding Officer Training
- Professional Diploma in Leadership
- Professional Diploma in Strategy and Innovation
- Project Management Training course

Health, safety and wellbeing initiatives

An Coimisiún is committed to creating an inclusive and safe workplace and continue to build a culture of care and community for colleagues. We celebrate achievement, encourage participation, encourage team building events and build wellbeing into all Performance Management and Development System (PMDS) processes.



To promote the highest standards of health and safety across the organisation, we published our safety statement in 2024. Staff play an active role in the implementation of the Health and Safety Policy and as an organisation we commit to reviewing and revising the policy in response to any changes in legislation, work practices, work environment, experience and other relevant developments. This commitment to health and safety includes online ergonomic training and assessments for all staff, health and safety manager and representative training as well as first aid and fire warden training. Our Human Resources team has undergone specialised training in neurodiversity in the workplace to foster an inclusive workplace. Several staff members have been designated as 'named contact persons' to support colleagues affected by domestic violence and directing them towards information and supports.

An Coimisiún continues to engage with the Civil Service Employee Assistance Service and actively promote and encourage participation in wellbeing initiatives through the One Learning platform and staff social events. We have arranged staff outings with an historical theme, in-house 'coffee and conversation' events and encourage staff feedback on an ongoing basis.

Disability

An Coimisiún is committed to employing and supporting staff with disabilities. Under the *Disability Act 2005* public bodies are required to report on the number of staff with disabilities employed by them. In 2024, 10% of employees reported a disability using the definition of disability as defined in the *Disability Act 2005*.

Public Sector Equality and Human Rights Duty

In line with our obligations under Section 42 of the *Irish Human Rights and Equality Commission Act 2014*, we have had due regard to the Public Sector Equality and Human Rights duty which requires public bodies to promote equality, prevent discrimination and protect the human rights of both staff and service users in the delivery of their functions.

We continue to work to ensure that An Coimisiún fosters an inclusive culture, grounded in dignity and respect and embedded in our organisational policies and daily operations.

International engagement

Organisation for Security and Co-operation in Europe and Office for Democratic Institutions and Human Rights (OSCE & ODIHR)

An Coimisiún was delighted to participate in its first Electoral Observation Mission in Bosnia and Herzegovina in October 2024. This was organised by the OSCE-ODIHR, alongside the Department of Foreign Affairs and roster members. It is anticipated that An Coimisiún will participate in observation missions on an annual basis.

India

In October 2024, Chair, The Honourable Ms. Justice Marie Baker and Chief Executive Art O’Leary visited India to build institutional links between the Irish Electoral Commission and the Election Commission of India. The aim of the visit was to explore avenues for future collaboration.

Australia

In July 2024, Mr. Tom Rogers, head of the Australian Electoral Commission was a guest speaker at the launch of An Coimisiún’s inaugural Research Programme. During his visit to Ireland, Mr Rogers met with staff, academics and members of civil society and shared his expertise on elections. Following the visit, An Coimisiún were pleased to welcome the Digital Engagement Director from the Australian Electoral Commission as part of a staff exchange, who worked closely with the communications team in the lead-up to the general election, contributing valuable insights and expertise.

United Kingdom

In October 2024, An Coimisiún met with a delegation from the UK Electoral Commission and the Northern Ireland Electoral Commission to discuss key issues ahead of the forthcoming elections.

An Coimisiún will continue to engage with our international counterparts to foster mutual learning and strengthen international cooperation and collaboration on matters of democracy.



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Strategic Priority Three

Education and Active Participation

Education and Voter Engagement 2024

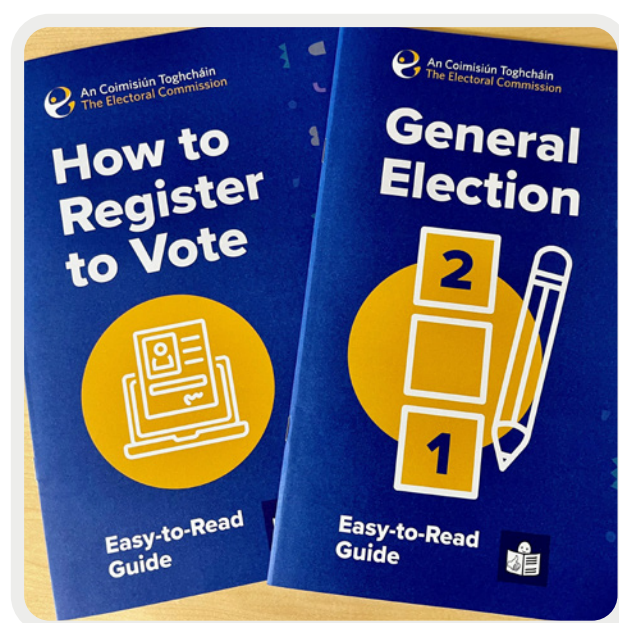
Our commitment to leading on voter engagement was achieved throughout 2024, members of staff answered several thousand queries via telephone and email from members of the public. The details on queries on the Referendums on Family and Care can be found in the report on those referendums.

During 2024 we developed a suite of educational resources to assist voters during all electoral events. Accessible information was printed and provided with an Easy-to-Read version of the referendum booklet being made available to individuals, groups and organisations across the country.

An Coimisiún ran a “Don’t Spoil Your Day” voter education drive in the two weeks leading into the European and local elections on 7 June 2024. This campaign saw the Commission promoting its “How to Vote” video online and sharing through our education and engagement stakeholders. In addition to our online presence, we participated in more than 25 national and regional broadcast interviews focussing on the voting process. In advance of the elections, 40,000 people visited the “How to Vote” page on our website which featured a video on how to correctly complete a ballot.

Figures collected by An Coimisiún suggest a reduction in spoilt votes of circa 31,000 or 29%, despite a larger number of people voting. Educational and accessible step-by-step videos detailing ‘How to Register’ and ‘How to Vote’ were produced for our website and social

media channels. A new ‘What Constituency am I in?’ mapping tool was created following requests from the public. The searchable map, which was viewed over 130,000 times in the run up to the general election, allowed the public to input their Eircode or address to search for the name of their constituency and a list of candidates running in their area. Multiple physical resources were also produced and disseminated nationwide. These included ‘General Election Easy-to-Read Guide’, ‘How to Register to Vote Easy-to-Read Guide’, QR code posters encouraging the public to register to vote and sample ballot papers and polling cards to increase the public knowledge of the voting process.





Education and Public Engagement Strategy

Preparation for the Education and Public Engagement Strategy continued throughout the year. Meetings took place with over 70 bodies and stakeholders including the Northern Ireland Electoral Commission, Elections Canada, the Department of Education and Youth, REHAB, Irish Wheelchair Association, Focus Ireland, the Immigrant Council and Down Syndrome Ireland. A roadmap to the Education and Public Engagement Strategy was developed, and work was undertaken to identify key areas of focus for the strategy. There were four key areas identified:

- Formal education
- Adult and community education
- Groups experiencing barriers
- National public engagement

Work continued on identifying and engaging subject matter specialists, experts, academics and those with lived experience to form working groups representing each area of focus. While the focus shifted to the multiple electoral events in 2024, we were able to implement school presentations on a pilot basis prior to the general election. Members of staff made both online and in-person informative presentations to multiple schools. These were also a valuable source of feedback from the hundreds of students and teachers involved. Key to the work of An Coimisiún, public voter education engagements were attended and presented at by members of staff. The work carried out and the experience gained during the various electoral events enriched the approach taken to the Education and Public Engagement Strategy. These events engaged previously untapped audiences and presented many ideas and thoughts on the future of voter education and information.



Strategic Priority Four

Research and Data

Post Electoral Event Reviews

As provided for under section 68 of the *Electoral Reform Act 2022*, An Coimisiún prepared Post Electoral Event Reviews (PEERs) on the administration of every electoral event in 2024. Such reports must be published within six months of polling day and feature a description of the assistance given to voters with disabilities by election officials.

To ensure that PEERs were based on practical on the ground voter experience, it was decided that polling station visits should be a core element of the PEER. In terms of identification, polling stations were selected using a range of socio-economic datasets, accessibility reports and feedback from the public. For example, for the June 2024 local and European elections, Census 2022 data provided by the Central Statistics Office was used to identify polling stations. Whereas for the general election, Pobal's Deprivation Index was utilised to identify polling stations with high levels of deprivation. Members and staff of An Coimisiún underwent election observation and disability awareness training and were provided with a PEER checklist based on international best practice to be completed at each station on their routes. We have also maintained regular contact with returning officers and other officials and stakeholders throughout the year.

An Coimisiún visited polling stations in all 26 counties on 8 March, 7 June and again on 29 November: a total of 285 polling station visits. The PEER report on the Family and Care referendums was published on 4 September 2024; the PEER report on the local, European and Limerick mayoral elections was published on 6 December 2024; and the PEER report on the 2024 General Election was published on 29 May 2025. Preparatory work also commenced

in late 2024 for the PEER of the Seanad election, which took place in late January 2025.

An Coimisiún made recommendations in these PEER reports based on our observations, each of which is aimed at improving the administration, integrity and accessibility of the electoral process.

Research

Section 64 of the *Electoral Reform Act 2022* mandates An Coimisiún to “conduct research on electoral policy and procedure and make recommendations to the Minister and Government arising from this research”.

In order to maximise stakeholder and public involvement in developing its first Research Programme, An Coimisiún launched a public consultation process to gather views on a draft Research Programme in November 2023. In total, 62 submissions were received by the closing date in January 2024 from a broad range of individuals and organisations. Generally, submissions were supportive of the proposed strands and made useful suggestions regarding the potential research priorities. All the research submissions were published on our website alongside a summary document.

An Coimisiún's Research Programme 2024-2026 was launched on 10 July 2024. The programme sets out indicative research priorities for the period to 2026 under five strands. Research commenced shortly thereafter on several topics, including a study of factors affecting electoral participation in Ireland with a particular focus on participation amongst groups frequently identified as under-reached; an analysis of the ballot paper candidate address requirement and a research project on election posters. We expect to publish our first research reports in 2025.



We were pleased to present the progress of our research at the Political Science Association of Ireland Annual Conference in Dublin in October. In total, seven presentations covering two themed sessions were dedicated to An Coimisiún's ongoing Research Programme. A Research Advisory Group (RAG) consisting of academic experts, an international member and representatives of under-reached groups was established by An Coimisiún, convening for the first time in March. The RAG met four times in 2024, and their insights have informed the development and focus of the Research Programme and specific research projects.

National Election and Democracy Study

Although Ireland has a substantial and well-regarded body of research on elections and electoral behaviour and many internationally respected electoral experts, a consistent and appropriately resourced National Election Study has not existed to date. To rectify this, Strand A of the Research Programme committed to establishing a National Election and Democracy Study (NEDS). With NEDS, An Coimisiún aims to build a democratic databank to measure over time the views, attitudes and experiences of the Irish public of electoral events and democracy and the factors that influence these.

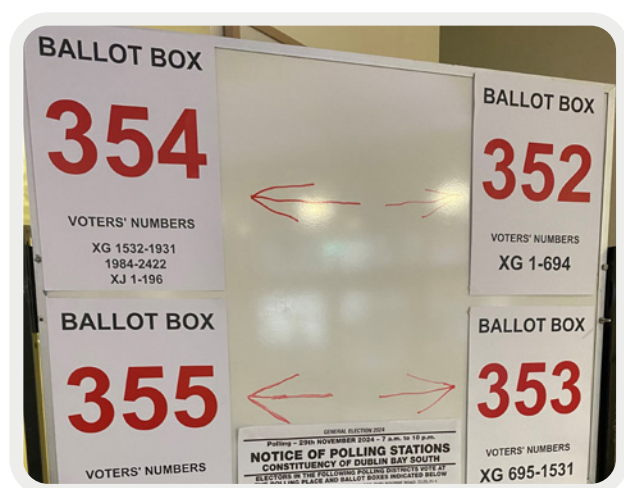
The NEDS project is being overseen by a Management Board which includes a team of leading electoral experts who advise on methodology, the selection of themes and questions, and other aspects of the design of the NEDS. The NEDS includes a series of questions reflecting An Coimisiún's functions, including on voter experience, voter registration, voter education and voter engagement. It also includes a series of other questions common in international election studies. The inclusion of these type of questions allows Ireland to be included in international comparison projects.

To date, there are seven NEDS datasets covering all of the electoral events which have taken place since An Coimisiún's establishment in 2023. As a pilot study, An Coimisiún commissioned online ($n = 1,041$) and telephone ($n = 1,001$) surveys ahead of the Family and Care referendums and a Voters' Survey ($n = 3,557$) outside 185 polling stations across Ireland.

In June, an online survey was commissioned for the local and European elections ($n = 3,045$), while close to 900 voters were surveyed outside 52 polling stations in Limerick to mark the election of the first ever directly elected mayor in Ireland on the same day.

For the general election that took place on 29 November 2024, An Coimisiún commissioned a face-to-face survey (n = 1,426). Using a probabilistic sampling framework based from Eircode data, respondents were stratified in 287 electoral districts using Pobal's Deprivation Index. The 1,426 respondents included 1,101 voters in the sample and 324 non-voters. Data collection took place between 1 December 2024 and 28 February 2025. The face-to-face dataset was further bolstered by an online sample of 1,421 respondents (n = 1,100 voters and n = 321 non-voters).

All results have been published on our website and codebooks can be requested by interested parties. A total of 28 requests have been received for NEDS datasets to date.



Electoral Integrity

Parts 4 and 5 of the *Electoral Reform Act 2022* provides for powers for an An Coimisiún in relation to online political advertising during election periods and to protect the integrity of electoral events against the dissemination or publication of online disinformation, online misinformation and manipulative or inauthentic behaviour online. These powers have not been commenced. However, An Coimisiún has employed a number of non-regulatory tools to promote electoral integrity and mitigate online and other risks to electoral integrity.

In 2024, An Coimisiún engaged extensively with other electoral commissions and electoral management bodies, relevant experts and national and international bodies including through participating in the European Cooperation Network on Elections. We hosted a workshop led by the Hybrid Centre of Excellence on Preventing Election Interference in advance of the June elections.

An Coimisiún also chairs and provides the Secretariat for Ireland's National Election Cooperation Network as provided for in EU Commission recommendations of 2018.¹ They met four times in 2024.

An Coimisiún engaged with stakeholders through a consultation process and subsequently published the *Framework on Online Electoral Process Information, Political Advertising and Deceptive AI Content* ahead of the June elections. This was endorsed by Technology Ireland and circulated to political parties and candidates in advance of the June and November elections.

An Coimisiún developed an *April Fools' Day* campaign surrounding mis/disinformation.

¹ COMMISSION RECOMMENDATION of 12.9.2018 on election cooperation networks, online transparency, protection against cybersecurity incidents and fighting disinformation campaigns in the context of elections to the European Parliament



Strategic Priority Five

Oversight of Electoral Register

Oversight of the register of electors

Oversight of the electoral registers is a key function of An Coimisiún Toghcháin. While responsibility for the management and maintenance of the electoral registers lies with local authorities, An Coimisiún can undertake a range of activities to support its oversight function. An Coimisiún may carry out research in relation to:

- the accuracy and completeness of electoral registers;
- the maintenance of electoral registers;
- the processes relating to the compilation, maintenance and functioning of the electoral registers.

An Coimisiún is also required to publish and lay a report before the Houses of the Oireachtas setting out:

- any research undertaken into the electoral registers;
- An Coimisiún's assessment of the status and functioning of the registers; and
- any recommendations to Government or local authorities to maintain and enhance the integrity of the electoral register and the registration process.

During 2024, An Coimisiún conducted detailed research, including the collation of extensive qualitative and quantitative data from the 31 local authorities. It also engaged with the local authorities and other key stakeholders to inform its assessment of the accuracy, completeness, management and maintenance of the electoral registers. This included collection of data and information in relation to processes in place to

manage and maintain the registers, resourcing of franchise functions, activities undertaken to increase register accuracy and completeness, and the challenges experienced. On foot of this research, it produced recommendations for a comprehensive plan to address legacy issues, which local authorities and Government can implement. These recommendations seek to increase the accuracy of every one of the 31 electoral registers before the next round of electoral events scheduled to commence in 2029. The Commission's assessment and recommendations are set out in the first Oversight Report on the Electoral Registers which was laid before the Houses of the Oireachtas and published on 1 May 2025. The report is the foundation for future assessments and is intended as a first step towards setting standards for the maintenance and management of the electoral registers.

Register of Political Parties

The Register of Political Parties is a formal register of all political parties in Ireland. It is managed by the Registrar of Political Parties, who is the Chief Executive of An Coimisiún Toghcháin. The Register is kept in accordance with sections 41-55 of the *Electoral Reform Act 2022*.

At election time the register is used by returning officers to verify nomination papers of candidates running for political parties during a Dáil, European Parliament, local or Limerick mayoral election. This is important in clarifying for voters who is a "party candidate" or not.

If a returning officer is not satisfied with the validity of a candidate's nomination papers it can affect how they appear on a ballot paper.

A candidate may:

- not be listed on ballot papers as running for a particular party;
- not be able to use a party emblem on the ballot paper;
- have to contest the election as a 'non-party candidate' which requires them to either pay a financial deposit or obtain the support of a number of registered electors before their name can be included on a ballot paper.



Register of Political Parties activity in 2024

- ▶ At the end of 2023, 28 parties were registered. At the end 2024, 30 parties were registered.
- ▶ During 2024, two new parties were registered. On 12 January, the Farmers Alliance was registered and on 3 May, Rabharta was registered.
- ▶ One appeal decision relating to The National Party-An Páirtí Náisiúnta was published by An Coimisiún on 12 September 2024. This was the first appeal decision since An Coimisiún was established.
- ▶ The register was updated six times in 2024 between February and November.
- ▶ 26 queries were received about registering a new political party.
- ▶ 16 FOI requests were received related to the register.
- ▶ One decision to refuse to register “an electoral alliance” of three already registered parties was made on 27 September 2024. It was refused as it was not permitted under the *Electoral Reform Act 2022*.
- ▶ During 2024, two Parties changed their name.
- ▶ Rabharta (Dublin & Ireland South) became Rabharta (Munster & Leinster).
- ▶ Direct Democracy Ireland (D.D.I.) became Liberty Republic.
- ▶ During 2024, seven parties registered or updated their emblems. These were:
 - Aontú
 - The Communist Party of Ireland
 - Liberty Republic
 - Independent Ireland
 - The Right To Change (RTOC) Party
 - People Before Profit-Solidarity
 - The Green Party
- ▶ During 2024, one party, Sinn Féin, updated the name of the European Parliament Group within which their MEPs sit.



Governance and Compliance

Corporate governance

An Coimisiún has a Corporate Governance Framework in place which sets out how it is governed and describes the structures, policies and processes that are in place in order for An Coimisiún to deliver on its statutory obligations.

Business planning

Each unit within An Coimisiún is required annually to produce a Business Plan, which set out the key outputs that will be delivered throughout the year. The plans are reviewed regularly by the Management Team and formal progress updates are also provided to all staff on a regular basis.

Funding

An Coimisiún Toghcháin is funded by the Central Fund through a Vote of Dáil Éireann. Our vote is known as Vote 23 and was €11,719,000 for 2024. The Chief Executive of An Coimisiún Toghcháin is the Accounting Officer for the Vote. Each year the Accounting Officer must prepare the Appropriation Account for the Vote for submission to the Comptroller and Auditor General. The Accounting Officer may then be called to appear before the Committee of Public Accounts of the Dáil to give evidence about the Account. The Appropriation Account for the year ended 31 December 2024 was submitted to the Comptroller and Auditor General on the earlier required date of 11 March 2025.

Data protection

An Coimisiún recognises the need to treat personal data in an appropriate and lawful manner. We are committed to complying with our obligations in this regard and in respect of all personal data. Our Data Protection Policy was developed to define how we will collect, manage and process personal data. Adhering to this policy will help ensure that the “rights and freedoms” of natural persons are protected and to ensure that personal data is processed in a manner that is compliant with the General Data Protection Regulation (GDPR).

Freedom of Information Act, 2014

Section 8 of the *Freedom of Information Act 2014* requires An Coimisiún to prepare and publish as much information as possible in an open and accessible manner on a routine basis outside of FOI, having regard to the principles of openness, transparency and accountability.

Number of FOI desicions 2024	
Granted	10
Part-granted	5
Refused	22
Withdrawn/Handled outside of FOI	4
Total	41
Types of requests	
Journalist	8
Member of the public	32
Political Party	1

Protected disclosures

An Coimisiún is required under section 22 of the *Protected Disclosures Act 2014* to publish an annual report in relation to the number of protected disclosures made to it in the preceding year and the action taken in response to any such protected disclosures. No protected disclosures were made to An Coimisiún in 2024.

Audit and Risk Committee

The Audit and Risk Committee was established by An Coimisiún Toghcháin to provide independent assurance on the adequacy and effectiveness of the governance arrangements including financial reporting, internal controls, risk management and value for money. All members attended four meetings of the Audit and Risk Committee in 2024 on 20 March, 11 June, 16 September and 9 December.

Audit and Risk Committee Membership:

- Cyril Maybury (Chairperson)
- Kieran Coughlan
- Louise Jevens
- Maura Quinn
- Tom Ward

Prompt payments

An Coimisiún complies with the *Prompt Payment of Accounts Act 1997* and the *European Communities (Late Payment in Commercial Transactions) Regulations 2002*. In 2024, 778 payments were made within 15 days and 1 payment was made outside of 30 days. An Coimisiún’s Prompt Payment Returns are published on our website.

Climate Action Fund

The Climate Action Fund (CAF) was established to provide assistance and financial support to projects which will help Ireland achieve its climate and energy targets. The payment due was calculated using the International Civil Aviation Organisation Carbon Emissions Calculator to establish the following:

Total kilometres travelled via flights	83,871
Tonnes of CO2 applicable	11.5427
Year/Reference	2024 – CAF904
Amount being remitted	€646.39

Circular 01/2020: Procedures for Offsetting the Emissions Associated with Official Air Travel, sets out the rationale of the 2024 payment to the Climate Action Fund at the Department of Climate, Energy and the Environment. The calculation is based on estimated emissions associated with each commercial flight taken by officials in 2024.

Overview of energy use

In accordance with *Statutory Instrument 426 of 2014: European Union (Energy Efficiency) Regulations 2014*, all public sector bodies are required to report annually on their energy usage and any actions taken to reduce consumption. In late 2023, An Coimisiún moved to new offices in Dublin Castle. The OPW had repaired the building to make suitable for office accommodation. The aim of this project was to conserve and upgrade a former barracks building within Dublin Castle, in use as offices, while respecting the heritage significance. A key aspect of this was improving the energy performance and the BER achieved post works was B1, which aligns with the National Development Plan goals for public sector buildings.

Dublin Castle office

In 2023 An Coimisiún Toghcháin had no official assigned offices, staff had been working from four separate temporary and borrowed spaces, to moving to new premises in December 2023 in Dublin Castle. The refurbished heritage building is stated-owned and managed by the Office of Public Works.

The repair of the building was a collaborative effort from all members of the OPW design team and the expert crafts persons involved on site, to use their extensive knowledge and experience of historic structures and materials to carry out critical structural repairs and energy upgrades with utmost care and consideration to this significant historic structure.

The building works as a living laboratory with sensors installed to allow post occupancy comparative analysis on the performance of the two innovative insulations and the indoor environment which will inform future historic building energy renovations.

Report under the Official Languages (Amendment) Act 2021

Under section 4b of the revised *Official Languages Act*, we report on our performance of obligations under the *Official Languages (Amendment) Act 2021*. A member of An Coimisiún’s Senior Management Team has been appointed to monitor performance and report on our obligations under the Act.

All written communications received in the Irish language was answered in Irish and if a member of the public wished to conduct their business through Irish by telephone, a member of staff was available to provide such a service when required.

Information material and key publications were available on our website in the Irish language and a spokesperson was provided throughout the year who undertook television and radio interviews in the Irish language.

The provision of our content in the Irish language is a vital part of our work and we continue to adhere to the requirements set out in the Official Languages Acts.

Commission meetings and attendance

The table below shows the number of meetings held by the Commission and attendance at meetings in 2024.

January – December 2024	
Number of meetings for each member	
Honourable Ms. Justice Marie Baker (Chairperson)	14/14
Mr Alex Attwood	14/14
Mr John Curran	14/14
Mr Ger Deering	14/14
Professor Caroline Fennell	14/14
Mr Peter Finnegan	14/14
Ms Maura Quinn	14/14



Financial Expenditure – 2024

Expenditure – 2024

Item	Estimate provision 2024 €	Outturn 2024 €	Outturn 2023 €
Salaries, wages and allowances	2,775	2,466	1,326
Travel and subsistence	190	72	25
Research, education and public engagement	2,460	3,768	253
Digital Capital Investment and IT Expenses	675	281	80
Premises expenses	630	113	239
Policy Reviews, Consultancy Services and Research	1,000	343	44
Referendum Function	3,500	2,862	902
Training and Development	250	47	
Operational services, supplies and sundry equipment	125	156	
Training and development and incidental expenses	-	-	140
Postal and telecommunications services	-	-	7
Total	11,605	10,108	3,016

Staffing and Remuneration

Employee Numbers

Full time equivalents	2024	2023
Number of staff at year end	30	20

Pay

Item	2024 €	2023 €
Pay	2,244	1,225
Other allowances	18	1
Overtime	4	1
Employer's PRSI	200	99
Total pay	2,466	1,326

Statement on internal financial control

Financial control environment

A control environment comprising the following elements were in place.

- Financial responsibilities were assigned at management level with corresponding accountability.
- Reporting arrangements were established at all levels where responsibility for financial management has been assigned.
- Formal procedures were established for reporting significant control failures and ensuring appropriate corrective action.
- An Audit and Risk Committee advise me in discharging my responsibilities for the internal financial control system.
- Procedures for key business processes were documented as they were developed, the remaining documented processes are under development.
- There were systems in place to safeguard the assets.

Administrative controls and management reporting

A framework of administrative procedures and regular management reporting were in place, including segregation of duties and a system of delegation and accountability and, in particular, that

- there was an appropriate budgeting system with an annual budget which was kept under review by senior management
- there were regular reviews by senior management of periodic and annual financial reports which indicate financial performance against forecasts
- a risk management system operated within the Authority
- there were systems aimed at ensuring the security of the ICT systems
- there were appropriate capital investment control guidelines and formal project management disciplines

Internal audit

The internal audit function was put in place on 25 April 2024 and the audit plan for 2024-2026, which was reviewed by me and by the Audit and Risk Committee, has been drawn up. Procedures are in place to ensure that the reports of the internal audit function are followed up.

Audit and Risk Committee

An Coimisiún Toghcháin has an Audit and Risk Committee. The role of the Committee is to oversee, advise and support An Coimisiún and the Chief Executive/Accounting Officer by reviewing the assurances on a range of matters including the integrity of internal financial controls, risk management and financial statements. It also reviews and approves the internal audit annual work programme.

Procurement

An Coimisiún ensures that there is an appropriate focus on good procurement practice in the award of all contracts and that procedures are in place to ensure compliance with all relevant guidelines. Expenditure on goods, professional and other contracted services, amounted to a total of €7.570 million in 2024.

Non-compliance with procurement rules

An Coimisiún complied with the guidelines with the exception of 1 contract in excess of €25,000 (exclusive of VAT) totalling €74,811 (exclusive of VAT) as set out below.

- 1 contract with a value of €74,811 was incurred to provide urgent legal services in relation to work on two referendums. A contract has been put in place since July 2024 for such services.

Risk and control framework

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

A risk register is in place which identifies the key risks facing this office and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by the Management Team on a quarterly basis. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level.

The risk register details the controls and actions needed to mitigate risks and responsibility for operation of controls assigned to specific staff.

Ongoing monitoring and review

Formal procedures have been established for monitoring control processes. Control deficiencies are communicated to those responsible for taking corrective action and to the Management Team and the Audit and Risk Committee, where relevant, in a timely way up to and including escalating any issues arising in an appropriate manner. Key risks and related controls were identified and processes put in place to monitor the operation of those key controls and report any identified deficiencies.

Review of effectiveness

An Coimisiún has put in place procedures to monitor the effectiveness of its risk management and control procedures. An Coimisiún's monitoring and review of the effectiveness of the system of internal financial control is informed by the senior management within an Coimisiún responsible for the development and maintenance of the internal financial control framework and is informed by the work of the internal and external auditors.

Internal financial control issues

No weaknesses in internal financial control were identified in relation to 2024 that resulted in, or may result in, a material loss.



Appendix 1: Commission Members Fees, Travel and Subsistence 2024

Commission Members Fees, Travel and Subsistence 2024

The following table outlines the Fees and Travel and Subsistence payments made to each Commission member in respect of 2024.

January – December 2024

Members	Fees	Travel and Subsistence
The Honourable Ms. Justice Marie Baker (Chairperson)*	€65,316	€1,379
Mr Alex Attwood	€23,940	€3,169
Mr John Curran	€11,970	€929
Mr Ger Deering	€0.00*	-
Professor Caroline Fennell	€11,970	€1,976
Mr Peter Finnegan	€0.00*	-
Ms Maura Quinn	€11,970	€3,413

* In line with the ‘One Person One Salary’ principle, no serving public servant is entitled to receive remuneration in the form of board fees, save for situations that are statutorily provided for e.g. Worker Directors. For this reason, in 2024 no fees were paid to Mr Ger Deering, Mr Peter Finnegan and to The Honourable Ms. Justice Marie Baker prior to her retirement on 16 April 2024.



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