

**Law Reform Commission**

**Draft Reports & Financial Statements**

**for the financial year ended 31 December 2023**

# Law Reform Commission

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## Law Reform Commission

### Information

<b>President</b>	Mr Justice Frank Clarke
<b>Commissioners</b>	Mr Richard Barrett - Full time Commissioner Mr Justice Maurice Collins - Part time Commissioner Dr Andrea Mulligan, BL - Part time Commissioner Ms Justice Niamh Hyland - Part time Commissioner
<b>Registered office</b>	The Law Reform Commission 5th Floor Styne House Upper Hatch Street Dublin Dublin 2
<b>Auditor</b>	Comptroller & Auditor General 3A Mayor Street Upper Dublin 1 DO1PF72
<b>Bankers</b>	Danske Bank 3 Harbourmaster Place Dublin 1

**Report of the Comptroller and Auditor General**

**Report of the Comptroller and Auditor General**  
**Law Reform Commission (continued)**

Comptroller & Auditor General  
3A Mayor Street Upper  
Dublin  
DO1PF72

## **Governance Statement and Commission Member's Report**

### **Governance**

The Law Reform Commission was established under the Law Reform Commission Act 1975. The functions of the Commission are set out in section 4 of the 1975 Act. The Commission is accountable to the Office of the Attorney General, the Department of An Taoiseach and the Minister for Public Expenditure and Reform. The Commission is responsible for ensuring good governance and performs these tasks by setting strategic objectives and targets in its Strategy Statement and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of the Law Reform Commission are the responsibility of the Full Time Commissioner and Senior Management team. The Full Time Commissioner and the Senior Management team must follow the broad strategic direction set by the Commission, and must ensure that all Commission members have a clear understanding of the key activities and decisions related to the Commission, and of any significant risks likely to arise. The Full Time Commissioner acts as a direct liaison between the Commission and Senior Management.

### **Commission Responsibilities**

The work and responsibilities of the Commission are set out in the Law Reform Commission Act 1975, which describes the matters specifically reserved for Commission decisions. Standing items considered by the Commission include:

- Financial reports and management accounts;
- HR and other administration matters;
- Progress reports from the Director of Research on the research projects in the Commission's Programmes of Law Reform (these Programmes, which must be approved by Government under the 1975 Act, contain a list of law reform projects on which the Commission carries out research, followed by publication of Consultative Issues Papers and later, Reports with recommendations for law reform) and on specific requests made by the Attorney General;
- Review and discussion of draft papers concerning the Commission's research projects.

Section 9 of the Law Reform Commission Act 1975 requires the Commission members to keep, in such form as may be approved by the Minister for Public Expenditure and Reform, all proper and usual accounts of money received and expended by it.

In preparing these financial statements, the Commission is required to:

- Select suitable accounting policies and apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that it will continue in operation, and;
- State whether applicable accounting standards have been followed, subject to any material departure disclosed and explained in the financial statements.

The Commission carries out an evaluation of the work programme at each of its quarterly business meetings, where it reviews progress on all projects, evaluates annually, which was done at its March 2024 meeting, and also when it reviews its draft Annual Report, in the case of the Annual Report 2023 at its May 2024 meeting.

The Commission is responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Commission considers that its financial statements give a true and fair view of the financial performance and the financial position of the Law Reform Commission at 31 December 2023.

### **Commission Structure**

The Commission comprises its 5 members, that is, the Commission President, the Full Time Commissioner and 3 Part Time Commissioners, all of whom are appointed by the Government in accordance with the Law Reform Commission Act 1975. The members of the Commission may be appointed for a period of up to 5 years. The Commission meets at least 10 times a year. The table below details the appointment period of Commission members in 2023:

Commission member	Role	Date Appointed
Mr Justice Frank Clarke	President	12th July 2022 (appointed)
Mr Richard Barrett	F/T Commissioner	5th April 2022 (appointed)
Mr Justice Maurice Collins	P/T Commissioner	1st October 2020 (appointed)
Dr Andrea Mulligan, BL	P/T Commissioner	1st October 2020 (appointed)
Ms Justice Niamh Hyland	P/T Commissioner	18th May 2021 (appointed)

### **Committees of the Commission**

The Attorney General's Internal Audit and Risk Committee carries out, in close liaison with the Commission, the internal audit and risk function for the Commission. From time to time, the Commission establishes ad hoc committees and/or working groups to assist its research; in 2023, the Commission did not establish any such committee.

### **Schedule of Attendance, Fees and Expenses**

A schedule of attendance at Commission meetings for 2023 is set out below including the fees and expenses received by each Commission member.

<b>Commissioner Name</b>	<b>No. of Meetings Attended</b>	<b>Salary/Fees €</b>	<b>Travel expenses to Commission meetings €</b>	<b>Attendance at conferences/lectures €</b>
<b>President</b>				
Mr Justice Frank Clarke	11	59,183	-	416
<b>Commissioner (F/T)</b>				
Mr Richard Barrett	11	159,444	-	453
<b>Commissioners (P/T)</b>				
Mr Justice Maurice Collins	11	-	-	64
Dr Andrea Mulligan, BL	11	-	-	358
Ms Justice Niamh Hyland	11	-	-	64

\*Please note, in addition to the monthly Commission meetings, Commission members attended in excess of forty subject specific meetings/briefings, to discuss ongoing draft chapters of active Reports/Consultation Papers.

The President's salary is in accordance with relevant Government guidelines.

The full time Commissioner's salary is at Assistant Secretary General Level.

The part time Commissioners do not receive salaries or fees under the One Person One Salary (OPOS) policy.

### **Disclosures Required by Code of Practice for the Governance of State Bodies (2016)**

The Commission members are responsible for ensuring that the Law Reform Commission has complied with the requirements of the Code of Practice for the Governance of State bodies as published by the Department of Public Expenditure and Reform in August 2016. The following disclosures are required by the Code.



### **1) Consultancy Costs**

Consultancy costs includes the cost of external advice to management and excludes outsourced "business-as-usual" functions.

	<b>2023</b>	<b>2022</b>
	<b>€</b>	<b>€</b>
Dignity at Work Adjudication	-	34,031
Data Protection Consultancy	2,460	
4th Programme of Law Reform Compulsory Acquisition of Land	-	18,066
4th Programme of Law Reform, Contempt of Court	-	2,400
Ethics review of proposed survey aimed at victims of crime.	-	500
Statute Law Revision Programme	210	-
Consultancy Research Campaign	-	275
Third Party Litigation Funding	4,500	8,000
Updates to specified Revised Acts.	3,920	-
Legislative Directory work on Finance Act 2022.	600	-
Tax advice consultancy	1,845	-
Organisational Governance Review	30,381	-
Rent Review	6,150	-
<b>Total</b>	<b>50,066</b>	<b>63,272</b>

### **2) Legal Costs and Settlements**

There were no legal costs or settlements in 2023.

### **3) Travel and Subsistence Expenditure**

Travel and subsistence expenditure is categorised as follows:

		<b>2023</b>	<b>2022</b>
		<b>€</b>	<b>€</b>
Domestic	Commission	229	-
	Employees	512	16
	Other	-	-
International	Commission	867	-
	Employees	1,348	-
	Other	-	-
<b>Total</b>		<b>2,956</b>	<b>16</b>

#### **4) Hospitality Expenditure**

The Income and Expenditure Account includes the following hospitality expenditure

	<b>2023</b>	<b>2022</b>
	<b>€</b>	<b>€</b>
Staff Hospitality	4,418	2,566
Client Hospitality	1,301	1,223
	<b>5,719</b>	<b>3,789</b>

Staff Hospitality includes refreshments for Commission meetings and staff canteen expenses.

#### **Statement of Compliance**

The Commission has adopted the Code of Practice for the Governance of State Bodies (2016) and has put procedures in place to ensure the compliance with the Code. The Commission was in full compliance with the Code of Practice of State Bodies in 2023.



**Mr Justice Frank Clarke**  
**President**

**Date 25th June 2024**

## **Statement on Internal Control**

### **Scope of Responsibility**

On behalf of the Commission, I acknowledge its responsibility for ensuring that an effective system of internal control is maintained and operated. This responsibility takes account of the requirement of the Code of Practice for the Governance of State Bodies (2016).

### **Purpose of the System of Internal Control**

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

The system of internal control, which accords with guidance issued by the Department of Public Expenditure and Reform has been in place in the Commission for the year ended 31 December 2023 and up to the date of approval of the financial statements.

### **Capacity to Handle Risk**

The Attorney General's Audit and Risk Committee also has responsibility for the Commission. This committee comprises a Chairperson, two external members, two staff from the AGO and Chief State Solicitor's Office who have a working knowledge of financial and audit practices. The Audit Committee met 4 times in 2023. The Law Reform Commission audits were on one of the agendas.

The Commission is a small public sector body with sanction for 24 staff and does not have an Internal Audit Function. As noted above, the internal audit functions fall under the remit of the Audit Committee within the office of the AGO (the Commission's parent Office) which carries out reviews on a biennial basis.

The Commission has developed a risk management policy, which sets out its risk tolerance, the risk management processes in operation and details the roles and responsibilities in relation to risk. This policy has been issued to all staff who are expected to work within the Commission's risk management policies, to alert management on emerging risks and control weaknesses and who assume responsibilities for risks and controls within their own area of work.

### **Risk and Control Framework**

The Commission 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 the Commission, and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by the Management Committee on an annual 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 operations of controls assigned to specific senior staff. I can confirm a control environment containing the following elements are in place:

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

### **Ongoing Monitoring and Review**

Formal procedures have been established for monitoring control processes. Control deficiencies are communicated to senior managers and the Commission who will take responsibility for corrective action where relevant. I confirm that the following ongoing monitoring systems are in place:

- Key risks and related controls have been identified. Processes have been put in place to monitor the operation of these key controls and report any identified deficiencies;
- Reporting arrangements have been established at all levels where responsibilities for financial management have been assigned; and
- There are regular reviews by senior management of periodic annual performance and financial reports which indicate performance against budgets/forecasts.

### **Procurement**

I confirm that the Commission has procedures in place to ensure compliance with current procurement rules and guidelines. The Commission complied with those procedures during 2023.

### **Review of Effectiveness**

I confirm that the Commission has procedures to monitor the effectiveness of its risk management and control procedures. The Commission's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the internal and external auditors, and the senior management within the Commission responsible for the development and maintenance of the internal control framework. The Internal Audit Unit of the Office of the Attorney General carry out reviews on a biennial basis.

In February 2023, the Head of Administration carried out a review of all policies and procedures, no weaknesses or irregularities were found and were approved by the Management Committee. In February 2023, The Institute of Public Administration was engaged by the Law Reform Commission to carry out a governance review focusing on assessing the current division of responsibilities and operational relationship arrangements at the Commission. The key deliverable from this review was a report outlining observations, findings and recommendations for consideration by the Commission, in consultation with the Office of the Attorney General. There were 25 recommendations falling within six categories, all of which are being considered by the Commission.

### **Internal Control Issues**

There were no weaknesses identified in internal controls in relation to 2023 that require disclosure in financial statements.



**Mr Justice Frank Clarke**  
**President**

**Date 25th June 2024**

## Law Reform Commission

### Statement of Income and Expenditure and Retained Revenue Reserves Year Ended 31 December 2023

	Note	2023 €	2022 €
<b>Income</b>			
Oireachtas Grant	2	2,548,000	2,316,000
Other		10,185	9,588
Deposit Interest		4,899	387
Transfer from/(to) Capital Account		73,732	70,418
Net deferred funding for pensions	7(c)	262,304	252,644
		2,899,120	2,649,037
<b>Expenditure</b>			
Salaries	5	1,385,320	1,241,911
Pensions	7(a)	413,576	392,667
IT		112,037	74,253
Rent and service charges		397,452	391,105
Light and Heat		14,985	13,803
Repairs and Maintenance - Buildings		28,683	2,305
Insurance		3,517	4,030
Telephone		16,784	13,845
Stationery & office management		70,179	39,987
Seminars		1,668	2,162
Library		116,497	126,840
Travelling and subsistence		2,956	16
Cleaning		11,656	12,807
Printing		35,672	24,229
Postage		5,907	2,529
Depreciation		95,835	100,638
Loss on Disposal of Fixed Assets		-	202
Misc Office Expenses		1,825	690
Auditors remuneration		12,500	10,450
Training		23,935	39,357
Corporate Support		50,553	57,349
Professional fees		50,066	63,272
		2,851,603	2,614,447
<b>Surplus/(Deficit) for the Year</b>		47,517	34,590
Balance Brought Forward at 1 January 2023		201,981	167,391
Balance Carried Forward as at 31st December 2023		<u>249,498</u>	<u>201,981</u>

The Statement of Cash Flows and notes 1 to 14 form part of these financial statements



**Mr Justice Frank Clarke**  
**President**

**Date 25th June 2024**

**Law Reform Commission**

**Statement of Comprehensive Income**

**Financial year ended 31 December 2023**

		<b>Year ended</b>	<b>Year ended</b>
	Note	<b>2023</b>	<b>2022</b>
		<b>€</b>	<b>€</b>
Surplus/(Deficit) for the Year		47,517	34,590
Actuarial Loss (Gain) on Experience on pension scheme liabilities		(547,000)	1,273,000
Actuarial Loss/(Gain) on Change in assumption on pension scheme liabilities		<u>91,000</u>	<u>(2,542,000)</u>
Changes in assumptions underlying the present value of pension scheme liabilities		-	-
Actuarial losses/(gains) on pension liability	7(b)	<u>(456,000)</u>	<u>(1,269,000)</u>
Adjustment to deferred pension funding		456,000	1,269,000
Total Comprehensive Income /(losses) for the year		<u>47,517</u>	<u>34,590</u>

The Statement of Cash Flows and notes 1 to 14 form part of these financial statements



**Mr Justice Frank Clarke**  
**President**

**Date 25th June 2024**

**Law Reform Commission**  
**Statement of Financial Position**  
**As at 31 December 2023**

	Note	2023 €	€	2022 €	€
<b>Fixed assets</b>					
Tangible assets	8	175,296		249,028	
			175,296		249,028
<b>Current assets</b>					
Receivables	9	223,914		226,361	
Cash and cash equivalents	3	146,105		102,300	
			370,019		328,661
<b>Current liabilities: amounts falling due within one year</b>					
Payables	10	(107,596)		(100,829)	
<b>Net current assets</b>					
			262,423		227,832
			437,719		476,860
<b>Liabilities: amounts falling due after more than one year</b>					
	11		(12,925)		(25,851)
			424,794		451,009
<b>Deferred retirement benefit funding</b>					
Deferred retirement benefit funding	7(c)		5,516,000		5,710,000
Retirement benefit (liability)	7(d)		(5,516,000)		(5,710,000)
<b>Net assets</b>					
			424,794		451,009
<b>Representing:</b>					
Capital account	4		175,296		249,028
Retained Revenue Reserves			249,498		201,981
			424,794		451,009

The Statement of Cash Flows and notes 1 to 14 form part of these financial statements



**Mr Justice Frank Clarke**  
**President**

**Date 25th June 2024**

**Law Reform Commission**  
**Statement of Cash Flows**  
**Financial year ended 31 December 2023**

	<b>Year ended 2023 €</b>	<b>Year ended 2022 €</b>
<b>Net Cash Flows from Operating Activities</b>		
Surplus/(Deficit) for the year	47,517	34,590
Transfer from/(to) Capital Account	(73,732)	(70,418)
Depreciation	95,835	100,638
Loss on Disposal of Fixed Assets	-	202
Decrease/(Increase) in Receivables	2,447	(12,208)
Increase/(Decrease) in Payables	6,767	(7,727)
Increase/(Decrease) in Creditors amounts falling due after more than one year	(12,926)	( 12,926)
Cash generated from operations	<u>65,908</u>	<u>32,151</u>
<b>Cash flows from investing activities</b>		
Purchase of tangible assets	(22,103)	(30,422)
Net cash used in investing activities	<u>(22,103)</u>	<u>(30,422)</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>	43,805	1,729
<b>Cash and cash equivalents at beginning of financial year</b>	<u>102,300</u>	<u>100,571</u>
<b>Cash and cash equivalents at end of financial year</b>	<u><u>146,105</u></u>	<u><u>102,300</u></u>



## Law Reform Commission

### Notes to the Financial Statements Financial year ended 31 December 2023

#### 1. Accounting Policies

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

##### (a) General Information

The Law Reform Commission was established in 1975 in accordance with the provisions of the Law Reform Commission Act 1975. The Commission's main functions are to keep the law under review, undertake examinations and conduct research with a view to reforming the law and formulate proposals for law reform and to make legislation accessible to all.

##### (b) Statement of compliance

These Financial Statements of the Commission for the year ended 31 December 2023 have been prepared in compliance with FRS102, The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council (FRC) as promulgated by Chartered Accountants Ireland.

##### (c) Basis of preparation

The Financial Statements have been prepared on a historical cost basis, except for certain assets and liabilities that are measured at fair values as explained in the accounting policies below. The financial statements are in the form approved by the Minister for Public Expenditure and Reform. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Commission's financial statements.

##### (d) Currency

The financial statements have been presented in Euro (€) which is also the functional currency of the Commission.

##### (e) Revenue

###### Oireachtas Grant

Oireachtas Grants are recognised on a cash receipts basis.

###### Other Revenue

Other revenue is recognised on an accruals basis.

##### (f) Leased Premises Improvements, Office Equipment and Fixtures and Fittings

Leased premises improvements, office equipment and fixtures and fittings are stated at cost less accumulated depreciation, adjusted for any provision for impairment.

## Law Reform Commission

### Notes to the Financial Statements (continued) Financial year ended 31 December 2023

#### (f) ctd Depreciation

Depreciation is provided on all lease premises improvements, office equipment and fixtures & fittings at rates estimated to write off the cost less the estimated residual value of each asset on a straight line basis over their estimated useful economic life of that asset as follows:

Lease Premises Improvements	- 12.5%	straight line
Office Equipment	- 20%	straight line
Fixtures & Fittings	- 10%	straight line

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of an age and in the condition expected at the end of its useful life.

If there is objective evidence of impairment of the value of an asset, an impairment loss is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves in the year.

There was no impairment in 2023.

#### (g) Receivables

Receivables are recognised at fair value, less a provision for doubtful debts.

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

#### (h) Operating Leases

Rental expenditure under operating leases is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves over the life of the lease. Expenditure is recognised on a straight-line basis over the lease period, except where there are rental increases linked to the expected rate of inflation, in which case these increases are recognised when incurred. Any lease incentives received are recognised over the life of the lease.

## Law Reform Commission

### Notes to the Financial Statements (continued) Financial year ended 31 December 2023

#### (i) **Employee Benefits**

##### Short-term Benefits

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

##### Retirement Benefits

The Commission previously established its own defined benefit pension schemes under sections 11 and 12 of the Law Reform Commission Act 1975 and corresponding contributory spouses' and children's schemes under administrative arrangements. The schemes are funded annually on a pay-as-you-go basis from monies provided by the Vote for the Office of the Attorney General and from contributions deducted from staff and members' salaries. The Commission also operates the Single Public Services Pension Scheme ("Single Scheme"), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme members' contributions are paid over to the Department of Public Expenditure and Reform (DPER) via the Attorney General's Office.

Pension costs reflect pension benefits earned by employees, and are shown net of staff pension contributions which are remitted to the Office of the Attorney General. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments.

Actual gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive Income, and a corresponding adjustment is recognised in the amount recoverable from the Office of the Attorney General.

The financial statements reflect, at fair value, the assets and liabilities arising from the Commission's pension obligations and any related funding, and recognises the costs of providing pension benefits in the accounting periods in which they are earned by employees. Retirement benefit scheme liabilities are measured on an actuarial basis using the projected unit credit method.

## Law Reform Commission

### Notes to the Financial Statements (continued) Financial year ended 31 December 2023

#### (j) Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

##### Depreciation and Residual Value

The Commission has reviewed the asset lives and associated residual values of all fixed asset classes and, in particular, the useful economic life and residual values of Leased Premises Improvements, Fixtures and Fittings and Office Equipment, and has concluded that asset lives and residual values are appropriate.

##### Retirement Benefit Obligations

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rate of increase in future compensation levels, mortality rates and health care cost trend rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post-retirement plan.

The assumptions can be affected by:

- (i) the discount rate, changes in the rate of return on high-quality corporate bonds
- (ii) future compensation levels, future labour market conditions
- (iii) health care cost trend rates, the rates of medical cost inflation in the relevant regions.

#### 2. Oireachtas Grant

The Oireachtas Grant voted to the Commission from the Office of the Attorney General (Vote 3 Subhead A4) as shown in the financial statements consists of:

	2023	2022
	€	€
	2,548,000	2,316,000

#### 3. Cash and Cash Equivalents

	2023	2022
	€	€
Bank Current Accounts	146,010	102,196
Petty Cash	95	104
	<u>146,105</u>	<u>102,300</u>

Law Reform Commission

Notes to the Financial Statements (continued)  
Financial year ended 31 December 2023

4. **Capital Account**

The balance on the Capital Account represents the unamortised value of the funds utilised for the acquisition of fixed assets

	<b>2023</b>	<b>2022</b>
	€	€
Opening Balance	249,028	319,446
Add: Amount applied to purchase fixed assets	22,103	30,422
Less depreciation of tangible assets	(95,835)	(100,638)
- Less: Disposals of fixed assets - Cost	(4,360)	(12,608)
Add: Accumulated Depreciation on Disposal	4,360	12,406
Closing Balance	<u>175,296</u>	<u>249,028</u>

## Law Reform Commission

### Notes to the Financial Statements (continued) Financial year ended 31 December 2023

#### 5. Staff Costs

The average number of employees and aggregate payroll costs incurred during the financial year were:

	2023	2022
Average number of employees	18	18
	€	€
Wages and salaries	1,385,320	1,241,911

The above figures include the salaries (and expenses, if any) of the President and the full-time Commissioner, the details of which are as follows.

Commissioner Name	2023			2022		
	No. of Meetings Attended	Salary €	Expenses €	No. of Meetings Attended	Salary €	Expenses €
<b>President</b>						
Ms Justice Mary Laffoy 14th January 2022 (retired)	-	-	-	1	1,844	-
Mr Justice Frank Clarke 12th July 2022 (appointed)	11	59,183	-	5	27,841	-
<b>Full Time Commissioner</b>						
Mr Richard Barrett 5th April 2022 (appointed)	11	159,444	-	9	110,942	-
<b>Part Time Commissioners</b>						
Mr Justice Maurice Collins	11	-	-	13	-	-
Dr Andrea Mulligan, BL	11	-	-	13	-	-
Ms Justice Niamh Hyland	11	-	-	13	-	-
<b>Total</b>		<b>218,627</b>	-		<b>140,627</b>	-

## Law Reform Commission

### Notes to the Financial Statements (continued) Financial year ended 31 December 2023

#### **Employee Short-Term Benefits Breakdown**

The table below reflects the number of employee's remuneration in excess of €60,000.

€	2023	2022
60,000 - 69,999	1	1
70,000 - 79,999	3	1
80,000 - 89,999	1	2
90,000 - 99,999	1	-
100,000 - 109,999	-	1
110,000 - 119,999	-	3
120,000 - 129,999	1	-
130,000 - 139,999	-	-
140,000 - 149,999	-	-
150,000 - 159,999	1	-

#### **Aggregate Employee Benefits**

	2023	2022
	€	€
Staff Short-Term Benefits	1,385,320	1,241,911
Termination Benefits	-	-
Retirement Benefit Costs	152,696	141,356
<b>Total</b>	<b>1,538,016</b>	<b>1,383,267</b>

The total number of staff employed (WTE) at year end was 21 (2022:20).

There was no termination benefit in 2023.

#### **Key Management Personnel**

The total remuneration of those with significant influence/decision making is €489,018 (€420,453 in 2022). This includes the President, the Commissioners and members of the management committee.

€31,692 was deducted from staff by way of pension levy and was paid over to the Office of the Attorney General (€31,870 in 2022).

## Law Reform Commission

### Notes to the Financial Statements (continued) Financial year ended 31 December 2023

#### 6. Operating Lease

In August 2017 the Commission entered into an eight year lease to occupy the 5th Floor of Styne House, Upper Hatch Street, Dublin 2.

The Commission received a 5 month rent free lease period. This charge has been spread over the life of the eight year lease in accordance with FRS 102.

4th Schedule Vat in the amount of €206,029 was paid in 2017 on the lease. This has been capitalised under Leased Premises Improvements and is being depreciated over the lease period of eight years.

In December 2020, a rent review was agreed effective from 15th February 2020 for a period of 5 years.

The Commission is in the process of renegotiating terms of a new lease to be effective from 15th February 2025.

#### Lease Commitments

At 31st December 2023 the Commission had the following future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2023	2022
	€	€
Payable within one year	352,730	352,730
Payable within two to five years	58,790	411,520
Payable after five years	-	-



**Law Reform Commission**

**Notes to the Financial Statements (continued)**  
**Financial year ended 31 December 2023**

**7. Retirement benefit costs**

	<b>2023</b>	<b>2022</b>
	€	€
<b>(a) Analysis of total retirement benefit costs charged to expenditure</b>		
Current Service Cost	210,000	310,000
Past Service Cost	-	-
Interest on retirement benefit costs charges to expenditure	205,000	84,000
Employee contributions	(1,424)	(1,333)
	413,576	392,667
<b>(b) Movement in net retirement benefit during the financial year</b>		
Net retirement benefit liability at 1 January	5,710,000	6,726,000
Current Service cost	210,000	310,000
Past Service Cost	-	-
Interest Cost	205,000	84,000
Actuarial losses/(gains)	(456,000)	(1,269,000)
Retirement benefit paid in the year	(153,000)	(141,000)
	5,516,000	5,710,000

**(c) Deferred funding for retirement benefits**

The Commission recognises amounts from the State for the unfunded deferred liability for retirement benefit on the basis of a number of past events. These events include the statutory backing for Superannuation schemes and the policy and practice in relation to funding public service retirement benefit including contributions by employees and the annual estimates process. While there is no formal agreement and therefore no guarantee regarding these specific amounts with the Department of Public Expenditure and Reform, the Commission has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice.

The Net Deferred Funding for Retirement Benefits recognised in the Statement of Income and Expenditure and Retained Revenue Reserves was as follows:

	<b>2023</b>	<b>2022</b>
	€	€
<b>Net deferred funding for Retirement Benefits in year</b>		
Funding recoverable in respect of current year retirement benefit costs	415,000	394,000
State grant applied to pay pensioners	(152,696)	(141,356)
	262,304	252,644

The deferred funding asset for retirement benefits as at 31 December 2023 amounted to €5,516,000 (2022: €5,710,000)

## Law Reform Commission

### Notes to the Financial Statements (continued) Financial year ended 31 December 2023

<b>(d) History of defined benefit obligations</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
	€	€	€	€
Defined benefits obligations	5,516,000	5,710,000	6,726,000	5,935,000
Experience (gains)/losses on scheme Liabilities Amount	(456,000)	(1,269,000)	725,000	352,000
Percentage of the present value of Scheme Liabilities	8.27%	22%	11%	6%

The cumulative actual (gains) and losses recognised in the Statement of Comprehensive Income amounts to as at 31st December 2023 €1,611,900 (2022: € 2,067,900)

#### **(e) General description of the Scheme**

The Commission previously established its own defined benefit pension schemes under sections 11 and 12 of the Law Reform Commission Act 1975 and corresponding contributory spouses' and children's schemes under administrative arrangements. The schemes are funded annually on a pay-as-you-go basis from monies provided by the Vote for the Office of the Attorney General and from contributions deducted from staff and members' salaries. The Commission also operates the Single Public Services Pension Scheme ("Single Scheme"), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme members' contributions are paid over to the Department of Public Expenditure and Reform (DPER) via the Attorney General's Office.

The valuation used for FRS 102 Disclosures has been based on a full actuarial valuation at each date performed by an independent qualified actuary to take account of the requirements of FRS 102 in order to assess the scheme liabilities at 31 December 2023.

<b>Assumptions</b>	<b>2023</b>	<b>2022</b>
Rate of expected salary increase	3.75%	4%
Rate of increase in pension payment	3.25%	3.5%
Discount Rate	3.15%	3.5%
Inflation	2.25%	2.5%

The mortality rates adopted allows for improvements in the life expectancy over time, so that life expectancy at retirement will depend on the year in which a member attains retirement age (age 65). The table below shows the life expectancy for members attaining age 65 in 2023 and 2022.

<b>Year of attaining age 65</b>	<b>2023</b>	<b>2022</b>
Life expectancy - male	22	21.9
Life expectancy - female	24.4	24.3

Law Reform Commission

Notes to the Financial Statements (continued)  
Financial year ended 31 December 2023

8. Tangible assets

	Leased Premises Improvements	Office Equipment	Fixtures and fittings	Total
	€	€	€	€
<b>Cost</b>				
At 1 January 2023	330,829	1,318,062	629,472	2,278,363
Additions	-	21,429	674	22,103
Disposals		(4,360)		(4,360)
<b>At 31 December 2023</b>	<b>330,829</b>	<b>1,335,131</b>	<b>630,146</b>	<b>2,296,106</b>
<b>Depreciation</b>				
At 1 January 2023	219,255	1,208,878	601,202	2,029,335
Charge for the financial year	41,354	49,402	5,079	95,835
Disposals	-	(4,360)	-	(4,360)
<b>At 31 December 2023</b>	<b>260,609</b>	<b>1,253,920</b>	<b>606,281</b>	<b>2,120,810</b>
<b>Carrying amount</b>				
<b>At 31 December 2023</b>	<b>70,220</b>	<b>81,211</b>	<b>23,865</b>	<b>175,296</b>
At 31 December 2022	111,574	109,184	28,270	249,028

9. Receivables

	2023	2022
	€	€
Other Receivables	51	1,805
Prepayments	223,863	224,556
	<u>223,914</u>	<u>226,361</u>

10. Payables

	2023	2022
	€	€
Tax and social insurance:		
PAYE and social welfare	36,465	36,647
VAT	5,944	10,383
PSWT	639	2,052
Accruals	51,622	38,821
Rent free lease period accrual < 1 yr	12,926	12,926
	<u>107,596</u>	<u>100,829</u>

## Law Reform Commission

### Notes to the Financial Statements (continued) Financial year ended 31 December 2023

<b>11. Liabilities: amounts falling due after more than one year.</b>	<b>2023</b>	<b>2022</b>
	€	€
Rent free lease period accrual > 1 yr	12,925	25,851

#### **12. Capital Commitments**

The Commission had no outstanding capital commitments as at 31 December 2023.

#### **13. Related Party Disclosures**

Those with significant influence/decision making in the Commission consist of the President, the Commissioners and members of the management committee. Total compensation paid to personnel with significant influence/decision making amounted to €489,018 in 2023 (2022: €420,453)

For a breakdown of the remuneration and benefits paid to key management personnel, please refer to Note 5.

The Commission adopts procedures in accordance with the guidelines issued by the Department of Public Expenditure and Reform covering the personal interests of Commission Members. In the normal course of business, the Commission may approve grants or enter into other contractual arrangements with entities in which the Commission Members are employed or otherwise interested.

The Commission adopted procedures in accordance with the Code of Practice for the Governance of State Bodies (2016) in relation to the disclosure of interests by Commission Members and these procedures have been adhered to in the year. There were no transactions in the year in relation to the Commission's activities in which members had any beneficial interest.

#### **14. Approval of financial statements**

The Commission approved the financial statements at its meeting in May 2024.