

# INSTITUTE OF GEOLOGISTS OF IRELAND



**2003**

## **ANNUAL REPORT**

**And**

## **FINANCIAL STATEMENTS**

### MISSION

To promote and advance the science of geology and its professional application in all disciplines, especially the geosciences, and to facilitate the exchange of information and ideas in relation thereto.

To require its members to uphold, develop and maintain the highest professional standards in the practice of their profession, as described in the Company's Code of Ethics and Conduct.

Company Number    314400  
Charity Number    CHY 13580

April 2004



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## **CORPORATE DIRECTORY - 2004**

### **BOARD OF DIRECTORS**

President:	EurGeol Peter O'Connor PGeo
Vice-President	EurGeol Christian Schaffalitzky PGeo
Secretary	EurGeol Teri Hayes PGeo
Treasurer	EurGeol Gareth LI Jones PGeo
Non-executive Directors	EurGeol Geoff Wright PGeo EurGeol Sean Moran PGeo EurGeol Dr. Robbie Meehan PGeo EurGeol Dr. John Colthurst PGeo EurGeol Dr. Stephen Daly PGeo EurGeol Nick O'Neill PGeo
Observers	EurGeol Hartmut Krahn PGeo (GAI) EurGeol Gerry Stanley PGeo (IAEG) - (IAH) Lloyd Twomey PGeo (IEI - Geotech) Dr. Piers Gardiner PGeo (IMQS)

### **STANDING COMMITTEE MEMBERSHIP**

Ballot Committee	EurGeol John Colthurst PGeo (Chair)
Ethics Committee	EurGeol Prof. Ben Kennedy PGeo (Chair) EurGeol Dr. John Ashton PGeo EurGeol Shane O'Neill PGeo
CPD Audit Committee	EurGeol Prof. Peter Bruck PGeo EurGeol Dr. David Naylor PGeo
Disciplinary Committee	EurGeol Andy Meldrum PGeo (Chair) EurGeol John Arthurs PGeo EurGeol Dr. Eibhlin Doyle PGeo
Nominating Committee	EurGeol John Clifford PGeo (Chair) EurGeol Dr. Julian Menuge PGeo EurGeol Donal Daly PGeo
Validation Committee	EurGeol Dr John Colthurst PGeo (Chair) EurGeol Kevin Cullen PGeo EurGeol Eamon Grennan PGeo EurGeol G V Jones PGeo EurGeol Andy Meldrum PGeo EurGeol Ed Slowey PGeo EurGeol Shane O' Neill PGeo EurGeol Dr Jonathan Derham PGeo EurGeol Hartmut Krahn PGeo EurGeol Martin Davies PGeo EurGeol Eugene Daly PGeo EurGeol Dr John Walsh PGeo

EXECUTIVE SECRETARY

EurGeol Michael Boland PGeo

SECRETARIAL ASSISTANT

Mrs. Susan Pyne

ACCOUNTS

Mrs. Ethel Stringer

REPRESENTATIVES ON OTHER BODIES

European Federation of Geologists	EurGeol Gareth Ll Jones PGeo
	EurGeol John Clifford PGeo
EFG CPD Working Group	EurGeol Dr. Julian Menuge PGeo
EFG Disciplinary Committee PGeo	EurGeol Christian Schaffalitzky
EFG International Licensed Body	EurGeol Dr. Jonathan Derham PGeo
Geological Survey Consultative Committee	EurGeol Andy Bowden PGeo
National Committee for Geology	EurGeol Dr. Julian Menuge PGeo
GSI National Landslide Working Group	EurGeol Nick O' Neill PGeo

BOARD RESPONSIBILITIES

Administration	Teri Hayes
Continuing Professional Development	Sean Moran
Communications	Stephen Daly
Courses	Nick O'Neill
Drilling Guidelines	Geoff Wright
European Federation of Geologists	Gareth Ll. Jones & John Clifford
Finance	Gareth Jones
Strategic Relations	Gareth Jones
Validation	John Colthurst

OTHER MEMBERS INVOLVED ON WORKING GROUPS

EurGeol Becci Cantrell PGeo	Drilling Guidelines
EurGeol Kevin Cullen PGeo	Conference
EurGeol Martin Davies PGeo	Conference
EurGeol Dr. Mark Holdstock PGeo	Drilling Guidelines
EurGeol Margaret Keegan PGeo	Drilling Guidelines
EurGeol Dr. Robert Meehan PGeo	Employment & Industry Survey
EurGeol Sean Moran PGeo	Drilling Guidelines/Conference
EurGeol Dr. Pat O'Connor PGeo	Conference
EurGeol Nick O'Neill PGeo	Conference
EurGeol Shane O'Neill PGeo	Drilling Guidelines/Conference
EurGeol Dr. Ronnie Creighton PGeo	Conference
EurGeol John Pyne PGeo	Drilling Guidelines

NON-MEMBERS INVOLVED ON WORKING GROUPS

David Ball	Drilling Guideline
Padraig Briody	Drilling Guidelines
Turlough Johnston	Drilling Guidelines
Turlough Johnston	EFG Geotech WG representative

BODIES WITH RECIPROCAL LINKS AND/OR CO-OPERATION AGREEMENTS

American Institute of Professional Geologists  
Canadian Council for Professional Geoscientists  
The Geological Society of London

SPONSORING BODIES

Geophysical Association of Ireland  
Geotechnical Society of the Institution of Engineers of Ireland  
Irish Association for Economic Geology  
International Association of Hydrogeologists (Irish Group)  
Irish Mining and Quarrying Society

AUDITORS

Casey McGrath & Associates

BANKERS

Bank of Ireland, College Green, Dublin

REGISTERED OFFICE

14 Upper Fitzwilliam Street  
Dublin 2

COMPANY NUMBER

31440

CHARITY NUMBER

CHY 13580

## **PRESIDENTS REPORT**

It is now 5 years since the formation of the Institute of Geologists of Ireland. In this time it has made substantial progress towards achieving its aims of promoting the science and profession of geology, and increasing the awareness of role of geology and geologists in society. It has recently elected its 148<sup>th</sup> professional member and 2003 saw the appointment of a part-time executive secretary. A program of training courses is being provided and developed, and a successful annual conference and workshop were organized. Reciprocal arrangements with other professional societies and recognition of the PGeo certification have been extended. However much work remains to be done to consolidate the financial basis of the IGI, in developing opportunities for geoscience and geoscientists, and to increase standards of professional expertise and competence.

In April 2003, EurGeol Michael Boland PGeo was appointed to the position of part-time salaried executive secretary to the IGI. Along with Susan Pyne, our administrative assistant and Ethel Stringer, our bookkeeper, this has increased the number of part-time staff to three. These staffing levels will facilitate the transformation of the IGI from a voluntary organization to a professional organization providing a range of services for its members in line with the strategy outlined in the 5-year plan for 2002-2006. There are significant challenges involved in achieving the levels of membership and income necessary to sustain this transformation but the financial results from 2003 attached to this annual report show that we have met and exceeded the targets of turnover and margin so far.

Active membership levels are somewhat below the target of 160 for 2004. However the completion of revised procedures for processing and validation of applications will now allow us to focus on increasing membership levels and a target membership of 180 professional members has been set for the end of 2004.

Members involved in exploration and mining fields still make up the largest component of the IGI membership. The past number of years have been difficult for those involved in this sector and recent growth in membership has come chiefly from the areas of engineering and environmental geoscience. It is hoped that recent increases in base metals prices will be sustained and that they signal a period of increased activity in the mining sector.

The ending of the period of sponsorship from our founder sponsor means that additional income will have to be generated from increased membership, from extending the range of courses, conferences and workshops, and from developing sales and advertising revenue. On behalf of the IGI I would like to thank our sponsoring bodies for their input and financial contributions over the last 4 years, and I look forward to their continued co-operation and support.

The operation of the IGI would not be possible without the continued high level of voluntary input at board level and in the various working groups and sub-committees. A large proportion of members contribute to the day-to-day running of the Institute. New members are encouraged to volunteer for service in order that this tradition of voluntary may be continued.

Much has been achieved in the area of recognition of the IGI professional qualification in international mining and exploration. In May 2003 the Australian Stock Exchange (“ASX”), acting on advice from the Australasian Joint Ore Reserves Committee (“JORC”) agreed to recognise the IGI as a body to which Competent Persons may belong for the purpose of reporting to the ASX. This complements the value of the PGeo title within the natural resource sector along with its recognition by the Canadian Securities Administrators as evidence of competency within the context of National Instrument 43-101.

The IGI now represents Ireland on the Combined Reserves International Reporting Standards Committee, (CRIRSCO) which is working on extending the international reciprocal recognition protocols for Competent/Qualified Persons. John Clifford has also been recently nominated as the CRIRSCO delegate to the UN-ECE Working Group on Resources and Reserves. I would like to highlight the contribution that John Clifford has made in achieving these recognitions for the IGI and PGeo title in the mining and exploration sector .

A reciprocal agreement has been made with the Canadian Council for Professional Geoscientists (CCPG) similar to those existing with the AIPG and Geological Society.

Increasing the profile of geology and highlighting its relevance to society is a core objective of the IGI. In 2003, the IGI took the lead in organising a major one-day conference on “Land Use and Spatial Planning in Ireland” and another conference on ‘Geohazards – Ireland at risk’ is currently being organised for October 2004. Our co-sponsors for both conferences are the Geological Survey of Ireland and the Geological Survey of Northern Ireland and I would like to thank them for their continued support in this and other matters.

The booklet “Geology in Environmental Impact Statements – a Guide” was published in September 2002 and a very successful Workshop Meeting to discuss the use of this document was held in Wexford in June 2003 in co-operation with the Environmental Protection Agency. The attendance included geoscientists, planners, regulators, Local Government representatives, consultants and representatives of Government Departments and Agencies. A workshop on Environmental and Planning Legislation relevant to Geoscientists is being held on the day of our 2004 AGM.

In 2003, the 500<sup>th</sup> EuroGeol was elected under the new licensing system and the honour went to an Irish exploration geologist, Kieran Harrington. The total number of Irish EurGeols now stands at 118. The IGI is represented at the European Federation of Geologists delegates John Clifford and Gareth L Jones.

In line with our international obligations and to ensure that the PGeo professional qualification meets the highest recognised standards, annual CPD returns are compulsory for our members. Six members failed to submit returns for 2003 and these have either resigned or have been delisted. A sample of the 2003 returns have been subject to audit.

A number of courses were organized throughout the year including report writing, safety and soils description for engineering works. An ongoing program of courses will continue to be run at venues throughout the country to meet the training and professional development needs of members. This program will include technical courses on specific areas of geoscience where a need for standardization and upgrading of core competencies has been identified.

One of the objectives of the IGI is to promote a positive image of geology in the media and 2003 saw IGI representatives interviewed for the first time on TV & Radio regarding topical geological issues. All major news media have been notified of the availability, through the IGI, of expert spokespersons on topical geology related issues. An updated membership directory for 2004 has been circulated to all potential users of geological information and services.

The IGI is currently carrying out a survey of the historic employment distribution of graduates, the existing supply and suitability of graduates, industry demands, and available courses and funding. This survey is being undertaken in co-operation with industry and teaching partners and will provide information on the existing and future requirements of the



industry. Interim results on the results of the Industry Survey will be presented at the 2004 AGM.

The results of an employment conditions survey are included in this annual report. It shows that in general, the pay-levels and charge-out rates of geologists are still at the lower end of the range for comparable professions. It is hoped that the ongoing work of the IGI in promoting the role and value of geoscience, and in encouraging members to increase the standard of their professional skills will help redress this imbalance over time.

Contacts have been initiated with the Association of County Managers and with the National Roads Authority in order to further promote recognition of the PGeo qualification. It is planned to build on this and similar contacts in order to promote the long-term objective of statutory recognition of the IGI as the certifying body for professional geoscientists in Ireland.

In conclusion, I would like to thank my fellow Board Members, those involved on the different committees and working groups, and the IGI office staff for their work, support and assistance over the past year. The assistance of Professor Kennedy and the Geology Department of UCD is gratefully acknowledged for providing continued access to office facilities.

EurGeol Peter O' Connor PGeo  
President  
April 2004

## HON. SECRETARY'S REPORT

The 2003 Annual General Meeting of the IGI was held on the 15<sup>th</sup> May 2003 in UCD and was attended by 21 members. The Minutes of this meeting have been distributed separately.

The Board met 10 times in 2003/2004 since the 2003 AGM. The attendance of directors at the meetings was good and in general directors who could not attend forwarded updated reports on their area of responsibility to the meetings.

	No. of meetings	Attended
EurGeol Peter O'Connor PGeo	10	10
EurGeol Christian Schaffalitzky PGeo	10	0
EurGeol Teri Hayes PGeo	10	5
EurGeol Gareth Ll Jones PGeo	10	10
EurGeol John Colthurst PGeo	10	7
EurGeol Stephen Daly PGeo	10	7
EurGeol Robbie Meehan PGeo	10	6
EurGeol Sean Moran PGeo	10	3
EurGeol Nick O'Neill PGeo	10	2
EurGeol Geoff Wright PGeo	10	9

There were no meetings during the year of the Ethics or Disciplinary Committees.

There are currently 134 Professional Members of the Institute, 10 Members-in-Training, and 1 Associate Member. A new feature this year was the introduction of membership cards. The new Professional Members who joined the Institute during the year are:

Ms Victoria Conlon PGeo No. 137  
 EurGeol Dan Deeny PGeo No. 138  
 EurGeol Davide Gallazzi PGeo No. 139  
 EurGeol Kieran Harrington PGeo No. 140  
 EurGeol Gareth Leech PGeo No. 141  
 EurGeol Graham Reid PGeo No. 142  
 EurGeol Vaughan Williams PGeo No. 143  
 Dr. Anthony Beese PGeo No. 144  
 EurGeol Morgan Burke PGeo No. 145  
 EurGeol Tom Davitt PGeo No. 146  
 EurGeol Paul McDermott PGeo No. 147  
 Dr Orla Dardis PGeo No. 148

A total of 13 PGeos were awarded the title of European Geologist (EurGeol) by the European Federation of Geologists in 2003/2004. This brought the total of Irish EurGeols to 118. Kieran Harrington PGeo No. 140 became the 500<sup>th</sup> EurGeol when he was awarded the title.

The breakdown on the members' main field of experience / employment during 2003 comprises:

Education	17
Engineering Geology	6

Environmental Geology	27
Geochemistry	4
Geological Computing	7
Geology	4
Geophysics	8
Hydrocarbon Sector	6
Hydrogeology	12
Industrial Minerals	2
Management	5
Mining/exploration	43
Palaeontology	1
Quaternary Geology	2
Structural Geology	3

Note: Each Professional Member may have up to three main fields of experience and the figures above are based on the main area of activity that Members were engaged in during 2003.

During the year, additional progress was made in the area of reciprocal recognition with other professional bodies and institutions. Following the reciprocal recognition agreements with the American Institute of Professional Geologists (AIPG), the Canadian Council of Professional Geoscientists (CCPG) and the Geological Society of London (GSL), the Australian Stock Exchange (ASX) agreed to recognize the IGI as a professional body to which Competent Persons may belong for the purpose of reporting to the ASX.

EurGeol Teri Hayes PGeo  
Hon. Secretary

## **EXECUTIVE SECRETARY'S REPORT.**

In April 2003, the IGI progressed the development of the Institute by the appointment of a part-time executive secretary. The appointment was one of the objectives of the 2002 five-year strategic plan and was designed to improve the administration of the Institute and the promotion of the role of the professional geologist.

During the year, much of work focused on improving the organisation and administration of the IGI. This included the more efficient processing of applications for membership, improving communications with members, responding to issues of concern to members and the profession, and increasing the income to the Institute by organising a workshop and one-day training courses. A questionnaire on employment conditions and salaries was circulated to members and the results are reported with this Annual Report. The views of the members were also sought with regards to courses that they wished the IGI to organise.

Part of the strategy during the year was to increase the profile of the IGI and our profession in Ireland. These activities included such actions as circulating details of courses and workshops to county councils and environmental and engineering companies that do not currently employ IGI members. Contact was established with print, radio and TV journalists and the IGI provided two participants to radio and TV interviews. The conference, workshop and courses were not confined to Dublin and venues used during the year included Kildare, Wexford and Cork.

Five one-day courses were run during the year and comprised two SafePass Courses, two BS5930 Courses and a Mapinfo-GIS Course for beginners. These were attended by 97 people, 29% of whom were members, 28% were from sponsoring bodies and 43% were non-members. 96 people attended the EIS Workshop on the IGI published guidelines to improve the geology content of EISs. This was held in the EPA headquarters in Wexford and was attended by 96 people, 30% of whom were employed by county councils. Much of the credit for the success of this workshop is due to the contribution and assistance given by EurGeol Dr Jonathan Derham PGeo and the Directors and staff of the EPA. A second workshop on elements of environmental and planning legislation is being organized and will be held on the 13<sup>th</sup> May 2004.

The workings of the Institute are only in the early stages of its development but it needs to expand its membership base, income sources and its range of services to members. These are the issues that will be the main focus of the office of executive secretary during the next year.

EurGeol Michael Boland PGeo  
Executive Secretary IGI

## **DIRECTOR'S REPORTS**

### **IGI VALIDATION COMMITTEE REPORT**

The Validation Committee is the IGI sub-committee with responsibility for assessing and validating new applicants for membership of the IGI. At present John Colthurst chairs the Validation Committee.

When potential new members seek to join the IGI they submit their application forms and the accompanying documentation to the IGI office which insures that all of the required paperwork is complete and in order. This paperwork is then passed on to the Validation Committee who arrange an interview with the candidate as quickly as possible. The interview panel consists of three IGI members in good standing, at least one of whom is an expert in the main field of work of the applicant, and one of whom is a member of the Validation Committee.

In the last year twelve validation interviews took place and all of the candidates were found to be qualified for membership. As a result the following were elected to membership of the IGI :- Anthony Beese, Kieran Harrington, David Gallazi, Victoria Conlon, Daniel Deeny, Gareth Leech, Graham Reid, Morgan Burke, Vaughan Williams, Tom Davitt, Paul McDermott and Orla Dardis.

The Validation Committee also recommended that four applicants for Member in Training be accepted and the IGI ratified these.

Validation interviews were held at various locations in Dublin and also in Cork, Naas and at Lisheen Mine. The IGI wishes to thank everyone who served on an interview panel and also the organisations and companies who allowed the use of the facilities for the interviews.

EurGeol John Colthurst PGeo, 05/03/2004

### **CONTINUING PROFESSIONAL DEVELOPMENT**

Continuing Professional Development (CPD) is the systematic maintenance, improvement and broadening of knowledge and skill and the development of personal qualities necessary for the execution of professional and technical duties throughout the practitioners working life (Geological Society 1998).

To maintain the competitiveness of geoscientists it is imperative that IGI members stay up to date in their areas of expertise. CPD provides the membership with the opportunity to focus on achieving goals and maintaining high standards and thereby promoting the work of geoscientists in the business and academic world at large.

While most members have returned CPD forms for the year 2002 in the required timeframe (in 2003) there remain a significant number of members who have not complied with this requirement of membership of IGI. All members with outstanding returns for 2002 are urged to submit returns immediately.

The Institute of Geologists of Ireland (IGI) has developed a CPD system based on an ongoing appraisal and assessment cycle over a three year period for individual members of the Institute.

The IGI considers that the logical progression of CPD is to develop a policy with the aim of promoting CPD with its members and their employers. With this in mind a draft CPD Accreditation Scheme for Employers was developed.

The proposed CPD Accreditation Scheme which is modelled on the Institute of Engineers of Ireland (IEI) CPD scheme is intended to recognize employers that will develop CPD policies and procedures that will meet the requirements of the IGI and encourage the development of skill and practices of individual IGI/company members .

The IGI propose to publicise and advise its members of the companies which meet this criteria. They will be listed in future Annual Reports. Discussions are ongoing with the Geological Survey of Ireland (GSI) regarding accreditation of the GSI as a body recognising and promoting the CPD scheme for employers. The GSI have expressed their support for such a scheme and it is hoped that they will become the first employers body to adopt the scheme.

In 2003 IGI ran a number of events organised by IGI Administration to assist the membership with CPD. These events included;

A Workshop on Geology in Environmental Impact Statements held at EPA Headquarters in Johnstown Castle Estate in June 2003,

A soils classification course complying with BS5930 held at the Ambassador Hotel in Kill Co. Kildare in December 2003 and at the Rochestown Park Hotel in Cork in February 2004,

A Mapinfo course for members involved in Geographical Information Systems (GIS) held in CSA Group offices Dublin in March 2004

Safe Pass Courses were held at the Ambassador Hotel in Co. Kildare in July and November 2003. The events were well attended and provided training opportunities to a wide range of disciplines across the membership.

EurGeol Sean Moran PGeo

## **IGI DRILLING GUIDELINES**

The sub-group on water wells has been re-activated (electronically). A revised and more concise draft was re-circulated to the group for comment, and a further draft has been produced as a result of those comments. Appropriate diagrams are being sought. A final draft is expected to be ready for the AGM.

The next stage will be to integrate the water wells component with the geotechnical and mineral exploration components. Then a strategy for the publication, launch and promulgation of the document will need to be prepared.

EurGeol Geoff Wright PGeo,  
Convenor

## **EMPLOYMENT AND INDUSTRY SURVEY**

In 2003 the IGI undertook to complete a Geology Employment and Industry Survey. The initiative of conducting such a survey was welcomed within the general geology industry and resulted in the procurement of grants from the GSI and GSNI. This survey of the geology community in Ireland had two constituent parts:

- A survey of Geology-related companies to discover how, on the employer side, they found the recruitment process for geologists and;
- A survey of Geology Graduates from the last five years to discover on the employee side how graduates found the job-seeking process.

The ***Industry Survey*** has been completed and a report will be outlined at the AGM. The survey was conducted in two stages.

Firstly, a geology industry database was compiled; this chronicles points-of-contact details for over 550 companies involved in the geology sector in Ireland, and includes those involved in peat; coal; ores and heavy metal; plutonic rocks; sandstone and quartzite; marble and travertine; calcareous stone; volcanic rocks; slate; gravel, sand and earth; gypsum; clays and alumina; salt; minerals; geological, geotechnical, geochemical and oilfield engineering consultants; offshore and coastal engineering consultants; environmental, anti-pollution and public health consultants; soil exploration and analysis; transportation and traffic engineering consultants; civil, structural, hydroelectric and mining engineering consultants; and land surveyors. This database is now housed in the IGI Office at UCD.

Following this, survey questionnaires were sent out to the Managing Directors of the 120 most geologically-related of these companies. Completed replies were had from 32 of the companies, and four companies replied saying that there were no geologists working with them, a response rate of 33.3% in all.

The ***Graduate Survey*** is still ongoing; it is hoped that it will be completed by the AGM deadline. The first stage of this involved liaison with University Geology Departments, in order to find out what records they held of their graduates. As differing systems were used in each of the Universities in recording their students, it was decided to survey graduates with questionnaires from the last five years only, and to survey numbers only from times previous to this.

The results of both surveys will be published by the IGI later in 2004.

EurGeol Dr. Robert Meehan, PGeo.

## EUROPEAN FEDERATION OF GEOLOGISTS

([www.eurogeologists.de](http://www.eurogeologists.de))

In 2003 John Clifford maintained the Irish presence on the Board of the EFG as the EU Delegate. The EFG held the 43<sup>rd</sup> Council Meeting in **Ljubljana**, Slovenia in June 2003. The meeting was very successful and the Board reports tabled at the meeting were published in *European Geologist* 15.

The Board's draft Five Year **Strategic Plan** includes the need to deliver just a few objectives, to provide feedback from Council, Board and Office activities to the National Associations to help them improve the image of EFG and the sharing of member advantages with enhanced benefits level for EurGeols. Like the IGI, the EFG was recognised by the Australian Stock Exchange (ASX) as a Recognised Overseas Professional Organisation (**ROPO**). The requirements include the operation of a Code of Conduct, Ethics and Disciplinary committees and Audit of mandatory CPD.

**Succession Planning** provides that the Board will stand down in June 2004 and that all current members, except Vice President Uros Herlec, will offer themselves for re-election for either a one-year or two-year term. The informal 44<sup>th</sup> Council meeting took place in Brussels at the end of November. John Clifford was congratulated on his election as the **CRIRSCO** delegate to the UN-ECE Working Group on Reserves and Resources.

The EFG adopted the **Milos Statement** on Minerals and Sustainable Development, bearing in mind that the principles directed at the minerals industry have a far wider application in geological development. The IGI has also adopted the statement.

Approval of EurGeol titles brought the total awarded to over 500. Ireland continues to be prominent and congratulations to Kieran Harrington who was allocated **EurGeol no. 500**. EFG worked with ICOG in the case of a German EurGeol in Spain on a long drawn out problem which has been solved through new Spanish regulations. Another example of the work done by EFG for geologists.

The Netherlands are leading a survey of the **European job market** for geologists, looking at numbers of positions and trends in numbers of graduates coming on to the market. Robbie Meehan is the Irish participant in this work.

Our presence in the EU through Isabel Fernandez as the Brussels Agency Chief and John Clifford as EU Delegate is yielding results, including work on the **Professional Qualifications Directive** and the **Mine Waste Directive**. At **DG Environment**, EFG put forward proposals for geological contribution to environmental policy in Europe. Three key issues are

- **RISKS**. Mitigation of natural hazards risk to people and property, impacts on land use planning. Planning of mitigation and emergency responses linked to solidarity funds: Geological issues include - Climate Change, Flooding, Soil, Forest Fires, Landfill, Water Management, Volcanoes, Earthquakes, Landslides, Subsidence, Sustainable use of resources.
- **INSPIRE**. Programme on harmonisation of GIS and the infrastructure for spatial information.
- **HEALTH**, of less direct relevance to EFG, unless you can advise on geo-medicine.

If you have the expertise and enthusiasm, and would like to have the opportunity to influence European policy, we would like to hear from you.

The new **EFG Medal of Merit** was awarded to Eric Groessens (Belgium), for years of service to the EFG. It was also awarded to John Shanklin (UK), in lieu of the Honorary EurGeol title that he was previously awarded.



Collaboration continues with the **(IAEG)** - International Association of Engineering Geologists. A reciprocal agreement was signed with the **(CCPG)** - Canadian Council of Professional Geoscientists. EFG has been granted a representative place on **CEN TC 341** (Geotechnical Investigation and Testing).

Preparations for the second International Professional Geology Conference in London in June 2004 appear to be progressing satisfactorily. The theme is "**The Professional Geologist in the 21st Century - Challenges and Demands**". If you are interested in participating, contact Peter, John or Gareth.

EurGeol John A Clifford <[cliffordconsultants@eircom.net](mailto:cliffordconsultants@eircom.net)>

EurGeol Gareth Ll Jones <[conodate@mac.com](mailto:conodate@mac.com)>

### **CONFERENCE COMMITTEE**

A very successful conference entitled "Land Use and Spatial Planning in Ireland" was held in Dublin Castle on 26<sup>th</sup> February. Over a hundred delegates from industry, academia and the public sector, including planning officers from many of the county councils attended. The conference was opened by MR JOHN BROWNE, T.D., MINISTER OF STATE AT THE DEPARTMENT OF COMMUNICATIONS, MARINE AND NATURAL RESOURCES. The recently published National Spatial Strategy had outlined a broad a strategic vision for the spatial development of Ireland over the next two decades. Significant input from the geosciences at an early stage in the planning process will be required if this strategic vision is to be effectively implemented. In organising the conference the Institute of Geologists of Ireland (IGI), highlighted the contribution that our profession will make.

EurGeol Nick O' Neill PGeo

### **COMMUNICATIONS**

The second edition of the IGI Directory was distributed to members in February 2004 and to the wider Geoscience community, especially to the actual and potential client base. It was edited by EurGeol Stephen Daly. It should be possible to produce future editions of the Directory at regular intervals, building on experience gained with the current edition.

Preparation of the third edition of the IGI Newsletter is in progress. In addition to topical articles, the Newsletter will contain regular items on the GSI Seabed Survey, the European Federation of Geologists, research activities in the universities, CPD results for 2002, as well as a diary of events and a list of new books of interest to members. Contributions from the membership have been slow to appear but it is likely that sufficient articles can be raised covering as wide a range of topics as in past issues.

The IGI had a poster at the 47<sup>th</sup> Annual Irish Geological Research Meeting which was held at NUI – Galway on 20<sup>th</sup> –22<sup>nd</sup> February 2004. The meeting was attended by about 150 delegates.

EurGeol J. Stephen Daly PGeo

**On Behalf of the Board:**

**Director:**

**Director:**

**Date: April 5<sup>th</sup> 2004.**

## **IGI REPRESENTATIVE'S REPORTS**

### **GSI CONSULTATIVE COMMITTEE**

Two meetings were held during 2003/2004. These were attended by Teri Hayes on behalf of the IGI. Teri found this consultation process extremely informative and a good forum for expression of views.

April 24<sup>th</sup>, 2003 Meeting

Some points that arose are outlined below:

- A new annual report for 2003 was approved,
- A book about the Marine survey is being produced,
- The GSI is setting up a customer care centre this summer,
- The GSI bill is proceeding. A procedure of how to deal with difficulties regarding the use of confidential information is currently being discussed,
- The geology video has been updated and a teacher training pack is being prepared,
- In bedrock mapping the 1: 100,000 will be available later this year. 1:50,000 will commence next year if the budget is made available. These will start with Sheet 77 (Wexford). A schools map and book will be ready in mid 2003.

October 23rd.2003 Meeting

The main issues discussed are summarised below:

- An update on the strategic targets for the GSI 2003 Business Plan was given. The 2004 plan is in preparation.
- The issue of public liability for voluntary groups in National Heritage Week was raised. This is to be raised in Dúchas.
- The Dept of Finance has sanctioned the recruitment of 13 permanent staff for the GSI.
- A presentation was given of the Quaternary and Geotechnical programme and the new GSI Customer Centre and the new seamless Bedrock map.

EurGeol Teri Hayes PGeo

### **NATIONAL COMMITTEE FOR GEOLOGY**

The National Committee for Geology (NCG) of the Royal Irish Academy (Chair: Peadar McArdle, Secretary: Julian Menuge) met three times in 2003. The last meeting of 2003 was the final meeting of the committee and this will be my last report as the IGI's nominee to the NCG. The main topics of discussion during 2003 are summarized below.

#### **Geology Teaching**

A subcommittee was set up to examine ways in which secondary school science and geography teachers could be encouraged and enabled to include geology in their teaching. The subcommittee operated from January to October 2003 and consisted of Julian Menuge, David Ball, Maria Cullen, Matthew Parkes and Mike Simms. It examined the geological content of the Junior and Leaving Certificate Syllabuses in Geography, Science, Physics and Chemistry. On its recommendation, the Irish Geodiversity Forum, which includes geological education in its remit, was endorsed by the NCG.

#### **Geological Collections in the National Museum**

Dr Nigel Monaghan of the Department of Natural History in the National Museum addressed the NCG. He explained that a new gallery for earth sciences would be included in a new building at the Collins Barracks site. The NCG agreed with him that the provision for both display of, and research on, the geological collections in this new building would be adequate. The staffing position is however quite inadequate, with only one geological curator and no provision for more in future other than temporary staff to establish displays in the new earth sciences gallery. The NCG agreed to seek the support of other national committees for increased staffing of Natural Sciences in the National Museum, stressing the educational value to school science students.

#### Future of the National Committee for Geology

Professor Jim Slevin, Secretary of the Academy's Science Committee, outlined to the NCG those parts of the Academy's Strategic Plan relevant to national committees. The Academy hopes to:

- reduce the number of national committees by merger,
- establish Expert Panels along the lines of the Royal Society, for example one on Climate Change Mitigation, to report to Government,
- allow national committees much greater autonomy,
- end the system whereby *institutions*, such as the IGI, nominate representatives to national committees,
- allow national committees to decide their own terms of reference, operational guidelines and procedures for nomination of their members.

Following meetings between representatives of the NCG, the National Committee for Geodesy and Geophysics (NCGG) and others, the NCG and NCGG agreed to establish an *ad hoc* committee to explore how a single new committee might represent those currently represented by the NCG and NCGG. The members of this committee, drawn from the NCG and NCGG, are Mr David Ball, Dr Chris Bean, Dr Catherine Coxon, Mr Garth Earls, Dr Peter Lynch, Dr Peadar McArdle, Prof. John McCloskey, Dr Julian Menuge, Dr Peter Readman and Professor Pat Shannon. The ad hoc committee met on 17 November and 19 December 2003. It agreed that a new committee should be set up called 'The Geosciences Committee of the Academy' (GCA). It started work on drawing up terms of reference for the GCA, including an electoral system, with the aim of having the first GCA directly elected by geoscientists no later than June 2004.

EurGeol Julian Menuge PGeo

9<sup>th</sup> March 2004

## 2003 - EMPLOYMENT CONDITIONS SURVEY

### 1 INTRODUCTION

This is the first employment conditions survey that the IGI has undertaken and it is intended that the survey will be completed on a bi-annual basis. The purpose of the survey is to acquire information on the terms of employment that members are experiencing and to determine how these compare with other professions.

53 replies were received to the questionnaire that was distributed to 130 IGI members. This implies a 40% response level which is disappointing, given that the information that could be derived from such a survey would be of benefit to all the members. The level of response was however, in line with the level of response that is often obtained for surveys such as these. For example, the 2003 salary survey conducted by the IEI obtained a 34% response rate.

### 2 BREAKDOWN ON EMPLOYMENT SECTORS

The replies were subdivided into 3 broad employment sectors:

1. Environment-hydro-geotechnical-geophysical sector- 18 replies
2. Minerals industry - 19 replies
3. Public Sector - 16 replies

#### 2.1 ENVIRONMENT-HYDRO-GEOTECHNICAL-GEOPHYSICAL SECTOR

The environmental, hydrogeological, geotechnical and geophysical sectors were combined due to the overlap of areas of expertise of the members practising in these sectors. The breakdown of the main results for this sector are:

Age profile:	<25	1	Qualifications:	B.Sc.	7
	26-35	9		M.Sc.	10
	36-45	6		PhD.	1
	46-55	2			
Salary:	<€20K	1	Employer:	Company	16
	20K-30K	3		Self	2
	30K-40K	3			
	40K-50K	7			
	50K-60K	0			
	>€60K	4			

Income €	>60k		2	1	1
	50 - 60k				
	40 - 50k		3	4	
	30 - 40k		3		
	20 - 30k		1	1	1
	<20k	1			
		<25	26 - 35	36 - 45	46 - 55
	Age				

Table 1. Age v Income for hydro-geotech-environ sectors

#### Professional indemnity insurance:

16 out of the 18 respondents are covered by professional indemnity insurance (PII) which in 15 of the 16 cases is supplied by the employer. One of the self employed individuals has PII.

Public Liability Insurance

The statistics for public liability insurance (PLI) are the same as for the PII.

Health Insurance

16 of the 18 respondents have health insurance and 14 of these supply their own cover with only two individuals having health insurance provided by their employer.

Pensions

Only 8 of the 18 respondents contribute to a pension scheme with 5 of these provided by the employer and the remaining 3 being self-financed.

Holidays

The breakdown on the number of days vacation obtained per annum are; (i) 12 of the 18 respondents obtain 20 days holidays per annum, (ii) 4 respondents obtain 25 days, (iii) 1 respondent receives 30 days per annum, and (iv) the final respondent is self-employed and does not obtain paid holidays.

Car

3 respondents are provided with company cars and the remaining 15 respondents provide their own cars.

Mileage

14 of the 18 respondents provided details of the prices charged for mileage. Values varied from €0.65 to €0.95 with a mean value of €0.75 per mile.

Charge-out rates

10 of the respondents provided details of daily charge-out rates. The rates varied from €250 for a MIT to €1400 for the MD of a consultancy company. Excluding these two values, the mean charge-out rate is €556. However, there are significant variations in the charge-outs within this sector for different disciplines. The mean charge-out rate for hydrogeology - waste sector is €675 while the mean charge-out for geophysics - geotechnical is €350.

Envisaged salary levels

Members were asked to indicate what salary levels they believed geologists with 5-years, 10-years and 20-years experience should be earning. The results for this sector indicate that respondents believe geologists with 5-years experience should be earning €35,000 per annum; €48,000 per annum for 10-years experience and €67,000 for 20-years experience.

Envisaged Charge-out rates

10 of the 18 respondents indicated the daily rate that they believed that geologists with 5-years, 10-years and 20-years experience should be charging. The mean values for these are €400 for 5-years experience, €580 for 10-years experience and €775 for 20-years experience.

**2.2 MINERALS SECTOR**

Age profile:	<25	0	Qualifications:	B.Sc.	4
	26-35	6		M.Sc.	8
	36-45	4		PhD.	7
	46-55	2			
	56-65	6			
	>66	1			

Salary:	not given	3	Employer:	Company	15
	<€20K	1		Self	4
	20K-30K	0			
	30K-40K	4			
	40K-50K	3			
	50K-60K	4			
	>€60K	4			

Income €	>60k			2		2	
	50 - 60k		1	1	1	1	
	40 - 50k		1	1		2	
	30 - 40k		2				1
	20 - 30k						
	<20k		1				
		<25	26 - 35	36 - 45	45 - 55	55-65	>65
	Age						

Table 2: Age v Income for the minerals industry

Professional indemnity insurance:

Only 4 out of the 19 respondents indicated that they are covered by professional indemnity insurance (PII) which in each case is supplied by the employer. Two members did not answer this question.

Public Liability Insurance

9 of the 19 respondents indicated that they are covered by public liability insurance (PLI). One respondent did not reply to this question.

Health Insurance

18 of the 19 respondents have health insurance. In 11 cases, the cover is provided by the employer with the other 7 being self-financed. One respondent has no health insurance.

Pensions

15 of the 19 respondents are part of a pension scheme. In 12 cases, the pension contribution is financed by the employer with the remaining 3 being self financed. 4 respondents indicated that they do not have a pension.

Holidays

The breakdown on the number of days vacation obtained per annum are; (i) 5 of the 19 respondents obtain 20 days holidays per annum, (ii) 1 respondent obtains 21 days, (iii) 4 respondents receive 22 days per annum, (iv) 2 receive 24 days per annum, (v) 1 receives 25 days per annum, (vi) 1 receives 29 days, (vii) the 4 self-employed do not receive paid holidays, and (viii) 1 respondent did not answer this question.

Car

2 respondents are provided with company cars and the remaining 17 respondents provide their own cars.

Mileage

Only 7 of the 19 respondents provided details of the prices charged for mileage. Values varied from €0.36 to €0.92 with a mean value of €0.51. However, if you exclude the one value of €0.36 which is particularly low, the mean mileage value is €0.7.

Charge-out rates

6 of the respondents provided details of daily charge-out rates. The rates varied only from €250 to €400 with a mean value €366. Excluding the one value of €250, the mean would be €390.

Envisaged salary levels

The results from members in the minerals sector to what salary levels they believed geologists with 5-years, 10-years and 20-years experience should be earning indicate that geologists with 5-years experience should be earning €34,000 per annum; €52,000 per annum for 10-years experience and €67,000 for 20-years experience.

Envisaged Charge-out rates

9 of the 19 respondents indicated the daily rate that they believed that geologists with 5-years, 10-years and 20-years experience should be charging. The mean values for these are €275 for 5-years experience, €415 for 10-years experience and €610 for 20-years experience.

**2.3 PUBLIC SECTOR**

Age profile:	<25	0	Salary:	not given	0
	26-35	2		<€20K	0
	36-45	2		20K-30K	0
	46-55	6		30K-40K	1
	56-65	6		40K-50K	2
	>66	0		50K-60K	7
				>€60K	6
Qualifications:	B.Sc.	4			
	M.Sc.	6			
	PhD.	6			

Income €	>60k			2	2	2	
	50 - 60k				3	4	
	40 - 50k		1		1		
	30 - 40k		1				
	20 - 30k						
	<20k						
		<25	26 - 35	36 - 45	45 - 55	55-65	>65
	Age						

Table 3: Age v Income for public sector

Professional indemnity insurance:

Only 2 out of the 16 respondents indicated that they are covered by professional indemnity insurance (PII) which in each case is supplied by the employer.



Public Liability Insurance

8 of the 16 respondents indicated that they are covered by public liability insurance (PLI).

Health Insurance

14 of the 16 respondents have health insurance. In 12 cases, the cover is provided by the individuals with 2 individuals having insurance funded by the employer. 1 respondent has no health insurance and 1 other respondent did not reply.

Pensions

15 of the 16 respondents are part of a pension scheme that is funded by the employer and the other respondent did not reply to this question.

Holidays

The breakdown on the number of days vacation obtained per annum are; (i) 2 of the 16 respondents obtain 20 days holidays per annum, (ii) 1 respondent obtains 25 days, (iii) 2 respondents receive 26 days per annum, (iv) 10 respondents receive 29 days per annum, and (v) 1 respondent did not reply.

Car

All respondents provide their own cars.

Mileage

The Civil Service rates for mileage are dependent on the engine size and the number of miles travelled per annum. The rates are:

Engine Size	Rate per mile (Cent)	Limits
<1.2 litre	79.7	up to 4000 miles
	40.0	> 4000 miles
1.2 to 1.5 litre	93.04	up to 4000 miles
	46.75	> 4000 miles
>1.5 litre	108.23	up to 4000 miles
	50.32	> 4000 miles

Charge-out rates

Not applicable to the public sector.

Envisaged salary levels

The results from members in the public sector to what salary levels they believed geologists with 5-years, 10-years and 20-years experience should be earning indicate that geologists with 5-years experience should be earning €32,500 per annum; €45,000 per annum for 10-years experience and €73,000 for 20-years experience.

Envisaged Charge-out rates

Only 3 of the 16 respondents indicated the daily rate that they believed that consultant geologists with 5-years, 10-years and 20-years experience should be charging. The mean values for these are €400 for 5-years experience, €650 for 10-years experience and €900 for 20-years experience.

## 2.4 Summary of results

The results of the survey indicate that most geologists with 5-10 years experience (26-35 age group) have an income of €30,000 - €50,000, most geologists with >10 years experience (36-

45 age group) have an income of >€40,000 and most geologists with >20 years experience have an income >€50,000.

Income €	>60k		4%	10%	6%	8%	
	50 - 60k		2%	2%	8%	10%	
	40 - 50k		10%	8%	2%	4%	
	30 - 40k		12%	2%			2%
	20 - 30k		2%	2%	2%		
	<20k	2%	2%				
		<25	26 - 35	36 - 45	46 - 55	56 - 65	>65
Age							

Table 4: Distribution of Income v Age for all respondents

The results of the question on the salary levels that members believe that geologists should be earning indicate that professional geologists with 5-years experience should receive an annual salary of €34,000, 10-years experience should receive a salary of €48,000 and 20-years experience should receive a salary of €69,000 per annum.

The daily charge out rates charged by geologists varied depending on the sector that the geologist is working in. Daily charges of €250 to €1400 were recorded in the environmental-hydrogeological sector with an average daily charge of €556. The daily charges reported for the minerals sector are considerably lower with a range from €250 to €400 and an average daily charge of only €366.

The results of the question on envisaged daily charges indicate that members believe that geologists with 5-years experience should command a daily charge of €358, that 10-years experience should receive a daily charge of €550 and 20-years experience should charge €760 per day.

### 3 COMPARISON WITH OTHER PROFESSIONS

Title	Source	Years experience	Salary €
Senior Resident Engineer (LA)	2003 advertisement	7 years+	64,090
Senior Engineer (LA)	2003 advertisement	8 years+	58,429 - 69,908
Executive Engineer (LA)	2004 advertisement	5 years+	40,504 - 57,807
Assistant Engineer (LA)	2004 advertisement	2 years+	34,956 - 50,222
Graduate Engineer (LA)	2004 advertisement		27,743 - 33,453
Chartered Engineer	IEI Survey	3-5 years	40,000
Chartered Engineer	IEI Survey	6-10 years	47,500
Chartered Engineer	IEI Survey	16-20 years	62,500
Chartered Engineer	IEI Survey	21-25 years	67,500
Executive Architect (LA)	2003 advertisement	5 years+	38,337 - 51,432

Executive Planner	2004 advertisement	3 years+	38,377 - 54,771
Secondary teacher (TUI)	Impact website	5 years	29,593 - 32,438 *
Secondary teacher (TUI)	Impact website	10 years	35,770 - 38,635 *
Secondary teacher (TUI)	Impact website	20 years	42,778 - 45,640 *
Senior Scientific Officer (LA)	2004 advertisement	8 years	63,261 - 75,689
Executive scientist (LA)	2004 advertisement		40,504 - 57,807

\* depends on qualifications

#### 4 ROLE OF THE IGI

Members were asked to state what role they would like the IGI to play in the area of employment and professional development.

19% of the respondents did not give a reply to this question.

The largest single response related to salaries / charge-out rates. 41% of the respondents indicated that they wanted to see minimum standards/levels for salaries and charge-out rates established.

The other issues listed related to:

- The promotion of professional geology -- 13%
- Negotiate benefits for members, e.g. insurance -- 7%
- Circulate employment opportunities to members -- 6%
- Promote the need for geologists in local authorities -- 6%
- Conduct surveys and organise more courses -- 5%

# **AUDITOR'S REPORT**

**Registration Number: 314400**

**The Institute of Geologists of Ireland Limited**

**A Company Limited By Guarantee**

**Financial Statements**

**For The Year Ended 31st December 2003**

**The Institute of Geologists of Ireland Limited**

**A Company Limited By Guarantee**

**Financial Statements**

**For The Year Ended 31st December 2003**

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**The Institute of Geologists of Ireland Limited**

**A Company Limited By Guarantee**

**Directors And Other Information**

**For The Year Ended 31st December 2003**

**Directors**

Julian Menuge	(Resigned 1st April 2003)
Teri Hayes	(Appointed 1st April 2003)
John Clifford	(Resigned 15th May 2003)
Gareth Jones	(Appointed 15th May 2003)
Peter O'Connor	

**Secretary**

Julian Menuge	(Resigned 1st April 2003)
Teri Hayes	(Appointed 1st April 2003)

**Company Number** 314400

**Registered Office** 14 Upper Fitzwilliam Street,  
Dublin 2.

**Auditors** Casey McGrath & Associates,  
Chartered Certified Accountants  
and Registered Auditors,  
14 Upper Fitzwilliam Street,  
Dublin 2.

**Bankers** Bank of Ireland,  
2 College Green,  
Dublin 2.

**Charity Number** CHY 13580

## **The Institute of Geologists of Ireland Limited**

### **A Company Limited By Guarantee**

#### **Report of the Directors**

##### **For The Year Ended 31st December 2003**

The directors present their report and the financial statements for the year ended 31st December 2003.

#### **Principal Activity**

The company was set up as a company Limited by Guarantee and not having a share capital. Its principal activity is to promote and advance the science of geology and its professional application in all disciplines and to facilitate the exchange of information and ideas in relation thereto.

#### **Review of the Business**

During the year the company have aimed to promote interest in the geoscientific professions and advance the science of geology, its practice, and that of the geosciences in Ireland.

#### **Results And Dividends**

The (loss)/profit for the year after providing for depreciation and taxation amounted to € (3,643) (2002 - € 2,985). As the company does not have share capital no dividend to shareholders is payable.

#### **Post Balance Sheet Events**

No events occurred after the balance sheet date, which would require disclosure in the financial statements.

#### **Health and Safety of Employees**

The Directors are aware of the requirements of The Safety, Health and Welfare at Work Act 1989. The company is taking the necessary action to ensure compliance with the Act, including the adoption of a safety statement.

#### **Share Capital**

The company is Limited by Guarantee and does not have Share Capital.

#### **Directors**

The directors who served during the year are as stated below. Except where indicated, they served for the entire year.

Julian Menuge (Resigned 1st April 2003)

Teri Hayes (Appointed 1st April 2003)

John Clifford (Resigned 15th May 2003)

Gareth Jones (Appointed 15th May 2003)

Peter O'Connor

#### **Going Concern**

The directors consider that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

#### **Auditors**

The auditors, Casey McGrath & Associates, have indicated their willingness to continue in office in accordance with the provisions of Section 160(2) of the Companies Act, 1963.



**The Institute of Geologists of Ireland Limited**

**A Company Limited By Guarantee**

**Report of the Directors**

**For The Year Ended 31st December 2003**

**Directors' Responsibilities**

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the company and of the profit or loss of the company for that year. In preparing the financial statements the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2001. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**On behalf of the Board :**

**Director :**

**Director :**

**Date :**

## **Independent Auditors' Report To The Members Of**

### **The Institute of Geologists of Ireland Limited**

#### **A Company Limited By Guarantee**

We have audited the financial statements on pages 7 to 10, which have been prepared under the historical cost convention and the accounting policies set out on page 9.

This Report is made solely to the company's members, as a body, in accordance with the requirements of the Companies Acts 1963 to 2001. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an independent auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

#### **Respective responsibilities of directors and auditors**

The Directors' responsibilities for preparing the financial statements in accordance with applicable law and Irish Accounting Standards are set out in the Statement of Directors' Responsibilities on page 3 - 4.

Our responsibilities, as independent auditors, are established in Ireland by statute, the Auditing Practices Board and our profession's ethical guidance.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Acts 1963 to 2001. We state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the company's balance sheet is in agreement with the books of account. We also report to you our opinion as to:

- whether the Company has kept proper books of account;
- whether the directors' report is consistent with the accounts; and

We report to the shareholders if, in our opinion, any information specified by law regarding directors remuneration and directors' transactions is not given and, where practicable, include such information in our report.

We read the other information contained in the financial statements and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements.

#### **Basis of opinion**

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error.

In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

**Independent Auditors' Report To The Members Of**

**The Institute of Geologists of Ireland Limited**

**A Company Limited By Guarantee**

**Opinion**

In our opinion the financial statements give a true and fair view of the state of the affairs of the Company at 31st December 2003 and of its loss for the year then ended and have been properly prepared in accordance with the Companies Acts 1963 to 2001.

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In our opinion proper books of account have been kept by the company. The financial statements are in agreement with the books of account.

In our opinion the information given in the directors' report on page 3 - 4 is consistent with the financial statements.

**Casey McGrath & Associates,  
Chartered Certified Accountants  
and Registered Auditors,  
14 Upper Fitzwilliam Street,  
Dublin 2.**

**The Institute of Geologists of Ireland Limited**

**A Company Limited By Guarantee**

**Profit and Loss Account**

**For the year ended 31st December 2003**

<b>2002</b>	<b>Notes</b>	<b>Continuing operations</b>	
		<b>2003</b>	
		<b>€</b>	<b>€</b>
<b>Income</b>		<b>48,360</b>	24,207
Administrative expenses		<b>(52,179)</b>	(21,633)
<b>Operating (loss) / profit</b>	<b>2</b>	<b>(3,819)</b>	<b>2,574</b>
Interest receivable and similar income		<b>176</b>	411
<b>Retained profit for the year</b>		<b>(3,643)</b>	<b>2,985</b>
Retained profit brought forward		<b>26,642</b>	23,657
Retained profit carried forward		<b>22,999</b>	<b>26,642</b>

There are no recognised gains or losses other than the profit or loss for the above two financial years.

**On behalf of the Board :**

**Director :**

**Director :**

**Date :**

**The Institute of Geologists of Ireland Limited**

**A Company Limited By Guarantee**

**Balance Sheet**

**As At 31st December 2003**

	Notes	2003 €	2002 €
<b>Current Assets</b>			
Debtors	4	3,561	4,935
Cash at bank and in hand		28,385	29,382
		<u>31,946</u>	<u>34,317</u>
<b>Creditors: (amounts falling due within one year)</b>	5	(8,947)	(7,675)
<b>Net Current Assets</b>		<u>22,999</u>	<u>26,642</u>
<b>Total Assets Less Current Liabilities</b>		<u>22,999</u>	<u>26,642</u>
<b>Reserves:</b>			
Profit and Loss account	6	<u>22,999</u>	<u>26,642</u>

**On behalf of the Board :**

**Director :**

**Director :**

**Date :**

# The Institute of Geologists of Ireland Limited

## A Company Limited By Guarantee

### Notes on and forming part of the Financial Statements

#### For The Year Ended 31st December 2003

#### 1. Accounting Policies

##### 1.1. Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with applicable accounting standards. The currency used in these financial statements is the euro, denoted by the symbol €.

The company has taken advantage of the exemption in FRS1 from the requirement to produce a cash flow statement because it is a small company.

##### Basis of Preparation

The financial statements have been prepared in accordance with accounting standards generally accepted in Ireland and Irish statute comprising the Companies Acts, 1963 to 2001. Accounting standards generally accepted in Ireland in preparing financial statements giving a true and fair view are those published by the Association of Chartered Certified Accountants and issued by the Accounting Standards Board.

##### 1.2. Reporting Currency

The financial statements are expressed in Euro (€).

##### 1.3. Reporting Convention

Because the company is not considered to be carrying on a trade it is not permitted to register for Value Added Tax. All figures included in the financial statements are therefore VAT inclusive.

##### 1.4. Deferred Expenditure

All expenditure is written off to the profit and loss account in the period in which the expenditure is incurred. No expenditure is deferred to future accounting periods.

##### 1.5. Income

Membership subscriptions and other income represent amounts receivable for the year.

##### 1.6. Taxation

On the 5th December 2001 The Institute of Geologists of Ireland Limited was granted Charitable Status by the Revenue Commissioners and as a result the activities of the Institute are not chargeable to Corporation Tax.

<b>2. Operating profit</b>	<b>2003</b>	<b>2002</b>
	€	€
Operating profit is stated after charging:		
Auditors' remuneration	2,344	1,349
	<u>          </u>	<u>          </u>

**The Institute of Geologists of Ireland Limited**

**A Company Limited By Guarantee**

**Notes on and forming part of the Financial Statements**

**For The Year Ended 31st December 2003**

**3. Employees**

**Number of employees**

The average monthly numbers of employees  
(including the directors) during the year were:

	<b>2003</b>	<b>2002</b>
	<b>Number</b>	<b>Number</b>
Administration Staff	1	-

**Employment costs (Excluding Directors)**

	<b>2003</b>	<b>2002</b>
	<b>€</b>	<b>€</b>
Wages and salaries	13,400	-
Social welfare costs	1,139	-
	<u>14,539</u>	<u>-</u>

**4. Debtors**

	<b>2003</b>	<b>2002</b>
	<b>€</b>	<b>€</b>
Other debtors	11	11
Prepayments	3,550	4,924
	<u>3,561</u>	<u>4,935</u>

**5. Creditors: (amounts falling due  
within one year)**

	<b>2003</b>	<b>2002</b>
	<b>€</b>	<b>€</b>
Other taxes and social security costs	1,477	-
Other creditors	1,162	-
Accruals	6,308	7,675
	<u>8,947</u>	<u>7,675</u>

**The Institute of Geologists of Ireland Limited**

**A Company Limited By Guarantee**

**Notes on and forming part of the Financial Statements**

**For The Year Ended 31st December 2003**

**6. Profit and Loss Account**

	<b>2003</b>	<b>2002</b>
	<b>€</b>	<b>€</b>
Balance at start of year	26,642	23,657
Retained profit for the year	(3,643)	2,985
	<u>22,999</u>	<u>26,642</u>

**7. Ultimate controlling party**

The ultimate controlling party of The Institute of Geologists of Ireland Limited are the members of the organisation.

**8. Approval of financial statements**

The financial statements were approved by the Board on



**This page is for directors' information purposes only and does not form part of the statutory audited financial statements.**

	<b>2003</b>	<b>2002</b>
	€	€
<b>Income</b>		
Professional Member Subscription	15,160	15,431
Membership Association Application	20	50
Member MIT Sub	789	155
Member Professional Application Fee	400	-
Member Retired	35	-
Member MIT Application	90	-
Member Associate Sub	35	-
Sponsorship	1,714	4,254
Euro Geol Member Subscription	1,125	945
Courses	9,620	2,350
Conference	15,269	-
Advertising	4,103	522
European Federation of Geologists Presidency	-	500
	<u>48,360</u>	<u>24,207</u>
<b>Administrative expenses</b>		
European Federation of Geologists Presidency	-	1,000
Wages and salaries	13,400	-
Employer's PRSI contributions	1,139	-
EurGeol Fees	1,108	-
Conference Costs	11,840	-
Promotional material	4,743	2,893
Continuous Professional Development (CPD)	-	65
Courses	6,025	1,297
Furnishings	-	(280)
Mail and Secretarial	2,292	2,591
Publications & Printing	-	1,498
Computer costs	1,233	1,273
EFG - Delegate expenses	461	195
EFG - Affiliation & Subscriptions	720	1,728
Consultancy	5,706	7,121
Audit	2,344	1,349
Bank charges	460	258
Office supplies & General expenses	708	645
	<u>52,179</u>	<u>21,633</u>

## **NOTICE OF ANNUAL GENERAL MEETING**

Notice is hereby given that the Second Annual General Meeting of the Institute of Geologists of Ireland Limited will be held at 6:30 p.m. on May 13th 2004 at the Keadeen Hotel, Newbridge, Co Kildare for the following purposes:

1. To receive and consider the Directors' Report and Audited Accounts for the year ended December 31<sup>st</sup> 2003.
2. To elect Directors:
3. To re-elect Casey McGrath and Associates as Auditors and to authorise the Directors to fix their remuneration.
4. To transact any other ordinary business of an Annual General Meeting.

By Order of the Board

Teri Hayes  
Secretary

Dated April 4<sup>th</sup> 2004.