

Houses of the Oireachtas Commission Annual Report 2025



Coimisiún Thithe
an Oireachtais
Houses of the
Oireachtas Commission

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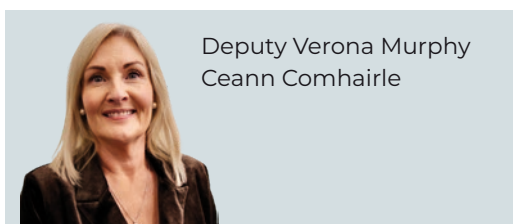
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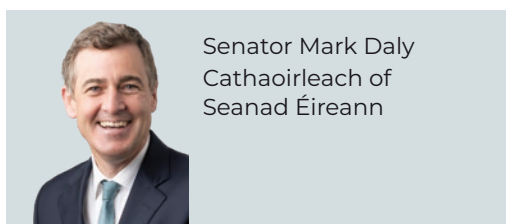
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Deputy Verona Murphy
Ceann Comhairle



Senator Mark Daly
Cathaoirleach of
Seanad Éireann

Introduction by Ceann Comhairle and Cathaoirleach

We are pleased to present the 2025 Annual Report of the Houses of the Oireachtas Commission ('the Commission'). The report has been prepared in fulfilment of the reporting requirement under section 6 of the *Houses of the Oireachtas Commission Acts 2003-2024* which requires the Commission to lay an annual report before the Houses of the Oireachtas.

The report presents an overview of the work of the Commission over the past year in performing its functions, specifically in relation to overseeing the delivery of services and facilities to support the running of the Houses of the Oireachtas. Our focus is to ensure that members of the Houses have the support they need to carry out their work effectively as legislators and representatives of their constituents and, in so doing, enabling Dáil and Seanad Éireann to fulfil their constitutional functions.

On assuming our responsibilities as Commission members last year, we approved a new strategic plan for the Houses of the Oireachtas Service (the Service). The Secretary General's report on the progress achieved in implementing the plan over the past year is presented with this report. It outlines the main activities of the Service, aligned with its strategic objectives, in providing the services needed to support the parliamentary business and the work of members of the Houses.

The Commission welcomes the progress that has been achieved to date in implementing the plan and looks forward to this continuing over the next period, maintaining the focus on providing high standards of services while ensuring that resources are directed to the greatest priorities of the Houses and members.

The report covers a year defined by continuity and change for the Houses of the Oireachtas. In what was the largest number of new members joining Dáil and Seanad Éireann following the elections in recent times, a significant effort was devoted to providing all members with the assistance they needed to undertake their parliamentary roles effectively. This was the case for new members in particular as they adapted to their new responsibilities. The priority was to ensure a seamless continuity of services and support to enable a smooth transition to the 34th Dáil and 27th Seanad.

During this period, we were also pleased to welcome international parliamentarians and other dignitaries to Leinster House. We had the honour of welcoming the President of Ukraine, H.E. Volodymyr Zelenskyy, to address a joint sitting of both Houses of the Oireachtas, and the Irish people.

Hosting a wartime leader was an enormous responsibility. The safety and security of the parliamentary community

and persons in attendance were at the forefront in planning this event. We are grateful to all those who made this occasion possible.

As well as these guests, we welcomed over 127,500 visitors to the Houses last year with many participating in guided tours. Our outreach and educational activities continued to expand. The number of students visiting also continues to rise. Additionally, Leinster House is open to the public during public events such as *Culture Night* and *Open House* architectural events, when visitors have the opportunity to explore the building and see some of the areas not normally accessible to the public.

Importantly, work is also ongoing to progressively improve the accessibility of the parliamentary campus to ensure a safe, secure and inclusive environment for all who work in the parliamentary workplace, as well as guests and visitors to the Houses. As a heritage building, Leinster House and buildings in the parliamentary campus were designed for a different era and present unique accessibility challenges. Despite these challenges, the Service will continue to work with the Office of Public Works to advance a programme of projects to create a safe and accessible workplace and public building. Many key projects have already been completed, moving the Houses closer to becoming fully accessible and inclusive.

In addition, the Service worked closely with AslAm, Ireland's National Autism Charity, to implement initiatives to improve accessibility and inclusion. These efforts led to the Houses of the Oireachtas being awarded autism-friendly accreditation, which recognises that Leinster House and the parliamentary workplace is an autism-friendly environment, welcoming and accessible to autistic people.

In an increasingly uncertain world, interparliamentary cooperation between members of the Houses and parliamentarians at an international level is important to promote constructive relations and strengthen ties with other parliaments and their members.

We look forward to further strengthening this cooperation when the Houses host the parliamentary dimension of Ireland's EU Presidency, which will begin on 1 July 2026. As the presidency parliament, the Houses will lead a programme of conferences and meetings across a range of topics and host up to 150 parliamentarians, accompanied by officials, from the other EU national parliaments and the European Parliament. Planning for the six-month presidency term is now well advanced and is an important priority for the Houses at this time.

The Commission is committed to delivering the parliamentary dimension of the Presidency to a high standard while managing its cost carefully and efficiently.

We continue to facilitate young people in having their voices heard in our national parliament. We were privileged to host the sitting of *Seanad na nÓg* in the Seanad Chamber for a debate which focused on issues that young people wish to have debated during Ireland's EU Presidency. This was an important opportunity for the younger generation to advocate on issues that are important to their generation from within the Houses of the Oireachtas. We commend them for their inspiring and passionate debates in the chamber.

While the constitutional functions of the Houses and their members remain constant, the services that support them must adapt and evolve to ensure the institution can operate as an effective legislature in a modern parliamentary democracy. The changing digital technology landscape gives us the opportunity to modernise the

systems and processes that support the parliamentary functions and the work of members and staff, to improve efficiency and to meet current and future needs.

Under the authority of the Commission, the Service is implementing a Digital Transformation Programme to modernise the systems that support the parliamentary business as well as to ensure their security and resilience given the increasingly fast-moving technological environment in which we now operate. The objective is to respond to the needs of the Houses and members as they evolve, protect our communications and data, and make the work of the Houses more open, more accountable and more accessible to the public.

The Commission is committed to delivering this modernisation on a phased and prioritised basis, sequencing investment according to need, value and affordability, so that the programme remains sustainable within the resources available to the Houses.

As an example, important improvements have been made to the way the Houses engage with the public. The Dáil business website provides constantly updated information on the Dáil business schedule, the progress of business in real time and the live proceedings in the chamber, making it easier for the public to be informed about the work of their elected representatives, and promoting transparency and accountability.

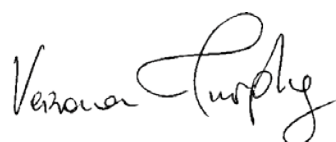
The Commission has strengthened the governance of investment in the Digital Transformation Programme to ensure best value for public money, including closer scrutiny of the cost, sequencing and benefits of individual projects.

In conclusion, we would like to thank Mr Peter Finnegan who retired from the office of Clerk of Dáil Éireann and Secretary General in the past year, and Mr Martin Groves who retired from the office of Clerk of Seanad Éireann. On behalf of the Commission, we thank them for their service to the Houses of the Oireachtas.

We also congratulate their successors, Ms Elaine Gunn on her appointment as Clerk of Dáil Éireann and Secretary General, and Mr Martin Hughes on his appointment as Clerk of Seanad Éireann. We wish them success in their roles and we look forward to working with them in the time ahead.

We would like to thank our Commission colleagues for their work over the past year. We also thank the committees of the Commission for their work.

We express our gratitude to the Secretary General, the Management Board and the staff for delivering the services required to support the business of the Houses and the work of members.



Deputy Verona Murphy
Ceann Comhairle



Senator Mark Daly
Cathaoirleach of Seanad Éireann



Elaine Gunn
(Clerk of Dáil Éireann
and Secretary General
of the Houses of the
Oireachtas Service)

Secretary General's Overview

Annual Report on the Implementation of the Strategic Plan 2025-2027

I am pleased to introduce the first report on the implementation of the Strategic Plan 2025–2027. This report was prepared pursuant to section 16(1)(k) of the *Houses of the Oireachtas Commission Acts 2003–2024*, which requires me, as Secretary General of the Service, to provide an annual report on implementation of the Strategic Plan to the Commission.

Overall, the Service has made significant progress in supporting the work of the Houses, their committees and members; in supporting our parliamentary community; in strengthening our security and sustainability; in enhancing our public engagement; in furthering our digital transformation; and in progressing our bilingual commitments.

At the heart of the Service is our role in enabling the Houses of the Oireachtas to carry out their constitutional functions effectively. Following the convening of the 34th Dáil in late 2024, the Service supported parliamentary proceedings leading to the nomination of the Taoiseach and other members of the government in January. We subsequently supported the Clerk of the Seanad in their duties as *ex officio* Returning Officer for the election count for the vocational panels of the 27th Seanad in Leinster House between 30 January and 3 February. The first meeting of the Seanad took place on 12 February. A system of 30 committees was formally established in May, an increase of five from the previous term.

In 2025, the new Dáil and Seanad recorded high levels of parliamentary activity, with 83 bills initiated and 315

divisions recorded. The number of parliamentary questions processed reached almost 80,000, an increase of 33% over 2024. The Service supported 635 Oireachtas committee meetings in 2025, facilitating 2,309 witnesses, including key stakeholders and independent experts across a range of public policy areas.

As an excellence-driven parliament, our highly skilled specialist teams supported every stage of members' parliamentary work, providing expert procedural knowledge, legal advice, and tailored research and analysis services. The Debates Office reported and published more than 32,000 pages of parliamentary debate from the Dáil and Seanad. The translation teams of Rannóg an Aistriúcháin ensured that simultaneous interpretation and bilingual materials were available during 180 days of parliamentary proceedings.

Our people are our most important asset. The Strategic Plan emphasises our ambition to be a workplace of choice – one that supports wellbeing, encourages learning and development, and fosters a culture built on dignity and respect. In 2025, we made important progress in each of these areas. Staff across the Service have benefitted from expanded training programmes under the People and Organisational Development (POD) initiative, including leadership development, mentoring and procedural knowledge workshops. Our Health and Wellbeing Strategy supported colleagues through dedicated seminars and wellbeing events.

This year also saw the continued implementation of our Equality, Diversity and Inclusion Strategy. We built on our status as an Autism Friendly Parliament, supported the innovative Oireachtas Work Learning (OWL) Programme and progressed improvements to accessibility across the Leinster House complex. New staff supports have been put in place, such as the Job Coach role and enhanced disability liaison and accommodation.

Safety, security and sustainability remain essential strategic objectives. With rising security risks across democratic institutions globally, the Houses of the Oireachtas Service has continued its collaboration with An Garda Síochána and other partners to ensure that members, staff and visitors to the Oireachtas campus are protected and supported. A Senior Officials Oversight and Implementation Group of internal and external stakeholders met to oversee progress on the recommendations of the Task Force on Safe Participation in Political Life.

We are committed to leading on environmental sustainability. In line with our statutory obligations, our Climate Action Roadmap sets out an ambitious programme for the years ahead, including improved heating systems and enhanced monitoring of energy usage. Mindful that our place of work is one of the State's most significant historic buildings, we continued to work closely with the Office of Public Works on ensuring that our shared approach is grounded in conservation best practice, led by the principles of excellence in preserving the character and physical integrity of the campus. During 2025 the cross-functional Green Team of staff members delivered 13 events and webinars promoting sustainable travel and biodiversity.

A vibrant democracy depends on ongoing public engagement. Throughout 2025, the Oireachtas welcomed more than 127,000 visitors to Leinster House – an

increase of almost 86% compared to the previous year. Guided tours, school workshops, public events and outreach programmes all contributed to a deepening of public understanding of how the Oireachtas works.

Our digital engagement also continued apace in 2025. Oireachtas TV streamed nearly a thousand hours of live parliamentary proceedings, while the Oireachtas website facilitated millions of views of debates, committee meetings, legislative publications and news. The Social Media team continued to make parliamentary business accessible to wider audiences, achieving its 10th gold award at the national Social Media Awards.

The visit of President Volodymyr Zelenskyy of Ukraine in December was among the most significant events hosted in the Houses of the Oireachtas in 2025. The address to the joint sitting of both Houses required collaborative working across multiple teams and reflected the professionalism, flexibility and dedication that characterise the Service.

As we look ahead, we remain mindful of the financial context in which the Strategic Plan is being delivered. The three year allocation for 2025–2027 will give rise to resource pressures in 2027. The Service has already taken sensible steps to help manage these pressures. We are also engaging early with the sponsor Department so that any potential requirement for supplementary funding is clearly understood. In addition, we plan to undertake an organisational review beginning in the final quarter of 2026. Through these measures, and with our continued focus on efficiency and forward planning, the Service will remain well placed to meet its obligations and to support the effective delivery of our work in the years ahead.

As Ireland prepares to assume the Presidency of the Council of the European Union in July 2026, significant preparatory work for the parliamentary dimension of the Presidency has been underway across the Service. Hosting the parliamentary dimension is a major responsibility involving a number of interparliamentary conferences attended by delegations from counterpart EU27 national parliaments and the European Parliament.

In 2025, we deepened international relationships through a growing programme of bilateral visits, participation in interparliamentary assemblies, and collaboration with institutions including the European Parliament, the Parliamentary Assembly of the Council of Europe and the Inter-Parliamentary Union. These engagements demonstrate Ireland's role as an active, outward-facing parliamentary democracy committed to multilateral cooperation and shared learning.

We continued to modernise how the Oireachtas works through technology and innovation. The Digital Transformation Programme made further advances in 2025, including a new unified communications system, real time updates for members through Áis Linn – the members' portal, improved digital tools for committees, enhanced streaming systems for Oireachtas TV, and progress toward replacing legacy ICT systems supporting the legislative process and parliamentary questions.

Cyber security continues to be a strategic priority. With increasing threats across Europe and beyond, our Cyber Security Strategy and Roadmap were further advanced, with advice from the National Cyber Security Centre.

Looking to the future, our Responsible Artificial Intelligence (AI) Framework – developed over the past year – will guide how the Service adopts AI in a safe, ethical and secure manner. We have

developed AI assisted tools for research and information management that will support more efficient and effective services in the years ahead.

One of the Service's long-term goals is to progressively increase and embed bilingual capability across the organisation. During 2025 we progressed our Bilingualism Action Plan 2024-2025 including ongoing publication of official translations of Acts, delivery of bilingual digital systems and Irish language events. While recruitment of specialist translation staff remains challenging, our efforts to build a sustainable bilingual workforce continue.

I would like to acknowledge and sincerely thank our staff for their contribution and professionalism this year. In particular, I would like to express gratitude on behalf of the Service to Peter Finnegan, who retired at the beginning of 2026 after ten years of dedicated public service leadership as Clerk of Dáil Éireann and Secretary General.

I would also like to extend my appreciation to the members of the Management Board, the Houses of the Oireachtas Commission, and its Audit and Finance Committees, for their ongoing commitment and support.

Working together, significant progress has been made in 2025. I look forward to building on this in the second year of our Strategic Plan 2025-2027, to deliver on our vision of '*A Democratic Parliament Working Effectively for the People*'.



Elaine Gunn
*Clerk of Dáil Éireann and
Secretary General of the Houses
of the Oireachtas Service*

Our Governance Framework

The Houses of the Oireachtas Commission

The Houses of the Oireachtas Commission (the Commission) is the body responsible for the running of the Houses of the Oireachtas and is the governing body of the Houses of the Oireachtas Service. The Commission was established in 2004 as an independent statutory body under the Houses of the Oireachtas Commission Act 2003. It is accountable to the Houses of the Oireachtas for the performance of its functions.

The Commission is responsible for determining financial and administrative policy for the delivery of programmes and services to the Houses and their members. This supports the Houses and their members in carrying out their parliamentary functions. The Commission also oversees the implementation of those policies by the Houses of the Oireachtas Service (the Service).

The Commission consists of 11 members. The Ceann Comhairle serves as *ex officio* chairperson of the Commission.

Commission members serve in a corporate capacity and do not represent their parties, groups, or their own interests at this forum. Commission members carry out a valuable role in communicating information about Commission policies and decisions through the parliamentary system.

The Houses of the Oireachtas Service

The Houses of the Oireachtas Service is the public service body that provides professional advice, procedural and administrative services and facilities to the Commission, to the Houses of the Oireachtas and their Committees and to members of the Houses.

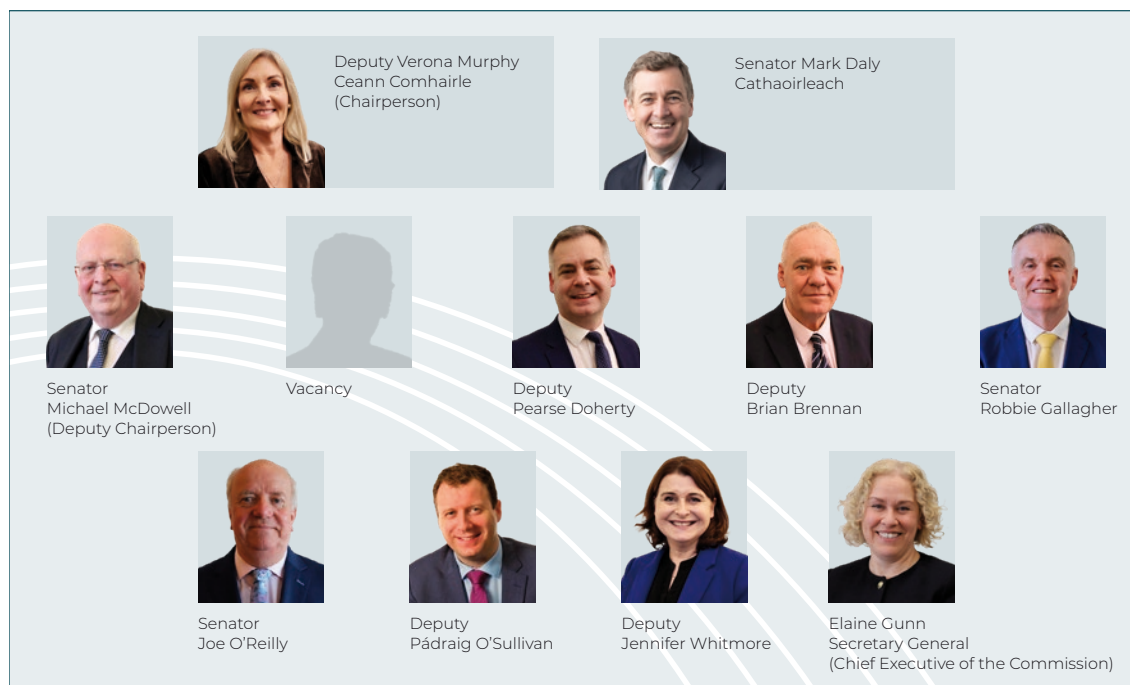
The Service is headed by the Clerk of the Dáil and Secretary General. It is staffed by 697 Civil Servants of the State and 51 State industrial staff (full-time equivalents) whose terms and conditions of employment are set down in the General Civil Service Statutory Code, the Staff of the Houses of the Oireachtas Act 1959 and the Commission Acts 2003 to 2024.

There are 492 political staff working full-time in either Leinster House or in members' constituency offices who are employed directly by the members, or the relevant political party, and who are paid by the Commission.

The Secretary General of the Houses of the Oireachtas Service

The Secretary General has responsibility for managing the Service on a day-to-day basis and for implementing Commission policies. The Secretary General is also the Chief Executive and a member of the Commission, the Clerk of Dáil Éireann, and the Accounting Officer in respect of Commission expenditure.

Members of the Commission



Management Board

The Secretary General is assisted in the overall management of the Service by the Management Board.

The top-level management structure consists of the Secretary General, the Deputy Secretary General, and five Assistant Secretaries reporting to the Secretary General.

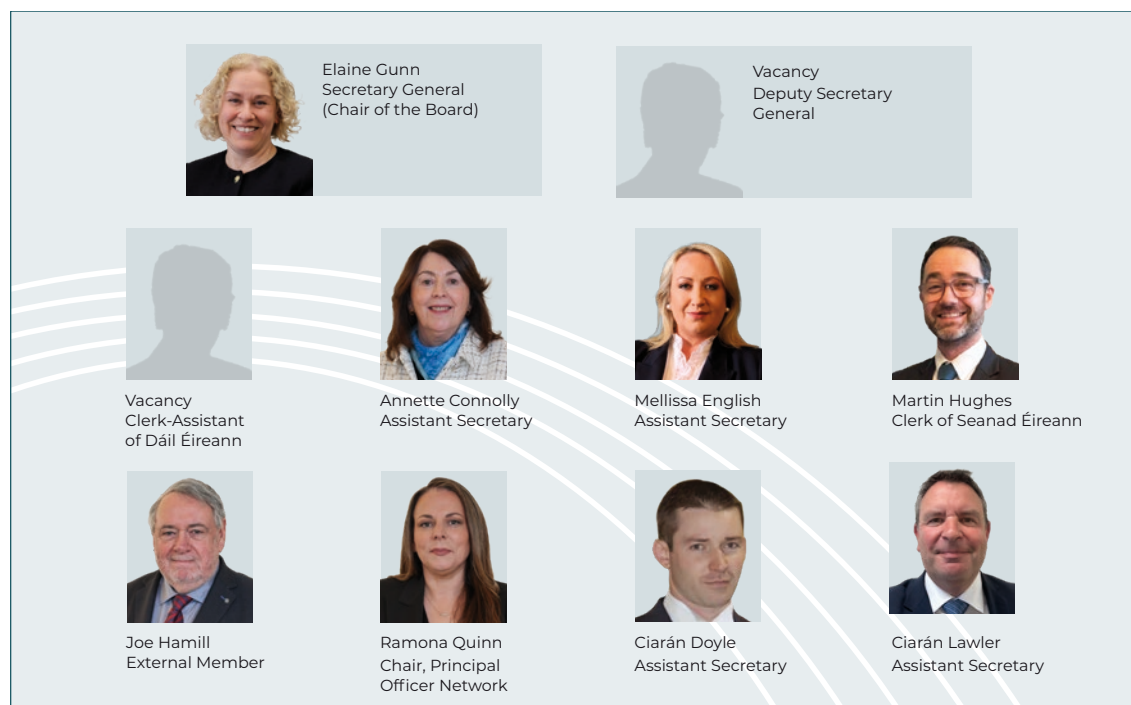
The Management Board comprises the Secretary General (Chair of the Board), the Deputy Secretary General, four Assistant Secretaries, the Clerk of Seanad Éireann, a Principal Officer who is the chair of the Principal Officer Network in the Service, and one external member appointed by the Secretary General.

The Board has overall responsibility for implementation of the strategic plan for the Service. It oversees and accounts for the performance of the Service through collective leadership. It also decides on issues of strategic, operational, and financial importance, which may then be referred to the Commission for decision as appropriate.

The Management Board has established five strategic committees, each chaired by a board member, to support it in carrying out its functions: Governance, Performance and Accountability Strategic Committee (GPA); Engagement, Accessibility, Sustainability, & The Estate Strategic Committee (EASE); People and Organisation Strategic Committee (P&O); Technology and Digital Transformation Strategic Committee (TDT); and Coiste Straitéiseach an Oireachtais Dhátheangaigh (CSOD). The Strategic Committees were established to ensure that there is a co-ordinated approach to the management of strategic and operational issues in the Service that have a cross-divisional dimension.

The work of the Management Board and its committees is driven by the policies adopted by the Commission, as well as by the strategies and priorities set out in the Strategic and Action Plans for the Service 2025-2027. Members of the Management Board and other senior managers in the Service attend Commission meetings as required.

Members of the Management Board



The Role of the Commission

The role of the Commission under the Houses of the Oireachtas Commission Acts is to provide for the running of the Houses of the Oireachtas, to act as the governing body of the Service, to consider and determine policy in relation to the Service, and to oversee the implementation of that policy by the Secretary General.

The founding Commission legislation in 2003 led, in summary, to two consequences: (i) the Commission became the sanctioning authority for expenditure and for deciding on staff numbers, provision of services and related matters (this authority formerly rested with the Department of Finance); and (ii) the system for the allocation of budgets to the Houses of the Oireachtas changed from the annual Civil Service Estimates and 'Vote' process to the provision of a three-year budget drawn from the Central

Fund. A new budget is set in legislation every three years following negotiations with the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation. The budget is approved by the Commission and the necessary amending legislation is then passed by both Houses. The Commission's three-year budget allocation is €565m for the period 2025-2027.

Membership of the Commission

The Commission consists of 11 members:

- the Ceann Comhairle (*ex officio* member) (chairperson of the Commission);
- the Cathaoirleach of Seanad Éireann (*ex officio* member);
- the Secretary General of the Houses of the Oireachtas Service (*ex officio* member) (Chief Executive of the Commission);
- one member of the Houses of the Oireachtas appointed by the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation (the Minister's representative);
- four ordinary members appointed by Dáil Éireann; and
- three ordinary members appointed by Seanad Éireann.

The Commission operates on the general principle that it seeks to support the Houses and all members equally in carrying out their role as elected representatives. Members of the Commission (excluding *ex officio* members) qualify for an annual allowance. The Minister's representative qualifies for an allowance if they are not a serving Minister of State.

Functions of the Commission

The legislation sets out certain specific functions of the Commission, including to:

- oversee ongoing expenditure by the Houses;
- keep annual accounts;
- pay salaries and expenses of members, their staff, and the staff of the Service;
- perform functions in relation to civil service staff of the Commission;
- produce and publish strategic plans, annual reports, annual estimates, and produce handbooks and information relevant to the business of the Houses of the Oireachtas for members of the Houses;
- provide translation services in respect of Acts of the Oireachtas and Statutory Instruments;
- make fiscal and economic information, analysis and advice available to the Houses of the Oireachtas and Oireachtas committees;
- prepare and publish guidelines for members on the use of publicly funded services and facilities, and to specify charges for same, following a dissolution of the Dáil;
- exercise certain functions regarding secretarial facilities for members and qualifying parties, for example, the allocation of resources under the Scheme for Secretarial Assistance for Members and the provision of ICT, printing and graphic design facilities;
- exercise certain legal functions, including participation in legal proceedings where necessary and arranging for the provision of legal advice;
- appoint the Clerk of Dáil Éireann on the recommendation of the Ceann Comhairle from among the list of names selected by the Top-Level Appointments Committee (TLAC), following an open competition organised by the TLAC; and
- appoint the Clerk of Seanad Éireann, Clerk-Assistant of Dáil Éireann and Clerk-Assistant of Seanad Éireann on the recommendation of the Ceann Comhairle or Cathaoirleach, as appropriate.

Matters outside the Remit of the Commission

The Commission does not have the authority to:

- set members' salaries or allowances
- set staff pay, conditions or pensions
- control or manage any building works – this function is carried out by the Office of Public Works (OPW) for all government departments and offices.

In addition, the Commission does not have a role in the day-to-day management of the Service. This is the responsibility of the Secretary General and the Management Board.

Transparency and Accountability

The Commission is accountable to the Houses of the Oireachtas in the performance of its functions. It publishes an annual report which is laid before both Houses and published on the Oireachtas website. The annual report sets out information on the work carried out by the Service in supporting the Houses and members, as well as accounting for expenditure of public funds in the running of the Houses for that particular year.

The Commission, through the Secretary General, submits its accounts to the Comptroller and Auditor General by 31 March each year for auditing. The Commission is accountable to the Committee of Public Accounts of Dáil Éireann for the findings of the public audit and is accountable to the relevant Oireachtas Committees in respect of its strategic plan and related policy matters.

Commission meeting agendas and minutes are published to the Houses of the Oireachtas website. The Commission is also subject to the Freedom of Information Act 2014.

Code of Conduct for Commission Members

The Commission is governed by a Code of Conduct that establishes ethical standards to guide the conduct of its members, both collectively and individually, in performing their functions.

The principles on which the Code is based are responsibility, integrity, loyalty, commitment, compliance, information, and administration. As members of the Houses of the Oireachtas, Commission members are also bound by the Codes of Conduct adopted in accordance with the Ethics Acts by Dáil Éireann and Seanad Éireann, as appropriate. As Designated Directors under the Ethics Acts, Commission members are required to provide an annual statement of their registrable interests to the chairperson of the Commission and to the Standards in Public Office Commission.

Disclosure of Interests by Commission Members

Under its Code of Conduct, and in addition to compliance with the requirements under the Ethics in Public Office Acts, Commission members must disclose any material interest that they or any connected person may have in any matter under consideration at a meeting, or otherwise in matters concerning the functions of the Commission. All disclosures of interests are recorded in the minutes of Commission meetings which are published on the Houses of the Oireachtas website when approved.

Committees of the Commission

The Commission has two key standing advisory committees: a Finance Committee, which considers quarterly financial reports and submits them to the Commission for approval; and an Audit Committee, which oversees and advises on risk management, internal controls (including the internal audit function and matters identified by external audit), and value for money. The Audit Committee was established on a statutory basis pursuant to section 10 of the Houses of the Oireachtas Commission (Amendment) Act 2009. It reports annually to the Commission and its reports are published on the website. The Commission's Finance and Audit Committees meet on a quarterly basis. Further details on the work of the Audit Committee in 2025 can be found at Appendix III. The Commission may also establish sub-Committees as necessary to assist it in carrying out its responsibilities.

Current Membership of the Commission	
Deputy Verona Murphy Ceann Comhairle	Chairperson <i>Ex officio</i> member
Senator Mark Daly Cathaoirleach of Seanad Éireann	<i>Ex officio</i> member
Ms Elaine Gunn Secretary General of the Houses of the Oireachtas Service	Chief Executive <i>Ex officio</i> member
Senator Michael McDowell	Seanad member Deputy Chairperson
Deputy Pádraig O'Sullivan	Minister's representative
Deputy Brian Brennan	Dáil member
Deputy Pearse Doherty	Dáil member
Senator Robbie Gallagher	Seanad member
Senator Joe O'Reilly	Seanad member
Deputy Jennifer Whitmore	Dáil member

Members of the Audit Committee



Ms Noreen Fahy
(Chairperson)



Deputy Pearse Doherty



Mr Vincent Teo



Ms Mairéad Keating



Senator Victor Boyhan



Deputy Seán Fleming



Deputy Mark Wall

Overview of the Work of the Commission in 2025

The Houses of the Oireachtas Commission is the statutory body responsible for the running of the Houses of the Oireachtas. The Commission oversees ongoing expenditure by the Houses and provides strategic direction on the provision of services to the Houses and their members. It also has responsibility for the employment of staff of the Service.

In carrying out its statutory responsibility to oversee the running of the Houses of the Oireachtas, the Commission normally meets at least once a month when the Houses are sitting or as may be necessary for the effective performance of its functions.

Commission meeting agendas and minutes are published on the website. Attendance at meetings in 2025 is set out in Appendix VIII of this report.

Dáil Éireann was dissolved on 8 November 2024 followed by the general elections for the 34th Dáil on 29 November 2024 and the 27th Seanad on 29-30 January 2025. New members of the Commission were appointed in May 2025 to fill vacancies in the ordinary membership of the Commission and in the Minister's representative position.

In the period from May to December 2025 the Commission held seven meetings. The matters dealt with can be summarised as follows:

Induction Briefing for new Commission Members

- Following the appointment of new Commission members in the 34th Dáil and 27th Seanad, the Commission received an induction briefing on the functions and strategy of the Houses of the Oireachtas Service, the role and functions of the Commission and the responsibilities of Commission members.

Commission Appointments

- Audit Committee membership
- Finance Committee membership
- Print Users' Council membership
- Working Group on Portraiture and Art

Commission Appointments – Houses of the Oireachtas Service

- Appointment of the Clerk of Dáil Éireann and Secretary General of the Houses of the Oireachtas Service
- Appointment of the Clerk of Seanad Éireann
- Appointment of Assistant Secretary General, Corporate and Members' Services, Houses of the Oireachtas Service

Financial Performance

- Quarterly financial reports from the Finance Committee and examination of detailed information on spending by the Houses against spending forecasts
- Commission's Annual Accounts for 2024
- Commission's Statement of Estimates for 2026

Strategy

- Strategic Plan 2025-2027 for the Houses of the Oireachtas Service

Policy and Services

- Scheme for Secretarial Assistance for Members
- Digital Transformation Workplan and Budget 2025
- Public Representation Allowance (PRA): Guidelines for members of the Houses on allowable expenditure under the PRA
- Independent Audit of PRA: Extension to the external auditor's contract
- ICT Managed Print Service
- Catering Services in the Houses of the Oireachtas
- Broadcasting Service for the Houses of the Oireachtas
- Framework for the adoption of Artificial Intelligence in the Houses of the Oireachtas
- Proposal to establish a Members' Feedback Forum

Annual Reporting

- Commission's Annual Report 2024 to the Houses of the Oireachtas in accordance with section 6 of the Commission Acts
- Audit Committee's Annual Report 2024 to the Commission in accordance with section 14A(10)(c) of the Commission Acts
- Secretary General's 2024 Annual Report to the Commission on Implementation of the Strategic Plan in accordance with section 16(1)(k) of the Commission Acts

Legal

- Legal proceedings involving the Houses of the Oireachtas

Business Case Approval

- Business case for a managed print service
- Business case for Oireachtas broadcasting service
- Business case for a legislative drafting, amending and publishing system (Reachtra)

Accommodation

- Establishment of a working group on the Oireachtas members' library and reading room
- Leinster House access and tours
- OPW programme of work to address universal access in the Leinster House campus

Vision, Mission, Values



'A Democratic Parliament Working Effectively for the People.'



Mission Statement

'We support our parliamentary democracy by providing excellence in our parliamentary services.'



Excellence



Innovation



People-Focus



Impartiality



Inclusivity



Accountability

Key Parliamentary Activities 2023-2025

Key Parliamentary Activities	2025	2024	2023
Parliamentary Debate			
Total hours of parliamentary debate	2,485	2,435	3,076
Sittings of the Houses			
Dáil sitting days	94	83	100
Seanad sitting days	86	76	89
Dáil sitting hours	922	777	945
Seanad sitting hours	488	474	550
Divisions recorded (votes in the Houses)			
Dáil Divisions	204	165	212
Seanad Divisions	111	99	105
Parliamentary Questions			
PQs and replies to PQs processed ¹	79,807	49,923	60,051
<i>Questions for written answer</i>	64,644	38,635	48,948
<i>Questions for oral answer</i>	2,445	1,642	2,351
Official Report of Debates			
Total words of parliamentary debate published	19,141,377	17,947,071	23,320,884
Translation Services			
Days of simultaneous translation of proceedings	180	159	189
Bilingual titles of Bills	83	98	93
Meetings of Parliamentary Committees			
Committee meetings	635	751	973
Committee sitting hours	1,075	1,184	1,581
Committee witnesses	2,381	2,235	3,001
Reports presented / laid by Committees	68	169	169
The Legislative Process			
Bills initiated in both Houses	83	98	93
<i>Government Bills</i>	29	39	36
<i>Private Members' Bills</i>	54	59	57
Bills initiated in the Dáil	70	65	75
<i>Government Bills</i>	27	35	35
<i>Private Members' Bills</i>	43	30	40
Bills initiated in the Seanad	13	33	18
<i>Government Bills</i>	2	4	1
<i>Private Members' Bills</i>	11	29	17
Amendments proposed to Bills	1,927	6,506	4,528
Bills passed by both Houses	21	48	36
<i>Government Bills</i>	21	48	36
<i>Private Members' Bills</i>	0	0	0
Legal and Legislative Services			
Legal advices issued	514	628	533
<i>To Parliamentary Committees</i>	69	138	140
<i>To the Service</i>	445	490	393
PMB proposals (new) in receipt of legal advice	64	16	56
PMB proposals (new) in receipt of drafting services	20	16	19

¹ The number of PQs processed includes Questions for written answer, Questions for oral answer, PQs withdrawn, and PQs disallowed.

Key Parliamentary Activities	2025	2024	2023
Parliamentary Library & Research Service Services			
Parliamentary Library & Research Service Publications	58	66	50
<i>Bill Resource Pages published</i>	22	31	27
<i>Bill Digests published</i>	21	27	23
<i>Policy and Legislative Briefing Papers published²</i>	15	8	-
Customised briefings for members & other users	1,195	1,249	1,419
Documents laid before the Houses	1,742	1,915	2,032
Records Management			
FOI requests received	142	137	129
Parliamentary Budget Office			
Total Output	259	301	209
Parliamentary Budget Office Publications	64	82	93
Briefings provided to Oireachtas Committees	8	5	5
Costing requests for members	130	172	74
Public Engagement			
Press releases	1,104	1,025	554
Visitors to Leinster House	127,506	68,690	54,529
Education Officer: No. of students at onsite workshops	3,198	2,546	-
Education Officer: No. of students at online classes	1,871	5,108	-
Oireachtas.ie			
Visits to website	2,485,727	2,551,858	2,197,246
Website page views	5,761,918	5,655,239	5,608,400
Oireachtas TV			
Oireachtas TV Hours of Broadcast	8,766	8,784	8,717
<i>Hours of live Oireachtas proceedings broadcast</i>	982	910	1,030
<i>Hours of Replay of Oireachtas proceedings broadcast</i>	4,454	4,537	5,060
Interparliamentary Engagement			
PACE Plenary and Committee meetings	32	29	44
Parliamentary Assembly of the OSCE	4	7	5
ICT Services			
MS Teams virtual meetings	142,099	113,709	105,089
Helpdesk support calls handled	17,318	17,794	16,653
Rannóg Translation Services			
Pages of translation of corporate documentation	211	252	439
Pages of translation of committee documentation	120	524	353
Pages of press releases translated	94	99.5	69
Pages of all other translation	190	158.5	382

Key Resources	2025	2024	2023
Staff of the Service (Civil Service Staff, State & Industrial) (FTEs)	749	740	705
Members' staff (FTEs)	492	467	473

2 The 'Policy and Legislative Briefing Paper' was formerly known as the 'General Scheme Briefing Paper'.

Note: Staff numbers as on 31 December 2025, 2024, and 2023, respectively. FTE numbers have been rounded.

Strategic Plan 2025-2027 – Strategic Pillars, Outcomes and Goals

Strategic Pillars

1

**Parliamentary
services**

.....

2

**Our Parliamentary
Community**

.....

3

**The
Estate**

.....

Strategic Outcomes

1

**An Effective and
Excellence Driven
Parliament**

.....

2

**A Workplace of Choice
and a People-Focused
Parliament**

.....

3

**A Secure
and Sustainable
Parliament**

.....

1. Support and advise the Houses of the Oireachtas, their Committees and members in conducting business effectively.
2. Drive excellence in our initiatives to support an effective legislative process.
3. Deliver excellent research, analysis and information services to support the legislative, oversight and scrutiny functions of the Houses of the Oireachtas.
4. Provide support services of the highest quality to members to enable them in their role as parliamentarians.
5. Continue and enhance the support to the Houses of the Oireachtas and their Committees in their roles as a National Parliament under the EU Treaties in the context of the Irish EU Presidency in 2026.
6. Ensure the highest standards of professionalism and corporate governance, demonstrating value-for-money.

1. Promote the Houses of the Oireachtas as a workplace of choice and provide ongoing support and development opportunities for our staff.
2. Build the parliamentary workforce of the future.
3. Foster connection and a values-driven culture in a flexible blended working environment.
4. Reinforce our culture of dignity and respect and Equality, Diversity and Inclusion (EDI).
5. Address outstanding recommendations of the Forum on a Family Friendly and Inclusive Parliament.

1. Further develop and strengthen the secure environment.
2. Implement the recommendations of the Task Force on Safe Participation in Political Life.
3. Develop an Estate strategy for the Houses of the Oireachtas.
4. Develop a costed programme of capital works for the Leinster House campus in partnership with the Office of Public Works (OPW).
5. Deliver on our sustainability and climate action commitments.

4

The Public and our International Relations

.....

5

Digital and Innovation

.....

6

Our Official Languages

.....

4

A Transparent, Accessible and Internationally Engaged Parliament

.....

5

An Innovative and Digital-First Parliament

.....

6

A Bilingually Enabled Parliament

.....

1. Develop public confidence and promote active involvement and engagement with the Houses of the Oireachtas in all areas of society.
2. Create a comprehensive plan that best reflects an internationally connected parliament.
3. Improve our education programmes at every level and launch an outreach initiative to foster broader understanding of democracy, delivering inclusivity.
4. Enhance our collaboration with relevant external stakeholders and promote a deeper, clearer understanding of our role in upholding democracy.

1. Strengthen and mature our cyber security capabilities.
2. Deliver the next stages of our Digital Transformation Programme.
3. Deploy innovative solutions to modernise our parliamentary environment.
4. Provide effective and responsive technical supports to ensure the resilience and continuity of our digital systems.
5. Develop and implement a Responsible Artificial Intelligence (AI) Framework for the Houses of the Oireachtas to foster innovation while ensuring safety and security.

1. Deliver on our Irish language obligations and policy.
2. Provide expanded bilingual services and facilitate an increase in the amount of Irish used in the Houses of the Oireachtas.
3. Maximise the role of technology in achieving bilingual service provision.
4. Drive training and development opportunities, and recruitment and retention of bilingual staff.

Strategic Outcome 1: An Effective and Excellence Driven Parliament

Goal 1: Support and advise the Houses of the Oireachtas, their committees and members in conducting business effectively

Providing high-quality procedural support and advice to office holders, cathaoirligh of committees, and to members of the Houses is an essential function of the Houses of the Oireachtas Service (Service). The business of the Houses is conducted in accordance with the rules and precedents as set out in standing orders and in salient rulings of the chair.

During 2025, the Service continued to maintain and enhance the advice and support services it provides to the Houses of the Oireachtas and their committees. The Service supported Dáil Éireann on 94 sitting days and Seanad Éireann on 86 sitting days. This included supporting important developments which took place throughout the year, such as the nomination of the new Taoiseach, Micheál Martin, on 22 January 2025. The average daily sitting time in Dáil Éireann was nine hours and 48 minutes.

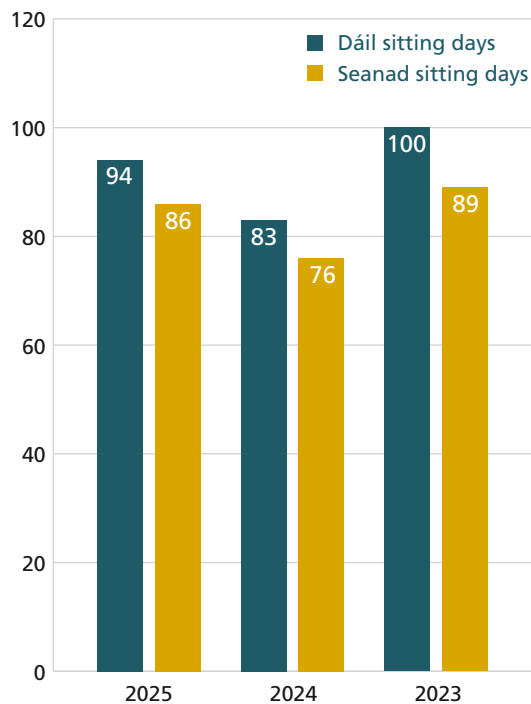


Figure 1: Sitting days of the Dáil and Seanad

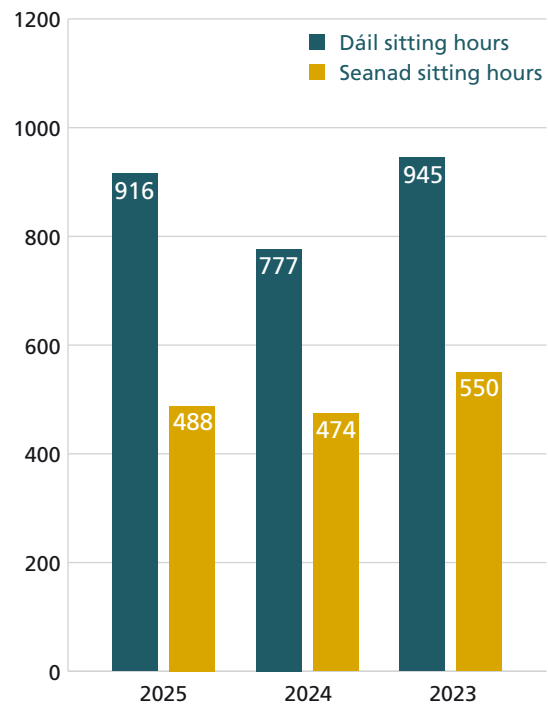


Figure 2: Sitting hours of the Dáil and Seanad



Dáil Éireann approved the nomination of Deputy Micheál Martin for appointment by the President as Taoiseach.



A general view of the Dáil Chamber.

Support for Dáil Business

The Clerk and Clerk-Assistant of the Dáil and the House Services business units support the sittings and business of Dáil Éireann and its chairpersons by providing procedural advice and assistance in preparing for, and presiding over, the sittings of the House. They also support the work of Dáil standing committees.

Procedural briefings are prepared for each sitting of the Dáil to guide the chairperson through each item of business. Chairpersons are briefed before proceedings in the House, and committee cathaoirligh are briefed at their request on procedural rulings in relation to bills and proposed amendments.

The **Journal Office** provides a range of procedural support services to the Dáil. In 2025, 112 PDF versions of the daily Dáil Business schedule and 47 PDF versions of the Dáil Business weekly schedule were provided to members through the Dáil Business website. In 2025, the Journal Office recorded 204 Dáil divisions (votes in the House).

The Journal Office also provided support to the **Dáil Committee on Parliamentary Privileges and Oversight (CPPO)**, which held two meetings in 2025. The **Dáil Business Committee** held 38 meetings in 2025, and the **Committee on Standing Orders and Dáil Reform** held 11 meetings.

Table 1: Meetings of Dáil Standing Committees	2025	2024	2023
Dáil Business Committee	38	29	36
Committee on Parliamentary Privileges and Oversight	2	5	7
Committee on Standing Orders and Dáil Reform (CSODR)	11	4	5
Committee of Selection	0	5	9

Table 2: Parliamentary Questions (PQs)	2025	2024	2023
PQs processed ¹	79,807	49,923	60,051
Questions for written answer	64,644	38,635	48,948
Questions for oral answer	2,445	1,642	2,351

¹ The number of PQs processed includes questions for written and oral answer, questions withdrawn and questions disallowed.

The **Questions Office** processed 79,807 parliamentary questions (PQs), of which 64,644 were for written answer. There were 7,131 pages of PQs published in 2025.

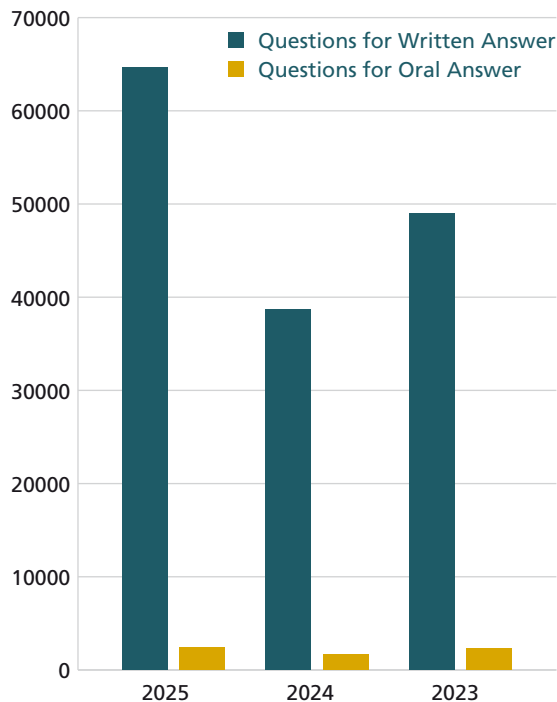


Figure 3: Parliamentary questions (PQs)

Support for Seanad Business

The Clerk and Clerk-Assistant of the Seanad and the Seanad Office support the sittings and business of Seanad Éireann, its committees, its chairpersons and members by providing procedural advice and assisting them in preparing for, and presiding over, the sittings of the House. The Seanad Office also supports the Clerk of the Seanad in discharging their duties as *ex officio* returning officer for Seanad elections.



Senator Mark Daly was elected Cathaoirleach of the 27th Seanad.

The Seanad sat for 86 sitting days (488 sitting hours) in 2025. The average daily sitting time was five hours and 40 minutes. It produced 93 order papers, including supplementary order papers.

Of the 83 bills initiated in the Houses in 2025, 13 were initiated in the Seanad. Two were government bills and 11 were private members' bills (PMBs).

The Seanad Select Committee on EU Scrutiny and Transparency was established on 8 July 2025 as the successor to the Seanad Select Committee on Scrutiny of Draft EU-related Statutory Instruments, which was set up in 2023 after a Cabinet decision.

Chaired by Senator Mark Daly, Cathaoirleach of the Seanad, the Committee's role is to scrutinise draft statutory instruments transposing EU directives into Irish law and to refer them, if the Committee considers it necessary, to the relevant sectoral joint committees for further scrutiny. The Committee also has the power to examine infringements relating to the transposition of directives and to examine EU agreements and policies. It met twice in 2025.

Table 3: Meetings of Seanad Committees	2025	2024	2023
Committee on Parliamentary Privileges and Oversight	10	8	4
Seanad Public Consultation Committee	0	13	7
Seanad EU Scrutiny Committee	2	12	5
Committee of Selection	4	3	3

The Seanad Office supported 10 meetings of the Seanad Committee on Parliamentary Privileges and Oversight. It further supported two meetings of the Seanad Select Committee on EU Scrutiny and Transparency.



Senator Maria Byrne was elected Leas-Chathaoirleach of the 27th Seanad.

Official Debate

The **Debates Office** reports and publishes proceedings of the Dáil, Seanad and parliamentary committees in the floor language (Irish or English) within set deadlines.

The total hours of parliamentary debate by the Dáil, Seanad and committees was 2,485. This amounted to 32,700 pages of Official Report. The Office published these debates to the website in HTML, PDF and XML formats. Bound volumes of the debates are also printed and deposited with the copyright libraries.

The total number of words of parliamentary debate reported for the Dáil and Seanad was approximately 11.2 million words for the year, and public committee meetings – of which there were 500 – accounted for approximately 7.9 million words.

Translation Services

Proceedings of the Dáil, Seanad and their committees are conducted through the medium of Irish or English. **Rannóg an Aistriúcháin** provided simultaneous translation services (Irish to English) during 180 sitting days of parliamentary proceedings, 94 in the Dáil and 86 in the Seanad.

Table 4: Translation Services	2025	2024	2023
Simultaneous translation provided on sitting days for the parliamentary proceedings	180	159	189
<i>Bilingual titles of bills¹</i>	83	98	93
<i>Government bills</i>	29	39	36
<i>Private members' bills</i>	54	59	57

¹ This figure includes long and short titles of bills formally initiated in the Houses.

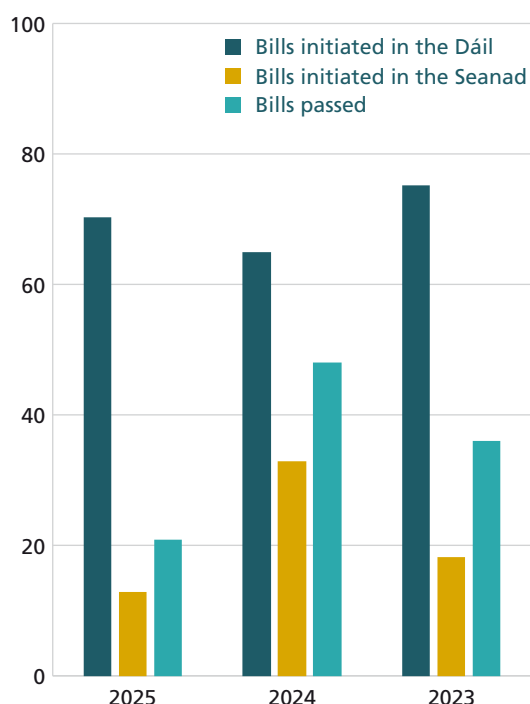


Figure 4: Bills initiated in both Houses and bills passed

The **Bills Office** supports the legislative process in both Houses and manages the legislative process from publication of a bill to the transmission of a certified vellum copy of every bill passed by both Houses to the President for signing. Additionally, the Bills Office examines the text of all bills and amendments and supports the chairpersons and clerks of both Houses in rulings on admissibility in accordance with standing orders.

During 2025, 83 bills were initiated in both Houses. The Houses passed 21 bills, all of which were government bills, amounting to 697 pages. **Appendix IV** lists bills initiated, and **Appendix V** lists the bills passed by both Houses.

All bills are examined by the Bills Office prior to publication and are examined for financial implications prior to proceeding to Dáil committee stage. The Bills Office also examines committee and report stage amendments for compliance with standing orders. The chairpersons of both Houses and committee cathaoirleigh are individually briefed, as required, in relation to the admissibility of bills and amendments.

In 2025, 1,927 amendments were proposed to bills as they passed through the legislative process.

Parliamentary Publications

The Service provides printing, electronic publishing and related services for parliamentary documents. The Service's in-house **Parliamentary Publication Unit (PPU)**, established in 2023, is primarily responsible for managing and undertaking the mark-up, printing, and publication of core parliamentary business documents. The PPU also delivers core technical services to the Bills Office for marking up legislative documents, including managing the process of adding tags and annotations to legislative documents to provide structure, formatting, and additional information.

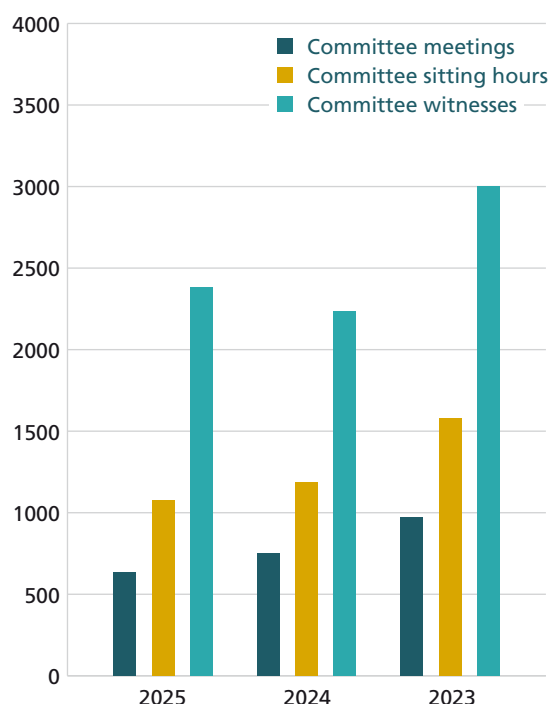


Figure 5: Parliamentary committee business

Parliamentary committees are established to conduct oversight of the work of government departments or to examine policy areas in depth, according to the orders of reference agreed by the Dáil and Seanad. Committees invite and receive submissions from various organisations and individuals including government departments, state bodies, stakeholder groups, and members of the public. Public meetings are broadcast live and committees publish reports on specific issues. Committees also scrutinise government expenditure and debate proposed legislation, including legislative proposals from the EU.

The Committee on Standing Orders and Dáil Reform and the Seanad Committee on Parliamentary Privileges and Oversight agreed the structure of the committee system of the 34th Dáil in April 2025 and 30 committees were established, with support from the Committees' Secretariat teams of clerks, policy advisors and administrative staff. The first committee meeting of the 34th Dáil was a meeting of the Committee

of Public Accounts (PAC) on 8 May 2025.

Appendix VI lists the committees for the 34th Dáil and 27th Seanad.

Committees have access to a wide range of information, research and legal services from the Oireachtas Library, the Parliamentary Research Service, the Office of Parliamentary Legal Advisers and the Parliamentary Budget Office, to support committee work as required.

The committees' press officers work to highlight the work and role of the parliamentary committees by promoting and providing information such as press releases to national and local media. They respond to media queries, monitor media coverage of committee work and support events, report launches and press briefings on behalf of committees.

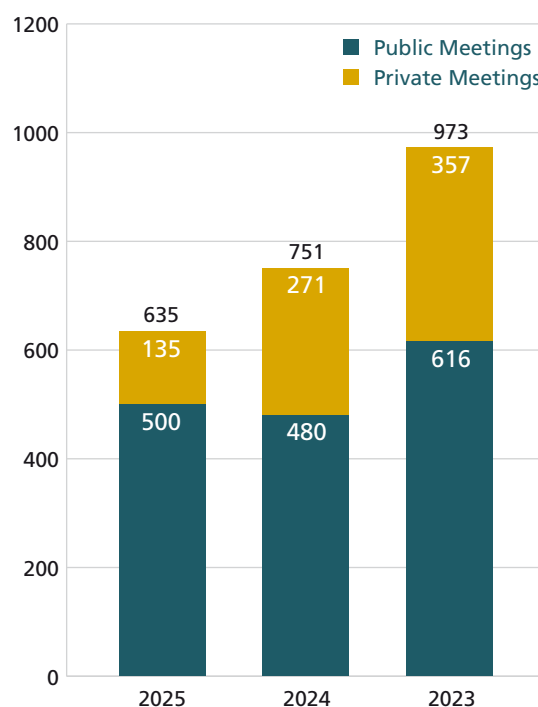


Figure 6: Committee meetings – private and public

In 2025, the Committees' Secretariat supported 635 parliamentary committee meetings over 1,076 sitting hours at which 2,309 witnesses, including key stakeholders and independent experts across a range of public areas, contributed. Of these committee meetings, 500 were public meetings, and 135 were private meetings.

Joint Committee on Artificial Intelligence

The Joint Committee on Artificial Intelligence was established in May 2025 to examine and make recommendations on Ireland's approach to the development, deployment, regulation, and ethical considerations of artificial intelligence (AI). In 2025, the Committee met 18 times and with 56 witnesses. The Committee published its '[First Interim Report](#)' in December 2025. The report contained 85 recommendations, including a recommendation that the Joint Committee be established on a permanent basis.

Committee reporting

In 2025, committees published 68 reports, setting out findings and recommendations in their respective policy areas. A selection of reports is presented below:

- Joint Committee on Foreign Affairs, '[Report on Pre-Legislative Scrutiny of the General Scheme of the Israeli Settlements in the Occupied Palestinian Territory \(Prohibition of Importation of Goods\) Bill](#)', 31 July 2025. The report made 17 recommendations regarding the implementation of the Bill.
- Committee on Budgetary Oversight, '[Pre-Budget 2026 Report](#)', 1 October 2025. The report made 11 recommendations and highlighted the need for better, more detailed and long-term budgetary data and

forecasts, and the development of a clear, sustainable long-term fiscal framework.

- Joint Committee on Disability Matters, '[Review of the Joint Committee on Autism Final Report](#)', 14 November 2025. The report provided a progress update on the 109 recommendations made in the final report of the Joint Committee on Autism.
- Joint Committee on Finance, Public Expenditure, Public Services Reform and Digitalisation, and Taoiseach, '[Report on the Prioritisation of Defence Funding in the EU](#)', 17 December 2025.

In November 2025, [The Watchdog at Work: 100 Years of the Committee of Public Accounts](#) was launched at a celebratory event in LH2000. The event, along with the accompanying exhibition and website, informed how the Committee of Public Accounts has shaped and influenced Irish democracy over its first hundred years.



The Committee of Public Accounts marked the centenary of the publication of the first PAC report on scrutiny of public spending.

Among the attendees were the Ceann Comhairle, current and former PAC members, accounting officers, officials from the Office of the Comptroller and Auditor General, academic partners and current and former Oireachtas staff members.

Table 5: EU Legislative Scrutiny	2025	2024	2023
Scrutiny of European Commission proposals			
Proposals received	133	67	157
Proposals where scrutiny was concluded	102	96	152
Reasoned opinions	0	2	0
Political contributions	10	5	9

Oireachtas committees, on behalf of the Dáil and the Seanad, undertake **scrutiny of EU draft proposals**, specifically considering the ‘principle of subsidiarity’ in doing so. They also consider the transposition of EU legislation into Irish law and engage with government members on their interactions at Ministerial Council meetings.

In 2025, the Houses of the Oireachtas received 133 EU legislative proposals and concluded consideration on 102 proposals and agreed and submitted 10 political contributions to the European institutions on various proposals.



H.E. Ms Kara Owen, UK Ambassador, was welcomed to Leinster House in December.

Strategic Outcome 1: An Effective and Excellence Driven Parliament

Goal 2: Drive excellence in our initiatives to support an effective legislative process

The Office of Parliamentary Legal Advisers (OPLA) provides independent expert in-house legal services (advisory and litigation services) to the Ceann Comhairle and Cathaoirleach, members of both Houses, the parliamentary committees, and the Houses of the Oireachtas Commission. The independence of the OPLA is given statutory effect by section 14C of the Houses of the Oireachtas Commission Acts. The OPLA is headed by the Chief Parliamentary Legal Adviser and comprises senior and specialist parliamentary lawyers, including senior counsel, barristers, solicitors, legislative drafters, expert legal researchers and administrators. The Office has four specialist legal teams:

- The Parliamentary Services Legal Advisory team.
- The Corporate Services Legal Advisory team.
- The Parliamentary Legislative Drafting team.
- The Private Members' Bills Advisory team.

Parliamentary Services Legal Advisory team

The Parliamentary Services Legal Advisory team provides expert legal services and advice to the Houses of the Oireachtas, members of both houses, office holders and Oireachtas committees. Services provided include advising Oireachtas

committees in relation to parliamentary law issues arising, providing expert support and legal advice to members in the examination and testing of government-supported policy matters and providing professional advice to members and staff of the Service on parliamentary and procedural legal issues. In addition, the team conducts litigation on behalf of the Houses, their committees and members in relation to parliamentary matters.

The Corporate Services Legal Advisory team

The Corporate Services Legal Advisory team plays a central role in supporting the effective governance, administration, and legal compliance of the Service. The in-house team provides independent legal services across a wide range of corporate and operational matters essential to the running of the parliamentary administration. This includes for example advising on procurement, contracts, copyright, freedom of information (FOI), data protection, employment law, and members' allowances. In addition, the in-house team conducts litigation on behalf of the Commission in respect of any litigation relating to matters arising from the operation of the Service.

Table 6: Parliamentary and Corporate Legal Advisory Services	2025	2024	2023
Legal Advices			
Total legal advices issued	514	628	533
to parliamentary committees	69	138	140
to the Service (Corporate)	198	290	254
to the Service (Parliamentary Services)	247	200	139

Parliamentary Legislative Drafting Team and Private Members' Bills Advisory Team

The OPLA's *Step-by-Step* Guide for members outlines the services provided by both the Parliamentary Legislative Drafting team and the Private Members' Bills Advisory team to support them in their legislative work. Both teams provide opposition Deputies and Senators with high-quality legal advice, legal research, legal policy analysis and legislative drafting assistance in the preparation of their private members' bills (PMB) proposals. All legal advice is provided on a confidential basis. Having an expert in-house legal team to assist members has several positive aspects, by enabling members:

- To have a dedicated legal adviser and legislative drafter to assist them in the development of their policy into a legally sound, researched and considered legislative proposal.
- To be well informed of the law in the area concerned.
- To have access to the technical specialised expertise needed for legislative policy development and drafting.

The Private Members' Bills Advisory team also provides legal advice to Oireachtas committees at the pre-committee stage scrutiny of PMBs. The Memorandum of Understanding between the government and Dáil Éireann on private members' bills, which was adopted by the sub-Committee on Dáil Reform on 5 December 2018 establishes the pre-committee stage scrutiny framework. The Parliamentary Services Legal Advisory team also assists members and committees in scrutinising government policy through the provision of legal advice regarding government bills which undergo pre-legislative scrutiny (PLS).

The OPLA Parliamentary Services and Corporate Services Legal Advisory teams issued 514 legal advices in 2025. Of these, 445 (87%) issued to the Service, 247 advices issued to parliamentary services and 198 advices issued to corporate services. The remaining 69 (13%) advices issued to committees.

Table 7: Private Members' Bills Advisory and Parliamentary Legislative Drafting Services	2025	2024	2023
PMB Advisory files			
<i>New files</i>	64	16	3
<i>Ongoing files¹</i>	54	17	13
<i>Completed files</i>	29	43	3
PMB Pre-Committee Stage Scrutiny			
<i>New requests</i>	0	8	7
PMB proposals in receipt of drafting services			
<i>New files</i>	20	16	19
<i>Ongoing files¹</i>	11	2	16
<i>Completed files</i>	13	29	18
PMBs Drafted			
<i>Draft PMBs issued to members</i>	8	28	55
<i>Settled PMBs issued to members</i>	15	27	18
<i>Settled OPLA PMBs published in either House</i>	9	22	6

¹ Ongoing files/requests refers to files ongoing at the end of December 2025, December 2024, and December 2023.

In 2025, the Private Members' Bills Advisory team received 64 new PMB proposals and completed 29 PMB proposals for members. There were 54 ongoing PMB proposals at the end of December, 34 for Deputies and 20 for Senators.

The Parliamentary Legislative Drafting team were assigned 20 new PMB proposals, with 11 ongoing at the end of the year. A total of eight draft bills were issued to members, and 15 settled bills were issued to members.

The OPLA has continued to be proactive in its engagement with the Houses, its members and the Service in the provision of legal services and advice. Overall, feedback on OPLA services has continued to be very positive. Members who use the Houses of the Oireachtas in-house legal services appreciate and value the independent and professional service provided by the OPLA, which is timely, solution focused and legally sound. Additionally, the OPLA won the Excellence in Communications award at the 2025 Leap Irish Law Awards. The OPLA strives to continuously communicate on its services to its clients, being the members of both Houses of the Oireachtas, to the legal community and wider public more generally.

Strategic Outcome 1: An Effective and Excellence Driven Parliament

Goal 3: Deliver excellent research, analysis and information services to support the legislative, oversight and scrutiny functions of the Houses of the Oireachtas

The **Oireachtas Library (Library)** and the **Parliamentary Research Service (PRS)** are specialist professional units providing impartial information and analysis to support members of the Houses of the Oireachtas in their parliamentary duties.

The PRS' legislative analysis service includes extensive analytical briefings on government bills (Policy and Legislative Briefing Papers and Bill Digests) and private members' bills (PMB scrutiny papers). Policy and Legislative Briefing Papers provide members with comprehensive analysis of the policy and legislative context for proposed government legislation earlier in the legislative cycle. Bill Digests support members in preparing for second stage debate on bills in the Houses by providing detailed analysis of published legislation. The PRS also provides briefings to assist with the scrutiny of a general scheme of a government bill as part of pre-legislative scrutiny.

PMB scrutiny papers are available to members to support pre-committee stage scrutiny of PMBs and provide comprehensive policy and legal analysis of the proposed PMBs.

During 2025, the PRS also produced 58 legislative analysis research outputs to inform members, this included 22 Bill Resource Pages and 36 substantive research papers (15 Policy and Legislative Briefing Papers and 21 Bill Digests). These substantive outputs covered a range of subjects, including briefing papers on the National Cyber Security Bill, the Broadcasting (Amendment) Bill, the Marine Protected Areas Bill and the Guardianship of Infants (Amendment) Bill. Bill Digests were published to support members' scrutiny of, among others, the Garda Síochána (Recording Devices) (Amendment) Bill, the Arbitration (Amendment) Bill, the Social Welfare (Bereaved Partner's Pension) Bill 2025 and the National Training Funding (Amendment) Bill.

Both the Library and the PRS delivered member-focused services including:

- Customised research, analysis, enquiry, and reference services.
- Information skills training which supports users to help them find, critically assess and use a range of information and research sources and services.
- Proactive up-to-date awareness services, such as press monitoring, media alerts and blog posts.
- Access to comprehensive high-quality digital and print collections, including e-books, books, news resources and online journals and databases.

During 2025, the Library and the PRS responded to 1,195 requests for customised briefings from members and other users (979 information requests and 216 research requests). These outputs include bespoke responses that address members' specific information and research requests and are delivered to meet their demanding schedules. Between January and December, 2025 blog posts were produced for members and other users. These blog posts mirror members' working week with content that echoes the weekly schedule. They cover a range of themes and issues, including environmental topics, for example, fishing industry, biodiversity, energy costs; social policy issues such as childcare, young carers and emergency mental healthcare; and other diverse topics such as mutual legal assistance and local democracy taskforces. The PRS further completed 10 detailed papers for committees. Two of these were Pre-Legislative Scrutiny Briefing papers to support committees in their scrutiny of proposed government legislation, and eight were elective briefing papers to support committees in furthering their work programmes.

Both the Library and the PRS delivered a range of post-election outreach activities:

- In addition to outputs included in Figure 8, in March 2025, the PRS published *Research Matters* – a curated collection of 16 research articles on topics that members of the 34th Dáil and 27th Seanad will likely deal with over the coming years, including AI, homelessness, migration and climate change. These articles were optimised to support time-poor members in engaging with emerging and persistent policy topics like *The future of data centres in Ireland*, *Capacity constraints on Ireland's housing supply*, *Sentencing guidelines*, and *How can Ireland meet future care*

needs. Noteworthy features of the compendium include that they were published in Irish and English, policy options were front-loaded, they were short (average six-minute read), they used minimal jargon, they used clear data visualisations, and they were optimised for mobile consumption.



The Oireachtas Parliamentary Research Service published *Research Matters, Key Issues for the 34th Dáil & 27th Seanad*.

- The Library and the PRS held two joint *Meet & Greet* events (in April and November) to promote their services and resources to new members.
- Throughout 2025, the Library continued its series of live webinars introducing users (including members, political staff, and Service staff) to the Library's resources and collections.

The PRS continued its successful collaboration with Research Ireland (formerly Science Foundation Ireland) to host a webinar to mark 2025's Science Week; this was the fifth Science Week collaboration. The theme of the webinar was *Ireland's Move to a Renewables-led Economy – Research Insights to Fuel the Transition* and included presentations from Professor Lisa Ryan from the School of Economics at University College Dublin, Dr Jimmy Murphy from the School of Engineering at University College Cork, and Kate Walsh from the Parliamentary

Research Service. The webinar is available to watch on the [Library and Research Service's](#) page on the Oireachtas website.

The Library and PRS' internal website provides access to all non-confidential PRS research publications and online subject resources to support parliamentary scrutiny and oversight.

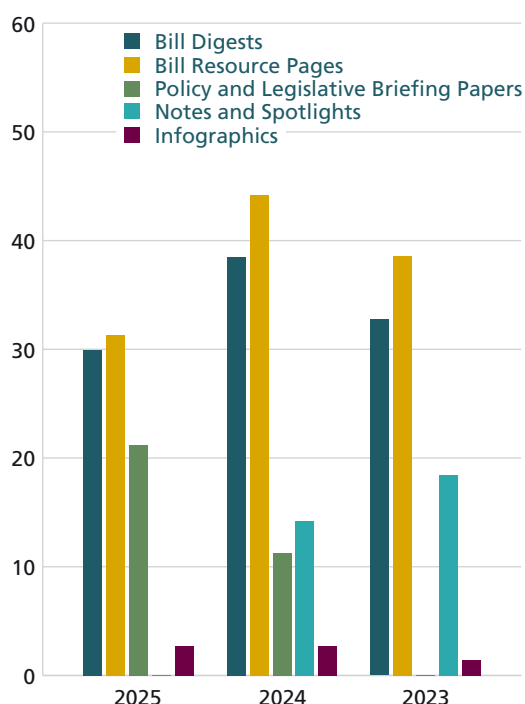


Figure 7: Parliamentary Research Service research publications

The Library manages the procedures relating to the laying of documents before the Houses. During 2025, 1,742 documents were laid before the Houses and made available electronically to members and to the public.

Moreover, the Library supported research-intensive business areas (including the Committees' Secretariat, OPLA and the Parliamentary Budget Office) and working groups with new information resources and targeted information sessions. The Library also supported political staff and other

Library users with its information skills programme.

During 2025 the Library team continued to add to its contemporary collections to support research across the Oireachtas and to integrate specific heritage collections into external databases and repositories such as [JSTOR Shared Collections](#) (Journal Storage collections of images and primary sources from libraries, museums, and archives around the world) ensuring that they are available to an international audience.

The **Parliamentary Budget Office (PBO)** was established on a statutory basis under the Houses of the Oireachtas Commission (Amendment) Act 2018. The objective of the PBO is to support the Houses of the Oireachtas and its committees in relation to the management of public finances. The establishment of the PBO on a statutory basis follows recommendations made in the OECD report Review of Budget Oversight Ireland (November 2015) and by the Sub-Committee on Dáil Reform to improve Dáil Éireann's engagement with oversight of the budget process.

The functions of the PBO are to provide the Houses and their committees with fiscal and economic information, analysis, and advice that is independent and impartial relating to:

- The particular macroeconomic conditions in the State.
- Developments affecting public finances.
- The management of public finances.
- The financial implications of proposals affecting the public finances.

Table 8: Parliamentary Budget Office (PBO)	2025	2024	2023
Total outputs	259	301	209
Publications			
Total publications	64	82	93
<i>Briefing papers / commentaries</i>	22	23	18
<i>Notes</i>	9	16	17
<i>Analytical notes / working papers</i>	3	5	2
<i>Analytical tools (including models)</i>	0	23	26
<i>Data visualisation presentations / infographics</i>	24	15	21
<i>Updates to existing analytical tools (including models) / data visualisation presentations / infographics</i>	6	0	9
Other Outputs			
Costing requests completed	130	172	74
Briefings to Oireachtas committees	8	5	5
Presentations at external events (speakers)	21	13	15
Oireachtas presentations to members or staff	13	5	4
Unpublished queries for members	14	14	10
No. of times support provided to committees	9	10	8

In 2025, the PBO produced 259 outputs, including 64 publications (briefing papers, commentaries, notes, working papers, analytical tools, original and updated data visualisation presentations and infographics). It also provided eight briefings to Oireachtas committees.

In addition, the PBO presented at 21 external events and provided support to committees nine times during 2025 by way of briefing meetings, provision of documents, research, or help with questions on a private basis.

The PBO conducted 130 policy costing analyses in 2025. This analysis significantly supported political parties in preparing their budget submissions and alternative budgets.

The Costing and Election Service was nominated in the 'World Class Civil Service' category at the Civil Service Excellence and Innovation Awards. The PBO was also nominated for the Miriam Hederman O'Brien Prize, an annual prize awarded by the Foundation for Fiscal Studies, for the publication, *Budget 2024: A Distributional Impact Analysis of Government and Opposition Tax and Welfare Packages on Irish Households*.

The PBO's data visualisation presentations bring information to members in a visually attractive and accessible manner, and they are often revised to provide up-to-date data and information. As these are interactive, they allow users to understand fiscal issues in a more comprehensive way and can allow members to consider their own policy preferences.

In February, the PBO published *Assessing the Uncertainty of Budget 2025 Costings: A Scorecard Approach*. The PBO published its *Pre-Budget 2026 Commentary* on 17 September 2025. The commentary provides members of the Oireachtas with an overview of the fiscal position and the macroeconomic circumstances that frame the Budget and highlights key issues for consideration. These outputs were followed by publication of the PBO's *Budget 2026 Analysis and Key Messages*, a data visualisation to highlight key spending and tax data from the Budget, and *Budget 2026: Flash Impact Analysis* published on 8 October (Budget Day). The *Budget 2026: Flash Impact Analysis* showed the distributional impact of Budget 2026, receiving national media coverage and was referenced during Dáil debates. The PBO held information stands both before and after Budget Day to engage with members and political staff.

The PBO also engages in a range of public engagement and relationship-building activities, outlined under Strategic Outcome 4 of this implementation report. All PBO publications are made available on the [Oireachtas website](#). Printed copies of selected PBO publications are also made available to members or provided to particular committees, as appropriate. While most of the costings remain confidential, a few have been published, such as *Costing Analysis on Estimated Existing Level of Service Costs for 2026*, *Costing Analysis on the Introduction of a Financial Transaction Tax*, *Costing Analysis on a 20% Corporation Tax ETR for Enterprises Over €750M*, and *the Cost of Introducing Free Broadband for Older and Vulnerable Persons*.

Strategic Outcome 1: An Effective and Excellence Driven Parliament

Goal 4: Provide support services of the highest quality to members to enable them in their role as parliamentarians

The **HR Political Staff** Unit provides members of Dáil Éireann and Seanad Éireann with a range of HR services in respect of their staff to support their parliamentary work. Members and parties are the employers of these staff and have obligations to them as employers. The Unit has responsibility for the effective operation of the *Scheme for Secretarial Assistance for Members* in partnership with the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation.

The services to members include the administration of payroll and the employment conditions of staff employed under the Scheme, as well as training. The Party Administrators and Group Coordinators Forum operates as a consultation group in relation to issues affecting political staff.

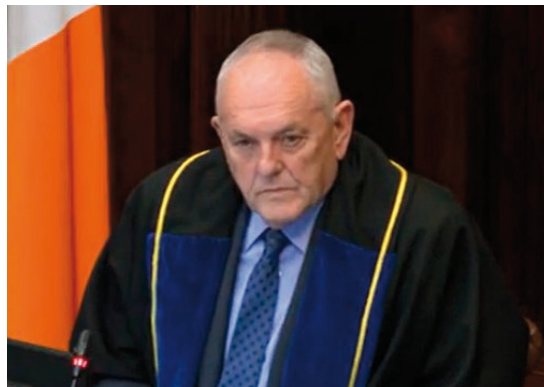
At the end of 2025, there were 492 Full Time Equivalent (FTE) members' and party staff employed under the Scheme. Following the elections, the HR Political Staff Unit processed 373 new hires, and 334 political staff members left in 2025.

The **Members' Pensions Unit** has responsibility for the administration of members' pensions under the *Ciste Pinsean Scheme* for Members and under the *Single Public Sector Pension Scheme*. The Members' Pensions Unit administers pension payments to 453 former members, spouses and dependants

of former members of the Houses and MEPs.

The **Political Staff Engagement Plan** continued to be delivered by the HR Political Staff Unit throughout 2025. Actions carried out under the Engagement Plan in 2025 included publication of political staff newsletter, *In the House*, in April, August and December. In-person staff induction training was provided in May and September 2025.

HR Political Staff staffed an information desk in the Members' Information Area following both elections and provided information to members on their staffing options. An information session for members on the Scheme for Secretarial Assistance was provided formally as part of the members' induction sessions. In March, further training was provided on the obligations of members as employers, presented by the HR Political Staff Unit and the OPLA with four sessions held by party grouping.



Deputy John McGuinness was elected as Leas-Cheann Comhairle of the 34th Dáil.

The **Houses of the Oireachtas Workplace Support Programme** was provided by an external service provider in 2025. The Programme is a confidential counselling and support service that provides support to members and political staff, their partners and their dependants over 16 years.

The **Election Steering Group**, led by the HR Political Staff Unit, continued to meet in the early months of 2025 to implement the Service's Election Plan following the Dáil and Seanad elections. In addition to the work carried out on election planning by the individual sections, the Steering Group co-ordinated members' information areas around the campus for the period following the Dáil and Seanad elections, the Member Liaison Officer (MLO) Programme and the Members' Information Sessions that were held before the first sitting days of each of the Houses.

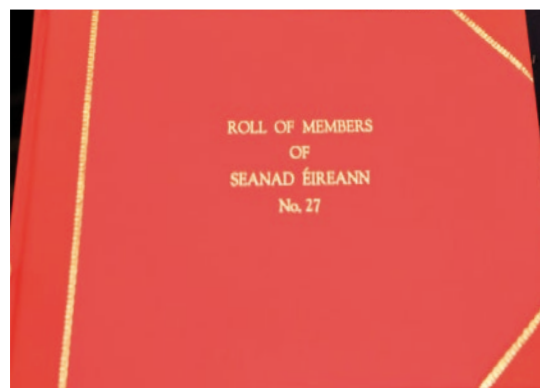
The **Members' Services One Stop Shop (OSS)** provides members, both in-person and online, with a single access point for information on the services and resources available to support them in carrying out their parliamentary functions, including information on allowances and payments applicable to their position.

The OSS, supported by ICT, used innovative methods for the onboarding of new and returning members in response to the 2024 General Election. In addition to the daily customer service function, the processing and sending of instructions for members' salary and allowance payments to Salaries Section and Finance Unit, the OSS held three seminars in 2025 on all aspects of members' entitlements and allowances.

The Public Representation Allowance (PRA) forms part of the Parliamentary Standard Allowance (PSA) system of parliamentary expenses for members. An independent audit is carried out annually on payments claimed under the PRA scheme and the results of the audit presented to the Management Board and to the Commission's Audit Committee.

Seanad Election 2025

Polls for the Seanad General Election closed on 30 January 2025 and the count for the Seanad vocational panels took place in Leinster House over five days, from Thursday 30 January 2025 to Monday 3 February 2025. Oireachtas staff worked to assist the Seanad returning officer with the count for the five Seanad vocational panels, which elect 43 of the 60 Senators. A new bespoke software system was used to assist with counting votes and publishing results. For the first time, full Irish Sign Language interpretation was provided for all announcements made by the Seanad returning officer. The first meeting of the 27th Seanad took place on 12 February 2025, and Senator Mark Daly was elected Cathaoirleach.



The Roll of members of the 27th Seanad.

Strategic Outcome 1: An Effective and Excellence Driven Parliament

Goal 5: Continue and enhance the support to the Houses of the Oireachtas and their committees in their roles as a National Parliament under the EU Treaties in the context of the Irish EU Presidency in 2026

From 1 July until 31 December 2026, Ireland will hold the presidency of the Council of the European Union. The presidency of the Council rotates among the EU member states every six months and was last held by Ireland in 2013.

Preparations continued throughout 2025 for the Houses of the Oireachtas to chair the parliamentary dimension of the EU presidency, which involves hosting several interparliamentary conferences during Ireland's presidency in 2026 and also in the first half of 2027, including:

- **Conference of the Parliamentary Committees for Union Affairs of Parliaments of the European Union (COSAC)** is a forum for members of the European Affairs committees from the national parliaments of EU member states and the European Parliament.
- **Inter-Parliamentary Conference for the Common Foreign and Security Policy and the Common Security and Defence Policy (IPC CFSP/CSDP)** is a meeting between national parliaments and the European Parliament to discuss current policy issues relating to the EU's common foreign and security policy.
- **Inter-Parliamentary Conference on Stability, Economic Coordination and Governance in the EU (IPC on SECG)** provides a framework for debate and exchange of information and best practices in implementing the provisions of the Treaty on Stability, Coordination and Governance in the Economic and Monetary Union.
- **Meeting of the Joint Parliamentary Scrutiny Group on Europol (JPSG on Europol)** provides a framework for national parliaments and the European Parliament to politically monitor Europol's activities in fulfilling its mission, including the impact of those activities on fundamental rights.
- **The Conference of Speakers of the EU Parliaments (EUSC)** is a forum for the exchange of opinions, information and experiences among the Speakers of the national parliaments in the EU and the European Parliament. **The Meeting of the Secretaries General of the EU Parliaments** convenes in advance of the EUSC to prepare the agenda and debates of the conference.

An Oireachtas Officials' Steering Group was established to plan and support the policy and logistics aspects of the presidency.

A Political Steering Group has been set up, chaired by the Ceann Comhairle and comprising the Cathaoirleach of the Seanad and the cathaoirligh of the various committees, that will act as hosts of the various conferences. It provides political oversight of the Service's presidency events planning, as well as selecting the topics for the elective conferences.

The EU Presidency Coordination team has been established in the Committees' Secretariat to take the lead in organising the 2026 events and the Protocol team and International Parliamentary Relations and Travel Unit will take the lead in organising the 2027 presidency events. An administrative officer was recruited in 2025 to assist the National Parliament Representative in Brussels and participate in the COSAC troika secretariat from January 2026 to July 2027. They took up the post in Brussels in February 2026.



Ceann Comhairle, Deputy Verona Murphy and Cathaoirleach of the Seanad, Senator Mark Daly met with Mr Ruslan Stefanchuk, Chairman of the Verkhovna Rada of Ukraine, and Ms Maja Rinikier, President of the National Council of the Swiss Confederation at the Conference of Speakers of EU Parliaments hosted by the Hungarian Parliament, May 2025.

Strategic Outcome 1: An Effective and Excellence Driven Parliament

Goal 6: Ensure the highest standards of professionalism and corporate governance, demonstrating value-for-money

The Commission’s three-year budget for the period 2025-2027 is €565m. The Statement of Estimates for the period 1 January 2026 to 31 December 2026 was presented to the Dáil on 24 September 2025 by way of motion, in accordance with section 13 of the Houses of the Oireachtas Commission Acts. The estimate provision for 2026 is €210m.

The Service’s **Corporate Governance Framework**, updated in 2024, is designed to support the achievement of the strategic goals outlined in the Strategic Plan, and to support the Commission in the performance of its functions.

There were 117 governance meetings in 2025.

Table 9: Governance Meetings	2025	2024	2023
Commission	8	11	9
Management Board	20	19	17
Strategic committees	37	44	33
Finance Committee	2	3	4
Audit Committee	1	4	4
Risk Management	47	32	27
Risk Forum	2	2	1

The newly formed **Commission** held eight meetings in 2025. The Commission presented its annual report for 2024 to the Houses of the Oireachtas by the statutory deadline of 30 June 2025, in accordance with section 6(4) of the Houses of the Oireachtas Commission Acts.

The Commission’s **Finance Committee** held two meetings in 2025. The Committee considered quarterly financial and performance reports, the draft statement of estimates for 2026, the budget allocation for 2025-2027, and made recommendations on these to the Commission.

The Service's **Management Board** met 20 times during 2025. The Management Board is assisted in its work by five **strategic committees**:

- Governance, Performance and Accountability (GPA).
- Engagement, Sustainability and Campus Development (ESCD).¹
- People and Organisation (P&O).
- Technology and Digital Transformation (TDT).
- Coiste Straitéiseach an Oireachtais Dháttheangaigh (CSOD).

The purpose of these strategic committees is to ensure that there is a co-ordinated approach to strategic and operational issues that have a cross-divisional dimension. Each committee is chaired by an assistant secretary, or by a person nominated by the Secretary General, and supported by principal officers. The Management Board receives a verbal update from each committee chairperson at its monthly meetings and considers written reports on a quarterly basis. The Management Board's strategic committees held 37 meetings during 2025.

The Office of the Commission and Secretary General (OCSG) supports the work of the Oireachtas Commission, Finance Committee, Audit Committee, and the Management Board. The OCSG is also responsible for the Corporate Governance Framework of the Service, management of the customer service function, coordinating the Service's three-year strategic plans, promoting risk management, and performance review and reporting. The Head of the OCSG is the Service's Chief Risk Officer (CRO) and Head of Internal Audit (HIA).

The Service's **Customer Service Charter and Action Plan and Policy for Responding to Unreasonable Behaviour** were implemented in 2025. The Customer Charter sets out the organisation's commitment to providing high standards of service to all its customers. The Policy for Responding to Unreasonable Behaviour sets out how the Service will respond in instances where a person seeks to engage in an unreasonable manner with the Service.

The Service's **Protected Disclosures Policy 2024** was further implemented throughout 2025. The policy's aim is to provide a means by which workers can safely and securely raise concerns about relevant wrongdoing and to give certainty that all such concerns will be dealt with appropriately.

In 2025, the **Risk Office**, which is a constituent part of the OCSG, continued to promote a risk-aware culture and support users in the management of their risks. In 2025, the Risk Office held 47 meetings in relation to risk, including individual meetings with business units across the Service. The Office also facilitated two sessions of the Service's Risk Forum. The Forum serves as a platform for discussion on the latest challenges and best practices in risk management. The Office produced four quarterly risk reports aided by the eRisk system. It further continued to report on impact of materialised risks across the Service.

The Service's **Risk Management Strategy and Framework** was implemented throughout 2025 by the Risk Office. Its overall goal is to ensure that all risk management activities contribute to the achievement of the Service's strategic objectives.

¹ This strategic committee was renamed to the Engagement, Accessibility, Sustainability, and the Estate Strategic Committee (EASE) in January 2026.

In 2025, the TDT Strategic Committee provided high-level oversight of key risks relating to digital transformation, with a particular focus on cyber security, considering risk reviews by programme and project boards, and progress of the Digital Transformation Programme. In 2025, in order to enhance the accuracy of risk reporting, the Risk Office began reporting, through its quarterly reports, summaries of appropriate information arising out of risk logs from the programme and project boards. In addition to the work of the Risk Office, it is important to note that the Commission, the Management Board, and the Audit Committee all have oversight of, and manage the impact of, risks to the organisation.

The **Audit Committee** held one meeting in 2025. The role of the Audit Committee is to ensure that effective arrangements are in place in the Service for governance, audit and risk management.

The functions of the Audit Committee include:

- Advising the Secretary General on financial matters relating to their functions.
- Advising the Commission on matters of corporate governance relating to its functions and reporting to the Commission in writing at least once a year on its activities in the previous year.
- Considering reports on the implementation of internal audit report recommendations twice yearly and reviewing the work of the Internal Audit function.
- Considering risk materialisation reports.

The Audit Committee's annual report for 2025 can be found in **Appendix III**.

The **Internal Audit** function contributes to oversight and accountability of the Service. The purpose of the Internal Audit Unit, which is a constituent part of the OCSG, is to provide independent assurance to the Secretary General, as Chief Executive and Accounting Officer of the Commission and Head of the Service, on the adequacy and effectiveness of the systems of internal control within the Service and to make recommendations for improvements, as appropriate. The Head of Internal Audit reports directly to the Secretary General. The Secretary General and the Audit Committee agree the Internal Audit Programme.

The Service has a **Performance Evaluation Framework** in place that is aligned to the Strategic Plan 2025-2027. Under this framework, the Management Board supports an annual programme of post-project benefits realisation (PPBR) reviews, which are carried out by the OCSG. A PPBR review is a review of the extent to which the business objectives and benefits of a project have been realised, that is, a review of actual benefits (non-financial) compared to planned benefits. A PPBR review also determines the extent to which desired outcomes of a project have been achieved. The Management Board considered three PPBR reviews during 2025 on the following projects:

- The Motions and Motions Phase 2 projects to digitalise the processing, translating, and recording of decisions related to Dáil motions.
- The Order Paper project to provide a dynamic, digital order paper for sitting days.
- The Áis-Linn Topical Issues and Commencement Matters project to provide members with the capability of undertaking parliamentary business via a digital mobile responsive application.

Under the Performance Evaluation Framework, four quarterly reports on parliamentary service activities were also submitted by the OCSG to the Management Board in 2025. These reports present key activity metrics from across the Service and inform ongoing monitoring of progress under the goals set in the organisation's Strategic Plan.

The **Finance Unit**, led by the **Chief Financial Officer (CFO)**, provides financial advice, information and analysis to the Secretary General, Management Board, Commission and business units. The Finance Unit processed almost 5,000 invoices in 2025. Support was provided for 736 calls to the Finance Helpdesk in the same period. Significant work was also undertaken to ensure the efficient payment of salaries and pensions.

The **Staff Pensions Unit** prepares pensions for retiring civil service staff and manages pension queries from serving civil service staff. In 2025, 21 retirees were administered for payment with the National Shared Services Office (NSSO), 473 Single Scheme Annual Benefit statements were issued to civil service staff and 115 Single Scheme Annual Benefit statements issued to the scheme's members.

The **Procurement Unit** provided support to business units in the procurement of goods and services and ongoing contract management. The unit held 661 meetings with contract managers across the Service in 2025 and provided advice to business areas when requested.

During 2025, 15 procurements were brought to conclusion. These included requests for tender (RFTs), requests for quotes (RFQs) where advice was sought from a business unit, Office of Government Procurement (OGP) Frameworks and market soundings. At year end, there were a further 18 live procurement processes at various stages of completion.

The **Oireachtas Contracts Committee (OCC)** held eight meetings in 2025 and considered 15 submissions. The Committee reviews contracts above specified values where it is proposed, for exceptional reasons, not to have a competitive procurement process; where only one tender was received in response to an advertisement or invitation to tender; or where it is proposed not to accept the lowest priced tender.

The **Records Management Unit (RMU)** has a corporate governance role with responsibility for freedom of information, data protection and records management. The Service operates a centralised co-ordination and decentralised decision-making model for FOI requests. In 2025, 142 FOI requests were received and 164 were managed over the course of the year (the FOI requests managed in a year are not necessarily received in the same year). Included in this figure are requests that are handled outside FOI, requests withdrawn and those deemed invalid.

The overall number of FOI requests received in 2025 was 142, slightly higher than the 137 requests received in 2024. The Training and Development Unit and the RMU provided ongoing training to FOI decision-makers, internal reviewers and to users of the eFOI system.

Table 10: Records Management Unit (RMU)	2025	2024	2023
FOI requests received	142	137	129
<i>Non-Personal</i>	137	133	126
<i>Personal</i>	5	4	3

The RMU submits quarterly reports to the Management Board on **data protection**, which provide information on subject access requests (SARs), data breaches, the operation of the Service's data protection processes, and data protection developments in Ireland and Europe. During 2025, the RMU managed nine SARs.

During 2025, the RMU remained committed to strengthening information governance by further embedding the File Plan and Retention Schedule (FPRS) into business units' work processes and ensuring that records management is an integral part of the Service's GDPR overall compliance. In 2025, the RMU also completed its annual programme of data protection awareness sessions for members and staff. Sessions were well attended overall.

The Service's **GDPR Working Group**, chaired by an assistant secretary, was in operation in 2025. The purpose of the Group is to support the Service's compliance with FOI and data protection legislation, and the efficient working of the RMU by recommending practical Service-wide policy approaches.

Additionally, following a judgment delivered on 16 January 2024 in Case C-33/22 Österreichische Datenschutzbehörde v WK, in which the Court of Justice of the European Union (CJEU) decided that GDPR applies to core parliamentary functions, the Service established a high-level working group to consider the implications of the decision for procedural units and committees. The Service already has good processes in place and considerable experience in dealing with data protection and handling personal data.

Strategic Outcome 2: A Workplace of Choice and a People-Focused Parliament

Goal 1: Promote the Houses of the Oireachtas as a workplace of choice and provide ongoing support and development opportunities for our staff

The **Health and Wellbeing Strategy** aims to embed a culture of health and wellbeing across the Houses of the Oireachtas. Through this strategy, the Service demonstrates its commitment to providing a working environment that ensures the health and wellbeing of all staff is protected. The strategy sets out a number of outcomes to be achieved by the Service in meeting both individual needs and organisational needs, while taking into consideration the Civil Service Health and Wellbeing Framework and policies.

The Health and Wellbeing team coordinated health and wellbeing initiatives, events and communications to promote the health, wellbeing and resilience of all members of the parliamentary community. The Training and Development Unit and the HR Personnel Officer also advertised health and wellbeing seminars through OneLearning (the civil service learning and development centre) and the Civil Service Employee Assistance Service (CSEAS) to staff across the organisation.

In addition, meditation sessions were offered to staff online during 2025 and other initiatives were introduced to promote increased physical activity while at work.

Throughout the year communications were sent to staff about webinars and events taking place online or in person which they could take part in such as a webinar on *Supporting Your Neurodivergent Child at Christmas* in December.

A new role of **Job Coach** was created in July 2025 as a key support for staff. The Job Coach provides tailored coaching and practical workplace support to help individual staff build confidence, navigate challenges, and thrive in their roles. By focusing on personal development and wellbeing, the role enhances **HR Services'** commitment to creating a supportive and inclusive environment where staff are empowered to do their best work and contribute meaningfully within the Service.

The **Disability Liaison Officer** (DLO) serves as a key contact point for staff seeking information or guidance on workplace adjustments and disability related supports, ensuring clarity and consistency across the Service. To further streamline access to information, HR and the DLO, alongside ICT and Workforce Planning, are working to develop a Reasonable Accommodation Web Interface Project. This platform will act as a central, user-friendly resource outlining various types of reasonable accommodations, providing practical examples, and offering a clear pathway for initial contact for staff to the DLO.

On 10 November 2025, the Management Board approved a **Staff Recognition Policy** for the Service. The purpose of the policy is to acknowledge and celebrate the dedication and contributions of staff members, initially by honouring those who have achieved significant milestones in their length of service within the civil service. This will take the form of acknowledgement of career service milestones for staff and will also mark the departure of staff who are retiring from the Service.

The Management Board also approved a **Bereavement Support Policy** for the Service, which sets out the provisions for supports offered to staff following the death of a family member, loved one, colleague or another significant individual. This policy also offers practical guidance for line managers on how to support a colleague going through a bereavement and includes links to a number of bereavement and grief related resources.

In reflection of the many changes to the Service in recent years, HR Services updated and re-circulated the **Staff Handbook**. The handbook is a vital tool for the onboarding of new staff members, providing an overview and guide to the Service's employment policies, learning and development opportunities and campus facilities.

A renewed **People and Organisation Development (POD)** initiative for the Service was implemented throughout 2025. POD is a strategic initiative designed to enhance the capabilities of individuals within the organisation while fostering a culture of continuous learning and growth.

POD is led by a cross-section Steering Group, comprising staff from the Training and Development Unit, Office of the Commission and Secretary General, Seanad Office and HR Services with oversight from the People and Organisation Strategic Committee. POD programmes were developed in consultation with Service staff.

There are five streams being rolled out as part of POD, as follows:

- **Managerial Excellence** – The POD Managerial Excellence Programme, involving training (both online and in person), guest speakers, and networking events, wrapped up in May 2025.
- **Coaching and Mentoring** – The nine-month Mentorship Programme assists in the professional development of participants, yielding benefits at an individual and organisational level. 30 pairs of mentors and mentees were matched for the nine-month programme which launched in September 2025.
- **Leadership** – The Leadership Development Programme, specifically designed for principal officers in the Service, aims to equip leaders with the knowledge and skills they need to lead effectively. The programme was launched in November 2024, and it ran until March 2025. It is hoped to roll out the programme in late 2026-27 for assistant principals and equivalents.
- **Parliamentary Excellence** – Under this stream, a Parliamentary Masterclass lecture series commenced in March 2025. It included 10 lectures on different aspects of how the Houses of the Oireachtas operates, with in-house and external experts participating. The programme concluded in March 2026. A second iteration of the Parliamentary Excellence programme will be rolled out in the coming year.

Strategic Outcome 2: A Workplace of Choice and a People-Focused Parliament

Goal 2: Build the parliamentary workforce of the future

Table 11: Workforce Planning and Recruitment	2025	2024	2023
Number of Staff (FTEs) (Civil Servants, State Industrial, Printers and Office Holders' Staff) ¹	749	740	705
Political Staff (FTEs) ¹	492	467	473

¹ As of 31 December 2025, 2024 and 2023.

The Service strives to provide high-quality parliamentary services to the Houses of the Oireachtas, their committees, their members and the Houses of the Oireachtas Commission. Its staff is its principal resource, and their experience and dedication to high-quality service are critical to achieving the organisation's goals.

HR Services supports organisational development programmes in response to gaps identified through staff engagement surveys and feedback forums. The Unit also ensures that the Service's employment practices attract, retain, and develop a diverse and high-performing workforce.

At the end of 2025, the total number of staff (civil servants, state industrial, printers and office holders' staff) employed by the Service was 749 full-time equivalents (FTEs). There were 492 political staff FTEs, who are employed by members and political parties and groups on the payroll. There were 70 new civil service staff and state industrial hires, and 373 political staff hires in 2025.

In 2025, HR Services continued to implement a strategic recruitment approach to ensure the timely placement of new staff and bring recruitment competitions in-house to make the process more efficient. The Recruitment team focused particularly on the placement of specialist grades such as translators and economists, creating panels for existing and future needs. HR Services also worked with the Communications Unit throughout 2025 to update and expand the information available to students and jobseekers on the recruitment pages of the Oireachtas website.

The Service continued to implement the Student Internship Programme, with interns recruited for the OPLA, PBO, Communications Unit and Catering Service.

The **Training and Development Unit** continued to provide a wide range of training and development opportunities to the staff of the Service, and to members and their staff. Training interventions and information seminars have continued to be delivered both in-person and via Microsoft Teams throughout 2025. Training and learning

interventions were provided in a broad range of areas encompassing technical, professional and personal development training.

During 2025, the Training and Development Unit organised the delivery of 279 training courses to staff and members, 40% more courses than in 2024. This includes 64 OneLearning courses attended by Service staff. Forty-four courses were taken through the refund/advance of fees scheme in 2025.

Key training initiatives provided to staff of the Service in 2025, including programmes delivered under the People and Organisation Development (POD) initiative, included:

- Parliamentary Excellence Masterclass Series (POD).
- Managerial Excellence training (POD).
- Leadership development training (POD).
- Mentor and mentee Mentorship Programme training (POD).
- Autism awareness e-learning.
- Cybersecurity training.
- GDPR training.
- Ongoing language classes in Irish, French and English.
- Gaeltacht attendance support scheme.
- Health and safety training.
- Deaf awareness training.
- Business unit-specific training.
- Training supports under Advance and Refund of Fees scheme in strategic priority areas.

Key training initiatives provided to members and their staff in 2025 included:

- Information sessions for new members.
- Standards in Public Office information session.
- Data protection and FOI webinar.
- Constituency Database Training.
- Information sessions by business units in the Service including the Parliamentary Budget Office, Parliamentary Research Service and Office of Parliamentary Legal Advisors.
- Dignity and Respect Policy training.
- Obligations of members as employers.

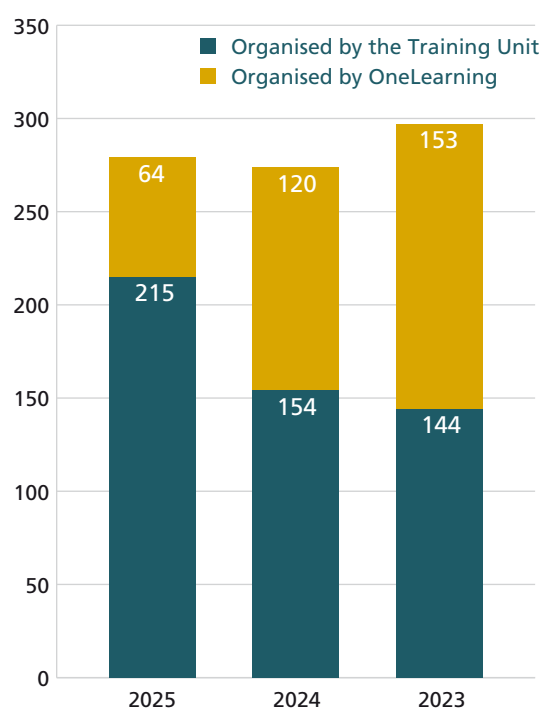


Figure 8: Staff training and development

Table 12: Procedural Development Unit (PDU)	2025
No. of courses delivered by the PDU	19
Service staff attendees	106
Departmental staff attendees	167
Member attendees	97
Political staff attendees	108

The figures for training courses do not include language classes (these figures are provided under Strategic Outcome 6 of this report), webinars and recorded training sessions.

The Service is committed to supporting the ongoing learning and development of staff to ensure the capacity is there to meet key challenges and opportunities, and to remain a high-performing organisation. This commitment remains part of a long-term policy of supporting all staff across the organisation to achieve their full potential while enhancing organisational performance.

The Service's **Procedural Development Unit (PDU)** was established in 2021 as a section with central responsibility to drive the implementation plan for procedural capacity and knowledge management. The work of the PDU is essential in ensuring that the Service can manage the ongoing risk of loss of procedural skills, as well as possible diminution of procedural capacity.

In 2025, the PDU continued to work with colleagues across the organisation to design and deliver training initiatives tailored to the specific procedural requirements of individual groups. These included:

- A session entitled *Roles and Responsibilities in the Chamber and Disorder*. Topics covered in this session included points of order, managing disorderly behaviour, and the responsibilities of the Dáil Committee on Parliamentary Privileges and Oversight and the Dáil Reform Committee.
- A series of sessions for temporary chairpersons, including sessions on *Introduction to Chairing in the Chamber and Responsible Use of Privilege*.
- A series of half-day procedural information sessions were delivered to government departments.
- Sessions entitled *Clerking – Committee Stage of a Bill and Parliamentary Questions in the Chamber*.

The PDU also facilitated visits from an official of the Victoria Parliament, Australia, on 20 March, from European Parliament interpreters on 21 July, and from interpreters from the European Commission on 28 August.

Strategic Outcome 2: A Workplace of Choice and a People-Focused Parliament

Goal 3: Foster connection and a values-driven culture in a flexible blended working environment

The Service continues to support working arrangements for staff under the Blended Working Policy, approved by the Management Board in 2022. The policy is based on the central civil service framework and aims to allow for the greatest level of flexibility while ensuring the Service can operate effectively as a parliamentary service. The following key principles inform the Blended Working Policy:

- Support the business needs of the Houses of the Oireachtas.
- Leadership and management.
- Be an employer of choice.
- Transparency and consistency.
- Health and safety.

The policy will continue to be reviewed on an ongoing basis in line with legislative changes and other developments that may arise as part of the evolving blended working landscape. In addition, arrangements are subject to review at section level in accordance with decisions of the Management Board or of the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation. A formal review of the blended working arrangements also takes place as part of the PMDS process.

HR Services promotes and supports the Service's **staff networks**. Staff networks play an important role in re-imagining

the way we work. The networks provide a way for staff to engage with and learn from their peers through coffee mornings, guest seminars and other events. Network membership is arranged by associated grades, incorporating both generalist and specialist staff. The staff networks comprise the following:

- PO Network (principal officer and equivalent).
- Comhairle (assistant principal officer and equivalent grades).
- An Líonra (higher executive officer, administrative officer and equivalent grades).
- Meitheal (executive officer and equivalent grades).
- An Mol (clerical officer and equivalent grades).

The **PO Network** provides a forum for principal officers and equivalent grades to discuss strategic and operational issues. Its purpose is to:

- Provide peer support and enhance communications, co-ordination and knowledge-sharing at senior management level across the Service.
- Facilitate and develop a shared understanding of strategic priorities, communications, and operational and policy issues within the Service.
- Provide a forum for discussion, development and review of corporate initiatives and policies.
- Act as a 'new developments group' that can provide an overview, and where required oversight, of key actions and initiatives that are being considered by the Service.

The PO Network met six times throughout 2025, to discuss a broad range of topics, including:

- Updates on developments in artificial intelligence
- Future trends and innovation
- Risk ratings and approaches to assessing organisational risk
- Microsoft Teams deletion policy
- Competitive procedure and negotiation in procurement
- EU AI compliance policy
- Annual leave policy

In December 2025, the PO and Comhairle networks hosted a joint event titled *Transversal Skills in an Age of Disruption*, facilitated by Dr. Ciaran Dunne of Dublin City University. The session explored the evolving skillsets required to navigate an environment of rapid technological and organisational change.

In May, the Service participated in the interparliamentary **Learning at Work Week** initiative, on the theme of Get Connected. On 13 May, the Service hosted the event entitled **Why Relationships Matter in Organisations**.

The newly appointed **Internal Communications Officer** continued to lead an internal working group on the delivery of the Internal Communications Action Plan including the circulation of the staff newsletter, *Aon Scéal*. Three editions of the newsletter were circulated to the parliamentary community during the year.

Strategic Outcome 2: A Workplace of Choice and a People-Focused Parliament

Goal 4: Reinforce our culture of dignity and respect and Equality, Diversity and Inclusion (EDI)

The Service remains strongly committed to promoting equality, diversity and inclusion. At the heart of the strategic plan is a recognition that the people who make up the parliamentary community are its greatest asset.

The Commission's first **Equality, Diversity and Inclusion (EDI) Strategy** was published in 2024 and set out four strategic objectives for achievement:

- Strategic Objective 1: Improve accessibility across the Leinster House complex.
- Strategic Objective 2: Develop and expand positive actions to enhance inclusion.
- Strategic Objective 3: Improve communication and raise awareness.
- Strategic Objective 4: Fulfil legal and policy obligations.

The EDI Strategy and Framework is a further additional component to how the Houses of the Oireachtas meets its obligations under the **Public Sector Duty**. In respect to the Public Sector Duty, it is important to note that section 42 of the Irish Human Rights and Equality Commission Act 2014 places a statutory obligation on all public bodies to put measures in place to:

- Eliminate discrimination.

- Promote equality of opportunity and treatment of its staff and the persons to whom it provides services.
- Protect the human rights of its members, staff and the persons to whom it provides services.

The Public Sector Duty relates to all members of the public, people who use the services of the Service, and its staff. The Service strives to ensure that all of its services and policies are accessible to all of those with whom we interact, and that we engage with all stakeholders in a respectful and constructive manner. The Irish Human Rights and Equality Commission (IHREC) Equality and Human Rights eLearning module is also made available to all members, political staff, and civil service staff.

A further assessment of equality and human rights issues and the development of plans, policies and actions to address these took place as part of the 2025-2027 three-year strategic planning cycle.

In 2025, the **Openness and Inclusion Steering Group** continued to advance its educational, access and engagement agenda. The Steering Group has two distinct and equal aims: to improve diversity and inclusion across the nine equality grounds in the Houses of the Oireachtas; and to develop and monitor educational and engagement opportunities to increase access to the Houses of the Oireachtas through recruitment, placement, internship and apprenticeship models.

The work of the group acknowledges the increasing demand for diversity and inclusion in the workplace, as well as the need for additional pathways to employment. During 2025, there were four official placement programmes in place. These are:

1. Student Placement Programme for members.
2. Transition Year Work Experience Programme.
3. Oireachtas Work Learning (OWL) Programme.
4. Irish Sign Language (ISL) and Trinity College Deaf Studies Programme.



On 26 February, the EDI team welcomed a cross-border Shared Island funded project to Leinster House. The *Mind the Gap* project is a scoping exercise to identify commonalities in supported-employment programmes for people with disabilities. The EDI team was delighted to host the group, not least because of the opportunity it gave them to share information on the achievements of the OWL Programme.

The **Oireachtas Work Learning (OWL) Programme** is an applied learning, development and socialisation programme specifically tailored for young adults with an intellectual disability. The programme is facilitated by the Service, which provides a workplace where these adults can learn and develop their skills to be 'work ready'. This is done in collaboration with KARE, WALK, and City of Dublin Education and Training Board. The Houses of the Oireachtas is the first parliament in the world to host a programme of this kind.



Oireachtas Work Learn Graduates 2025.

As a learning programme, the OWL programme benefits the Service and the trainees, while promoting a more integrated and diverse workplace.

The intended outcome of the programme is to provide the OWL trainees with as many opportunities as possible to develop their experience, skills and confidence so that they are better equipped to find meaningful employment. The OWL graduates are also given the opportunity to compete in a confined competition for roles within the Civil Service. Some 47 people with disabilities have graduated from the OWL programme since 2018. Of these, over one third are now in permanent employment in the civil service.

The graduation ceremony for the 2024-25 OWL Programme took place in Leinster House on 26 June 2025. Ten graduates were recognised for participating in the programme. Graduates were awarded a certificate from the Ceann Comhairle to mark their achievement. On 8 September 2025, the 2025-2026 group of OWL programme trainees commenced their OWL placement in Leinster House.

An Autism-Friendly Parliament

In December 2023, the Houses of the Oireachtas achieved Autism-Friendly Accreditation from AslAm. Following this accreditation, the Oireachtas has continued to develop its capacity as an Autism-Friendly Parliament throughout 2025. This has included conducting a full accessibility audit of the premises and facilitating a new training module for the parliamentary community to ensure reaccreditation.

Dignity and Respect

Under the **Dignity and Respect Policy** the Houses of the Oireachtas is committed to supporting a culture of dignity and respect in the parliamentary workplace, in which bullying, harassment and sexual harassment are unacceptable forms of behaviour.

Dignity and respect training was provided to members presented by HR Political Staff and the Institute of Public Administration. Complaint recipient training was provided for party administrators who act as complaint recipients under the Dignity and Respect Policy in November 2025.

Child Safeguarding

Under the requirements of the Children First Act 2015, the Service has a Child Safeguarding Statement in place, supported by a Child Safeguarding Implementation Plan.

The Child Safeguarding Statement sets out a number of key principles and information on the role of the Designated Liaison Persons in ensuring the safety and wellbeing of children in the parliamentary complex. The Statement also includes the contacts and procedures for reporting within the parliamentary complex. The Statement is reviewed and monitored on an ongoing basis.

Gender Equality

The Gender Pay Gap report for the Service was published in November in line with legislative requirements. The gender pay gap is the difference in the average hourly wage of men and women across a workforce, this includes basic pay, allowances, and overtime.

The report demonstrates that the Service has a relatively neutral full-time employee 'gap,' with a mean gap of 0.23% and a median gap of -3.1%.

Irish Sign Language

The Service remains committed to promoting and improving access to the Houses of the Oireachtas using Irish Sign Language. More information about ISL can be found on the [Oireachtas website](#), including information about the award-winning ISL glossary of parliamentary terms, a comprehensive list of ISL content on Oireachtas TV, a guide on how members of the deaf community can meet with Deputies and Senators with ISL interpretation, and a day-in-the-life feature on the ISL team.

Strategic Outcome 2: A Workplace of Choice and a People-Focused Parliament

Goal 5: Address outstanding recommendations of the Forum on a Family Friendly and Inclusive Parliament

The Forum on a Family Friendly and Inclusive Parliament was established by the Ceann Comhairle to generate practical and achievable recommendations that could make the Houses of the Oireachtas a more inclusive, family friendly and gender sensitive workplace. Chaired by Dr Mary Upton, former member of Dáil Éireann, the forum presented its report in November 2021. The report makes 51 recommendations, ten of which are considered priority.

These relate to five key areas, namely:

1. A referendum to address remote working and proxy voting.
2. Increased representation of women on Oireachtas committees.
3. Reduce long, late and unpredictable sitting weeks.
4. Increasing diversity in the parliamentary community.
5. Measures to ensure personal safety of members and their staff.

All of the recommendations include timelines for implementation, generally ranging from 12 months to three years. Of note is that several recommendations involve discussions with other organisations, including the government, who may need to take a lead role or be a consultative partner on recommendations. Political involvement and ownership of the report's

recommendations are achieved through reports to the Committee for Dáil Reform, the Seanad Committee on Parliamentary Privileges and Oversight (CPPO), the Dáil Business Committee and the Houses of the Oireachtas Commission.

Examples of implementation of recommendations arising out of the Forum on a Family Friendly and Inclusive Parliament include:

- New and updated HR policies for Service staff supporting flexible attendance, the right to disconnect, blended working arrangements, recognition, bereavement support, and annual leave.
- The establishment of the *Task Force on Safe Participation in Political Life* and the establishment of a Senior Officials Oversight and Implementation Group to progress the recommendations of the Task Force.
- Additional bespoke training and a policy provided to members to support their roles as employers.
- Free period products made available in all toilets in the parliamentary complex.
- A review undertaken of the Oireachtas crèche.
- Provision of robust IT supports to facilitate remote engagement for witnesses at committee meetings.
- Implementation of an Equality, Diversity and Inclusion Strategy for the Service.
- A suite of work placement programmes in place in the organisation with an emphasis on equitable and transparent access, best practice standards and good learning outcomes.

Strategic Outcome 3: A Secure and Sustainable Parliament

Goal 1: Further develop and strengthen the secure environment

The Service is committed to providing a safe, healthy workplace for all in the parliamentary community. The overall responsibility for creating and maintaining a safe, secure and accessible physical environment starts with the Management Board and Secretary General. To enable the Management Board and Secretary General to deliver on their responsibility, the involvement and cooperation of all users of the Leinster House complex is required.

The **Superintendent's Section** provides operational support and security for sittings of the Houses of the Oireachtas and their committees, as well as high-level parliamentary meetings and official events hosted by the Houses.

Security remained a risk for the organisation throughout 2025. The Superintendent's Section processed 653 vetting applications and 910 requests for Pass Cards. Ongoing review of security arrangements for the Leinster House campus continued throughout the year, building on the security reviews conducted by An Garda Síochána in 2023. An Garda Síochána, at the request of the Houses, continued to provide in-person briefing sessions with members in respect of personal security for themselves and their staff.

Specific delegations, roles and responsibilities for managers and other stakeholders who use the complex are set out in the Service's **Safety Statement**. The Safety Statement sets out the Service's commitment to safety, health and welfare management at work and outlines the resources and designated personnel assigned to help deliver on that commitment.

The Service's Safety Statement sets out the commitments the Service expects from:

- The Office of Public Works (OPW).
- Political personnel (members and their staff).
- Service contractors and media personnel.
- Visitors.

The Health and Safety Officer has responsibility for developing and implementing the Safety Statement and safety policy for the Service. The Statement is reviewed and updated as necessary in line with changes approved by the Management Board and through consultation with the Health and Safety Committee. The Safety team implements the safety management system.

The **Health and Safety Committee** is a forum for consultation between safety representatives and senior management on issues of health, safety and welfare in the workplace. The Service's Safety Statement also provides guidance on working safely and the procedures to be followed in the event of an emergency.

Table 13: Health and Safety	2025	2024
No of Health and Safety Committee Meetings	3	4
Internal safety audits completed	17	16
Section safety risk assessments completed	8	16
Fire drills completed	8	8

The Safety team helps to ensure that the control measures identified through the risk assessment process are actioned and implemented and to identify and mitigate any new risks. The team also facilitates specific risk reduction activities, particularly where specialist advice is required, for example ergonomic assessments and noise assessments. They work with the Superintendent's Section to implement fire safety practices including updating evacuation routes, maps and signage, providing Personal Emergency Evacuation Plans (PEEPs), and managing the appointment of fire wardens to help ensure safe evacuation for all in the campus.

Safety management is reviewed on an ongoing basis to ensure that all measures take account of changing circumstances and are updated to reflect advice and best practice.

Strategic Outcome 3: A Secure and Sustainable Parliament

Goal 2: Implement the recommendations of the Task Force on Safe Participation in Political Life

In 2024, the Ceann Comhairle and the Cathaoirleach presented the Report of the **Task Force on Safe Participation in Political Life**, as well as a UCD Report on the findings of the *Survey on the Abuse and Harassment of Members of the Houses of the Oireachtas and Political Staff*.

From the evidence, the Task Force concluded that abuse in political life is prevalent, problematic and targeted disproportionately at women and minority groups. Online abuse is intensifying and becoming normalised, fuelled by the anonymity provided by digital platforms, and often driven by misogyny, sexism, racism and intolerance.

The report of the Task Force contains 16 actionable recommendations addressed to various stakeholders from the Houses of the Oireachtas, party leaders, An Garda Síochána, government departments and agencies and social media.

The Task Force also recommended that the Houses of the Oireachtas lead in coordinating a comprehensive and sustained response, in partnership with government departments and other relevant stakeholders, through the establishment and resourcing of a Senior Officials Oversight and Implementation Group to action the recommendations in this Report. Many of the recommendations have been progressed throughout 2025:

- Coimisiún na Meán completed comprehensive research of the prevalence of abuse of politicians, at national and local level, and of political candidates and established a baseline assessment of the issue. Their published report outlines the online experiences of candidates who participated in the 2024 local and general elections in Ireland and the results are consistent with the results of similar research undertaken by UCD on behalf of the Task Force.
- Employee Assistance Programmes and Member Assistance Programmes have been put in place by several local authorities.
- The current Programme for Government contains commitments on promoting gender balance and increasing the participation of diverse cohorts in local government.
- Following desk-based research, and a focused public consultation process in 2025, An Coimisiún Toghcháin published a research report on the topic and has made recommendations to the Minister and the government on publishing election candidates' addresses.
- Recommendations 26 and 27 from the *Report of the Citizen's Assembly on Gender Equality* are being progressed by the Department of Education and Youth to address sexism and gender inequality from a young age.
- An Garda Síochána convenes the Safe Participation in Political Life Forum. This brings together the Liaison and Crime Prevention Officers to share experience and best practice and includes participation by Coimisiún na Meán, Coimisiún Toghcháin, the Association of Irish Local Government, the Service and also includes external speakers.

Strategic Outcome 3: A Secure and Sustainable Parliament

Goal 3: Develop an Estate Strategy for the Houses of the Oireachtas

Accommodation remained a challenge for the Service in 2025. The Head of **Facilities Management and Business Continuity** has a lead role in providing accommodation and services to support a safe working environment, and in working to enhance services to members and to the public through the ongoing maintenance, conservation and upkeep of Leinster House and the parliamentary precinct.

In 2025, the Head of Facilities Management and Business Continuity continued their engagement with the Office of Public Works towards working to develop an Estate Strategy for the complex. As part of this engagement, current and future needs are assessed on an ongoing basis.



Ceann Comhairle, Deputy Verona Murphy, hosted an event to celebrate St. Brigid's Day 2025.

Strategic Outcome 3: A Secure and Sustainable Parliament

Goal 4: Develop a costed programme of capital works for the Leinster House campus in partnership with the OPW

In 2025, the OPW progressed a programme of access upgrade projects in Leinster House. This programme is part of the maintenance and upgrade works undertaken by the OPW annually to maintain and improve the historic buildings in the campus.

A project to improve accessibility at the North Road entrance has been initiated. Phase 1 will provide level access within the building at the North Road entrance and includes the provision of a new universal access lift to the members' restaurant and private dining rooms along with associated works.

The Head of Facilities is also responsible for business continuity planning. The Management Board approved a **Business Continuity Policy** for the Service on 3 May 2024. The policy sets out requirements for the effective management of business continuity risks within the Service. It is implemented on a phased basis to reflect operational priorities. The Head of Facilities and Business Continuity will develop, review and monitor compliance with the policy.



Strategic Outcome 3: A Secure and Sustainable Parliament

Goal 5: Deliver on our sustainability and climate action commitments

The Sustainability team was established in 2022 to reflect the Service's increased obligations in this area. The team is part of the **Environmental and Social Sustainability Unit**. The Sustainability team and the Facilities Management Unit continued to work closely with the OPW in 2025 to implement energy management projects and initiatives.

As outlined in the Service's [Climate Action Roadmap](#), throughout last year, the organisation made changes to how it operates to reduce the impact it has on the environment. To do so, the Service has focused on reducing its energy use, improving energy efficiency, and reducing emissions. In this regard:

- The Service's greenhouse gas emissions have reduced to 1,609,048 kg CO₂ equivalent, a reduction of over one million kg of carbon dioxide in the six years since the baseline was established.
- Since 2009, the Service has improved its energy efficiency by 52%. This means the Service has already exceeded its 2030 energy efficiency target of a 50% improvement.

The Service will continue to implement effective management practices to reduce energy use across the campus. In 2025, the organisation worked towards implementing ISO 50001, the internationally recognised and certified energy management system. This will allow the Service to monitor its energy use and continuously improve its performance in this area.

To meet the Service's 2030 target as outlined in its Climate Action Roadmap, the organisation will endeavour to deliver a programme of operational and capital works on the campus, working with the OPW, specifically targeting energy and emissions reductions. Projects that the Service will explore with the OPW include:

- Improving the organisation's submetering.
- Installation of a solar PV project.
- A heating efficiency programme, including insulation and heat recovery.

The Assistant Secretary, Corporate and Members' Services, is the Climate and Sustainability Champion for the Service, with responsibility for leading on sustainability and climate action activities in the Oireachtas campus. As a member of the Management Board, they have a role in ensuring that climate action and sustainability remain central to the business of the organisation.

There are two other key sustainability roles in the Service:

- The Head of Environmental and Social Sustainability in the Service is the Energy Performance Officer (EPO) for the organisation. They have an important role in overseeing the management, planning, and implementation of energy saving, climate action and sustainability activities.
- The Head of Facilities and Business Continuity advises on policy and helps to implement sustainability actions across the Oireachtas campus.

Table 14: Green Team Events and Webinars

February	Webinar on Marchathon
February	Marchathon launch event
March	Introduction to Cycling Skills for Beginners
April	Smart Travel Event and Launch of the Ready, Set, Cycle Challenge
May	Biodiversity Walk and Talk – Summer
October	Biodiversity Walk and Talk – Autumn
November	Walktober awards ceremony

The Service’s cross-functional Green Team was launched in July 2024 to help integrate sustainability in the organisation, to deliver projects to raise awareness of and improve biodiversity on the campus, to improve understanding of energy use, and to promote sustainable travel options. In November, the terms of reference for the Green Team were approved by the Assistant Secretary, Corporate and Members’ Services. During 2025, the Green Team held seven events to promote sustainability and biodiversity.

In addition, the Sustainability Unit held a further six events for members of the parliamentary community.

In February, the catering service discontinued the provision of single-use cups in the self-service restaurant. In May, the Sustainability, Safety and Accessibility team was awarded the Silver Smart Travel Mark by the National Transport Authority in recognition of the Service’s ongoing commitment to sustainable commuting and active travel. A plaque to mark the award was presented to the group by the National Transport Authority.

The Service will continue its work to make further progress on its sustainability and climate action commitments in the period ahead. Key to this will be monitoring and reporting performance so that it is always learning and prepared to make changes as necessary to help deliver on the goal of a sustainable parliament.

Strategic Outcome 4: A Transparent, Accessible, and Internationally Engaged Parliament

Goal 1: Develop public confidence and promote active involvement and engagement with the Houses of the Oireachtas in all areas of society

Opening the doors of the parliamentary campus enables an important connection between the public and its parliamentary system and facilitates a better understanding of the democratic process. At the core of this is the goal of making the Houses of the Oireachtas open and accessible to the public.

Public engagement activities to raise awareness of the work of the Houses of the Oireachtas continued throughout 2025.

There were 127,506 **visitors to Leinster House** in 2025, an 86% increase from 2024, when there were 68,690 visitors to Leinster House. The **tours management app** continued to be implemented throughout 2025. The app allows members to book tours directly, and to manage, amend and cancel bookings. It also provides a history of tours previously booked.

Leinster House took part in **Culture Night** in September when members of the public were invited to walk through the historic building. There were approximately 800 tickets available to the public for the event. Irish Sign Language and Irish language guided tours, and English language guided tours were provided on the night.



Leinster House was open to the public for *Culture Night* 2025.



World Music Day 2025 was celebrated in Leinster House.

Visit of President Volodymyr Zelenskyy

On 2 December 2025, as part of a state visit to Ireland, President Volodymyr Zelenskyy and First Lady Olena Zelenska of Ukraine were welcomed to Leinster House by the Ceann Comhairle and the Cathaoirleach. President Zelenskyy addressed a joint sitting of both the Dáil and Seanad, thanking Ireland for its “steadfast support” and for providing “a home and protection to our people when they needed it most”.

A range of preparatory work took place across the Service to enable this joint sitting to take place.



President of Ukraine, H.E. Volodymyr Zelenskyy, addressed a joint sitting of the Houses of the Oireachtas.

Other select **key events and public engagement activities** that took place during the year included:

- The Ceann Comhairle hosted an event to celebrate St Brigid's Day in LH2000. Attendance included members of the Irish Women's Parliamentary Caucus, Members of the Houses of the Oireachtas, the diplomatic corps, students and teachers from Danescastle National School, Carrig on Bannow, Co. Wexford.
- The Management Board hosted an event to celebrate International Women's Day in the Members' Reading Room. Ms Oonagh Buckley, Secretary General, Department of Climate, Energy and the Environment, and Ms Ciara Murphy, CEO of the Bar Council of Ireland, were guest speakers at the event and shared their insights on the topic of *Navigating the workplace in modern times*.
- The HR Services Unit hosted an interparliamentary HR Group meeting with colleagues from the House of Commons, the House of Lords, the Welsh Parliament, the Scottish Parliament, and the Northern Ireland Assembly. The agenda included common subjects in the HR sphere such as performance management, the future of AI and HR, workforce planning, equality, diversity and inclusion, and health and wellbeing.
- The annual summer course for primary school teachers was held at Leinster House. The theme of the 2025 course was *active citizenship*. The course is hosted by the Education team and invites primary school teachers to focus on the importance of active citizenship.
- The OPLA hosted a group of nine final-year law undergraduates as part of a legal access internship scheme. Interns from across the public service, including the Houses of the Oireachtas, the Chief State Solicitor's Office, the Attorney General's Office, the Office of the Director of Public Prosecutions, and the Law Reform Commission participated in the initiative.
- To express appreciation for the kindness and generosity shown by the Irish people during the COVID-19 pandemic, a delegation representing Yee Ha'ólníí Doo (the Navajo & Hopi Families COVID-19 Relief Fund) visited Leinster House.
- The Assistant Secretary, Parliamentary Information and Research Services, and a staff member of the OCSG, attended a high-level strategic planning workshop organised by INTER PARES in Lusaka, Zambia. The workshop was attended by 90 participants from a number of parliaments.

- The Seanad na nÓg debate took place in the Seanad chamber, bringing together 60 delegates under the age of eighteen from Comhairle na nÓg and other organisations to discuss their priorities for the government to consider in advance of Ireland's EU Presidency in 2026.



The Houses of the Oireachtas hosted *Seanad na nÓg* 2025 in the Seanad Chamber.

- To celebrate International Day of Persons with Disabilities, the Ceann Comhairle hosted an event for people with disabilities and advocacy services. The theme for 2025 focused on fostering disability inclusive societies for advancing social progress.
- The annual National Bravery Awards took place at Leinster House and saw the awarding of two certificates, 15 bronze medals and four silver medals, along with a posthumously awarded gold medal.

In 2025, the Service issued a public **communications survey** seeking opinions on how people connect with parliament. Information was gathered from internal and external stakeholders to gauge people's level of awareness of, and satisfaction with, the different communications methods used by the Houses of the Oireachtas. Overall, the results show that people are mostly satisfied with the services, with core services such as broadcasting and web performing well. The survey results also indicated where improvements could be made. The data from the survey has been used to inform a new communications strategy that supports and advances the aims of the Houses of the Oireachtas to be a democratic parliament working effectively for the people.

The **Social Media team** uses a variety of platforms to foster engagement with parliament. The team has primary responsibility for social media, photography, graphic design and brand services for parliament. Throughout 2025, 165 photography engagements were undertaken.

Table 15: Communications and Access	2025	2024	2023
Press releases issued ¹	1,104	1,025	554
Facebook followers ²	11,318	10,141	9,851
X followers ²	48,143	48,163	47,332
Instagram followers ²	9,264	6,903	5,181
Visitors to Leinster House	127,506	68,690	54,529

¹ The method of calculation was updated in 2024.

² As of 31 December 2025, 31 December 2024 and 31 December 2023.

Table 16: Oireachtas Website	2025	2024	2023
Visits to the Oireachtas website	2,485,727	2,551,858	2,197,246
Website page views	5,761,918	5,655,239	5,608,400

At the 2025 *Social Media Awards*, more commonly known as the *Sockies*, the Houses of the Oireachtas team was awarded gold in the Social Media Strategy Public Body category. This marks the 10th gold award for the Houses of the Oireachtas at the *Sockies*, which recognise best practice in digital communications across public and private sector organisations in Ireland.

The **Oireachtas Press Office** is responsible for all media queries regarding the workings of both Houses of the Oireachtas and its committees, the Houses of the Oireachtas Commission and the Service. It is responsible for the timely distribution of press releases for the parliamentary committees and responds to queries regarding the work of individual committees. The Press Office also promotes the work of the Houses and their committees to national and local media and provides a media and communications-based service to office holders and senior management. In 2025, 1,104 press releases were issued to news desks.

The [Oireachtas website](#) is the primary online presence of the Houses of the Oireachtas and a key tool for public engagement. With a focus on transparency and openness, it facilitates people in following the business of parliament by tracking debates, legislation, votes and member activity.

In 2025 there were:

- **2.49 million** visits to the website.
- **5.76 million** page views.
- **613,766** views of member pages.
- **225,245** document downloads.

The most-watched event of the year was the nomination of the Taoiseach on 23 January, with more than four million minutes streamed on the Dáil channel and almost three million minutes streamed on Oireachtas TV for the event.

Content for the website is created by different sections of the Service and disseminated to the public via Oireachtas. ie. This content includes broadcasting of parliamentary proceedings, legislative documents, debates from both the Houses and committees, reports, corporate documents, press release and schedules of business.

The Web team continued to support the publication of parliamentary information across digital channels, including the mobile app, with ongoing support to committees, procedural sections and other business units. Ongoing improvements to the website included accessibility refinements and the integration of more procedural data to further increase transparency of the business of the Houses.

During 2025, the Web team delivered the following key activities:

- An upgraded live streaming and on-demand service to improve streaming reliability and user experience, including faster publication of video, intuitive clip-based viewing of proceedings and richer search options.
- In collaboration with ICT and the Seanad office, the Web team developed an intuitive and user-friendly Seanad 2025 results hub on Oireachtas.ie, with a focus on election transparency. The results hub attracted strong public interest and digital engagement. The Seanad election count saw the highest sustained web audiences for the year. The live video stream generated 44,724 impressions, reflecting high demand for real-time coverage. The results hub recorded almost 200,000 page views and 136,000 sessions with 53,000 active users. The engagement rate was 76% throughout the count. Web traffic was driven primarily by organic search (71%) followed by direct traffic (13.5%) and organic social (8.5%). Almost 40,000 people were reached through Facebook and there were 79,000 interactions on X.
- To mark the centenary of the first report of the Committee of Public Accounts, the Web team delivered a bespoke digital-first online experience – The Watchdog at Work – illustrating the Committee's history and impact since it was established.

The **Oireachtas Broadcasting Unit**

produces live streams of all proceedings of the Houses, which are streamed on Oireachtas.ie. These are provided to national broadcasters for news and current affairs purposes and are also provided on request to international media companies. The Broadcasting Unit also produces the parliamentary television channel, Oireachtas TV, which features both live and replayed content, in addition to content developed by the Service or provided by broadcast partners.

As well as broadcasting live and deferred coverage of the proceedings, Oireachtas TV covers major events such as state visits to parliament. On 3 December, the Broadcasting Unit provided the feed of President Zelenskyy's address to a joint sitting of the Houses to national and international partners, as well as comprehensive analysis of the address on Oireachtas TV.

Oireachtas TV has a range of other programming including documentaries, studio debates, monthly highlights of proceedings and coverage of ancillary events around the Houses, including press launches and public engagement initiatives. The Broadcasting Unit also provides video content support on request to business sections across the Service.

Oireachtas TV has also collaborated successfully with the independent production sector through its ongoing participation in the Sound and Vision Scheme, overseen by Coimisiún na Meán. This allows the channel to support the sector while commissioning documentary programming in a cost-effective way. Two such projects were completed and broadcast in 2025:

- *A Day in May*, a documentary examining the impact of the marriage equality referendum.
- *In the Opinion of the Censor*, a history of film censorship in Ireland.

Overall, there were 982.25 hours of live broadcasting of Oireachtas proceedings in 2025.

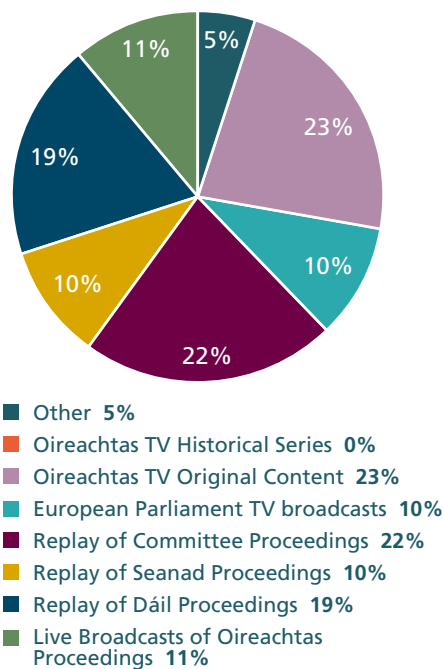


Figure 9: Content of Oireachtas TV 2025

The Broadcasting Unit continued to expand the provision of accessible and bilingual programming. Coimisiún na Meán sets the targets for Oireachtas TV in relation to ISL and subtitling to support accessibility. In 2025, these targets were exceeded. The ISL team provides daily live interpretation of the proceedings, including Leaders' Questions, Taoiseach's Questions and Questions on Promised Legislation and selected committee meetings. Oireachtas TV also operates an ISL First policy, when possible, for special events, public engagement, documentary programming and other significant dates in the parliamentary calendar. Deferred or repeated versions of this type of content is also made available with subtitling as an option.

The expansion of bilingual captioning also continued and was extended this year to include broadcasting of parliamentary committee proceedings.

Strategic Outcome 4: A Transparent, Accessible, and Internationally Engaged Parliament

Goal 2: Create a comprehensive plan that best reflects an internationally connected parliament

The International Parliamentary Relations and Travel Unit, the Protocol Unit and the Committees' Secretariat support members in the ongoing development of interparliamentary relations.

Bilateral meetings are important for interparliamentary relations and serve to further strengthen the Oireachtas's collaborative working relationships with international colleagues.

The Service's work on international parliamentary diplomacy continues to grow in strength. There were 32 **Parliamentary Assembly of the Council of Europe (PACE)** Plenary and Committee meetings in 2025.

- In March, the Ceann Comhairle and the Leas-Chathaoirleach attended the PACE **European Conference of Presidents of Parliament**. Issues discussed included safeguarding democracy, guaranteeing freedom of expression in times of polarisation and uncertainty, and violence against politicians.
- In May, the Ceann Comhairle and Cathaoirleach attended the PACE **EU Speakers' Conference** in Budapest. The themes were: *The future of the EU: General perspectives; Federalism or national sovereignty; and Closer to voters: regionalism in Europe and safeguarding Europe's cultural identity.*

Parliamentary Friendship Groups are a forum for strengthening relations and fostering cooperation between members of national parliaments. There were seven incoming parliamentary friendship groups hosted by the Houses in 2025.

In 2025, work began on a new **Protocol Policy**. Developed in consultation with the Ceann Comhairle and Cathaoirleach, this policy sets out the role of protocol in supporting office holders and members to engage with visiting high-level delegations in an environment conducive to personal connections and successful outcomes. The management of all high-level engagements by the dedicated **Protocol Unit** ensures a consistent level of service is provided for each level of delegation.

The Protocol Unit supported 81 incoming visits and addresses to the Houses in 2025, an increase from 30 in 2024.

Table 17: International and Interparliamentary Functions	2025	2024	2023
Outgoing Parliamentary Delegations			
IPU General Assemblies and related meetings	6	12	7
PACE Plenary and Committee meetings	32	29	44
Parliamentary Assembly of the OSCE	4	7	5
Bilateral Meetings			
Incoming	6	6	9
Outgoing	1	6	7
Friendship Groups			
Incoming Parliamentary Friendship Groups	7	24	11
Outgoing Parliamentary Friendship Groups	0	1	5

Table 18: Protocol Unit	2025	2024	2023
Outgoing Parliamentary Delegations			
Incoming Visits	81	30	30
<i>Heads of State</i>	1	1	2
<i>Government Ministers</i>	8	6	9
<i>EU Commissioners</i>	2	0	2
<i>Ambassadors on Official Visits</i>	58	11	6
<i>Other Distinguished Visitors</i> ¹	12	12	9
Support provided to Conferences	0	3	2

¹ 'Other distinguished visitors' includes visiting parliamentarians, MEPs, and the heads of Advisory Bodies to the EU.

Table 19: EU Interparliamentary meetings	2025	2024	2023
Outgoing Parliamentary Delegations			
No. of EU IPCs/ICMs attended ¹	12	8	15
No. of members travelling	30	20	28

¹ IPC: Inter-Parliamentary Conferences; ICM: Interparliamentary Committee meetings.

The **Oireachtas National Parliament Office (NPO)** in Brussels represents both Houses of the Oireachtas to the European Commission, the Council of the European Union, European Parliament and other EU bodies. The main role of the NPO is to report on EU-related matters of particular interest or importance to the work of the Houses of the Oireachtas and its

committees. A key function of the NPO is to report on any subsidiary issues arising under the provisions of the Lisbon Treaty.

The NPO produces weekly Oireachtas Digest on Europe (ODE). These bulletins provide information on the weekly agenda for the European Institutions. There were 43 weekly ODEs produced in 2025.

Sectoral committees have ongoing engagement with relevant EU Commissioners regarding Commission policy. The committees participate in European Parliament-hosted interparliamentary committee meetings. In 2025, members participated in 12 interparliamentary conferences.

The Service participated in the **European Centre for Parliamentary Research and Documentation (ECPRD)**. ECPRD is an interparliamentary network for knowledge sharing and information exchange. Its members are the European Parliament, the Parliamentary Assembly of the Council of Europe, and parliaments where the Speaker is a member of the European Conference of Presidents of Parliament. The main activities of ECPRD are comparative information requests and seminars hosted by the Member Parliaments. The PRS is the point of contact for the ECPRD in the Houses of the Oireachtas.

In 2025, the PRS coordinated 82 responses to requests for comparative information and made six requests for information to the ECPRD.

Oireachtas staff participated in five ECPRD seminars in 2025 on the following topics:

- Data visualisation in parliament.
- The role of the Parliamentary Research Service and libraries.
- Parliamentary committees of inquiry in practice.
- Enhancing the legislative process with data structures and AI.
- New economic governance.

The PRS further ensures that information about the Houses of the Oireachtas on the **Inter-Parliamentary Union (IPU) Parline** website is maintained and up to date. The details for parliamentary activities are provided on an annual basis. Changes such as results of general elections and/or by-elections to the Dáil and Seanad are also reported. Moreover, data on the gender of members of the Oireachtas is also used to report on the representation of women in national parliaments by the IPU.

The **PBO** continued to develop relationships with international networks of independent fiscal institutions (IFIs) and other parliamentary budget offices. The PBO also developed further interaction with bodies such as the Organisation for Economic Cooperation and Development (OECD) and EU institutions and contributed to the development of budget offices in other parliaments.

The PBO's international public engagements in 2025 included:

- In January, a parliamentary delegation from Pakistan visited Ireland specifically to learn about Ireland's PBO for two days. The visit included contributions from the PBO, Communications, PRS and the Committees' Secretariat.
- In May, the Director of the PBO and a Senior Economist staff member participated in the OECD SBO Conference in Santiago, Chile.
- In July, two PBO staff presented at the Inter-Parliamentary Data Visualisation Network (IPVIS) conference in Edinburgh.
- In July, the PBO hosted colleagues from the Federal Parliament of Nepal as part of an ongoing INTERPARES programme. The visit included contributions from the PBO, Communications, PRS, the Committees' Secretariat and ICT teams.

The **OPLA's** continuous development of its interparliamentary and international relationships in 2025 included the following:

- In March, the Chief Parliamentary Legal Adviser presented on *Standards, Integrity and Ethics in Parliament* in a meeting in Leinster House with the Assistant Clerk (Committees) of the Legislative Council of Victoria, Australia.
- In June, the OPLA's Corporate Legal Adviser delivered a presentation entitled *Parliamentary Inquiries in Ireland: An Overview of Legal and Structural Challenges* at the ECPRD Seminar, *Parliamentary Committees of Inquiry in Practice*, hosted by the French Senate in Paris. At the same event, the Corporate Legal Adviser and the Parliamentary Services Legal Adviser joined a roundtable on *Outcomes and Follow-up of Parliamentary Committees of Inquiry*.
- In October, the Parliamentary Services Legal Adviser hosted a breakout room discussion on GDPR in a parliamentary context at the annual Interparliamentary Lawyers Conference in Westminster. On the same day, the Corporate Legal Adviser participated in a roundtable discussion on *Procurement for Construction in Parliament*.

Strategic Outcome 4: A Transparent, Accessible, and Internationally Engaged Parliament

Goal 3: Improve our education programmes at every level and launch an outreach initiative to foster broader understanding of democracy, delivering inclusivity

The **Oireachtas Education Programme** led by the Parliamentary Education Officer and Assistant Parliamentary Education Officer, provides access to online parliamentary education resources and includes onsite workshops. The Programme is designed to increase awareness and understanding of the parliamentary business in both Houses, the work of Deputies and Senators and how democracy works.

The programme also promotes the role of the Houses among teaching professionals and with the public through the publication of education programmes on Oireachtas TV. While the target audience is second-level students, the programme has also developed a number of initiatives for primary level students.

In 2025 the **Parliamentary Education Office** delivered onsite workshops to 3,198 students from 128 schools, and 1,871 students from 71 schools attended online classes.

Table 20: Parliamentary Education Office	2025	2024
Onsite workshops delivered		
No. of schools	128	101
No. of students	3,198	2,546
Online classes delivered		
No. of schools	71	86
No. of students	1,871	5,108
Other Education Office activities		
No. of attendees at educational workshops delivered to visiting groups ¹	90	174
No. of students attending Transition Year Work Experience Weeks	100	101
No. of visiting delegates from other parliaments	0	1

¹ Collection of this data commenced in Q1 2024.

The Education Programme is made up of several strands including:

- The **Transition Year (TY)** Programme is a work experience programme managed and coordinated by the Parliamentary Education Officer. It is designed to give students an insight into careers in the Oireachtas. Three student intakes take place in November, March and April. The March programme is delivered through Irish. The feedback on the programme from students throughout 2025 continued to be positive.
- The Parliamentary Education Office continues to engage with **Rannóg an Aistriúcháin** on targeting educational activities at Irish medium schools, primarily through the TY Programme, to promote the bilingual nature of the Oireachtas. In March 2025, the Education Officer hosted a group of Transition Year students from Gaelscoileanna across the country for a week-long work experience programme through the medium of Irish.
- The Oireachtas **Student Placement Programme** for members, administered by the **HR Political Staff Unit**, is a period of learning and experience, offered to students by academic institutions and facilitated by the Service. Student placements are temporary positions with an emphasis on practical training and applied learning where students can work directly with members of the Houses on work that is relevant to their studies. The student receives accreditation for the completion of the placement towards their final assessment in their course of study. For the 2024/2025 academic year, 58 students participated in the programme drawn from the Institute of Public Administration, Technological University Dublin, University College Cork, and the University of Limerick.

- The **Parliamentary Education Workshops**, which support Junior Cycle, Transition Year and Leaving Certificate students studying Civic, Social and Political Education (CSPE) and Politics continued in 2025. Parliamentary Education Workshops for primary school pupils also continued throughout the year.

Engaging with representative bodies for teachers and participating in a range of public engagement activities are important components of further developing the education programmes. The Parliamentary Education Office further participated in the following activities throughout 2025:

- In March, the Parliamentary Education Office welcomed a group of participants from a European Union project to Leinster House. The group, comprising 60 young people from Monaghan and Cavan, spent the day in Leinster House learning how parliament and democracy work.
- The Education Office hosted a Politics and Society Quiz on 26-27 November, with the final taking place on 11 December. Participants in the Quiz comprised 90 students and 36 teachers.

Strategic Outcome 4: A Transparent, Accessible, and Internationally Engaged Parliament

Goal 4: Enhance our collaboration with relevant external stakeholders and promote a deeper, clearer understanding of our role in upholding democracy

During 2025, the Service continued to enhance engagement with government departments and public bodies in relation to legislation and parliamentary procedures, including the following:

- The Office of the Government Chief Whip.
- Government departments on the passage of legislation through the Houses, the processing of parliamentary questions, and the daily business of the Dáil and Seanad.
- Government departments and public bodies on information for parliamentary committees and attendance at committee meetings.

The **PDU** continued to design and deliver a number of training initiatives, tailored to the specific procedural requirements of individual groups across the civil service. These initiatives included knowledge sharing sessions through OneLearning.

The **PBO** engages with the Department of Finance, the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation and with other government departments and bodies in relation to information on public finances.

Access to data from government departments is also essential to underpin robust budgetary analysis and costing work by the PBO.

The PBO has also engaged with its networks with government departments through which it receives additional information on a monthly basis on departmental spending. In 2025, specific papers also leveraged data from departments and agencies and contributed to relationship-building with line departments.

The PBO has also continued its collaboration with the Irish Government Economic and Evaluation Service (IGEES) to recruit interns during the summer months.

A strategic objective of the **PRS** is increasing its engagement with the wider academic community. Managers of the PRS team are members of a public sector research managers group and participate in external research and evaluation advisory groups. The PRS continues to develop links specifically with the science research community through seminars, secondments and outreach activities.

Highlights of **Committees' Secretariat** engagement with government departments include:

- **Legislative Scrutiny:** Informed by good practice in the 33rd Dáil, the Committees' Secretariat updated guidance for committee staff and members on pre-legislative scrutiny.

This includes revisions to the Members' Guide to Oireachtas Committees and the development of a standalone PLS guide and induction module, which has been disseminated to all committee teams and members through the committees page on the Plinth. The Secretariat has also collaborated with the Bills Office and the PDU to deliver a procedural training session on Committee Stage of Bills for committee members.

- **Committee Outreach Work:** The Committees' Secretariat developed guidance on Outreach for Government Departments. The guide is being revised to include input from stakeholder groups and will be published in 2026. Working with the PDU and other Oireachtas units, the Secretariat also hosted departmental officials as part of study visits, knowledge exchanges and information sessions including officials from the Department of Transport and Department of Health.
- **EU Scrutiny:** The Secretariat continues to engage with the Department of Foreign Affairs and Trade regarding enhancements to the EU Scrutiny process, including contributing observations to the Department's Guidelines for Departments in relation to the Scrutiny of EU Matters by the Houses of the Oireachtas in December 2025. The Secretariat has also revised training resources on the EU Scrutiny process for committee members.

Other engagement activities with government departments include the following:

- The **Finance Unit** participates in the Finance Officers Network.
- The **Procurement Unit** participates in cross-departmental Procurement Officers Network for increased collaboration across departments.
- The **OPLA** fosters relationships with State legal departments and government agencies, and explores possibilities for knowledge sharing, developing research networks and legal training.
- The **RMU** participates in the Data Protection Officer's Network, the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation's FOI Central Policy Unit, Office of the Government Chief Information Officer's eFOI and eDocs interdepartmental working groups to share the organisation's experience, ensure a consistent approach to compliance, and contribute to the development of systems.
- **Rannóg** works with the Department of Rural and Community Development and the Gaeltacht to maximise the availability of electronic translation support material.
- The **OCSG** engages with the OGCI O eRisk Working Group.

Strategic Outcome 5: An Innovative and Digital-First Parliament

Goal 1: Strengthen and mature our cyber security capabilities

Cyber security remains a key focus for the Service. Effective cyber security is critical to operations within the organisation, as the impact of cyber-attacks continues to increase and become more sophisticated. Under the second iteration of the European Union's Networks and Information Security Directive, the Houses of the Oireachtas must demonstrate that it has the necessary level of cyber security maturity in place to protect its network and information systems.

The **Oireachtas Cyber Security Strategy and Roadmap** was implemented throughout 2025. The strategy and roadmap have been developed with input and guidance from the National Cyber Security Centre (NCSC) and cyber security specialists. The strategy and roadmap are aligned with international security standards and best practices and comply with regulatory and legislative requirements.

The overarching objectives of the Cyber Security Strategy and Roadmap are to:

- Increase the security and resilience of ICT services.
- Optimise and invest in technology and security resources.
- Deliver services that will reduce the likelihood of damage from cyber security incidents by early detection and improved response in an ever-changing threat landscape.
- Ensure compliance with public service baseline security standards.

These objectives are implemented and measured over time during each of the key initiatives under the Cyber Security Strategy. These initiatives encompass:

- A security operations centre.
- Threat and vulnerability management.
- ICT security and cultural awareness.

The **Cyber Security Programme Board** met on a regular basis throughout 2025. The Board is chaired at assistant secretary level with a focus on supporting the implementation of the Cyber Security Strategy.

The Technology and Digital Transformation Committee reviewed key high-level risks that were identified as significant in terms of cyber security. This process is facilitated by the reporting of quarterly cyber security risk logs from the Cyber Security Programme Board.

Cyber security initiatives throughout 2025 included:

- Progression of policies in respect of asset and information management, and operations management and communications.
- Completion of a software audit initiative.
- Review of identity and access management and delivery of a report.
- Introduction of a report message button for reporting of suspicious email.
- The release of four issues of the Cyber Security Newsletter with a focus on a range of issues, including phishing, access control, data protection, and seasonal awareness.

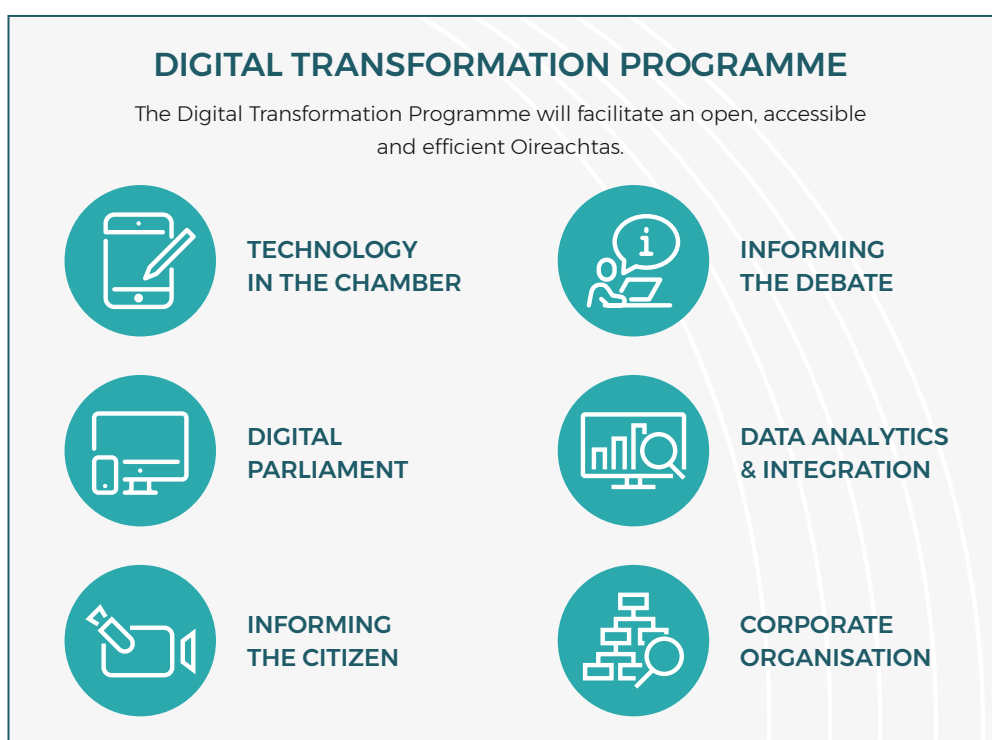
- Organisation-wide phishing simulations.
- The implementation of Cyber Security Awareness Month during October 2025. The awareness initiative focused on areas such as data security, social engineering and information on the regulatory bodies that govern cyber security in Ireland.
- Launch of a new cyber security training course.

All of the specific cyber security initiatives and policies undertaken during 2025 addressed risks to the processes, people and technology of the Houses of the Oireachtas.



Strategic Outcome 5: An Innovative and Digital-First Parliament

Goal 2: Deliver the next stages of our Digital Transformation Programme



In 2025, each programme under the Digital Transformation strategy delivered significant changes to ongoing service delivery, improvements to existing services, as well as the delivery of new services through ongoing transformation. This work was carried out against the backdrop of the ICT Unit managing and delivering the onboarding and offboarding of Deputies, Senators and their staff following the general elections. The key achievements in 2025 are presented below.

Digital Parliament Programme

- Real-time updates relating to the proceedings of the Dáil delivered to the Áis-Linn application for members in March, allowing members track the progress of business in the House, in real-time, on desktop and mobile devices.
- Live speakers lists were delivered to Áis-Linn on desktop and mobile devices for members in March. Members can now view and track the projected start and end times for

their speaking slots, in real time, in all published speakers lists, providing them with much greater visibility and certainty on their speaking slots and the times at which they're scheduled to speak in the chamber, thereby allowing them to manage their work schedules more efficiently.

- Live updates relating to proceedings of the Dáil were delivered to the Dáil Business website in June, facilitating much greater transparency and clarity on how the Dáil orders its business and the arrangements for taking the business. These enhancements are important in facilitating greater public engagement with the work of the Houses and members.
- In the Committees' Secretariat, the three-phase Committee Task Manager application was launched to coincide with the establishment of committees for the new parliamentary term. The Task Manager assists with the scheduling and planning of committee meetings, standardises and streamlines the distribution and storage of meeting documents for members, and serves as a foundation for making committee business more accessible to members in the planned committee Áis-linn project. The Task Manager project also supports a bilingual parliament, enabling bilingual meeting agenda production for all committees.
- Significant progress has been achieved in the delivery of a replacement for the current end-of-life Parliamentary Questions system. The new system is planned to be implemented in 2026 following extensive testing and training and will deliver significant benefits for members and Service staff.

Corporate Organisation Programme

- The replacement of the entire legacy telecommunications network for the Houses of the Oireachtas was progressed to an advanced stage, delivering a new cloud-based Unified Communications Platform, integrated with Microsoft Teams. This will ensure the Oireachtas has a secure, future proofed telecommunications network capable of handling the increasing online communication and collaboration needs of members and their staff.
- A new financial management system (FMS) procured in 2024, went live in 2025. The new FMS system replaces the previous end-of-life system with a new cloud-based solution which modernises financial management work processes and flows, reduces manual processes for dealing with members, customers and suppliers, and improves data access and availability for new financial reporting and analytics.

Informing the Debate and Citizen Programmes

- The Oireachtas Media Enhancements (Phase 1) Project upgraded the systems used to stream debates and committee meetings. These improvements allowed the Oireachtas to use new real-time data from the Digital Parliament Programme and enabled the Web team, working in partnership with ICT, to transform how people access and use video content on the website.
- ICT completed a host of enhancements and upgrades to [Achtanna.ie](https://www.achtanna.ie) to improve security, infrastructure and overall site performance.

Strategic Outcome 5: An Innovative and Digital-First Parliament

Goal 3: Deploy innovative solutions to modernise our parliamentary environment

The Service worked throughout 2025 to implement new solutions to modernise the parliament's technical infrastructure.

ICT supported work across the Service in the post elections period. This included the onboarding of new members, returned members and political staff.

Microsoft (MS) Teams has been widely adopted across the Houses of the Oireachtas since its introduction in 2020 and has played an important role in enabling and supporting remote working. In 2025 there were:

- 142,099 virtual meetings held on MS Teams
- 406,828 MS Teams calls
- 2,105,261 MS Teams messages

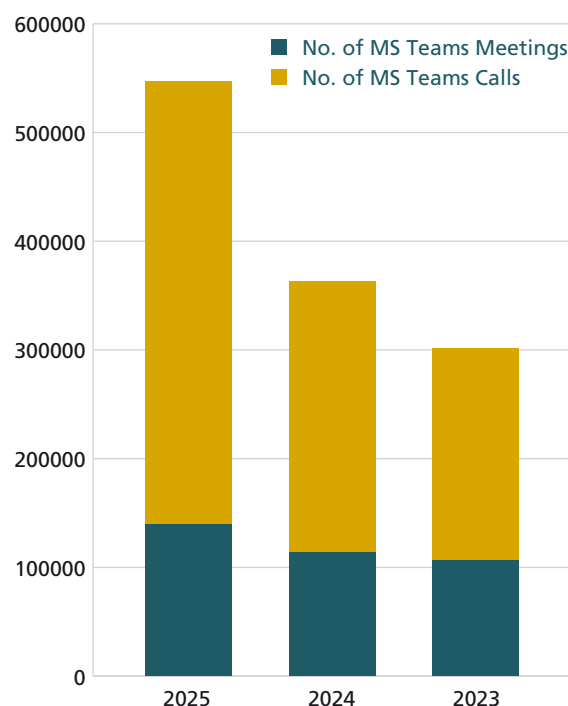


Figure 10: MS Teams Usage

The **ICT Service Desk** continued to support the day-to-day ICT operations and Digital Transformation applications. The ICT Service Desk provided support for 17,318 calls in 2025. Of the calls received in 2025, 61% were from staff of the Service, and 39% were from members and their staff.

Table 21: ICT Helpdesk Support	2025	2024	2023
Support provided for calls from staff of the Service	10,522	12,710	10,919
Support provided for calls from members and their staff	6,796	5,084	5,734
Total support provided for calls	17,318	17,794	16,653

In 2025, ICT continued to deliver and integrate the new **Unified Communications as a Service (UCaaS)** solution for the Oireachtas to complement the move to a mobile workforce and blended workplace. The MS Teams telephone system delivers important benefits to support the organisation to enhance communication and collaboration. These include:

- Unified Communication – a single platform for instant messaging, online meetings, and phone calls.
- Flexibility.
- Enhanced Capability – including cloud voicemail with transcription and custom greetings.
- Reliability and Security.



Strategic Outcome 5: An Innovative and Digital-First Parliament

Goal 4: Provide effective and responsive technical supports to ensure the resilience and continuity of our digital systems

Given the Service's increased reliance on digital infrastructure to conduct its business, the Houses of the Oireachtas proceeded with initiatives to further reinforce the resilience and continuity of digital systems.

The organisation delivered the following ICT modernisation initiatives to strengthen reliability, security and efficiency across its technology environment:

- Upgraded core infrastructure with modern storage and virtualisation systems, improving resilience, performance and long term stability.
- Migrated select internal applications and databases to the cloud, enhancing availability, security and future scalability.
- Expanded ICT services to support new and refurbished office accommodation, enabling additional workspace for members and staff.
- Transitioned all users to one virtual desktop infrastructure platform, simplifying management, improving security and delivering a faster, more consistent user experience.
- Re-platformed the Digital Parliament systems to a private network to provide better protection.



Anemones grown on Leinster Lawn.

Strategic Outcome 5: An Innovative and Digital-First Parliament

Goal 5: Develop and implement a Responsible Artificial Intelligence (AI) Framework for the Houses of the Oireachtas to foster innovation while ensuring safety and security

The rapid development of artificial intelligence (AI) capabilities in recent years brings with it opportunities for the Houses of the Oireachtas to foster innovation in work practices and in the delivery of services. In recognition of the challenges that AI brings, the organisation is taking a risk-based approach to implementation.

A key priority is the development of a **Responsible AI Framework** and charter. A draft charter and accompanying policy were submitted to the Management Board and Commission in Q4. The principles of the charter are aligned with industry standards, including the *Guidelines for the Responsible Use of Artificial Intelligence in the Public Service*, published in 2025, and the EU Artificial Intelligence Act.

The Responsible AI Framework guides the governance work of a dedicated AI Programme Board and AI Steering Group. These cross-functional groups continued the development of AI use cases throughout 2025, to streamline complex parliamentary workflows. The work included tools for:

- Contextual search and summarisation for research.
- Automated first-draft generation of the Journal of Parliamentary Proceedings.
- Agentic legal research.
- Personally identifiable information (PII) identifier to strengthen records management.

These use cases were developed on a new, secure, cloud-based AI infrastructure built to provide a scalable, resilient and compliant environment for all future AI development and deployment. Deployment of AI in the organisation is planned for 2026 following formal approval of the AI charter.

Strategic Outcome 6: A Bilingually Enabled Parliament

Goal 1: Deliver on our Irish language obligations and policy

The Service is committed to strengthening capacity to deliver its services through the Irish language.

In 2025, **Coiste Straitéiseach an Oireachtais Dhátheangaigh (CSOD)** monitored and reported on progress as the Service works toward achieving a bilingual parliamentary service. The annual work programme for the committee is informed by the Bilingualism Action Plan 2024-2025.

Publication of Official Translations

Rannóg an Aistriúcháin continued its work to publish official translations of the acts of the Oireachtas in a timely manner and clearing arrears of official translations.

There are six stages in the process of publishing official translations of the acts of the Oireachtas:

- Stage 1: translation.
- Stage 2: first edit.
- Stage 3: final edit.
- Stage 4: proof.
- Stage 5: final check.
- Stage 6: publication.

As of December 2025, the position regarding the official translation of **current acts** (2019-2024) is as follows:

Table 22: Status of Current Acts						
Year	Passed	Translated	First Edit	Final Edit/Completion	Proof Stage	Published
2019	53	53	0	0	0	53
2020	32	32	0	2	0	30
2021	50	50	0	26	1	23
2022	52	52	0	36	0	16
2023	40	39	0	30	0	9
2024	48	44	5	30	1	8
2025	21	7	1	5	0	1
Total	296	277	6	129	2	140

As of December 2025, 93.6% of all current acts (2019-2024) have been translated (Stage 1) and 47.3% published.

As of December 2025, there are 511 **arrears acts** on the High Court list. Of these, 256 acts have been cleared. In terms of the remaining workload, 50% remain to be published. From a strategic perspective Rannóg is concentrating, where practicable, on an arrears prioritisation plan informed by requests, themes, page numbers and those acts close to publication.

As part of the implementation of the action plan, a Bilingual Programme team was established in Rannóg an Aistriúcháin, led at assistant principal level.

Bilingualism Action Plan 2024-2025

Following the recommendation by the CSOD Strategic Committee, on 20 September 2024, the Management Board agreed the 2024-2025 Bilingualism Action Plan 2024-2025.

The 2024-2025 Action Plan considered the recommendations and conclusions arising from the International Research on Bilingual Parliaments, the *An Chaeilge sa Teach* initiative, Dáil and Seanad steering groups, and the Oireachtas Colloquium on Bilingual Parliaments. The plan informs a future all-embracing programme for a bilingual Oireachtas. It contains 53 actions for implementation across all sections of the Service covering the following ten themes:

- Legislation
- Services to Members, Staff and the Public
- Outreach
- Recruitment
- Training
- Technology
- Irish in the Houses
- Communication/Awareness
- Oireachtas TV
- Research

Strategic Outcome 6: A Bilingually Enabled Parliament

Goal 2: Provide expanded bilingual services and facilitate an increase in the amount of Irish used in the Houses of the Oireachtas

Translation Services provided by Rannóg an Aistriúcháin

Rannóg an Aistriúcháin provided a range of **translation services** to the Service in 2025, including:

- Interpretation for sittings of both Houses and, on request, for committee meetings.
- Services for sittings, including translating the daily sitting day order papers for both Houses. This support is provided by a team of translators on a monthly rota basis.
- Translation of long and short titles of bills on initiation.

- Translation of corporate documentation for the Service, press releases and members' correspondence.
- Translation services for statutory instruments, on request, from the sponsoring government department. This is a statutory function under the Houses of the Oireachtas Commission Acts.

Rannóg also manages the Oireachtas *Straitéis na Gaeilge, Irish Language Scheme* compliance, *An Ghaeilge sa Teach*, international research on bilingual parliaments, the colloquium on bilingual parliaments and a range of digital transformation projects.

Requests for translation are tracked to facilitate the collection of data on type and quantity of translation requests to the Rannóg an Aistriúcháin team from business areas across the Service.

Table 23: Rannóg Translation Services	2025	2024	2023
Pages of translation of corporate documentation	211	252	439
Pages of translation of committee documentation	120	524	353
Pages of press releases translated	94	99.5	69
Pages of all other translation (requests from members, OPLA)	190	158.5	382

Strategic Outcome 6: A Bilingually Enabled Parliament

Goal 3: Maximise the role of technology in achieving bilingual service provision

The Service aims to apply bilingualism in the design of ICT systems and applications in such a manner as to encourage and facilitate the use of the Irish language in accessing these systems. This includes adopting an integrated bilingual approach in system design, where feasible. An integrated bilingual approach involves presenting both official languages in proximity, where the context or technology allows. This may include having both language versions in the same publication or in the same interface instead of as two separate language entities.

The **Bilingualism in Technology Policy**, approved in December 2022 by the Management Board, aims to ensure early analysis of projects to guarantee timely identification of bilingual requirements. Carrying out a bilingual scoping analysis (BSA) is at the core of this new approach. The BSA informs the functional design specification for the bilingual elements of a new project. The cost effectiveness of planning the bilingual requirement in the early stages of digital project planning is also important.

Digital Developments

The updated bilingual legislation website from Rannóg an Aistriúcháin, [Achtanna.ie](https://achtanna.ie) was launched in 2024 and continued to operate in 2025. The website contains the Acts of the Oireachtas and official translation of the Acts, where available, from 1922 to present day.

As well as the project to upgrade and update the Achtanna website, Rannóg an Aistriúcháin involvement in and contribution to the Digital Parliament programme has been ongoing and all member- and public-facing systems are developed bilingually, for example, Áis-Linn and Digital Signage.

In addition, as a result of the Oireachtas TV Bilingual Captions Project, broadcast captions are now bilingual. All Dáil and Seanad captions, static and dynamic content, are bilingual. All static content for committee meeting captions is bilingual with dynamic content to follow.

Strategic Outcome 6: A Bilingually Enabled Parliament

Goal 4: Drive training and development opportunities, and recruitment and retention of bilingual staff

Training and development

In addition to recruitment initiatives, the Service continued to organise delivery of in-house Irish language classes for the parliamentary community for beginner, intermediate and advanced levels. Each class is 45 minutes long, and classes run from October to July. Classes are held online via Microsoft Teams. Class levels are assigned on a self-assessment basis, and each participant decides which class level they wish to attend.

An online survey to ascertain interest in attending in-house Irish classes is issued on an annual basis. A Certificate in Professional Irish is provided externally through OneLearning for civil servants.

During 2025, the Training and Development Unit introduced a scheme to support Gaeltacht attendance by members of the parliamentary community. Under this scheme, Service staff may apply to have their enrolment fees, travel and accommodation covered for attendance at an Irish-language course in a Gaeltacht area and may avail of up to five days' special leave for attendance at such courses.

Recruitment and retention

In 2025, the Service continued to move incrementally towards the goal of having bilingual staff available across all of its business units.

The HR Services Recruitment team continued to recruit bilingual staff using all recruitment channels available. The organisation's primary source of recruitment of bilingual staff is via the publicjobs generalist panels which includes posts at clerical officer, executive officer, and higher executive officer level.

The Recruitment team actively engages with the *Civil Service Mobility Scheme* which provides opportunities to existing civil servants at these grades to transfer into the Oireachtas on a full-time basis. This scheme provides a tool whereby civil service staff can self-identify as having beginner, intermediate or advanced Irish language skills. The Recruitment team can then request the appointment of staff from this scheme to fill positions in the Service.

Table 24: Irish Language Staff Training	2025	2024	2023
Classes delivered	112	79	111
Service staff attendees ¹	558	338	346
Political staff attendees ¹	174	90	83

1 Staff who attended multiple classes are counted in each class they attended.

The Service also provides an opportunity for all new staff who are willing to provide a service bilingually to self-identify this skill.

Other progress made during 2025 includes:

- Eight bilingual staff were recruited in 2025.
- Staff with Irish language qualifications were recruited through an Aistritheoir Grád III competition.

The Service remains committed to the recruitment of bilingual staff so that services can be provided through Irish by generalist staff and specialist staff in all business units. At the end of 2025, 87 staff indicated an ability to conduct business through the Irish language, a decrease from 96 in 2024.

As part of the 2018 capacity review, staffing levels of Rannóg an Aistriúcháin were benchmarked with similar translation services and with other parliaments. A recommendation was made to increase staffing levels to 39 translation staff. Despite intensive recruitment efforts over this period, the Service has not succeeded in increasing translator staff numbers in Rannóg an Aistriúcháin.

The current recruitment environment remains a challenging one, as the Service is recruiting in direct competition with the EU institutions. The recruitment challenges are exacerbated by increased demand on Rannóg to provide a range of additional services. While outsourcing has provided additional capacity, this is not sufficient to compensate for the shortfall in internal resources.

Financial Performance over the Commission's Three-Year Budget Framework 2025-2027

The Houses of the Oireachtas Commission (Amendment) Act 2024 provided funding of €565m to meet the costs associated with running the Houses of the Oireachtas for the three-year period 2025-2027.

The table below summarises the financial position for the three-year period.

Category	2025 Outturn €000	2026 Estimate €000	2027 Forecast €000
Dail Eireann	62,828	63,957	62,868
Seanad Eireann	11,360	13,241	11,869
Oireachtas Committees	77	2,731	917
European Parliament	757	781	592
Grants	298	595	546
Administration – Non pay	33,901	44,391	41,773
Administration – Pay & pensions	78,421	84,294	72,849
	187,642	209,990	191,414

Report on Compliance with the Provisions of the Prompt Payment of Accounts Act 1997 and the European Communities (Late Payment in Commercial Transactions) Regulations 2012 (S.I. No. 580 of 2012).

This statutory instrument gives effect to Directive 2011/7/EU on Combating Late Payment in Commercial Transactions.

Period covered by this review: 1 January 2025 to 31 December 2025

Statement of Compliance

The Houses of the Oireachtas Service complies with the provisions of the Prompt Payment of Accounts Act 1997 and the European Communities (Late Payment in Commercial Transactions) Regulations 2012 (S.I. No. 580 of 2012).

The Act has been implemented in full since 10 May 2002 within the Service. It is the policy of the Service to settle all invoices promptly with due regard to contractual terms where applicable, good financial and cash management practices and the provisions of the legislation.

Instructions have been issued by the Finance Unit to all staff processing payments to ensure that the provisions of the legislation are complied with. While the procedures are designed to ensure compliance with the Act, they can only provide reasonable and not absolute assurance against material non-compliance with the Act.

Payments that fell due under the terms of the Act within the relevant period

In the period under review a total of 7,054 payments were processed with a total value of €38.4m. Of those payments 502 incurred penalties and interest under the Act totalling €51,328.90. 353 of these payments involved invoices in excess of €317.

Reduction of payment period to 15 days

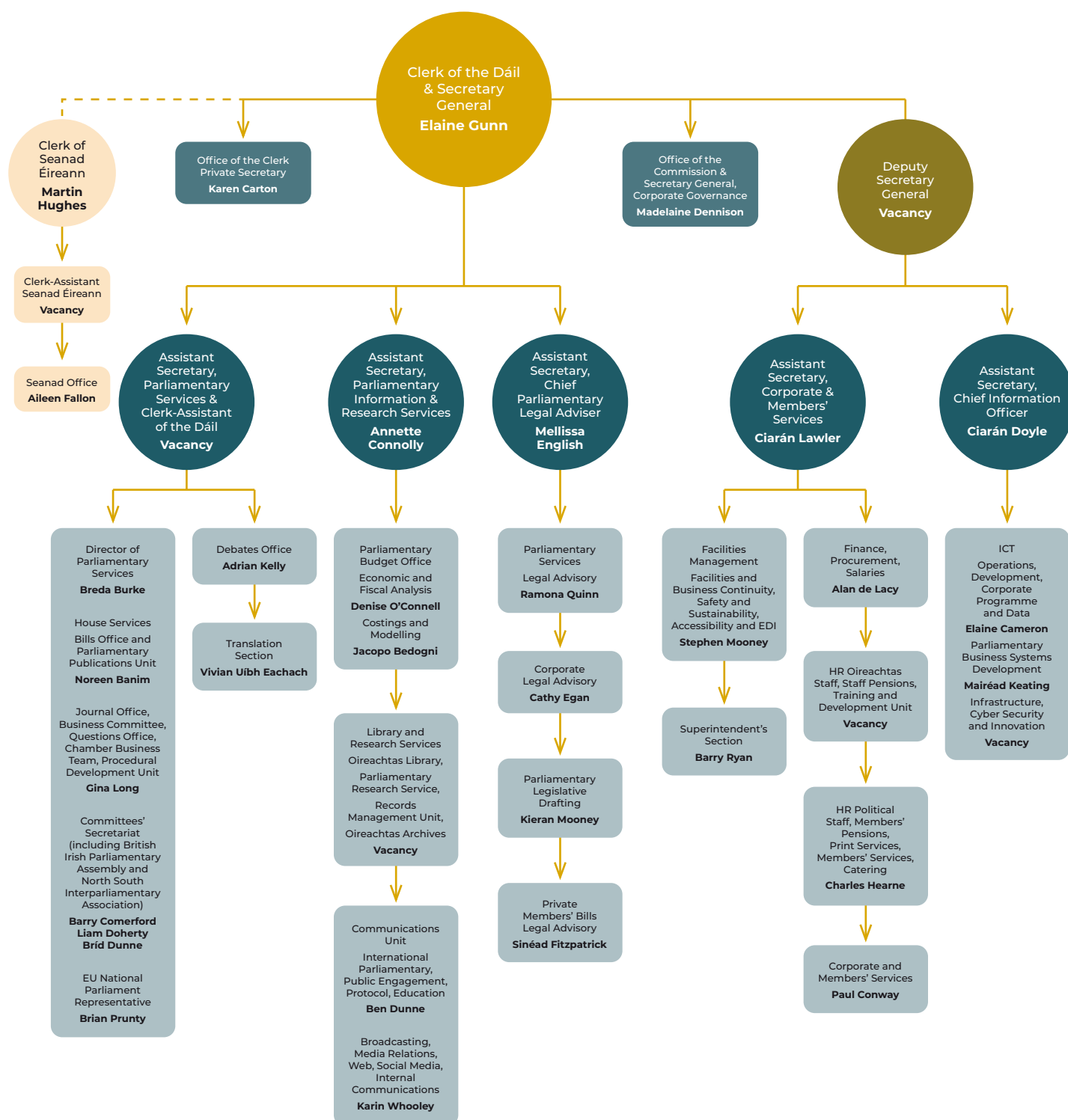
With effect from 15 June 2009, the Service reduced its maximum target period for payments to suppliers from 30 days to 15 days to reflect a change in Government policy. Had the 15 day target been in place on a statutory basis, a further 1,550 payments would have incurred prompt payment interest, representing 22% of the total number of commercial payments processed from 1 January 2025 to 31 December 2025.

Ciarán Lawler,
Assistant Secretary,
Corporate and Members' Services

3rd June 2026

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Houses of the Oireachtas Service Organisation Chart



Appendix II

Statement of Resources 2025 (civil service staff)

Grades	Total Numbers in place December 2025 Sanctioned Numbers 675
Secretary General	1
Deputy Secretary General	1
Assistant Secretary	5
Principal Officer	27
Assistant Principal	105
Senior Clerk	100
Administrative Officer	31
Junior Clerk	123
Clerical Officer	91
Advisory Counsel	11
Assistant Parliamentary Counsel Grade II	2
Deputy Editor	4
Assistant Editor	7
Parliamentary Reporter	38
Reporter (Communications/Web)	1
Senior Researcher	22
Researcher	2
Senior Parliamentary Librarian	2
Assistant Librarian	7
Senior Sign Language Interpreter	1
Junior Sign Language Interpreter	1
Aistritheoir Grád 1	3
Aistritheoir Grád 2	7
Aistritheoir/Ateangaire Grád 3	11
Usher Grade I	5
Usher Grade II	6
Usher Grade III	44
Head/Deputy Head Services Officer	3
Services Officer	21
Services Attendant	2
Parliamentary Porter	3
Telephonist (Relief)	0.25
Cleaner	9
Specialist, Temporary and Other Staff* (see below)	1
Total Civil Service Staff **	697.25

* Senior Auditor

** Numbers are rounded

Appendix III

Audit Committee of the Houses of the Oireachtas Commission

Chair of the Audit Committee's Statement

As Chair of the Audit Committee (the Committee) of the Houses of the Oireachtas Commission (the Commission), I am pleased to present the Committee's annual report for 2025. The Committee reports annually to the Commission and its report is included in the Commission's Annual Report, which is laid before the Houses of the Oireachtas and published bilingually on the Oireachtas website.

This is the first annual report of the Committee for the 34th Dáil Éireann and the 27th Seanad Éireann. It covers the period 11 June 2025 to 31 December 2025, as the current membership of the Committee was formally appointed by the Commission at its meeting on 11 June 2025. At that meeting, I was appointed to serve as the Chair of the Committee, having acted as an external member of the Committee since 2020, and the following persons were also appointed to serve as members of the Committee, pursuant to Section 14(A) of the *Houses of the Oireachtas Commission Acts, 2023 to 2025*:

- Mr Vincent Teo, external member;
- Senator Victor Boyhan;
- Deputy Pearse Doherty;
- Deputy Seán Fleming;
- Deputy Mark Wall;
- Ms Mairéad Keating, Principal Officer, Houses of the Oireachtas Service.

The appointment of the new Committee membership by the Commission followed the formation of the Government on 23 January 2025, subsequent to General Election 2024. During 2025, the Committee met on one occasion, 24 July 2025, in-person in Leinster House.

Purpose and activity

The Committee was established in 2010 on a statutory basis under Section 14A of the *Houses of the Oireachtas Commission Acts 2003 to 2024* (the Commission Acts). Details regarding the functions and responsibilities of the Committee and the process for appointing its members are set out in the Commission Acts. The Committee advises the Commission on matters of corporate governance relating to its functions and also advises the Secretary General of the Houses of the Oireachtas Service (the Service) on financial matters relating to their functions.

Internal Audit

Following the appointment of membership Committee in June 2025, as Chair of the Committee, I worked with the Secretary General of the Service, Peter Finnegan, to prepare a draft internal audit work plan for 2025.

At its meeting on 24 July 2025, the Committee agreed the Service's Internal Audit Work Plan 2025 and included a proposal to utilise the Multi Supplier Framework Agreement for the Provision of Accounting, Audit and Financial Services, provided by the Office of Government Procurement (OGP), to outsource two internal audits on Corporate Credit Cards and Procurement Processes.

External Audit

A priority of the Committee was to consider the external audit of Public Representative Allowance 2023, which was presented to the Committee at the meeting on 24 July 2025. The Committee is grateful to the external auditor for its audit report on the Public Representation Allowance 2023 and to the assistance provided to the Committee by senior staff of the Service.

Looking ahead to 2026

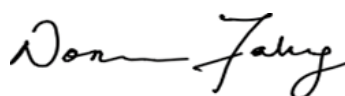
In 2026, the Committee will continue to provide advice to the Commission and to the Secretary General on matters relating to their respective functions. An immediate focus of the Committee will be to review the external audit by the Office of the Comptroller and Auditor General of the Commission's Appropriation Account and Ciste Pinsean Account for the year ending 31 December 2024.

In addition, the Committee will prioritise consideration of the external audit report on the Public Representation Allowance for 2024. The Committee will also monitor the response of the Service to security risks faced by both the Houses of the Oireachtas and the wider Parliamentary Community, including cyber security and personal security risks.

Acknowledgements

As this is my first year as Chair of the Committee, I wish to acknowledge, with thanks, the valuable contribution of my predecessor, Pat McLoughlin, to corporate governance in the Houses of the Oireachtas and for his leadership of the Committee during his tenure. I would also like to acknowledge the work and commitment of my colleagues on the Committee for the 34th Dáil Éireann and the 27th Seanad Éireann during the year.

Finally, on behalf of the Committee, I would like to thank the Commission, the Secretary General, and the Management Board and staff of the Service for their continued engagement and support during the year.



Noreen Fahy
Chair of the Audit Committee
08 May 2026

Annual Report of the Audit Committee of the Houses of the Oireachtas Commission 2025

1. Establishment and Membership of the Audit Committee

The Committee was placed on a statutory footing in 2010 by virtue of Section 14A of the *Houses of the Oireachtas Commission Acts 2003 to 2024* (the Commission Acts). The Committee is composed of between five and eight members appointed by the Commission, as follows:

- One member of the Commission;
- At least one but not more than three other members of either House of the Oireachtas, who are not members of the Commission;
- At least two but not more than three external persons nominated by the Secretary General, one of whom is designated by the Commission as Chairperson of the Committee; and
- One member of the staff of the Service nominated by the Secretary General.

In accordance with Section 14A of the Commission Acts, the Commission, at its meeting on 11 June 2025, appointed the members of the Committee to serve for the 34th Dáil Éireann and the 27th Seanad Éireann. This included the appointment of Ms Noreen Fahy as the new Chair of the Committee. In addition, five new members of the Committee were appointed in 2025, and the composition of the Committee is as follows:

- Ms Noreen Fahy, external member and Chair of the Committee;
- Mr Vincent Teo, external member;
- Senator Victor Boyhan;
- Deputy Pearse Doherty (member of the Commission);
- Deputy Seán Fleming;
- Deputy Mark Wall;
- Ms Mairéad Keating, Principal Officer, Houses of the Oireachtas Service.

2. Role of the Audit Committee

The role of the Committee is to:

- Advise the Secretary General on financial matters relating to their functions;
- Advise the Commission on matters of corporate governance relating to its functions; and
- Meet at least four times annually and report, in writing, at least once a year to the Commission on its activities in the previous year.

The Committee advises the Secretary General on financial matters relating to their functions, including:

- the proper implementation of public service guidelines on financial matters;
- compliance with Section 22 of the *Exchequer and Audit Departments Act 1866*, Section 19 of the *Comptroller and Auditor General (Amendment) Act 1993* and any other obligations imposed by law relating to financial matters;
- the appropriateness, efficiency and effectiveness of the Commission's procedures relating to public procurement, seeking sanction for expenditure and complying with that sanction, acquiring, keeping custody of and disposing of assets, risk management, financial reporting, internal audit, internal controls; and
- the form of accounts of the Commission for approval by the Minister for Finance.

The Head of Internal Audit and the Internal Auditor attend meetings of the Committee, save where the Committee otherwise decides. The Committee may also invite the person who has responsibility for financial matters in the Service (or any other person it considers appropriate) to attend specific meetings.

3. Reporting Period

The reporting period for the Committee is usually on a calendar-year basis to align with the reporting period of the Commission and its Annual Report for 2025, within which the Committee's Annual Report is published. The reporting period for 2025 covers the period from 11 June 2025 to 31 December 2025, as the Committee for the 34th Dáil Éireann and the 27th Seanad Éireann was formally established by the Commission on 11 June 2025.

4. Audit Committee Activities in 2025

The Committee met once during 2025 on 24 July. The Minutes of the Committee's meetings are published on the Oireachtas website. Attendance at meetings by the members of the Committee, in 2025, is set out in the Appendix to this report.

(a) Internal Audit Work Plan 2025

The Internal Audit Work Plan for 2025 was agreed by the Committee at its meeting in July 2025. Pursuant to this work plan, the Service's Internal Audit Unit outsourced two internal audits through the Multi Supplier Framework Agreement for the Provision of Accounting, Audit and Financial Services, provided by the Office of Government Procurement (OGP).

(b) External Audit Reports considered in 2025

- (i) *Independent Auditor's Report to the Houses of the Oireachtas Commission pursuant to the Public Representation Allowance (PRS) (S.I. No. 84 of 2010 and S.I. No. 149 of 2013)*

In July 2025, the Committee considered the report of the independent external auditor on the audit of the Public Representation Allowance (PRA) for 2023. The PRA is payable to all Ministers and Members of the Houses at rates applicable to each office. The core purpose of the audit was to establish whether Members had valid evidence of vouchers, receipts, and bills in respect of the amount paid to them for expenses which come within the allowable categories in the Regulations underpinning the PRA.

5. Effective Discharge of Responsibilities in 2025

The Committee is satisfied that it has discharged its statutory remit during 2025, pursuant to Section 14A of the Commission Acts, to the extent that this was possible given that the Committee was only able to meet on one occasion during the year.

Appendix 1: Attendance at meetings in 2025 – by members of the Audit Committee

Member	Attendance
Ms Noreen Fahy (Chair)	1/1
Senator Victor Boyhan	1/1
Deputy Pearse Doherty	1/1
Deputy Seán Fleming	1/1
Deputy Mark Wall	0/1
Mr Vincent Teo	1/1
Ms Mairéad Keating	1/1

Appendix 2: Audit Committee Terms of Reference

The terms of reference of the Audit Committee (the Committee) of the Houses of the Oireachtas Commission (the Commission) are derived from Section 10 of the *Houses of the Oireachtas Commission (Amendment) Act, 2009*, and were agreed by the Committee at its meeting on 14 December 2022.

Establishment

(1) The Commission shall establish an Audit Committee to perform the functions specified in Section 14(A)(10) of the *Houses of the Oireachtas Commission Acts, 2003 to 2024* (the Commission Acts).

Appointment of Members

(2) As soon as may be following the appointment of the ordinary members of the Commission, the Commission shall appoint the membership of the Committee.

Membership

(3) Pursuant to Section 14(A)(3) of the Commission Acts, the Committee shall consist of the following persons:

- (a) one member of the Commission;
- (b) at least one but not more than three (3) members of either House of the Oireachtas who are not members of the Commission;
- (c) at least two (2) but not more than three (3) other persons nominated by the Secretary General who are professionally qualified in finance or accounting or have experience of auditing and who are not, and have never been, members of the Houses of the Oireachtas; and
- (d) one member of the staff of the Service nominated by the Secretary General, not being a staff member with direct responsibility for financial functions.

Quorum

(4) The quorum for a meeting of the Committee shall be **three** (3) members.

External Chairperson

(5) The Commission shall designate one of the persons appointed under subsection (3)(c) (above) as the Chairperson of the Committee.

Tenure

(6) (a) The members of the Committee appointed under subsections (3)(a) and (b) shall hold office for the duration of their membership of the Commission or of the relevant House of the Oireachtas, as the case may be.

(b) The members of the Committee appointed under subsection (3)(c) and (d) shall hold office until their successors are appointed.

(7) Subject to subsection (6), the members appointed under subsection (3)(c) shall hold office on such other terms and conditions as may be determined by the Commission.

Removal of Member

(8) A member of the Committee may be removed from office by the Commission at any time for stated reasons.

Audit Plans and Reports

(9) The Secretary General shall ensure that the Committee is provided with all of the Commission's audit plans and reports.

Functions

(10) Pursuant to Section 14(A)(10) of the *Commission Acts*, the Committee shall:

- (a) advise the Secretary General on financial matters relating to his or her functions;
- (b) advise the Commission on matters of corporate governance relating to its functions; and
- (c) report in writing at least once a year to the Commission on its activities in the previous year.

(11) The Committee's duties under Section 14(A)(10)(a) of the *Commission Acts* include advising on the following:

- (a) the proper implementation of public service guidelines on financial matters;
- (b) compliance with Section 22 of the *Exchequer and Audit Departments Act 1866*, Section 19 of the *Comptroller and Auditor General (Amendment) Act 1993* and any other obligations imposed by law relating to financial matters;
- (c) the appropriateness, efficiency and effectiveness of the Commission's procedures relating to:
 - (i) public procurement;
 - (ii) seeking sanction for expenditure and complying with that sanction;

(iii) acquiring, keeping custody of and disposing of assets;

(iv) risk management;

(v) financial reporting;

(vi) internal audit;

(vii) internal controls, and

(d) the form of accounts of the Commission for approval by the Minister under Section 14 of the *Commission Acts*.

Annual Reports

(12) The report of the Committee, under Section 14(A)(10)(c) of the *Commission Acts*, may be published with the annual report of the Commission.

Meetings

(13) The Committee shall meet at least four (4) times in each year and may invite a person who has responsibility for internal audits or financial matters within the staff of the Service, or any other person it considers appropriate, to attend specific meetings.

Appendix IV

Bills Initiated in the Houses of the Oireachtas in 2025

No.	Bill Title
1	Education (Leave for Injuries) Bill 2025
2	Health (Amendment) (Home Support Providers) Bill 2025
3	Residential Tenancies (Winter Ban on Evictions) Bill 2025
4	Garda Síochána (Recording Devices) (Amendment) Bill 2025
5	Appropriation Bill 2025
6	National Minimum Wage (Inclusion of Young Persons, Apprentices and Interns) Bill 2025
7	Civil Liability (Child Sexual Abuse Proceedings Against Unincorporated Bodies of Persons) Bill 2025
8	Child Care (Amendment) Bill 2025
9	Gender Recognition (Amendment) (Prisons) Bill 2025
10	Electricity (Supply) (Amendment) (No. 2) Bill 2025
11	Remediation of Dwellings Damaged by the Use of Defective Concrete Blocks (Amendment) Bill 2025
12	Arbitration (Amendment) Bill 2025
13	Sanctions against the State of Israel Bill 2025
14	Electricity Regulation (Climate Action and Connection to Distribution and Transmission Systems) Bill 2025
15	Seán Lemass Dublin International Airport Bill 2025
16	Public Health (Single-Use Vapes) Bill 2025
17	Dog Welfare (Amendment) Bill 2025
18	Health Insurance (Amendment) Bill 2025
19	Irish Film Board (Amendment) Bill 2025
20	Emergency Inspection of Dublin Zoo Bill 2025
21	Social Welfare and Automatic Enrolment Retirement Savings System (Amendment) Bill 2025
22	Courts and Civil Law (Miscellaneous Provisions) Bill 2025
23	Electricity (Supply) (Amendment) Bill 2025
24	Companies (Protection of Title: Accountant) Bill 2025
25	Regulation of Drones Bill 2025
26	Finance Bill 2025
27	Domestic Violence (Free Travel Scheme) Bill 2025
28	National Training Fund (Amendment) Bill 2025
29	Housing Finance Agency (Amendment) Bill 2025

No.	Bill Title
30	Public Health (Alcohol) (Amendment) Bill 2025
31	Criminal Justice (Trespass on Land) Bill 2025
32	Education (Affordable School Uniforms) Bill 2025
33	Environment (Miscellaneous Provisions) Bill 2025
34	Air Pollution (Amendment) Bill 2025
35	Wildlife (Amendment) Bill 2025
36	Occupying Power (Securities and Handling of Settlement Goods) Bill 2025
37	Taxes Consolidation (Development of Regional Film Industry) (Amendment) Bill 2025
38	Compulsory Purchase Order Bill 2025
39	Road Traffic and Roads (Blood Bikes Exemption) (Amendment) Bill 2025
40	Health (Amendment) Bill 2025
41	Coroners (Amendment) Bill 2025
42	Proceeds of Crime and Related Matters Bill 2025
43	Health (Availability of General Practitioner Services) Bill 2025
44	Organisation of Working Time (Leave for Health Screening Purposes) Bill 2025
45	Animal Health and Welfare (Welfare of Pigs) Bill 2025
46	Disregard of Historic Offences for Consensual Sexual Activity Between Men Bill 2025
47	Planning and Development (Amendment) Bill 2025
48	Victims of Sexual Violence Civil Protection Orders Bill 2025
49	Broadcasting (All Ireland Service) (Amendment) Bill 2025
50	Forty-first Amendment of the Constitution (Voting Rights in Presidential Elections) Bill 2025
51	Residential Tenancies (Amendment) Bill 2025
52	Criminal Justice (Terrorist Offences) (Amendment) Bill 2025
53	Copyright and Related Rights (Amendment) Bill 2025
54	Finance (Local Property Tax and Other Provisions) (Amendment) Bill 2025
55	Taxes Consolidation (Rights of Performers and Film Workers) (Amendment) Bill 2025
56	Animal Health and Welfare (Ban on Fox Hunting) Bill 2025
57	Wind Turbine Regulation Bill 2025
58	Protection of Employees (Employers' Insolvency) (Amendment) Bill 2025
59	Restrictive Financial Measures (State of Israel) Bill 2025
60	Planning And Development (Exempted Development – External Wall Insulation) Bill 2025
61	Industrial Relations (Boycott of Joint Labour Committees) Bill 2025
62	Dereliction and Building Regeneration Bill 2025
63	Pregnancy Loss (Miscellaneous Provisions) Bill 2025

No.	Bill Title
64	Forty-first Amendment of the Constitution (Reduction of Voting Age to Sixteen Years) Bill 2025
65	Water Services (Amendment) Bill 2025
66	Equality (Miscellaneous Provisions) Bill 2025
67	Public Health (Restriction on Sale of Stimulant Drinks to Children) Bill 2025
68	Sale of Nitrous Oxide and Related Products Bill 2025
69	Protection of Retail Workers Bill 2025
70	Children's Health (Ospidéal Náisiúnta Kathleen Lynn do Leanaí) (Amendment) Bill 2025
71	Criminal Law (Prohibition of the Disclosure of Counselling Records) Bill 2025
72	Guardianship of Infants (Amendment) Bill 2025
73	Building Energy Rating (BER) Standards for Private Rented Accommodation Bill 2025
74	Prohibition of Advertising or Importuning Sex for Rent Bill 2025
75	Protection of Voice and Image Bill 2025
76	Employment (Contractual Retirement Ages) Bill 2025
77	Water Services (Repeal of Water Charges) Bill 2025
78	Thirty-ninth Amendment of the Constitution (Judicial Oath of Office) Bill 2025
79	Social Welfare (Bereaved Partner's Pension and Miscellaneous Provisions) Bill 2025
80	Energy Poverty Reduction (Use of Surplus Renewable Energy) Bill 2025
81	Central Bank (Amendment) Bill 2025
82	Protection of Tenants' Deposits Bill 2025
83	Ministers and Secretaries and Ministerial, Parliamentary, Judicial and Court Offices (Amendment) Bill 2025
84	Criminal Procedure (Amendment) Bill 2025
85	Republic of Ireland (Amendment) Bill 2025

Appendix V

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Bills Passed by the Houses of the Oireachtas in 2025

No.	Bill Title
1	Ministers and Secretaries and Ministerial, Parliamentary, Judicial and Court Offices (Amendment) Act 2025
2	Merchant Shipping (Investigation of Marine Accidents) Act 2025
3	Financial Services and Pensions Ombudsman (Amendment) Act 2025
4	Finance (Provision of Access to Cash Infrastructure) Act 2025
5	Residential Tenancies (Amendment) Act 2025
6	Finance (Local Property Tax and Other Provisions) (Amendment) Act 2025
7	Supports for Survivors of Residential Institutional Abuse Act 2025
8	Social Welfare (Bereaved Partner's Pension and Miscellaneous Provisions) Act 2025
9	Planning and Development (Amendment) Act 2025
10	Statute Law Revision Act 2025
11	Housing Finance Agency (Amendment) Act 2025
12	Electricity (Supply) (Amendment) Act 2025
13	Courts and Civil Law (Miscellaneous Provisions) Act 2025
14	Health Insurance (Amendment) Act 2025
15	Irish Film Board (Amendment) Act 2025
16	Employment (Contractual Retirement Ages) Act 2025
17	Appropriation Act 2025
18	Finance Act 2025
19	Social Welfare and Automatic Enrolment Retirement Savings System (Amendment) Act 2025
20	Remediation of Dwellings Damaged by the Use of Defective Concrete Blocks (Amendment) Act 2025
21	National Training Fund (Amendment) Act 2025

Appendix VI

Meetings and Reports of Parliamentary Committees in 2025

Joint Committees of Both Houses		
Committee	Number of meetings held	Number of reports presented to the Houses
Joint Committee on Agriculture and Food	33	2
Joint Committee on Arts, Media, Communications, Culture and Sport	25	2
Joint Committee on Children and Equality	18	1
Joint Committee on Climate, Environment and Energy	23	4
Joint Committee on Defence and National Security	23	1
Joint Committee on Disability Matters	22	1
Joint Committee on Education and Youth	18	0
Joint Committee on Enterprise, Tourism and Employment	23	1
Joint Committee on European Union Affairs	18	0
Joint Committee on Finance, Public Expenditure, Public Service Reform and Digitalisation, and Taoiseach	38	3
Joint Committee on Fisheries and Maritime Affairs	20	5
Joint Committee on Foreign Affairs and Trade	28	1
Joint Committee on Further and Higher Education, Research, Innovation and Science	16	0
Joint Committee on Health	29	2
Joint Committee on Housing, Local Government and Heritage	29	4
Joint Committee on Implementation of the Good Friday Agreement	11	0
Joint Committee on Infrastructure and National Development Plan Delivery	17	1
Joint Committee on Justice, Home Affairs and Migration	18	5
Joint Committee on Key Issues affecting the Traveller Community	16	0
Joint Committee on Social Protection, Rural and Community Development	19	2
Joint Committee on Transport	16	0
Total	460	35

Select Committees of Dáil Éireann		
Committee	Number of meetings held	Number of reports presented to the Houses
Select Committee on Agriculture and Food	2	0
Select Committee on Arts, Media, Communications, Culture and Sport	3	0
Select Committee on Children and Equality	2	0
Select Committee on Climate, Environment and Energy	2	0
Select Committee on Defence and National Security	1	0
Select Committee on Disability Matters	1	0
Select Committee on Education and Youth	1	0
Select Committee on Enterprise, Tourism and Employment	3	0
Select Committee on European Union Affairs	0	0
Select Committee on Finance, Public Expenditure, Public Service Reform and Digitalisation, and Taoiseach	10	0
Select Committee on Fisheries and Maritime Affairs	2	0
Select Committee on Foreign Affairs and Trade	1	0
Select Committee on Further and Higher Education, Research, Innovation and Science	2	0
Select Committee on Health	3	0
Select Committee on Housing, Local Government and Heritage	4	0
Select Committee on Infrastructure and National Development Plan Delivery	0	0
Select Committee on Justice, Home Affairs and Migration	4	0
Select Committee on Social Protection, Rural and Community Development	5	0
Select Committee on Transport	2	0
Total	48	0

Standing Committees		
Committee	Number of meetings held	Number of reports presented to the Houses
Committee on Budgetary Oversight	17	1
Coiste na Gaeilge, na Gaeltachta agus Phobal Labhartha na Gaeilge	13	0
Committee on Members' Interests of Dáil Éireann	3	0
Committee on Members' Interests of Seanad Éireann	2	0
Committee of Public Accounts	23	3
Committee on Public Petitions and the Ombudsmen	13	0
Total	71	4

Special Committees		
Committee	Number of meetings held	Number of reports presented to the Houses
Joint Committee on Artificial Intelligence	18	1
Joint Committee on Drugs Use	19	0
Total	37	1

Notes

- Oireachtas Committees fall into three broad categories: Sectoral (or Departmental) Committees, Thematic Committees, and Special Committees.
Sectoral or Departmental Committees shadow the work of a Government Department and consider all aspect of policy that relates to that Department, including proposed legislation and Estimates for government expenditure. Thematic committees are established to consider specific topics such as European affairs or public petitions. Special Committees are established to examine a particular subject. They typically cease to exist when they have completed their work and presented their final reports to the House(s).
Each Committee sits as a Joint Committee (comprising members from both Houses) and/or a Select Committee (comprising members of one House only). Joint Committees are established for the term of the Dáil and cease to exist when the Dáil is dissolved. Select Committees (most commonly of Dáil Éireann) consider Bills, Estimates, Motions, international agreements, and other matters referred to them by Dáil Éireann.
- The number of reports presented in the tables includes committee reports on review and oversight of public policy matters, financial scrutiny, EU scrutiny, pre-legislative scrutiny, and scrutiny of Private Members' Bills. Internal reports relating to the conduct of committee business, such as its annual work programme, annual report, and reports on official travel undertaken by a committee are not included in the tables.

Appendix VII

Annual Report under the Protected Disclosures Act 2014

Section 22 of the Protected Disclosures Act 2014, as amended (the Protected Disclosures Act) requires the publication of a report each year relating to the number of protected disclosures made in the preceding year and also for the publication of information with regard to any actions taken in response to protected disclosures. This report must not result in persons making disclosures being identifiable.

The Houses of the Oireachtas Service (the Service), as the body responsible for the provision of advice and support services to the Houses of the Oireachtas Commission (the Commission), is committed to promoting the Houses of the Oireachtas as 'A Workplace of Choice and a People-Focused Parliament' (Strategic Outcome 2 of *Strategic Plan 2025-2027*). The Service promotes a supportive environment for its staff to raise concerns relating to wrongdoing or potential wrongdoing in the workplace and provides the necessary supports for staff who raise concerns.

The Commission confirms that it has put in place internal reporting channels and procedures, in accordance with the requirements of the *Protected Disclosures Act*.

The Commission received one protected disclosure report by way of its internal reporting channels and procedures in 2025. The information in respect of this report was provided to the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, as required by *Section 22(1) of the Protected Disclosures Act*. The report did not concern a breach of EU law, as defined in the *Protected Disclosures Act*.

No investigation was opened in respect of the report.

The Commission received one protected disclosure report by way of an external referral from the Office of the Protected Disclosures Commissioner in 2025. The information in respect of this report was provided to the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, as required by *Section 22(1) of the Protected Disclosures Act*. The report did not concern a breach of EU law, as defined in the *Protected Disclosures Act*. No investigation was opened in respect of the report.

The Commission opened one investigation in 2024 in respect of a protected disclosure report referred to it by the Office of the Protected Disclosures Commissioner in 2024, which remained open into 2025. This investigation was closed in 2025. The report did not concern a breach of EU law, as defined in the *Protected Disclosures Act*. The investigation determined that no relevant wrongdoings had occurred within the meaning of the *Protected Disclosures Act*. The investigation was closed, and no further action was taken in respect of the report.

Appendix VIII

Commission Meetings and Attendance in 2025

The table shows the number of meetings held by the Commission, its Finance Committee and attendance at meetings in 2025¹.

The 33rd Dáil was dissolved on 8 November 2024 and the 34th Dáil assembled on 18 December 2024. The Seanad general election took place on 30 January 2025 and the first meeting of the 27th Seanad took place on 12 February 2025.

In May 2025, new members of the Commission were appointed to fill vacancies in the ordinary membership of the Commission and in the Minister's representative position.

In the period from May to December 2025 the Commission held seven meetings.

May-December 2025		
	Meetings	
Members	Commission	Finance Committee
Deputy Verona Murphy, Ceann Comhairle (Chairperson)	7/7	
Senator Mark Daly, Cathaoirleach of the Seanad	7/7	2/2
Senator Michael McDowell (Deputy Chairperson)	6/7	2/2
Deputy Pádraig O'Sullivan	7/7	1/2
Mr Peter Finnegan, Secretary General (Chief Executive)	5/7	
Deputy Catherine Ardagh	7/7	
Deputy Pearse Doherty	7/7	
Deputy Frank Feighan ²	5/5	
Senator Robbie Gallagher	7/7	1/2
Senator Joe O'Reilly	4/7	1/2
Deputy Jennifer Whitmore	6/7	2/2

¹ Deputies were appointed by resolution of the Dáil on 7 May 2025 and Senators were appointed by resolution of the Seanad on 13 May 2025. The Minister's Representative was appointed by the Minister for Public Expenditure on 12 May 2025.

² Deputy Frank Feighan resigned from his position as an ordinary member of the Commission on his appointment as Minister of State on 18 November 2025.

Appendix IX

Glossary of Terms

Áis-Linn – members' portal. A dedicated portal that delivers parliamentary business content and services to members of the Houses and their staff.

Commencement Debate (Seanad) – a matter brought forward by a Senator for discussion at the commencement of sittings of the Seanad relating to public affairs connected with a Department of State or to matters of administration for which a member of the Government or Minister of State is officially responsible.

Commission – the Houses of the Oireachtas Commission is the governing body of the Houses of the Oireachtas Service (the Service). It oversees the provision of services to the Houses of the Oireachtas and members of the Houses.

Digital Transformation Programme – a programme of ICT investment to modernise systems and services in the Service through the application of digital technology.

Division – a formal vote on a motion in the Dáil or Seanad.

Irish Sign Language (ISL) – a complete language with its own linguistic structures, rules and features. It is a manual-visual language articulated using the hands, body and facial expressions to convey meaning. ISL is the first language of the Deaf community in Ireland and was officially recognised in the Irish Sign Language Act 2017.

The Houses of the Oireachtas Service created an ISL glossary of parliamentary terms in collaboration with Deaf interpreting students from the Centre for Deaf Studies, Trinity College Dublin, and others. The ISL glossary was launched in December 2023.

Joint Sitting – a sitting in which members of Dáil Éireann and Seanad Éireann sit jointly in one chamber for a special occasion, for example, when a visiting dignitary is invited to address both Houses of the Oireachtas.

The constitution, Article 13.7.1° grants authority to the President to address the Houses of the Oireachtas on any matter of national or public importance. A joint sitting of both Houses is normally held for such occasions.

A joint sitting usually takes place in the Dáil chamber.

Management Board (MB) – the Management Board of the Houses of the Oireachtas Service meets to consider and decide on matters of key strategic, operational, and financial importance, which may then be referred to the Commission as appropriate.

Office of Parliamentary Legal Advisers (OPLA) – provides independent legal advice and services to the Houses of the Oireachtas and their Committees, the Chairs (Ceann Comhairle and Cathaoirleach) of either House of the Oireachtas in respect of their functions, the Clerks of both Houses in respect of the operation of the Houses, and the Houses of the Oireachtas Commission.

OneLearning – The Civil Service shared learning and development system.

Parliamentary Budget Office (PBO) – provides independent, impartial information, analysis and advice to the Houses of the Oireachtas. It is a key source of financial and budgetary intelligence for members and in particular for the Committee on Budgetary Oversight as it conducts ex-ante scrutiny of all budgetary matters.

Parliamentary Questions (PQs) – questions submitted, for a written or oral response, by members of the Dáil to Ministers of Government relating to public affairs connected with their departments or on matters of administration for which they are officially responsible.

The Plinth – Houses of the Oireachtas intranet platform.

Private Member – a member of the Dáil or Seanad who is not a Minister or member of the Government.

Private Members' Business – items of parliamentary business (bills and motions) sponsored by Private Members rather than by the Government.

Private Members' Bills Drafting Service – legal drafting expertise available to members of the Houses in drafting Private Members' bills. Parliamentary legislative drafters act on the instructions of members regarding the purpose and objective of a proposed private member's bill.

Procedural Services – procedural services are those concerned with advice to the Chairpersons of the Houses and their committees on the application of and compliance with standing orders, rulings of the chair and parliamentary conventions, as well as services provided by the committees' secretariat and the procedural offices – the Questions Office (parliamentary questions, motions), the Bills Office (managing the processing of legislation through the Houses – bills, amendments to bills, Acts of the Oireachtas) and the Journal Office (maintaining the Journals of Proceedings, Standing Orders, Rulings of the Chair, Order Papers).

Recess – the period of time that the House(s) are not in session.

Sectoral Committees – Parliamentary committees made up of members of one or both Houses, which 'shadow' government departments. The sectoral committees undertake scrutiny of the work of the relevant government department and related policy areas, for example, the Joint Committees on Transport, Foreign Affairs, etc.

Special Committees – Parliamentary committees established to examine subjects of particular importance or emerging issues and to propose recommendations, as appropriate, to the Houses.

Standing Committees – permanent parliamentary committees that are required by Standing Orders of either House to be established after a general election, for example, the Committee of Public Accounts. They may be comprised of members from one or both Houses.

The Service – the Houses of the Oireachtas Service is the public service body that provides administrative services to the Houses of the Oireachtas and their members. It is headed by the Secretary General and Clerk of the Dáil who is responsible for managing the Service on a day-to-day basis and for implementing Commission policies.

Topical Issue Debate (Dáil) – a matter brought forward by a member of the Dáil for consideration as a topical issue relating to public affairs connected with a Department of State or to matters of administration for which a member of the Government or Minister of State is officially responsible.

