



Údarás Uchtála na hÉireann
Adoption Authority of Ireland

Tuarascáil Bhliantúil 2025

Annual Report 2025





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Adoption Authority of Ireland

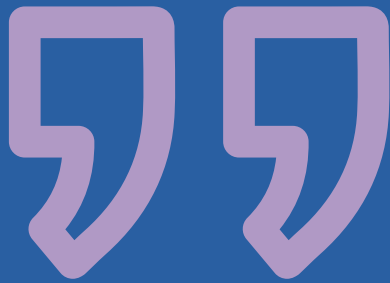
Report of
Údarás Uchtála na hÉireann
Adoption Authority of Ireland
for 2025

To: Norma Foley, TD
Minister for Children, Disability and Equality
Department of Children, Disability and Equality

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Chairperson's Statement



I was appointed as the Authority's Chairperson as and from 4 December 2025 and thus this is my first opportunity to comment in the Annual Report. I want to start by acknowledging the work of my predecessor, Ms Orlaith Traynor, and the previous Board, who were in place to the end of October 2025. I also want to acknowledge the leadership team in place at the Authority, and the collective experience and commitment of my fellow Board members, all of whom except one were newly appointed when I was.

From the start Board members have demonstrated a willingness to develop their understanding of the adoption environment and how the organisation works. Furthermore, it is clear to me that there is a depth of knowledge and experience within the around 60 staff, which is serving the organisation well. The professionalism, care and commitment demonstrated by staff throughout the year continued to support individuals and families through complex and often deeply individual experiences.

There was change within the Executive Management team and Dr Lorraine Horgan moved on from her role as CEO in May 2025. I am grateful to Lorraine for her contribution to the Authority and to Philip Crosby who stepped into the role on an acting basis (for the second time) in October 2025. At the end of the year a process was about to be initiated to appoint a new CEO on a fixed term contract.

On the corporate and governance side, the work of the Board was supported by two committees, an Audit and Risk Committee and a Research Committee, both of which contributed significantly to the governance of the organisation and to meeting the governance commitments set out in the 2016 Code of Practice for the Governance of State Bodies. I am grateful to the external members who sat on those committees, namely Patricia Gilheaney (who chaired) and John Buckley, both of whom were key members of the Audit and Risk Committee, and Dr Claire McGettrick (born Lorraine Hughes) and Dr Richard Sullivan on the Research Committee.

Progress was made on a Periodic Critical Review (PCR) of the organisation, though the final report will be published in 2026. The report will identify recommendations that can help strengthen the oversight and governance of the Authority's key activities.

Significant focus was placed in 2025 on the implementation of commitments in the Strategic Plan 2025–2027, which has the objective of improving services for adopted persons, birth families, adoptive families and others affected by adoption. The commitments are centred around four key themes: the people we serve, what we do, who delivers our services and how we deliver our services. Continuing to meet the commitments will be a key issue for the Authority in 2026.

Throughout 2025, individuals and families were supported through adoption, tracing, mediation and access to information services while the organisation continued to build on its role in safeguarding adoption records and supporting access to information for those affected by adoption. The [Statistics section](#) of this report displays figures for operational matters in 2025 and previous years for all key areas of work for the Authority.

One matter that is evident from the figures is the continued small number of intercountry adoptions, i.e., adoptions by people resident in Ireland of children born and resident abroad, compared to the numbers of such adoptions 20 years ago or more. Research is a key feature of the Authority's work, and I very much welcome

the publication in 2025 of a research piece we conducted ourselves – *The Lived Experience of Intercountry Adopted Adults in Ireland*.

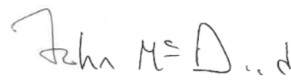
The small number of domestic infant adoptions is also notable, and as is evident from the data, most domestic adoptions are now either step parent adoptions or adoption of children who are in foster care by their foster parents. Regarding domestic adoption, a 2-year project funded by the European Union via the Technical Support Instrument, led by the Department of Children, Disability and Equality and implemented by the UNICEF Europe and Central Asia Regional Office, was ongoing during 2025 and is likely to conclude in late 2026 or shortly after. The project offers an opportunity to develop a best practice framework to improve outcomes for all involved, especially children.

Also evident from the data is the continued demand for tracing and information services, which highlights the enduring importance of compassionate, responsive and accessible supports for those seeking information about their identity, origins and family connections. I anticipate that this demand will remain, albeit it may continue to reduce as the Birth Information and Tracing legislation ages.

I want to acknowledge the support of the Minister and her officials in the Department of Children, Disability and Equality. They take a keen interest in the work of the Authority. As the new Board develops its expertise, I anticipate more engagement with the Minister and the Department in relation to the policy issues that adoption presents. I also want to acknowledge the Authority's close working relationship with Tusla, a key adoption stakeholder, as they conduct most of the adoption assessments. The Authority accredits three nongovernmental organisations to

assist with its work: Pact, who conduct eligibility and suitability assessments in tandem with Tusla; the Helping Hands Adoption Mediation Agency, which mediates intercountry adoptions; and Barnardos, who provide post-adoption support services.

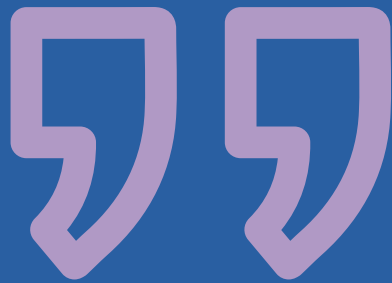
As Chairperson, I look forward to continuing to progress our mission, which I believe is worth restating – *'to ensure the provision of the highest possible standards of adoption-related services, with the best interests of the child and young person as the first and paramount objective, and act as the memory institution for our service users'*.



John McDaid
Board Chairperson



Chief Executive's Report



Operational activity throughout 2025 remained significant across all areas of the organisation's work, particularly in relation to adoption services, tracing and mediation supports, access to information requests and records management activity.

Demand for birth and early life information services remained high during the year, reflecting the continuing importance of responsive and person-centred supports for those seeking information, connection and understanding in relation to their identity and origins.

A strong organisational focus remained on accessibility, responsiveness and consistency across services. Investment in digital systems, records management, organisational capability and workforce development supported service delivery and operational resilience throughout the year.

Work continued during 2025 to strengthen records management and information services, supporting improved accessibility, retrieval and long-term preservation of records of significant personal and historical importance.

Research and policy development activity during the year included publication of the *Lived Experience of Intercountry Adopted Adults in Ireland* report. This work contributes to broader understanding of adoption-related experiences and supports evidence informed policy and service development.

Accessibility and stakeholder engagement remained important organisational priorities throughout the year. Developments included enhancement of website accessibility and usability, expansion of digital accessibility measures and introduction of a refreshed organisational identity and logo to support greater consistency, accessibility and clarity across communications and public facing materials.

Digital transformation and ICT development activity strengthened collaboration, records management and organisational resilience. Engagement with shared public sector digital initiatives also supported ongoing development of ICT capability and infrastructure.

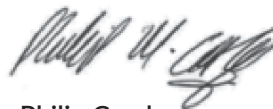
Delivery of the organisation's statutory functions during 2025 was supported by a multidisciplinary workforce across operational, social work,

records, ICT and corporate support areas. Staff wellbeing, learning and organisational culture remained important priorities throughout the year, supported through a range of wellbeing and development initiatives, including access to the Employee Assistance Programme.

The organisation continues to operate within a complex and sensitive working environment requiring professionalism, empathy and resilience across all areas of activity. The dedication and expertise demonstrated by staff throughout the year supported the continued delivery of accessible and responsive services to individuals and families affected by adoption.

I would like to acknowledge the support and oversight provided by the Board throughout the year.

Work planned for 2026 will continue to support delivery of high quality adoption-related services while strengthening organisational capability, accessibility and public engagement across all areas of the organisation's work.



Philip Crosby
CEO



Executive Summary



In 2025, the Adoption Authority of Ireland continued to deliver on its statutory functions while progressing implementation of the Strategic Plan 2025–2027.

The Authority discharged its statutory adoption functions, ensuring that adoption applications and related processes were managed in accordance with legislative requirements.

A significant area of progress during the year was the continued enhancement of records accessibility and information management systems. Through ongoing digitisation, indexing and archival integration, the accessibility, reliability and retrieval of records was improved. This work contributed to improved responsiveness in the processing of information requests, aligning with the Authority's mission to serve as the memory institution for our service users.

Tracing services also remained central with the Social Work Service supporting individuals and families through complex and sensitive processes, including tracing activity, mediation and brief intervention support.

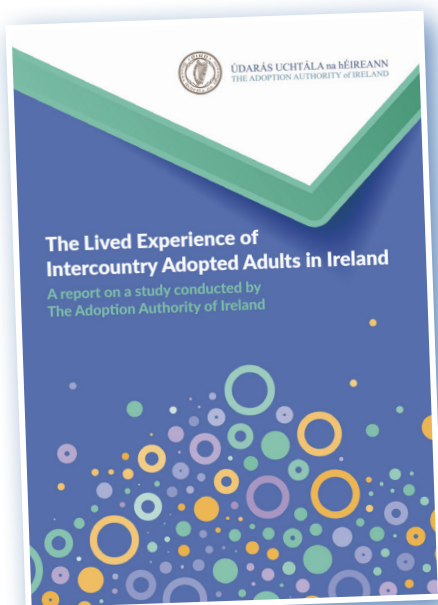
The Authority strengthened its role in research and policy development. The publication and wide dissemination of the ***Lived Experience of Intercountry Adopted Adults in Ireland*** report represented a significant contribution to the evidence base in adoption policy and practice. Additional research projects commenced across different age cohorts, supporting deeper understanding of service user experiences.

Supporting these core functions, the Authority invested in organisational capability through workforce development, governance enhancement and digital transformation initiatives.

The work undertaken during 2025 reflects progress towards achieving the Authority's strategic vision of delivering high-quality, accessible and trusted adoption-related services.

Throughout 2025, the Authority also continued to strengthen strategic oversight, governance and organisational capability in support of the implementation of the Strategic Plan 2025–2027 and the continued effective discharge of its statutory functions under the Adoption Act 2010 and the Birth Information and Tracing Act 2022.

*The publication and wide dissemination of the **Lived Experience of Intercountry Adopted Adults in Ireland** report represented a significant contribution to the evidence base in adoption policy and practice.*



Key Activities, Achievements and Milestones in 2025



Adoption services

101 Domestic Adoption Orders granted

110 Declarations of Eligibility and Suitability to adopt granted

14 Intercountry Adoptions finalised

250 Entries made in the Register of Intercountry Adoptions, recognising adoptions completed outside the State



Impact: Supporting children and families through the adoption process



Access to information

845

valid birth information applications processed

6 days average turnaround time



32,800+ case files indexed

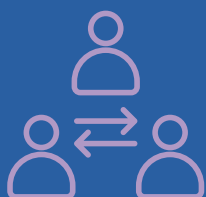


61,000+ records transcribed



Impact: Faster and improved access to personal information

Tracing and mediation services



258 tracing referrals received and managed during 2025



79 mediation cases progressed through Contact Preference Register matches

Impact: Supporting individuals and families accessing information, connection and support



Leadership and governance

New Board Chairperson

5 New Board members appointed

Family/child law experts, experienced social workers, medical practitioner and psychologist represented



Impact: Strong and stable governance and strategic direction



Digital and systems

Microsoft 365 and Windows 11 rollout

Enterprise File Sharing implemented



90%+ ICT requests resolved within 24 hours

<24 hour resolution of 75% of requests for office services



Impact: Improved systems, security and collaboration

Research and policy



Major report on intercountry adopted adults published

National media and stakeholder engagement

New research studies commenced



Impact: stronger evidence to inform policy and practice

People, organisation



75 staff training initiatives delivered

Employee Engagement Survey actioned

New visual identity launched and website redesigned

Climate Action Roadmap implementation and sustainability initiatives



Impact: stronger capability and organisational effectiveness

About the Adoption Authority of Ireland



The Adoption Authority of Ireland is the statutory body responsible for the regulation and oversight of adoption in Ireland.

The Authority's functions are defined under the Adoption Act 2010 and the Birth Information and Tracing Act 2022.

Throughout 2025, we continued to deliver on our commitment to provide excellent adoption services to the public at all times, maintaining our focus on our key values of child-centredness, quality, accountability and respect. We worked closely with our line department (the DCDE), as well as key stakeholders.

The Authority's core functions include:

- Processing and making decisions on applications for adoption;
- Providing access to birth, early life, care and medical information;
- Delivering tracing and mediation services;
- Maintaining and safeguarding adoption-related records;
- Contributing to research, policy development and public understanding of adoption.

The Authority serves adopted persons, birth families, adoptive families and others affected by adoption.

The Strategic Plan 2025–2027 sets out the Authority's vision of being

“a centre of excellence and the principal authoritative source of information, on all aspects of adoption and adoption-related services and to deliver these services in a way that is consistent, high-quality, trusted and responsive.”

The work undertaken throughout 2025 was guided by this strategic vision and the 4 strategic themes of the Strategic Plan:

1. The people we serve;
2. What we do;
3. Who delivers our services;
4. How we deliver our services.

Progress across these strategic themes continued to inform organisational planning, service delivery and governance oversight throughout the year.

The Strategic Plan is implemented through annual Business Plans, which translate the Authority's strategic priorities into specific objectives, actions and performance measures for each year. The activities, achievements and milestones outlined in this report reflect delivery of the 2025 Business Plan and the Authority's ongoing implementation of the Strategic Plan 2025–2027.



The People We Serve



Adoption Services

The Authority discharged its statutory adoption functions throughout 2025, ensuring that adoption applications and related processes were managed in accordance with legislative requirements and established regulatory standards.

The Authority's adoption functions include the granting of declarations of eligibility and suitability, the making of adoption orders and the oversight of intercountry adoption processes. The Authority can make an adoption order when it is satisfied that each of the adopting parents is a suitable person to have parental rights and duties in respect of the child. The adopting parents must hold a valid declaration of eligibility and suitability at the time the adoption order is to be made.

Throughout the year, the Authority maintained a strong focus on transparency, procedural integrity and consistency across all adoption-related activity.

In carrying out its statutory functions, the Authority ensured that the best interests of the child remained the first and paramount consideration in adoption-related decision making and processes.

Adoption Services Performance 2025



112
Domestic
adoption
applications
received



110
Domestic
declarations
granted

101
Adoption
orders
made



14
Intercountry
adoptions
completed



20
Intercountry
declarations
granted



250
Register of
Intercountry
Adoptions
entries

Adoption assessment reviews continued across domestic and intercountry adoption cases.

Applications were assessed through structured and robust processes designed to ensure compliance with statutory criteria and the protection of the best interests of the child.

The Authority also engaged with the Department of Children, Disability and Equality and other stakeholders in relation to legislative and policy developments affecting adoption and family formation.

This work included ongoing consideration of:

- Evolving family formation models;
- Open and semi-open adoption;
- Intercountry adoption developments;
- Future adoption standards;
- Legislative reform.

The Authority maintained a stable and effective adoption framework, ensuring:

- Consistent application of legislative requirements;
- Transparent and accountable decision making;
- Continued oversight of domestic and intercountry adoption processes;
- Public confidence in the integrity of the adoption system.

The Authority recognises that the adoption landscape continues to evolve both nationally and internationally. Maintaining a modern, responsive and trusted adoption framework therefore remains a key strategic priority.

Future work will continue to focus on strengthening adoption processes, supporting policy development and ensuring that the Authority remains responsive to developments in adoption and family formation.

Access to Birth and Early Life Information

Improving access to information remained one of the Authority's most significant areas of operational and strategic focus during 2025.

The Authority provided birth, early life, care and medical information to adopted persons and others eligible under the Birth Information and Tracing Act 2022. This work supports individuals seeking greater understanding of their identity, personal history and family connections.

The Authority recognises that access to information can represent a significant and emotional step for many individuals. The development of accessible, transparent and responsive information services therefore remained a key strategic priority throughout the year.

Significant work continued in the digitisation, indexing and integration of records across the Authority's archival and information management systems. These developments strengthened the Authority's ability to retrieve and verify information efficiently while improving consistency in the processing of applications.

Access to Information Performance 2025

Activity	2025
Valid birth information applications processed	845
Average turnaround time	6 days
Case file entries indexed	32,800+
Historical records transcribed	61,000+
Contact Preference Register checks completed	2,300+
Service user queries managed	3,200+
Historical cases reexamined	540+

The Authority also reexamined historical case files against newly acquired records. This work enabled the identification of additional information and supported more comprehensive responses to applicants where appropriate.

The progress made during the year contributed to:

- Improved accessibility of records;
- Reduced processing times;
- Strengthened consistency in information release;
- Enhanced operational efficiency;
- Improved service user experience;
- Increased accessibility of adoption-related information.

The Authority also maintained and managed the Contact Preference Register, supporting individuals in recording preferences regarding contact and the sharing of information.

The ongoing enhancement of records systems supports the Authority's strategic ambition to act as a trusted memory institution for those affected by adoption while ensuring that records are safeguarded appropriately for future generations.

In 2026, the Authority will continue to strengthen records integration, expand digitisation activity and further enhance digital access systems to support improved accessibility and responsiveness.

Tracing and Mediation Services

Tracing and mediation services remained central to the Authority's work throughout 2025.

Through its specialised Social Work Service, the Authority supported individuals seeking to establish contact with family members, gain clarity regarding personal history or navigate complex adoption-related relationships.

The Authority recognises the deeply personal nature of tracing activity and the importance of ensuring that these services are delivered with empathy, professionalism and respect for all parties involved.

Throughout the year, the Social Work Service managed a significant volume of tracing and mediation activity under the Birth Information and Tracing Act 2022.

Tracing and Mediation Activity 2025

Activity	2025
Tracing referrals received	258
Tracing cases allocated for intervention	239
Mediation cases arising from Contact Preference Register	79
Brief intervention referrals managed	49
Adoption assessment reviews completed	228

Tracing activity frequently involves extensive engagement with historical records, interagency cooperation and careful case assessment. Mediation services similarly require a balanced and sensitive approach, recognising the needs and preferences of all individuals involved.

The Authority also strengthened supports for intercountry adoptees seeking to trace origins and family connections internationally.

The work undertaken during the year contributed to:

- Improved responsiveness in tracing services;
- Strengthened person-centred practice;
- Increased accessibility of tracing supports;
- Enhanced engagement with service users;
- Continued development of the Authority's tracing model.

The Social Work Service provided brief interventions – short-term, focused support – and support services to individuals affected by adoption-related issues.

Feedback from service users highlighted the importance of professional support, clear communication and continuity of engagement throughout the tracing and mediation process.

The Authority will continue to refine its tracing model, strengthen stakeholder engagement and enhance supports for service users engaging with tracing and mediation services.

Communication and Engagement

Supporting positive user experience and public understanding remained an important area of activity during 2025.

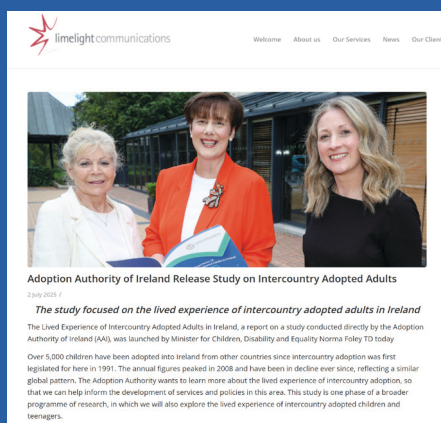
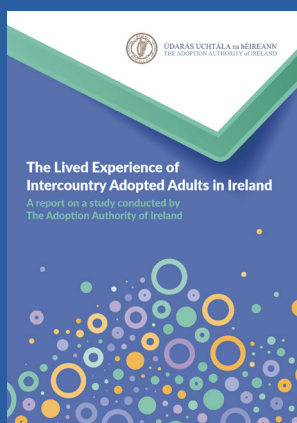
The Authority strengthened communication with service users and stakeholders through the development of accessible information resources, website enhancement and public engagement activity.

The Authority recognises the importance of ensuring that information relating to adoption and tracing services is clear, accessible and responsive to the needs of those engaging with services.

Communication and engagement activity during the year also supported the Authority's strategic objective of improving public understanding and accessibility in adoption-related services.

Stakeholder engagement activity throughout the year also supported the Authority's strategic objective of strengthening public trust and transparency.

Communication, Engagement and Public Awareness 2025



 A screenshot of the Adoption Authority of Ireland website showing a search form. The form has a header 'We're here for you' and a welcome message. Below the message, there is a section 'Please select from the options below to continue:' with two dropdown menus: 'I am' and 'I want to'. Both dropdown menus have '- Any -' selected. Below the dropdowns, there is a 'Start my search' button.

What We Do



Intercountry Adoption and International Engagement

The Adoption Authority of Ireland fulfilled its role as the designated Central Authority for intercountry adoption in Ireland under the Hague Convention on Protection of Children and Co-operation in Respect of Intercountry Adoption. Throughout 2025, the Authority maintained oversight of intercountry adoption processes and engaged with accredited bodies, foreign authorities and international stakeholders to support ethical, transparent and child-centred adoption practices.

The Authority's organisational awareness of emerging developments in intercountry adoption, post-adoption supports and international practice was enhanced via team members' participation in international forums and collaborative engagement with European partners.

Engagement with accredited bodies and international partners supported oversight, regulatory assurance and information sharing in relation to intercountry adoption processes.

Accredited Bodies

The Authority fulfilled its accreditation and oversight responsibilities during 2025 in accordance with the Adoption Act 2010 and the Hague Convention. During the year, one inspection of an accredited body was carried out and 2 accredited bodies completed reaccreditation processes and the third body's accreditation continued to be valid. No accredited bodies were formally deregistered in 2025.

Oversight activity during the year focused on supporting compliance, accountability and regulatory assurance across accredited adoption service providers.

Register of Accredited Bodies 2025

Accredited Body	Date of Accreditation
Barnardos Post Adoption Service, 23/24 Buckingham Street, Dublin 1.	10/09/2025
Helping Hands Adoption Facilitation Agency T/A Helping Hands Adoption Mediation Agency, The Loft, Bessboro Centre, Blackrock Road, Cork.	02/03/2023
PACT, 18D Nutgrove Office Park, Rathfarnham, Dublin 14.	23/06/2025

Records, Archives and Memory Institution Role

The Archives and Records functions played a critical role in the work of the Authority throughout 2025.

Records and Archives Activity 2025

Activity	2025
Case file entries indexed	32,800+
Historical records transcribed	61,000+
Historical cases reviewed	540+
Supplementary information releases	27
Record collections acquired under Section 48	3

The Authority continued to acquire, preserve and manage records of long-term historical and personal significance in accordance with statutory requirements.

Records Acquired During 2025

Direction issued to	Relevant records
The Roman Catholic Archdiocese of Dublin	Hardcopy service user files (1944–1971)
St Joseph's (Private) Nursing Home, Dublin 8	Maternity Records and Particulars Books (1936–1952)
St Anne's (Private) Nursing Home, Athlone	Maternity Records and Particulars Books (1964–1974)

The preservation and management of records supports both operational service delivery and the Authority's broader strategic ambition to act as a memory institution for service users.

Significant work progressed in:

- Records acquisition;
- Archival preservation;
- Cataloguing and transcription;
- Information governance.

The Authority supported the state's administration of national initiatives, such as the Mother and Baby Home Institution Payment Scheme. This was delivered via the provision of research room services for designated officers from the Office of the Chief Deciding Officer for the Scheme.

The Authority continued to build out its archival repackaging programme. This work helped to effectively preserve important relevant records, thereby supporting their ongoing accessibility into the future.

The Authority also strengthened archival governance, records safeguarding and preservation arrangements to support both current operational needs and long-term stewardship responsibilities.

This work supports the Authority's strategic ambition to act as a trusted memory institution for service users and future generations.

Research and Policy Development

Research played an important strategic role in the work of the Authority during 2025.

Through its research activity, the Authority contributes to a broader understanding of adoption experiences, informs policy development and supports evidence-based service improvement.

The Authority progressed the implementation of its Research Strategy while supporting projects relating to adoption, tracing, intercountry adoption and family formation.

During the year, the Authority:

- Published and disseminated major research relating to the lived experience of intercountry adopted adults in Ireland;
- Progressed additional studies involving younger cohorts and adoption-related experiences;
- Participated in stakeholder engagement, presentations and dissemination activity;
- Strengthened collaboration with researchers, academics and sectoral stakeholders.

A particular focus during the year was ensuring that lived experience remains central to research activity.

The dissemination of research findings through publications, presentations and stakeholder engagement served to:

Research played an important strategic role in the work of the Authority during 2025.

Through its research activity, the Authority contributes to a broader understanding of adoption experiences, informs policy development and supports evidence-based service improvement.

- Increase visibility of the Authority's work;
- Strengthen public understanding of adoption-related issues;
- Inform policy discussion and service development;
- Enhance evidence-informed practice across the sector.

Engagement with academic institutions, researchers and sectoral stakeholders was also strengthened.

The Authority will further consolidate its role as a leader in adoption-related research and evidence-informed policy development.

Through research dissemination, stakeholder engagement and ongoing engagement with the Department of Children, Disability and Equality, contributions were made to broader policy and legislative discussions relating to adoption, tracing, family formation and access to information.

Research activity further supported evidence informed policy development, organisational learning and service improvement.

Research Outputs and Dissemination 2025

Published and disseminated major research

Progressed additional studies

Stakeholder engagement and dissemination

Strengthened collaboration

Focus on lived experience

The dissemination of research findings through publications, presentations and stakeholder engagement served to:

Increase visibility of the Authority's work

Strengthen public understanding of adoption-related issues

Inform policy discussion and service development

Enhance evidence-informed practice across the sector



Quality, Standards and Service Development

Throughout 2025, the Authority strengthened service quality, consistency and organisational learning across all areas of activity.

The organisation reviewed processes, strengthened operational guidance and supported continuous improvement initiatives designed to enhance service delivery.

A particular focus was placed on:

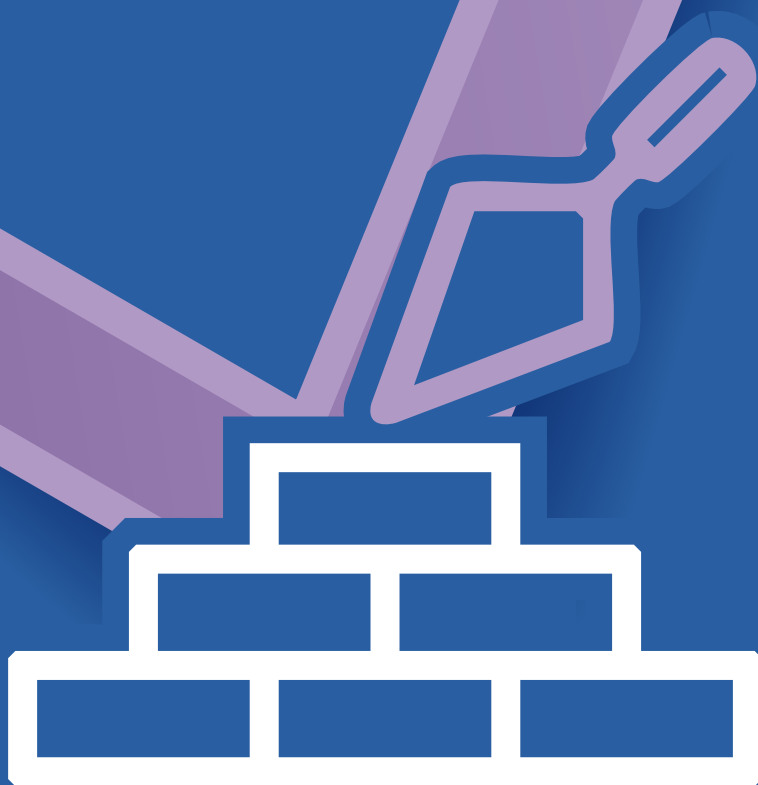
- Improving user experience;
- Strengthening consistency in service delivery;
- Supporting integrated working across services;
- Enhancing accessibility;
- Improving responsiveness.

These developments support the strategic objective of delivering high-quality and trusted public services.

The importance of maintaining service quality frameworks that support accountability, responsiveness and high-quality public service delivery is recognised.

Continuous improvement activity during the year also focused on strengthening consistency, governance assurance, operational guidance and organisational learning across all service areas.

Who Delivers Our Services



Workforce Capability and “One AAI”

At the end of 2025, the Authority employed 56 staff across operational, social work, regulatory, governance and corporate support functions.

The Authority recognises that the effective delivery of adoption-related services depends on a skilled, engaged and supported workforce.

During 2025, the organisation progressed initiatives designed to strengthen staff capability, enhance collaboration and support organisational cohesion through the implementation of the “One AAI” approach.

Investment in learning and development, staff wellbeing and internal communications supported the evolution of the Authority as a modern and responsive public service organisation.

During 2025, the organisation progressed initiatives designed to strengthen staff capability, enhance collaboration and support organisational cohesion through the implementation of the “One AAI” approach.

Workforce Development and Engagement

56 staff



75 learning initiatives

Employee Engagement Survey completed



New Personal Performance Plan framework developed

During the year:

- 75 training and development activities were delivered;
- Workforce planning and recruitment activity took place across key functional areas;
- Staff engagement initiatives and All Staff events were developed;
- Organisational development initiatives supported cross-functional collaboration.

The Authority also progressed workforce planning initiatives designed to ensure that the organisation has the skills, structures and capacity required to deliver on the objectives of the Strategic Plan 2025–2027.

These initiatives contributed to:

- Strengthened organisational cohesion;
- Enhanced staff engagement;
- Improved knowledge sharing;
- Increased organisational resilience;
- Improved alignment between strategic priorities and operational delivery.

Learning and Development

Learning and development activity throughout the year focused on strengthening professional capability, supporting leadership development and enhancing organisational knowledge.

Training and development initiatives supported staff across all areas of the organisation, including:

- Social work practice;
- Information governance;
- Data protection;
- Governance and compliance;
- Leadership and management;
- Digital systems.

A culture of continuous learning and professional development was supported across the organisation. Learning and development initiatives also strengthened governance, compliance and organisational capability.

Training activity included areas relevant to:

- Governance and accountability;
- Information governance;
- Ethics and compliance;
- Digital systems and cybersecurity;
- Equality and accessibility;
- Service quality and professional practice.

Staff Wellbeing and Engagement

The Authority promoted staff wellbeing and engagement throughout 2025 with a range of initiatives developed and delivered to support employee wellbeing, communication and organisational engagement.

Supporting staff wellbeing contributes directly to organisational effectiveness and service quality. Staff wellbeing initiatives during the year included access to the Employee Assistance Programme and other organisational wellbeing supports.

The Authority promoted staff wellbeing and engagement throughout 2025 with a range of initiatives developed and delivered to support employee wellbeing, communication and organisational engagement.

How We Deliver Our Services



Governance and Oversight

The Authority operated within a structured governance framework designed to support accountability, transparency and effective oversight of its statutory functions and strategic objectives. The Board maintained oversight throughout the year of organisational performance, strategic implementation, governance and risk management and was supported in this work by its committees, the Audit and Risk Committee and the Research Committee.

The Authority operated in accordance with its Code of Governance, which is aligned with the Code of Practice for the Governance of State Bodies.

The term of office of the previous Board concluded at the end of October 2025, following its stewardship of the organisation during a period of significant legislative and organisational change, including the implementation of the Birth Information and Tracing Act 2022 and the development of the Strategic Plan 2025–2027. A newly appointed Board commenced its term in December 2025. The transition was managed in an orderly manner, ensuring continuity of governance, oversight and organisational leadership across the period. Governance development activity during the year also included ongoing focus on Board effectiveness, induction and oversight arrangements.

Risk Management and Internal Control

Risk management and internal control arrangements supported organisational oversight, operational resilience and delivery of statutory functions throughout 2025. Governance oversight focused on identifying, monitoring and managing risks that could affect organisational performance, service and strategic objectives.

Key risks identified included:

- Resourcing capacity and capability;
- Complexity of historical records;
- Legislative and operational change;
- Dependencies on external stakeholders;
- Data and information management challenges.

Mitigation activity focused on governance oversight, operational planning, organisational controls and service continuity across key areas of activity.

Operations continued within a complex and evolving legal and regulatory environment relating to adoption, tracing and family formation.

Digital Transformation and Information and Communication Technology

Digital transformation supported the Authority's strategic objectives throughout 2025.

The implementation and enhancement of digital systems strengthened records management, data processing, collaboration and operational efficiency.

Key developments during the year included:

- Continued rollout of Microsoft 365 and Windows 11;
- Implementation of enterprise file sharing systems;
- Strengthened data processing and information management capability;
- Enhanced ICT support responsiveness, with over 90% of ICT technical support requests resolved within 24 hours.

Digital transformation activity during the year also included engagement with shared public sector ICT initiatives and infrastructure supported through the Office of the Government Chief Information Officer (OGCIO) Build to Share programme.

Investment in ICT infrastructure also supported:

- Improved accessibility of information;
- Enhanced system security;
- Increased organisational resilience;
- Strengthened internal collaboration;
- More efficient service delivery.

Internal digital capability was strengthened, reducing dependency on external processing arrangements.

Work also progressed during the year to support organisational readiness in relation to evolving digital governance and information management requirements.

ICT Performance and Systems Delivery

Investment in ICT infrastructure also supported:



1,119

ICT requests

90%+
resolved within
24 hours



**Microsoft 365
rollout**

**Enterprise
File Sharing
Implementation**



Corporate Services and Operational Support

Corporate Services provided the operational and governance foundation required to support the organisation's core functions.

This work included:

- Financial management;
- Procurement;
- Facilities management;
- Governance support;
- Communications;
- Organisational planning.

Internal operational systems and policy frameworks were improved throughout the year. These developments support the delivery of accountable, effective and sustainable public services.

Corporate Services also supported responses to parliamentary questions, and departmental and public accountability processes.

Internal operational systems and policy frameworks were improved throughout the year. These developments support the delivery of accountable, effective and sustainable public services.

Climate Action and Sustainability

The Authority supported public sector climate action and sustainability objectives throughout 2025.

Activity during the year focused on implementation of the organisation's Climate Action Roadmap and operational initiatives designed to support sustainable work practices and digital transformation.

This included:

- Increased use of digital collaboration tools;
- Ongoing reduction of paper-based administrative processes;
- Awareness and engagement activity relating to sustainability and organisational efficiency.

These measures supported more efficient service delivery, operational resilience and improved accessibility across services.

Climate Action and Sustainability 2025

Climate Action Roadmap; implementation progressed



Digital Transformation; increased use of digital collaboration tools



Paper reduction; continued reduction of paper based processes



Staff Engagement; Sustainability awareness and engagement activity.



Compliance and Transparency



The Authority maintained a strong focus on accountability, transparency and compliance throughout 2025.

Compliance activity during the year supported the Authority's broader strategic objectives of strengthening public trust, ensuring openness in public administration and maintaining robust governance arrangements.

The Authority operated within the framework of relevant legislation, public sector governance requirements and internal policy controls, including the Adoption Act 2010 and the Birth Information and Tracing Act 2022. The Authority operated in accordance with its Code of Governance, which is aligned with the Code of Practice for the Governance of State Bodies.

Freedom of Information

The Authority continued to process Freedom of Information requests in accordance with the Freedom of Information Act and associated statutory obligations.

The Authority remains committed to openness, transparency and accountability in the delivery of services and supported access to information through both formal Freedom of Information processes and proactive engagement with service users.

During 2025:

- 42 Freedom of Information requests were received and processed;
- All requests were processed within the statutory timeframes;
- No requests were received under the Access to Information on the Environment (AIE) regulations.

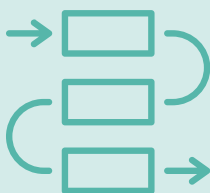
The Authority also supported staff awareness and understanding of Freedom of Information obligations through guidance and operational support.

The Authority's Freedom of Information activity supports:

- Transparency in public administration;
- Improved public access to information;
- Accountability in organisational decision making;
- Public confidence in the Authority's governance and records management practices.

Compliance and Transparency 2025

Freedom of Information:
42 requests processed and 100% within statutory timeframe



Data Protection:
20 Subject Access Requests processed and ongoing GDPR compliance and awareness.



Protected Disclosures:
No disclosures received and procedures maintained and accessible.



Ethics and Governance:
Compliance with disclosure obligations and governance frameworks maintained.



Data Protection

The Authority complied with its obligations under data protection legislation, including the General Data Protection Regulation (GDPR).

Given the highly sensitive nature of records and personal information managed by the Authority, data protection and information governance remained significant operational priorities throughout the year.

During 2025:

- 20 Subject Access Requests were received and processed;
- Data protection awareness and training activity continued across the organisation;
- Information governance controls and operational procedures were reviewed and strengthened;
- Secure information handling and storage processes were maintained across digital and archival systems.

The Authority also strengthened collaboration between operational units, archives and ICT functions to support compliant information management practices.

These measures contributed to:

- Strengthened protection of personal information;
- Improved organisational awareness of data protection obligations;
- Enhanced confidence in the Authority's handling of sensitive records;
- Strengthened governance and compliance arrangements.

Protected Disclosures

The Authority maintained procedures in accordance with the Protected Disclosures Act and supported a culture of accountability and integrity.

During 2025:

- No protected disclosures were received;
- Protected disclosures procedures and guidance remained accessible to staff;
- Governance compliance frameworks continued to support organisational accountability.

The protected disclosures framework supports:

- Transparency and accountability;
- Staff confidence in reporting mechanisms;
- Effective governance and ethical organisational culture.

Ethics and Standards

The Authority operated in accordance with the Ethics in Public Office Acts and relevant governance requirements, including the Code of Practice for the Governance of State Bodies.

During 2025:

- Governance and ethics obligations were monitored;
- Board members and designated staff complied with relevant disclosure obligations;
- Governance frameworks supported accountability and transparency.

These measures support:

- High standards of public governance;
- Accountability in organisational decision making;
- Public confidence in the integrity of operations.

Official Languages

The Authority met obligations under the Official Languages Act.

During 2025:

- Key public information and communications were made available in Irish and English;
- Website and communication materials supported bilingual accessibility;
- Irish language obligations were considered with communications and public engagement activity.

These measures support:

- Accessibility of public information;
- Inclusion and equality of access;
- Compliance with statutory obligations.

Accessibility and Public Engagement

The Authority strengthened accessibility and engagement across its services and communications.

During 2025:

- Enhancement of website accessibility and usability;
- Development of public information materials;
- Strengthening stakeholder communication and engagement;
- Focus on improving service user experience.

These developments contributed to:

- Improved accessibility of information and services;
- Strengthened public understanding of adoption-related services;
- Enhanced engagement with service users and stakeholders;
- Increased transparency and responsiveness.

Equality, Accessibility and Human Rights

Throughout 2025, the Authority supported accessibility, inclusive engagement and person-centred service across all areas of its work.

This included focus on:

- Accessible communications and information;
- Bilingual accessibility;
- Responsive service delivery;
- Inclusive stakeholder engagement;
- Supporting equitable access to services.

The Authority remained committed to upholding its obligations under the Public Sector Equality and Human Rights Duty.

Throughout 2025, the Authority supported accessibility, inclusive engagement and person-centred service across all areas of its work.

Finance



The Authority is funded through Vote 40 of the Department of Children, Disability and Equality. The Authority's gross allocation for 2025 was €8.747 million.

The audited Financial Statements for 2025, including governance and financial disclosures, are being finalised following completion of the statutory audit process and will be published separately following Board approval.

The Financial Statements set out the Authority's financial performance, financial position and related governance disclosures for the year ended 31 December 2025.



Looking Ahead



In 2026, the Authority will continue implementation of the Strategic Plan 2025–2027, with a focus on further strengthening service delivery, accessibility and organisational capability.

Key priorities will include:

- Further improving access to birth, early life, care and medical information through continued digitisation, records integration and enhanced information management systems;
- Strengthening tracing and mediation services, including supports for intercountry adoptees and others seeking information, connection and family tracing services;
- Supporting the continued development of adoption policy and practice, including engagement on legislative and policy developments affecting adoption and family formation;
- Advancing implementation of the Research Strategy through new research projects and dissemination of evidence to inform policy and service development;
- Continuing digital transformation initiatives, including enhancement of information management systems, digital services and public accessibility;

- Strengthening organisational capability through workforce development, governance enhancement and implementation of the One AAI approach;
- Progressing climate action, sustainability and accessibility initiatives across the organisation.

The Authority will continue to strengthen its role as the principal authoritative source of information on adoption-related services while delivering high-quality, accessible and responsive services for those affected by adoption.

The Authority will continue to strengthen its role as the principal authoritative source of information on adoption-related services while delivering high-quality, accessible and responsive services for those affected by adoption.



Appendices



Appendix A

Statistical Information

Adoption Services – Domestic

Domestic adoptions 1953–2025	
Year	No. of Adoptions
1953	381
1954	888
1955	786
1956	565
1957	752
1958	592
1959	501
1960	505
1961	547
1962	699
1963	840
1964	1,003
1965	1,049
1966	1,178
1967	1,493
1968	1,343
1969	1,225
1970	1,414
1971	1,305
1972	1,291
1973	1,402
1974	1,415
1975	1,443
1976	1,104
1977	1,127
1978	1,223
1979	988
1980	1,115
1981	1,191
1982	1,191
1983	1,184
1984	1,195
1985	882
1986	800
1987	715
1988	649
1989	615

Domestic adoptions 1953–2025	
Year	No. of Adoptions
1990	648
1991	590
1992	523
1993	500
1994	424
1995	490
1996	405
1997	422
1998	400
1999	317
2000	303
2001	293
2002	266
2003	263
2004	273
2005	253
2006	222
2007	187
2008	200
2009	190
2010	189
2011	39
2012	49
2013	116
2014	112
2015	94
2016	95
2017	72
2018	72
2019	79
2020	81
2021	101
2022	102
2023	90
2024	131
2025	101
Total	45,288

Adoption Orders

Domestic adoptions 2021–2025 by type					
	2021	2022	2023	2024	2025
Step parent	65	60	47	71	50
Long-term foster care	24	31	30	45	38
Infant placed from birth	2	9	8	5	5
Extended family	5	0	0	0	7
Foreign to Domestic	5	2	5	10	1
Total	101	102	90	131	101

Domestic adoptions 2021–2025 by age of child					
	2021	2022	2023	2024	2025
17 years	36	36	37	47	32
12–16 years	45	33	27	49	47
7–11 years	16	23	16	23	16
2–6 years	7	8	4	9	1
0–1 years	1	2	6	3	5
Total	101	102	90	131	101

High Court Applications

High Court orders granted in respect of Domestic adoption applications 2021–2025					
	2021	2022	2023	2024	2025
Section 18	2	1	1	4	3
Section 26	0	0	0	2	0
Section 30	19	24	18	20	16
Section 54	14	18	12	21	18
Total	35	43	31	47	37

Declarations of Eligibility and Suitability

In all adoption cases, it is a requirement that the applicants have a valid Declaration of Eligibility and Suitability.

Domestic Declarations of Eligibility and Suitability granted 2025		110
Married persons or couples		92
Cohabiting persons or couples		10
Single applicants		8

Applications for Domestic Declarations of Eligibility and Suitability received 2025		117
Assessed and facilitated by the adoption services of Tusla		99
Assessed and facilitated by the accredited agency Pact		18

Adoption Services – Intercountry

Entries in the Register of Foreign Adoptions, 1991–2010, entered pursuant to Section 5 of the Adoption Act 1991 and in the Register of Intercountry Adoptions, 2010–2025 pursuant to Section 57(2)(b)(iii) of the Adoption Act 2010 (Applicants habitually resident in Ireland holding a valid Declaration of Eligibility & Suitability at the time of effecting the intercountry adoption)	
Country	No. of Entries*
Russia	1,631
Vietnam	961
Romania	808
China	43
Ethiopia	308
Kazakhstan	151
Belarus	145
Thailand	149
United States of America	132
Mexico	113
Ukraine	100
Bulgaria	32
India	27
Taiwan	22
Colombia	19
England	19
Brazil	17
Paraguay	7
Cambodia	4
Philippines	4
South Africa	2
El Salvador	2
Jersey	2
Kenya	2
Lithuania	2
Peru	2
Poland	3
Rwanda	2
Scotland	2
Sri Lanka	2
Uzbekistan	2
Bolivia	1
Bosnia Herzegovina	1
Haiti	2
Hong Kong	1
Malawi	1
Zimbabwe	1
Moldova	1
Total	5,112

*The implementation of a new database has allowed for more accurate reporting of figures. Some statistics published in previous years have been adjusted accordingly.

Entries in the Register of Intercountry Adoptions, pursuant to Section 57(2)(b)(ii) of the Adoption Act 2010, for 2025 only (applicants habitually resident in Ireland holding a valid Declaration of Eligibility & Suitability at the time of effecting the intercountry adoption)

Country	No. entered in the Register in 2025
Vietnam	7
Thailand	3
USA	3
Brazil	1
Total	14

Total number of intercountry adoptions recognised in 2025, where the adoptions were effected by adopters who were habitually resident abroad (Sections 57(2)(a) & 57(2)(b)(i) of the Adoption Act 2010 refer)

Country where the adoption was effected	No. entered on Register in 2025
Australia	1
Belgium	1
Bermuda	1
Botswana	1
Cambodia	4
Cameroon	1
Canada	7
China	16
Colombia	2
Cyprus	1
England	84
Ethiopia	3
France	3
Germany	2
Guatemala	1
Guyana	1
Hong Kong	1
Marshall Islands	1
New Zealand	1
Northern Ireland	23
Philippines	2
Russia	4
Scotland	11
South Africa	3
USA	70
Vietnam	3
Zambia	1
Zimbabwe	2
Total	250

Total number of intercountry adoptions recognised between 2014 and 2025,* where the adopters were habitually resident in Ireland and held a valid Declaration of Eligibility & Suitability at the time of effecting the adoption (Section 5, Adoption Act 1991 and Section 57(2)(b)(ii) of the Adoption Act 2010 refer)

Country	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Bulgaria	4	8	4	8	1	1	0	0	0	0	0	0
Brazil	0	0	0	0	0	0	0	0	0	0	0	1
Cambodia	0	1	0	0	0	0	0	0	0	0	0	0
China	0	15	7	10	4	3	1	0	0	0	0	0
England	2	5	0	0	0	0	0	0	0	1	0	0
Ethiopia	0	0	1	0	0	0	0	0	0	0	0	0
Haiti	0	0	0	0	0	1	0	0	0	1	0	0
India	3	0	0	1	0	0	1	0	0	2	0	1
Lithuania	0	1	1	0	0	0	0	0	0	0	0	0
Mexico	5	11	0	1	0	0	5	0	0	0	0	0
Peru	0	1	0	0	0	0	0	0	0	0	0	0
Poland	0	0	1	0	0	0	0	1	0	0	0	0
Russia	4	2	2	0	1	0	0	0	0	0	0	0
Thailand	6	1	4	2	8	0	4	2	3	2	6	3
USA	4	6	12	9	7	10	1	4	2	7	2	3
Vietnam	4	32	23	22	20	18	9	8	13	12	9	7
Moldova	0	0	0	0	0	0	0	1	0	0	0	0
Total	32	83	55	53	41	33	21	16	18	25	17	14

*The implementation of a new database has allowed for more accurate reporting of figures. Some statistics published in previous years have been adjusted accordingly.

Total number of intercountry adoptions recognised between 1991 and 2025 (All Sections)	
Year	Number Recognised*
1991	58
1992	305
1993	59
1994	64
1995	93
1996	117
1997	149
1998	260
1999	284
2000	324
2001	284
2002	439
2003	460
2004	484
2005	443
2006	409
2007	439
2008	488

Total number of intercountry adoptions recognised between 1991 and 2025 (All Sections)	
Year	Number Recognised*
2009	395
2010	290
2011	342
2012	242
2013	141
2014	106
2015	160
2016	214
2017	324
2018	313
2019	386
2020	184
2021	136
2022	170
2023	209
2024	208
2025	264
Total	9,243

Adoption Services – Social Work Service

Tracing	Referrals received	Cases allocated
Tier 1	3	3
Tier 2	185	193
Tier 3	56	33
Tier 4	14	11
Total	258	239

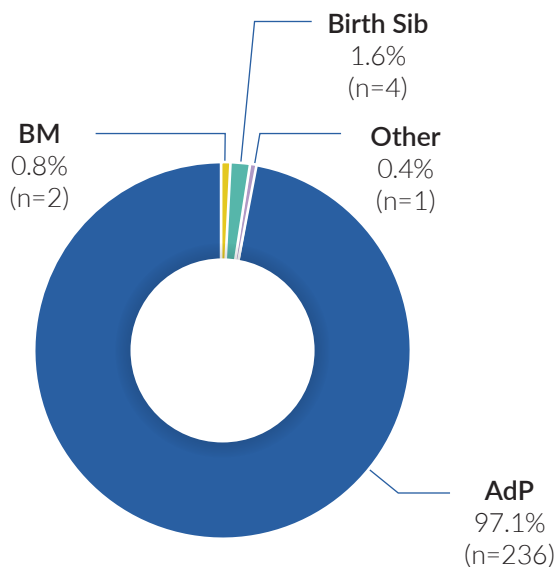
Social Work Tracing Outcomes

Who applied for a trace?

A total of 243 traces were conducted in 2025.

The applicants for traces included adopted people (AdP), birth mothers (BM), birth siblings (Birth Sib) and Other.

Percentage Breakdown of Applicants

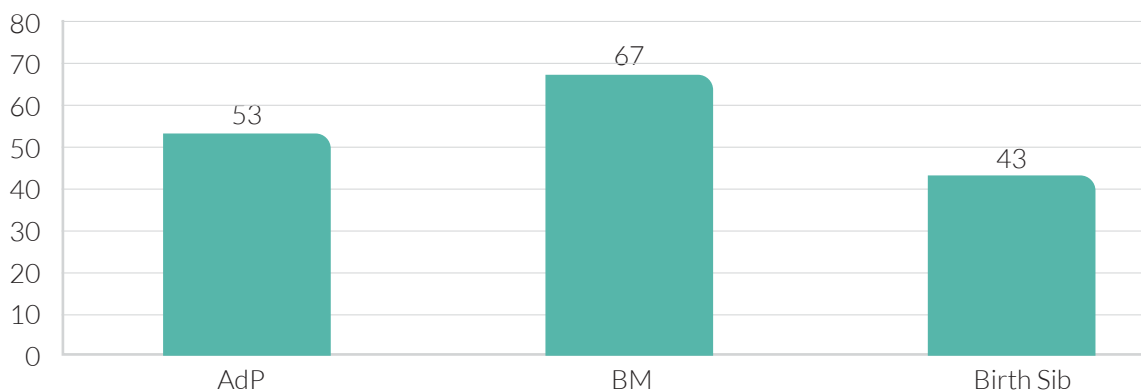


How old were applicants?

The overall average age of applicants was 53.

*other was excluded

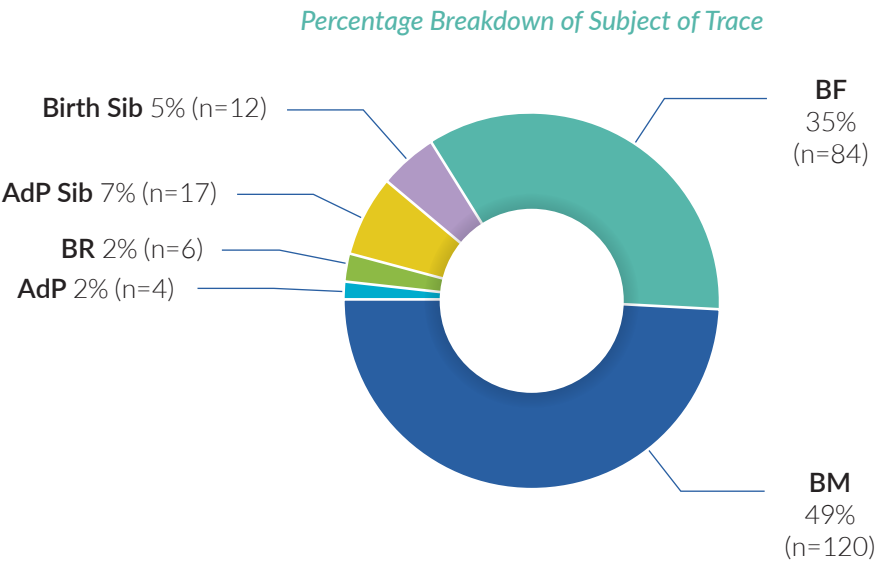
Average Age of Applicants



Who did applicants wish to trace?

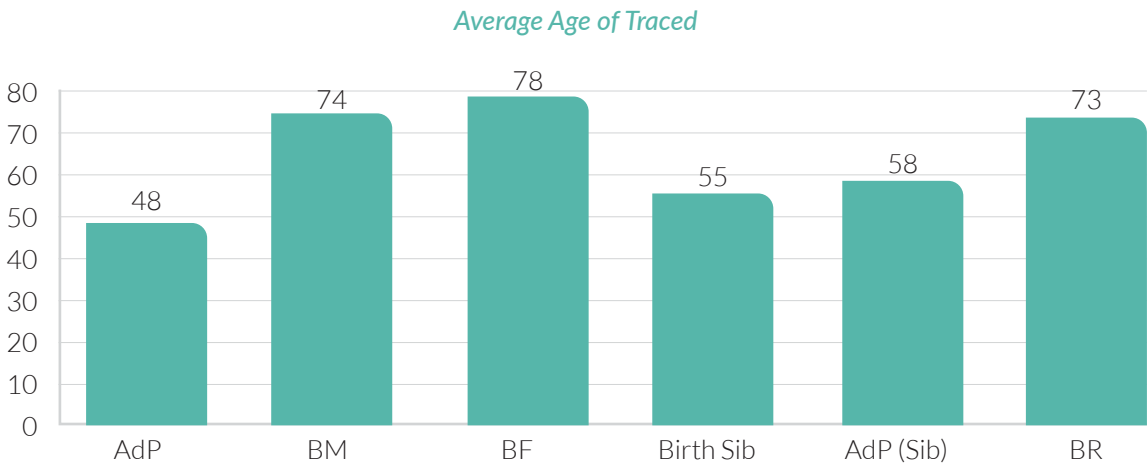
Applicants traced:

- Birth Mothers (BM)
- Birth Fathers (BF)
- Birth Siblings (Birth Sib)
- Adopted Siblings (AdP Sib)
- Birth Relatives (BR)

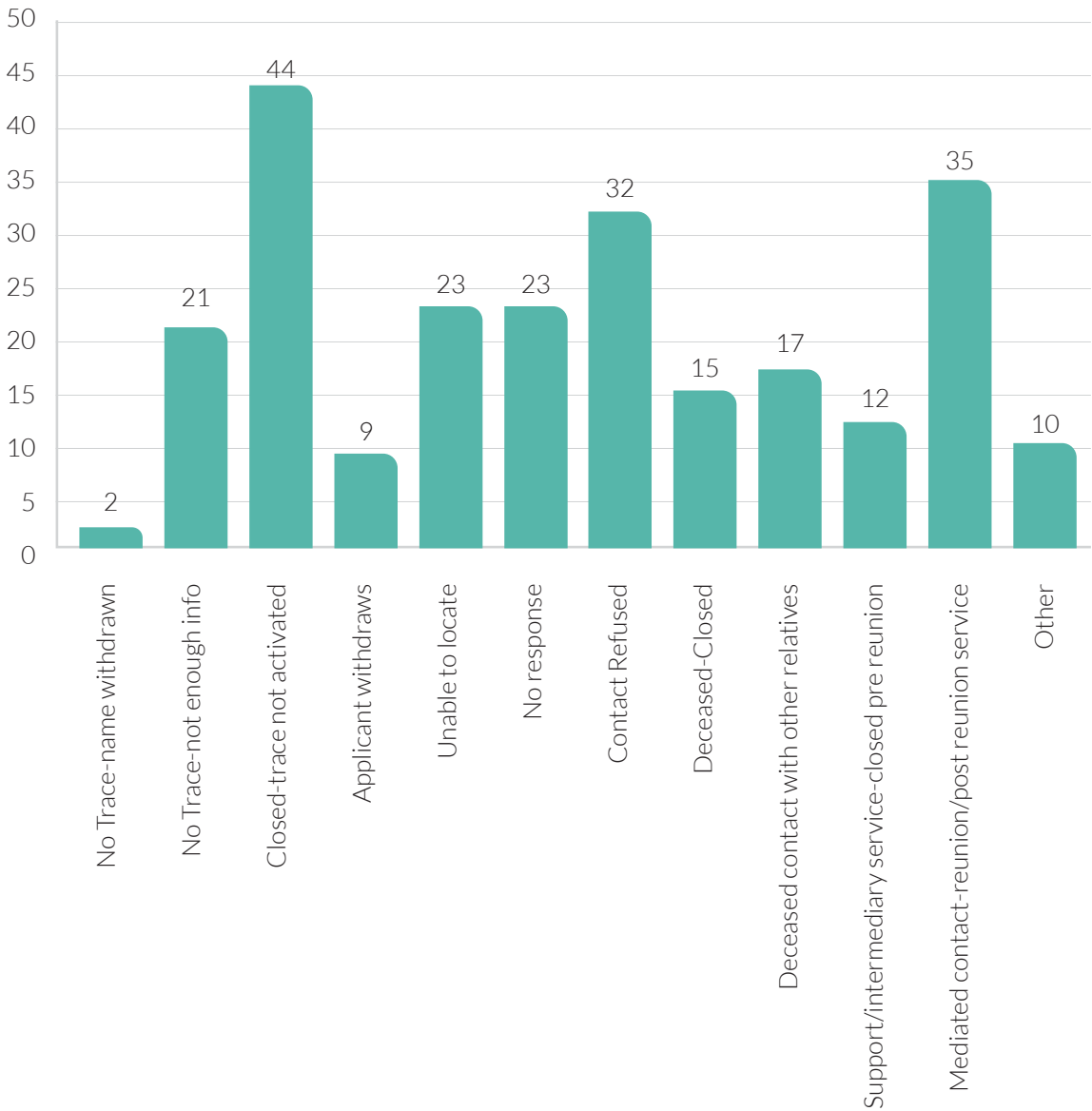


How old were the people being traced?

The overall average age of people being traced was 72.

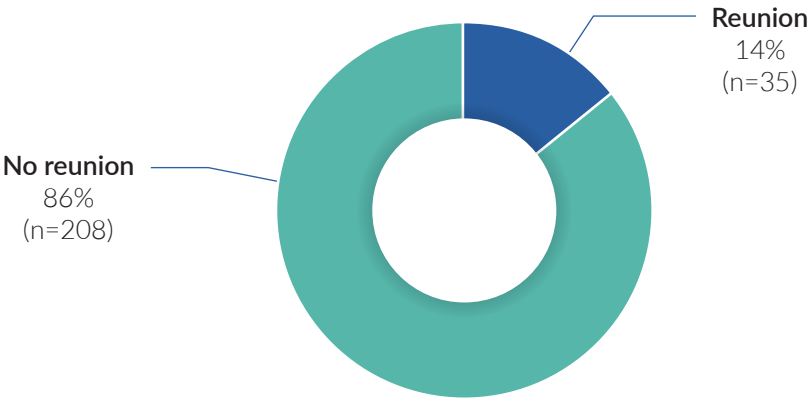


Overview of Total Outcomes

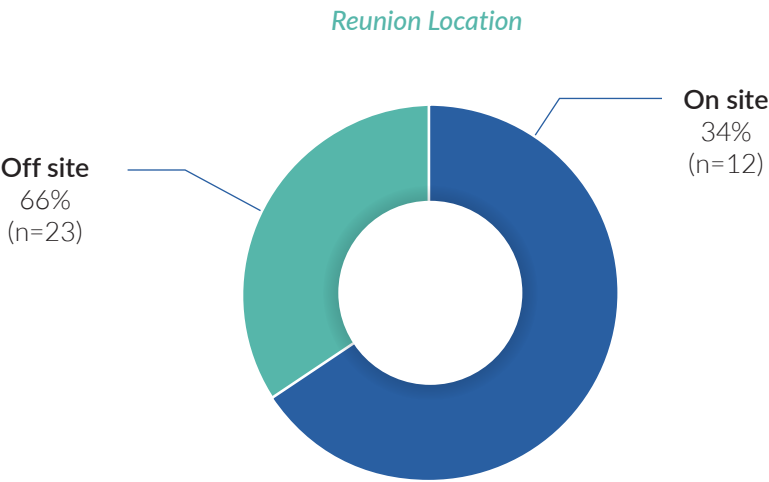


How many applicants had a reunion with the person traced?

Percentage Breakdown of Total Reunions

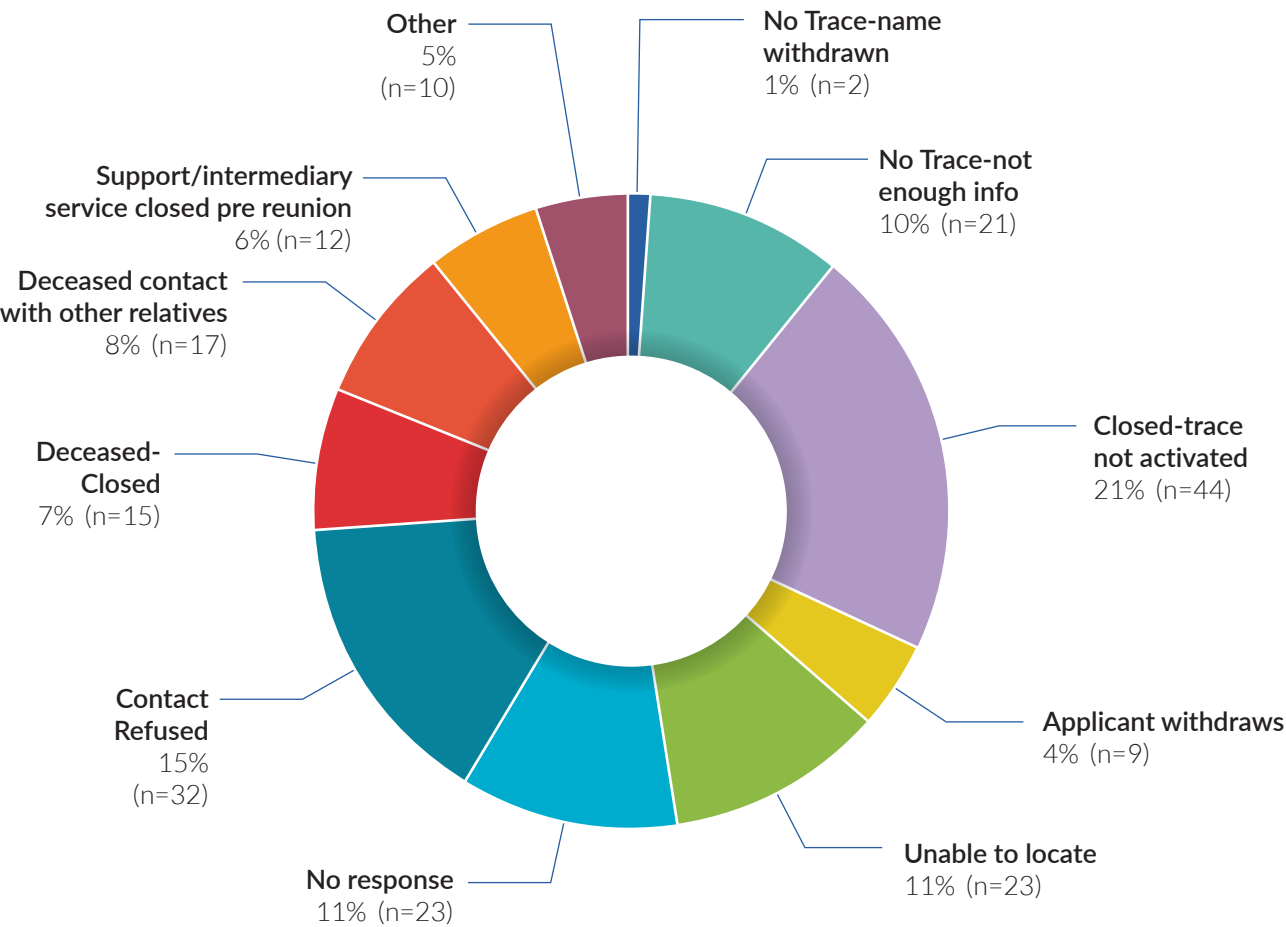


Did the reunion take place on site or off site?



Percentage Breakdown of Outcomes when there was no reunion

*This chart is a breakdown of the 208 cases (86% of total sample) where there was no reunion



Adoption Services – Access to Information

Access to (birth) information under BITA 2022	2025	2024
Applications processed	934	1,352
Valid applications processed	845	1,253
Information released within 1 month	845	1,253
Information released within 3 months	0	0
Average number of days between receipt of application and release of information	6	7
Internal review requests processed	58	26

Contact Preference Register	2025	2024
Applications processed	384	542
Matches made	61	75
Checks of birth parents contact preferences completed	2,338	3,695
Information Sessions completed	5	10
Provided Items lodged	42	60

Information Helpdesk	2025	2024
Email	2,521	3,025
Phone	740	1,111
Post	17	58
Total	3,278	4,194

Developments	2025	2024
Completed information releases reexamined	541	/
Supplementary releases of information to services users	27	/
Case files indexed for additional access points	32,814	/

Mother and Baby Home Institution Payment Scheme Act 2023

The Archives team continued to facilitate designated officers from the Office of the Chief Deciding Officer to manually search undigitised 'relevant records' to verify applicants' time spent in specific County Home institutions.

Reading Room – Reference Services January–December 2025	
Number of research visit(s)	Preparation and Supervision (time)
30.5	245 hrs

The Archives team also provided the Office of the Chief Deciding Officer with digital copies of County Home records, where available, to assist in the delivery of the redress scheme.

Digital copies of County Home records provided to the Office of the Chief Deciding Officer in 2025	
Collection	No. digitised vols provided
Carlow (Town) County Home (AKA Sacred Heart)	10
Cavan (Town) County Home (AKA St Felim's)	55
Clare (Ennis) County Home (AKA St Joseph's)	6
South Cork (Midleton) District Home (AKA Our Lady of Lourdes)	9
West Cork (Clonakilty) County Home (AKA Mount Carmel)	15
Clonakilty District Hospital (AKA Sacred Heart Hospital)	29
Kerry (Killarney) County Home (AKA St Columbanus)	20
Kildare (Athy) County Home (AKA St Vincent's)	12
Kilkenny (Thomastown) County Home (AKA St Columba's)	6
Leitrim (Carrick-on-Shannon) County Home (AKA St Patrick's)	2
Limerick (Newcastle West) County Home (AKA St Ita's)	15
Limerick (City) Borough Home (AKA St Camillus')	3
Longford (Town) County Home (AKA St Joseph's)	9
Meath (Trim) County Home (AKA St Joseph's)	167
Monaghan (Castleblaney) County Home (AKA St Mary's)	8
Roscommon (Town) County Home (AKA Sacred Heart)	11
Waterford (Dungarvan) County Home (AKA St Joseph's)	2
Wexford (Enniscorthy) County Home (AKA St John's)	17
Wicklow (Rathdrum) County Home (AKA St Colman's)	10
Total	406

Transcription of digitised register entries in 2025	
Record Type	No. rows transcribed
Record and Particulars Book (Form 4)	19,018
Indoor Register Book (Form 29)	42,145
Total	61,163

Digital & Systems – ICT Solutions

Of 1,119 user requests received, 1,083 were categorised as BAU and 36 are classed as projects. Of the 1,083 BAU calls received, 1,013 were resolved within 24 hours. Priority levels are used to determine request urgency and schedule work.

Priority	Definition	2024	2025	% Change	Indicators
1	No Service/All Users impacted	0	0	N/A	Stability
2	Impacts one Team or Service	42	71	69%	Hyper Care calls related to upgrade and deployments
3	Impacts only one person	393	473	20.40%	
4	Development or change Requests	334	250	-25.1%	Project priorities impacted available resources.
5	Amendment of minor Data errors	455	325	-28.6%	Cleaner processes and fewer manual errors
Total		1,224	1,119	-8.6%	Improved efficiency and systems stability

No Priority 1 incidents were recorded in 2025, indicating that services hosted by the OGCIO remained fully operational throughout the year, with no outages affecting all users.

Priority 2 incidents arise where an entire team is impacted. These typically relate to urgent development needs or situations where a key application becomes temporarily unavailable, requiring prompt intervention to restore functionality.

Priority 3 requests generally concern issues affecting a single user, most commonly relating to access permissions, equipment configuration, or application settings. These may reflect technical faults or highlight training needs where further user support is beneficial.

Priority 4 requests involve development or change requirements. While many relate to minor adjustments – such as updates to data validations – others are sufficiently complex to necessitate business analysis, solution design, and structured project delivery. Most development work is managed in house; however, certain initiatives require engagement with third party vendors for full or partial implementation.

Priority 5 requests typically involve minor data amendments or quick corrective actions and are normally resolved on the day of receipt.

Category	2024	2025	% Change	Indicators
e DMS	853	590	-30.8%	System stabilisation, fewer incidents and improved user training/documentation.
Office Tools	73	82	12.30%	Increase suggests more adoption of tools (e.g., MS 365 features) or new capability rollouts.
Network Service	56	97	73.20%	Significant rise – possibly due to network upgrades, VPN changes, or increased remote/hybrid work activity.
User Profile	84	79	-6.0%	Fewer onboarding/offboarding activities or improved automation.
Online Forms	37	38	2.70%	Essentially unchanged; indicates a steady level of service.
Intranet	60	84	40.00%	Implemented fine grained permissions to avoid document duplication or incorrect placing.
Communications	25	25	0%	Completely stable.
Printing	18	40	122.20%	Local printer driver installations as a direct result of the Windows 11 upgrade.
PDF Tool	15	20	33.30%	Increased reliance on PDF editing/conversion or license changes.
Training	3	38	1,166.70%	Platform and systems deployment training.
Total Requests	1,224	1,119	-8.6%	Overall decrease suggests improved stability or efficiency despite increases in several categories.

Freedom of Information and Data Protection

Freedom of Information

FOI Requests received	2025	2024
Granted/part granted	23	29
Declined	19	8
Transferred	/	2
Handled outside of FOI	/	5
TOTAL	42	44

Freedom of Information Disclosures Log 2025			
Reference Number	Data type	Request for	Result
FOI 2025-01	Non-Personal	A copy of any records held referring or relating to the issue of the inadequate level of board fees payable to board members of the AAI. This request to cover the period 1 July 2024 to date.	Part-Granted
FOI 2025-02	Personal	Period of time spent in St Joseph's, Trim c. 1971. Internal Review Request 05/02/2025.	Declined – Section 15(1)(a) Internal Review – Decision Upheld
FOI 2025-03	Personal	DOBs and Names of twin sisters born in Baltinglass Hospital, Co. Wicklow c. 01/02/1964 to 01/06/1964.	Declined – Section 15(1)(a)
FOI 2025-04	Personal	Relevant records from St Colman's c. 1953.	Part-Granted
FOI 2025-05	Non-personal	All records held by the Adoption Authority in relation to the AAI's use of genetic genealogy services to assist persons whose births were illegally registered. This request covers the period from January 2018 to present.	Part-Granted
FOI 2025-06	Personal	The time of birth on 20/04/1975 in St Vincent's Hospital, Athy.	Part-Granted
FOI 2025-07	Personal	Records regarding mother and baby between 1925 and 1927 in Bethany Home, Dublin.	Declined – Section 15(1)(a)
FOI 2025-08	Personal	Records of grandfather, Carlow County Home.	Part-Granted
FOI 2025-09	Personal	Records of person from St Mary's Nursing Home, Castleblaney, County Monaghan.	Part-Granted
FOI 2025-10	Personal	Cootehill Workhouse Records.	Declined – Section 15(1)(a)
FOI 2025-11	Personal	Records from the County Home, Athy, Co. Kildare, 1899–1931.	Declined – Section 15(1)(a)
FOI 2025-12	Personal	Records from Mother and Baby Home, St Peter's Castletollard, County Home, c. 1962.	Declined – Schedule 1
FOI 2025-13	Personal	Records from Mother and Baby Home, St Patrick's, Pelletstown, or County Home c. 1969.	Declined – Schedule 1

Freedom of Information Disclosures Log 2025			
Reference Number	Data type	Request for	Result
FOI 2025-14	Non-personal	1. Details of the ICT budget and planned ICT projects or initiatives for the current financial year (2025/26). 2. Documentation outlining planned ICT procurements for FY 2025/26, including (but not limited to) hardware, software, ICT maintenance agreements and related services.	Part-Granted
FOI 2025-15	Personal	Records regarding the adoption of son.	Declined – Schedule 1
FOI 2025-16	Personal	Birth records from St Vincent's Hospital, Athlone c. 1959.	Part-Granted
FOI 2025-17	Personal	Records from St. Finbarr's Hospital, Cork.	Declined – Section 15(1)(a)
FOI 2025-18	Non-personal	1. Correspondence between your Chair and the relevant minister in the government department under whose aegis you operate. 2. Correspondence between your chief executive and the relevant secretary general in the government department under whose aegis you operate. 3. During 2024 and 2025 to date.	Granted
FOI 2025-19	Non-personal	• A copy of the most up-to-date version of the risk register for the organisation; • A copy of the last three internal audits carried out within the organisation; • A copy of the last three audits carried out by external auditors at the request of the organisation, a parent State body or any other arm of the Government or State.	Part-Granted
FOI 2025-20	Personal	Adoption Records	Declined – Schedule 1
FOI 2025-22	Personal	• My baptism and early care • Any temporary or long-term placement decisions • Communications with the General Register Office or adoption authorities • Details of any falsified or amended birth registrations. Possible associated institutions: Regina Coeli Hostel, Temple Hill (Sacred Heart Adoption Society), St Patrick's Guild.	Declined – Section 15(1)(a)
FOI 2025-23	Personal	Records from the Thomastown County Home c. 1923.	Part-Granted
FOI 2025-24	Personal	Records from St Vincent's Hospital, Athy.	Declined – Section 15(1)(a)

Freedom of Information Disclosures Log 2025			
Reference Number	Data type	Request for	Result
FOI 2025-25	Non-personal	1. All correspondence (including attachments) with the Department of Equality and/or Helping Hands Adoption Mediation Agency (HHAMA) about funding issues or concerns over the potential need to wind down operations at HHAMA; 2. The most recent briefing paper, memo and/or report about funding issues or concerns over the potential need to wind down operations at HHAMA; 3. A copy of the HHAMA bridging funding business case; 4. A copy of the financial sustainability review of the HHAMA. From 1 June 2024–present.	Part-Granted
FOI 2025-26	Non-personal	1. All correspondence (including attachments) with the Department of Equality and/or Tusla about concerns or issues with Tusla processing of adoption orders; 2. The most recent briefing paper, memo and/or report about concerns or issues with Tusla processing of adoption orders; 3. All correspondence (including attachments) with the Department of Equality and/or Tusla about concerns or issues with delays in Tusla sending BITA Tracing Applications to the AAI; 4. The most recent briefing paper, memo and/or report about concerns or issues with delays in Tusla sending BITA Tracing Applications to the AAI; 5. Any letters (and corresponding replies) from senior executive management or the board to the Equality Minister about either of the two above issues. From 1 January 2025–present.	Granted
FOI 2025-28	Personal	Records from the County Home, Castlebar including copies of Inspectors' Reports.	Part-Granted
FOI 2025-29	Non-personal	Any correspondence (including attachments) or minutes of any meetings between AAI and the parent department about the AAI's risk register or specific items in the risk register since June 2025.	Part-Granted
FOI 2025-30	Personal	Records of grandmother from Thomastown and Waterford, Kilkenny Mental Hospital.	Part-Granted
FOI 2025-31	Personal	Records of death on December 20, 1940, in Cavan Surgical Hospital.	Declined – Section 15(1)(a)
FOI 2025-32	Personal	Records of mother and daughter from Rathdrum County Home (now St Colman's, Co. Wicklow) c. 1937.	Part-Granted
FOI 2025-33	Personal	Birth records from St Anthony's Private Nursing Home, Fairview, Dublin 3.	Declined – Section 15(1)(a)

Freedom of Information Disclosures Log 2025			
Reference Number	Data type	Request for	Result
FOI 2025-34	Personal	Records of grandmother from Roscommon County Home.	Part-Granted
FOI 2025-35	Non-personal	Tracker for Audits, List of audits over last two years.	Part-Granted
FOI 2025-36	Personal	Records from Newtowncunningham, Donegal.	Declined – Section 15(1)(a)
FOI 2025-37	Personal	Time of birth in Athlone Hospital on 06/06/1980.	Declined – Section 15(1)(a)
FOI 2025-38	Personal	Information held by St Joseph's Hospital, Longford c. 1961. Internal Review Request 17/12/2025.	Part-Granted Internal Review – Decision Upheld
FOI 2025-39	Personal	Adoption Files records or correspondence.	Declined - Schedule 1
FOI 2025-40	Personal	Records of mother in Wicklow County home.	Declined – Section 15(1)(a)
FOI 2025-41	Personal	Time of birth in St Philomena's Nursing Home, Bandon.	Declined – Section 15(1)(a)
FOI 2025-42	Non-personal	Copies of all correspondence between the chair of the Authority and the Dept of Children (including the minister) with regards to the appointment of a CEO, or an acting or interim CEO, for the AAI in the period 1 Oct 2022 to date.	Granted
FOI 2025-43	Personal	Medical Records of grandfather (10/10/1871–25/11/1966) from St Josephs, Longford County Home.	Part-Granted
FOI 2025-44	Personal	Date of birth in Maternity Hospital, Trim, Co. Meath.	Part-Granted

Access to Information on the Environment (AIE) regulations

AIE Requests Received	2025
2025	0
2024	0

Data Protection

Subject Access Requests (SARs)

SARs	Number Received	Number Refused/ Declined*	Internal Appeals received	Appeals to Data Protection Commissioner	Decision of Data Protection Commissioner
2025	20	3	0	0	n/a
2024	24	1	0	0	n/a

*Rejected as no identification was provided following a request for same.

Who submitted SARs in 2025			
Birth Mother	Birth Father	Adoptive Parent(s)	Adopted Person
9	1	1	9

Appeals lodged to the Data Protection Commission	
2025	0
2024	0

DSRR	Article 16 "Right to rectification"	Article 17 "Right to erasure" ("right to be forgotten")*
2025	1	3
2024	0	0

*Does not apply to 'relevant records' under the BITA 2022.

Appendix B

Board Membership and Attendance 2025

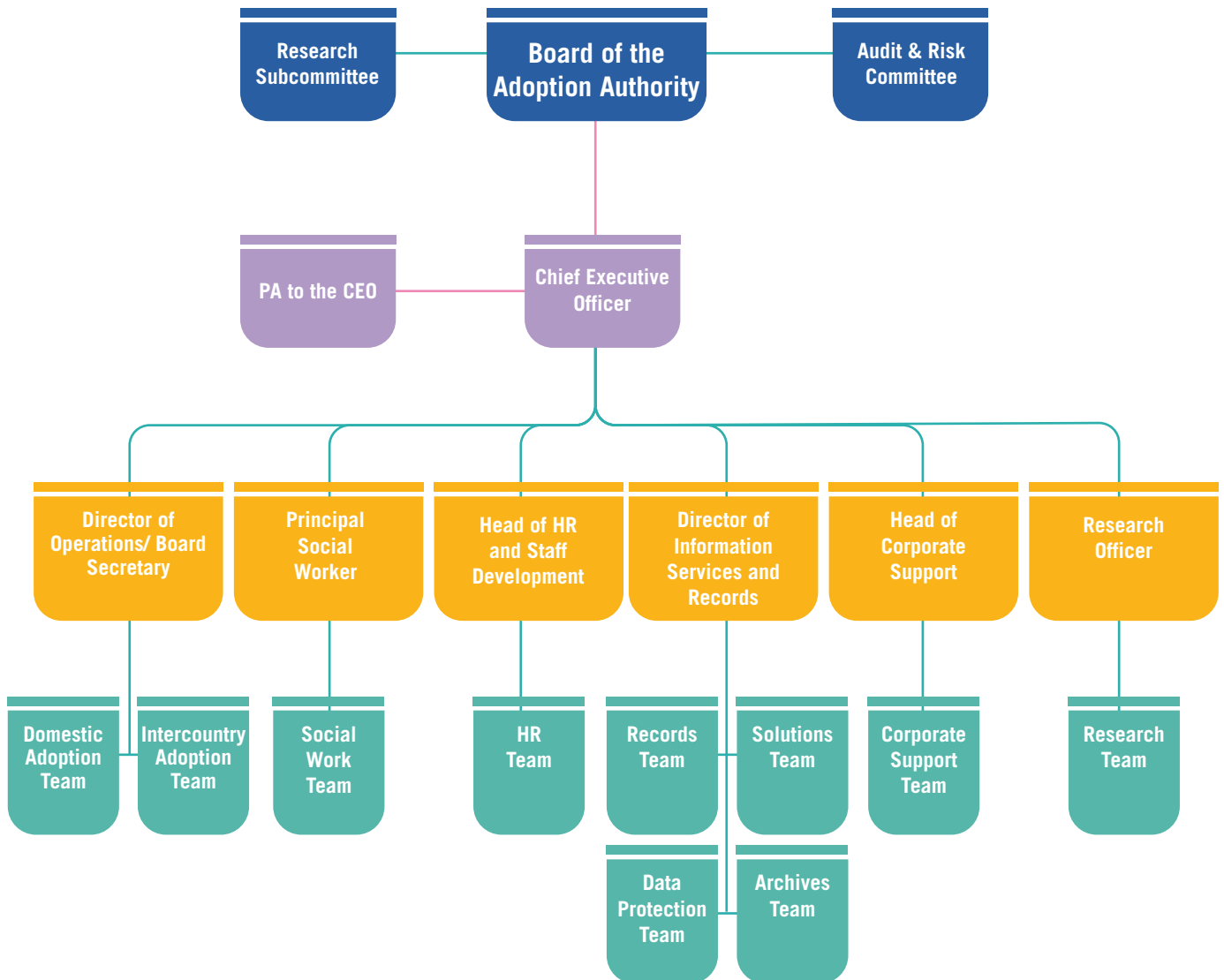
Outgoing Board: O. Traynor, S. O'Brien, Dr H. Buckley, Prof. S. Greene, P. Harrison, Judge P. McMahon

Incoming Board: J. McDaid, G. Keehan, C. Fallon, Dr V. O'Brien, Dr C. O'Rafferty, Prof. S. Greene

Meeting Date 2025	Meeting Type	Board of the Authority Attendees
14 January	Full	All members (Outgoing)
28 January	Orders	All members (Outgoing)
11 February	Full	O. Traynor, Dr H. Buckley, Prof. S. Greene, P. Harrison, Judge P. McMahon
04 March	Full	O. Traynor, S. O'Brien, Dr H. Buckley, Prof. S. Greene, P. Harrison
18 March	Orders	O. Traynor, S. O'Brien, Prof. S. Greene, P. Harrison, Judge P. McMahon
25 March	Full (Emergency)	O. Traynor, S. O'Brien, P. Harrison, Judge P. McMahon
15 April	Full	All members (Outgoing)
29 April	Orders	O. Traynor, Dr H. Buckley, Judge P. McMahon
13 May	Full	O. Traynor, S. O'Brien, P. Harrison
27 May	Orders + Governance	All members (Outgoing)
17 June	Full	O. Traynor, Dr H. Buckley, Prof. S. Greene, P. Harrison, Judge P. McMahon
08 July	Full	All members (Outgoing)
22 July	Orders	S. O'Brien, Dr H. Buckley, Prof. S. Greene, P. Harrison
11 August	Orders	O. Traynor, P. Harrison, Judge P. McMahon
19 August	Full	O. Traynor, S. O'Brien, P. Harrison, Prof. S. Greene
26 August	Orders	O. Traynor, S. O'Brien, Dr H. Buckley, Prof. S. Greene
09 September	Full	O. Traynor, S. O'Brien, Prof. S. Greene, P. Harrison, Dr H. Buckley
23 September	Orders	All members (Outgoing)
07 October	Full	All members (Outgoing)
28 October	Orders	O. Traynor, Dr H. Buckley, Prof. S. Greene, P. Harrison, Judge P. McMahon
08 December	Orders	All members (Incoming)
16 December	Full	All members (Incoming)

Appendix C

People and Culture Organisational Structure



Number of sanctioned posts by unit/team and grade at 31 December 2025															
AAI Unit	Team	Grades													
		Director	Principal Officer	Assistant Principal	Principal Social Worker	Social Work Team Lead	Senior Social Worker	Professionally Qualified Social Worker	Engineer Grade II	Engineer Grade III	Administrative Officer	Higher Executive Officer	Executive Officer	Clerical Officer	Total
Office of the CEO		1											1		2
Adoption Operations			1												1
	Domestic										1		2	2	5
	Intercountry											1	1	1	3
Social Work					1	2	4	6							13
Information Services and Records			1												1
	Digital Solutions			1									2	1	4
	Archives								1	1		1	1		4
	Records			1								1	6	2	10
	Data Protection											1		1	2
Research				1							1				2
HR and Staff Development				1								1		1	3
Compliance, Corporate Services and Accreditation				1								1	3	1	6
Total		1	2	5	1	2	4	6	1	1	2	6	16	9	56

Appendix D

Glossary

Terms and Definitions		
Adoption Act 2010		Legislation defining the Authority's core functions
Adoption Authority of Ireland	Authority, AAI	Our organisation – regulator of the provision of adoption-related services and memory institution for service users
Barnardos Post Adoption Service		Body, accredited by the Authority, providing support services to adopted persons
Birth Information and Tracing Act 2022	BITA 2022	Legislation defining the Authority's core functions
Child and Family Agency	Tusla (CFA)	Organisation also under the DCDE line department
Contact Preference Register	CPR	Register of individuals' preferences regarding contact and the sharing of information
Department of Children, Disability and Equality	DCDE	The Authority's line department
Data Protection	DP	Safeguarding of privacy rights when personal data is collected and processed
Freedom of Information	FOI	The right to access official records held by Government Departments or other public bodies
General Data Protection Regulation	GDPR	European legislation covering data protection obligations
Helping Hands Adoption Mediation Agency	HHAMA	Body accredited by the Authority to mediate intercountry adoptions
Information and Communication Technology	ICT	Tools and resources used to send, receive, store or create information
Intercountry adoption	ICA	Where residents of Ireland adopt children who are resident in a country other than Ireland
Office of the Chief Deciding Officer	OCDO	Administers the Mother and Baby Institutions Payment Scheme
Pact		Body accredited by the Authority to provide a range of adoption services to families
Periodic Critical Review	PCR	Critical review conducted by the line department of the state bodies under its aegis
Subject Access Requests	SARs	Request made to the Authority by an individual for a copy of their personal data

Appendix E

Other Information

Websites

www.aai.gov.ie

www.birthinfo.ie

Solicitors

- **Mason Hayes Curran LLP**
South Bank House
Barrow St
Dublin 4
- **Matheson LLP**
Sir John Rogerson's Quay
Dublin 2

Auditors

- **Office of the Comptroller and Auditor General**
Treasury Block
Lower Yard
Dublin Castle
Dublin 2
- **(Internal Audit) ASM**
20 Rosemary Street
Belfast BT1 1QD



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Adoption Authority of Ireland

The Adoption Authority of Ireland
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