



Údarás Um Shábháilteacht Ar Bhóithre
Road Safety Authority

Annual Report 2024



VISION ZERO



We adopt a transformational approach to road safety policy, practice and governance, and we innovate in our approach to working in partnership with our key stakeholders and communities. Working together with our road safety partners and the Irish public, we can achieve the critical reductions in deaths and serious injuries required by 2030 and to progress towards our ultimate Vision Zero goal by 2050.

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Chairperson's Statement

I am very proud to have been appointed chairperson of the Road Safety Authority in February 2025. It is an honour to lead such an important organisation, particularly at a time when the challenge of making our roads safer has never been more urgent.

Firstly, I would like to acknowledge the tremendous work of my predecessor, Liz O'Donnell. Her tenure as chairperson concluded recently after two terms, and I want to extend my deepest thanks for her incredible leadership, tireless dedication, and commitment to road safety over the past decade.

Looking back on 2024, we recorded a modest but welcome decline in road fatalities. A total of 172 people lost their lives in 158 collisions, down from 179 deaths in 168 collisions in 2023. This represents a 4% decrease – a small but significant step in reversing the recent increase in road deaths.

Behind each of these figures is a personal tragedy. On behalf of the RSA, I offer our deepest sympathies to the families, friends and communities affected. I want to express my heartfelt thanks to the emergency services, first responders, and health-care workers who provide extraordinary care and support in the aftermath of road collisions. I would also like to acknowledge the support and advice that road victims groups and advocates offer to families who lose a loved one on our roads, helping them to navigate their grief journey and the challenges it brings.

Our analysis revealed some troubling trends. A high proportion of fatalities were male, with younger road users (aged 25 and under) again heavily represented. Many fatal collisions occurred during evening hours, particularly between 4pm and 8pm. Counties Dublin, Cork, Mayo and Donegal accounted for almost half of all road deaths.

This year, we have seen the introduction of reduced default speed limits on rural local roads – a critical measure stemming from the 2023 Speed Limit Review. Speed remains one of the leading causes of collisions, and this change is essential to saving lives.



Anne Graham
Chairperson,
Road Safety Authority

We also move into Phase 2 of the government's Road Safety Strategy 2021–2030. Our collective goal across government and across society remains clear: to halve road deaths and serious injuries by 2030, and to work towards Vision Zero by 2050: eliminating all deaths and serious injuries on our roads.

Finally, I want to thank the dedicated staff of the RSA and our many partners, including An Garda Síochána, the Department of Transport and many other important organisations. Their professionalism and commitment continue to drive our work forward.

I also thank each and every member of the public. Each one of us makes many seemingly small decisions about road safety every single day, but these decisions add up to a collective experience on our roads. Together, we must intensify our efforts – through better education, innovative technology, and strong collaboration – to build a safer road environment for all.

Anne Graham
Chairperson

CEO's Statement

As we reflect on the year 2024, it is with a deep sense of shared sorrow that we begin by acknowledging a devastating reality: 172 lives were lost on Irish roads this past year. Each of these tragedies not only represents a profound personal loss to families, friends, and communities but is also a sobering reminder that road safety is an ever-evolving challenge that demands our unwavering focus.

The mission of the Road Safety Authority (RSA) remains steadfast: to pursue Vision Zero, a future in which no lives are lost on our roads. Every family who has lost a loved one on our roads will tell you: even one death is one too many. Road safety is a collective, dynamic responsibility that requires constant vigilance, continuous innovation, and a society-wide commitment. While 2024 brought much sorrow, it was also a year of progress, innovation, and partnership.

A significant development in 2024 was the launch of the Road Safety Matters Transition Year (TY) programme in partnership with the Department of Education and An Garda Síochána. This ten-module programme, has stretched beyond its initial pilot target of 40 schools to be rolled out in this phase to 143 schools. It is, so far, providing TY students with a structured learning journey to better understand road safety, and it will be further scaled up in reach in 2025. It addresses core issues such as speed, alcohol, drugs, distractions, and vulnerable road users, using engaging and practical materials, including teacher guides, learning logs and webinars.

Young people are at the heart of our road safety strategy. In April, the RSA held its inaugural Youth Forum, engaging 20 young people aged 12–25 from across Ireland. This forum marks an important step forward, not only in listening to young voices but also empowering them to lead conversations, campaigns and cultural change around road safety.

These initiatives demonstrate our commitment to education that is age-appropriate, inclusive, and empowering. They also highlight the RSA's understanding that road safety education begins early and must be continuous – nurtured with care, evidence and respect.



Sam Waide
Chief Executive Officer

Our Research and Evidence-Based Approach

High-quality research remains a cornerstone of the RSA's strategy. At our Annual International Road Safety Conference in October 2024, held at Dublin Castle, we focused on the critical issue of driver distraction, particularly mobile phone use. Insights shared by forensic psychologist Dr Kiran Sarma as part of newly commissioned research by the RSA, revealed that mobile phone use is often driven by psychological factors such as habit, social norms and the fear of missing out. A 2023 observational study found a troubling increase in phone use among drivers: up from 6% to 9% in just one year.

This kind of research does more than diagnose the problem: it gives us the tools to shape smarter interventions. International perspectives, such as those from Australia's Professor Michael Regan, also underscored the value of looking abroad for lessons and innovations we can apply at home.

We continued to invest heavily in advertising, awareness campaigns and campaign evaluation. This was supported by funding made available as part of 'immediate measures' we in the RSA identified as being particularly impactful in 2023 and 2024.

Our 'Crashed Lives: Ciaran' campaign continued to demonstrate exceptional impact, with two-thirds of motorists reporting behavioural changes after exposure, and even higher rates among those who



specifically identify themselves as habitual drink drivers. Likewise, newer campaigns such as ‘Time to Talk’, ‘30K Town’ and ‘Lose Your Licence’ yielded encouraging results, helping us reach diverse audiences with timely, targeted messaging that is shared using digital and other channels that reflect changed media consumption.

Technology, Infrastructure and Safer Mobility Vehicles

Vehicle safety and wider mobility safety is a crucial element of our strategy. In 2024, significant progress was made in this domain. In May, new e-scooter regulations came into force, bringing long-overdue clarity to the safe use of micromobility devices. These changes, developed by the RSA’s Vehicle Standards team in partnership with the Department of Transport, were amplified and accompanied by public-facing information campaigns and web-based guidance for users.

July saw the introduction of General Safety Regulations mandating the fitting of advanced safety technologies, including Advanced Emergency Braking and Intelligent Speed Assistance, in all new vehicles. These technologies are proven to be life-savers, and their widespread adoption marks a pivotal step forward.

Our commitment to ensuring the roadworthiness of all vehicles remains strong. In 2024, over 1.7 million vehicles were tested through the National Car Testing Service, an increase of 144,000 compared to 2023. Continuous investment in test centre capacity, service quality, and customer access remains central to the RSA’s mission of vehicle safety.

Reaching the Public Where They Are

We understand that, for road safety to resonate, we must go where the people are: both physically and emotionally.

For the first time, the RSA was an official partner to Electric Picnic as part of our three-year partnership. Over 9,700 festival-goers engaged with the RSA and used the new FlineBoxes in Stradbally – a strong testament to public interest in acting responsibly on our roads, even when socialising.

These devices, also activated at other events and hospitality locations, empower people to understand their blood alcohol levels before deciding to drive. The 75,000 Electric Picnic attendees also saw our road safety advert on big screens between acts.

Feedback revealed widespread misconceptions about alcohol’s lingering effects. Our ability to bridge this knowledge gap through direct, non-judgemental engagement is a powerful example of effective, empathetic public education.

The RSA returned to the National Ploughing Championships, offering a fully immersive experience that included virtual reality (VR) simulations, a roll-over simulator, and the innovative FlineBox interactive breathalysers.

We attended many schools, workplaces and events, offering a fresh intervention where we have had a long-standing presence like agricultural shows, and others, like GamerFest, where we were new to this audience, showcasing our VR headsets.

Driving Test Demand and Service Pressures

Driving represents a vital form of access for many, whether to education, employment, or essential services. In 2024, the RSA delivered 253,850 driving tests – up 61% since 2021. This demand reflects population growth and changing transport patterns, particularly in areas with limited public transport.

While proud of our delivery record, we acknowledge the frustrations caused by delays. Our team continues to work tirelessly – increasing capacity, investing in staffing and systems, and engaging with stakeholders – to ensure that the driving test service remains fair, accessible and fit for purpose.

Monitoring Strategy Progress and Preparing for the Future

The Road Safety Strategy 2021–2030, particularly its Phase 1 Action Plan (2021–2024), has remained the guiding framework for our activities. I’m pleased to report that 89% of the 190 actions were either completed or on track by the end of 2024. These included initiatives in enforcement, data analysis, legislative reform, investment in road infrastructure, road safety education and awareness and the promotion of active travel – delivered by a number of state departments and state agencies.

The Department of Transport is finalising the next action plan (years 2025 to 2027) with input and support from all road safety partner agencies, including the RSA.

As we move into this next phase, we will continue to place emphasis on high-risk behaviours, system-wide service improvements and meaningful public engagement.

None of what we do at the RSA happens in isolation. I extend my deepest thanks to RSA staff, our partners across government and civil society, road safety advocates and members of the public. This year, we saw at first hand how partnership – informed by compassion and driven by resolve – can lead to meaningful change, even in the face of adversity.

We must never accept high road fatality numbers as inevitable. Each life lost is a call to action, a reminder of why we do this work, and why we must continue to innovate across engineering, education and enforcement.

We thank Liz O'Donnell for her ten years of extraordinary leadership, dedication, and passion. Her tenure was marked by integrity, innovation, and genuine care for public well-being. Liz leaves a legacy of ambition and commitment that will continue to shape the RSA's work for years to come.

As we prepare for 2025 and the next stage of our strategy, our motivation is stronger than ever. The work ahead will not be easy, but we believe it is possible, through collective effort, to create a future where no family has to grieve the unnecessary loss of a loved one on our roads.

Sam Waide

Chief Executive Officer
Road Safety Authority



Our Values

The safety of the public on our roads is at the heart of everything we do, and our values underpin how we work with each other and for others as we pursue our commitment to making roads safer for all road users.



Integrity

We behave ethically, honestly and transparently.



Accountability

We value and appreciate each other's contributions in achieving our goals.



Making a Difference

Everything we do is to improve road safety.



Service Excellence

We deliver innovative, responsive and accessible public services.



Collaboration and Partnership

We foster inclusive and supportive working with staff and partners.

Spotlight

Transition Year Road Safety Education Training

The 'Road Safety Matters' programme, launched in September 2024, aimed to deliver training to teachers from 30 schools in Phase 1. By the end of 2024, 149 teachers were trained to deliver the programme, representing 134 schools.



The programme involves delivery of 10 modules of road safety education delivered by teachers, including speed, alcohol, drugs, distractions, seat belts, vulnerable road users, learning to drive and the components of a car.

The programme is an innovative teacher-led programme developed by the RSA, in partnership with IPB Insurance, the Department of Education and the Department of Transport.

The RSA delivered in-person training sessions in six locations across the country, including Swinford, Athlone, Portlaoise, Dublin, Cork, Galway, and Letterkenny, allowing educators from all corners of Ireland to participate.

Sarah O'Connor, Director of Partnerships and External Affairs with the RSA, commented:

'We are delighted to see such a high level of enthusiasm from schools and teachers across the country. We also want to thank our team and all the teachers and principals who facilitated in this in-person training which has received such tremendous feedback on how it's been delivered.'

Mary Madden, Director of Schools from the Mayo, Sligo and Leitrim (MSL) Education and Training Board (ETB) stated: *'As soon as I saw the quality and impact of the RSA's road safety training programme, I knew it would be of immense value to our schools.'*

'It equips teachers with the tools to effectively educate students on the importance of road safety, and the feedback from both staff and students has been overwhelmingly positive.'

This programme is part of the RSA's ongoing efforts to promote road safety and empower the next generation of drivers and road users with the knowledge and skills they need to stay safe on the roads.



Our Impact

Key Achievements of 2024

Driving licences
(including
exchanges) issued

523,833
down from
530,346 in 2023

Learner
permits issued

294,541
up from 272,265
in 2023

Extended national driver
licence online service with a
national average uptake of

59%
up from 51% in 2023

Child
car seats
checked

5,823
down from
6,039 in 2023

Total driving
tests offered

253,850
up from 212,525
in 2023

Total driving
test pass rate

52%
down from 53%
in 2023

We dealt with over **165,000** queries
down from 173,000 in 2023

over **117,000** calls and responded to
down from 123,000 in 2023

over **50,000** customer emails

and approximately **54 million**
requests for driver data
up from 40 million in 2023

Approved Driving
Instructors in
operation in Ireland

2,552
up from 2,456 in 2023

1,257,407
Essential Driver Training
lessons completed in 2024
up from 1,196,132 in 2023

Number of
driver theory
tests scheduled

234,081
up from 227,588 in 2023

High-vis
materials
distributed

276,385
down from 293,645 in 2023

Number of
enforcement
checkpoints

1,651
down from 1,740 in
2023

Vehicles
checked

16,383
down from 18,692
in 2023

Over
2.5 million
Total NCT tests
conducted in 2024, up
from over 2 million in
2023

Dangerous
fail rate on
full tests

7.4%
up from 6.9%
in 2023

30km advert
won gold at
the Sockies for
Video Campaign:
Public Body

Road Safety
Matters training
delivered to 149
teachers from
134 schools
nationwide
by the end of
2024

161,476
people received
road safety
education in
2024, up from
130,016 in 2023

2,692
education
sessions
by our
nationwide Road Safety
Education team, down
from 2,896 in 2023



Campaign Awards 2024

- The RSA won gold at the Sockies social-media awards 2024 for 'Video Campaign for a Public Body' for the 30K Town advert.
- The RSA won bronze at the Media Awards. This was for the use of audio spanning a number of campaigns: the late-night campaign targeting young males, the bank holiday radio campaign giving messages to stop, sip and sleep, the offer with Applegreen for a free coffee, the SAY IT campaign and the weekly and monthly chairperson's radio on road fatalities.



The Effectiveness of RSA Adverts: Tracking Research

The RSA conducts tracking research to assess the clarity and impact of its messaging on behavioural change. Here are the results from some campaigns tracked in 2024:

After a decade on air, the **'Crashed Lives: Ciaran' TV campaign** continued to excel on campaign evaluation, both in comparison to the RSA average and to the campaign's own year-on-year appraisal. 73% of all motorists were familiar with the campaign. The campaign's impact and behavioural change evaluations continue to be extremely strong, with two in three motorists adopting at least one behaviour for avoiding drink driving after seeing the campaign. Crucially, 84% of those who admitted to drink driving in the past year said they adopted one of the change behaviours – showing this advert was reaching and influencing a key cohort.

An analysis of the **'Time to Talk'** TV-led campaign showed that more than half of motorists were aware of at least one element of the campaign. TV and radio awareness peaked among parents of teens and children with promoted awareness at 52% at launch. Behavioural change evaluations showed that 8 in 10 agree they felt more aware they can contribute to the safety of family and friends by talking about safe driving with them.

'The Dangerous Driving audio' campaign included messages on drinking, seat belts, speed, mobile phones and driving. It showed that 50% of motorists recalled at least one of the audio ads from the campaign when prompted. After hearing the adverts:

- 85% were more aware of the potential consequences of driving under the influence of alcohol.



Tracking Research 2024 - continued

- 85% were more likely to ask passengers to wear a seat belt. 81% were less likely to drive under the influence of drugs.
- 86% were more likely to slow down and watch their speed, and 84% were less likely to use their phone when driving.

Analysis of the new **'E-scooter'** TV-led campaign found that 43% of adults were aware of the campaign at launch, peaking at 51% of e-scooter users aged under 25 years. The development areas are strengthening the response among e-scooter users, specifically and generally among men.

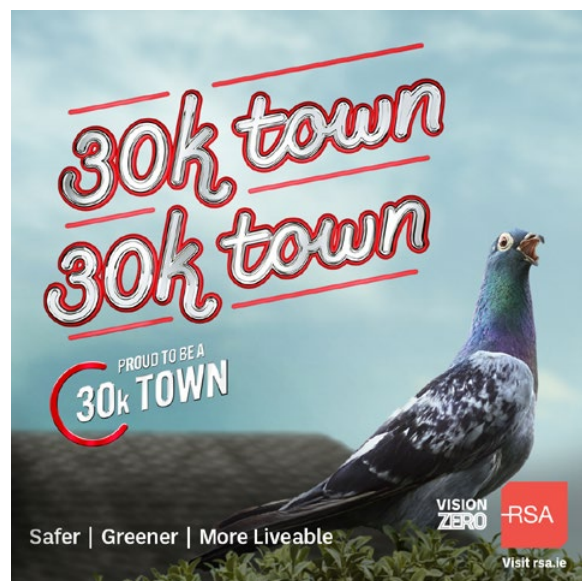
The campaign excels for knowledge delivery for the new rules among all adults, with three-quarters of adults saying they now know that specific rules exist.

83% said that the campaign was very or fairly effective in highlighting the new rules of the road for e-scooter users, but it also suggested adults are sceptical that e-scooter users will follow the new rules. 69% believed the campaign will motivate e-scooter users to follow the rules.

The new **'30K Town'** TV-led campaign performed positively with 55% of adults aware of the campaign at launch. Campaign messaging was very strong, with 64% referencing slowing down in urban areas from the TV and 57% from the radio. Message clarity was evident, with 50% saying that following the advice in the advertisement would lead to safer towns and communities.

At launch, 54% of adults were aware of the new **'Lose your Licence'** TV-led campaign with the social and out-of-home advertising performing particularly well. Messaging registered well, with 50% quoting a strong association between losing your licence and losing your independence and 52% of motorists 17-29 years quoting not to drink and drive from the radio advert. The knowledge and behavioural change evaluations are positive, with 75% saying they were confident they could follow the road safety advice given in the campaign and 64% saying they know they can lose their licence if they drive under the influence of drink or drugs.

After a two-year break, the **Mobile Distraction** campaign performed excellently. Total awareness for the campaign was at 79% of motorists, aided by robust awareness levels for a new radio edit and out-of-home advertising. The evaluation shows clarity of message with 70% saying not to use your phone while driving and 86% saying it about the radio advert. The perceived effectiveness of the campaign was 81% on each of the criteria, but of particular note was the behavioural change evaluation for the campaign actually improved on 2022: the average was 67%, and this has increased to 72% for 2024.



The **Seat-Belt Safety** campaign continued to perform very well both nationally and with the target market. Three in four motorists and 77% of the target group were aware of some element of the campaign but social media performed very well with 53% awareness among the target audience. 56% recalled asking others to wear a seat belt which showed clarity of message. Perceived effectiveness was high for adults, showing that 70% agreed the campaign was effective in showing how important it was to ask someone to wear a seat belt. 62% agreed that after seeing the advert they felt confident asking others to put on their seat belts.

Our Social Media Following *as of 31 December 2024*



Facebook followers

159,638

▼ 0.6%



X followers

39,931

▲ 2%



YouTube subscribers

16,468

▲ 13%



Instagram followers

17,997

▲ 31%



LinkedIn followers

10,663

▲ 11%



TikTok followers

2,743

▲ 48%



Spotlight on Leading Lights Awards

In December the national charity for road victims activities, the Irish Road Victims' Association (IRVA) was awarded the highest honour, the 'Gertie Shields Supreme Award', by the RSA at the Leading Lights Awards ceremony. The group was presented with the award by Sam Waide, CEO of the RSA, at a ceremony held in Dublin Castle.

IRVA was chosen as the overall winner by the judges for its outstanding commitment and tireless efforts to reduce fatalities on Irish roads, along with its continued support for families and loved ones in the aftermath of death or serious injury as a result of a road traffic collision.

IRVA is led by Donna Price, who tragically lost her own son, Darren, following a road crash in 2006. The organisation was set up in 2012 as the national charity for road victims activities, advocating for greater supports for families and loved ones, along with legislative change, and improved investigations and data sharing.

Commenting on the awards, Sam Waide, RSA CEO, said: *'I want to take a moment to sincerely congratulate all of today's winners, whose dedication and tireless efforts have had a profound impact on road safety in Ireland. From raising awareness about dangerous driving to supporting victims and their families, your work continues to inspire and drive change. This year has been incredibly difficult, with too many lives lost on our roads, but your contributions have given us hope and a path forward. In particular, I want to highlight the invaluable work of IRVA, which has not only supported victims and their families but has also been at the forefront of advocating for meaningful change. The RSA will continue to honour the work of all our road safety advocates. Together, we can make a difference, and together, we will continue to save lives.'*

The Longford Community Safety Partnership won the Public Sector Category award. It has visited 10 schools across the county, enacting a 'kids court' to educate primary school students on road safety and inviting members of the Gardaí to speak to them.

Coláiste Mhuire Mullingar was awarded in the Education – Secondary category for its TY programme that sought to educate students on road safety practices, highlighting the dangers of distracted driving to young men in a video that went viral.



Additionally, the RSA presented the 'Gay Byrne Media Award' to C103 Cork, for two separate initiatives focusing on road safety. Earlier in the year, C103 broadcast the victim-impact statements of the family of the late C103 broadcaster, Paudie Palmer, who tragically succumbed to his injuries following a road traffic collision on 29 December 2022. The broadcaster was also honoured for its regular segment Garda File, in which members of An Garda Síochána are invited to come on air and advise listeners on road safety.

We were also delighted to award a Special Recognition to Midlands 103 for their hour-long broadcast dedicated to road safety in August 2024.

The Leading Lights Awards 2024 were:

Approved Driving Instructor: Eric Dalton

CPC Training Organisation: Capital CPC

Education (Community): Shed 4 Bikers

Education (Secondary): Coláiste Mhuire Mullingar

Emergency Services: Monaghan Fire and Civil Protection

Road Safety Champion: Irish Road Victims' Association (IRVA)

Public Sector: The Longford Community Safety Partnership

Gay Byrne Media Award: C103 Cork



RSA Launches World Day of Remembrance for Road Traffic Victims 2024

The RSA launched the 2024 World Day of Remembrance for Road Traffic Victims with a special reception at Smock Alley Theatre in Dublin.

This event brought together families and individuals who have lost loved ones or suffered serious injuries in road traffic collisions. Key speakers included presenter and author Meghann Scully, who tragically lost her brother in a collision almost 20 years ago, and Laura Rice, whose father Alan was killed in a collision three years ago. The event also featured a special performance by Dublin Gospel Choir.

The event was recorded and was broadcast on the RSA's social channels on Sunday, 17 November.

Since its inception in 1993, World Day of Remembrance for Road Traffic Victims has been observed globally, playing a crucial role in honouring the millions who have been killed or seriously injured on the roads. In Ireland, this day serves as a poignant reminder to improve road safety behaviours, acknowledges the critical contributions of emergency services, medical professionals, and An Garda Síochána, and provides a platform for people to share their stories and preserve the memories of their loved ones.

Attendees at the event are invited to remember those who have been injured or killed in a road traffic collision by adding a card to a tree of memory at the venue.





Meghann Scully, journalist, presenter and author said: *'This is an opportunity for me to share my brother's story and that of my family's experience of loss and grief. We miss him dearly. No matter how dark the days are, and how lonely grieving can feel, know that there is always someone there to support you. Today is an opportunity to have that support and celebrate the life of a loved one lost and for those with serious injuries to know that there is support out there, you are not alone.'*

Laura Rice spoke of her beloved father Alan who was killed in a collision with a car that driving on the wrong side of the road in South Dublin in April 2021. *'Grief is a lonely journey, as unique and personal as a fingerprint. It sits within you, a constant companion, left in the place of losing someone you love in such a shocking way. My dad, Alan Rice, was riding his motorcycle home when he was in a collision with a man carelessly driving. Each day I am reminded of his absence. Shock protects you for only so long, and grief forms this new version of yourself that only those who have experienced such a loss can truly understand. This event is a chance to remember and honour those we loved and miss dearly. Our loved ones are the people behind the growing statistics.'*



Sam Waide, Chief Executive of the Road Safety Authority said: *'Today, we pay respect to those who have been tragically injured or taken from families as a result of a road collision. Every story of loss is individual, and the journey of grief is very personal to each family. I particularly acknowledge the courage of those family members speaking today, and sharing their stories of loss or life-changing, serious injuries. Coming together is important and today is an opportunity to unite in support of others. The RSA is wholly committed to making our roads safer, and I ask all road users to use the day to reflect on their road behaviours.'*

Customer Care Centre



Throughout 2024, the RSA Customer Care Centre continued to support customers by providing access to high quality, timely and responsive query management services, in line with Corporate Plan and Customer Charter commitments.

Over 165,000 queries were received, made up of almost 117,000 phone calls and over 48,000 emails. We continued to improve our processes, substantially reducing customer wait times and our call abandon rate over the period.

Information and Communications Technology (ICT) Achievements

Approximately 54 million requests for driver data were automatically processed to support customers interacting with RSA public-facing digital platforms and solutions.



More than 57 deployments occurred on RSA ICT hosted systems to make improvements to customer-facing systems such as MyRoadSafety, NDLS Online, CPC and EDT portals and rsa.ie. A total of 211 ICT and vendor-related technical changes were implemented in 2024. This included software deployments as well as routine firewall, network and device/ server.

RSA customer-facing digital platforms and solutions had a system uptime of 99.43% in 2024.

RSA Communications Strategy 2023-2027

Vision

To be a world leader in road safety, driving change in attitudes and behaviours in road users and collaborating with stakeholders to save lives

Mission

To make Irish roads safe for everyone by reducing the number and severity of collisions on our roads

Goal

To attain Vision Zero by 2050 i.e. to ensure zero deaths and serious injuries on Irish roads by 2050

Communication Focus

We will motivate and nudge every road user along their road safety journey to keep roads safe for all

Values

- Collaboration
- Leadership
- Integrity
- Service excellence
- Making a difference

Tonality

- Informative, not instructional
- Action-oriented
- Human and empathetic
- Modern
- Storytelling

Mandatories

- Accessible to all
- Inclusive and diverse
- Simple and clear
- Creative
- Insightful
- Agile (responsive to consumer, behavioural, media trends)

RSA Priority Comms Topics 2023-2027

1. Safe road related actions

- Urban speed (30 km/h)
- Rural speed (80 km/h)
- Drink driving
- Drug driving
- Distracted driving (smart devices)
- Driving while fatigued
- Seat-belt use
- Vulnerable road users
- Vehicle roadworthiness and tyre safety
- Driving for work

2. Vision Zero

- Awareness and buy-in to Vision Zero
- Rules of the Road (becoming a Vision Zero driver)

Phase 1 Action Plan of the Road Safety Strategy 2021–2024

The Phase 1 Action Plan of the Road Safety Strategy (2021–2030) covered the years 2021–2024. There was a total of 190 actions in the Phase 1 Action Plan, and at the end of the phase (Q4 2024), 89% (169) of the actions were reported complete or on track.

83 actions were complete and a further 86 were on track. Some actions in Phase 1 were classified as ‘ongoing’ therefore, recurring activities expected to continue beyond 2024 and some actions have a 2025 due date.

21 actions were reported as delayed or not progressing as planned. These can be categorised as behind schedule (7), blocked (1), not started (4) or deferred (9). This was mainly due to availability of data, legislation or resources or reliance on completion of other actions or legislation before action could commence.

Key focus areas in Phase 1 included:

- Policing and enforcement
- Speed management measures
- Consolidating multiple data sources to understand trends and inform decision-making
- Use of legislation and sanctions
- Investment in infrastructure
- Development and deployment of technology
- Public communications and education
- Support for active travel
- Lessons from other jurisdictions
- Focus upon driving for work.

Work commenced in 2024 and is ongoing in 2025 to review the Phase 1 Action Plan, and this review will inform the development the Road Safety Strategy Phase 2 Action Plan (2025–2027). The new Action Plan has been developed in consultation with key road safety partners and the newly established Road User Safety Forum.

The Road Safety Strategy Phase 2 Action Plan, led by the Department of Transport, will be finalised for publication in mid 2025.



**VISION
ZERO**

2021–2024 Phase 1 Action Plan

Phase 1 incorporated both time-bound and recurrent actions.

57 organisations are involved: 19 different government departments and agencies are providing direct leadership and a further 38 play supporting roles.

100 of the actions are led by the RSA (either sole lead or joint lead responsibility).

Programme leadership is facilitated by the Road Safety Transformation Partnership (RSTP) Board, with 14 different organisations represented.

The RSTP board is chaired by the Department of Transport, with quarterly meetings to monitor progress, provide guidance and make decisions on specific focus areas (including data-sharing and legislative change requirement).

Road Safety Strategy 2021-2030

Progress on Phase 1 Action Plan 2021-2024

Action #2

TII Road Safety funded over 100 safety-improvement schemes in 2024, ranging from pedestrian crossings and junction visibility to grade separated junctions.



Action #8

In 2024 TII, An Garda Síochána and local authorities deployed 3 average speed cameras and 5 static camera as a trial, while simultaneously preparing the Road Safety Camera Strategy and Safety Camera Handbook. At average speed cameras sections, it is expected that fatal and serious-injury collisions, within the sections, will fall by approximately 50% and all collision types by approximately 30%.



Action #10, 21 and 22

Speed was a major priority for the RSA's overarching communications strategy for 2024 and we aired our new 30K Town TV-led campaign to promote safer speeds in urban areas. Other TV-led campaigns in 2024 with a speeding message included the new Time to Talk campaign, the new Vision Zero campaign and Cycle Safety, with professional cyclist, Imogen Cotter. Other significant speed activity included the new 'Dangerous Driving' audio and social, a radio partnership with 2FM, IFA, IRFU, GPA and Irish musicians and the motorcycle safety campaign which aired in June. The RSA supported and promoted three national Slow Down Days in association with An Garda Síochána and partnered with them for every bank holiday weekend safety appeal and launch.



Action #16 and 17

An Garda Síochána continue to task roads policing members through specific high-visibility operations and enforcement of life-saver offences including Days of Action, Roads Policing Operational Plan, 30 Minutes Activity, collectively supporting safer roads. The continual development of mobility apps such as driver insurance, person checks and Automatic Number-Plate Recognition continues to enhance members' ability to detect and enforce criminals using our road networks.



Action #18

The Road Traffic Bill was signed into law on 17 April 2024 and is now the Road Traffic Act 2024. It makes drug testing at the scene of serious road traffic collisions mandatory rather than optional and allows for the implementation of key recommendations from the Speed Limit Review for changes to default speed limits.



Action #54

Following trials in Limerick and Dublin, in March 2024, local authorities were permitted to use the new type of sign for zebra crossings, common across Europe. This will significantly reduce the cost of installing crossings, which will allow more improvements to be provided for the available budget. In addition to the introduction of the sign, the legislation has also been altered to require drivers to yield right of way to any pedestrian either waiting to cross or having commenced crossing the road.



Action #74

Transport Research Laboratory (TRL) was commissioned by the RSA and completed a literature review in 2022 on international best practice on speed awareness courses. As part of this work, they also produced recommendations regarding the potential implementation of a speed awareness course in Ireland. Considering these recommendations commenced a body of work, including meeting with experts involved in the UK National Speed Awareness Course (NSAC), key staff working in driver licensing and the Department of Transport in 2024. Progress on this topic and the findings of a recent TRL evaluation of the UK NSAC were also presented to the RSTP board in November. Speed awareness courses will be considered as part of Phase 2 of the government Road Safety Strategy.



Action #92

The RSA Youth Forum kicked off in April 2024, bringing together 20 enthusiastic young people (aged 12-25) to tackle road safety head-on. The July meeting (at the Office of the Children's Ombudsman) was even more dynamic, sparking passionate discussions and fresh ideas.

This forum is a space where young people can speak up, share concerns, and drive real change in road safety. Supported by the National Participation Office (Department of Children, Disability and Equality), this initiative makes sure young voices aren't just heard but are acted on. The conversation is just getting started!



Action #112

The 'Road Safety Matters' TY programme, launched in September 2024, has been very successful. An independent evaluation will now take place in advance of the Phase 3 roll-out in September 2025/2026. New digital content will be created as part of Phase 3.



Action #133

While the overarching focus for vulnerable road user safety campaigns were e-scooters, pedestrian, and cycle safety, we also ran a digital campaign on horse and rider safety, a motorcycle campaign, a safe road workers campaign and a campaign on sharing roads with emergency services vehicles. Other campaigns that promoted the needs of vulnerable road users included: 30K Town, Vision Zero, late-night audio and geo-targeting on social media about dangerous behaviours and driving for work.

Publications such as the spotlight report on pedestrian safety, the Child Casualties Report and the Child Health and Wellbeing supplement in *Irish Independent* also helped us to promote safe sharing of the roads with vulnerable road users.



Action #184

A review has been conducted of the training syllabus and how it is delivered. Drivers, CPC trainers and all other stakeholders were consulted as part of this process. The training syllabus has been updated, including a practical element in the most recently reviewed module (Minimising Risks and Managing Emergencies in the Transport Industry – Module 2). The inclusion of QR codes in the training manual will act as a redirection tool to ensure the most up-to-date information is shared during training and for drivers to reference afterwards. The inclusion of QR codes will be replicated across all training modules as they are reviewed.





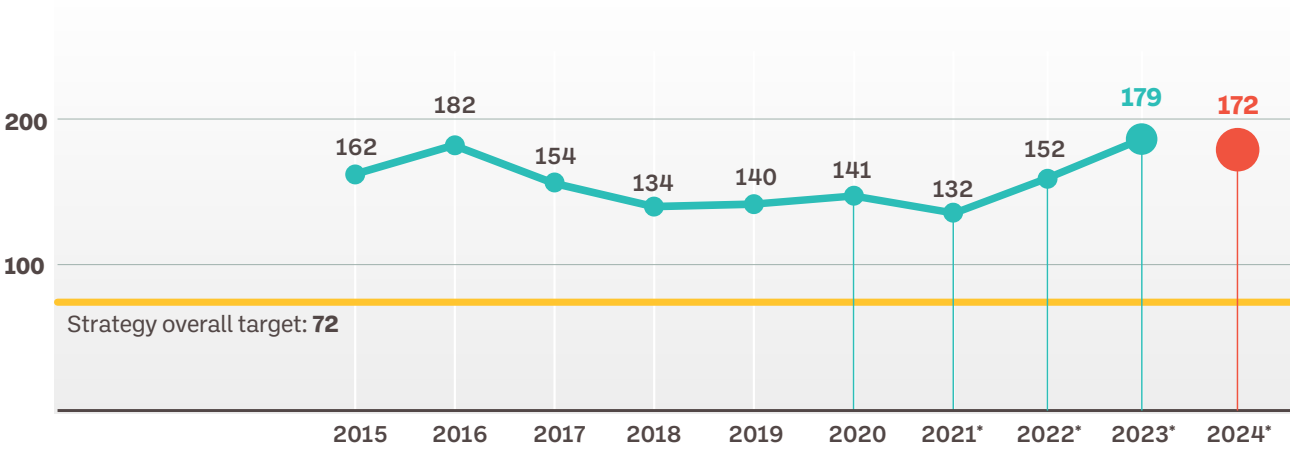
Road Safety Review 2024

Road Safety Review 2024

As of 31 December 2024, there have been 158 fatal collisions, which have resulted in 172 fatalities on Irish roads. This represents 10 fewer fatal collisions and 7 fewer deaths (-4%) compared to provisional An Garda Síochána data for the full year 2023.*

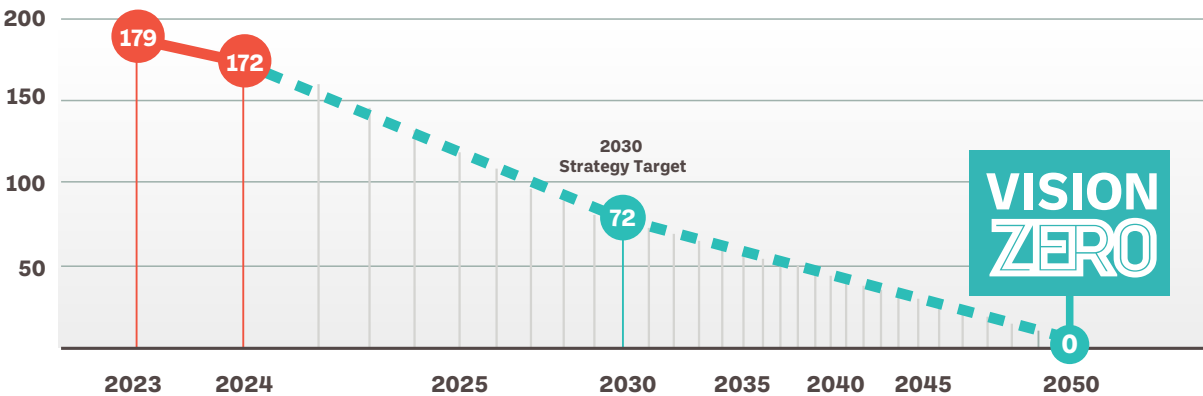
Fatalities by Year, 2015-2024*

Source: RSA Collision Database, June 2025



*Figures for 2021-2024 are provisional and subject to change.

Our Journey to Vision Zero



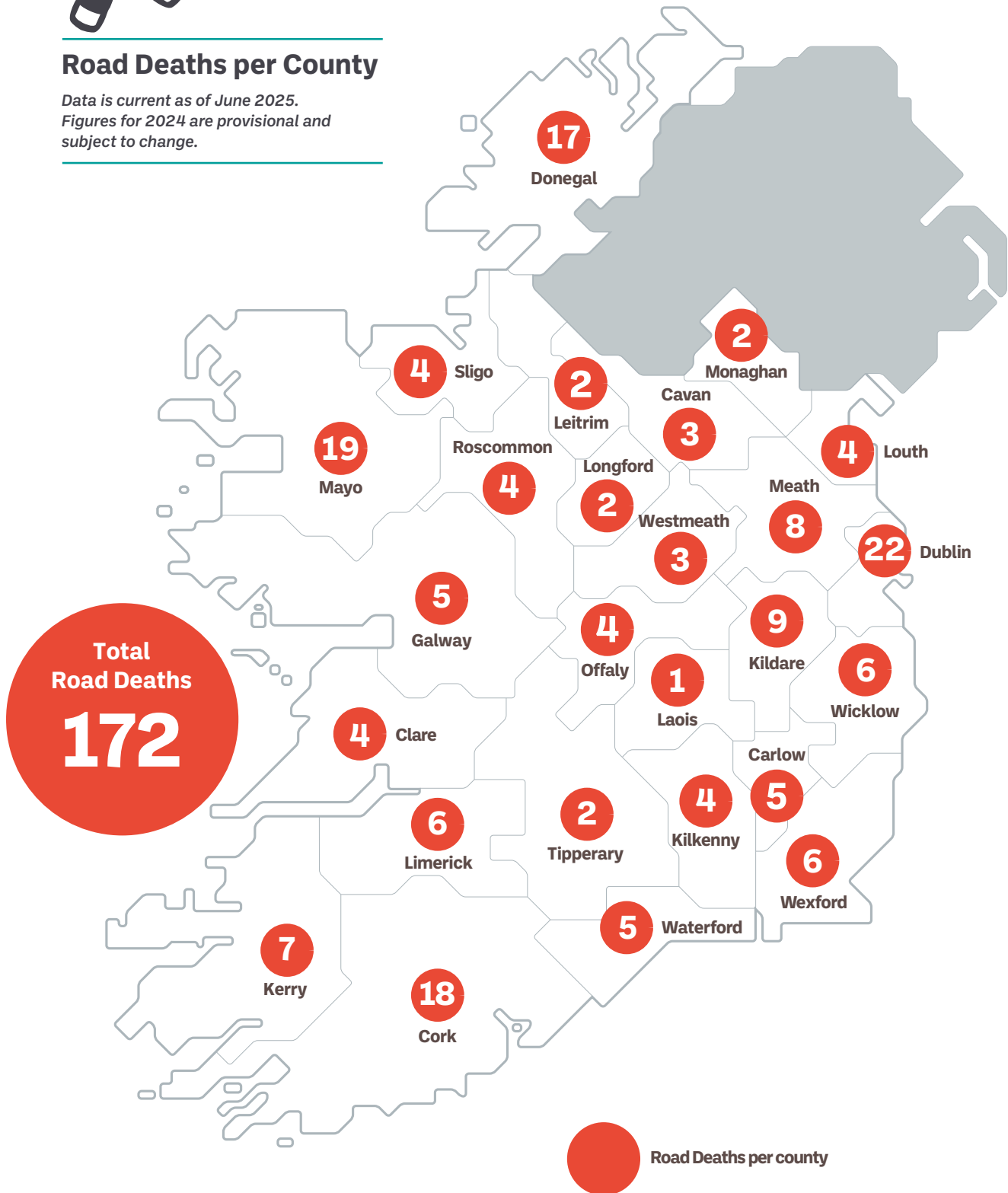
Figures for 2023-2024 are provisional and subject to change.





Road Deaths per County

Data is current as of June 2025.
 Figures for 2024 are provisional and subject to change.





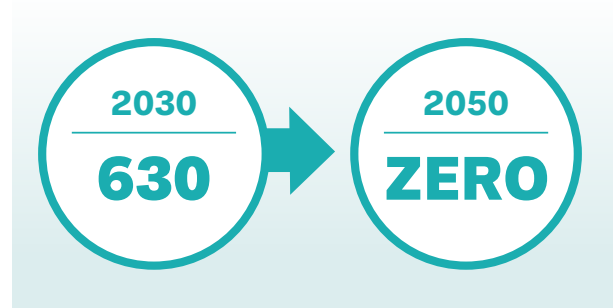
Serious Injuries

Source: RSA Collision Database, February 2025

In 2024, 1,429 serious injuries were recorded up to 31 December 2024 compared to 1,458 in 2023.*



Targets

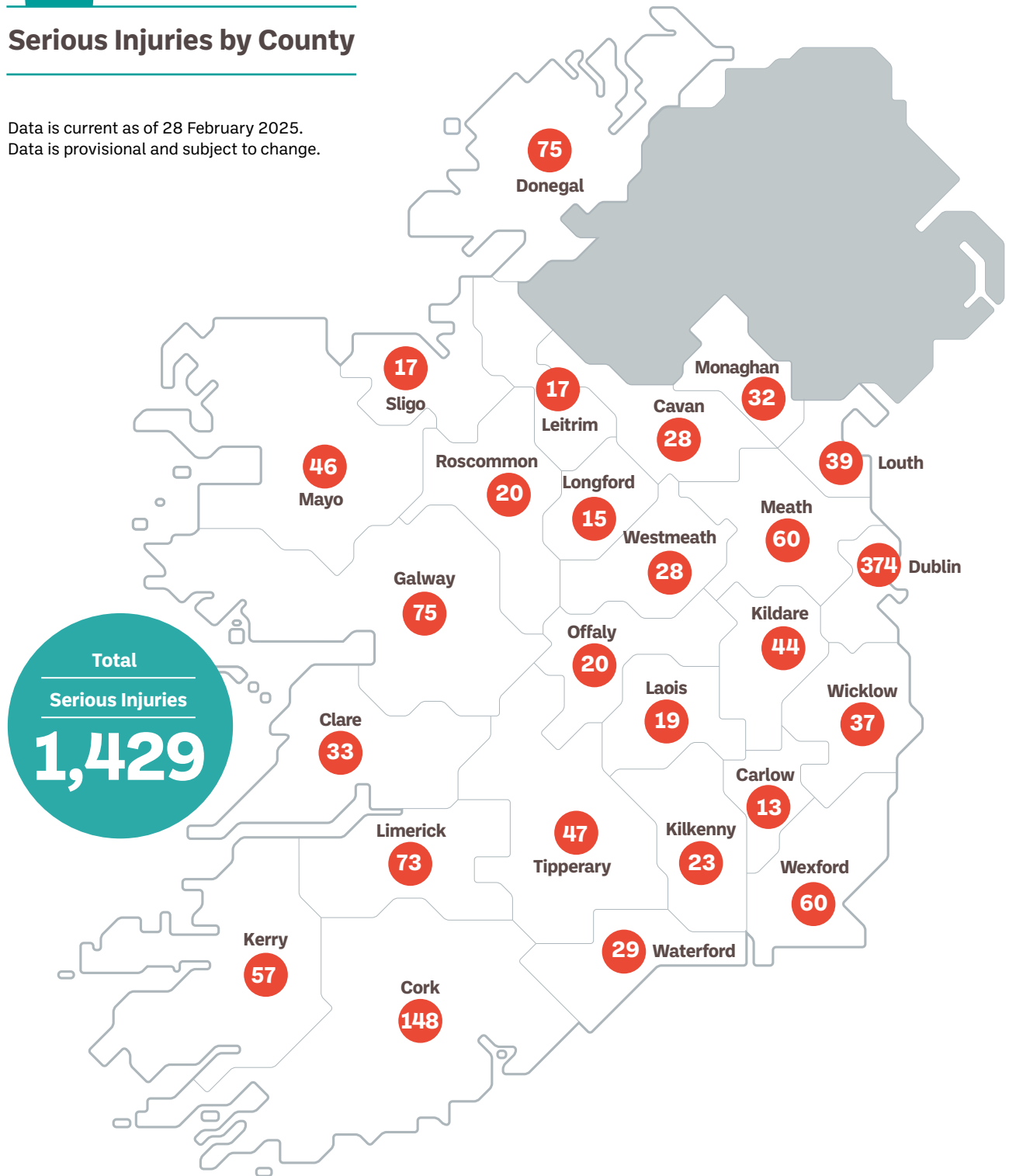


* Figures for 2023-2024 are provisional and subject to change.



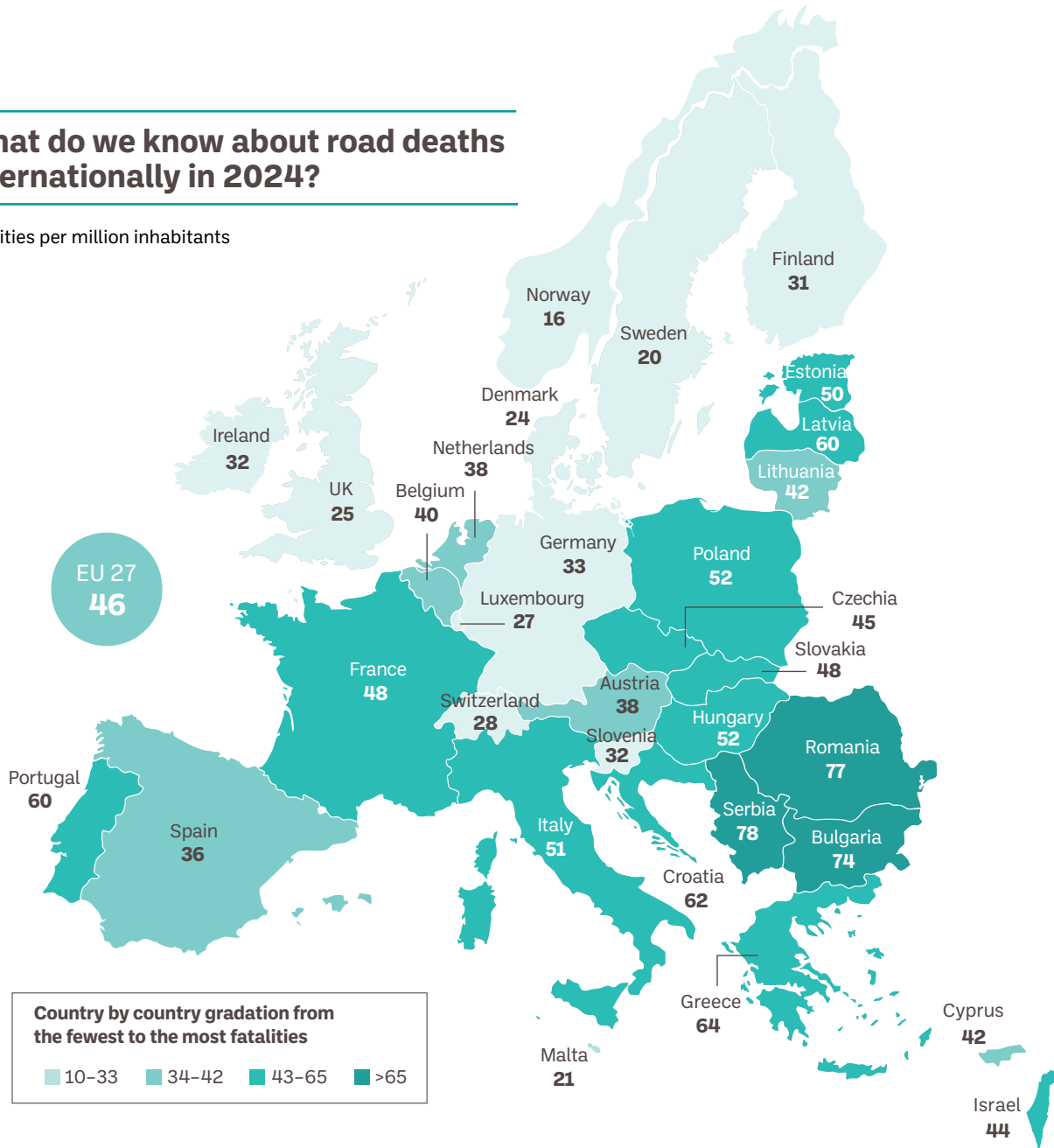
Serious Injuries by County

Data is current as of 28 February 2025.
Data is provisional and subject to change.



What do we know about road deaths internationally in 2024?

Fatalities per million inhabitants



According to the ETSC’s 19th Road Safety Performance Index (PIN) Report, 20,017 people lost their lives on EU roads in 2024. This represents a reduction of 2.2% over the period 2023-2024.

Of all PIN countries, Norway remains the country with the lowest number of road deaths per million population at 16 and has maintained the lowest level of road mortality in Europe for ten years in a row.

Among the EU27 countries, the fatality rate per million of population was lowest in Sweden (20).

Ireland, with 32 deaths per million population, was in joint 6th position with Slovenia.

The PIN report covers 32 countries that participate in the ETSC’s Road Safety PIN programme. The countries included are:

- The 27 EU Member States
- The United Kingdom, a former EU Member State
- Norway and Switzerland, two Member States of the European Free Trade Area
- Israel, an associated state of the European Union
- Serbia, a candidate EU Member State.

Figures for 2024 are provisional and subject to change.

Calendar Highlights 2024



Safe and Sober seminar showed that 1 in 10 have driven after consuming alcohol in the last 12 months



The RSA and An Garda Síochána launched St Patrick's bank holiday road safety appeal



Minister of State at the Department of Transport, Jack Chambers, the RSA and An Garda Síochána reminded all road users to share the roads safely, as the high-risk summer period commenced for motorcyclists



The RSA teamed up with professional cyclist Imogen Cotter to encourage drivers to slow down for Easter

The RSA launched a high-profile campaign aimed at educating the public about the use of e-scooters

January	February	March	April	May	June
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An Garda Síochána and the RSA supported fresh road safety messages from young students ahead of St Brigid's Day bank holiday road safety appeal



Inaugural Road Safety Youth Forum discussed key road safety issues affecting young people

The RSA appeared before the Joint Oireachtas Committee on Transport and Communications

Research from the RSA found that seat-belt-wearing among drivers and front passengers had decreased between 2022 and 2023. Drivers and passengers were urged to wear a seat belt on every journey

Serious Road Safety Alert – RED weather warning issued for Donegal, Galway and Mayo

The RSA and the County and City Management Association (CCMA) called on landowners to cut their hedgerows before the 1 March deadline

The RSA launched Time to Talk campaign on the May bank holiday weekend



The RSA appeared before the Oireachtas Public Accounts Committee



The RSA launched a new campaign aimed at raising awareness of dangerous behaviours

The RSA and the IFA appealed to motorists to take extra care of tractors, trailers and other farm machinery



The RSA returned to the National Ploughing Championships in Ratheniska, Co. Laois

Minister for Education Norma Foley launched the RSA's new Road Safety Matters TV programme



The RSA launched World Day of Remembrance for Road Traffic Victims with a moving reception at Smock Alley Theatre

Research presented by the RSA at the annual Driving for Work seminar showed that one-quarter of all drivers involved in fatal road collisions over the past five years were driving for work

July	August	September	October	November	December
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Drivers were urged to put away their mobile devices as the RSA published a new survey on dangerous driving



The RSA announced a three-year partnership with Electric Picnic to deliver life-saving road safety messages and to launch the new 'Lose Your Licence' campaign



The RSA, in partnership with USIT Travel and An Garda Síochána reminded students that a drink or drug driving conviction could stop them from going to the USA on a J1 — or ever

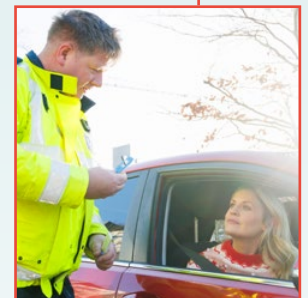
The RSA called for driver distraction to be 'stigmatised not normalised', at its annual international conference

The RSA, An Garda Síochána and the Irish Tyre Industry Association (ITIA) launched Tyre Safety Day during Irish Road Safety Week to highlight the importance of regular tyre checks for young drivers



The RSA urged drivers nationwide to stay safe and sober this festive season

The RSA's Leading Lights Awards announced



New RSA report reveals 324 drivers were killed on Irish roads between 2019 and 2023



Operational Highlights

For the 2021–2030 strategy, seven Safe System priority intervention areas have been identified.

The RSA has embedded a Safe System approach in reporting on our operational highlights. There are five Safe System intervention areas that relate directly to the operations of the RSA.

Safe Speeds

To reduce speeds to safe, appropriate levels for the roads being used and the road users using them.



Safe Vehicles

To enhance the safety features and roadworthiness of vehicles on our roads.



Safe Road Use

To improve road user standards and behaviours in line with traffic legislation, supported by enforcement.



Safe and Healthy Modes of Travel

To promote and protect road users engaging in public or active transport.



Safe Work-Related Road Use

To improve safety management of work-related journeys.



Safe Speeds



Action 6 of Road Safety Strategy

A national speed limit review was completed and published in 2023 as part of Action 6.

This in-depth report features a series of recommendations, including proposals to reduce speed limits.

An implementation group, led by the Department of Transport, is now progressing delivery of the recommendations.

In November 2024, the RSA commissioned a nationally representative survey of motorists to measure awareness and support for changes to the speed limit on rural local roads in advance of changes in early 2025.

National Free-Speed Survey 2024

Speed data was collected as part of a study in 2024 which used both temporary and permanent automatic traffic counters. The fieldwork element of the study was outsourced to Tracsis, and data was collected at approximately 80 sites nationwide in April and May 2024. The following speed limits were covered as part of this exercise: 30 km/h, 50 km/h, 60 km/h and 80 km/h.

For the 100 km/h and 120 km/h roads, data was analysed using TII's traffic count data. Approximately 20 sites were used as part of this process.

Please see key findings below:

- Over half of motorists exceeded the posted speed limit on 30 km/h roads in 2024, while over 4 in 10 exceeded the posted speed limit on 50 km/h and 60 km/h roads.
- Across each of these urban road types, speed compliance improved slightly compared with 2023.
- Just over a third of motorists exceeded the posted speed limit on 80 km/h and 100 km/h roads in 2024, but compliance has decreased slightly compared to 2023.
- Motorways had the lowest rate of non-compliance, with 1 in 6 drivers exceeding the posted speed limit on 120 km/h roads, on a par with the rate observed in 2023.

- When comparing compliance rates on weekdays versus weekends in the 2024 study, there were notably higher rates of speeding at the weekend on 50 km/h and 60 km/h roads. By contrast, rates of speeding were notably higher on 80km/h roads during the week.
- On all road types, except on 60 km/h roads, the highest rates of non-compliance with the speed limit were observed within the 8pm-8am time periods. This pattern was also observed in the 2023 study, suggesting that speeding is more prevalent late at night and into the early part of the morning.
- The majority of non-compliant drivers on the various road types were found to have exceeded the speed limit by up to 10 km/h. The rates of drivers found to be driving in excess of 10 km/h was relatively lower.
- There was a notable decline in the proportion of motorists on 30 km/h roads exceeding the speed limit by more than 10 km/h in the 2024 study compared to the 2023 results.
- On 100 km/h and 120 km/h roads, where a different speed limit applies to HGV drivers, this study found a much higher level of non-compliance for drivers of these vehicle types relative to drivers of passenger cars and LGVs.
- E.g., 78% of HGV drivers exceeded the speed limit on 100 km/h roads in the 2024 study. This finding is consistent with recent historic results.

The table below provides a high-level summary of speeding rates on various road types based on the results of the 2024 study.

Road Type	% Speeding	% Not Speeding	Sample Size
30 km/h	54%	46%	4,443
50 km/h	43%	57%	9,459
60 km/h	44%	56%	9,155
80 km/h	36%	64%	3,511
100 km/h	35%	65%	10,657
120 km/h	16%	84%	14,832

Safe Vehicles

Vehicle Standards

The Vehicle Standards team develops national rules and policies on vehicle standards and technical roadworthiness testing. We give technical information to industry and the public.

We continue to look for ways to improve the standard of vehicles on Irish roads by introducing new safety standards and promoting the safety of Irish vehicles.

Vehicle Standards, in association with the Department of Transport, drafted the new e-scooter regulations, which came into force on 20th May 2024. SI 199/2024 sets out the key technical regulations and use of e-scooters on Irish roads. Information was prepared and published on the RSA website to inform road users about changes regarding both e-scooters and e-bikes in conjunction with the various media campaigns.

An important change to mandatory vehicle safety standards occurred in 2024. The new General Safety Regulations came into effect on 7 July 2024 for all new vehicles. One of the key measures was to make mandatory the fitting of advanced driver assistance systems (ADAS) such as Advanced Emergency Braking and Intelligent Speed Assistance systems.

Vehicle Standards have been active in contributing to the development of this legislation at an EU level and updated our own national type approval legislation SI 556/2020 to align with the new EU regulations. An online promotional campaign was also delivered to inform road users of these important changes.



In 2024, the Automotive Market Surveillance Authority (AMSA) processed 329 recall campaigns, affecting 117,429 vehicles on the Irish market. The largest recall was made by Mercedes affecting 8,361 cars in relation to the operation of the power-steering assistance.

The AMSA conducted 16 compliance checks in addition to the 5 mandatory market surveillance checks mandated by the EU commission on vehicle systems/components. There were four non-compliances identified, which consisted of three child-restraint systems and the Moving-Off Information System (MOIS) on a Scania truck.

AMSA is participating in the EU Joint Actions on Compliance of Products with 10 other member states and the European Joint Research Centre testing car child-restraint systems.

The Vehicle Standards team, in collaboration with the Media department, developed and launched two educational videos focused on heavy goods vehicles and buses. These videos highlight the operation and safety benefits of the MOIS and Blind Spot Detection System, both designed to detect and alert drivers to the presence of vulnerable road users.

In addition to these awareness videos, the Vehicle Standards team successfully delivered several Road Safety Strategy Phase 1 Actions, further supporting the RSA's commitment to enhancing vehicle safety standards and protecting all road users. These included:

- Feasibility study on the retrofitting of ADAS.
- Feasibility study expanding conspicuity markings to light commercial vehicles.
- A report on options to fast-track vehicle connectivity in Ireland.



Enforcement

We inspected approximately 16,300 vehicles for roadworthiness and 3,500 drivers for compliance with EU tachograph and drivers' hours rules in 2024.

We continued our emphasis on learning and development in 2024 with training activities on the EU's Mobility Package, smart tachographs and remote early detection equipment.

In collaboration with the Data team, we also developed new dashboards for our team to enable them to track their progress against the inspection targets set for them.

Other highlights included becoming a founding member of the Euro Contrôle Route European Grouping of Territorial Cooperation (ECR EGTC), and undertaking a very successful joint cross-border inspection in France. Once again, the French operation was made possible by the financial and logistical support provided by the European Labour Authority (ELA), without whom this and attending the Mobility Package training in Italy would not have been possible.

On the policy and projects side of things, much progress was made in 2024 on implementing the EU's Common Risk Rating System and developing an Electronic Inspection Data Capture (EIDC) solution for the team.

Main priorities for enforcement for 2025 include:

- Implementing the EU's Common Risk Rating System
- An EIDC solution which once implemented, will see the elimination of recording our inspections on paper, improve data protection resilience and provide operators with more timely access to inspection reports.



1,651

enforcement
checkpoints



3,839

vehicles with major
defects detected



53%

compliance
rate



4,384

premises
inspections



16,383 vehicles checked

including commercial vehicles, buses with more than eight passenger seats and ambulances over one year old

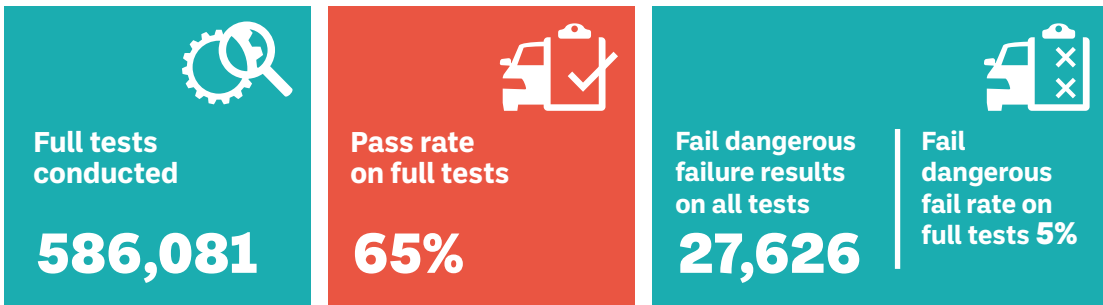


We carry out both roadside and premises inspections.

These are part of our enforcement strategy to make sure that commercial vehicle operators and drivers are following the rules.

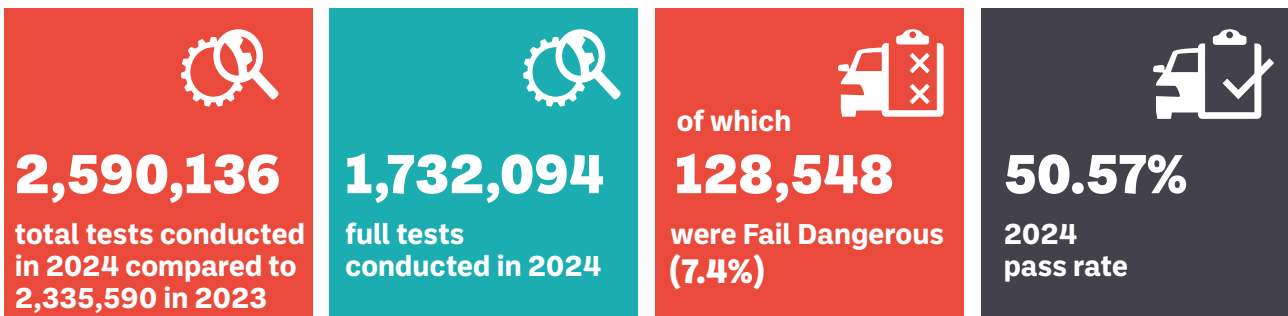
Commercial Vehicle Roadworthiness Testing

The Commercial Vehicle Roadworthiness Test (CVRT) is a roadworthiness test for all commercial vehicles, buses with more than eight passenger seats and ambulances over one year old.



The National Car Testing Service

The National Car Testing Service (NCT) is a check of basic requirements at the time of the test. It assesses components that are visible and accessible. It does not replace or purport to replace your responsibility to ensure your car is roadworthy at all times or the regular maintenance that a mechanic needs to carry out on your car. Defects found must be repaired and the car must pass a retest before the car owner will be issued with an NCT certificate.



Top 5 visual defects

Type	Total
Tyres	231,212
Front suspension	191,481
Mechanical brake components	126,444
Steering linkage	147,868
Bodywork	106,286

NCT satisfaction survey rating

86.55% 



Safe Road Use

RSA International Conference: Driver Distraction

The RSA hosted its annual conference in October 2024 on the theme of Driver Distraction.

Over 200 road safety stakeholders attended, both in person and online. Delegates heard from a range of national and international experts on this topic, including Dr Kiran Sarma from the University of Galway who presented on the findings of an RSA-commissioned qualitative study on driver mobile-phone use.

Professor Michael Regan from the University of New South Wales discussed the latest developments in Australia, including new legislation on driver distraction and the roll-out of new mobile-phone detection cameras.

Professor John Lee from the University of Wisconsin-Madison highlighted that, while technology has the potential to improve road safety, its success can depend on how people choose to interact with it.

A key theme of the conference, including from speakers such as Kees Verweij from the Dutch National Police, and Chief Superintendent from

An Garda Síochána, Jane Humphries, on the importance of enforcement in deterring distracted driving. Presentations from Professor Oscar Oviedo-Trespalacios from TU Delft and Dr Ilse Harms from Euro NCAP also emphasised the range of distractions drivers experience beyond mobile-phone use and the importance of targeting these, including in relation to strategic vehicle design.

The final presentation of the day was delivered by students from CBS Mullingar, who independently created their own viral road safety awareness video this year.



Safe and Sober Seminar in Collaboration with the Medical Bureau of Road Safety and ETSC

The RSA, the Medical Bureau of Road Safety (MBRS) and the ETSC hosted a Safe and Sober seminar in University College Dublin in January 2024.

Over 140 delegates attended this half-day event. The main objective of the seminar was to raise awareness among key stakeholders, policymakers and the private sector of the need for a systemic approach to reducing alcohol misuse in road transport. Presentations highlighting the Irish experience, progress and challenges were delivered by national experts including Professor Denis A. Cusack (MBRS), Inspector Ross O'Doherty (An Garda Síochána), Ms Velma Burns (RSA) and Professor Desmond O'Neil (Tallaght Hospital and Trinity College Dublin).







Presentations from international experts, including Antonio Avenoso and Francesca Podda

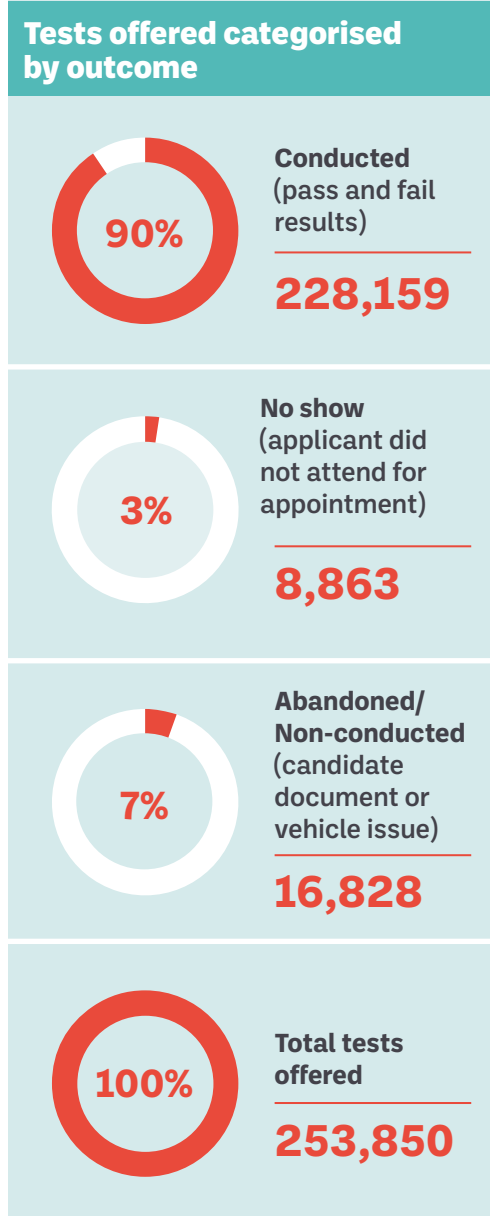
(both from the ETSC), Anneliese Heeren (Belgian Federal Service for Mobility and Transport), Andreas Olofsson (Vilhelmina Taxi Sweden) and Sergey Krasaev (Alcohol Countermeasure Systems), primarily focused on case studies of alcohol ignition interlock use. The seminar also included practical demonstrations of alcohol ignition interlock technology.



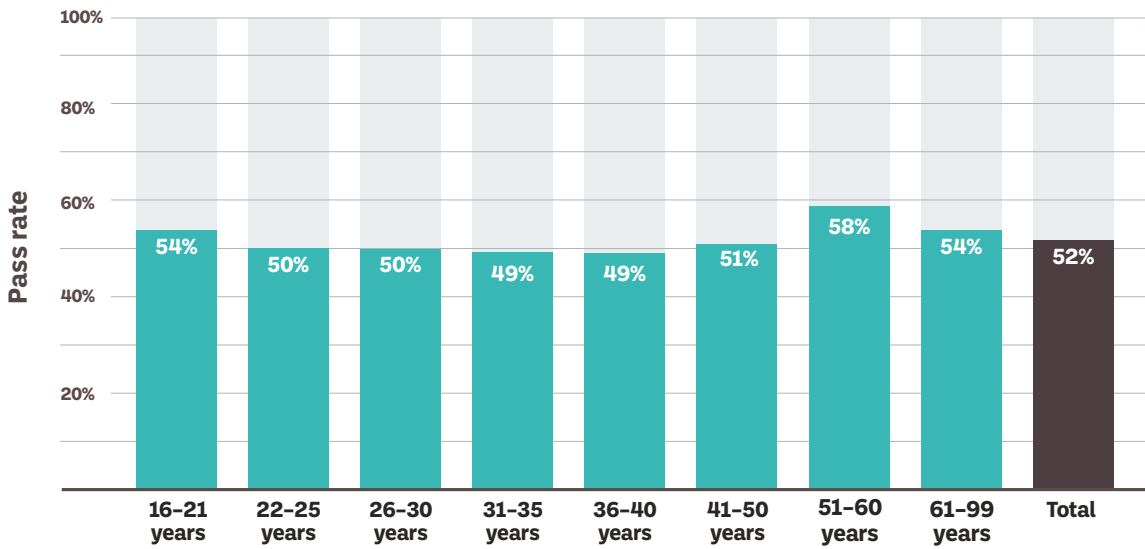
Driver Testing and Licensing

The Driver Testing and Licensing team is responsible for the driver testing system and driver licensing regime. The work of the team is to ensure that we license drivers so that our roads are safe for all users.

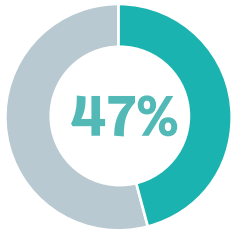
		Applications Received	Total Tests Offered	Pass Rate
	Motorcycles	5,889	4,598	67%
	Cars	249,220	229,332	49%
	C Vehicles + CPC	9,022	9,748	77%
	D Vehicles + CPC	5,429	6,570	78%
	Cars and Trailer	4,450	3,601	81%
	Tractor	41	1	52%
Total		274,051	253,850	52%



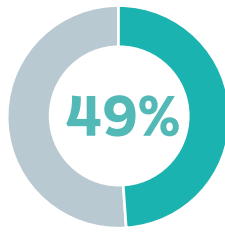
Pass Rate Analysis by Demographic



Essential Driver Training (EDT) Car Tests Only



Pass rate for drivers not subject to EDT

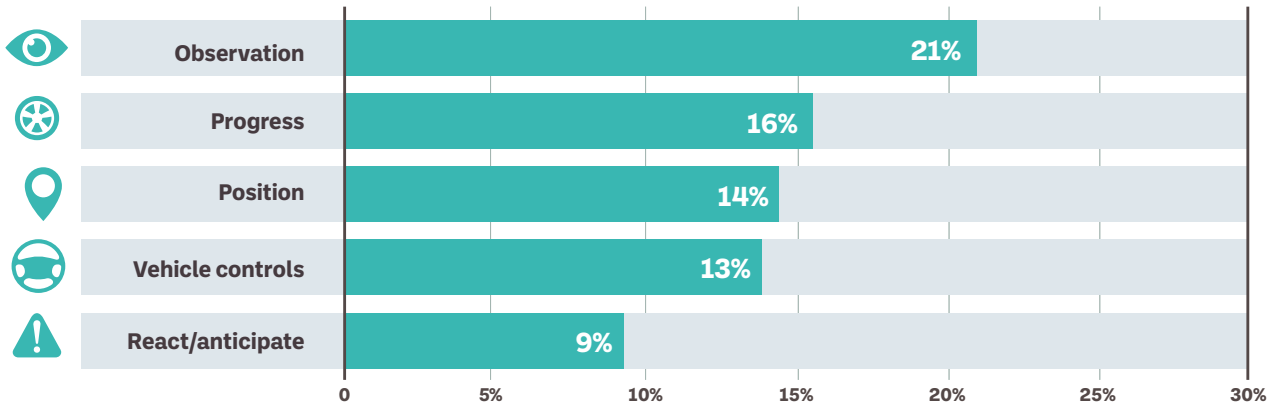


Pass rate for drivers subject to EDT



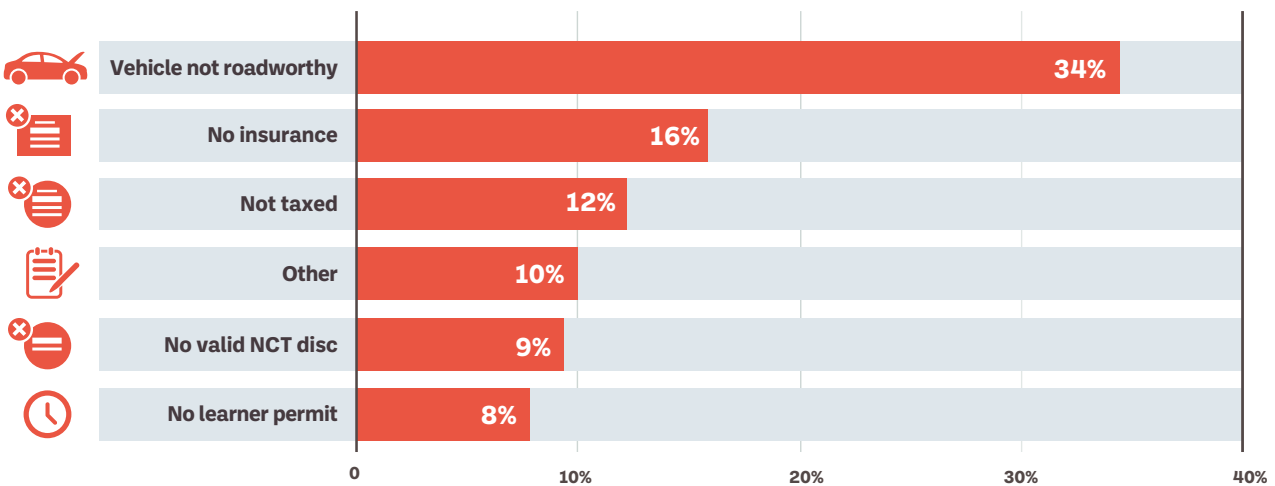
The total pass rate for all demographics is **52%**

Most Common Faults at the Test (Car Tests Only)*

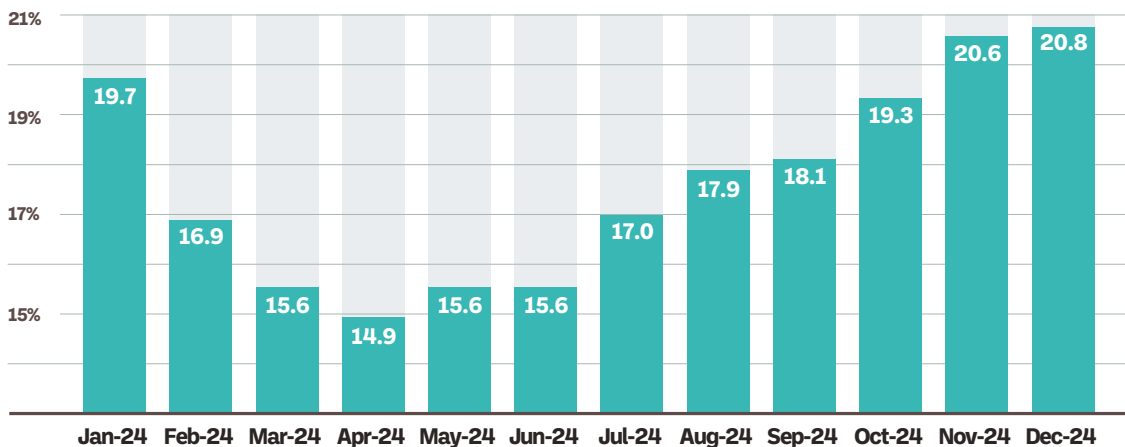


* Where the candidate subsequently failed or the test was abandoned. Only moderate (Grade 2) and dangerous (Grade 3) faults were counted.

Most Common Reasons for Non-Conducted Tests



National Average Estimate Time to Invite at Month End (Car Test Only)



The RSA is responsible for regulating the driving instruction industry in Ireland.

Approved Driving Instructors (ADIs) provide Essential Driver Training (EDT) and Initial Basic Training (IBT) to learner drivers.



As of 31 December 2024:

ADIs in operation
in Ireland

2,552

compared to
2,456 in 2023

EDT sessions
completed
in 2024

1,257,407

IBT certs
issued

6,192

Since the introduction of
EDT in 2011, ADIs have
delivered approximately

8 million

EDT sessions

New group dedicated to enhancing the cooperation of transport enforcement officers and inspectors across EU

What is the role of Euro Contrôle Route European Grouping of Territorial Cooperation (ECR EGTC)?

ECR EGTC is dedicated to enhancing the skills, knowledge, and cooperation of transport enforcement officers and inspectors across the EU. Through training events and international exchanges, such as cross-border inspections, ECR EGTC promotes peer-to-peer learning, knowledge sharing, and improved and harmonised enforcement practices.

This landmark event brought together Europe's key leaders, experts, and decision-makers for a day filled with groundbreaking discussions, innovative ideas, and collaborative initiatives.

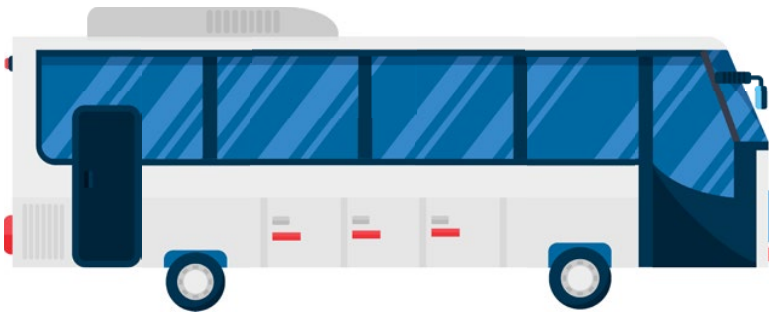
It also marked a turning point with the official establishment of the new framework under EU regulations. It set a bold trajectory for the future of road transport enforcement, emphasising the role of digitalisation, sustainability, and international cooperation in modernising how road transport is managed across Europe.



The event participants emphasised the group's mission to strengthen collaboration between enforcement bodies, streamline compliance measures, and harness innovative solutions to address challenges in road transport safety and efficiency. The establishment of ECR EGTC demonstrates a shared commitment to tackling cross-border transport issues with unified strategies.

Ireland has been a committed member of ECR since 2007 and is one of the founding members of the new EGTC organisation alongside Croatia, France, Germany, Luxembourg, the Netherlands and Poland. Formerly the ECR was established under the control of the Benelux countries (Belgium, Netherlands, and Luxembourg) and France. The decision to transition to the EGTC organisation was taken to ensure the organisation can continue to grow and, most importantly, deliver improved road safety outcomes across the EU.





CPC training modules completed in 2024
78,590

CPC cards issued
27,544

Driver Certificate of Professional Competence (CPC)

Driver Certificate of Professional Competence (CPC) or Driver CPC is a certificate of professional competence for professional bus and truck drivers. It sets and maintains high standards of safety and driving among drivers of trucks and buses. The Driver Education section is responsible for overseeing the delivery of training for Driver CPC in Ireland. Since the initial development of the Driver CPC training syllabus, the Driver Education section, with assistance from some external subject-matter experts, has conducted regular reviews on the individual modules on an ongoing basis.

In keeping with Action 183 of the Road Safety Strategy, a review including a survey was conducted in Quarter 4 of 2022, to establish if any topics in the syllabus would be suitable for blended and e-learning.

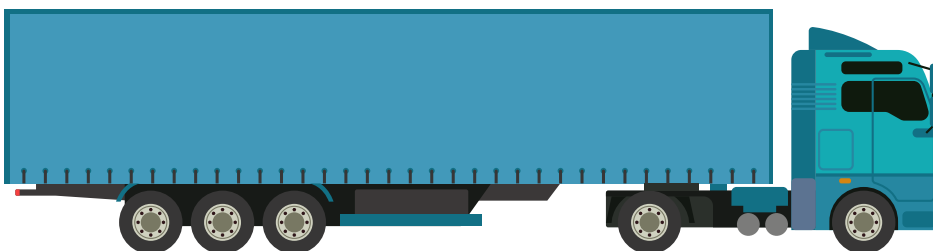
The survey was focused on getting feedback from professional bus and truck drivers, CPC trainers and all other stakeholders who are involved in the transport industry with regard to the current Driver CPC training syllabus.

In addition, there is provision in the 2018 and 2022 EU Directives for the recognition of some certified equivalent qualifications which may entitle the driver to an exemption for certain Driver CPC training modules. The RSA has approved ADR training for the purpose of equivalency for CPC Minimising Risks and Managing Emergencies in the Transport Industry (Module 2).

This was introduced towards the end of Quarter 2 2024 and has been well received among the industry. Professional drivers who hold a valid ADR qualification can apply to the Driver Education section for credit in respect of Module 2.

The RSA will continue to review other suitable qualifications with a view to possible equivalency with other CPC training modules. The review of CPC Module, ‘Control of the Vehicle and Eco Driving Techniques’ commenced in 2024 and is near completion. Once signed off it will be circulated to all RSA approved CPC Training Organisations for use during the training day.

Minimising Risks and Managing Emergencies in the Transport Industry (Module 4) is the next module which will be reviewed and this is scheduled for completion by mid-2025. A new module review team will be established to perform this work.



Driver Theory Test

The Driver Theory Test checks your knowledge of topics such as:

- Rules of the Road
- Risk perception
- Eco-driving
- Hazard awareness
- Safe driving behaviour.

The test is computer-based and has been designed to be simple and intuitive to use.



Number of tests
scheduled

234,081



Number of
tests delivered

207,089



Number of
tests passed

144,708

Emergency Services Driving Standard

The Emergency Services Driving Standard is the driving standard for emergency services drivers. The Emergency Services Driving Standard aims to develop and sustain a spirit of cooperation, caution and courtesy in emergency services drivers. Emergency Services drivers should aim to achieve an excellent standard of driving that acts as an example to other road users.



Total
certificates
issued

1,755

(driver, trainer,
assessor and
organisation)

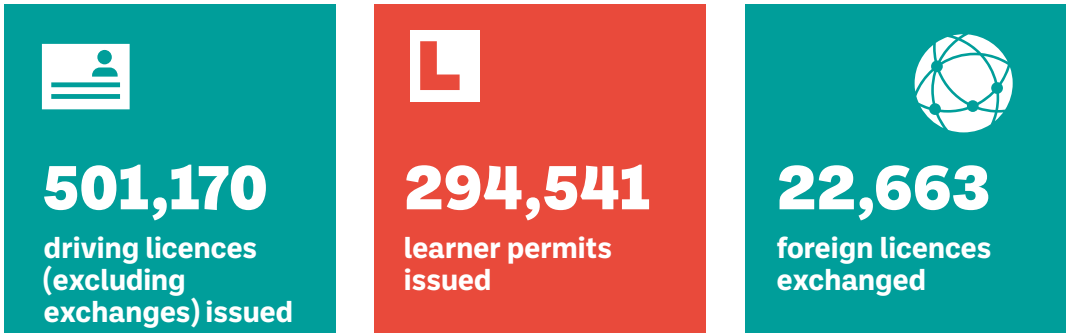
Total driver
certificates
issued

1,598

The Emergency Services Driving Standard initiative continues to develop and maintain this professional standard for the drivers of emergency services vehicles, using best practice at all times.

National Driver Licence Service

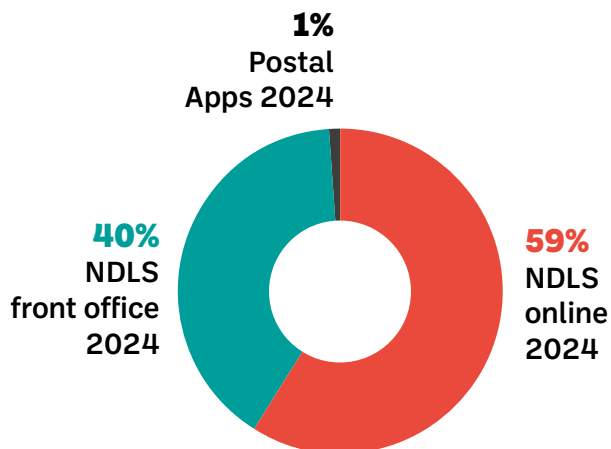
The RSA has responsibility for driver licensing, and the National Driver Licence Service (NDLS) manages licence applications and renewals.



Driving licences and learner permits issued 2024

Type	Total
Renewal driving licence	307,683
Renewal learner permit	151,757
First-time learner permit	119,349
First-time driving licence (excluding exchanges)	97,896
Replacement driving licence	95,598
Foreign exchanges	22,663
Replacement learner permit	23,663
Total permits/licenses issued	818,374

Application Channels 2024



Top 5 Exchange Countries

	United Kingdom and Northern Ireland	18%
	South Africa	13%
	Georgia	8%
	Poland	7%
	Australia	6%

Education

Nationwide Road Safety Education Service

As part of the RSA’s commitment to bringing road safety to all communities, we deliver a nationwide Road Safety Education Service.



5,823

Education programmes delivered



70,704

Participants

Team members visit locations and present effective programmes that tackle all elements of road safety, including:

- Walking
- Cycling
- Travel by public transport
- Being a passenger
- Urban and rural transport issues
- Practising safe road behaviour.



Check It Fits

The RSA Check It Fits service is a free child car-seat checking service. It aims to reassure parents, grandparents and guardians that their children are travelling safely in their child car seat and that the seat itself is securely fitted in the car. The service is available nationwide.



5,823

child car seats checked in 2024



3,689

visitors to the Check It Fits service in 2024

132

Check It Fits events nationwide in 2024

Non Compliant

54%

Condemned Seats

34

The Shuttle

The Road Safety interactive unit known as 'the Shuttle' offers fully interactive road safety educational experiences using simulated virtual situations in our VR pods.

Number of visitors

55,989

Number of events

127



StreetSmart

StreetSmart brings road safety to life in a fun way for young children. Using a pretend streetscape mat and props, children are invited to carry out everyday road safety tasks.



Number of participants

10,657

Number of schools visited

66



276,385

high-vis materials distributed
(between online orders and campaigns)

**VISION
ZERO**

Immediate Measures to Tackle Increased Road Fatalities

In response to the increase in road deaths, and serious injuries in 2024, the RSA created and deployed new and existing campaigns and education interventions to help curb the trend on our roads.

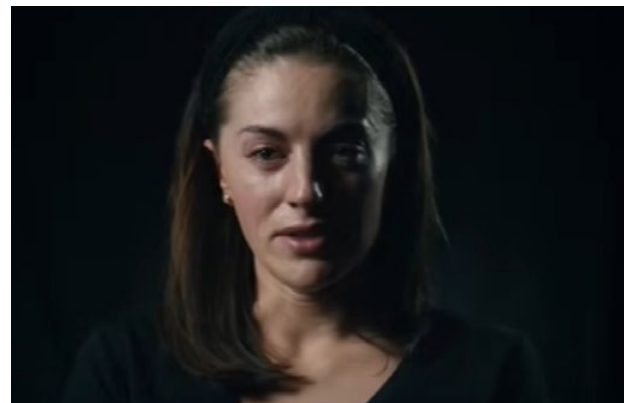


Advertising and Awareness

With the increase in road deaths there was a need for a campaign that encouraged people to have life-saving conversations with family members and friends about their unsafe driving behaviours. The **Time to Talk** TV-led campaign was supported by radio, digital audio, social media and out-of-home advertising that included creative on mirrors in washrooms and digital out-of-home with creative similar to a death notice. It aired in May and July.

The **Dangerous Driving** audio campaign consisted of audio on dangerous driving behaviours, speed, drink and drug driving, seat belts and mobile phones. It was split into two bursts. The first aired in April and May and focused on mobile phones and driving under the influence of drink or drugs. The second burst focused on all five of the dangerous driving behaviours. The radio aired from June to August, and the digital audio (such as podcasts and Spotify) aired until September.

This campaign was created to reach our target audience at the point of danger with reminders about dangerous driving behaviours. Due to collision data, the campaign targeted adults with an upweight towards young males driving during late at night or early in the morning and also over the weekend. 82% of adults heard the radio edits three times, but on average people heard at least a mix of edits 28 times. Two in three motorists considered the campaign very effective in achieving its knowledge and behavioural change objectives. As part of this campaign, we ran a radio takeover of Media Central stations for the October bank holiday with messaging from presenters across their stations on drink and drug driving. These included Newstalk, Today Fm. 98FM, iRadio, Spin SW and 1038, RedFM, Classic Hits, BEAT and AudioXI.



We upgraded the 90 second **Cycle Safety** edit with professional cyclist Imogen Cotter to broadcast on TV and cinema. We extended the length of the social campaign from April into May, providing more opportunity to view and delivering higher reach among the target audience. The 90 second edit also aired during high attentive reach moments as part of our sports advertising. The campaign showed a positive evaluation in terms of knowledge and behavioural change, with 91% saying they understand the consequences of not giving enough space when overtaking and 88% saying they are confident they can follow the road safety advice highlighted in the advert.

Broadcast sporting events are a significant medium to reach our target audience, providing attentive reach, often with peer-to-peer viewing, so we upweighted the RSA's advertising through sports. This included airing mobile phones and drink driving, seat belt safety and Time to Talk TV during the GAA championships and the Premier league. We also aired the 90 second Cycle Safety TV with professional cyclist Imogen Cotter during the UEFA European Championship, Europa League and Champions League finals. For the finals alone, the TV edit was viewed by 302,000 adults during the Europa League final, by 375,000 adults during the Champions League final and 830,000 adults during the Euros final.

Due to the decrease in seat-belt-wearing shown in RSA observational studies, we aired a **Seat-belt Safety** campaign across video on demand, radio, digital audio and social media in June. The campaign reminded drivers to ask their passengers to wear their seat belts. 64% of men 15 - 34 years heard the radio advert at least once, but on average it was heard six times. We received over 3 million impressions on video on demand resulting in over 2.3 million video views.

Social media also delivered over 9 million impressions. Tracking research showed that 56% of the target audience on social media was aware of the campaign and 56% of adults recalled this message of asking others to wear a seat belt.



In 2024, following workshops with An Garda Síochána and the MBRS, we undertook extensive planning, development and creative work on a new **drug driving** TV-led campaign that will early in 2025.



Immediate Measures to tackle Increased Road Fatalities (cont'd)

Education

There was an increased roll-out of the roll-over simulator at festivals. This is a highly effective tool in encouraging people to use seat belts. Participants sit into the simulator and experience a half or a full rotation. The 'simulation' demonstrates the life-saving benefits of wearing a seat belt correctly in the event of collision.

There was increased roll-out of additional VR headsets loaded with the RSA's 'Consequences', which shows road users the severe consequences of getting behind the wheel after consuming alcohol. The use of special headsets for the experience immerses the user and puts them in the shoes of a drunk driver. The use of new and emerging technologies to spread important road safety messages is a key tool in changing behaviours. The headsets were brought into colleges and events targeting the high-risk group.

Two third-level road safety educators were recruited to promote road safety at a local, regional and national level, focusing on third level, Post Leaving Cert (PLC) and Leaving Cert Applied (LCA) and over 18s at risk education sectors. Using the VR headsets and other equipment such as beer goggles, drugs goggles, etc., will support teachings of road safety with this high-risk group. Roll out of this programme commenced in November 2024.

Weekend events were ramped up with either the Shuttle or VR wall activation such as GamerFest, Supercars, Mondello Park, Coastival, Bonniclonlon show, the Tullamore show as well as a six-month pilot of FlineBoxes and an Electric Picnic partnership.

Seatbelt Sheriff also attended 6 festivals and events promoting the use of seat belts among all road users. This proved very popular, and plans are in place to expand the reach of Seatbelt Sheriff at schools, festivals and events going forward.



Irish Road Safety Week

We hosted a number of events for Irish Road Safety Week which took place from Monday, 7 October to Sunday, 13 October, where we encouraged people to support Irish Road Safety Week and get involved with events in their local communities.

On Pedestrian Awareness Day the RSA revealed new research into fatalities and serious injuries among pedestrians up to 2023. This report was prepared using data from the Irish Road Traffic Collision Database.

The RSA held its annual conference on the theme of Driver Distraction. Over 200 road safety stakeholders attended, both in person and online. Delegates heard from a range of national and international experts on this topic, including Dr Kiran Sarma from the University of Galway, who presented on the findings of an RSA-commissioned qualitative study on driver mobile phone use.

On Tyre Safety Day the ITIA members around Ireland invited all motorists to call in for a free tyre pressure check and thread depth inspection.

National Child Safety Day also provided an opportunity for preschoolers to get involved in road safety. Preschools nationwide preordered Beep Beep packs on the RSA website, and the RSA distributed these, with over 40,000 high-vis vests, in time for National Child Safety Day.



Road Safety Campaigns

Case Study

Time to Talk

In response to the rising number of road fatalities in Ireland, the RSA launched 'Time to Talk', a powerful, emotionally charged campaign that encouraged people to speak with loved ones about unsafe driving behaviours. The campaign focused on shifting the cultural norm around silence and hesitation, urging families to have courageous, potentially life-saving conversations.



The campaign's central message was clear and urgent: 'Speak to your loved ones about their unsafe driving today so you don't lose them tomorrow.'

At the heart of the campaign was a television commercial that placed the viewer in the eyes of a chief mourner at a funeral. The ad builds emotional tension before revealing that the deceased is a young man, tragically lost in a crash. The narrative then rewinds to a moment just before he leaves home, when his mother hesitates to speak up. 'Oh, it's nothing,' she says, letting the moment pass. He smiles and walks out the door, a haunting symbol of missed opportunity.

This storytelling approach aimed to resonate deeply with viewers, reinforcing that silence in the face of unsafe behaviour can have devastating consequences.

The campaign targeted all road users, with a particular focus on parents and guardians of young drivers. Rather than addressing risk-taking drivers directly, it empowered the people around them to act as change-makers by starting meaningful conversations, even if difficult.

To maximise reach and emotional impact, a multichannel media plan was rolled out across traditional and digital platforms during key high-engagement periods.

While no cinema placements were included, the campaign achieved significant audience reach through coordinated broadcast, digital, and social-media partnerships. This cohesive approach ensured that the message was seen, heard, and felt across key audience touchpoints.

Time to Talk succeeded in delivering an emotionally resonant message that urged personal responsibility and community action. By reframing the conversation around driver safety as a family issue, not just a personal one, the campaign encouraged individuals to speak up before tragedy strikes.

Through authentic storytelling and a carefully timed media roll-out, the RSA helped kickstart life-saving conversations in homes across Ireland.

Case Study

E-Scooters Campaign

To coincide with the official legalisation of e-scooters in Ireland on 20 May 2025, the RSA launched a comprehensive public-awareness campaign designed to educate road users on the new legislation and to promote safe behaviours.

At the heart of the campaign is a TV-led ad set in a workplace environment, where familiar road users, represented as colleagues dressed as a car, bus, truck, motorbike, and bicycle, welcome a new team member: the e-scooter. Through their interactions, six key road rules for e-scooter users are humorously and clearly highlighted, framing e-scooters as a new, yet equally accountable, member of the road-sharing community.

The campaign focused on the following six rules of the road for e-scooters:

- Users must be 16 years or older.
- E-scooters are not permitted on footpaths.

- Speeds must not exceed 20 km/h.
- No passengers or goods are allowed.
- Users must follow cyclist rules of the road.
- Other road users must treat e-scooters with the same care as cyclists.

A multiplatform media plan ensured wide reach and high-frequency delivery across traditional, digital, and emerging channels. The campaign ran from 20 May to 9 June 2025, with specific tactical bursts as detailed below.

By using a dynamic and humorous narrative supported by a strong multichannel plan, this campaign effectively delivered crucial safety messaging at a pivotal moment for Ireland's evolving transport landscape. It also served as a strong example of how creative storytelling and strategic media buying can work together to drive behaviour change and public understanding.



March Bank Holiday

The RSA and An Garda Síochána appealed to the public to use the roads with care over the St Patrick's bank holiday weekend. This appeal came against the backdrop of high numbers of road fatalities in 2024.

Provisional analysis from the RSA showed that 42 lives had been lost on Irish roads up to March 2024, three more than on this date last year (as of 14 March 2024).

The RSA and An Garda Síochána reminded all road users to never drive under the influence of alcohol or drugs.



Ahead of the national holiday, drivers and all other road users are being reminded to plan ahead and organise a safe way home after celebrating the holiday.

June Bank Holiday

The June Bank Holiday Weekend Campaign, with Minister of State at the Department of Transport, Jack Chambers, the RSA and An Garda Síochána, reminded all road users to share the roads safely.

The newly published RSA 'Motorcyclist Spotlight Report: Fatalities and Serious Injuries 2019 - 2023' revealed the peak time for serious injuries among motorcyclists for the last five years (2019 - 2023) was between May and September, with the highest number of serious injuries taking place in June and the highest number of fatalities taking place in the month of July.

Eight in 10 motorcycle casualties were injured in daylight, with one-third (34%) of casualties injured between 4pm and 8pm. Sunday was highlighted as the most dangerous day with 20% of casualties occurring on that day. The RSA ran a motorcycle safety awareness campaign for the month of June across video on demand, TikTok, Facebook and Instagram.



Christmas Road Safety Appeal

The RSA urged drivers nationwide to stay safe and sober this festive season as new data from the MBRS showed concerningly high levels of alcohol and other drugs in driver toxicology testing. New survey research from the RSA also identified concerning behaviours and attitudes among motorists in relation to driving under the influence.

With December bringing holiday celebrations into full swing, the RSA, An Garda Síochána and the MBRS urged motorists to stay drug and alcohol free to prevent collisions and protect all road users.



They called on everyone to act responsibly to prevent further tragedies on Irish roads. Each life lost is a family left grieving and forever shattered.

Safe and Healthy Modes of Travel



Communications

Communications about Safe and Healthy Modes of Travel

Cycle Right is the national standard for cycle training. It is managed by Cycling Ireland. The Cycle Right programme, significantly supported by the RSA, saw almost 40,218 participants take part in 2024, across mainstream primary schools, special schools and 'cycling with disability' groups.

The focus for the year was on e-scooter users, cyclists and older pedestrians. We produced a new e-scooter TV-led campaign that highlighted the new rules for e-scooter users. We also aired our pedestrian safety and new e-scooter TV-led campaign in 2024. As part of the immediate measures activity for 2024 we upweighted the sporting advertising, which included airing a 90 second edit of the Cycle Safety TV advert with professional cyclist Imogen Cotter during the finals for the UEFA European Championship, the Europa League and the Champions League and also the GAA football and hurling finals. We also published a spotlight report on pedestrian and driver fatalities.



National Survey on E-scooters

A National Survey on e-scooters was conducted in 2024 to assess and identify road safety policy measures that could improve road user safety.

The research assessed e-scooters usage (current and prospective), attitudes to usage, new laws on usage, road behaviour of e-scooters and other road users.

The survey was conducted online. It was strictly quota-controlled to deliver a nationally representative sample of adults aged 16 years plus. In addition, a booster sample of e-scooter users was included in the survey. In total, the survey comprised 1,254 respondents with 152 defined as regular users of e-scooters. This research was conducted in October 2024.

In this survey, 5% of adults (16 years and older) had used an e-scooter in the past 12 months; over 70% of these now were regular users, which means 4% of adults are currently regular users.

Current e-scooter regular usage is primarily a young-adult and Dublin and Urban phenomenon: 75% of users are under the age of 35 years; 65% of users live in Dublin and 97% in urban areas. In addition, 76% of users are male. Regular users are defined as those who reported using an e-scooter monthly or more regularly.

Of those who use an e-scooter, 54% use it for leisure or exercise, with 26% saying they travel to work. Nearly 1 in 3 use e-scooters on footpaths (31%), with 69% travelling on a cycle lane where available. 2 in 3 regular e-scooter users wear reflective gear with 3 in 5 saying they wear a helmet.

Almost 1 in 4 (24%) of current users (all male) have already been involved in a road collision as an e-scooter user. In addition, 32% have been involved in a 'near miss'. Respondents were asked about their perception of the safety of different modes of transport. With only 20% of adults considering e-scooters to be safe, they are now considered more dangerous than motorcycles as a mode of transport (30% consider motorcycling safe). The perception of safety is vastly different among regular users (70% consider usage 'safe' versus 20% of all adults.).

There are consistently high levels of criticism directed at e-scooter users across multiple criteria, and, indeed, the majority of e-scooter users are also often self-critical. While the awareness that e-scooter use is now legal is strong overall, it extends to only 3 in 4 current users. Support for the new laws and potential rental regulations is typically very positive; however, only half the public feel the 20 km/h speed limit is appropriate with 36% thinking it is too high.



Safe Work-Related Road Use



Driving for Work Website

The Driving for Work website is a collaboration between the RSA, the Health and Safety Authority and An Garda Síochána. It is an online resource for employers to help them develop and implement driving-for-work policies in their workplace.



There were **2,719** views of the registration, webinars and seminars pages.

- Number of unique page views over the period is **40,293**
- **81%** of page views were for the home page: **32,688**
- **6.76%** of page views were for webinars and seminars: **2,719**
- **4.09%** of page views were for employer resources pages: **1,647**
- **2,015** file downloads
- The majority of users were from Dublin

Drivers' Hours Enforcement

Drivers checked at roadside inspections

3,565



Premises inspections

207



Drivers' records checked at premises

2,860



Roadside compliance rate

67%



Prosecutions

Roadside prosecutions started

272



Premises prosecutions started

99





Our Operational Excellence

Corporate Plan

Our corporate plan has five key themes, and our ambition for each one supports the government Road Safety Strategy.



Operational Excellence Programme

The Operational Excellence (OpEx) team continued to develop, promote and embed a strong culture of operational excellence across the organisation.

The OpEx Programme delivered strong results in 2024 with 155 OpEx initiatives delivered, resulting in almost 590 days saved or avoided across the RSA.

The OpEx team worked in close collaboration with a dedicated group of Process Improvement Leaders (PIL), providing them with support and training to encourage ongoing engagement. This in turn enabled them, along with their wider teams, to identify more opportunities for optimising processes in all areas. A key achievement in 2024 was having PIL representation across all directorates.

In line with Lean Principles and our commitment to service excellence, the OpEx team continued to build a culture of efficiency by empowering staff to critically assess and enhance how work is done.

Through targeted training, practical tools, and exposure to enabling technologies, staff were supported in identifying improvements that reduce waste, streamline processes, and ultimately deliver better, more responsive services to our customers – all while ensuring alignment with Data and ICT governance requirements.

In June, a very successful in-house, RSA-led ‘Transformation Week’ was hosted and facilitated by the OpEx team. The week included the delivery of several workshops and webinars, attended by over 200 staff, which further exemplifies the programme’s commitment to supporting our digital transformation journey to offer greater online and digital services to our customers.

A key focus area in 2024 was the collaborative work with driver testing supervisors to identify and implement digitisation and automation initiatives. This strategic approach not only saved time and enabled staff to work on higher priority tasks, but it was also a critical objective to support greater efficiency in on-boarding new driver testers, to ensure recovery of service level and reduction in wait times for driving tests.

Operational Excellence Performance



Supported identification of **166 Operational Excellence opportunities**



Supported **delivery of 155 Operational Excellence initiatives**



Realised **savings/avoidance of 588 days** across the organisation



OpEx team facilitated **4 Lean Lego Serious Play Sessions**, effectively upskilling **40+ staff** members in Lean Principles



New Health and Safety incident report was digitised, meeting **Health and Safety Authority guidelines** and supporting our **carbon footprint reduction** effort



New system to manage 'end-of-series' derogation applications was developed. Application form was digitised and administrative tasks automated. This **provided better customer service** and **saved 24+ days for the Vehicle Standards team**



Truck's Driver Certificate of Professional Competence reporting was automated. This strategic approach proactively corrected drivers' training modules that were in the wrong cycle. This provided **90+ days saved** for the CPC team and enabled the generation of automated reminder notifications for customers



Customer Care Centre

Throughout 2024, the RSA Customer Care Centre (CCC) continued to support our customers by providing access to high-quality, timely and responsive query management services, in line with our Corporate Plan and Customer Charter commitments. We worked hard with the various sections across the RSA, focusing on a common goal of reducing the volume of queries received, identifying opportunities for digitisation and service enhancement to facilitate and encourage customers to self-serve where possible, and ultimately improving the customer experience.

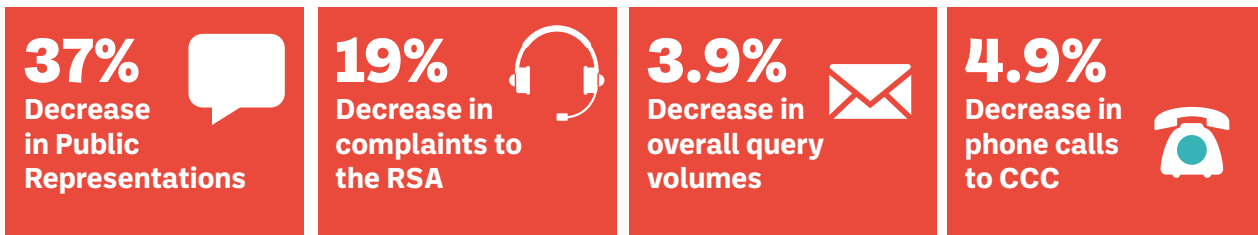
Over 165,000 queries were received, made up of almost 117,000 phone calls and over 48,000 emails, with CCC responding to 14,000 of those emails. Overall query volumes in 2024 reduced by almost 4% despite increased demand across driver testing and education services over the period. Driver testing queries experienced the biggest reductions due to the implementation of driver testing system improvements which facilitated a new culture for customers by self-managing their driving test application, while also offering new functionality in the system. Customers now have the facility to book any short-notice slots available on the portal.

They can also withdraw their application for their driving test without manual intervention from the RSA and the cancellation and rescheduling process is more streamlined to make the customer experience more user-friendly. There was a 19% decrease in complaints to the RSA and a 37% decrease in queries from public representatives seeking to expedite driving tests or for information on driving licence applications for their constituents.

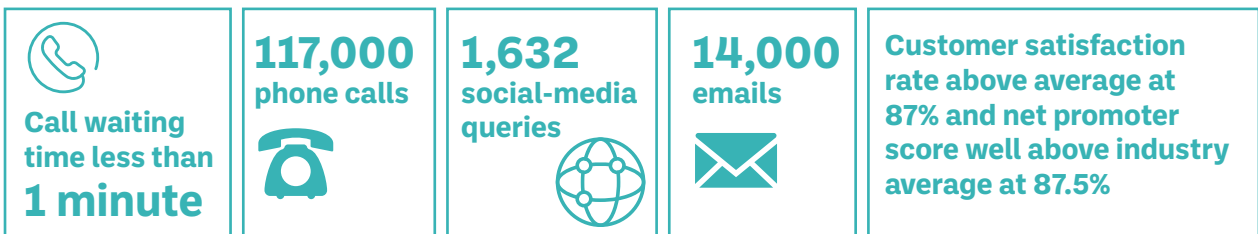
Customer-service metrics continued to improve in 2024 with reductions in call waiting times, call abandon rate and call handling times. A customer satisfaction score of 87% was achieved, and we experienced an increase in the volume of positive feedback received from members of the public, who went out of their way to send in unprompted, organic acknowledgements of the excellent customer service provided by the CCC team.

Our priorities for 2025 are to deliver a new telephony solution to CCC which will integrate with our query management solution and provide more scope to enhance customer communication options. It is also planned to deliver a knowledge base solution for CCC agents to support them by ensuring appropriate and accurate information is accessible to the agent quickly and in one place, thus further enhancing the customer experience during their interactions with CCC.

2024



2024 Highlights



Plans for 2025



Dublin Castle

#RSCConf24

pair
Transport



Our Policy Progress

Led by Research and Evidence

Road Safety Strategy: Policy Updates

Action 23

The Action 23 working group continued to meet and discuss the latest developments in relation to alcohol ignition interlocks during 2023. Professor Desmond O'Neill and Dr Margaret Ryan were appointed to complete the report of the working group, including a series of recommendations. As part of this work, they consulted with the working group members and a number of key Irish stakeholders in the field. Professor Des O'Neil presented findings of this research at the 2024 Safe and Sober Seminar in UCD on 19 January.

Actions 105 and 110

A qualitative study to understand urban speeding (completed under Action 105) was commenced in 2023. Dr Siobhán Corrigan and her team from Trinity College Dublin conducted online and in-person focus groups across Ireland as part of this research.

A second qualitative study to understand driver mobile-phone use (completed under Action 110) also commenced in 2023. Dr Kiran Sarma and his team from the University of Galway conducted online focus groups with young drivers and a series of interviews with international experts in the field.

Top-line findings from both projects were presented during the 2024 annual review meeting in Dublin. Recommendations from both projects will be used to inform evidence-based road safety policy and practice.



2024 Research Publications

Some of the key research publications from 2024 in relation to the collision data included:

- Child Casualties Report 2019-2023
- Pedestrian Spotlight Report: Fatalities and Serious Injuries 2019-2023
- Provisional Review of Fatalities 1 January to 31 December 2023
- Driver Spotlight Report: Fatalities and Serious Injuries 2019 - 2023
- Motorcyclist Spotlight Report: Fatalities and Serious Injuries 2019 - 2023
- Motorcyclist Report on Serious Injuries 2014 - 2023
- Pedestrian Report on Serious Injuries 2014 - 2023.

Observational studies

Key findings from the 2024 observational study on the use of high-vis clothing and helmet-wearing amongst motorcyclists and pedal cyclists

- Overall, 27% of motorcyclists were wearing high-vis clothing, representing a decrease of 4% when compared to the rate observed in the previous year's study.
- 20% of pedal cyclists were wearing high-vis clothing overall in this year's study. This represents a slight decrease when compared to the 2023 study.
- Helmet wearing compliance was very high once again among motorcyclists in this year's study, and this result is consistent with the findings of historic studies.
- Helmet wearing compliance was much lower among pedal cyclists, at 57%. However, this rate represents an increase of 8% when compared to the 2023 study.

Key findings from the 2024 observational study on mobile-device usage by drivers

- Overall, 6% of observed drivers were using a handheld mobile device, a decrease of 3% when compared to last year's study.
- Rates of handheld mobile-device usage were lowest amongst light goods vehicles (LGVs) drivers (2%) and highest amongst car drivers (6%) in this year's study. The rate of usage amongst LGV drivers fell from 13% in 2023 to 2% in 2024.
- Of the drivers seen using a handheld mobile device, a higher percentage was using the device in their hand, compared to holding the device to their ear. Car drivers were most likely to use the device in their hand, and this finding is consistent with the results from previous year's studies.
- The percentage of drivers using handheld mobile devices fell across all road types in the 2024 study, with the biggest improvement seen on motorways.
- Overall, the same percentage of males and females were observed using a handheld mobile device in the 2024 study, and little variation was evident when analysing gender by vehicle type and road type.
- Weekday handheld mobile-device usage ranged from 5% to 7%, while weekend usage was 5%.
- Handheld mobile-device usage gradually improved over the course of the day in this year's study.

Key findings from the 2024 seat belt wearing observational study

- A slightly higher rate of seat-belt-wearing was observed amongst drivers in the 2024 study (97%) as compared to front and rear seat passengers (both at 96%).
- The highest seat-belt-wearing rates were recorded by car occupants in the 2024 study (97%) and the lowest rate was observed amongst occupants of LGVs at 94%.
- Rates of seat-belt-wearing among front seat vehicle occupants saw improvements across the various road types surveyed in the 2024 study. Seat-belt usage by rear seat passengers improved on urban and rural roads and declined slightly on motorways. Overall, the seat-belt-wearing rate observed amongst rear seat passengers in 2024 represents an historic high at 96%.
- Rates of seat-belt-wearing were higher overall on motorways when compared to the other road types in 2023 and 2024.
- Seat-belt-wearing rates among vehicle occupants by gender improved across all categories in 2024 when compared to the 2023 study. There were higher seat-belt-wearing rates by female occupants overall in both years.
- Improved usage rates were witnessed among almost all vehicle occupants during both weekdays and weekends when compared to the previous year's study.
- Consistent rates of seat-belt usage were observed across all time periods of the day in the 2024 study.
- Overall, 96% of children observed as part of the primary and secondary-school student surveys were wearing a seat belt. This represents a 1% decline when compared to the rate in 2023.



RSA Seminar on serious injuries

The RSA hosted a Seminar on serious injuries in September 2024, in Dublin. The overall aim of the event was to provide an overview of the journey of an injured casualty through the health system from the moment of the road collision. Attendees included road safety and public health stakeholders such as representatives from the RSA Board, the Department of Transport, Transport Infrastructure Ireland, An Garda Síochána, Health Service Executive, Royal College of Surgeon in Ireland, and the Injuries Resolution Board. The Seminar was a closed event and featured one session with five presentations which helped understanding the health impact and the health services response after a crash. The session was welcomed by all stakeholders, and the RSA will host a similar event on an annual basis.

- Serious injuries among pedestrians on Irish roads – Dr Stefania Castello, RSA / TCD
- 20 Delta 01- NAS Response to road traffic collisions in Ireland – Mr David Hennelly, National Ambulance Service, HSE
- Morbidity of road collisions: The medical journey – Dr Derek Cawley, RSA Board
- After the crash- rehabilitation following road trauma in Ireland – Dr Ruairi Connolly, Cork University Hospital / University College Cork
- When despite our work a situation worsens- how do we change? – Dr Paul Carroll, National Rehabilitation Hospital.



Safe and Sober Seminar

19 January 2024



Our Partnerships and Collaborations

Our Partnerships

The RSA works across government, harnessing alignment with other key policies (e.g., climate action) to maximise beneficial outcomes for road safety. Our approach encompasses greater partnership with communities and organisations, both in the public and private sector.

By adopting a transformational approach to road safety policy, practice and governance, and by innovating in our approach to partnership working across our key stakeholders and communities, we are uniquely placed to achieve the critical reductions in deaths and serious injuries required by 2030 and to progress towards our ultimate Vision Zero goal by 2050.

An Garda Síochána and the MBRS

The RSA is recognised as the leading voice for road safety in Ireland and as a leading voice internationally. An Garda Síochána and the MBRS are key partners who work with the RSA, driving positive change in the attitudes and behaviours of all road users. In 2024, there was a significant increase in drink and drug driving arrests by An Garda Síochána, with over 7,500 arrests made. Throughout the year, the RSA, An Garda Síochána and the MBRS worked tirelessly to help prevent collisions on our roads with such campaigns as Safe and Sober seminar, Slow Down Day and road safety appeals on bank holidays.



An Garda Síochána and the RSA held monthly meetings to plan collaborative upcoming activity. In Q1, the RSA, in association with An Garda Síochána, aired a weekly 'Road Safety Figures' radio advertising campaign across national and local radio, raising awareness of the numbers detected for driving under the influence, speeding and the numbers of road fatalities. The RSA and An Garda Síochána held joint press launches throughout the year, focusing on speed, distracted driving, risk at commuting times, motorcycle safety, drink driving and tyre safety.

The RSA produced a new drug driving TV-led campaign in association with An Garda Síochána, and that is due to air in 2025. Both organisations also worked closely at events such as Electric Picnic, the Ploughing Championships and many others, and collaborate closely on school visits and education activities.

Department of Education, IPB Insurance and An Garda Síochána

Minister for Education Norma Foley launched the RSA's TY Programme, 'Road Safety Matters'. Designed by the RSA to help students become safer road users and supported by An Garda Síochána. IPB Insurance came on board as sponsor of RSA Road Safety Matters TY Programme, proudly partnering as official sponsors in support of local authorities and Education and Training Board members. Their support meant each participating school received an experiential road safety pack to keep.





County and City Management Association

The RSA and the CCMA partnered to call on landowners to cut their hedgerows before the 1 March deadline. Properly maintained hedges protect vulnerable road users who are not forced onto the roads and afford motorists a clear view of what is around a bend, especially on local rural roads with poor sight lines at junctions. Overgrown hedgerows and roadside verges can result in road fatalities and serious injury collisions.

Irish Tyre Industry Association

The ITIA and the RSA have a long-standing and very successful partnership. The RSA, An Garda Síochána and the ITIA launched Tyre Safety Day by highlighting the importance of regular tyre checks for young drivers. In partnership with Dublin City University, tyre check sessions were held to support students in learning how to do a tyre check and what tyre defects to look out for.



BikeSafe

The RSA collaborates with An Garda Síochána to co-fund a motorcycle safety program called BikeSafe, which aims to make motorcyclists safer, more competent and more confident riders. This programme includes workshops on topics like hazard awareness and on-road assessments with advanced garda motorcyclists. The goal of Garda BikeSafe is to share the Gardaí's experiences and extensive knowledge and to encourage bikers to progress to further post-test training to help them become more skilled and assured riders.



RTÉ 2FM

The RSA teamed up with 2FM, the GPA, the FAI, the IRFU and a host of Irish musicians to record road safety messages which were broadcast on 2FM over the summer months. The campaign was called 2FM Think and Drive and was an important community support initiative from 2FM, the FAI and the IRFU.

The RSA and 2FM joined forces with faces from the worlds of sport and music to encourage 2FM listeners to slow down and have a safer summer on Irish roads. The Script's Danny O'Donoghue, Irish rugby international Andrew Porter, Irish womens soccer team goalie Courtney Brosnan and a host of GAA inter-county players including Seán O'Shea of the Kerry football team and camogie player Grace Walsh from Kilkenny appealed to drivers to travel safely on the roads and to arrive alive.



GAA Green Clubs Programme

The GAA Green Clubs Programme is a partnership between the Gaelic Athletic Association (GAA), local authorities, and various other organisations, including the RSA. This programme aims to encourage GAA clubs to adopt sustainable practices in their grounds and activities, focusing on energy, water, waste, biodiversity, and travel and transport. The RSA's involvement specifically relates to the travel theme, supporting initiatives that promote safe and sustainable commuting to and from club locations.



Macra Na Feirme

The RSA and Macra Na Feirme, the voluntary organisation representing young people from rural Ireland, announced a partnership aimed at encouraging better road safety behaviour among young people from rural communities nationwide in 2022. The 2024 partnership focused on four key areas: the dangers of mobile-phone distraction, the important role of designated drivers in saving lives from collisions involving drink driving, and the life-saving impact of seatbelts.



Media Central

The RSA teamed up with Media Central for a radio takeover of its radio stations over bank holiday weekends.

There were promos and stings voiced by radio presenters across the stations providing messages on the risks of driving while using the phone or under the influence of drink and drugs.

On Newstalk the takeover focused on distracted driving, specifically mobile phones and driving. On Today FM, 98 FM, Beat, Classic Hits, I-Radio, Spin 1038/Southwest, Red FM, Audio X and Go Live network, the messages focused on drink and drug driving.

The partnership aimed to target all motorists while driving, whether listening to the radio or podcasts: at the point and time of danger.



GamerFest

GamerFest is Ireland's biggest gaming and e-sports festival. Since launching in 2017, they have welcomed over 30,000 visitors to gaming conventions across Ireland.

The RSA brought its VR experience for what was an unforgettable weekend at the RDS where attendees checked out the latest games and tech, met their favourite content creators and saw events on multiple live stages.



Coca-Cola

In 2024, the RSA worked with Coca-Cola HBC Ireland and Northern Ireland on its 20th anniversary of the Designated Driver Campaign. Coca-Cola's Designated Driver Campaign rewards those drivers who play their part in getting their friends and family home safely at Christmas!. To reward those unsung heroes of Christmas who gift their friends a lift, the Coca-Cola Designated Driver Campaign was back in over 350 participating venues across Ireland and Northern Ireland.



Friday 14 March and Monday 17 March between 2pm and 8pm

Drivers can avail of a free coffee. Simply say 'RSA' to the till operator.



#stopsipsleep



Applegreen

The RSA continues to partner with forecourt retailer Applegreen to provide motorists with a free cup of coffee every bank holiday weekend to help fight fatigue behind the wheel. Fatigue is the physical and mental impairment brought on by the lack of sleep. You risk nodding off while driving and therefore increase your risk of being involved in a crash. All drivers had to do was say 'RSA' or 'driver reviver' at the checkout between 2pm and 8pm on the Friday and Monday of a bank holiday weekend to claim their free coffee.

Drogheda Motor Show

In 2024, the RSA partnered with the organisers of the 14th annual Drogheda Motor Show and nine local motor dealers to launch the Drogheda Motor Dealers Road Safety Charter, a significant initiative to promote safer driving practices. Held on 12 October, 2024, the event adopted the theme 'Drive Smart, Drive Safe', reinforcing its commitment to road safety.

This collaborative effort was widely recognised by the RSA and the Society of the Irish Motor Industry (SIMI) as a model for how industry partnerships can contribute to safer roads. The Drogheda Motor Show 2024 demonstrated the RSA's ongoing commitment to fostering innovative, community-driven road safety initiatives.



Spotlight Partnership: Electric Picnic

The RSA announced a three-year partnership with Electric Picnic to deliver important life-saving road safety messages around the festival. The partnership saw the RSA have a presence at Electric Picnic which took place from Friday, 16 to Sunday, 18 August at Stradbally Hall, Co. Laois.

The partnership is part of a new strategy for the RSA to reach a youth audience to support them on their road safety journey, particularly with the rise in youth road fatalities in 2024.

RSA Lose Your Licence campaign

The RSA launched a new campaign on the consequences of losing your licence. It explored how the loss of freedom and independence makes you more reliant on family, friends and colleagues to take you where you need to go. The insights informing this campaign stemmed from focus groups with young men held in urban and rural parts of Ireland, and they strongly advocated a campaign that focused on what driving meant to them and their social lives.

It highlighted the message of an automatic disqualification if caught driving under the influence of drink or drugs and at Electric Picnic the video encourages everyone to get home safely.

Speaking ahead of Electric Picnic, Minister of State for the Department of Transport James Lawless said: *'Road safety is a key concern for everyone, and it is never acceptable to get behind the wheel with drink or drugs in your system. With festivals like Electric Picnic increasing traffic on the roads, it is important that we ensure that we enjoy the festival and get to and from the venue safely and responsibly.'*





CEO of the RSA, Sam Waide, said: *'We are delighted to be the official road safety partner at Electric Picnic. Together we want everyone to get there and back home safely. The RSA's presence at Electric Picnic this year aims to remind people to think before they get behind the wheel. If you are driving to and from the festival, it is important to remember that you must not take any chances with alcohol and drugs. Do not get behind the wheel if you are under the influence of alcohol or drugs. If you are the designated driver for friends or family, remember you have a duty of care to them as well as to yourself.'*

Festival Director of Electric Picnic Melvin Benn said: *'Every year, we look forward to welcoming thousands of music fans to Stradbally for a weekend of music, and their safety is of paramount importance to us. We are particularly proud to be partnering with the RSA for the first time this year and sharing their important message with our attendees over the weekend. We want everyone to enjoy the festival and get home safely, and we can do that by working together.'*

The RSA highlighted the need for drivers to be on the lookout for vulnerable road users over the course of the festival, including pedestrians and particularly at night-time when traveling to and from the venue. It also warned of the dangers of driving under the influence of drugs and alcohol and has urged road users to take extra care the morning after, encouraging motorists to wait until it is safe before returning to the road, or to take a taxi, public transport or a lift from a friend and to ensure all those travelling wear their seat belts.

The RSA were at four locations across the Electric Picnic car parks with FlineBox interactive breathalysers over the weekend.

FlineBox uses the Dräger alcohol sensor technology. The user blows into a straw, and the result appears on screen in 10 seconds. The information will highlight if the user can or can't drive, and, if above the alcohol limit, it will highlight a waiting time to eliminate the alcohol before the person gets behind the wheel. At Electric Picnic 9,704 participants (or 13%) used the Flinebox breathalyser tests and they were in demand in particular on the Sunday and Monday before many festival-goers hit the roads to travel home.

The makers of the breathalysers, Fline, was established with a clear mission: to promote responsible alcohol consumption. This mission was inspired by the personal tragedies of its founders, who lost their grandmother to an accident caused by a drunk driver.

Our Partners



Rialtas na hÉireann
Government of Ireland



An Roinn Iompair
Department of Transport



An Roinn Sláinte
Department of Health



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills



NOCA National Office of
Clinical Audit



An tSeirbhís Chúirteanna
Courts Service



Macra na Feirme



VISION ZERO



Our Climate Change and Sustainability Progress

VISION
ZERO

Our Climate Change and Sustainability Progress

The RSA places major importance on its role in climate change and sustainability. These topics have been identified as key issues throughout all facets of the RSA's Corporate Plan 2022 - 2025.

As an organisation that is taking the lead on road safety in Ireland, the RSA will also play a lead role in reducing its emissions in line with government targets and reporting progress both to relevant organisations and our annual report. The RSA is committed to good governance and ethical practice, and as part of this, it recognises the importance of sustainability as a corporate responsibility.

In 2022, the government introduced the Public Sector Climate Action Mandate. The goals of this mandate are to have public bodies show leadership in the reduction of their own emission levels and to encourage the public to follow suit. This involved government bodies reviewing their operations and making the necessary changes to reduce their emissions. The mandate applies to all government agencies, large and small, with a focus on buildings and fleet. There is also a stress on the importance of staff participation in this whole process with staff training in sustainability and the creation of an Energy team taking centre stage. The RSA has been assisted in the preparation of its Climate Action Plan by the Sustainable Energy Authority of Ireland (SEAI) which, following sign-off by the RSA board, was submitted to the Department of Transport.

The three main goals of this mandate are as follows:

1. Reduce greenhouse gas emissions by 51% by 2030.
2. Increase the improvement in energy efficiency in the public sector from a 33% target in 2020 to 50% by 2030.
3. Put in place a climate action road map by the end of 2022.

The key areas of the RSA's road map are as follows:

- **Our People:** Establish an Energy team and incorporate climate change and sustainability at a high level in the organisation.
- **Our way of working:** Review work processes to introduce more efficient ways of working.
- **Our buildings and vehicles:** Review buildings in relation to energy efficiency and carry out alterations where required. Phase out fossil-fuel vehicles and replace with hybrids, plug-in hybrids or electric vehicles (EV).



There is increased focus on sustainability at project and operational level within the organisation to incorporate sustainability objectives. In 2024, the RSA has implemented a number of its planned climate actions including:

Action	Steps Delivered in 2024
RSA Climate Action Plan	<ul style="list-style-type: none"> ■ As required under the government's Climate Action Mandate the RSA prepared its Climate Action Plan in 2023. The RSA provided an update on progress in 2024 via the Climate Action champion's statement included in the SEAI yearly return. ■ The RSA continues to be committed to ensure all sustainability goals are reached by 2030.
Corporate Social Responsibility in the Area of Fleet Management	<ul style="list-style-type: none"> ■ Mild hybrid fleet cars replaced the existing RSA diesel vehicles in Q1 2024. These vehicles have much lower CO₂ emissions than the previous diesel-powered cars. ■ New plug-in hybrid fleet cars were ordered for delivery in Q2 2025. These cars have an extremely low emissions level of 29 g/km. ■ Solar-panel technology is being used in the new RSA enforcement vans, which are on order and due for delivery in Q2 2025. ■ The RSA uses advanced telematics technology on its fleet vehicles. This system provides a wide number of environmental reports and the data from RSA fleet vehicles. Data from this system on vehicles will inform future transitions to full EVs.
Office of Public Works (OPW)	<ul style="list-style-type: none"> ■ The majority of the RSA estate is provided by the Office of Public Works (OPW). The RSA shares a government building in Navan with the Department of Agriculture, Food and the Marine. This building, where the local driving test centre is located, had a full environmental refit carried out in 2024. This greatly increased its efficiency and reduced its emissions. ■ The RSA continues to work with the OPW and private landlords on increasing the efficiency of our estate. We are currently involved in projects to provide new, highly environmentally efficient driving test centres in Galway and Tipperary.
Reduce Your Use Campaign	<ul style="list-style-type: none"> ■ The RSA continued the good work of the Reduce Your Use campaign into 2024. This campaign is supported by the SEAI and provides sustainability information and education programmes for staff. During 2023, regular updates were given to staff encouraging them to reduce energy use within the RSA buildings. There were also poster campaigns both in our buildings and on the RSA's staff web page.
SEAI reporting	<ul style="list-style-type: none"> ■ The RSA played an active role submitting various reports in 2024 to assist with environmental reviews for the organisation. ■ The RSA submitted new, more detailed reports to the SEAI in 2024 on business travel and on the RSA fleet vehicles.
Green Team	<ul style="list-style-type: none"> ■ The RSA Green Team was formed in 2022 as part of the RSA's Climate Action Plan and continued its work in 2024. ■ The group meets on a quarterly basis to discuss ideas and proposals in relation to energy efficiency. ■ The Energy team sponsored free reusable water bottles for all staff in 2024. This initiative was introduced to reduce the use of paper water cups in the RSA.
Review of RSA Future Building Requirements	<ul style="list-style-type: none"> ■ The RSA, together with the OPW, our biggest accommodation provider, are working together to review the future needs of the organisation especially in light of blended working arrangements.



Our People

Our People

The RSA is an equal opportunities employer, and continues to promote diversity and inclusivity in our policies, procedures and practices. As of 31 December 2024, the RSA had 445 full-time equivalent staff employed across all of our services with approximately 60% of staff working on a blended/hybrid basis.

Over the course of 2024, there was continued focus on capacity building and development as well the results of our culture assessment informing our activities over the course of 2024.

An extensive campaign to recruit additional driving testers was launched in late 2024 with the objective of increasing our permanent headcount to 200 full-time equivalents across the country. This continued into 2025.



Gender balance



Culture Assessment

The RSA undertook its first culture assessment with the report issuing in early 2024. The objective was to assess our organisational well-being and provide the RSA with a road-map that would ensure it had the information it needed to improve its culture. 60% percent of staff completed the assessment, which was further complemented by four focus groupings across all staff teams.

42 actions across 8 themes are being recommended for action and this work commenced in 2024. It is planned to run a further assessment in 2025 to understand our progress across three identified areas. This will ensure we are working on the tasks/activities that matter most to our people. The final report is available on our website.

RSA Overall Gender Pay Gap

7.05%
MEAN

10.32%
MEDIAN

Gender Pay Gap Reporting

The Gender Pay Gap Information Act 2021 (and related regulations) set out the statutory basis for gender pay gap reporting in Ireland. The purpose of the legislation is to understand gender representation in the workplace. Across the RSA, the mean gender gap for all employees in 2024 was 7.05%.

For the reporting period of 1 June 2023 until 1 June, 2024, the RSA had 453 employees across Ireland. This was made up of 45.90% (208) females and 54.10% (245) males.

At the RSA, we are serious about a positive change; however, we need to be realistic about reducing the gender pay gap to a level that is realistic for our business and how we achieve that. We acknowledge there is more that can be done as we look at implementing short and longer actions to close the gender pay gap. The RSA remains committed to understanding and improving our gender representation at all levels across the organisation. We are committed to improving efforts around gender representation by making equality, diversity and inclusion a priority, reviewing and developing flexible working policies and continuously enhancing our recruitment and selection processes. We will continue to support and develop our people, encouraging diversity and following our strategic priority of maintaining and enhancing a professional organisation to meet current and future challenges and to drive excellence in governance and service delivery.

The board did meet the government target of a minimum of 40% representation of each gender in membership of state boards for 2023.

Protected Disclosures

The Protected Disclosure Act 2014, as amended by the Protected Disclosures (Amendment) Act 2022, protects workers in the public, private and not-for-profit sectors from retaliation if they speak up about wrongdoing in the workplace. Workers can report wrongdoing internally to their employer or externally to a third party, such as a prescribed person. People who make protected disclosures (sometimes referred to as ‘whistleblowers’) are protected by law, meaning they should not be treated unfairly or lose their job because they have made a protected disclosure. Any RSA employee seeking to make a protected disclosure should refer to the internal Protected Disclosures Policy, where the steps for reporting are set out, or email protecteddisclosure@rsa.ie. The RSA is a member of Transparency International Ireland and Speak Up Helpline (The Whistleblowers) Helpline.

In 2024, RSA received three protected disclosures which were assessed and did not proceed to an investigation. Each disclosure was subsequently managed and closed out through internal procedures in the reporting period up to 31 December 2024.

Official Languages Act 2003

The RSA is committed to fostering an environment that supports the use of the Irish language and is committed to working with our partners in delivering on a public service that promotes the use of our national language. We adhere to the Official Languages Act 2003, as amended by the 2021 Act, ensuring that all necessary publications and communications are accessible in both Irish and English.

Our advertising efforts were coordinated to ensure ongoing progress in compliance with the 20% and 5% annual target, taking into account the availability of Irish-language media placement inventory throughout 2024’s campaigns. In 2024, 21.3% of RSA advertising was in Irish and 1.8% of RSA advertising spend was in the Irish-language and on approved Irish language mediums.



Equality, Diversity and Inclusion

Over the course of 2024, several initiatives were delivered upon:

- Disability awareness training
- Continuous review of recruitment practices
- Undertaking the culture assessment
- Reporting on the gender pay gap.

Reporting on Disability Awareness

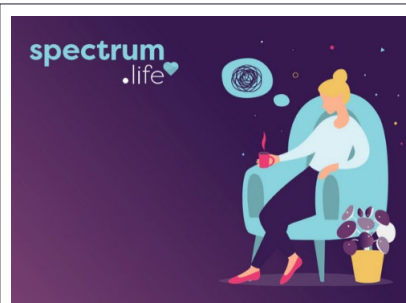
The RSA reported in 2023 to the National Disability Authority (NDA) a figure of 6.1% of our staff reporting a disability, which is 3.1% above the minimum requirement required under legislation. This minimum requirement figure is due to increase in 2024 to 6%.



Employee Well-being

Supporting the Well-being of all our employees is of significant importance to the RSA. We were delighted to roll out health screenings across 2024 with over 100 staff attending an appointment, and we will continue this roll-out across 2025.

We also invited expert speakers to deliver talks on topics including financial management, health, parenting and building resilience. We continue to add to our vast e-learning library with courses now available to all staff on menopause, neurodiversity awareness and domestic-abuse awareness.



Our employee assistance programme is available 24/7, 365 days a year covering numerous topics such as counselling, infertility and pregnancy loss, elder care support, parent coaching, legal and financial information and more.



Our regular well-being programme of events includes the National Workplace Wellbeing Day and regular information webinars including menopause support, gut health and financial well-being.

We had two wellness step challenges in 2024, and all staff were encouraged to take part with the winning team receiving 500 euro for the charity of their choice. The nominated charities were the Mayo Mental Health Association and the Mayo Roscommon Hospice.

Learning and Development

The RSA is dedicated to ensuring the professional development of our staff, and we offer meaningful and relevant online and classroom-based training to all staff.

Further development of our e-learning offering ensured that over 40 courses were added to this platform in 2024 in areas such as personal development, management, communication skills and much more.

- **Core skills training for all administration staff which aligned with the Public Appointments Service civil service competency framework**
- **General Data Protection Regulation (GDPR)**
- **Lean Six Sigma Green Belt**
- **IT Training**
- **Contract Management**
- **Climate Action Leadership Training**
- **Mandatory courses which include unconscious bias, disability equality, fire safety, diversity and inclusion and cybersecurity.**

The NDA produced an online training module for public-sector in Ireland. The module introduces staff to disability equality awareness and the RSA was delighted to roll this out as an e-learning offering to all staff. The NDA is currently revising the e-learning module to reflect current legislation and practice and to make the module compatible with all browsers and devices.

Spotlight: RSA Transformation Week

The OpEx team successfully launched and hosted its first RSA-led Transformation Week from 17 to 21 June 2024. The theme was 'Embracing transformation across the organisation'. Sponsored by Nessa Kelly, Director of Strategy, Performance and Transformation, and Gerry McGuire, Director of Technology, Platform and Solutions, the week was a catalyst for promoting digital transformation and raising awareness of a customer-centric design of RSA services.

Transformation Week Highlights

Transformation Week directly supported key strategic themes outlined in the RSA Corporate Plan, specifically:

- Supporting people to drive change
- Innovation in everything we do
- Organisational excellence.

The week was a dynamic forum for colleagues to explore and showcase cutting-edge technologies such as VR and artificial intelligence, demonstrating their potential to enhance their operational efficiency and work environment. These technologies offer the capability to anticipate customer demands and proactively keep our customers informed. Our strategy of blending a human-centred approach with self-serve options aims to empower customers with knowledge and ensures optimal service delivery.

There was a particular focus on highlighting projects and initiatives that have accelerated digital transformation across the RSA and reduced our carbon footprint. Examples included the streamlining of paper-based processes and the enhanced utilisation of RSA data to inform design and delivery of our road safety services and interventions. These showcases illustrated the collective effort and commitment of our teams in driving meaningful change.

Interactive workshops with staff facilitated the introduction of new technologies, frameworks and collaborative problem-solving techniques directly to our teams.

The feedback was extremely positive, with participants expressing enthusiasm for the events' ability to provide insights into organisational initiatives, facilitate networking and generate actionable ideas for process and service improvements, which ultimately benefits our customers.



Building on this success, we plan to annualise RSA Transformation Week, ensuring its continued role in driving ongoing organisational transformation, delivering effective, human-centred services, and fostering a culture of sustained innovation in our workplace.



Our Board



Anne Graham
Chairperson
Term started 25 February 2025



Liz O'Donnell
Outgoing Chairperson
Term expired October 2024



Sarah Johnson



Ashling Cunningham
Term expired October 2024



John Cronin



Derek Cawley



Dónall Curtin



Dave Montgomery



Brian McCormick
Term started 14 November 2024

Visit [RSA.ie](https://www.rsa.ie) to view a profile of each board member.



Our CEO and Directors



Sam Waide
Chief Executive Officer



Brendan Walsh
Chief Operations Officer



Michael Rowland
Director of Research,
Standards and Assurance



Sarah O'Connor
Director of Partnerships
and External Affairs



Nessa Kelly
Director of Strategy,
Performance and
Transformation



Kim Colhoun
Director of Finance
and Corporate Services
Term expired May 2025



Alison Coleman
Director of People,
Development and Culture



Gerry McGuire
Director of Technology,
Platforms and Solutions

Financial Statements

For the Year Ended 31 December 2024

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General Information

Address	Moy Valley Business Park Primrose Hill Ballina Co Mayo
Senior Executive	Mr Sam Waide – Chief Executive Officer Ms Kim Colhoun – Director of Finance & Corporate Services Mr Michael Rowland – Director of Research, Standards and Assurance Mr Gerry McGuire – Director of Technology Platforms and Solutions Ms Alison Coleman – Director of People, Development and Culture Mr Brendan Walsh – Chief Operations Officer Ms Sarah O'Connor – Director of Partnership and External Affairs Ms Nessa Kelly – Director of Strategy, Performance and Transformation
Members of the Board	Ms Liz O'Donnell (Chairperson)(Retired 28 October 2024) Ms Gillian Treacy (Retired 01 January 2024) Ms Donna Price (Retired 01 January 2024) Dr Derek Cawley (Retired 04 November 2025) Dr John Cronin (Retired 04 November 2025) Ms Ashling Cunningham (Resigned 24 October 2024) Ms Sarah Johnson (Retired 04 November 2025) Mr Dave Montgomery Mr Dónall Curtin Mr Brian McCormick (Appointed 04 November 2024) Ms Helen Hughes (Appointed 01 December 2025) Ms Sinead Kilkelly (Appointed 01 December 2025) Mr Adrian Moynihan (Appointed 01 December 2025)
Bankers	Bank of Ireland Pearse Street Ballina Co Mayo
Auditors	Comptroller and Auditor General 3A Mayor Street Upper Dublin 1
Website	www.rsa.ie

Governance Statement and Board Members' Report

Governance

The Board of the Road Safety Authority (RSA) was established under the Road Safety Authority Act 2006. The operations of the Board are set out in sections 14, 15 and 16 of this Act. The Board is accountable to the Minister for Transport and is responsible for ensuring good governance. It performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of the RSA are the responsibility of the Chief Executive Officer (CEO) and the executive of the RSA. The CEO and the executive must follow the broad strategic direction set by the Board and must ensure that all Board members have a clear understanding of the key activities and decisions related to the entity, and of any significant risks likely to arise. The CEO acts as a direct liaison between the Board and management of the RSA.

Board Members' Responsibilities

The work and responsibilities of the Board are set out in the Board's Terms of Reference and Annual Work Programme which also contain the matters specifically reserved for Board decision. Standing items considered by the Board include:

- declaration of interests
- reports from committees, including the Audit and Risk Committee (ARC)
- performance reports
- corporate risks

Section 29 of the Road Safety Authority Act, 2006 requires the Board of the RSA to keep, in such form as may be approved by the Minister for Transport all proper and usual accounts of money received and expended by it.

In preparing these financial statements, the Board of the RSA is required to:

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

The Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 29 of the Road Safety Authority Act, 2006.

The Board is responsible for approving the annual business plan and budget. An evaluation of the performance of the RSA by reference to the annual business plan and budget was carried out throughout the year by the ARC, who in turn reported to the Board.

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

The Board considers that the financial statements of the RSA give a true and fair view of the financial performance for the year and the financial position of the RSA at 31 December 2024.

Governance Statement and Board Members' Report

continued

Board Structure

At 31 December 2024, the Board consisted of six ordinary members, all of whom are appointed by the Minister for Transport. The members of the Board met eleven times in 2024.

Since the 25 October 2024, the Board's membership has been below its' minimum membership threshold of a Chairperson and six ordinary members as per Section 14 (3) of the Road Safety Authority Act 2006. At present, the Board has continued to operate and meet with its current membership of six ordinary members which exceeds its quorum requirements of five (5) as outlined in Section 16 (7)(a) of the Road Safety Authority Act 2006. At the request of the Minister for Transport, the current ordinary members agree a Chair from among themselves at the beginning of each meeting of the Board. The Authority is currently awaiting the Minister for Transport to directly appoint a new Chairperson, following Cabinet approval of a derogation from the usual Chair appointment process. This will bring Board membership above its minimum statutory level.

The table below details the appointment period for current members.

Board Member	Role	Appointment Duration	Date Appointed
Dr Derek Cawley	Ordinary member	5 years	04 November 2020 (Retired 2025)
Dr John Cronin	Ordinary member	5 years	04 November 2020 (Retired 2025)
Ms Sarah Johnson	Ordinary member	5 years	04 November 2020 (Retired 2025)
Mr Dave Montgomery	Ordinary member	5 years	16 November 2023
Mr Dónall Curtin	Ordinary member	5 years	16 November 2023
Mr. Brian McCormick	Ordinary member	3 years	14 November 2024
Ms Liz O'Donnell	Ordinary member	5 years	29 October 2019 (Secondary Term, Retired 2024)
Ms Donna Price	Ordinary member	3 years	01 January 2021 (Secondary Term, Retired 2024)
Ms Gillian Treacy	Ordinary member	3 years	01 January 2021 (Secondary Term, Retired 2024)
Ms Ashling Cunningham	Ordinary member	5 years	04 November 2020 (Resigned 2024)
Ms Anne Graham	Chairperson	5 years	25 February 2025 (Appointed 2025)
Ms Helen Hughes	Ordinary member	5 years	01 December 2025 (Appointed 2025)
Ms Sinéad Kilkelly	Ordinary member	5 years	01 December 2025 (Appointed 2025)
Mr Adrian Moynihan	Ordinary member	5 years	01 December 2025 (Appointed 2025)

Audit and Risk Committee (ARC): comprised of three Board members and one independent co-opted member as at 31 December 2024. The role of the ARC is to support the Board in relation to its responsibilities for issues of risk, control and governance and associated assurance. The ARC is independent from the financial management of the organisation. In particular, the committee ensures that the internal control systems including audit activities are monitored actively and independently. The ARC reports to the Board after each meeting.

The members of the ARC in 2024 were Mr David Montgomery (Chairperson), Dr Derek Cawley, Mr. Dónall Curtin and Mr. Robert Cashell, co-opted independent member. Ms Ashling Cunningham, resigned on 24 October 2024. There were four meetings of the ARC in 2024.

Remuneration Committee (RC): comprised of three Board members. The members of this committee are: Ms Liz O'Donnell, Ms Sarah Johnston and Ms Ashling Cunningham. The RC met on 19 September 2024. With the retirement and resignation of two of the members of this committee in October 2024, following the appointment of the new Chairperson Ms Anne Graham, in February 2025, Ms Anne Graham and Mr. Dónall Curtin were appointed to the Remuneration Committee alongside Ms Sarah Johnson in 2025.

Governance Statement and Board Members' Report

continued

Schedule of Attendance, Fees and Expenses

A schedule of attendance at the board and committee meetings for 2024 is set out below and includes the fees and expenses received by each member:

	Board	ARC	RC 2024	Board/ Committee Fees 2024 €	Vouched Expenses 2024 €
Number of meetings	11	4	1		
Current Board & ARC Members					
Dr Derek Cawley	11	3		7,695	-
Dr John Cronin	10			-	-
Ms Sarah Johnson	10		1	7,695	-
Mr Dave Montgomery	10	4		7,695	258
Mr Dónall Curtin	10	4		7,695	-
Mr. Brian McCormick (potential 1)	1			1,004	
Mr Robert Cashell (co-opted ARC Member)		4		2,000	-
Members who retired in 2024					
Ms Liz O'Donnell (Chairperson)(potential 9)	9		1	9,888	883
Ms Donna Price (potential 0)	-			-	-
Ms Gillian Treacy (potential 0)	-			-	-
Members who resigned in 2024					
Ms Ashling Cunningham (potential 9 & 3)	8	2	1	6,273	-
Total				49,945	1,141

In compliance with the 'one person one salary' principle, one board member did not receive board fees in 2024.

The average attendance at the Board meetings in 2024 was 93%.

The average attendance at the Audit and Risk Committee meetings in 2024 was 89%.

The average attendance at the Remuneration Committee meetings in 2024 was 100%.

Governance Statement and Board Members' Report

continued

Key Personnel Changes

Board

In accordance with the Road Safety Authority Act, 2006, the chairperson, Ms Liz O'Donnell and two ordinary members, Donna Price and Gillian Treacy retired, one ordinary member, Ms Aisling Cunningham, resigned and one ordinary member, Mr Brian McCormick, was appointed in 2024.

Audit and Risk Committee

Due to the appointment of two new board members in November 2023, the ARC number of members has increased from three to five members in 2024. On 24 October 2024, this membership reduced from five to four with the resignation of ordinary member, Ms Ashling Cunningham.

Remuneration Committee

Due to the retirement of Ms Liz O'Donnell and resignation of Ms Ashling Cunningham in October 2024, this committee was reconstituted in 2025 with new membership, following the appointment of the new Chairperson. The members were Ms Anne Graham, Mr Dónall Curtin and Ms Sarah Johnson.

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

The Board is responsible for ensuring that the RSA has complied with the requirements of the Code of Practice for the Governance of State Bodies ('the Code'), as published by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation in August 2016. The following disclosures are required by the Code:

Employee Short-Term Benefits Breakdown

Please refer to Employee Short-Term Benefits Breakdown in Note 4(b) to the Financial Statements.

Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced 'business-as-usual' functions.

	2024 €	2023 €
Legal Advice	489,778	533,597
Business improvements	3,007,351	3,208,166
Organisation Design & Transformation	93,955	223,961
Total Consultancy Costs	3,591,084	3,965,724
Consultancy costs capitalised	758,533	2,311,001
Consultancy costs expensed	2,832,551	1,654,723
Total	3,591,084	3,965,724

Governance Statement and Board Members' Report

continued

Consultancy Costs (continued)

Legal advice - The spend on external legal advice in 2024 is broadly aligned with 2023 spend and the areas of spend reflect the requirement for specialist legal advice in certain areas.

Business Improvements - A number of Areas of consultancy costs have been categorised under Business improvements in 2024 with the majority allocated to securing specialist expertise to support the large-scale re-procurement and transformation of critical frontline services. This expenditure also underpins key strategic initiatives, including the digitalisation and enhancement of key RSA services and the implementation of the data strategy, ensuring improved data accessibility to enable informed, data-driven decision-making. Additionally, consultancy support has been engaged to enhance access to periodic professional driver training, exploring e-learning and blended learning models to improve flexibility while maintaining high standards. Given the complexity and specialised nature of these projects, many of the required skills and competencies are not available within the RSA, necessitating external consultancy support. However, overall expenditure in this area has slightly decreased in 2024, primarily due to the completion of the BSP Enhancement Programme and the associated conclusion of its consultancy contract.

There was a decrease of €0.2m year on year under this classification.

Organisation Design and Transformation - The reduction in costs from 2023 to 2024 can be attributed to the external support costs for organisational re-design, road safety strategy enabling structures set up, transformation support across two key public facing services reducing significantly in 2024 as these works were completed.

Legal Costs and Settlements

The table below provides a breakdown of amounts recognised as expenditure in the reporting period in relation to the legal costs of court representation in enforcement cases. This does not include expenditure incurred in relation to general legal advice received by the RSA, which is disclosed in 'consultancy costs' above. The legal settlement provision reflects a best estimate for probable legal proceedings.

	2024 €	2023 €
Legal proceedings costs	568,436	608,689
Settlements	70,000	
Total	638,436	608,689

Governance Statement and Board Members' Report

continued

Travel and Subsistence Expenditure

Travel and subsistence expenditure are categorised as follows:

	2024 €	2023 €
Domestic		
Board	1,141	2,056
Employees	3,051,772	2,913,673
International		
Board	-	898
Employees	63,545	43,079
Total	3,116,458	2,959,706

Hospitality Expenditure

The Statement of Income and Expenditure and Retained Revenue Reserves for the Year Ended 31 December 2024 includes the following hospitality expenditure. This represents the amounts paid/accrued by the RSA to the Staff Sports and Social Club. During the year, a gift was presented to the outgoing chairperson in recognition of service. The cost of this gift is included in hospitality expenditure.

	2024 €	2023 €
Staff hospitality	5,579	5,099
Total	5,579	5,099

Statement of Compliance

The Board has adopted the Code of Practice for the Governance of State Bodies (2016) and has put procedures in place to ensure compliance with the code. The RSA was in full compliance with the Code of Practice for the Governance of State Bodies for 2024.

Statement on Internal Control

Scope of Responsibility

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

Purpose of the System of Internal Control

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

The system of internal control, which accords with guidance issued by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation has been in place in the RSA for the year ended 31 December 2024 and up to the date of approval of the financial statements.

Capacity to Handle Risk

The RSA has an Audit and Risk Committee (ARC) which comprised of five Board members and one external co-opted independent member until 24 October 2024 when Ms Aisling Cunningham resigned. The ARC met four times in 2024.

The RSA has also established an internal audit function which is outsourced to an external firm and conducts a programme of work agreed with the ARC.

The RSA has established a Risk Management Framework that includes a structured policy, defined processes, and comprehensive training for all management and risk owners. In 2024, a review of this framework commenced to enhance its effectiveness and further align it with the principles of ISO 31000:2018, ensuring a more integrated and best-practice approach to risk management. This review, which will be completed in Q1 2025, aims to strengthen risk identification, monitoring, and reporting, embedding enhanced and more streamlined risk management practices across the organisation.

The RSA Risk Steering Committee met eleven times in 2024 to review and challenge directorate-level risks, assess ratings, and identify potential escalations to the Corporate Risk Register. Corporate risks were reviewed by the Corporate Leadership Team on a monthly basis, where ratings, controls, mitigations, and trends were discussed and approved. To strengthen transparency and assurance, quarterly presentations of directorate-level risks were introduced to the ARC. Additionally, risk reporting templates were enhanced to provide more comprehensive and robust reporting. Corporate risks remained a standing agenda item at all 2024 ARC and Board meetings.

Throughout 2024, efforts to embed a strong risk culture continued, with a structured review of the Risk Management Framework being progressed. This review, which is set for completion in Q1 2025, will further enhance alignment with best practice standards and support the ongoing development of RSA's risk maturity into 2025 and beyond.

Risk and Control Framework

The risk register details the controls and actions needed to mitigate risks and responsibility for operation of controls assigned to specific staff. I confirm that a control environment containing the following elements is in place:

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

Statement on Internal Control

continued

Ongoing Monitoring and Review

Formal procedures have been established for monitoring control processes. Control deficiencies are communicated to those responsible for taking corrective action and to management and the Board, where relevant, in a timely way. I confirm that the following ongoing monitoring systems are in place:

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

Procurement

I confirm that the RSA has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2024 the RSA complied with those procedures, with the exception of four contracts where expenditure of €7.48m occurred in 2024. The contract with the most material of this expenditure (€4.53m) was resolved during 2024. Three of these contracts were also disclosed in 2023 (2023: €3.70m).

- In respect of the first contract, with €0.07m paid in 2024 (€0.16m in 2023), the customer facing service that is dependent on this support service contract, has commenced the procurement for a replacement system. The new contractor is expected to be in place by Q2 2025 with replacement in operations by Q3 2025 which will allow for the decommissioning of this service by the end of 2025.
- With regards the second contract to which €0.16m was paid in 2024 (€0.25m in 2023), the business area that provides this customer facing service, that is dependent on this contract managed support service has progressed its project in terms of business transformation and requirements definition for the new business procedures. The next step in this process is the technology implementation phase which is targeted to commence in H2 2025. This is a priority for the RSA. Unfortunately, due to budget and resource capacity constraints the projected timelines for a replacement solution are expected to push into 2026. Once this solution is in place, the decommissioning of this non-compliant service will be completed.
- The third contract, with €4.53m paid in 2024 (up to compliance date), was due to be reprocured by April 2023 however the procurement process was delayed due to reasons outside RSA control as a result of logistical delays within the OGP with regards to this framework. The RSA awarded a new contract on 24 July 2024, following a mini competition via OGP Framework and the non-compliance is now resolved.
- An additional contract was identified in 2024 with non-compliant third-party expenditure totalling €2.72m incurred during the period. In respect of the fourth contract identified during 2024 to which €2.72m was paid, the business area that requires these services has commenced the procurement of a new contract, with the intention to have a new contract awarded in 2026. This contract was awarded through a competitive process, including the provision of third-party services. However, it has transpired that the method used to procure the third-party services was not compliant.

The RSA is resolute to resolve this area of non-compliance of the remaining three contracts, within public procurement with spend of €2.95m in 2024, by taking steps to remove its dependence on legacy contracts, but this must be done in a controlled and phased manner to maintain critical service provision.

Statement on Internal Control

continued

Optimum Reserves Policy

The RSA has historically maintained an optimum reserves policy, which was justified by reference to a number of factors, including:

- the annual and multi annual contractual commitments.
- the financing requirements of delivery of both the RSA actions within the Government Road Safety Strategy, phase 1 2021- 2024 and the actions within the RSA Corporate plan 2022-2025.
- RSA agreed policy position where practicable to continue to be a self-financing body.
- The ability to protect the RSA against external shocks including, pandemic events, strike action, change in government policies and general and macro environment factors.

In 2024, the Authority received direct Exchequer subvention, creating the mechanism by which emergency financial support can be provided if required. In addition, from January 2025 several service fees were increased, with the proposal to develop a formal fee setting mechanism which will bring further certainty to RSA funding.

In line with the direction issued by the Department of Public Expenditure, NDP Delivery and Reform in early 2023 for Non-Commercial State Agencies to decrease their funding reserves to close to zero, the RSA has a phased plan to decrease its revenue reserves accordingly, while recognising that a sensible level of cashflow must be maintained for operational purposes. The Authority continues to report its financial position to the DOT through quarterly governance meetings, where the level of cash reserves will continue to be monitored.

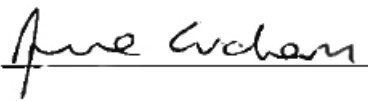
Review of Effectiveness

I confirm that the RSA has procedures to monitor the effectiveness of its risk management and control procedures. The RSA's monitoring and review of the effectiveness of the system of internal control is informed by the work of the internal and external auditors, the ARC which oversees their work, and the senior management within the RSA responsible for the development and maintenance of the internal control framework.

I confirm that the Board conducted an annual review of the effectiveness of the internal controls for 2024 on 27 March 2025.

Internal Control Issues

No weaknesses in internal control were identified in relation to 2024 that require disclosure in the financial statements, except for the procurement issues disclosed above.



Anne Graham
Chairperson

Date: 11 December 2025

Report of the Comptroller and Auditor General



Ard Reachtaire Cuntas agus Ciste Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Road Safety Authority

Opinion on the financial statements

I have audited the financial statements of the Road Safety Authority for the year ended 31 December 2024 as required under the provisions of section 29 of the Road Safety Authority Act 2006. The financial statements comprise

- the statement of income and expenditure and retained revenue reserves
- the statement of comprehensive income
- the statement of financial position
- the statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of the Road Safety Authority at 31 December 2024 and of its income and expenditure for 2024 in accordance with Financial Reporting Standard (FRS) 102 *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

Basis of opinion

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of the Road Safety Authority and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on information other than the financial statements, and on other matters

The Road Safety Authority has presented certain other information together with the financial statements. This comprises the annual report, the governance statement and Board members' report, and the statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

Financial sustainability

The financial statements show a deficit of €880,000 for the year. Note 20 to the financial statements provides more details regarding the steps taken to maintain the financial sustainability of the Road Safety Authority.

Non-compliant procurement

The statement on internal control discloses a substantial level of procurement in 2024 that was not compliant with relevant guidelines. The steps taken or planned by the Road Safety Authority to address the weaknesses that gave rise to this are also outlined.

Seamus McCarthy

Seamus McCarthy
Comptroller and Auditor General
16 December 2025

Report of the Comptroller and Auditor General

Appendix to the report

Responsibilities of Board members

As detailed in the governance statement and Board members' report, the Board members are responsible for

- the preparation of annual financial statements in the form prescribed under section 29 of the Road Safety Authority Act 2006
- ensuring that the financial statements give a true and fair view in accordance with FRS 102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under section 29 of the Road Safety Authority Act 2006 to audit the financial statements of the Road Safety Authority and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Road Safety Authority's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause the Road Safety Authority to cease to continue as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

Statement of Income and Expenditure and Retained Revenue Reserves

for the Year Ended 31 December 2024

	Notes	2024 €	2023 €
Income			
Oireachtas grant	2	8,569,000	952,000
Other resources	3	91,408,096	92,310,634
Net deferred pension funding	5(c)	3,761,000	3,886,000
Employee pension contributions remitted	5(a)	(1,423,000)	(1,248,000)
Total Income		102,315,096	95,900,634
Expenditure			
Remuneration and other pay costs	4(a)	(31,369,641)	(28,473,316)
Retirement benefit costs	5(a)	(5,759,578)	(5,580,864)
Technical advice	6	(763,405)	(478,248)
Administration costs	7	(10,879,185)	(10,686,886)
Programme costs	8	(49,526,691)	(42,941,572)
Depreciation/Amortisation	9 & 10	(6,653,815)	(6,488,857)
Total Expenditure		(104,952,315)	(94,649,743)
(Deficit)/surplus for the year before appropriations		(2,637,219)	1,250,891
Transfer (to)/from Capital Account	14	1,757,534	(1,724,491)
(Deficit) for the year after appropriations		(879,685)	(473,600)
Balance brought forward at 1 January		15,308,728	15,782,328
Balance carried forward at 31 December		14,429,043	15,308,728

The Statement of Cash Flows and notes 1 to 22 form part of these financial statements.

Statement of Comprehensive Income

for the Year Ended 31 December 2024

	Notes	2024 €	2023 €
(Deficit) for the year		(879,685)	(473,600)
Experience (losses)/ gains on retirement benefit obligations		(2,810,000)	538,000
Change in assumptions underlying the present value of retirement benefit obligations		4,354,000	(6,001,000)
Total actuarial gain/ (loss) in the year	5(b)	1,544,000	(5,463,000)
Adjustment to deferred retirement benefits asset		(1,544,000)	5,463,000
Other Comprehensive (Loss) for the year		(879,685)	(473,600)

The Statement of Cash Flows and notes 1 to 22 form part of these financial statements.

Statement of Financial Position

for the Year Ended 31 December 2024

	Notes	2024 €	2023 €
Fixed Assets			
Property, plant and equipment	9	5,409,332	5,727,403
Intangible Assets	10	9,814,771	11,254,234
		15,224,103	16,981,637
Current Assets			
Receivables	11	3,522,896	3,241,033
Prepayments	12	899,628	863,077
Cash and cash equivalents		39,793,996	39,135,151
		44,216,520	43,239,261
Current Liabilities (amount falling due within one year)			
Payables & Legal Provision	13	(29,787,479)	(27,930,535)
Net Current Assets		14,429,041	15,308,726
Long Term Liabilities (amounts falling due after one year)			
Retirement Benefits			
Deferred retirement benefit funding asset	5(c)	103,655,000	99,161,000
Retirement benefit obligations	5(b)	(103,655,000)	(99,161,000)
Total Assets less Liabilities		29,653,144	32,290,363
Representing			
Capital Account	14	15,224,101	16,981,635
Retained Revenue Reserves	20	14,429,043	15,308,728
		29,653,144	32,290,363

The Statement of Cash Flows and notes 1 to 22 form part of these financial statements.

Statement of Cash Flows

for the Year Ended 31 December 2024

	2024	2023
	€	€
Cash Flows from Operating Activities		
(Deficit)/ Surplus for the year before appropriations	(2,637,219)	1,250,891
Depreciation of fixed assets	615,071	615,142
Amortisation of intangible assets	6,038,744	5,873,715
Loss on the disposal of property plant and equipment	-	-
(Increase) in receivables and prepayments	(318,414)	(898,860)
Increase in payables	1,856,944	2,107,885
Bank interest paid	-	-
Net Cash Flows from Operating Activities	5,555,126	8,948,773
Cash Flows from Investing Activities		
Payment to acquire property, plant and equipment	(297,000)	(442,124)
Payment to acquire intangible assets	(4,599,281)	(7,771,224)
Proceeds from the sale of property, plant and equipment	-	-
Net Cash Flows from Investing Activities	(4,896,281)	(8,213,348)
Net Increase in cash and cash equivalents	658,845	735,425
Cash and cash equivalents at 1 January	39,135,151	38,399,726
Cash and cash equivalents at 31 December	39,793,996	39,135,151

Notes to the Financial Statements

for the Year Ended 31 December 2024

1. Accounting Policies

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

(a) General Information

The RSA was set up under the Road Safety Authority Act 2006, with a head office at Moy Business Park, Primrose Hill, Ballina, Co Mayo. The RSA's primary objectives were established under the Road Safety Authority Act 2006 on 1 September 2006. The RSA is a corporate body with perpetual succession and with a seal and power to sue and be sued in its corporate name and to acquire, hold and dispose of land or an interest in land, and to acquire, hold and dispose of any other property. It is a statutory body that earns non-exchequer income from services provided to the public and partially from an exchequer grant from the Department of Transport (Note 2).

The RSA is a Public Benefit Entity which is an entity that provides services for the general public, community and for social benefit. The RSA was established to take the lead role in the area of road safety and is responsible for the following: raising awareness of and promoting road safety through mass media campaigns and education programmes; road safety research and its primary public services including driver testing, driver licensing, vehicle standards, vehicle testing (both national car testing and commercial vehicle testing), road haulage enforcement, registration of driver instructors (ADI) and Driver Certificate of Professional Competence (Driver CPC). The RSA shares responsibility for the *Road Safety Strategy 2021 – 2030* together with several state departments and public authorities who must all work together, with the road-using public, to deliver the targets and outcomes set out in this strategy.

(b) Statement of Compliance

The financial statements of the RSA for the year ended 31 December 2024 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC). The RSA is operating in compliance with the Code of Practice for the Governance of State Bodies for 2024.

(c) Basis of Preparation

The financial statements have been prepared under the historical cost convention. The financial statements are, in the form, approved by the Minister for Transport under Section 29 of the Road Safety Authority Act 2006. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the RSA's financial statements.

(d) Revenue

Oireachtas Grant

Revenue is generally recognised on an accruals basis; one exception to this is in the case of Oireachtas Grants which are recognised on a cash receipts basis.

Interest Income and Expense

Interest Income and Expense is recognised on an accruals basis.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

1. Accounting Policies (continued)

(d) Revenue (continued)

Other Revenue

Other revenue is recognised on an accruals basis for revenue streams including fees for driving tests, National Car Test Levy and the Commercial Vehicle Test Levy, as the revenue point of recognition is when the test is completed. The revenue from fees for digital tachograph cards, driving licences and approved driving instructor registrations are recognised on a cash receipts basis on account of the systematic limitations preventing recognition on an accruals basis. The RSA is entitled to a share of any profits generated by the National Car Test service provider. Such profits are recognised when it is probable that an economic benefit will arise, and such benefit can be reliably measured.

(e) Property, Plant and Equipment

Property, plant and equipment are stated at cost less accumulated depreciation, adjusted for any provision for impairment. Depreciation is provided on all property, plant and equipment at rates estimated to write off the cost less the estimated residual value of each asset on a straight-line basis over their estimated useful lives, as follows:

(i) Leasehold Improvements	5% per annum
(ii) Fixtures and Fittings	20% per annum
(iii) Fleet	20% per annum
(iv) Hardware	33% per annum

The asset has an equal depreciation amount every month, starting with the first month in service and continuing through its useful life. Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset was already of an age and in the condition expected at the end of its useful life. If there is objective evidence of impairment of the value of an asset, an impairment loss is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves in the year.

(f) Intangible Assets

Intangible Assets include costs of internally developed software. These costs are recognised when the cost of the asset can be measured reliably. Amortisation is calculated on a straight-line basis, 33% per annum over the useful lives of the assets. The asset has an equal depreciation amount every month, starting with the first month in service and continuing through its useful life. If there is objective evidence of impairment of the value of an asset, an impairment loss is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves in the year.

Work-in-progress (WIP) for intangible assets is recorded, in the event, the software under development is in use but development has not been fully completed. WIP is not amortised until the asset is completed and ready for use. Once the development is complete and the asset is ready for its intended use, the accumulated costs are transferred from WIP to intangible assets and at this point, amortisation begins.

(g) Employee Benefits

Short-term Benefits

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

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

(h) Retirement Benefits

Staff Pensions

Civil Service Superannuation Scheme

As at 31 December 2024 there are 38 staff of the RSA who are in the civil service superannuation scheme and the pension liabilities for these staff are not included in the RSA's financial statements. Staff pension contributions in respect of these staff are remitted by the RSA to the Department of Transport and the RSA has no further obligations for those staff who are members of this scheme.

Single Public Services Pension Scheme ('Single Scheme')

The RSA also operates the Single Public Services Pension Scheme ('Single Scheme'), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme members' contributions are paid over to the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation. There were 252 active members of this scheme as at 31 December 2024. There are also 49 deferred members and 0 pensioners of the Scheme.

In 2018, the RSA was advised, by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, that the RSA is considered to be a Relevant Authority as set out in Circular 28 of 2016. This was determined as the RSA is considered to be self-financing and therefore is required to remit employer contributions for members of the 'Single Scheme' to DPER in line with the provisions of the Circular. The RSA remits these contributions on a monthly basis.

Road Safety Authority Staff Superannuation Scheme

Section 20 of the Road Safety Authority Act, 2006 provides for the establishment of the RSA Staff Superannuation Scheme (the Scheme) by the RSA. In July 2013, the Scheme was approved by the Minister of Transport, Tourism and Sport with the consent of the Minister for Public Expenditure and Reform. Membership of the Scheme was open to staff who joined through external competition and by other means from September 2006. As at 31 December 2024 there were 151 staff of the RSA who are active members of the Scheme. There are also 23 deferred members and 54 pensioners of the Scheme (including 6 pensioners transferred from the National Safety Council Superannuation Scheme. The Scheme operates on the basis that the RSA deducts staff pension contributions from payroll and remits these contributions to the Department of Transport. The Department of Transport has confirmed following discussions with the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, that the RSA Staff Superannuation Scheme liabilities will continue to be met by the exchequer on a 'pay as you go basis' for all members of the Scheme, as they fall due, for as long as the Scheme is in operation. The 'pay as you go basis' system is where the Scheme's benefits are paid from current exchequer revenue at the time they fall due.

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

National Safety Council Superannuation Scheme 1991 to 2000

Upon inception the RSA inherited 6 pensioners that transferred to the RSA on the dissolution of the National Safety Council. The RSA is allocated exchequer funding each year to meet the pensioner obligations as they fall due.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

(i) Critical Accounting Judgements and Estimates

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

Depreciation and Residual Values

The directors have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings and have concluded that asset lives' and residual values are appropriate.

Retirement Benefit Obligation

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

The assumptions can be affected by:

- (i) the discount rate, changes in the rate of return on high-quality corporate bonds
- (ii) future compensation levels, future labour market conditions

As explained in note 5 to the financial statements, the Board has recognised a deferred pension asset in respect of the Road Safety Authority Staff Superannuation Scheme and the Single Public Service Pension Scheme (Single Scheme) on the basis that it anticipates that funding will be provided by the State to meet retirement benefit obligations as they fall due. This accounting treatment assumes that any income generated by the Road Safety Authority will in the first instance be applied towards current expenses and that State funding will meet any shortfall in resources to fund future retirement benefit liabilities.

2 Oireachtas Grants

The Oireachtas grant of €8,569,000 (2023: €952,000) to the RSA is paid from subhead C6.1 of the Vote for Transport. In 2024, the RSA was allocated the specific Oireachtas grant, of €105,000 (2023: €102,000), to meet the annual pension payments to a number of pensioners that transferred to the RSA on the dissolution of the National Safety Council. The amount paid to the pensioners is included within Note 4. Funding of €964,000 (2023: €850,000) was allocated in 2024 to fund costs associated with the Automotive Market Surveillance Authority, following the Department of Transport appointing the RSA in line with EU legislation. The aim of this market surveillance is to ensure that new vehicles and their components meet with type approval requirements under EU Regulation 2018/858.

The remaining €7,500,000 was a supplemental allocation, received in November 2024, to address the deficit in 2024 and to ensure continuity of RSA operations in the final months of the year. This was due to the increased running costs and declining income from services on account of absorption of indexation provisions in contracts with third party suppliers. No such supplemental allocation was received in 2023.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

3. Other Resources

	2024	2023
	€	€
National Car Test Levy	24,665,248	25,460,412
Driver Licence Income	29,660,582	28,468,120
Commercial Vehicle Testing Levy	10,721,370	15,886,193
Driver Testing Income	23,896,854	20,355,081
Digital Tachograph Income	885,210	916,695
Approved Driving Instructor Income	563,397	527,624
Carriage Dangerous Goods Income	359,352	315,541
Sponsorship	350,000	-
Miscellaneous	306,083	380,968
	91,408,096	92,310,634

The RSA is a statutory body that earns revenue from services provided to the public.

The main sources of revenue are set out below.

Income Type	Source
National Car Test Levy	The RSA receives levy income based on the number of cars tested. The gross fee is collected by the contracted service provider when the test is conducted, and a portion of the test fee is remitted monthly in arrears to the RSA. In 2024, the turnover of the outsourced contractor operating the National Car Testing Service was approximately €95m (2023: €84.3m) of which the RSA received €24.7m (2023: €25.5m) in levy income. The reduction of income from the NCTS is due to the RSA absorbing the cost of a contractual indexation increase together with a reduction in contractual service credits received of €0.67m (2023: €3.8m) which was partially offset by an increase in the number of tests completed by the service provider of 4.9% versus 2023.
Driver Licence Income	The RSA has responsibility for driver licence issue and renewals. This income is derived from fees paid by drivers for obtaining / renewing a driving licence. Driver Licence fee income increased significantly in 2024 when compared with 2023 due to an increased number of applications received year on year.
Commercial Vehicle Testing Levy	The RSA continues to recognise Commercial Vehicle Testing Levy income in 2024. The significant decrease in Commercial Vehicle Testing Levy income in 2024 is due to the full year impact of the RSA absorbing contractual indexation from November 2023 partially offset with an increased number of tests carried out in 2024.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

3. Other Resources (continued)

Income Type	Source
Driver Testing Income	The RSA has responsibility for driver testing. This income is derived from fees paid by drivers for sitting a driving test, recognised as revenue once the test has been completed. The significant revenue increase for 2024 is attributed to the full-year effect of a higher number of driving tests conducted. This surge partially addresses the backlog of driving tests, following the recruitment of additional driver testers in the latter half of 2023.
Digital Tachograph Income	The RSA has responsibility for the enforcement of drivers' hours' legislation. The RSA receives fee income when it issues an electronic digital tachograph card to hauliers for the recording of drivers' hours. Revenue is demand led and based on the number of renewals of driver cards in the year.
Approved Driving Instructor Income	The RSA has responsibility for the regulation of the Driving Instructor industry. The RSA receives fee income when it registers and tests a driving instructor. ADI permits are renewed every two years.
Carriage Dangerous Goods Income	The RSA has responsibility for the regulation of the carriage of dangerous goods. The RSA receives fee income when it registers a Carriage of Dangerous Goods haulier.
Sponsorship	From time to time, the RSA receives sponsorship from organisations to support road safety initiatives. These partnerships help fund campaigns, education programmes and activities aimed at improving road safety.
Miscellaneous	The RSA records revenue from Emergency Service Driving Standards (ESDS), Certificate Professional Competence (CPC) Income and other ad hoc revenue under Miscellaneous. The decreased revenue year on year is due to 2023 being a renewal year for CPC Training Centres coupled with a reduction in revenue from prosecution cases.

4 Remuneration and Other Pay Costs

4(a) Remuneration and Other Pay Costs

	2024	2023
	€	€
Staff Salaries	25,194,711	22,804,732
Employers' contribution to social welfare	2,455,768	2,203,222
Staff training and development	345,398	262,800
Staff and Board travel and subsistence – Domestic	3,052,913	2,915,729
Staff and Board travel and subsistence – Foreign	63,545	43,977
Other staff costs	23,646	29,877
Board members' emoluments (including CEO remuneration)	233,660	212,979
Total	31,369,641	28,473,316

The above costs exclude the salary costs relating to internal staff assigned to capital projects whose costs have been capitalised, in accordance with generally accepted accounting principles, amounting to €260,712 (2023: €464,183). Additional Superannuation Contributions totalling €509,000 have been deducted from salaries and wages and paid over to the Department of Transport, in respect of 2024 (2023: €512,000). The total number of staff employed (WTE) at year end was 443 (2023: 454). A further 2 (2023: 3) staff were seconded to the RSA from the Central Statistics Office and Córas Iompair Éireann thereby totalling 445.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

4 Remuneration and Other Pay Costs (continued)

(i) Aggregate Employee Benefits

	2024 €	2023 €
Staff short-term benefits	25,428,371	23,017,712
Employer's contribution to social welfare	2,455,768	2,203,222
	27,884,139	25,220,934

(ii) Staff Short-Term Benefits

	2024 €	2023 €
Basic pay	23,572,567	21,511,480
Overtime	1,290,313	939,603
Allowances	565,491	566,629
	25,428,371	23,017,712

(iii) Termination Benefits

There were no termination benefit costs incurred by the RSA in 2024 or in 2023.

4(b) Employee benefits breakdown for the year

Range of total employee benefits		Number of Employees	Number of Employees
From	To	2024	2023
€60,000	- €69,999	105	67
€70,000	- €79,999	49	24
€80,000	- €89,999	20	11
€90,000	- €99,999	6	9
€100,000	- €109,999	5	1
€110,000	- €119,999	4	-
€120,000	- €129,999	1	1
€130,000	- €139,999	-	-
€140,000	- €149,999	-	-
€150,000	- €159,999	-	-
€ 160,000	- €169,999	-	-
€ 170,000	- €179,999	-	1
€ 180,000	- €189,999	1	-

Employee benefits include salary, overtime, allowances and other payments made on behalf of the employee however excludes employer's PRSI. The significant increase in the first three ranges is due to both the pay increases in 2024 aligned to Government circulars and an increase in overtime year on year of €0.35m.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

4 Remuneration and Other Pay Costs (continued)

4(c) Key Management Personnel Compensation

Key management personnel in the RSA consists of the members of the Board, the CEO and seven directors (2023: eight directors- including retirement in Q4 2023). The total value of employee benefits for key management personnel is set out below.

	2024	2023
	€	€
Salary	1,007,150	1,050,930
	1,007,150	1,050,930

This does not include the value of retirement benefits earned in the period. The key management personnel are members of the RSA Staff Superannuation Scheme, the Civil Service Superannuation Scheme or the Single Public Services Pension Scheme. Their entitlements in that regard do not extend beyond the terms of the model public service pension scheme.

Chief Executive Officer Salary and Benefits

The CEO remuneration package for the financial period was as follows:

	2024	2023
	€	€
CEO Remuneration	183,715	175,692
	183,715	175,692

The current CEO is a member of the Single Public Services Pension Scheme, and his entitlements in that regard do not extend beyond the terms of that pension scheme. The value of retirement benefits earned in the period is not included above.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

5 Retirement Benefit Costs

5(a) Analysis of total retirement benefit costs charged to the Statement of Income and Expenditure and Retained Revenue Reserves

	2024 €	2023 €
Gross current service cost	4,541,000	3,820,000
Less current service and interest cost of Single Public Services Pension Scheme members	(2,277,000)	(1,606,000)
Member contributions (including Additional Superannuation Contribution)	(1,423,000)	(1,248,000)
Employer contributions to Single Public Services Pension Scheme	1,675,578	1,379,864
Interest cost on retirement benefit scheme liabilities	3,243,000	3,235,000
	5,759,578	5,580,864

5(b) Movement in net retirement benefit obligations during the financial year

	2024 €	2023 €
Net retirement benefit obligation at 1 January	(99,161,000)	(88,206,000)
Current service cost	(4,541,000)	(3,820,000)
Interest cost	(3,243,000)	(3,235,000)
Actuarial gain/(loss)	1,544,000	(5,463,000)
Pensions paid in the year	1,746,000	1,563,000
Net retirement benefit obligation at 31 December	(103,655,000)	(99,161,000)

5(c) Deferred funding for retirement benefits

The Board recognises these amounts as an asset corresponding to the unfunded deferred liability for retirement benefits on the basis of the set of assumptions described below at 5(e) and a number of past events. These events include the statutory basis for the establishment of the retirement benefit schemes, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. The Board has confirmation from the Department of Transport that the liabilities under the Scheme will continue to be met by the exchequer on a 'pay as you go basis' for all members of the Scheme, as they fall due, for so long as the Scheme is in operation.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

5 Retirement Benefit Costs (continued)

5(c) Deferred funding for retirement benefits (continued)

Section 44 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 provides for funding of pension payments under the Single Scheme as they fall due by way of payments out of the Central fund or from funds provided by the Oireachtas for that purpose.

The net deferred funding for retirement benefits recognised in the Statement of Income and Expenditure and Retained Revenue Reserves was as follows:

	2024	2023
	€	€
Funding recoverable in respect of current year retirement benefit costs (less adjustment for SPSPS)	5,507,000	5,449,000
State Grant applied to pay retirement benefits	(1,746,000)	(1,563,000)
	3,761,000	3,886,000

The deferred funding asset for retirement benefits at 31 December 2024 amounts to € 103.655m (2023: €99.161m).

5(d) History of defined benefit obligations

	2024	2023	2022	2021
	€'000	€'000	€'000	€'000
Defined benefit obligation	103,655	99,161	88,206	129,761
Experience gains/(losses) on defined benefit scheme liabilities	4,354	(6,001)	(6,329)	3,169
As a percentage of scheme liabilities	4.2%	(0.6%)	(7.2%)	2.4%

5(e) General description of the scheme

The RSA retirement benefit scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to current 'model' public sector scheme regulations. The scheme provides a pension (being 1/80 per year of service), a gratuity or lump sum (being 3/80 per year of service) and spouses' and children's pensions. Normal Retirement Age is a member's 65th birthday, and pre-2004 members have an entitlement to retire without actuarial reduction from age 62. Pensions in payment (and deferment) normally increase in line with general public sector salary inflation.

The Single Public Service Pension Scheme (Single Scheme) is the defined benefit pension scheme for pensionable public servants appointed on or after 1 January 2013 in accordance with the Public Service Pension (Single Scheme and Other Provisions) Act 2012.

The scheme provides for a pension and retirement lump sum based on career-average pensionable remuneration, and spouse's and children's pensions. The minimum pension age is 66 years (rising in line with State pension age changes). It includes an actuarially reduced early retirement facility from age 55. Pensions in payment increase in line with the consumer price index.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

5 Retirement Benefit Costs (continued)

5(e) General description of the scheme (continued)

The valuation used for FRS 102 disclosures has been based on a full actuarial valuation performed on 27 February 2025 by a qualified independent actuary, taking account of the requirements of the FRS in order to assess the scheme liabilities at 31 December 2024.

The principal actuarial assumptions were as follows:

	2024	2023
Rate of increase in salaries	3.6% pa	3.6% pa
Rate of increase in retirement benefits in payment	2.1% pa	2.1% pa
Discount rate	3.5% pa	3.3% pa
Inflation rate	2.1% pa	2.1% pa

During 2024, corporate bond yields increased such that the discount rate used at the end of 2024 was 3.5% per annum (2023: 3.3%), while expectations of inflation remained unchanged. Under the accounting standard, the discount rate is required to be based on the yield on high quality (taken as AA-rated) corporate bonds of similar duration to the duration of the liabilities.

The total impact of the change in financial assumptions from year end 2023 to year end 2024 was a decrease of €4.3m in the liability value at the end of 2024. When combined with other factors including interest on previous liabilities accrued and the cost of ongoing accrual of benefits for employees, the total increase in liability during the year was €4.5m.

Mortality

The mortality tables used were as follows;

	Male	Female
Pre-retirement mortality	90% of S3PXA (all)	90% of S3PXA (all)
Post-retirement mortality	90% of S3PXA (all)	90% of S3PXA (all)

Based on these tables life expectancy at age 65 is as follows:

	2024	2023
Male, now aged 45	25.3 years	25.2 years
Male, now aged 65	23.6 years	23.5 years
Female, now aged 45	27.6 years	27.5 years
Female, now aged 65	25.9 years	25.8 years

6 Technical Advice

	2024	2023
	€	€
Technical Advice	763,405	478,248
Total	763,405	478,248

This advice in 2024 primarily relates to the delivery of 4 new studies in vehicle standards required under Road Safety Strategy Action 2, and the road safety transformation programme.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

7 Administration Costs

	2024 €	2023 €
Printing and Stationery	327,222	345,455
Postage	141,270	132,802
Facility Management Costs	1,645,283	1,774,032
Energy	431,321	445,938
Telephone and Data Exchange Costs	550,302	545,742
Software, Licensing and Support Costs	4,145,702	3,482,904
Hardware Maintenance	21,461	63,852
Audit Fees	38,500	36,000
Internal Audit Fees	69,916	114,713
Payroll Administration	38,746	43,609
Translation Services	-	678
Insurance	100,301	84,900
Website Maintenance	861	1,114
Financial Transaction Charges	261,644	277,225
Facility Hire Costs	1,770,136	1,619,433
Fleet Management Costs	369,662	415,166
HR Administration Costs	98,594	103,215
Change Management	411,638	478,875
COVID 19 related PPE	-	24,600
Digital Engagement Strategy	401,516	239,780
Transformation/ Organisation design	55,110	456,853
Total	10,879,185	10,686,886

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

8 Programme Costs

	2024 €	2023 €
(a) Driver Theory Testing	23,250	77,487
(b) Road Haulage Enforcement & Communication	2,918,267	2,758,990
(c) National Car Testing Service	537,026	719,350
(d) Road Safety Promotion	8,415,037	4,832,177
(e) Road Safety Education	1,386,552	1,120,653
(f) Road Safety Awareness	3,240,821	2,276,779
(g) Road Safety Research	561,320	473,215
(h) Driver Education	754,391	1,054,692
(i) Legal Fees	1,128,214	1,140,772
(j) Commercial Vehicle Roadworthiness Testing	4,112,865	2,464,159
(k) Driver Testing	199,512	119,490
(l) Driver Licence Policy & Process Improvement	314,283	187,815
(m) Communications	1,281,095	1,098,996
(n) National Driver Licence Service	23,281,626	23,718,497
(o) Emergency Services Driving Standard	40,029	14,050
(p) Digital Tachograph Programme Costs	594,893	812,508
(q) Other Programme Costs	737,510	71,942
Total	49,526,691	42,941,572

- (a) This is the cost associated with the Driver Theory Testing service. There was a significant reduction in expenditure year on year due to a Driver Theory Testing Question Bank revision carried out in 2023 which was not repeated in 2024.
- (b) This is the cost associated with the enforcement programme including supervisory, technical inspections and communication costs for CVR. The increase year on year is due to an increased enforcement programme together with costs incurred for planning the service for the future.
- (c) This is the cost of the supervision and monitoring of the National Car Testing Service, the reduction year on year relates to reduced reliance on external support.
- (d) Road safety promotion is a programme where the RSA continually promotes road safety using marketing communication tools such as advertising ensuring constant learning for all road users. The increase year on year is on account of the emergency measures requested by Department of Transport in Q4 2023 and further measures in April 2024 to help curb the trend of increased road deaths and serious injuries which targeted the dangerous driving behaviours.
- (e) Road safety education is a programme aimed at delivering road user education up to third level through a range of specially developed educational campaigns. The increase follows higher levels of activity in this area following cost containment measures in 2023.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

8 Programme Costs (continued)

- (f) Road safety awareness is a targeted programme aimed at specific road user groups to make them aware of road safety through various methods such as the use of the shuttle interactive unit and the translation of road safety messages into a number of languages. The year-on-year increase is due to the rise in campaigns in 2024, following introduction of emergency measures firstly in December 2023 and further measures in April 2024.
- (g) This is the cost of engaging in research programmes in road safety.
- (h) Driver Education is programme expenditure that relates to the regulation of the Approved Driving Instructor industry. It also incorporates the running of the Driver Certificate of Professional Competence programme in respect of professional bus and truck drivers. The reduction year on year is due to a programme of work for Driver CPC carried out in 2023 and not repeated in 2024.
- (i) The spend on external legal in 2024 is broadly in line with 2023 expenditure and represents costs in defence of legal proceedings.
- (j) This cost relates to the operation of Commercial Vehicle Roadworthiness Testing programme. The increased spend in 2024 is in line with increased numbers of tests performed in 2024.
- (k) This is the cost of enhancements to the Driver Testing programme in line with budget. The increase year on year is due to increased costs in running the service as can be seen in the RSA's revenue performance.
- (l) This programme relates to expenditure in the development and enhancement of the National Driver Licence Service. The increased expenditure in 2024 is relative to a joint initiative between the RSA and the National Office for Traffic Medicine (NOTM) based in Trinity College Dublin.
- (m) The RSA incurs cost in relation to its media buying, media creative and public relations activities. It also incorporates the RSA's social media activity. The substantial increase in costs in 2024 is attributed to a heightened focus on media campaigns with the introduction of emergency measures in both December 2023 and April 2024 to combat the increase in road fatalities and serious injuries. Contrasting with the cost reduction measures implemented in 2023 to mitigate the financial impact of indexation absorbed by the RSA.
- (n) This programme expenditure relates to the operating costs of the National Driver Licence Service and includes the cost of the card production, agent network and back-office processing elements of the licence service. Overall expenditure in 2024 is broadly in line with 2023. Below is the breakdown of the NDLS Operations costs:

	2024	2023
	€	€
Card Production	4,623,016	4,331,728
Agent Network	5,122,253	5,241,454
Back Office Processing	11,049,926	10,518,724
Other	2,486,431	3,626,591
	23,281,626	23,718,497

- (o) These are the programme costs relating to the Emergency Service Driving Standard. The increase in programme costs in 2024 are attributed to a greater number of assessments carried out due to onboarding the National Ambulance Service.
- (p) These are the programme costs relating to the Digital Tachograph Service. The decrease year on year can be attributed to costs in 2023 related to bi-annual security audit.
- (q) Costs under this heading relate to advertising costs of vehicle standards and vehicle testing notices. The significant increase year on year can be attributed in the main to AMSA Contractor charges for Vehicle Testing and RSTP Action 11 which took the form of a promotional campaign to prioritise lifesaving technology.

The costs of RSA staff in administering these programmes are not included in the amounts shown in this note because staff costs are not assigned exclusively to specific programmes and so it is not practical to distribute these costs.

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

9 Property, Plant and Equipment

9(a) 2024 Property, Plant and Equipment

	Leasehold Improvements	Fixtures & Fittings	Fleet	Hardware	Total
	€	€	€	€	€
Cost					
As at 1 January 2024	7,437,520	1,424,739	883,800	4,821,710	14,567,769
Additions	68,505	-	-	228,495	297,000
Disposals	-	-	-	-	-
As at 31 December 2024	7,506,025	1,424,739	883,800	5,050,205	14,864,769
Depreciation					
As at 1 January 2024	2,153,654	1,337,045	875,025	4,474,642	8,840,366
Charge for the year	373,589	46,024	2,065	193,393	615,071
Disposals	-	-	-	-	-
As at 31 December 2024	2,527,243	1,383,069	877,090	4,668,035	9,455,437
Net Book Value					
As at 31 December 2024	4,978,782	41,670	6,710	382,170	5,409,332
As at 31 December 2023	5,283,866	87,694	8,775	347,068	5,727,403

Notes to the Financial Statements

for the Year Ended 31 December 2024

continued

9 Property, Plant and Equipment

9(b) 2023 Property, Plant and Equipment

	Leasehold Improvements	Fixtures & Fittings	Fleet	Hardware	Total
	€	€	€	€	€
Cost					
As at 1 January 2023	7,437,520	1,395,795	873,477	4,418,853	14,125,645
Additions	-	28,944	10,323	402,857	442,124
Disposals	-	-	-	-	-
As at 31 December 2023	7,437,520	1,424,739	883,800	4,821,710	14,567,769
Depreciation					
As at 1 January 2023	1,781,778	1,265,295	873,477	4,304,674	8,225,224
Charge for the year	371,876	71,750	1,548	169,968	615,142
Disposals	-	-	-	-	-
As at 31 December 2023	2,153,654	1,337,045	875,025	4,474,642	8,840,366
Net Book Value					
As at 31 December 2023	5,283,866	87,694	8,775	347,068	5,727,403
As at 31 December 2022	5,655,742	130,500	-	114,179	5,900,421

9(c) Property, Plant and Equipment and Intangible Assets

In prior years, software assets were included within the fixed assets note. To provide clearer information to users of the financial statements, the RSA conducted a review of its' fixed assets and intangible assets which are now presented separately. This change ensures that the balance sheet and related notes distinguish between tangible and intangible asset categories, reflecting the growing significance of software within the Authority's operations.

Notes to the Financial Statements

for the Year Ended 31 December 2024

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10 Intangible Assets

10(a) 2024 Intangible Assets

	Application Software	Work in Progress	Total
	€	€	€
Cost			
As at 1 January 2024	67,571,538	-	67,571,538
Additions	2,698,092	1,901,189	4,599,281
Disposals	-	-	-
As at 31 December 2024	70,269,630	1,901,189	72,170,819
Amortisation			
As at 1 January 2024	56,317,304	-	56,317,304
Charge for the year	6,038,744	-	6,038,744
Disposals	-	-	-
As at 31 December 2024	62,356,048	-	62,356,048
Net Book Value			
As at 31 December 2024	7,913,582	1,901,189	9,814,771
As at 31 December 2023	11,254,234	-	11,254,234

10(b) 2023 Intangible Assets

	Application Software	Work in Progress	Total
	€	€	€
Cost			
As at 1 January 2023	59,800,314	-	59,800,314
Additions	7,771,224	-	7,771,224
Disposals	-	-	-
As at 31 December 2023	67,571,538	-	67,571,538
Amortisation			
As at 1 January 2023	50,443,589	-	50,443,589
Charge for the year	5,873,715	-	5,873,715
Disposals	-	-	-
As at 31 December 2023	56,317,304	-	56,317,304
Net Book Value			
As at 31 December 2023	11,254,234	-	11,254,234
As at 31 December 2022	9,356,725	-	9,356,725

Notes to the Financial Statements

for the Year Ended 31 December 2024

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11 Receivables

	2024 €	2023 €
National Car Test Levy	2,040,260	2,332,909
Driver Theory Test Levy	1,021,811	682,712
Driver Test Fees	38,731	94,220
Driver Licence Income	32,625	109,210
Other Income	389,469	21,982
Total	3,522,896	3,241,033

12 Prepayments

	2024 €	2023 €
Insurance	61,724	62,206
Software Licenses	464,873	666,142
Other	373,031	134,729
Total	899,628	863,077

13 Payables

Amounts falling due within one year

	2024 €	2023 €
Trade Creditors	4,752,348	6,336,339
PAYE/PRSI	650,223	638,524
Payroll Deductions	171,509	164,065
VAT	101,597	40,498
Withholding Tax	155,437	466,804
Accruals	6,462,226	4,279,715
Holiday Pay Accrual	327,070	393,731
Deferred Income Driving Test Fees	15,976,598	14,502,290
Deferred Income Commercial Vehicle Testing Levy	493,388	450,519
Superannuation due to Department of Transport	697,083	658,048
Total	29,787,479	27,930,533

Notes to the Financial Statements

for the Year Ended 31 December 2024

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14 Capital Account

	2024 €	2023 €
Opening Balance	16,981,635	15,257,144
Transfer from Statement of Income and Expenditure and Retained Revenue Reserves		
Income used to purchase fixed assets	4,896,281	8,213,348
Disposal of Property Plant and Equipment (NBV > €0)	-	-
Amortisation of fixed assets	(6,653,815)	(6,488,857)
Transfer to/(from) Capital Account	(1,757,534)	1,724,491
Balance at 31 December	15,224,101	16,981,635

15 Capital Commitments

The RSA has capital commitments in respect of the production of solutions to facilitate various services of a number of contracts, under the PMO Portfolio. Under these contract terms for the period from 1 January 2024 to 31 May 2025, the RSA has contractual capital commitments of €0.14m (2023: €0.591m). The RSA has further capital commitments in respect of Commercial Vehicle Reform and System Investment (COVIS). Under the remaining terms of the contract for the period January 2025 to May 2028, the RSA has contractual capital commitments of €5.35m.

The RSA will meet these commitments from its reserves and from future income from various revenue streams.

16 Contingent Liabilities

The Authority is involved in a small number of legal cases and although the RSA have been advised of a good prospect of success there is a risk of an adverse decision. Potential future costs in relation to these cases have not been provided for due to this uncertainty.

17 Related Party Disclosures

The RSA adopted procedures in accordance with guidelines issued by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation in relation to the disclosure of interests by its members and these procedures have been adhered to in the year. There were no related party transactions in 2024.

18 Premises

The RSA occupies a total of 70 locations countrywide including administrative office buildings, driving test centres, HGV compounds and storage facilities. This figure breaks down as follows: five administrative buildings including a head office in Ballina, 2 sub offices in Loughrea, 1 in Dublin and 1 in Cork, 59 driver testing centres, 3 HGV compounds throughout the country and 3 storage facilities for RSA fleet vehicles. The Office of Public Works (OPW) provides 40 of these buildings which are located either in shared government offices or are located in other premises solely occupied by the RSA. No rent is payable by the RSA for these facilities provided by the OPW however the RSA is charged shared services costs for those centres located in shared government offices. The remaining 30 buildings are rented directly by the RSA.

Notes to the Financial Statements

for the Year Ended 31 December 2024

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19 Borrowings

Section 13 of the Road Safety Authority Act 2006 allows the RSA to borrow money with the consent of the Minister of Transport, with the agreement of the Minister of Finance for the purpose of the performance of its functions. Currently, the RSA does not have any borrowings.

20 Statement of Income and Expenditure and Retained Revenue Reserves

At the end of 2024, the RSA had cumulative retained reserves of €14.429m. The RSA was allocated an exchequer allocation for 2024 of €1.069m with a further once-off supplementary allocation in November 2024 of €7.5m. This supplementary allocation was provided to address the risk to continuity of RSA operations in light of an accumulated 2024 deficit. This deficit was predominantly due to increased running costs and declining income from services due to the absorption indexation provisions in contracts with third party suppliers, despite demand for services increasing significantly across 2024.

An independent external review of the RSA, commissioned by the Department of Transport and carried out by Indecon Economic Consultants was completed during 2024. This review aimed to assess whether the RSA is structured appropriately in the years ahead to fulfil its statutory mandate and help to deliver the government's Road Safety Strategy 2021-2030. This review made a range of recommendations for the reform of the RSA, and to improve road safety outcomes more generally. The first of the review recommendations to be implemented was to address the gap in the current funding model of the RSA, with the Minister announcing fee increases in a number of RSA services from 1st January 2025. This will assist the RSA to continue to operate on a self-financing basis in 2025.

In November 2024, the Minister for Transport secured government approval to progress the core recommendations of this review. It is envisaged that the RSA will be reformed into two independent agencies, one focused on the delivery of services and operations and the other responsible for wider road safety initiatives including media campaigns, education and research. This reform will happen on a phased and planned basis starting with the following:

- A new Road Safety Communications Steering Group was established in December 2024 with an aim to bring together the RSA communication leads, the Department and other key stakeholders to ensure coordination across upcoming campaigns.
- A Departmental Group will be established to consider and progress implementation of the Review.
- The role of leading and reporting on the Phase 2 Government's Road Safety Strategy will transfer from the RSA to the Department of Transport.

21 Subsequent Events

There have been no reportable subsequent events which impact the financial statements since the year ended 31 December 2024.

22 Approval of Financial Statements

The Financial Statements were approved by the RSA on the 11 December 2025.

Údarás Um Shábháilteacht Ar Bhóithre
Road Safety Authority

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