



DAUGHTERS OF CHARITY

Disability Support Services

2015
Annual Report

*According to the spirit of
St. Louise de Marillac and
St. Vincent de Paul
and inspired by their Christian vision of service
to those most in need,
the Daughters of Charity Service
for Persons with Intellectual Disability
recognises that each person possesses
a unique dignity and potential.*

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Chairperson's Foreword



The Board of Directors of the Daughters of Charity Disability Support Services Ltd. met 10 times during 2015. There were many challenges

experienced throughout the Services during the year and as in last year's report finance continued to be a major concern. This put pressure on the management of the different services to adapt to the changing needs of the residents and the wider community in relation to service provision for the foreseeable future. It is clear to us that despite these challenges, the Daughters of Charity Disability Support Services Ltd. continues through its mission, objectives and values as well as its history in the creation of innovative and progressive services, to be in a position to maintain a service that is professional, caring and relevant into the future. In order to maintain and develop the Service and to achieve the HIQA standards it is important that the funding is available and that we have adequate trained staff across the different services.

The challenge of maintaining standards despite the reduction in funding over previous years was identified at the Finance Committee meetings and this Committee worked with the Quality and Risk Sub-Committee to maintain quality and continuity of services. On behalf of the Board I would like to thank our funders, the HSE, for their ongoing support and partnership over the past year. I also acknowledge with gratitude the financial assistance received from RESPECT and other benefactors, including family-run groups, for specific projects.

There were a number of new developments during 2015. The swimming pool on Navan Road was refurbished and reopened following a substantial grant of 1,275,000 from the Department of Sport and a donation of 700,000 from the Daughters of Charity. Crossroads was established in August 2015. This was

in response to a growing number of service users reaching retirement age and needing some quality person centred day activities that are suitable for them. In addition, in September Westenders Hub was opened in Blanchardstown to support the Pathways Programme. 77 care staff at St. Anne's Centre, Roscrea began a Fetac Level 5 Training Program in 2015. In Limerick the Service has extensive plans to move the remaining residents in the old institution to either other houses on the campus or to houses in the local community.

In December 2015 we got the sad news that Tim Sheehy died after a long illness. He was a very valued member of the Board since 2006 and was involved at many levels. His enthusiasm and approach was infectious. May he rest in peace. Fergus Dolan retired from the Board in August 2015. Fergus contributed enormously to the Board almost from its beginnings. He had a genuine interest in the development of the Service and made many valuable contributions particularly in the area of financial management and governance. We wish him well in his retirement. I welcome and thank Michael Doyle for accepting the invitation to become a member of the Board. Michael brings a wealth of experience.

I would like to thank the members of the Board and the Board sub Committees for all their support, for their time and commitment, for their attention to detail and hard work. I would also like to thank Denis Cronin, CEO, the senior management team, the staff across all services, all who are volunteers and especially all the families for their dedication, encouragement and hard work during 2015 and beyond. We look forward to working with our colleagues and partners in the year ahead as we strive to deliver a quality service to those in our care. I would like to wish all our young people and adults in Dublin, Limerick and North Tipperary a bright future and happiness in all they do.

A handwritten signature in blue ink, reading "Goretta Butler".

Sr. Goretta Butler, D.C.
Provincial/Chairperson.

Chief Officer's Introduction

Chief Executive Officer's Introduction



2015 was another tough year for the Service, with many demands for new services and difficulties securing additional support from the HSE to develop new services. Following on from 2014, HIQA dominated the whole disability sector. Services struggled to bring supports to an acceptable level following years of under-funding. Although we had some unfavourable reports during the year, I am proud to say that the majority of the reports commented on the good interaction between staff and residents and that the residents were happy in their homes. There is always room for improvement and although many of the problem areas are outside the scope of the staff to control (layout of buildings etc.), staff continue to try to deliver a good quality of life to all residents. Besides addressing HIQA related issues, considerable time was spent by service managers trying to address the changing needs of existing service users or advocating for supports for new service users. At every opportunity we have highlighted the need for new residential and respite supports to assist families before they are in crisis.

We can only hope that this issue is addressed by the HSE in the near future.

The year, however, was not all about trouble and strife and the HSE themselves continued to roll out plans to implement its policy on Progressing Children's Services in the Dublin area and nationally we saw the HSE develop plans for a new day services delivery called New Directions. Both will be welcome additions within HSE policy when they are finalised.

In March, the Service was awarded a prize for the best Irish healthcare centre for its newly-opened Children's Services Centre in Blanchardstown. The renovation in St. Vincent's Centre on Navan Road got underway in earnest and it was great to see this old building being transformed. There were great days also when the Day Services in Limerick opened its new Innovation Centre in the Castletroy campus, thereby allowing the transfer of young adults from centre-based to community-based activities. There were a number of art exhibitions and a musical extravaganza also to be celebrated during the year, as well as a graduation for service users at the Institute of Technology in Blanchardstown. All of us can become caught up in the problems of the present, but we should stand back occasionally and look at the things we have achieved, and the above mentioned are only a few. I would like to take this opportunity, therefore, to thank all of the service users, parents and families, staff and volunteers, who supported this great service throughout 2015 and I look forward to working with you all in the years to come.

A handwritten signature in blue ink that reads "Denis Cronin". The signature is fluid and cursive, with a horizontal line underneath it.

Denis Cronin
Chief Executive Officer

Board of Directors

Sr. Goretti Butler DC **Chairperson**



Professional Background:
Social Care, Early Education,
Family Therapist.

Key Appointments held:

Goretti Butler is a Daughter of Charity of St. Vincent de Paul. She is currently Provincial of the Daughters of Charity. Prior to this

Goretti was Director of Services of the Daughters of Charity Child and Family Services providing a range of family support services to children and families, primarily based in the Dublin region.

In her earlier years Sr. Goretti worked in Glenmaroon and in Ballyfermot. Chairperson of Board of Directors since April 2013.

Mr. Fergus Dolan **Chairperson, Finance & Assets** **Sub-Committee**

Professional Background:
Business / Financial

Key Appointments held:

Partner in Deloitte & Touche 1969 to 2001. Joined the Finance Office of the Provincialate of the Daughters of Charity of St. Vincent de Paul in 2002. Joined the Board 2007.

Resigned 2015



Sr. Justine O'Brien DC



Professional Background:
Education

Key Appointments held:

Worked in Education at classroom level, in administration at Board of Management level with disadvantaged mainstream children and with children with an intellectual and physical disability. Campaigned on behalf of disadvantaged people in conjunction with various

agencies in Inner City Dublin and in the Ballyfermot/Cherry Orchard areas.

Currently Bursar of the Irish Province of Daughters of Charity which has responsibility to the Kenyan Mission.

Joined the Board in 2012.

Sr. Bernadette MacMahon DC

Professional Background:
Education

Key Appointments held:

Head of Department of Education,
Mater Dei Institute of Education,
1970 to 1986.

Former Provincial of Daughters of

Charity of St. Vincent de Paul.

Former Chairperson of the Board of Directors of the Daughters of Charity Service for Persons with Intellectual Disability, 1986 to 1995.

Director, Vincentian Partnership for Social Justice, 1995 to date.

Joined Board 2007.



Mr. Michael Doyle



Professional Background:
Education Welfare

Key Appointments held:

Regional Manager, National Educational Welfare Board.
Senior School Attendance Officer, Dublin City.

Chairman and Board Member of iScoil.

Community Development Worker, National Committee on Pilot Schemes to Combat Poverty.

Michael has a long history of involvement with Boards of Management at both primary and post-primary school level.

Joined the Board 2015.

Dr. Danny O'Hare

Professional Background:
Higher Education



Key Appointments held:

Founding President DCU. Former Chairperson of Food Safety Authority, the Government Task Force on the Physical Sciences, the Expert Group on Future Skills Needs, the Information Society Commission, the Ballymun Regeneration Project. Former Board Member of Media Lab Europe and of Calor. Chairman of the Independent Hospitals Association of Ireland, the Governing Authority of the Milltown Institute, the Dublin Airport Stakeholders Forum and of Exploration Station, the National Interactive Science Centre.

Member of the Irish Medical Council and of the Edmund Rice Schools Trust. Member of RESPECT Fundraising Committee. Joined Board 2006.

Dr. Mary Staines

Chairperson, Quality & Standards Sub-Committee



Professional Background:
Medical – Consultant Psychiatrist

Key Appointments held:

Clinical Director, Stewart's Hospital, Clinical Head of Postgraduate Training, College of Psychiatry of Ireland.

Joined Board 2007.

Daughters of Charity Disability Support Services Ltd - 2015 Board Meetings

There were ten scheduled board meetings during the year. Average attendance of board members was 79% and the lowest attendance was 67%.

Sr. Sheila Ryan DC

Professional Background:
Nursing



Key Appointments held:

A qualified nurse who worked in three areas in the Daughters of Charity Disability Support Services in St. Vincent's, Navan Road, St. Joseph's Clonsilla and St. Vincent's Centre, Lisnagry.

Currently a member of the Irish Provincial Council of the Daughters of Charity.

Joined the Board in 2014.

Mrs. Sally Byrne



Professional Background:
Business/ Financial

Key Appointments held:

Trained as Chartered Accountant in PriceWaterhouse. Financial Controller, Kelkin Limited, Health Food company 1989-2003.

Financial Controller, Oppermann Associates Limited, Architects, 2003-2010.

Joined the Finance Office of the Provincialate of the Daughters of Charity of St Vincent de Paul in 2010.

Joined the Board in 2014.

Mr. Noel Kidney

Professional Background:
Architecture and Urban Design



Practised in Burke Kennedy-Doyle & Partners, becoming Joint Managing Director for 15 years until 2009.

Member of RESPECT Fundraising Board.

Joined the Board in 2014.

Corporate Governance

Board of Directors

A Board of Directors appointed by the Daughters of Charity provides governance and oversight for the Service. Board members serve on a voluntary basis and receive no remuneration for their services. Theirs is a non-executive function. They are possessed of a broad skill base, with a variety of expertise in corporate and professional life and in both care for and parenting of people with disability. This diversity of expertise ensures effective and balanced leadership of the Service.

The Board of Directors meets on a monthly basis, conducting its affairs in accordance with established best governance practice. It regularly reviews all aspects of its governance strategies. The Chief Executive Officer is in attendance, with members of the Executive Team attending and making presentations on their areas of operational accountability as and when required.

Sub-Committees of the Board of Directors and other Organisational Bodies

A number of Sub-Committees, chaired by Board Members, meet on a monthly or bi-monthly basis as appropriate. Board members, Executive team members, Service Managers and other key personnel form the body of these Committees.

Audit and Finance Sub-Committee

The Audit and Finance Sub-Committee meets on a monthly basis to ensure appropriate auditing of service finances and to monitor the financial status and performance of the Service. This meeting takes place one week prior to the meeting of the Board of Directors, facilitating the efficient transmission of up-to-date financial data to the Board.

Quality and Risk Sub-Committee

The Quality and Risk Sub-Committee meets on a bi-monthly basis to monitor quality and standards on a Service-wide basis, overseeing the Service's clinical risk management framework and receiving regular reports on development of policies and procedures designed to ensure that high standards in all aspects of service delivery are maintained.

Nomination Sub-Committee

The Nomination Sub-Committee meets as required to identify suitable members of the Board of Directors and to ensure orderly replacement of Board members.

Remuneration Sub-Committee

The Remuneration Sub-Committee meets as required to ensure that remuneration policies and practices comply with public pay policy.

Mission Integration Team

The Mission Integration Team, comprising senior managers and key personnel within the Service, is tasked with the integration of Service ethos, philosophy and values as outlined in the Service Policy into every aspect of service delivery. Chaired by the Director and Deputy Director of Mission Integration, Sr. Kathleen Moore DC and Sr. Bernadette McGinn DC, the Team creates and promotes awareness through a programme of publications and workshops designed to bring staff members into regular contact with the ethos of the Service and its core values.

Service Ethics Committee

The Service Ethics Committee meets on a quarterly basis. Chaired by a member of the Board of Directors, its membership comprises senior managerial and key staff, family, medical and legal representatives and a professional ethicist with specific expertise in the area of medical ethics. Matters

of ethical concern of any nature can be and are brought to the Committee’s attention by any individual for consideration and direction. In addition, policies and procedures which have an ethical dimension are screened by the Committee. All research conducted in the Service is subject to ethical approval by a Sub- Committee of the Service Ethics Committee.

Complaints Policy and Information

The Service complaints policy is on our website www.docservice.ie under the tabs - About Us, Policies During 2015 there was evidence of a positive complaints culture across the organisation in that the organisation encouraged and supported service users, families and the public to make complaints if warranted and the Service responded and addressed complaints as quickly as possible. In Dublin there were 326 new complaints logged across our services, 287 of these complaints were resolved informally at local level. In Limerick and North Tipperary there were 196 complaints logged of which 156 were dealt with informally. A number of complaint took longer that the 30 days to resolve and 26 had to be sent for mediation. The largest category of complaints are in relation to lack of access to services. The Service would like to increase services across the country however we are constrained by the level of funding available. The Service reviews and monitors all of our complaints and we submit this data to the HSE data on a quarterly basis.

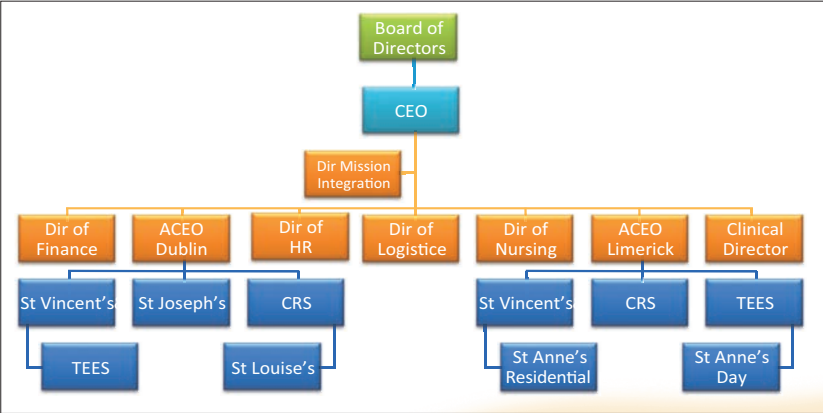
Chief Executive Officer

The Chief Executive Officer, as head of the Executive Team, co-ordinates the overall administration and management of the Service. The Chief Executive Officer is responsible to the Board of Directors.

Executive Team

The Executive Team is comprised of:

Denis Cronin	Chief Executive Officer
Sr. Marian Harte DC	Director of Nursing/Client Services
Roger Hynes	Director of Finance
Natalya Jackson	Director of Human Resources
Sr. Bernadette McGinn DC	Deputy Director of Mission Integration
Dr. Niamh Mulryan	Clinical Director, Dublin Service
Liz Reynolds	Assistant CEO, Limerick Service
Derek Tallant	Director of Logistics
Vacant	Assistant CEO, Dublin
Vacant	Director of Quality and Risk
Vacant	Clinical Director, Limerick



Daughters of Charity Disability Support Services Ltd:

Who We Are, What We Do

The Daughters of Charity Disability Support Service Ltd. is a registered charity providing a wide range of supports to children and adults with a moderate, severe or profound intellectual disability in the Dublin, North Tipperary/Offaly and Limerick regions.

Our History

The Community of the Daughters of Charity of St Vincent de Paul was founded in Paris in 1633 by St. Vincent De Paul and St. Louise de Marillac and is a worldwide organisation. The Sisters came to Ireland in 1855 and have been involved in providing services for persons with intellectual disability since 1892, starting in a workhouse in Cabra, which came to be known as St. Vincent's Centre, Navan Road. Providing a nationwide service, the Community identified a need for a similar service in Limerick and opened its centre in Lisnagry in 1952. In 2008 the Daughters of Charity Service took over responsibility for St. Anne's in Roscrea, providing a service in the Tipperary/North Offaly region, making the Daughters of Charity Service one of the biggest providers of services to people with intellectual disability in Ireland.

Our Values

Guided by the spirit and ethos of the Daughters of Charity of St. Vincent de Paul, the Daughters of Charity Service aims to develop the potential of each person to the fullest, regardless of their level of ability, so that they can be enabled to lead as independent and as satisfying a life as possible.

We are committed to:

- The development of the potential of each person with an intellectual disability in an atmosphere characterised by love, respect and creativity
- Enabling each person with an intellectual disability within the Service to take his/her place in society and in turn to contribute in a meaningful way
- Giving priority to people with the greatest need
- Advocacy and the promotion of justice for persons with intellectual disability.

The core values that guide us in our mission are:

Service, Respect, Excellence, Collaboration, Justice and Creativity

Referral Criteria

People of all ages with a moderate, severe or profound intellectual disability may be referred to the Daughters of Charity Service by family members, maternity hospitals, general practitioners or other agencies in the community. People being referred should live within the HSE catchment areas in which the Daughters of Charity Service operate.

Our Services include:

- Early Services • Education • Training, Enterprise and Employment Services • Day Activation • Residential Services • Respite Services • Alzheimers Service • Palliative Care.

Challenges

The Daughters of Charity Service is working to meet the needs of people with intellectual disability against a background of increasing demand. Some of the challenges within which it operates are:

- Maintaining quality services for existing service users as their needs change.
- Providing services for new admissions to our Service in the absence of sufficient accompanying funding from the HSE.
- Continuing to develop new community-based programmes to meet service user needs.
- Adapting and developing our physical infrastructure to address the recommendations of the Report on Congregated Settings within the constraints of limited capital funding.
- Developing and implementing programmes which promote greater integration between service users and the wider community.
- Ensuring that standards laid down by the Health Information and Quality Authority and the Health and Safety Authority are adhered to in all aspects of our service provision.
- Developing and implementing programmes which promote greater integration between service users and the wider community.

Overview of Service Operations

Legal Status

The Daughters of Charity Disability Support Services Ltd. is a charity registered with the Revenue Commissioners, with all income being used for service provision.

Company Registration Number: 155212
Charity Registration Number: CHY7137

Registered Office:

St. Catherine's Provincial House, Dunardagh, Temple Hill, Blackrock, Co. Dublin.

Services

The Daughters of Charity Service is recognised under the Health Acts as a Section 38 Agency providing services to adults and children with intellectual disability in community, day, respite and residential centres in Dublin, Limerick and North Tipperary/Offaly.

Funding Sources

The primary funding source for the Daughters of Charity Service is the Health Service Executive, with whom it enters into annual Service Level Arrangements in each region in which it provides a service. Capital Assistance Grants have also been made available from the Department of the Environment though the Local Authorities for the purchase and development of accommodation for service users. Additional funding is provided by Parents and Friends Associations linked with local centres and by RESPECT, a registered charity which fundraises on behalf of the Daughters of Charity Dublin Services. The Community of the Daughters of Charity of St. Vincent de Paul has provided capital funding on a discretionary basis for the completion of one-off projects which might otherwise remain incomplete due to funding shortfalls.

Service User Involvement

Structures are in place to ensure that service users are actively involved in decisions which affect them. This is achieved by various means, including:

- Person-centred planning
- Key workers for each service user
- Circle of friends, including staff, family members and friends who assist service users in articulating and achieving personal goals
- Advocacy Groups
- Service User Protection and Welfare Committees.

Service Regions

Services are organised into two geographical regions managed by the CEO, the Assistant CEO and the other members of the Executive Team:

Daughters of Charity Service, Dublin
Daughters of Charity Service, Limerick
Daughters of Charity Service North Tipperary / Offaly

Services within the regions are grouped both by location and the nature of the service provided and are managed by Service Managers.

Service Developments

HIQA

Department of Health Disability Regulations for Residential Services came into legislation on the 1st November 2013. During 2015 designated centres continued to undergo monitoring and registration inspections by HIQA.

In total there are 79 designated centres across the service and HIQA visited the Daughters of Charity service locations 57 times during 2015; 20 of these unannounced monitoring visits; and 37 were announced registration inspections. As of the end of 2015, 26 of the 79 centres are fully registered with HIQA with a significant number of others having completed their registration inspection and awaiting the outcome or a follow up inspection.

At the end of 2015 there were 26 designated centres awaiting a registration inspection.

Over the period since registration commenced the following outcomes have performed consistently well.

- Communication
- Family, personal relationships & links with community
- Absence of the PIC
- Use of resources in certain regions
- Notifications of events

During 2015 the staff team across the Daughters of Charity has positively supported over 750 residents with very complex support needs, both medical and social. Key success in 2015 in relation to quality improvement and inspections were the opening of a new house in the community, training and up-skilling managers with management qualifications, additional clinical nurse management posts put in place to support governance of designated centres. Over the period the organisation has been able to evidence improved governance and management structures and strong focus on quality staff training. Improvements in all of the above areas need to be maintained and built on.

There are a range of key challenges for 2016 that the organisation needs to address to ensure we are fully aligned to HIQA standards. Improvements in governance and management structures need to be built on further. In light of individual changing needs additional resources and more flexible support models are required to respond to their needs. Significant investment is required to ensure all our services are provided in safe and suitable premises. A significant number of our challenges in this area relate to required changes in housing stock to respond to individuals changing mobility and health needs. Some community premises and congregated settings are not fit for purpose and require replacement or are part of a national plan for decongregation. Staff movement both across and outside the organisation has increased and poses challenges to delivery of quality services. Recruitment of skilled and experienced staff is a key challenge in the current market.

De-Congregation

In line with HSE policy the Service continues to avail of every opportunity to work with service users and families to enable people where appropriate to live in the community. Priorities within the Service are our centres in Portmarnock, St. Anne's, Roscrea and St. Vincent's, Lisnagry. The lack of additional funding from the HSE to provide additional staff is a major drawback.

New Directions

The Service continues to work with Day Service Managers to try to deliver a more personalised day service in the community - another difficult goal to attain without additional resources. Many families, whilst welcoming more person-centred services, still depend on or demand a five-day placement. Our priority at present is to reduce centre-based services into smaller hubs where possible.



Dublin Services

Here are some significant developments which took place in the Dublin Service during 2015.

Children's Services

Service Manager: Ms. Theresa O'Loughlin

Children's Services provides support to 290 children between the ages of 0 to 18 years. Services include Oakridge Specialist Pre-School Service, Development Education Centre for children aged 5 to 18 years, Sancta Maria Children's Respite and Family Support/Connect Social and Recreational Services. Early Intervention and School Age Teams provide clinical supports to all children accessing the service in the catchment area.

Lisa Moran and Abdullah Aslam at Funderland



A key development in October 2015 in Children's Services was the establishment of the Interim School age Disability team for children in Daughters Of Charity catchment area of Dublin North-West who have been without services. This service is for children aged 6 – 12 years with complex needs who require input from an inter-disciplinary team regardless of their diagnosis (ie they do not have to meet the Daughters of Charity criteria of moderate, severe/ profound intellectual disability to access the service).

Oakridge Childrens Centre won the Irish Healthcare Awards for best Irish healthcare centre, pictured above at the awards ceremony.

(front row l-r) Denis Cronin, CEO, Sr. Marian Harte DC, Theresa O'Loughlin, Service Manager, Children's Services, Dublin, Mags Heelan, Paula Moran, Mary O'Flanagan. (back row l-r) Derek Tallant, Joe Dunphy, Bernadette Kane, Roger Hynes.

Community Residential Service, Dublin.

Service Manager: Ms. Mary Lucey Pender

CRS is comprised of 35 community houses and one Respite house in the Dublin 7/15 area. It provides residential placements to 149 residents and 86 respite users.

CRS / Genio Project 2015 : "A life of my choosing"

Genio works to bring Government and philanthropic funders together to develop better ways to support disadvantaged people to live full lives in their communities. CRS has applied for and received funding for a number of service users to move to more independent supported living in private rented accommodation in the community.

The right to live independently is a basic right (UN Convention on the Rights of Persons with Disabilities). The Daughters of Charity Disability Support Services, families and staff accept the risks and challenges that go with this new way of thinking. With their support, some service users are now living more meaningful, independent lives of their choosing in their communities.

In 2015 two friends expressed the desire to move in to an apartment together. As an apartment was coming up for rent and was in the location familiar to the two individuals, the organisation paid the rent for three months to secure the apartment and afford the two individuals time to complete the Discovery Process, designed to identify their wishes and needs. It also afforded the time required to apply for the rent supplement; this was a risk as rent supplement is not guaranteed. The Department of Social Protection recognised that everyone has the right to live a life of their choosing and showed its support by granting full rent supplement.

In May 2015 one individual moved out of the community house she had lived in for over seven years. She is renting a room, was granted the rent supplement and is sharing the house with the owner of the property. They are now friends and share household responsibilities. This individual receives 30 hours and 18 hours support on alternate weeks as she spends every second week with her family.



Dorothy Joyce taking part in a Genio Project



Evelyn Burke getting the keys to her new home.

Another individual said she would like to live on her own and in January 2015 she started the discovery process and registered her name with Fingal County Council so that she could be placed on the housing list. Although there is a ten-year waiting list, if she so chooses and receives the rent supplement she will be able to rent privately.

Also during 2015 the people on the Genio Project took part in the friendships, relationships and sexuality training course "RUA" which they thoroughly enjoyed.

This sums up another successful year of supporting CRS residents in their choices.

St. Joseph's Centre, Clonsilla

Service Manager: Sr. Mary O'Toole DC

St. Joseph's Centre, Clonsilla provides a residential service to 104 adult Service Users. It also provides Day Services to 22 Service Users from Community Residential Service. As part of St. Joseph's Centre, Sonas Residential Centre consists of six bungalows designed to meet the needs of Service Users who require a higher level of support. Our Dementia Unit caters for fourteen Service Users with a diagnosis of an intellectual disability and Alzheimer's/Dementia. Bethel House provides palliative care by specialised staff to Service Users with an intellectual disability. It also provides specialist convalescent care for Service Users in transition from acute hospital stays back to their home. Other residents live in Cara bungalows or in part of the older residential units.



Elizabeth Henderson, Eileen Kiely, Joanie Healy, Phyllis McCarty, Sheila McCarthy and Maura Walsh with the wheelchair accessible vehicle purchased from funds raised from the Charity Golf Classic run by the Lucan Golf Society.

Bethel House



'A Journey for Change'

Bethel House has joined the Irish Hospice Foundation initiative called 'A Journey for Change'. This programme is 15 month duration that promotes excellence in end of life care for older people living in residential care. Bethel House is the first residential centre for Intellectual Disability in Ireland to be accepted onto the programme. This programme aims to give staff the information and tools to continually

review and reflect on end of life practices, allowing them to develop and support what they are doing well and the skills to implement effective, sustainable change where this is necessary. The establishment of an End of Life care working group with input from MDT members, on-site workshops for staff, change management and death review meetings will be introduced and strengthened over the duration of the programme. Bethel House has chosen level 3 of engagement which focusses on strengthening excellence in end of life care. The focus is upon living well until the end and using a person centred approach to care for people with life limiting illness.

'You matter because you are you. You matter to the last moment of your life, and we will do all we can not only to help you die peacefully but to live until you die.'

(Dame Cicely Saunders)

St. Louise's Centre, Chapelizod

Service Manager: Ms. Mary Reynolds

St Louise's Centre provides residential and day service supports to 52 service users in the Dublin 20 area. There are nine purpose built bungalows each of which can accommodate 5/6 service users, in addition there is access to a purpose built day service location as well.

In 2015, a family day was held here in the gardens of St. Louise's Centre. It had been a few years since the last family day although families are very supportive throughout the year with attendance at the Christmas Fair, monthly Ceile, the Family Support Group and raising funds. Input and engagement with families is very important to everyone in St Louise's. They are strong advocates for their family member, supporting them in decision making about their lives. They collaborate with the wider team and are encouraged to support their family member in the person-centred planning process. They maintain service users' identity and role within the family unit and are a rich source of history of the person.

So on a beautiful day in June, families travelled from near and far to make this a very special day. This event gave our families the opportunity to catch up with other families, many of whom have



been on this journey together from very early on. It gave staff the chance to enjoy time with families in a relaxed space. And it was a chance for service users to show off their families to everyone.

Family days are something we are hoping to continue in the future after the positive feedback and impact it had on all involved.

Nora, Orla, Owen and Rita O'Brien.

St. Rosalie's, Portmarnock

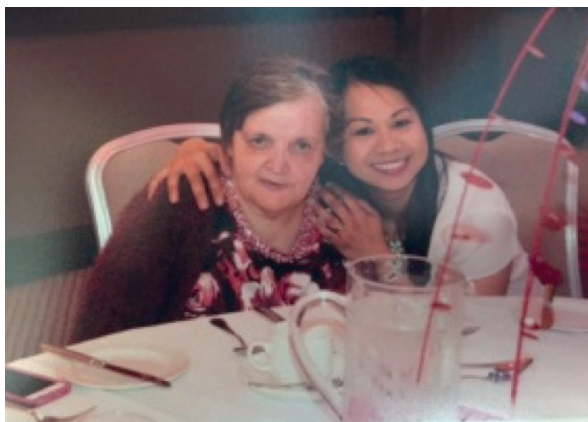
Service Manager: Sr. Mary O'Toole DC

St. Rosalie's Residential Service Centre, Portmarnock is a residential centre which is home to fifteen ladies with moderate to severe intellectual disability. Although operating out of the Service's normal catchment area of Dublin North-West, it is nevertheless an integral part of the Daughters of Charity Disability Support Services Ltd. Service.

Moving to Community

Priority was given in 2015 to preparing for the transition of people from the large institutional settings to a community based model of person-centred supports. This initiative will focus particularly on those with significant challenges in achieving compliance with the National Standards for Residential Services for Children and Adults with Disabilities. Although planning started in 2015 the actual transition will not take place until 2016/2017.

In line with policy there is a move from an institutional model of care to a community based person-centred model of service, enabling and supporting meaningful lives as chosen by users, within the resources available.



St. Rosalie's has been selected as a priority site in 2016 and will receive capital funding to enable it to acquire and adapt new properties as part of the "transforming lives" process. Six ladies will move from St. Rosalie's to their new home in Blanchardstown in September 2016.

Marie Burke & Care Staff Charito Camerino at a dinner dance celebrating the start of the transition process of residents of St. Rosalie's into community living.

St. Vincent's Centre, Navan Road

Service Manager: Ms. Mary Reynolds

St Vincent's Centre provides residential, respite and day services to service users living in the Dublin 7, 11 and 15 area. There are 84 people living in 10 purpose-built bungalows on site and three people living in a community house in the Dublin 15 area. The centre also has an adult respite house which can accommodate a maximum of 6 service users per night. There are 123 service users accessing both sessional and full time day services both on site and in a number of smaller service locations across the Dublin region.

"My Day My Way"

Aisling O'Connell and Cathy Sweeney co-presented at a conference organized by Carriglea Disability Services on "My Day My Way". Aisling gave an overview of her experience of changing her day service from a campus base to a community hub. She outlined how she achieved her dreams and aspirations with the support of her family, friends and Daughters of Charity Service. She described how moving to a community-based day service opened up many opportunities for her to participate in activities she enjoyed in the local community and try out new activities. She spoke about how her confidence and self awareness has greatly improved as she achieved her wishes and goals.



Aisling O'Connell

Aisling said she would encourage other people still using campus- based services to consider alternatives as it has opened up a whole new world for her.

Swimming Pool Reopening

The De Paul Swimming pool was renovated and fitted out at a total cost of 1,975,000. This was part-funded by the Department of Sport Grant of 1,275,000 with the remaining 700,000 being gifted by the Provincial of The Daughters of Charity. The pool would not have reopened without this funding and the organisation are very appreciative to both parties for their generosity.

On completion of the renovation project a public competition was carried out to source a pool operator which has lead to the appointment of Aura Pool Management Ltd. The pool reopened its doors to the Service and the public in September 2015. The pool was an important part of the local community and it is once more providing a great resource to the local area. The facilities have wheelchair accessible hoists and changing facilities.



Denis Cronin, CEO, Daughters of Charity Service, Leo Varadkar, TD, Joan Burton TD, Gar Holohan, Aura Pool Management Ltd., Paschal Donohoe TD, Brendan Carr, Lord Mayor of Dublin and Derek Tallant, Daughters of Charity Services at the opening of the De Paul Swimming Pool

Introduction of Mental Health Supports for Persons with Intellectual Disability

The national mental health development plan was outlined in the Vision For Change document. One of the recommendations was that multi-disciplinary teams be established to support the mental health of persons with intellectual disability. The Daughters of Charity Service was allocated a Clinical Nurse Specialist and a Clinical Psychologist to allow the development of such a team. In conjunction with the exiting psychiatry services, the enhanced team will provide multidisciplinary care to those attending the service, with particular focus on supporting those with mental ill-health, building resilience and positive mental health practices.

Supporting people with behaviour that challenges

For many years the Daughters of Charity Service have trained staff in the use of Therapeutic Management of Aggression and Violence Techniques (TMAV). The training was designed to provide timely interventions as required when a service user engaged in behaviours that were causing concern. The programme was supervised and monitored by Sterling University. However the training could not be used with children or families. The organisation has now commenced a process with a new training company, Studio 3 Training Systems. This company provides specific supports and training to staff within children's and adult services who work with people who engage in behaviours that cause concern. The philosophy of the training is based on reflective practice and a low arousal approach which is known to be effective, especially for people with autism. Currently both TMAV and the new training programme are running simultaneously but the service will transition fully to the Studio 3 course over the next two years. A number of experienced staff have received additional training and are now trainers in the Studio 3 programme.

Training Enterprise and Employment Service, Dublin

Service Manager: Ms. Maureen Dunne

Training Enterprise and Employment, Dublin provides a day service for 176 adult service users in the Dublin 7/15 areas. There are five centres providing support in relation to community integration, active citizenship and rehabilitative training. In addition, TEES provides job coaching on an individual referral basis. Many service users are employed in the community or have the opportunity to sample work placements. TEES also supports service users who run a contract horticultural service called "Cleansweep."

Links was set up as a community-based programme in September 2015. Six adults aged between 22 to 50 years attend on a sessional basis one day a week. The smaller group facilitates person centred community participation. The main focus of the group is to be active citizens and explore meaningful roles in the community.

Lauren Byrne and Iona Tomoiaga





Some group members participated in the Women's Mini Marathon and raised monies for Temple Street Children's Hospital. Family and friends supported the fundraising efforts along with the local community.

Crossroads was established in August 2015 in direct response to a growing number of service users reaching retirement age. The specific aim is to deliver quality person centred day supports in a calm and relaxing environment. Daily activities include exercise and dance, music and percussion sessions, choir, reminiscence, pet therapy and relaxation. The group have hosted evening activities involving the community that included Irish music night, choir recitals and bingo.

Mary O'Connell, Wendy Brown, Melissa Farrell, Miriam Doyle, Lisa Murphy and Kay Walsh enjoying a daytrip.

Westenders is a newly established Hub set up to support the Pathways R/T leavers in September 2015. This group is located in the Westend Retail Park at the Blanchardstown shopping centre. All members of this group access community based programmes in the Dublin 15 area. Activities include swimming, aerobics, maintenance of functional literacy, relationships training, Yoga and cookery. The group is supported to explore work roles and partake in work sampling with a view to paid employment. The aim is to promote community integration and maximise independence for all members.



Back row (l-r) Sarah Murphy, Stevie Forde, Lauren Byrne, Mary O'Connell, Ioana Tomoiaga. Front Row – Adam Eglington, Romalej Nicer., participants in a Relationships Course facilitated in Mountview Family Resource Centre, Blanchardstown.

Dublin Region Service Locations

Central Management Office,

St. Vincent's Centre, Navan Road, Dublin 7.

Tel: (01) 8245400

Email: info@docservice.ie

Managed by: Mr. Denis Cronin, Chief Executive Officer

Community Residential Service

4a Techport, Coolmine Industrial Estate, Dublin 15.

Tel: (01) 8223801 Fax: (01) 8223804

Email: mary.lucey@docservice.ie

Managed by: Ms. Mary Lucey-Pender, Services Manager

St. Joseph's Centre,

Clonsilla, Dublin 15.

Tel: (01) 8217177 Fax: (01) 8214684

Email: smaryotoole@docservice.ie

Managed by: Sr. Mary O'Toole DC, Services Manager

St. Louise's Centre,

Glenmaroon, Chapelizod, Dublin 20.

Tel: (01) 8999100 Fax: (01) 8211910

Email: st.louises@docservice.ie

Managed by: Ms. Mary Reynolds, Services Manager

St. Vincent's Centre,

Navan Road, Dublin 7.

Tel: (01) 8245300 Fax: (01) 8383446

Email: st.vincent@docservice.ie

Managed by: Ms. Mary Reynolds, Services Manager

St. Rosalie's ,

Portmarnock, Co. Dublin.

Tel: (01) 8460132

Email: st.rosalies@docservice.ie

Managed by: Sr. Mary O'Toole, Services Manager

Training, Enterprise and Employment Service,

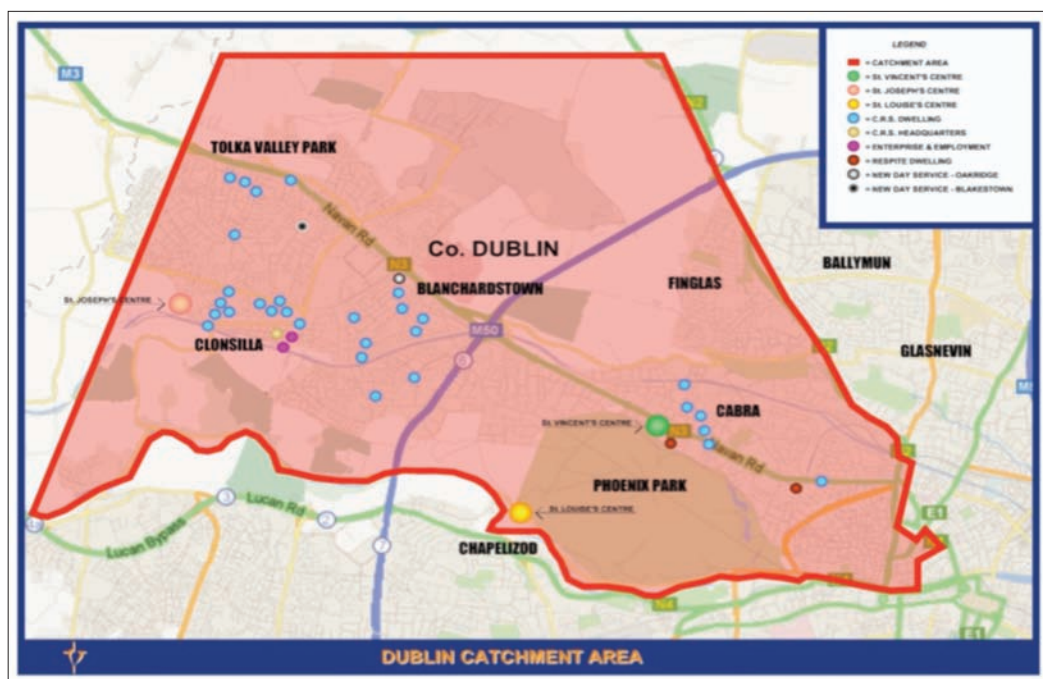
Unit 101, Coolmine Industrial Park, Dublin 15.

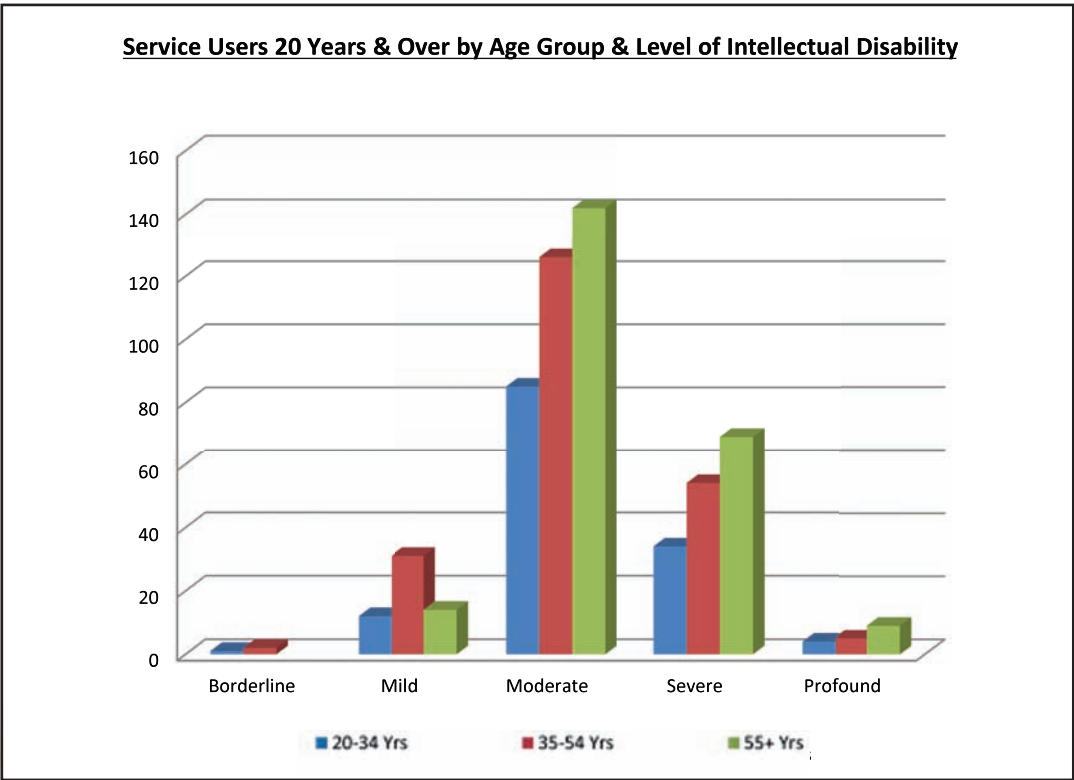
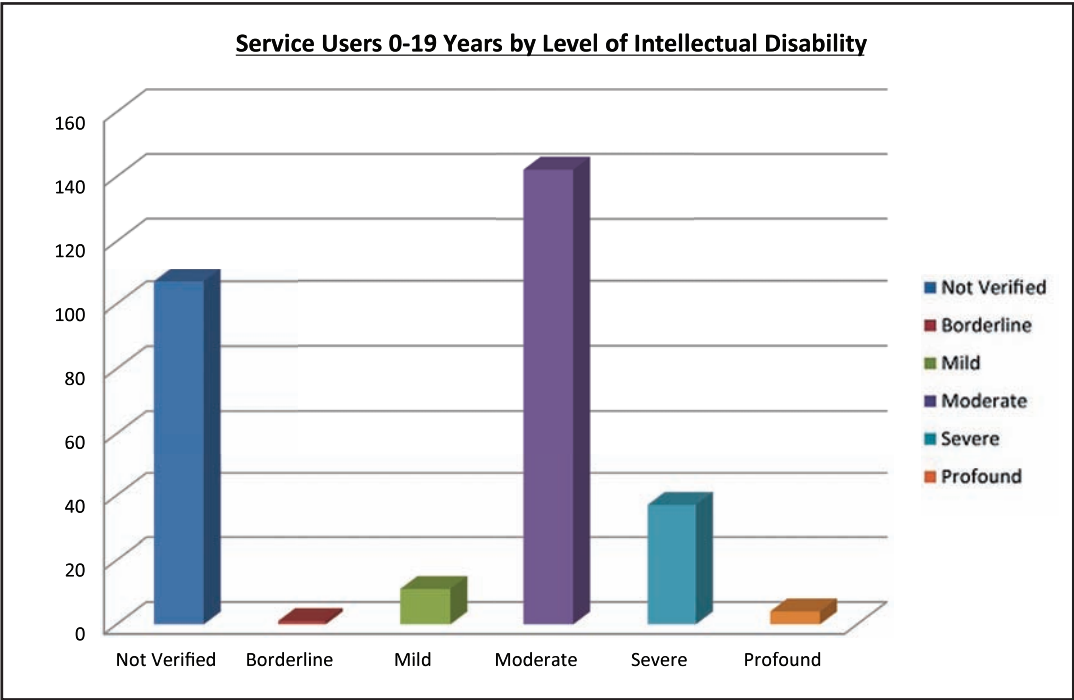
Tel: (01) 8213226 Fax: (01) 8215442

Email: weavers.dublin@docservice.ie

Managed by: Ms. Maureen Dunne, Services Manager

Map of Service Locations Dublin Region





The background of the page is a faded, orange-tinted photograph of a building's entrance. The entrance features a white, arched doorway with a small statue on the right side. A large tree is visible on the left side of the image, and its branches extend across the top of the page.

Limerick Service Developments

Community Residential Service, Limerick

Community Residential Service (CRS), Limerick offers residential services to 88 service users in 18 houses located in the suburbs of Rhebogue and Castletroy, Limerick catering for 5 or 6 adults each. These houses vary from 5 bedded semi detached houses to bungalows.

The majority of adult service users attend a day service, while others are in sheltered employment, part-time or retired. A number of adults are independently employed or in supported employment, living and travelling independently with minimum support from staff.

CRS also provides individualised day services for those service users who due to changing needs, age or ill health require it, as well as an activities programme for older or retired service users.

Advocacy in CRS

The structure of advocacy within the region was considered in March 2015. From the results of a questionnaire it was clear that the understanding and workings of advocacy groups was inconsistent. In order to address this, discussions took place on how the service could move forward in developing advocacy that was open and accountable and an agreed structure was developed. This allows all service users the opportunity to know and voice their rights and wishes, to be heard and it provides them with accountability by the Service in relation to these rights and wishes.

In CRS an initial meeting was held in October 2015 to outline to a representative from each group of houses the new structure based on the arrangement of designated centres. Items of concern were raised by the service user representatives and a plan put in place to address same. A second meeting was scheduled with subsequent meetings following on from this.

The structure is as follows:

Local advocacy meeting

Each home has its own residents/advocacy meetings at regular intervals for all residents. A facilitator from the staff team takes responsibility for organising and chairing the meeting. Each home has an Issues Board or Residents/ Advocacy Book, allowing service users easy access to information and assisting them in putting their issues forward.

Advocacy sub-committee meetings



An advocacy meeting in session

The next level allows for a Service User Representative from each home to come together in their designated centre (e.g 1,2,or 3 houses), with the appropriate staff support, where they represent all of their housemates, bringing forward discussions that took place at their house meeting. These subcommittees are facilitated by staff and issues are discussed with agreement on issues to be brought forward to the meeting with the service manager.

Advocacy sub-committee groups meeting with Service Managers

Representatives from these sub-committees meet with the Service Manager twice a year to raise new issues and discuss resolved and unresolved issues from their local subcommittee meetings. Again, all of these meetings have an Agenda and are minuted, with minutes circulated afterwards to all houses. The issues raised and the status of issues is then brought to the Advocacy Steering Committee by the Service Manager.

Advocacy steering committee

The Advocacy Steering Committee meets three times per year. At this meeting, the Service Manager presents feedback from each of the subcommittees.

East Limerick Children Services 2015

Within the Mid-West, Early Intervention and School Age Team Services in Clare, Limerick and North Tipperary are provided in partnership between the HSE and a number of voluntary organisations. The teams comprise almost 23 whole-time equivalent posts providing a service to 200 children in Early Intervention and 477 children in the School Age Team. 30% and 57% of children in Early Intervention and the School Age Team respectively present with autistic spectrum disorders.

The teams are committed to working in partnership with families of children and young people with disabilities and/ or development delay to minimise the impact of disability and maximise opportunities for growth and development.

The East Limerick Children Services is a partnership between the Daughters of Charity and the HSE, and provides specialist therapeutic assessment and intervention to children with complex needs and/or development delay in a large catchment area. The Services Child and Family Centre is offered across a range of settings which may include the centre (which is located in Ballysimon), home, school and/or preschool as appropriate. Children, and their families, access services either through the early intervention team (0-6 years of age) or through the school age team (6-18 years of age).

The teams strive to deliver an interdisciplinary service which is:

- Child and Family Centred
- Team Based
- High Quality
- Assessable
- Integrated
- Safe

Both the Early Intervention Team and the School Age Team offer services which are delivered by a range of professional disciplines, and all of these disciplines are supported by a clinical children's service manager, an administrator and clerical personnel.

East Limerick children service is unusual in the region, in that it also provides specialist community nursing support, which includes clinical nurse specialists, and provides a broad range of nursing services to children between the ages of 0-18 years of age and their families. The community nurse visits the child in their own home, school or within the centre, conducts joint visits with other disciplines as required, assists in the running of the pre-school and assists the community



The Early Intervention Team

Paediatrician with organised clinics.

The Play and Learn pre-school is located in the building in Ballysimon, providing an early stimulation programme for children throughout the Mid-West area, although the majority of children come from the East Limerick catchment area. The pre-school caters for children between the ages of 3 and 6 years presenting with learning, medical and/or

physical difficulties, provides a service which incorporates learning through play in a safe and secure environment.

The service also runs a Connections programme which is a Psychology service based on the assessed needs arising from children and their families. This involves both formal and informal assessment at an individual, group or school level. Intervention may then take the form of individual work with the child, their school or family or a combination of these. Group work is designed to target specific identified skills and groups offered include social skills, emotional regulation, transitions, and various workshops for teachers and parents on specific areas of need.

There are a number of challenges facing East Limerick Children Services including an increased demand for services and significant existing caseload and the Daughters of Charity continue to work with the HSE to address these issues. It is hoped that the catchment area will be reduced in the near future and that further WTE's will be approved to alleviate the pressures on the team and reduce waiting lists associated with the diagnosis of children who present with a query of Autism.



The School Age Team

St. Vincent's Centre, Lisnagry

Service Manager: Geraldine Galvin

St. Vincent's Centre provides residential service to 127 service users and day services to 30 service who attend from home daily and day services for 100 residential service users. St. Vincent's Centre also provides respite to 73 adults in Sejare House in Annacotty village and 26 children in San Joseph Children's respite. St. Vincent's Centre also oversees the facilitation of in-home contract care to 10 children who reside at home.

The Daughters of Charity Service management are endeavouring to decongregate from the old residential centre which is home to 25 adults and 4 young adolescents. The Service has extensive plans to move the remaining residents from the old institution to houses either on the campus or

within the local community. The assessment of individual needs and wishes of residents is central to determining the best living environment that is required for the existing 29 residents. It is hoped with capital assistance and some revenue from the HSE that all 29 will have moved from the centre by end of 2017. However there are challenges to this completion date with the requirement of funding not guaranteed, in addition to which the transition of the individual residents themselves is frequently a slow process as it is essential to ensure the compatibility of residents within a house. All these factors take time and many trials are required in order to ensure the resident's wishes and life is enhanced by these moves.

It is hoped, if revenue funding is made available, to open Russelheim in Dooradoyle, which would enable 4 residents from the exiting bungalows to move to community living and those 4 vacancies would allow 4 residents transfer from the old residential units. The opening of Vinmore in Cappamore, will enable us to transfer another 4 residents from the congregated setting. The Service has also applied for funding from various sources for the development of a children's house to accommodate 4 children from the residential centre for the community. The Service hopes to continue its programme of de-congregation in 2016 with the aim of



Paul Nash and Bridget Fitzgerald celebrating Easter

finally closing the old congregated setting. These are exciting times and, while challenging, the end result will deliver for the remaining 29 residents on all the Core Values of the Daughters of Charity – Service Respect, Excellence, Collaboration, Justice and Creativity.

Training, Enterprise and Employment Service, Limerick

Service Manager: John O'Callaghan

TEES provides a service for 140 day attenders from five separate locations. The training centre based on campus at Lisnagry provides supports for those requiring a higher level of support, with a focus on maximising their independence in keeping with their person-centred plan. The Innovation Centre, Castletroy provides a rehabilitative training programme and the remaining three, namely, the Garvey Centre, the Rendu Centre and St. Louise de Marillac Centre in Dooradoyle are located within the greater Limerick city area.

Official Opening New Day Centre Daughters of Charity Disability Support Services

TEES officially opened another new Day Centre in their local community at the Innovation Works building in Plassey Technological Park in Castletroy. This exciting new development is in keeping with the Service Strategic Plan as well as new day service policy 'New Directions'. The new Centre has facilitated the transfer of twenty Service Users moving from the main campus at St Vincent's Centre Lisnagry into the local Castletroy community. In keeping with New Directions the Service Users and staff have a new hub from where they will access local facilities and services associated with education, employment, training and personal development for each Service User. The focus of the centre will be, through a person-centred approach, to develop each person's abilities, independence and skills so as to participate fully in the local community and society.

The new Centre was made possible as a result of financial support from the HSE as well as working in collaboration with Service Users, families, staff, the Service support team and Shannon Commercial Properties. The opening ceremony was mc'd by Service User Alan Quinlan from



GerMcAuliffe, Liz Reynolds, Sr. Breege Fahey, DC, Denis Cronin and Alan.

Cappamore who introduced the main speakers namely, Gerard Mc Auliffe (Centre Manager), Sr Breege Fahy (Daughters of Charity), Kathryn Dineen (Service User) and Denis Cronin (CEO Daughters of Charity Disability Support Services). The official opening and cutting of the tape was performed by Service User Ashleigh O' Hagan from Limerick. Ashleigh was a recent participant in the Special Olympics in Los Angeles where she won a number of medals for gymnastics. The ceremony was well attended by family members and friends as well as staff and representatives from the HSE and Shannon Commercial Properties.

Just a few who attended the opening of the Innovation Centre



Kate Hanley, Orna Lowney, Margaret Rainsford, Fiona Corbett, Fiona McElligott and co.

North Tipperary/Offaly Service Developments

St. Anne's Day Services

Manager: Catriona Larkin

St. Anne's Day Services provides a day service to 129 service users in the North Tipperary/Offaly region.

St. Anne's Service seeks to provide a flexible and responsive range of person-centred work, education and social opportunities which are reflective of cultural norms and which embrace "New Directions", Core Values of Person Centeredness, Community Inclusion and Quality.

125 Service Users ranging in ability are supported by the Service. Some individuals reside within St. Anne's Residential Service and a number reside at home. Locations of Day Service "hubs" include – Birr, Thurles, Templemore and Nenagh. Three specialised Day Services are located on St. Anne's Campus, Roscrea. Two individuals have individualised Services. Day Services also support individuals to run the Railway Shop in Thurles and Busy Hands coffee and gift shop in Templemore.

The Service aims to provide opportunities for individuals to maximise their self development and as far as possible to support people to do ordinary things in ordinary places and have a valued social role within communities.

Areas of focus for individuals, depending on need include, social skills development, activities of daily living, voluntary work, leisure opportunities, therapeutic work, supported work, education opportunities within the Local community. A number of individuals with behaviours of concern require multi element behaviour support plans.



Anthony, Brendan, Patrick, Enda, Shone, Edel, Susan and Helena attending a Road Safety Authority Awareness Programme at Riverview Resources, Birr.



The Day Services endeavour to work in partnership with Service Users, families and local communities.

Barry Hogan, Riverview Resources, Birr taking part in a Horticultural session in Birr.

St. Anne's Residential Services

Manager: Breda Noonan

St. Anne's Residential Service caters for 124 adult service users who have a moderate to severe/profound intellectual disability. 96 service users are accommodated in 29 houses in the community in Birr, Borrisokane, Cloughjordan, Moneygall, Nenagh, Roscrea, Templemore and Thurles. The remaining 28 service users live in campus-based housing in St. Anne's. Further plans for de-congregation are in progress.

Care Staff Training Programme

2015 saw the start of a major training initiative in St. Anne's. Seventy-seven care staff working in both Day and Residential Services commenced FETAC Level 5 training. This training programme equips care staff with skills to assist them in the care of persons with intellectual disability. The training programme takes place over a full year with assignments to be completed at the end of the programme, culminating in the award of FETAC Level 5. This training will be an asset to the seventy-seven people undertaking the programme and will contribute to best practice in St. Anne's Service as a whole.

Peggy Kiely, Carmel O'Malley, Celine Davis and Margaret Hutchinson enjoying an overnight trip to Knock.



Michael Lowry, TD visiting Service Users from Anusha Day Service, Thurles.

Limerick / Tipperary / Offaly Region Service Locations

Central Management Administrative Office

St. Vincent's Centre, Lisnagry, Co. Limerick

Tel: (061) 501400 Fax: (061) 330161

Email: info@lim-docservice.ie

Managed by: Ms. Liz Reynolds, Assistant Chief Executive Officer,
Limerick/Tipperary/Offaly

Community Residential Services

The Gate Lodge, Lisnagry, Co. Limerick.

Tel: (061) 501400 Fax: (061) 339027

Email: michelle.doyle@lim-docservice.ie

Managed by: Ms. Michelle Doyle, Services Manager

St. Vincent's Residential Services

Lisnagry, Co. Limerick.

Tel: (061) 501400 Fax: (061) 330161

Email: info@lim-docservice.ie

Managed by: Ms. Geraldine Galvin, Services Manager

Training, Enterprise and Employment Services,

The Gate Lodge, Lisnagry, Co. Limerick.

Tel: (061) 501400 Fax: (061) 339027

Email: john.ocallaghan@lim-docservice.ie

Managed by: Mr. John O'Callaghan, Services Manager

St. Anne's Services,

Roscrea, Co. Tipperary.

Tel: 0505 22046 Fax: 0505 22525

Email: info@stannes.ie

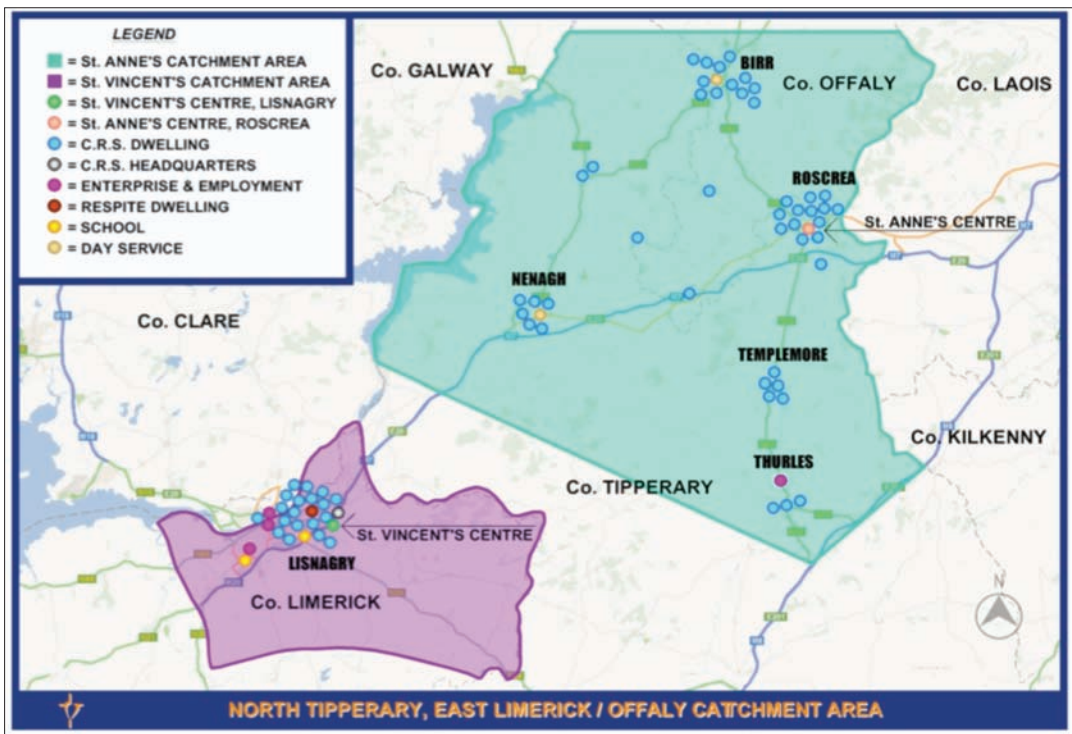
St. Anne's Residential Services

Managed by: Ms. Breda Noonan, Services Manager.

St. Anne's Day Services

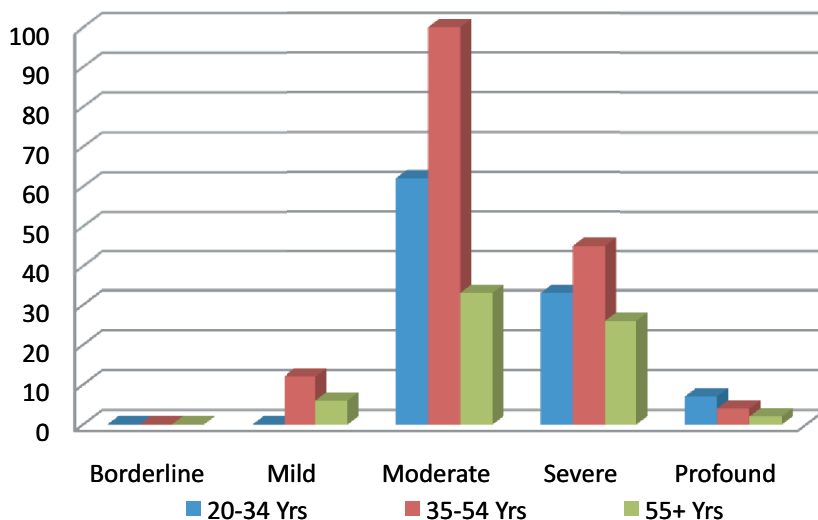
Managed by: Ms. Breda Noonan, Services Manager.

Service Locations Limerick / Tipperary / Offaly Region

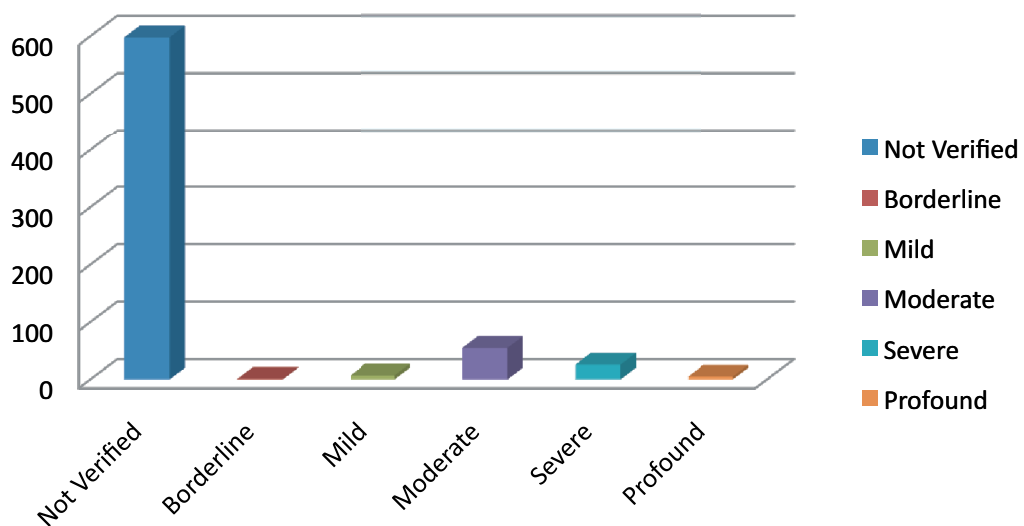


Limerick

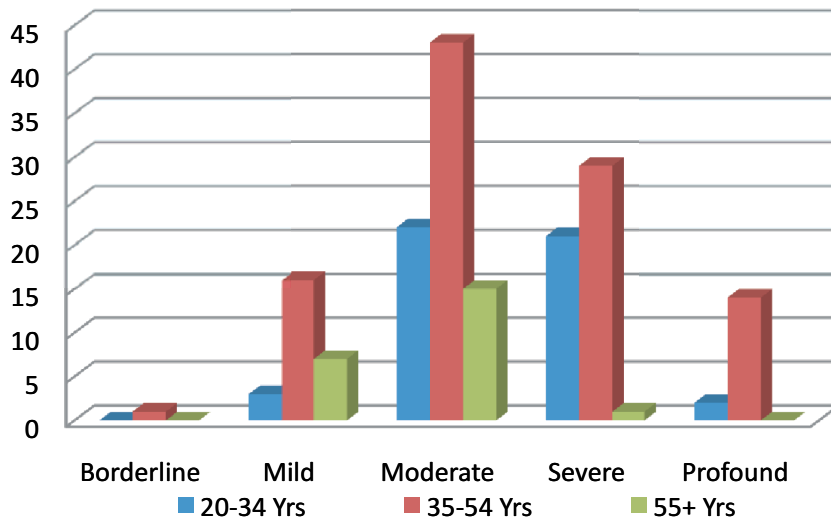
Service Users 20 Years & Over by Age Group & Level of Intellectual Disability



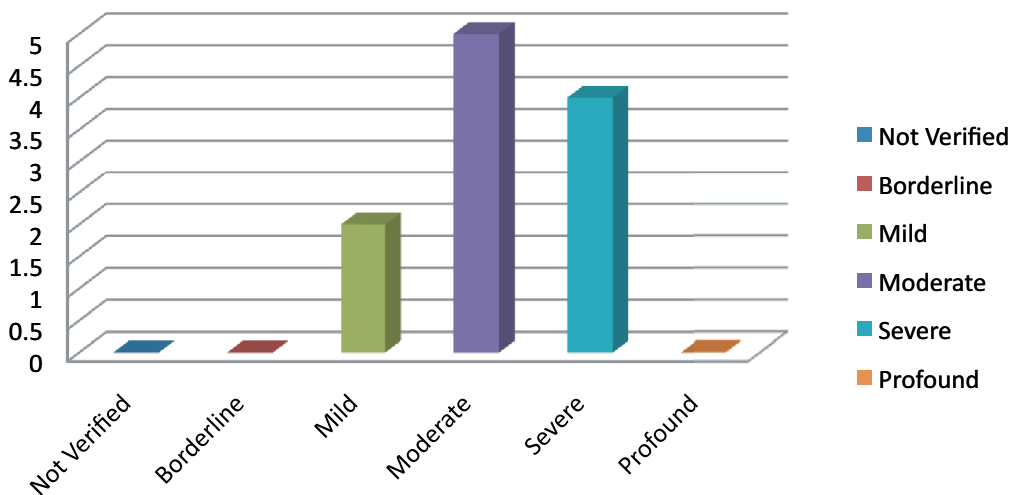
Service Users 0-19 Years by Level of Intellectual Disability

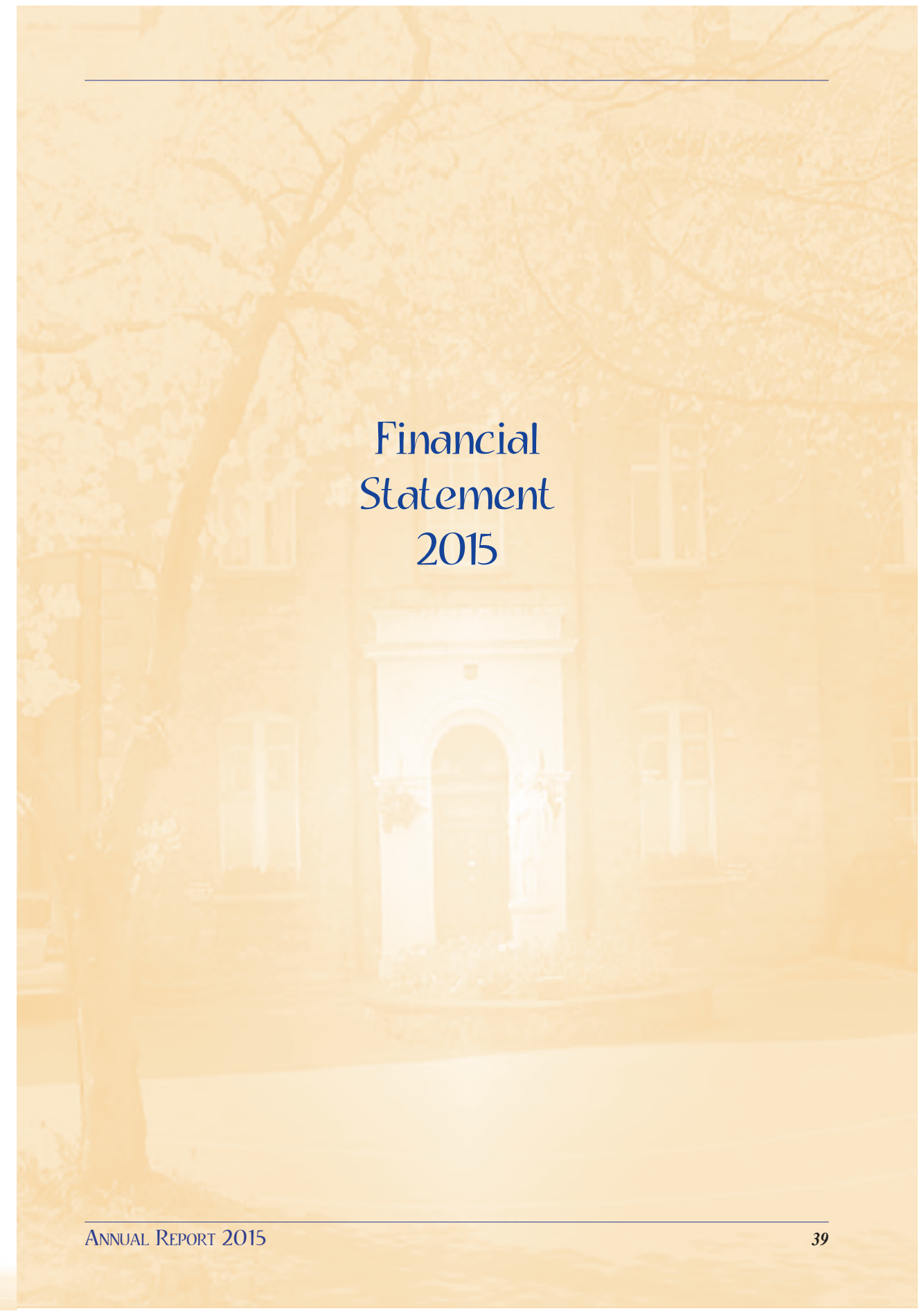


Service Users 20 Years & Over by Age Group & Level of Intellectual Disability



Service Users 0-19 Years by Level of Intellectual Disability



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Financial Statement 2015

Financial Statements

INCOME AND EXPENDITURE ACCOUNT BY REGION

Year ended 31 December 2015	DUBLIN €	LIMERICK €	NTH TIPP/ OFFALY €	TOTAL €
State funding	63,214,633	30,317,935	16,695,950	110,228,518
Other funding	<u>3,591,112</u>	<u>1,215,348</u>	<u>1,004,313</u>	<u>5,810,773</u>
Total income	<u>66,805,745</u>	<u>31,533,283</u>	<u>17,700,263</u>	<u>116,039,291</u>
Expenditure				
Pay	58,370,039	27,925,653	15,602,299	101,897,991
Non pay expenditure	<u>8,712,197</u>	<u>3,257,365</u>	<u>2,767,051</u>	<u>14,736,613</u>
Total pay expenditure	<u>67,082,236</u>	<u>31,183,018</u>	<u>18,369,350</u>	<u>116,634,604</u>
(Deficit)/surplus for the financial year	<u>(276,491)</u>	<u>350,265</u>	<u>(669,087)</u>	<u>(595,313)</u>

BALANCE SHEET AS AT 31 DECEMBER 2015

	2015 €	2014 €
Current assets		
Debtors	10,604,003	-
Cash at bank and in hand	<u>89,240</u>	<u>-</u>
	<u>10,693,243</u>	<u>-</u>
Creditors: amounts falling due within one year	<u>(11,288,556)</u>	<u>-</u>
Net current assets	<u>(595,313)</u>	<u>-</u>
Creditors: amounts falling due after more than one year	<u>-</u>	<u>-</u>
Net assets	<u>(595,313)</u>	<u>-</u>
Capital and reserves		
Profit and loss account	<u>(595,313)</u>	<u>-</u>
Total equity	<u>(595,313)</u>	<u>-</u>

Note

The Daughters of Charity of St Vincent de Paul commenced providing specialised services to persons with intellectual disability on 1 January 1926. For many years the disability support services were managed by a Board of Management comprising of members of the Daughters of Charity of St Vincent de Paul and lay people. In 2014 it was agreed to establish a separate company to manage the Disability Services. These services were transferred to the Daughters of Charity Disability Support Services Limited on 1 January 2015, the 2014 data is for comparative purposes only as the company did not trade in 2014. The company continues to use, free of charge, many properties belonging to the Daughters of Charity of St Vincent de Paul.

Financial Statements

- Dublin

INCOME AND EXPENDITURE ACCOUNT

Year ended 31 December 2015

	2015 €	2014 €
Income		
HSE - main revenue grant	58,843,666	56,378,324
HSE - miscellaneous income	210,957	351,736
Superannuation income	1,712,029	1,791,351
Pension levy income	2,297,981	2,361,789
Long stay charges	2,515,112	2,483,306
Payroll refunds	184,152	234,801
Canteen	126,809	186,764
Sundry income	915,039	475,951
Total income	<u>66,805,745</u>	<u>64,264,022</u>
Pay expenditure		
Administration	2,902,695	2,743,298
Medical and dental	1,018,464	998,042
Nursing and allied	42,384,649	41,093,665
Paramedical	2,842,796	2,371,624
Catering, housekeeping and other	4,851,440	4,925,448
Maintenance	652,569	829,223
Pensions	3,717,426	3,644,672
Total pay expenditure	<u>58,370,039</u>	<u>56,605,972</u>

Financial Statements

- Dublin (contd.)

Non pay expenditure	2015	2014
Drugs and medicines	425,132	408,762
Medical and surgical appliances	661,734	547,112
Catering	1,041,229	1,062,550
Power, heat and light	984,313	1,043,067
Cleaning and washing	628,707	557,437
Hardware and crockery	115,491	30,284
Bedding and clothing	18,689	38,524
Maintenance	1,227,920	1,172,695
Farm and grounds	64,760	64,463
Transport and travel	737,648	648,564
Bank interest and charges	17,351	8,531
Insurance	353,024	293,049
Audit	43,792	30,750
Office expenses	790,771	682,623
Rent and water rates	313,757	252,980
Security	281,268	307,564
Professional fees	163,342	228,859
Trainee allowances	80,792	79,082
Training courses	167,683	161,721
Client activities	172,933	166,187
Membership subscriptions	171,287	148,405
Capitation payments	68,799	-
Sundries	181,775	129,800
	<u>8,712,197</u>	<u>8,063,009</u>
Total non pay expenditure	8,712,197	8,063,009
	<u>(276,491)</u>	<u>(404,959)</u>
Deficit for year	(276,491)	(404,959)

Financial Statements - Limerick

INCOME AND EXPENDITURE ACCOUNT

Year ended 31 December 2015

	2015	2014
	€	€
HSE - main revenue grant	24,868,883	24,573,708
HES - East Limerick Children's Services	1,499,607	1,499,610
HSE - miscellaneous income	1,756,551	569,648
Superannuation income	905,452	948,757
Pension levy income	1,287,442	1,324,660
Long stay charges	917,390	923,677
Payroll refunds	142,997	181,289
Canteen	5,851	6,476
Sundry income	149,110	90,240
Total income	31,533,283	30,118,065
Pay expenditure		
Administration	1,199,155	1,156,860
Medical and dental	152,576	199,107
Nursing and allied	20,511,608	19,977,029
Paramedical	1,816,769	1,845,633
Catering, housekeeping and other	2,935,321	2,733,531
Maintenance	277,341	308,553
Pensions	1,032,883	904,987
Total pay expenditure	27,925,653	27,125,700
Non pay expenditure		
Drugs and medicines	193,739	176,440
Medical and surgical appliances	175,272	102,574
Catering	472,564	463,329
Power, heat and light	463,476	472,830
Cleaning and washing	251,756	243,953
Hardware and crockery	51,588	41,423
Maintenance	486,931	592,112
Transport and travel	300,811	284,647
Bank interest and charges	7,129	7,026
Insurance	171,655	148,245
Audit	14,300	12,600
Office expenses	235,637	211,263
Rent and rates	153,001	113,020
Professional fees	83,686	72,429
Training courses	17,912	22,053
Client activities	108,993	117,062
Membership subscriptions	35,160	44,538
Sundries	33,755	28,615
Total non pay expenditure	3,257,365	3,154,159
Surplus for year	350,265	(161,794)

Financial Statements - North Tipperary/Offaly

INCOME AND EXPENDITURE ACCOUNT

Year ended 31 December 2015

	2015	2014
	€	€
HSE - main revenue grant	14,863,407	12,595,554
HSE - miscellaneous income	901,848	-
Superannuation income	383,380	384,037
Pension levy income	547,315	519,027
Long stay charges	777,466	810,815
Payroll refunds	68,637	108,209
Canteen	14,020	12,873
Sundry income	144,190	785,052
	<u>17,700,263</u>	<u>15,215,567</u>
Total income		
Pay expenditure		
Administration	478,924	479,774
Nursing and allied	14,215,468	12,468,031
Paramedical	192,542	198,813
Catering, housekeeping and other	102,804	120,655
Maintenance	172,154	183,262
Pensions	440,407	541,904
	<u>15,602,299</u>	<u>13,992,439</u>
Total pay expenditure		
Non pay expenditure		
Day services	423,830	364,434
Residential services	709,704	636,682
Drugs and medicines	142,499	11,704
Catering	21,657	17,780
Power, heat and light	134,650	95,107
Cleaning and washing	20,612	17,587
Maintenance	570,070	157,135
Transport and travel	185,779	116,324
Bank interest and charges	4,762	2,659
Insurance	91,481	83,042
Audit	14,061	13,524
Office expenses	135,136	65,004
Rent and water rates	87,968	44,700
Professional fees	113,198	39,934
Training	69,952	5,760
Membership subscriptions	26,776	20,496
Sundries	14,916	4,029
	<u>2,767,051</u>	<u>1,695,901</u>
Total non pay expenditure		
Deficit for year	<u>(669,087)</u>	<u>(472,773)</u>



Daughters of Charity Disability Support Services

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