



**enable  
ireland**

Empower • Include • Enable  
Action on Disability



## **Annual Report 2015**



### Our Mission

Enable Ireland's mission is to work in partnership with those who use our services to achieve maximum independence, choice and inclusion in their communities.

### Our Vision

A dynamic organisation – recognised for leading service excellence

## Our Strategic Priorities 2015 – 2017

1

#### *Person-Centredness*

We will support individuals in their goal to live a fulfilled life according to their personal needs, wishes and aspirations.

2

#### *Participation and Independence*

We will support individuals to develop valued social roles in their community in line with their choices, needs and abilities.

3

#### *Partnership*

We will work in partnership with all our stakeholders to deliver more equitable and person centred services.

4

#### *Accountability*

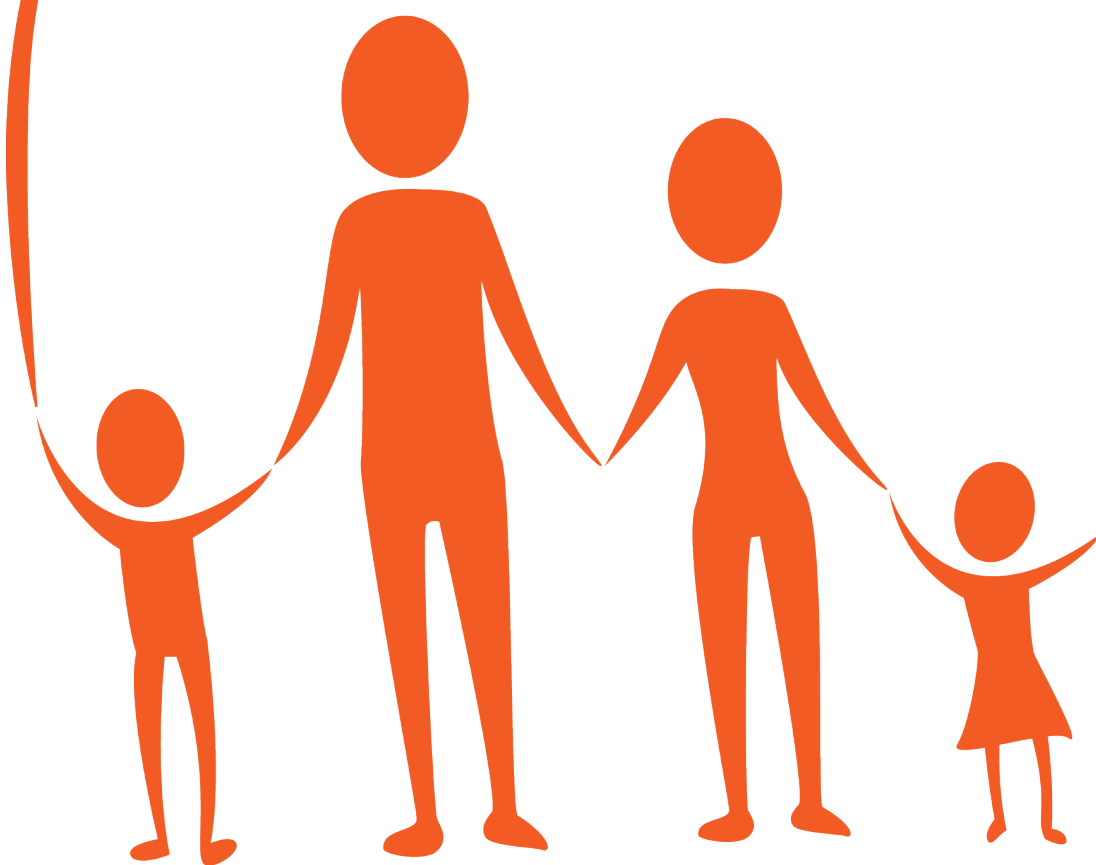
We will be open, transparent and accountable to all our stakeholders.

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**“Our goal is to offer  
the current and future  
generation of children and  
adults with disabilities, the  
best services in the best  
facilities possible.”**



# Chairman's Message

In 2015, we provided services to 5,206 children and 302 adults and their families. Over the past five years, the demand for our services has grown by 42%. We have met this demand. We have done this in tandem with our partners in the HSE and other voluntary agencies.



*Donal Cashman*

Despite funding challenges, we recognised the need to invest in our services' infrastructure. Our goal is to offer the current and future generation of children and adults with disabilities, the best services in the best facilities possible. This is how we can continue to support these individuals to achieve their full potential in life. We were pleased, as a Board, to approve a number of capital investment projects during the year, which will ensure we can continue to provide services for future generations of children and adults with disabilities. These included the Curraheen Children's Service Centre and respite house in Cork, the Children's Service Centre in Bray, Co. Wicklow, a new Adults Services Centre in Castleconnell in Limerick, and the completion of the hydrotherapy pool in Rathcorrick in Co. Cavan.

We will have challenging years ahead to raise the funds necessary to complete these ambitious projects and we are confident that, with the support of the public, we will achieve this.

All of us working in the charity sector in recent years are acutely aware of the need to ensure full accountability and transparency in the delivery of high quality services. We have an obligation to our funders, service users and supporters to ensure that we have strong systems in place around corporate governance, transparency and accountability. We continue to be fully compliant with the Statement of Recommended Practice, Accounting and Reporting (SORP) by charities.

During the year, we also completed our registration and complied with reporting requirements with the Charities Regulatory Authority (CRA).

We also revised our Memorandum & Articles of Association to bring them in line with the new Companies Act 2014.

I pay tribute to the employees of Enable Ireland for their commitment and dedication and for continuing to put the needs and interest of the families and individuals using our services first. I thank our State funders and the many individual donors, corporates donors and agencies who supported our work during 2015.

On behalf of the Board, I express my thanks to the children, adults and families who use our services for their support and engagement throughout the year and reaffirm our commitment to you.

*Donal Cashman*  
*Chairman*





*Fionnuala O'Donovan*

## CEO's Introduction

Significant changes continued to take place in the disability sector in Ireland during the year. Policy changes in the HSE, New Directions for adult services, HIQA regulations, risk management and the ongoing implementation of Progressing Disabilities for Children and Young People, meant significant adjustments in the health sector and in the way we deliver our services.

We were conscious of the need to support families and employees affected by these changes. We know that there are very real challenges and difficulties associated with these programmes but we also see the opportunity to deliver a better service to a greater number of children and adults with disabilities in future years.

Our Strategic Plan 2015-2017 commenced during the year and will play a significant role in guiding our work through these changes. I undertook regular reviews throughout the organisation to provide ongoing measurement of our achievements as part of the EFQM process towards continuous improvement.

### **Progressing Disability Services**

In 2015, we continued our work with the HSE, the Department of Health & Children, the Department of Education & Skills and other voluntary agencies regarding the initiative Progressing Disability Services for Children and Young Adults. We worked with our partners to manage the change process for children, families and employees in each local area. 120 additional posts were allocated by the HSE to this initiative with nine of these allocated to Enable Ireland. This work will continue during 2016 with anticipated completion by the end of the year.

This initiative has resulted in many Enable Ireland employees moving to new premises and employees from other agencies and the HSE coming to work in Enable Ireland premises, working alongside our employees, to deliver services. I appreciate the tremendous effort made locally by employees and managers in making this transition and ensuring continuity of quality services for children and families. I welcome all new families who have joined our services during the year as a result of this new approach.

### **Respite and Residential Services**

During the year, Harbour Lights, our residential service in Cork, was registered as a designated centre under the Health Act 2007. This means that all seven Enable Ireland houses are now registered under the regulations of the Act. We also commenced a schedule of internal unannounced inspections of the designated centres to ensure ongoing compliance with the regulations. HIQA carried out a further unannounced inspection on one house in 2015 and the recommendations from this inspection have been implemented. All HIQA inspection reports were made available locally to children, their families and adults who use respite and residential services.

In September 2015, I was very pleased to attend the official opening of Teach Saoirse Respite House in Nenagh, Co. Tipperary, officiated by Dr James Reilly, Minister for Children and Youth Affairs. The purpose-built facility provides services to 40 children with a range of disabilities and needs, and includes a communal area for socialising and a specially designed sensory room. The local community investment in this beautiful building is greatly appreciated.

### New Directions in Adult Services

In 2015, we approved national standards to support the implementation of the HSE report, 'New Directions'. These standards will drive the approach to day services to ensure that adults with disabilities have the widest choice and options on how to live their lives and how to spend their time in their own community. We prepared for the introduction of the standards and developed an organisational benchmark. Work on implementation of the standards will continue in 2016.

We also undertook a review of the Living Options Report with responses from 169 adult service users. This report examined the current and future personal care, living and support needs of the respondents. In 2016, we will submit business cases for funding to the HSE on behalf of each individual service user, with a view to supporting these adults to reach their independent living goals.

### Organisation Initiatives

We continued to invest in employee training and infrastructure. During the year, we developed an organisation Risk Register and a new Risk Management Policy. We made significant strides on our strategic plan to develop our ICT infrastructure. The updated programme has been made possible by a very significant software donation from Microsoft in 2014. We commenced a two-year revision programme of all our HR policies and will continue to review policies on a priority basis until completion in mid-2017.

### Future Financial Sustainability

Our funding environment remained a challenge in 2015. Income from all sources has declined over the last seven years. To address this, we conducted a review of our national and community fundraising operations with a view to increasing our fundraising income in the future to bridge the gap between our statutory funding and what we actually need to maintain our services. The outcome of this review will be a five-year fundraising strategy to be implemented in 2016.

In June, Cork Children's Services hosted their second International Orthopaedic Conference and were joined by Skye Worthington (age 4) with Fionnuala O'Donovan, her parents Colleen and Kevin, Consultant Orthopaedic Surgeon Sinead Boran and Enable Ireland physiotherapist Gillian O'Dwyer.



The Commercial Division consists of our network of 21 charity shops. In 2015, Enable Ireland transferred €1,140,864 from our Commercial Division to cover the shortfall in funding from statutory resources. This contribution is crucial to the continued provision of quality services for people with disabilities.

We ran two successful national fundraising campaigns during the year. These were the national raffle and a direct debit donor recruitment campaign which resulted in 1,839 new committed donors.

The roll-out of the updated Enable Ireland brand has helped to improve our profile in fundraising and charity shops and was applied across the organisation.

Our hugely successful partnership with TK Maxx was vital during the year and a very significant €286,154 was raised through supplying quality clothing donations to our shops, fundraising by TK Maxx associates and customer donations. Enable Ireland is extremely grateful to TK Maxx management and associates and to all the people who donated to us through TK Maxx stores. The commitment and support of TK Maxx has been magnificent.

I thank our donors and supporters who have helped make a difference to the services that we provide to people with disabilities in your communities during 2015. I thank our volunteers who gave their time to Enable Ireland during the year.

To our service users and their parents and families, thank you for working with us in 2015. I thank the Chairman and Board of Directors for their support. We sincerely acknowledge the support of our funders, the HSE, Department of Education & Skills, Pobal and Department of Social Protection. I thank all our staff who have shown huge commitment throughout the year to ensure that all our service users achieve maximum independence, choice and inclusion in their communities.

*Fionnuala O'Donovan*  
CEO

# Children's Services Highlights

In 2015, we provided services to 5,206 children and their families in centre and community based settings in 14 counties throughout Ireland. We used our expertise in assessment and intervention to achieve the best possible outcomes for these children and their families. We provided person-centred services tailored to meet the needs of each individual child and family.

We supported children, young people and their families as they moved through the educational system. Supports provided included pre-school support, educational assessments, peer social supports, psychological assessment, handwriting groups, disability awareness training, family meetings and school visits.

We supported **533** children as they transitioned from pre-school to primary school and **153** children moving from primary to post primary.

We supported **281** children to attend special schools.

We supported **761** children to attend mainstream pre-school, **1,497** children to attend mainstream primary school and **667** children to attend mainstream secondary school.

We provided training and education to parents, carers and young people to maximise their development and promote independence.

We organised **62** training and educational workshops for parents and carers, on a variety of topics from baby massage, to learning to communicate with “Lámh” to helping children with sleep patterns.

**44** workshops for children and young people, including cycling skills, music therapy, swimming and life and social skills also took place. We provided transport services to **344** children.

We continued to develop our expertise in physical disabilities, including Feeding Eating Drinking Swallowing (FEDS), Assistive Technology, Management of Tone, 24hr Postural Management, Training, Specialist Respite and Specialist in-home Family Supports. During the year, employees attended **158** specialist training events in these areas.



“The service means everything to us – everybody’s life is better, especially Dara’s.”

- Sandra McCann,  
mum to Dara

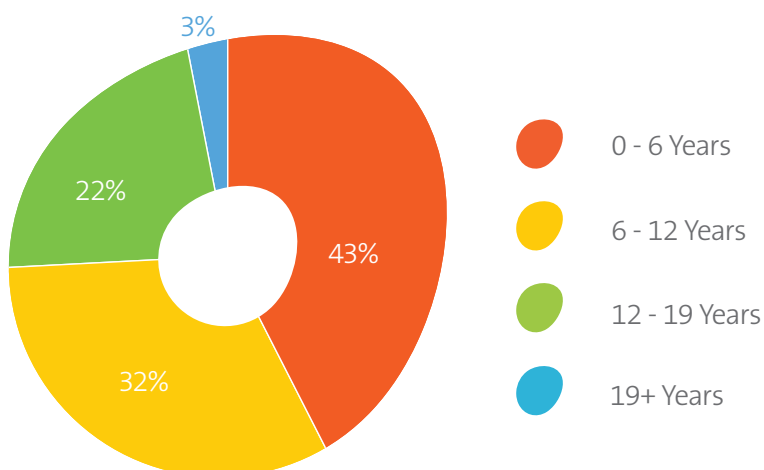
Dara McCann (age 3) with his  
Occupational Therapist. (Right)

We achieved this with the support of **262**  
volunteers in Children’s Services during the year.

**The services we provided included:**

- Clinical assessment training
- Therapy
- Education
- Training
- Residential & Respite
- Family Support Services

**Age range of children attending our services**



# Our Role in Progressing Disability Services (PDS)

The aim of the Progressing Disability Services for Children and Young People project is to achieve a national unified approach to delivering disability health services, so that all children can get the services they need regardless of where they live, what school they go to or the nature of their disability or development delay. Children should receive the health services they need as close to their home and school as possible. Some children may have their needs met by their local Primary Care Services. An early intervention and a school age team will look after all children with more complex needs in a defined geographic network area, regardless of the nature of their disability. These teams will be supported by specialist services when a high level of expertise is required.

The Government allocated €6m in Budget 2015, equating to 120 additional posts, to support the process. The HSE undertook a progress review under the National Value for Money Implementation

Programme. As part of this, audit teams met with the Local Implementation Groups/Governance Groups to ascertain the respective regions' state of readiness to reconfigure, in line with HSE Service Plan Targets. All areas reviewed their reconfiguration targets in preparation for HSE Service Plan 2016. The HSE also appointed a new National IT Manager and approved the establishment of a National Client Database. This is expected to take three years to complete.

As a voluntary organisation funded by the HSE, we are working alongside other voluntary agencies and the HSE to deliver this new model of service across the country. During the year, we took part in Local Implementation Groups across the country with the goal of bringing together all the services in a particular area and engaging with parents. All services continued to move towards the new model of service with progress being made across the sector on identifying accommodation for the service and assigning staff to the reconfigured teams. It is expected that this significant change process will be completed in 2016.



“ Without these services we would not be where we are today with Matthew. From physio to OT, SLT and hydro pool sessions. Every session helps him go a little further. It inspires you to keep going as well. ”

- Mike Flynn,  
dad to Matthew



*The Clarke Family*

## The Clarke Family

“Stephen was diagnosed with autism at two years of age. At the time, we knew nothing about it. It was a steep learning curve and we got a range of different supports from Enable Ireland over the years. For a long time, respite was not a reality for us. We were slow to let Stephen go from us. He didn’t do leaving our house very well, even if we went to stay with other family members it was very difficult for him. He was very uncertain about not being in his own house.

That changed when Martin, Stephen’s keyworker from Enable Ireland, started to do home visits with Stephen. He built up a relationship with him by coming to the house for a few hours at a time. He began to get Stephen to do things that he hadn’t done before, like walking the mile to our local shop. They built up a friendship and Stephen had trust and confidence in Martin, which made a dramatic difference.

Stephen started to go to the old Enable Ireland respite house in Bayly Farm. He didn’t stay overnight but he gradually started spending more time there and getting comfortable with the environment and with Martin. When Teach Saoirse opened he did his first overnight. The transition to the new surroundings worked perfectly for him because of the trust he had built up with Martin. And we were at ease letting him go because we knew he was confident about going.

Stephen is non-verbal and he can’t tell us what he did or how he got on but we can gauge from his reactions how he got on and so we do know when he is comfortable in a situation or not.

Going to Teach Saoirse is like a treat to Stephen. He has two overnight stays every month and he knows in advance the dates that he is going. It is his reward and he works for it with good behaviour in between stays.

As a father of a child with autism there are huge benefits to Stephen being able to avail of respite. It goes beyond just Stephen and impacts the whole family. For example, prior to respite, Stephen had never spent a night away from us, his parents. But what if there was an emergency situation and something happened to myself or Suzanne and he had to stay somewhere on his own? Now we have peace of mind that he is prepared for this and that he can stay on his own.

Stephen has a younger brother, Robert, and older sister Laura. Because of Stephen’s autism, doing things as a family, like going for a meal together or the cinema, can be very difficult. Now we can go for a meal with Robert and Laura and that is hugely beneficial for us all. Robert and Laura are very understanding of Stephen’s needs and they don’t begrudge him at all but it can be difficult for them at times. Stephen doesn’t have an obvious disability so people can look at his behaviour and think he is just being bold or that we are bad parents. That can be difficult for everyone.

People talk about respite as a break for families and a chance to catch up on sleep. It is so much more than that. It’s all the other benefits to Stephen and our family that really count – you can always catch up on sleep another time!!”

*John Clarke, father to Stephen (age 15)*

# Adult Services Highlights

In 2015, we provided services to 302 adults in eight counties. We provided a centre based service to adults in Cork, Dublin (Sandyford, Crumlin, Dun Laoghaire), Kerry, Clare and Limerick, supported living service in Meath and a Personal Assistant (PA) based service to adults living in Galway and Mayo.

Our services for adults are person-centred and our goal is to support all adults in their right to live a fulfilled life according to their personal needs, wishes and aspirations. To do this, we offered services including:

- Training
- Individual advocacy
- Supported living
- Supported housing
- Supported employment
- Work sampling
- Respite
- Transport
- PA services
- Sports and leisure opportunities

We supported adults to develop valued social roles and to maximise their independence in their communities. This included supporting adults to join community groups such as local arts groups, choirs and gardening projects. We also supported adults to take part in social activities such as bowling, cinema, concerts, shopping and trips to local attractions, including overnight stays.

We supported adults in independent living settings and provided training in topics including money management, home management and cookery.

We provided training and support to adults to facilitate them to develop skills in communication and decision-making to better manage their own lives in line with their choices, needs and abilities. These included computer training, creative art and design, relationship support and safety, social media training, adult literacy programmes and training for independent living.



In September, employees from Pepsi joined with adult service users from Cork, including John O'Shea, for a Boccia tournament for No Limits week



*Bernie Deegan teaches independent living skills to David Houlihan*

Independent Living Skills – Our goal is to support adults in being as independent as possible in all aspects of their lives.



**234** adults had a formal written person-centred plan.

We provided transport to **197** adults.

**56** adults completed self-advocacy training.

We developed a user-friendly presentation for adults who use our respite and residential services to ensure they are aware of their rights and have access to regulations and standards.

We supported **57** adults to participate in FETAC accredited training modules, and **44** adults successfully completed those modules.

We supported **12** adults to access employment in the community.

**40** people volunteered in our adult services.

**252** adults had an appointed keyworker.

We held **306** Circle of Support meetings.

**10** adults participated in national advocacy groups.

We provided information in plain English format on health, diet, nutrition, independent living to support health and wellbeing for adult service users.

## Initiatives Undertaken in 2015

- Disability Mainstream Action Project: Adults in our Dublin 12 centre engaged with local businesses, community services and facilities to support them in making their premises more accessible to people with disabilities.
- Limerick Dance Project: Adults shot several short films of integrated dance performances which have been nominated for an award at the Limerick Film Festival.
- Boccia Olympics: Adults from around the country competed at these games in April.



# Bernard James' Story

"I started going to Enable Ireland Adult Services in Tralee, Kerry in 1998. In 2000, we moved to our premises on Edward Street. It is much better to be here, near the centre of town. I can go out in the town easily if I need to. It's a great location to be in.

I come to the centre every Monday and Thursday and I enjoy it very much. I usually start the day with an exercise programme in the morning. It is really important to keep exercising my upper body – my hands and arms. I need to keep as mobile as possible. That's so important for my health and also for my self-esteem.

I'm involved in gardening in the centre as well. A group of us will meet and look up ideas of what to plant and how to take care of the plants. Then we take care of them at home. A tutor helps us out with this or we might do some research on the internet ourselves or sometimes get an expert in to talk to us on a particular topic.

In the summer, we plan lots of day trips. We decide what we want to do or where we want to go and then we organise the transport for the day as well.

Going to the centre is a really big part of my week. I get to meet lots of people and I find it really enjoyable.

I have also been a service user representative on the Board of Enable Ireland. That was a great opportunity to get to know lots of people throughout the organisation. And I'm involved in the Adult Service Users Council at Enable Ireland. We meet up four times a year and have one or two adult service users from every county where we have services. I really enjoy being on the council. We try to come up with new ideas for adult services and talk about the different experiences we have as an adult with a disability. We get great support from our keyworkers and support workers when we need it. Not everybody likes the new ideas but I would encourage people to try new things. If you don't like it that's fine, but at least give it a try.

The Art Programme is an example of a new idea we tried. We entered the Credit Union national art competition and we won first prize in the 'Group' category. Doing new things gives me the extra incentive to keep going.

I value my independence very much and being able to show people the way I like things done. I like to keep all my options open. That's very important to me."



“ Going to the centre is a really big part of my week. I get to meet lots of people and I find it really enjoyable. ”

# National Assistive Technology Training Service

In 2015, Enable Ireland's National Assistive Technology Training Service delivered a range of accredited and customised training programmes to support users of Assistive Technology to live the lives of their choosing.



We introduced training on AT for leisure with a focus on gaming, photography and music. As a result we've seen a significant increase in engagement in these technologies.

**1,078** people

participated in training events, including workshops on AT software, Augmentative and Alternative Communication, and music and leisure.

Participants ranged from people with disabilities, family members/carers, clinical/professional employees, members of the public and businesses.

Employees from across Enable Ireland accessed our AT Loan Library, an on-line library of electronic assistive technology, where members are able to borrow devices to trial with their service users and/or for professional training purposes.

**620** people enrolled in our e-learning portal, where we delivered AT training programmes online.

We held **16** outreach clinics with **106** participants.

**24** students graduated from our Foundations in Assistive Technology Level 6 Course, accredited by Dublin Institute of Technology (DIT) and delivered annually in Microsoft, our key strategic partner in AT.

Almost **50** students from DIT and Purdue University, Indiana partnered with 6 Expert AT Users on our Community Design Challenge, generating 6 new product concepts.

Our research identified a **20**-fold multiplier effect – for each training participant attending our course, **20** AT users benefit annually.

# SeatTech Custom Posture & Mobility Services

SeatTech continued as a leading national provider of special seating and provided individuals with the best possible seating, wheelchairs and positioning equipment to meet their individual needs.

We provided services to **330** people, through the provision of **1,038** appointments.

To improve service user experience, we published a booklet outlining our services and piloted a service user satisfaction survey.

**261** participants completed SeatTech training, including our three-day Level 1 and Level 2 Seating Assessment courses, accredited by UL.

We organised **36** seating clinics on an outreach basis offering appointments to **149** service users from Tallaght, Kildare, Wicklow and Kerry Services.

We undertook collaborative research partnerships with researchers at UCD, TCD and UL, to enhance the service user experience through improved product design and service delivery methods.

We participated in international and national interest groups and advisory groups relevant to our area of work (IPMN, PMG, AOTI, ISCP, ESS) which enhanced our capacity to provide evidence-based solutions through ongoing employee development and training.



*In December, we celebrated International Day of Persons with a Disability with the release of a YouTube video of an AfroCelt jamming session between Cork teenager, Cillian McSweeney (left), playing the BodhránBot – an accessible Bodhrán controlled using only the movement of his eyes - and a group of children in a school for the disabled supported by Plan Ireland in Guinea-Bissau, in West Africa.*

In September, Francis Moore from Sandyford Adult services took part in a rock climb to celebrate No Limits.



## Research

- We continued to participate in European funded programmes FIESTA and the Universal Design for Learning Network (UDLnet).
- We submitted two new EU applications for funding - one focused on a transfer of learning to a disability provider in Poland and the other aimed at making learning games accessible to children with disabilities.
- Ten applications were processed by the Enable Ireland Research Ethics & Quality Committee in 2015, across a broad range of topics.

## Corporate Services

### HR

- We employed 1,257 people in 2015.
- 146 employees attended the New Employee Induction Training Programme.
- 86 employees took part in the Supervision Management Programme with positive outcomes in our employee supervision process.
- 26 employees completed Recruitment and Selection Training.

Eva McHugh (age 7) with Pippa O'Connor at the TK Maxx Give Up Clothes For Good September launch.



### IT

- We upgraded 18 centres and 21 shops to Windows 7 and Office 2013.
- We drew down a further 27% of a Microsoft donation from 2014 valued at €1.7million, impacting significantly on our value for money objectives and enabling us to work with our partners in disability service provision.
- We completed the upgrade of our national service user database, GoldMine.
- Our IT Support Team dealt with in excess of 7,300 support calls from employees.

## Communications

- 139,907 people visited our website and 489,236 pages were viewed.
- Our FaceBook followers increased by 18% to over 13,000.
- Twitter followers increased by 25% to 2,717.
- We had 8,697 subscribers to our e-newsletter.
- We handled, on average, 61 queries from members of the public every month.
- We updated our brand and created new templates for posters, letterheads and publications, ensuring greater consistency for the Enable Ireland brand across disability services, fundraising and shops.

## Community Fundraising

In 2015, Community Fundraising raised €638,928 for local services around the country.

- Funds raised locally were spent on local services and helped to pay for family support services, physiotherapy, nursing, occupational therapy, speech and language therapy, as well as many other local service initiatives.
- Highlights from 2015 included the Ring Of Kerry Cycle, church gate collections around the country, the Cork and Dublin marathons, the annual Lavanagh Centre Ladies Lunch in Cork and the Paris to Nice Cycle.
- No Limits, our annual fundraising week, took place in September and volunteers, up and down the country, sold trolley discs and kite pins to raise funds. Our partners, TK Maxx, supported with merchandise sales and donations from customers in all their stores.



## Commercial Division

The Commercial Division consists of our network of 21 charity shops, warehouse and national fundraising. In 2015, €1,140,864 from this division paid for frontline, management and support services which were unfunded by the State.

- 277 volunteers donated an average of 1,100 hours working in our shops, which totalled 57,668 hours.
- We employed 77 people through our social partnership programme.
- We sorted 327,057 bags of donated stock into items for sale in our shops, including 18,479 bags collected by TK Maxx.
- By year end, we had 3,955 regular committed donors.
- National Fundraising generated income of €510,195.
- We organised 42 Bring Back Days which yielded 1,200 bags.
- We continued throughout the year to secure previously unworn products for our shops through our Stock Generation programme resulting in new co-operation from many corporate supporters.
- TK Maxx, our exclusive retail charity partner since 2009, generated €286,154 through their Give Up Clothes for Good Campaign, fundraising initiatives and customer donations.

*In February, Irish Soccer Star Stephanie Roche and Emily Fitzsimons (7) from our Children's Services in Kildare launched the 2015 Give Up Clothes For Good campaign.*





*In September, Minister for Agriculture, Food and the Marine, Simon Coveney officially re-opened our new look charity shop on Cork's North Main street in September. With guest of honour, Tilara Costa Holmes (age 4).*



*In October, Cian Meehan (age 12) joined stylist/blogger Anne-marie O'Connor and Kerry football legend, Kieran Donaghy, for the opening of TK Maxx Killarney.*

## Thank You To All Our Supporters

Thousands of people supported our services in 2015. They did this by volunteering their time, supporting a fundraising event, making a once-off or regular donation, clearing out their wardrobes and donating their unwanted items to our charity shops.

Without that support, we couldn't continue to do the work that we do.

### Our Corporate Partners



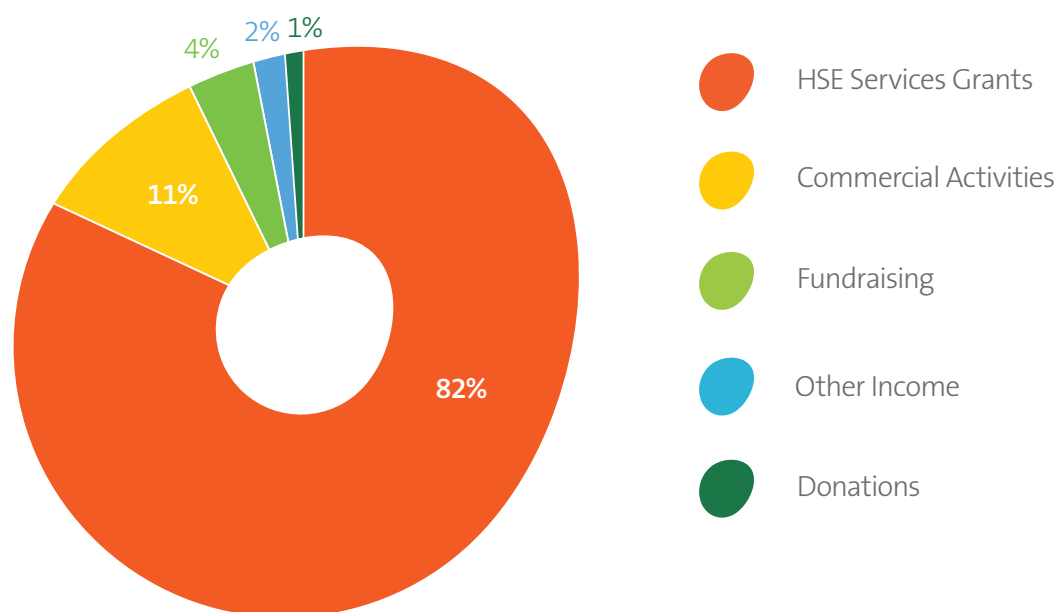
### Our Community Fundraising Partners

Dell (Limerick)/EMC (Cork)

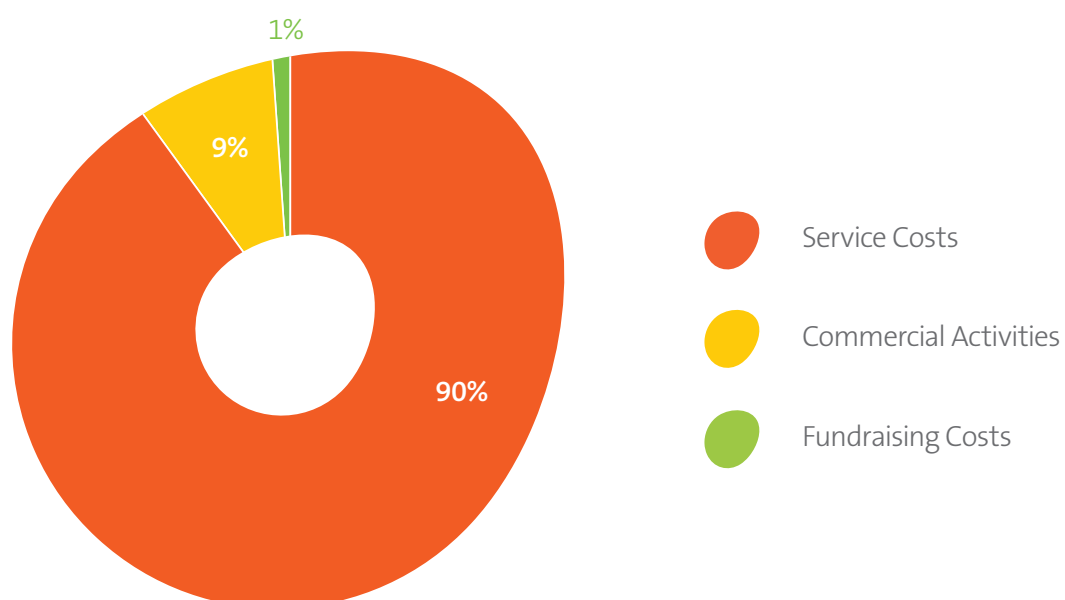
### Bring Back Day Partners

Accorn Insurance Galway / Elavon / Amazon Cork / Analog Ireland / Arvato / Astellas Kerry / Ballyogen Depot / Callan Tansey Solicitors / Coillte / CPL Galway/ Ernst & Young Limerick / E-Tech Powerman / French Embassy / GPO Tralee / HP Galway / JJ Quinn Solicitors Longford / KCB Ireland / Kerry Count Council / Lilis Egan & O'Beirne Galway / McKinsey & Company Dublin / MSD Clonmel / O'Callaghan Hotels / O Driscoll O'Neill, Dublin / Panalpina, Dublin / Peter Keogh Forklift Maint / Ronan Daly Jermyn Solicitors Galway/ Royal College of Surgeons / Salesforce Sandyford / Social Protection office Tralee / Xerox Dundalk

## Where our income came from in 2015



## How we spent your money in 2015



## Enable Ireland Employees' Salaries

As required of a Section 39-funded agency, Enable Ireland has, and has always had, regard for Government pay policy and pays salaries to employees in accordance with public sector pay norms, specifically HSE consolidated payscales and Civil Service salary scales.

The number of senior employees whose total remuneration for the year (including taxable benefits in kind and redundancy payments but not employer pension costs) exceeded €60,000 was:

	2015 Number	2014 Number
€60,000 - €70,000	33	35
€70,001 - €80,000	21	17
€80,001 - €90,000	15	15
€90,001 - €100,000	8	8
€100,001 - €110,000	0	0
€110,001 - €120,000	0	0
€120,001 - €130,000	2	2
€130,001 - €140,000	0	0
€140,001 - €150,000	1	1
<b>Total</b>	<b>80</b>	<b>78</b>

# Statement of Financial Activities for the Year ended 31st December 2015

(continuing operations)	Restricted Capital Fund €	Restricted Services Fund €	Unrestricted Development Fund €	Totals 2015 €	Totals 2014 €
<b>INCOMING RESOURCES</b>					
<b>Incoming Resources from Generated Funds</b>					
<b>Voluntary Income</b>					
Donations	423,616	-	188,056	<b>611,672</b>	728,807
<b>Activities for generating funds</b>					
Commercial and fundraising	-	-	6,735,075	<b>6,735,075</b>	6,618,203
Investment income	-	-	66,077	<b>66,077</b>	91,558
<b>Incoming Resources from Charitable Activities</b>					
Health Service Executive Grants		38,521,689	-	<b>38,521,689</b>	37,746,071
Grants from Other Agencies	12,000	45,791	-	<b>57,791</b>	183,771
Other Income	-	874,762	-	<b>874,762</b>	841,644
<b>Other Incoming Resources</b>					
Profit on sale of Fixed Asset	-	-	-	-	5,500
<b>Total Incoming Resources</b>	<u>435,616</u>	<u>39,442,242</u>	<u>6,989,208</u>	<b><u>46,867,066</u></b>	<u>46,215,554</u>
<b>Resources Expended</b>					
<b>Cost of generating funds:</b>					
Fundraising costs	-	-	423,971	<b>423,971</b>	524,908
Commercial division costs	35,200	-	4,464,651	<b>4,499,851</b>	4,358,285
<b>Total cost of generating funds</b>	<u>35,200</u>	<u>-</u>	<u>4,888,622</u>	<b><u>4,923,822</u></b>	<u>4,883,193</u>
<b>Charitable Expenditure:</b>					
Costs of activities in furtherance of the charity's objects:					
Disability Services	1,148,171	38,832,537	416,693	<b>40,397,401</b>	39,334,865
Management & Administration including Governance costs	-	2,173,723	-	<b>2,173,723</b>	2,105,637
	<u>1,148,171</u>	<u>41,006,260</u>	<u>416,693</u>	<b><u>42,571,124</u></b>	<u>41,440,502</u>
<b>Total Resources Expended</b>	<u>1,183,371</u>	<u>41,006,260</u>	<u>5,305,315</u>	<b><u>47,494,946</u></b>	<u>46,323,695</u>
<b>Net (Outgoing) / Incoming Resources</b>					
<b>Before transfers, exceptional items and other recognised gains and losses</b>	(747,755)	(1,564,018)	1,683,893	<b>(627,880)</b>	(108,141)
Transfer between funds	-	1,564,018	(1,564,018)	-	-
<b>Net (Outgoing) / Incoming Resources</b>					
<b>Before other recognised gains and losses</b>	(747,755)	-	119,875	<b>(627,880)</b>	(108,141)
<b>Other recognised gains and losses:</b>					
Gains on investments	-	-	297,311	<b>297,311</b>	556,143
Net movement in funds	(747,755)	-	417,186	<b>(330,569)</b>	448,002
Total funds/(deficits) at beginning of year	28,157,172	(12,615,977)	32,941,995	<b>48,483,190</b>	48,035,188
Total funds/(deficits) at end of year	<u>27,409,417</u>	<u>(12,615,977)</u>	<u>33,359,181</u>	<b><u>48,152,621</u></b>	<u>48,483,190</u>

DONAL CASHMAN  
DIRECTOR

PATRICK O'TOOLE  
DIRECTOR

DATE: 20 JUNE 2016

# Balance sheet as at 31 December 2015

	2015	2014
	€	€
<b>ASSETS EMPLOYED</b>		
Fixed Assets	44,681,579	45,676,217
Investments	1,959,987	4,664,681
	<b>46,641,566</b>	50,340,898
<b>CURRENT ASSETS</b>		
Stocks	175,514	131,781
Debtors	3,026,644	2,251,030
Restricted bank balances	-	152,461
Cash at bank	7,670,674	5,758,558
	<b>10,872,832</b>	8,293,830
<b>CURRENT LIABILITIES</b>		
Creditors	4,541,672	4,790,587
Creditors Restricted	9,417	152,461
	<b>4,551,089</b>	4,943,048
<b>NET CURRENT ASSETS</b>	<b>6,321,743</b>	3,350,782
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>52,963,309</b>	53,691,680
<b>CREDITORS: amounts falling due after more than one year</b>		
Long Term Bank Loan	(4,810,688)	(5,208,490)
<b>NET ASSETS</b>	<b>48,152,621</b>	48,483,190
<b>FINANCED BY:</b>		
Restricted Services Fund	(12,615,977)	(12,615,977)
Restricted Capital Fund	27,409,417	28,157,172
Unrestricted Development Fund	33,359,181	32,941,995
<b>TOTAL FUNDS</b>	<b>48,152,621</b>	48,483,190

The directors approved and authorised the financial statements for issue on 20th June 2016.

**DONAL CASHMAN**  
DIRECTOR

**PATRICK O'TOOLE**  
DIRECTOR



## enable ireland SERVICE CENTRES

 Adult Services  Children's Service



## enable ireland SHOPS & GARDEN CENTRE



### Enable Ireland

32F Rosemount Park Drive,  
Rosemount Business Park,  
Ballycoolin road, Dublin 11  
Ireland



### Front Cover images

1. Rebecca Duffy from Limerick Adult Services takes part in a Pet Therapy session.
2. Daire Gorman – “Daire Gorman (age 5) at the opening of TK Maxx in Athlone.
3. Tilara Costa Holmes (age 4) at the opening of our revamped shop in North Main Street, Cork.

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**CHY No.** 4908

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