

**enable  
ireland**

Disability Services  
Life With No Limits

**Enable Ireland  
Annual Report  
2023**



## **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**

Enable Ireland is an innovative leader, providing quality services, positive life experiences and advocating for an inclusive society, which empowers people with disabilities.

## **Our Core Values**

Our core values are trust, inclusion, person-centredness, creativity and excellence.



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# Chairman's Welcome

**I am proud to present my fourth Annual Report as Chairman of Enable Ireland. 2023 was a year of significant challenges for all our staff, particularly those working in our children's and adult services. I remain impressed by the determination and creativity shown by staff and their commitment to delivering quality services to children and adults notwithstanding the many challenges faced around resources, growing caseloads and increasing demand for services.**

The Board and I are very aware of the difficulties faced by Enable Ireland in recruitment and retention of staff, most acutely felt in the significant vacancy rates across Children's Disability Network Teams (CDNTs). We recognise the direct impact this is having on Enable Ireland's capacity to deliver the vital therapy and support services most critically needed by children and their families. We empathise with the frustration felt by families who are on waiting lists for services and we acknowledge that this is not an acceptable situation for children's disability services. During the year, we advocated with Government to invest in children's disability services and for additional resources to build the capacity on CDNTs. We will continue to do this on behalf of children and families relying on Enable Ireland's services.

Throughout 2023, the Board and I worked closely with our Chief Executive, John O'Sullivan, and the Senior Management Team on the continued implementation of the Strategic Plan 2022-2025. The plan is built around six Strategic Priorities – Partnering, Development, People, Advocacy, Sustainability and Leadership. We have seen progress to the high-level goals contained in the Plan across all areas of the organisation from children's and adult services to corporate services and commercial and fundraising.

Financial sustainability remained a priority for the organisation in 2023. We are funded 88% by the state and every year we face increasing costs in maintaining our existing levels of services and additional costs where we are able to grow and extend services provided. The work of our Fundraising and Commercial Division is critical to enabling us to meet the additional costs of delivering quality services every year.

I am grateful to my fellow board members for their work and commitment shown during the year. We are fortunate to have a wealth of experience on our Board from people with disabilities and parents to corporate, financial and legal experts.

I thank the members of the executive team and all the staff across Enable Ireland's many locations for their ongoing commitment to make a difference in the lives of the thousands of children and adults using our services.

To the families, children and adults using our services, I thank you for your trust and support and I look forward to continuing to partner with you in the years ahead.

**Stephen Haughey**  
Chairman





# Strategic Plan 2022 – 2025

## Enable Ireland has six strategic priorities:

- 1 Partnering** - The adults, children and their families with whom we partner are able to maximize opportunities and to live lives of their own choosing.
- 2 Development** - Strengthen and expand our existing provision and develop new opportunities, to be more responsive to the needs of people with disabilities.
- 3 People** - Enable Ireland is an employer of choice, which nurtures and develops its people and attracts the best talent to enhance service provision.
- 4 Advocacy** - The collective voices of Enable Ireland, service owners and carers will be amplified through a range of platforms and media to promote rights and equality, to raise public awareness and achieve meaningful change for and with people with disabilities.
- 5 Sustainability** - Enable Ireland demonstrates sound professional, environmental, social and financial governance through its compliance with regulatory and legislative standards, and models transparency in decision making, clear communications, accountability and an ability to stand up to scrutiny.
- 6 Leadership** - Enable Ireland has an open and diverse culture and workplace which is inclusive, courageous and creative and in which everyone can thrive.



## Enable Ireland has seven key principles:

Enable Ireland's strategic priorities are informed by our analysis of the external environment, delivering on our mission and aiming for the achievement of our vision. In the light of this, seven key principles underpin our strategic priorities

- 1** Putting the children, young people and adults who avail of services at the centre of all we do
- 2** Advocating for their rights and inclusion and challenging systemic inequality
- 3** Protecting our core capabilities and resources as an organisation
- 4** Learning from the pandemic experience about how to face future challenges
- 5** Remaining agile, innovative and adaptable, led by evidence and data
- 6** Delivering government policy through accountable autonomy
- 7** Ensuring future sustainability and added value through fundraising and income generation and our commitment to the Environmental Social Governance (ESG) standards



1,109,557 people living in Ireland reported having a disability to any extent. That is 21.5 per cent or 1 in 5 of the population in Ireland that has a disability. (2022 Census)



We provided services from over 40 locations in 14 counties including 9 overnight respite and long stay residential centres.



Over 13,000 children and adults with disabilities benefited from our services during the year.

Expertise in physical disability, development delay, autism, developmental co-ordination difficulties, speech and language disorders, global development delay and intellectual disabilities.




Vital family and home support services were delivered to children and adults. This service is much needed and in demand.



Over 3,900 donors supported our services.



## Enable Ireland's Impact at a Glance



28 charity shops and our eBay online shop raised valuable funds for services.



2 Garden Centres & Gift Shops and our online Garden Centre raised funds for services.




91% of every euro received was spent directly on disability services.



1,452 employees directly delivered or supported the delivery of vital therapy and support services.



Over 600 volunteers supported our charity shops, fundraising activities and services.



Our 155 textile banks recycled 2,121 tonnes of donated clothing to support the cost of service delivery.

## Children's Services Case Study –

# Gabriella Van Rooyan



### Sports Mad Gabriella Van Rooyan Represents Ireland At Wheelchair Basketball

Gabriella and her family came from South Africa to Ireland six years ago when Gabriella was just 12 years old. Gabriella has a condition known as Arthrogryposis, she is unable to walk independently and is a full time wheelchair user. She began attending Enable Ireland services in Sandymount shortly after her arrival. Now 18 years old, Gabriella is in her final year of secondary school and sat her Leaving Certificate this summer. By her own admission, Gabriella is sports mad! She is Sports Captain and Prefect in her secondary school and is planning on studying sports following her graduation later this year.

As her mum Debbie tells us, this wasn't always the case. "When Gabriella first started attending Enable Ireland her fitness level was quite low. Working with the occupational therapist and physiotherapist, they set goals to improve her fitness and support her independence. An initial goal would have been to push from the bus stop to home, for example." Debbie says Enable Ireland provided great assistance at this time. "The team were fantastic working with Gabriella and setting her goals to reach. They were really inspiring and motivated her to want to do more. About two years ago, Gabi tried out basketball on a local court near where we live. She spent hours & days trying to get hoops. One of Enable Ireland's physios encouraged & arranged for her to see

the Ballybrack Bulls, a local wheelchair basketball team, playing a match and this inspired her to get more involved with wheelchair basketball."

Gabriella then joined a wheelchair basketball team based in Killester and quickly progressed to the senior team. The pinnacle of her achievements to date was representing Ireland on the National Women's team. Known as the Emerald Rollers, Gabriella has twice toggled on the green shirt to play for Ireland. She is looking forward to many more opportunities to represent Ireland at home and abroad in the future.

Gabriella recently visited an open day for Paracycling and thinks she might give that a go too! The guys at [Cycling Ireland](#) were very welcoming and encouraging!

Gabriella says, "Having a physical disability in a mainstream school, it can be difficult to make friends to socialize with outside of school. My Basketball teammates have become friends. Getting involved in sport has helped me to get fit and make lifelong friends. After Leaving Cert, I would like to explore a couple of sports because I will be studying in the area of sport, this will benefit my understanding and hopefully encourage others to give something new a go!"



# CEO's Review

In line with similar trends in previous years, the demand for Enable Ireland's children's and adult services continued to grow in 2023. Many more families were referred to our Children's Disability Network Teams (CDNTs), family support, and respite services and more adults sought to avail of our day, respite, and residential services. Like many other healthcare providers, we also experienced a recruitment and retention crisis during the year with vacancies becoming increasingly difficult to fill. In facing these challenges, our excellent staff continued their hard work in maintaining and delivering quality services within the resources available and I commend them for this.

I acknowledge that 2023 was a particularly difficult time for families in our services, where team resources were limited and children were placed on waiting lists for services. In this context, our staff endeavoured to deliver the best services possible within the resources available.

## Progress on Strategic Plan Priorities

All areas of the organisation continued to deliver against the six priorities in our Strategic Plan 2022-2025 and our services continued to expand and develop

within the resources available to them. Under our Partnering Goal, we prepared for the rollout of the CDNT Information Management System (CDNTIMS). As part of our Development Goal, we expanded the reach of our specialist services by working with our partner agencies. For example, through our national partnership with CRC, funded by HSE, we secured 2.5 WTE additional senior therapy posts which will support the development of specialist motor management services. These posts are currently under recruitment. We also completed the alignment of our management structure across Director of Services regions to align better with the new Sláintecare Regional Health Areas. We took advantage of opportunities for growth in services, particularly in relation to adult day services and respite services. Under our Advocacy Goal, we continue to represent the interest of parents, children and adults using our services through our participation in national forums on Progressing Disability Services and New Directions. We also appointed a new National Development Officer post in adult services to enhance the reach of the Service Owner Council and support self-advocacy.

You will see further evidence of delivery to our six strategic priorities and their high-level goals throughout this report.

## Lack of Pay Parity with HSE and Section 38 staff

Enable Ireland's Recruitment & Retention Strategy has introduced a wide range of initiatives to assist national recruitment and retention. However, the absence of pay parity between our staff and their HSE and Section 38 colleagues and the ever-widening pay gap is the primary issue impacting staff recruitment and retention. The threatened industrial action in October brought



significant pressure to services and the resulting agreement in the Workplace Relations Committee (WRC) was a positive development but has not yet led to pay parity for our staff. It was a huge relief to all and particularly those who rely on our frontline staff for assistance with everyday tasks, that this action was averted.

As a section 39 agency, we are at a severe disadvantage to HSE and Section 38 agencies when it comes to recruitment and retention. Prior to the WRC agreement in October 2023, our staff were paid up to 10.5% less than their colleagues in HSE and Section 38 agencies for the same work. We welcomed this agreement, however, this gap will widen when the new public sector pay agreement comes into effect.

This lack of pay parity for our staff makes it more difficult to recruit into vacant roles and to retain the excellent staff we are fortunate to employ. For this reason, Enable Ireland continues to advocate with Government for pay parity for our staff and to align pay scales on an equitable basis with their colleagues in the HSE and other voluntary agencies. We cannot compete with S.38 agencies and HSE salary scales provided for the same work. In the absence of this, a solution to our current recruitment difficulties will not be found.

### **Children's Disability Network Teams**

Our 20 CDNTs saw an increasing number of families being referred for services with the number of children referred into teams greater than the numbers discharged. At the same time, teams managed with a vacancy rate of between 5% and 50% depending on the team, and an average vacancy rate of 30%.

We saw some positive staffing developments during the year, with new development posts allocated to Enable Ireland CDNTs including therapy assistants and clinical specialists. These are a welcome development from a services perspective and also act as a recruitment and retention incentive for staff. Another significant positive development during the year was the establishment of Family Forums at all 20 CDNTs. I am delighted to see these Forums up and running and attended many myself during the year.

*Like many other healthcare providers, we also experienced a recruitment and retention crisis during the year with vacancies becoming increasingly difficult to fill.*

At the end of December 2023, the total number of children assigned to the 20 Enable Ireland-led teams was 12,994, an increase of 248 over 2022. I acknowledge that many children and families are continuing to experience delays and significant wait times as teams deal with very large caseloads and constrained resources. By the end of the year, the number of children waiting for a first contact was 3,501. While this has reduced by 382 from the start of the year, it is still an unacceptable situation for those families and children.

### **Adult services**

Our Adult Day Services were very busy during the year with increased referrals and requests for individualised service support models. We increased the number of hubs providing a blend of centre-based and community-based activities with options to access the virtual service where this is the choice of the individual. During the year, 369 adults accessed our services.

In line with New Directions, adult services continued to develop connections with their local communities and enhance the supports that can be offered within the community as a result.

By the end of the year, we had 16 hubs operating across the country, including our new hub opened in Arklow.

Although we did not win, we were delighted that our Virtual Adults Service was shortlisted for the Irish Healthcare Awards 2023 in the category: 'Best Use of Information Technology'.

### **Residential Services**

During the year, we completed the transfer of St. Laurence's Residential Services from Cheshire Ireland to Enable Ireland and undertook significant work to ensure a smooth transition for residents and staff. We

began work to extend our residential house in Harbour Lights, Cork and in the interim these residents relocated to St Laurence's. It was a very positive move supported by staff and the service owners have settled well into their new environment.

### Children's Respite Services

There is a critical shortage of respite services for children with disabilities and the demand for respite services for children continued to increase across all areas. For this reason, we worked hard to extend our respite services where resources and opportunity allowed.

I am happy to share that in 2023 we were able to expand our overnight respite at Lavanagh House in Cork, Kilcar House in Carlow and Teach Saoirse in Nenagh. Following the increase in funding we were allocated for children's

respite, we extended the number of opening nights. This resulted in 871 bed nights being delivered between October and December 2023 compared to 676 in the same period in 2022. An increase of nearly 30%. New children and their families were able to avail of these respite services with the increased capacity. We also completed the purchase of new premises to host the service currently located in Eden Lodge, Ennis, Co. Clare.

### Children's Family Support Services

Similar to our experience in all areas of children's services, the demand for family support continued to grow with parents identifying this service as a key support needed. Initiatives delivered under family support during the year included summer camps in many areas across the country, our after-school service in Galway and a similar service for children in Mayo.



The Caffrey Family from Cavan present a cheque to Enable Ireland CEO John O'Sullivan following the success of their 4 Peaks Challenge fundraising event.



### Assistive Technology

Our AT Department continued their work on the development of the AT Passport, in partnership with DFI, Headway Ireland, St. John of God Services and Multiple Sclerosis Ireland. We were delighted to receive funding of €100,000 from the HSE CREATE 11 fund to continue developing this project.

### Investing in Capital Projects

In 2023, we completed a number of capital projects, which involved a combination of building acquisition, building improvements and expansion. These included:

- Completion of the redesign and refurbishment of the center in Galway. The project was completed on budget and is proving to be of great benefit to staff, children and families.
- Moving Children's Services in Mayo to McHale Park and completion of final building works there.
- Replacing the roof on Limerick Adult Services building in Quinn's Cross and completing works on the Limerick city center hub.
- Made progress on the extension to our children's services center in Nenagh which is now due for completing in 2024.
- Commenced the percolation works at Ard Na Mara respite center and the extension to Harbour Lights in Cork and both are on target for completion in 2024.
- Purchased a replacement premises for our Children's Respite House in Ennis, Co. Clare.
- Completed the sale of Little Island, Cork.
- Completed work to upgrade the former Children's Services premises in Ballintemple to facilitate the location of a new adult service's hub.
- Purchased a new premises in Middleton and plans were put in place for refurbishment as an adult service's hub.

### Fundraising & Commercial Activity

Our Fundraising Division continued to have success with support from the general public, corporate partners, and grant awarding foundations, as well as from local clubs, businesses, and voluntary groups. Fundraising generated profits of €1,179,056 for 2023. At the end of 2023, we had 3,947 regular donors. During the year, we also received €99,400 in online donations via our website and online fundraising platforms.

We are incredibly grateful for the ongoing support of all our Corporate Donors. TK Maxx fundraising for Enable Ireland for their financial year 2023 amounted to €156,309 which will be accounted for in Enable Ireland's 2024 financial statements when it is received. Including the value of clothing donations under the 'Give Up Clothes For Good' campaign this brought our 2023 partnership total to €281,071. As always, we are grateful to TK Maxx associates and customers for their long-term support of our Children's Services.

We received over €55,000 from our partnership with Bidvest Noonan to support the refurbishment of our Galway Children's Service.

We continued our longstanding partnership with Microsoft and we are very grateful for the ongoing support received during the year, particularly for our Virtual Adult Service.

We received a €50,000 grant via Community Foundation Ireland from the Bank of Ireland Cost-of-Living Fund. The fund was designed to meet the needs of people experiencing increased pressures due to the cost-of-living crisis. We also received an additional €44,500 from Community Foundation Ireland to support the expansion of our parent peer-to-peer support pilot programme for parents.

Our Commercial Division increased sales in many of our charity shops. We expanded our retail footprint and opened two new shops, one in Dublin and one in Wexford. Both locations have been strongly embraced by the local community and supported with quality stock donations, which is a major advantage.

On behalf of the organisation, I thank all our individual donors, corporate supporters, charity shop customers and the countless number of clubs, societies, schools, and community groups who helped to raise funds for our vital services during the year.

Finally, I want to give a big thank you to all our incredible staff, as well as the children, adults and families who have partnered with us this year. Your ongoing support means the world to us as we continue to focus on expanding and improving our services and organisation.

**John O'Sullivan**  
Chief Executive

# Children's Services

**In 2023, we provided assessment, therapy, and support services to children and their families in both centre and community-based settings in 14 counties throughout Ireland. We provided services in partnership with the HSE and other agencies as lead agency for 20 Children's Disability Network Teams (CDNTs) providing services to children with complex disabilities.**

During the year, within the resources we had available, we worked in partnership with families to support children using our services to achieve maximum independence, choice, and inclusion in their communities.

## **Children's Disability Network Teams (CDNTs)**

Services in CDNTs were delivered through an Interdisciplinary Team. This is a group of different health professionals who work together and in partnership with the child and their family. Members of interdisciplinary teams included physiotherapy, occupational therapy, speech and language therapy, psychology, dietetics, nursing and social work.

Teams provided supports for children across a variety of settings including the home, education settings such as pre-school or school, community settings or the CDNT centre.

Our 20 CDNTs continued to be challenged with increased caseloads and reduced resources as a result of ongoing recruitment and retention issues leading to high vacancy rates. At the end of December 2023, the total number of children assigned to the 20 Enable Ireland-led teams was 12,994, an increase of 248 over 2022. This figure includes children currently in receipt of a service, children who transferred as active at the point of re-configuration, and new referrals received this year. There were 9,493 children active in Enable Ireland services at year-end.

The lack of full implementation of the National Access Policy continued to put significant pressure on teams and addressing this is now identified as a priority in the "Roadmap for Service Improvement: Disability Services for Children and Young People 2023 - 2026". We made progress

in some areas in relation to identifying children more appropriate to primary care teams and commencing safe transfer from CDNTs where this is agreed. All teams faced challenges with completing Assessment of Need (AON) within the legislative timeframes and a number of CDNTs used outsourcing to help manage this.

Highlights from our 20 CDNTs during the year included:

- We continued to make progress in hiring clinical specialist posts. We were allocated posts across several teams and have been successful in recruitment in a number of them to date.
- By the end of the year, Family Forums were up and running in all CDNTs and quarterly newsletters providing updates to families were issued by a number of CDNTs with a goal for all CDNTs to have this in place by the end of 2025.
- Enable Ireland represented the Section 39 agencies on the "Roadmap for Service Improvement: Disability Services for Children and Young People 2023 - 2026" project board and on one of the working groups. We worked closely with our colleagues from other agencies who represent Section 39 agencies on the other groups. We had a representative on the National PDS Steering Group and a number of sub-groups and actively engaged in national discussions on review of the CHO Governance policy for CDNTs and Review of the Interagency Agreement.
- We rolled out essential training for staff across all teams, some examples included training in ADOS, ADIR, and Early Bird for the teams in CHO 7. This was hugely beneficial to the team in terms of service delivery and ultimately for better outcomes for children and families. In





Alfie and Conrad enjoying Forest School facilitated by the staff at the Enable Ireland led Children's Disability Network Team - Tymon

Kilkenny, the CDNT delivered "Seeing Beyond Behavior" training for all team members as part of the development of the "Seeing Beyond Behavior" Pathway.

- All of our hydrotherapy pools were operational once again during the year with hydrotherapy offered to children attending CDNTs in those centres as well as being used by children in pre-schools and schools on site in Kilkenny and Sandymount.
- In many areas, we extended our summer camp and summer support programmes, including three weeks of University of Limerick Adventure World summer camp and three weeks of Delta Camps. In Cork, we held summer camps in July which received positive feedback from parents.
- In Dublin South/Wicklow, AT and AAC clinics were held at CDNTs in Sandymount. We set up a Teen Room with the support of National Lottery Funding and this was positively welcomed by parents and staff.
- Our CDNT in Tymon successfully secured a space in the Kilnamanagh Family Resource Centre for their pilot Youth Café project involving young teens with autism, funded by a CYPSE (Children & Young People's Services Committees) grant. CYPSE funding also allowed for the continuation of the Forest School and the further expansion of this project to an older age team. Forest School is an evidence based approach to working with groups of children in

nature, where children can develop confidence and self-esteem through hands on learning in nature.

- In Meath, we developed a number of clear intervention pathways and plans for children progressing through the service with information on this available for parents.
- We continued the ongoing development of the parent focused section of our website for individual CDNTs adding new resources and information on local supports.
- In Galway, we delivered a very successful music therapy programme to children in the service.

All CDNTs implemented wait list management plans and initiatives during the year. Examples included:


- Some teams set up clinics to meet with families whose children were still on the waiting list. We sent written and digital resources to families. In some cases group interventions were offered. Other families received universal supports where appropriate and others were prioritized on the wait list for specific interventions.
- In Dublin/West Wicklow, we implemented a screening initiative for children under six years where capacity on the team allowed. A screening assessment and brief intervention to support families were offered whilst they wait.



### Parent Skills, Training and Information Sessions

During the year, we provided a range of parent and child specific skills training and information sessions to provide foundation skills, support and advice to parents/caregivers, children and families. Skills training and workshops provided during the year included:

- Hanen programme for parents
- Sensory Parents Support Group
- Baby Group
- Fun with Feelings
- “Big Emotions” coffee mornings
- Stress Management for Teens Group
- School Leaver talks
- Building Blocks Group
- Sib Shops
- Emotional & Regulation clinics
- Early Communication Parent Training Groups
- Lego workshops
- Cygnet workshops for parents as part of the post diagnostic ASD pathway
- Community Groups for teens
- Busy Fingers Fine Motor Group
- Fearless Programme
- Managing Emotions
- Coping with Stress online programme for teenagers
- Transition to Secondary school
- Yoga groups for ASD Service Users
- Parent Plus



Gemma and James Daly with their daughter Ruby (3) who attend's services in Galway.

# Specialist Services

**Enable Ireland has a number of specialist services in place across the country, some are long established and some are in the early stages of development. Since the establishment of CDNTs, we have put in place newer specialist services to support those CDNTs and aligned with the plan for the implementation of Disability Regional Enhanced Support Services (DRESS).**

In CHO6, clinical specialist occupational therapists and clinical specialist physiotherapists worked together with primary therapists on the CDNT, young people and their parents, paediatricians and other relevant team members to provide different levels of support. Support ranged from consultation to the primary therapist, to training and direct intervention to children with management of tone needs. Every child who was on the management of tone pathway had an annual review with an action plan put in place to meet their needs. The clinical specialists also worked closely with the team at the Paediatric Joint Orthopaedic Clinic in Tallaght Hospital and liaised with other specialist services there.

In CHO4, the regional Physical Disability Support Service (PDSS) is a coordinated approach to service provision for the child or young person who presents with a physical disability. During 2023, over 600 children were in receipt of this service. The service provided tertiary assessment, monitoring and intervention to support the child or young person receiving services from their CDNT or Primary Care Team. PDSS staff worked collaboratively with local teams to provide specialist clinical supports. The service included consultant led clinics such as Neuromuscular Clinic, Spinal Orthopaedic Clinic and Orthopaedic Clinic.

The PDSS provided support to the fourteen Children's Disability Network Teams (CDNTs) and Primary Community and Continuing Care Teams (PCCC) in CHO4, operating from Enable Ireland's Lavanagh Centre in Curraheen with some outreach clinics in Kerry. During 2023, 2,089 appointments took place with a further additional 441 formal case discussions between therapists and consultants, informing clinical management plans.

The upper limb and seating components of the service developed a structured, competency based upskilling programme whereby a therapist completes 100 hours of clinical work under the supervision of the clinical specialist. This benefits the service in several ways including increased resource whilst the therapist is in situ, building capacity on the CDNTs to address the less complex needs at CDNT level and building on the sustainability of the service.

In CHO 2, the AT service has been recognised as an excellent support to a number of adults, children and their families across the region. In 2023, we sought funding for a Senior Speech and Language Therapist to join the team to enhance an interdisciplinary approach within the service. In 2023, there were over 100 children and adults with a physical disability accessing the service, approximately one third of these were adults and two thirds were children. We provided the service

across Galway, Mayo and Roscommon. During the year, we worked to increase availability of the specialist service across CHO2 to provide both specialist knowledge and training particularly to the CDNTs across the region.

On a national level, Enable Ireland was involved in an initiative acting as a SEED Network (Sharing Experience and Expertise in Disability) providing national CDNT training in many areas of physical disability.

#### **Developing Online Resources**

We continued to develop our online resources in 2023. The initial aim was to consolidate Enable Ireland's leading role in enhancing traditional services through digital technologies and strategies. This involved further developing digital content, integrating digital strategies into service provision, providing staff education on technology use, fostering relevant partnerships, and leading the development of online services.

In 2023, we added significantly to our bank of new video resources that were recorded with the input from multiple locations and CDNTs. Parents can access these video resources through the [Resources Hub](#) on the Enable Ireland website. Resources published during the year included topics such as Emotional Regulation, Handwriting Skills, talks on Neurodiversity, Managing Anxiety, Total Communication, Using Visual Tools, Pre-School Readiness, Independence Skills, Learning to Tie Shoelaces and using the Goal-Plan-Do-Check approach.

We launched a podcast series entitled "Enable Conversations" with a focus on practical advice and strategies from guests with lived experience for families of children and young people with disabilities.

Another notable achievement was our national online development officer co-authored a research paper entitled '[Understanding the use of digital technologies to provide disability services remotely during the COVID-19 pandemic](#)'. This paper was published in the BMC Health Services Research. The Development Officer also co-facilitated and provided support for the national CDNT peer support webinars.

We began work on developing e-learning/online training modules for young power wheelchair users, who receive powered mobility equipment (PME) from their CDNT therapist and this resource is currently being finalised. These modules are based on national HSE policy.

We continued to focus on resource development with direct involvement of families and service users from around the country. Such direct involvement of young people and families is a practical way of implementing strategic aspirations and principles from our own strategic plan across multiple domains and ensures that we put the children, young people and adults who avail of services at the centre of all we do.



# Children's Services Case Study: James Fahy

**James Fahy, former Enable Ireland service user, reflects on his time with our service in Cork.**

James was born with Cerebral Palsy and attended Enable Ireland's children's disability services from the age of three years old until he was a teenager. James is now 21 years old and has just completed his third year studying Commerce at UCC.

Looking back on his time with Enable Ireland James says, "I had a great experience with Enable Ireland when I was a child. I went to their center regularly when I was in primary school. Mostly I needed physiotherapy to help my legs with strength and speed and then later on occupational therapy to help with handwriting. In primary school I needed to wear AFOs (ankle foot orthosis) to help me control my leg movement and enable me to walk independently. At the time I really didn't appreciate having to wear them and do all the physio but now I can see the bigger picture and how beneficial they were to me. I am so grateful to the Enable Ireland therapists, in particular – Doireann, Laura and Sarah - for all the support they gave me over the years. I'd love to meet them again now as an adult and thank them for everything."

James started running during the Covid lock down. He started out running just 1km and now he runs marathons. "All the work the physios did was to make my legs stronger so that walking and running was easier for me. I just think the team there are incredible. I feel very fortunate that I received all the care and support I needed from Enable Ireland and I want to help make sure other children get the same opportunities as I did to participate fully in life."

"When you are a child, you just want to be treated the same as everybody else. I think Enable Ireland helps to give children the best chance to experience that. That's why I want to

run the marathon to raise funds and awareness for them. It is not just about the difference they made in my life but also all the other children they support. One of my last appointments with Enable Ireland when I was a teenager was in their new children's services center in Curraheen. I was so impressed with the facilities there. They are just unbelievable and so much space to use for therapy. It's fantastic to be able to do something to support the organization."



# Respite, Family Support and Residential Services

**During the year, we provided long stay residential, residential respite, and day and evening respite services for children and adults from a variety of locations including in the individuals' own home, in their community, or at one of our residential houses.**

We provided overnight respite facilities for children in Kilcar, Co. Carlow, Eden Lodge, Ennis, Co. Clare, Silverpines, Co. Wicklow, Lavanagh House in Cork, and Teach Saoirse, Neagh, Co. Tipperary. For adults, we provided residential respite services from our respite houses in Ennis, Co. Clare, Arklow, Co. Wicklow, and Ladysbridge, Co. Cork. We provided residential services for adults at two locations in Cork city (Harbour Lights in Blackrock and St. Laurence House in Glanmire) and at Breakfree Lodge in Ennis, Co. Clare.

Our respite services provided a break for the child or adult and their family. Depending on the need and availability, respite provided was for a few hours in the evening, overnight, weekends or for longer periods.

Our Family Support Services are community-based services that assist and support families in their role as caregivers. During the year, family support workers provided supports to individual families in a variety of settings including in the home, in educational settings, and other community settings. Family support services were provided to both children and adults.

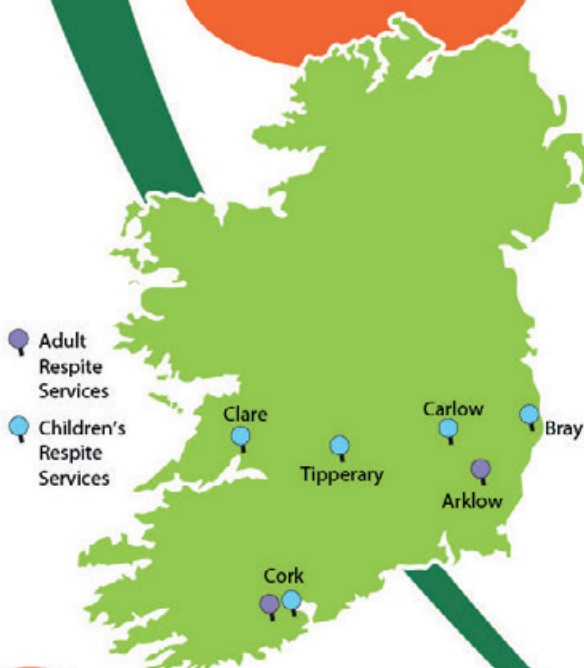
In Children's Services, the need for respite and family support services was consistently identified by the teams as a significant need and a pressure area for families. We continued to develop and expand both family support services and respite where resources allowed.

We increased capacity at our Children's Respite House in Silverpines in Wicklow. We also developed and expanded our After School Respite Service in some areas.

We increased capacity at Lavanagh House in Cork and at Kilcar House in Carlow.

In the Midwest, we completed a review of all children accessing our Family Support Services. We extended our Limerick Family Support to seven days per week and experienced an increased demand for weekend services (including Sundays).

## Children's and Adult Respite Services.







Adult service owners enjoying the new sensory pod in the garden at Rathmore House Respite Service.

In North Tipperary Family Support, we tailored a number of individual services to “Buddy” supports which has worked well for most of the service users. As a result, this encouraged service users to have more diversity, mixing with other children with similar interests and staff had more availability to take on new support hours taking children off the waitlist.

In Adult Respite Services, the number of bed nights was 427 for the last quarter of 2023, which was over double what was delivered for

the same period in 2022. We officially opened a new sensory POD in Rathmore Respite House. Rathmore staff very successfully fundraised with a sea dip to contribute towards this project.

In Meath, our independent living service in Bailis was visited by Dignity Ireland, a housing agency, to view the unique model of independent living supported there. They were very impressed with the model and will aim to replicate it in the Dublin region.



# Day in the life with Stephanie Higgins, Child and Family Support Worker Wicklow Services

**“In my role, I work with children on a 1:1 basis out in the community. We offer families Link Sessions which are three hours each. I see one child in the morning and one in the afternoon, up to 10 children a week.**

Mostly my time with the children is about having fun and doing the activities that they want to do. Often children with disabilities can have very structured lives with lots of medical appointments and therapy sessions. It can be hard work for them. My time with them is very child-led. It is whatever they want to do.

I work with children from birth to 18. With the older kids and teenagers, I might collect them from school and give the parents a break from that. We might work on a goal, for example to grow their confidence in doing things on their own like going down to the local shop for messages.

I have the craic and the banter with the kids as well. It's really important to be able to get to their level.

It also provides some respite for the family and for the siblings. So a parent knows they will have that three-hour slot every week to go and do the things they need to do or spend 1:1 time with another sibling.

My job is really rewarding. One child I worked with really did not like leaving the house and going into the community. So that was the goal that we focused on. After a few weeks, the child was happy to go to a coffee shop. It made a huge difference to the child and their family that now they can go out. I know it is only three hours but it is massive to the families and children who need it.

I know that at the end of the day that I have helped that child and family. You can give yourself a pat on the back then.

I love my job. There is huge responsibility being 1:1 with a child in the community but I get paid to have fun! There are tough days but knowing that I have helped families makes it all worthwhile and it can be hard moving on after 12 weeks. I miss the kids and the families.”





# Adult Day Services

**We provided centre and hub-based services in line with New Direction to adults in Cork, Dublin, Kerry, Clare, and Limerick, offering a blended model with access to day services and our virtual service. We delivered a Personal Assistant (PA) based service to adults in Galway and Mayo and a community living service for adults in Meath. In 2023, 369 adults in eight counties accessed our full range of adult services including day, residential and respite services. By the end of the year there were 245 adults accessing our day services.**

Our service for adults is person-centred with our goal being to support all adults to live a fulfilled life according to their personal needs, wishes, and aspirations. Services provided to adults included personal assistants, advocacy development, supported employment, mainstream education and training, multidisciplinary therapy support, and support during transition to adulthood from children's services. We worked with individuals, helping them to access additional supports in their community and promoting valued roles for them within it.

Throughout 2023, we continued to develop our day services and provided services in a blended model, combining centre, community-based, and offered virtual options where this was preferred. We made significant progress in the development and expansion of services with a new hub opened in Arklow, work on our hub in Thurles completed and plans got underway for the development of a hub in Tallaght.

Reflecting our commitment to invest in adult services, we appointed a new post of National Development Officer for Adult Services this year as a two year project. This post will support development in adult services including supporting self-advocacy for service owners.

During the year, we delivered training to service owners on Human Rights and made progress on the development of Human Rights Committees with service owners. Seven service owners in Sandyford completed a nine week "Know Your Rights Course" with ETBD which led to feedback on the Convention of Human Rights. Following this, service owners approached Dun Laoghaire Rathdown County Council regarding footpaths on Corrig Road and successfully achieved improvements to the footpath.

During the year, our staff supported service owners to achieve their personal goals, including one service owner in Limerick who achieved their lifelong goal of holidaying



Service owners from Dun Laoghaire Adult Services taking part in Make Way Day.





Service owner Jessica Keegan at her book launch in Limerick.



Service owners from Crumlin Adult Services enjoying a boat trip on Lough Ree.

abroad for the first time. The service owner and staff member who went on the trip are now linking up with other centres and offering advice on travelling abroad as a wheelchair user. Another service owner, accompanied by a staff member, flew to Portugal on his first trip abroad to attend a family wedding.

We facilitated many opportunities for service owners to maximise their participation in local community groups and events. For example, two service owners attended the World Snooker Open Day and one subsequently joined the Munster Cue Sports club.

In the Midwest, service owners participated in a Boccia tournament with Dell. Following the tournament, service owners and staff were invited to a pizza lunch.

There were numerous creative projects supported by adult services during the year with service owners creating and publishing original music, poetry, fiction, photography, and art works.

In Limerick, 12 service owners participated in an adaptive rowing programme with Rowing Ireland. One service owner joined the Munster Wheelchair Hurling team and three individuals had their housing applications accepted.

Transport is a critical service provided by us to ensure that adults can get to and from their homes to the centre or hub and also to facilitate adults taking part in activities in the communities. We were delighted to get a new bus for our West Limerick Hub during the year.

In Cork, staff and service owner representatives completed Easy Read training which will help us to develop Easy Read documentation for local use e.g. meeting minutes and information sharing. This will ensure that the information shared is accessible to everyone.

We made improvements to our Dun Laoghaire center with a new front door and entrance area. We fully equipped

the new physiotherapy room in Sandyford and this will be used by adults from both Sandyford and Dun Laoghaire.

In Dun Laoghaire, service owners supported the launch of the Dun Laoghaire Rathdown County Council (DLRCC) accessible parking bay app. An initiative which is designed to make the local town more accessible to everyone.

In Sandyford, Tennis Ireland ran successful tennis sessions with service owners and volunteers from Fitzwilliam Lawn Tennis Club. This was their first introduction to the sport for many of the service owners.

Dublin Adult Services continued work on the Shanganagh allotment including the development of the polytunnel site and installed wheelchair accessible planting pods. They also made progress on plans for a sensory garden. We were kindly supported in this by the local men's shed group and with guidance from Enable Ireland's Sandymount Garden Centre.

Establishing links with local community groups and facilities is an important part of our adult service and we made new connections during the year including with local swimming pool and sports facilities, music and theatre groups, community centres and others.

Examples of some of the many activities that adult service owners were involved in during 2023 include:

- Rugby inclusion session with a Munster player and two Munster trainers.
- Inclusive cycling event where adults could try out different bikes suitable to their abilities.
- Access for All boat trips in Kilalloe, Co. Clare, and to Roscommon too.
- A night of live performances, videos, and photographs in the Castletroy Park Hotel with an audience of over 100 at the Decades of Dance night.
- Service owners attending Social Farming.



# Ian Kiely

## Team Leader, Enable Ireland Adult Services Limerick

**“I find working in the day service is so inclusive. We get to sit down and set goals with the guys for things that they want to achieve or do. There can be lots of roadblocks for people who are wheelchair users but we can always work to find ways around it.**

Recently there was a service user who had been wanting to visit Amsterdam for years. I got to work with him before we left, helping him with planning,

booking accommodation, etc. I went with him to provide support over there. Now Amsterdam is probably not the most wheelchair-friendly city so there were loads of challenges when we got there but it was a dream come true for him!

It is a brilliant team to work on. Everyone is always up for trips and outings. It's a really enthusiastic group and very diverse in terms of backgrounds and experience. We have physiotherapists, social care workers, nurses, SNAs, family support workers, and people of all different ages. When one of the service owners achieves something we are all buzzing. We all feel a sense of achievement and celebration.”



Ian Kiely and Eric Whelan enjoying their visit to Amsterdam.



# Arklow Adult Day Service



Evelyn, Sara and Kenny from Arklow Adult Service

One of our newest adult services opened in the heart of Arklow town in 2023. The day service caters for young people with autism and intellectual disabilities as they transition from school to adulthood. The service currently supports four young people and will have capacity to support up to 12 adults over time. The facility has a kitchen, games room, art room, recreation room and relaxation room. Plenty of space for group activities and chill out areas for individuals.

Service coordinator Sara Gahan describes the service, “We run a person-centred service here and work with each individual on their individual goals for the year. We have a timetable of activities but are very flexible at adapting to their wishes and interests into the day to day running of the services. It is really important that we can offer people choice within that timetable. Activities are very varied and we have everything from learning independence skills, to cooking, art, music and gardening. We have links with community activities like social farming and a gardening collaboration with the National Learning Network. This helps to build inclusion with the Arklow community.”

“For young people who have just finished school there is a period of transition where you go from everything being decided for you, to you making decision for yourself. We do a lot of support around individuals making decisions on what they want to do. Our two Key Workers, Evelyn and Kenny, can then support the young person to participate in the activities that they are interested in. We’ve had service owners try out rock climbing or go horse riding or swimming.”

Evelyn says, “The social farming is fantastic and it is great to get involved in the community and to be visible there. Our local café know the service owners well by now, they don’t even have to ask what our orders are! It can be difficult transitioning from school so we have a timetable but it is not too rigid. We try to give the service owners options of what they want to do and incorporate that into our day”.

Key Worker Kenny says, “I’m finding out more and more about the service owners here every day. For example, I recently found out that we have a tin whistle player and so I brought in my guitar so that we can incorporate some music into our day. It’s great that we are given the freedom to try out new things and that we are supported by management to do that. There really is no limits to what you can try!”



## Pamela Keogh's son Robert (20) attends Enable Ireland's Day Service in Arklow

**“Robert started with Enable Ireland in Arklow in October of 2023. At first he went in for an hour and then for half days. Just to ease himself into the service. He had finished school in June and been at home since then, so to go straight into a full five days a week schedule would have been too much.**

I didn't know what to call the new service at first so that Rob would be comfortable going in. A 'Day Service' didn't mean anything to Rob so we decided to call it his new school. He understood the concept then and I could say, 'This is your new school and Kenny will be minding you when you are here and I will be back to pick you up later.'

Kenny is Rob's keyworker. He has really taken the time to get to know Rob and find out his likes and his interest. Kenny will ring me and say 'I'm thinking of doing this with Rob. Do you think he would like that?' That was very reassuring for me.

Rob had been with St. Catherine's Special School from when he was a toddler so I was very comfortable with their services but I didn't know Enable Ireland at all. We had no idea what Adult Services would be like. Moving from children's services and the school's system has been a big change for all of us. Rob is nonverbal and he has epilepsy, so I was nervous moving to a new service provider but I have seen that Enable Ireland are more than capable of looking after him. They have all been fantastic. They are very person-centred and always thinking of new activities that Rob might enjoy but also gently encouraging him to give something that he might be reluctant to do a try. Kenny treats him like any other 20 year old. He gives him a fist bump to say goodbye at the end of the day.

From January of this year, Rob has been going full time to the service and it's just gotten better and better for him. It really has been a game changer for him. He was quite bored over the last two years of school. It just didn't suit him and he had no interest in the curriculum. The activities he does in the day service have really upped his game in terms of his participation in life and in his community. They do lots of different activities and they get out and about a lot which means he is interacting with people in the community, even if it is just to say 'hi' and 'thank you.' The fact that we live in Arklow as well means that he is seeing neighbours and people we know. He's visible in his community and that's really important.

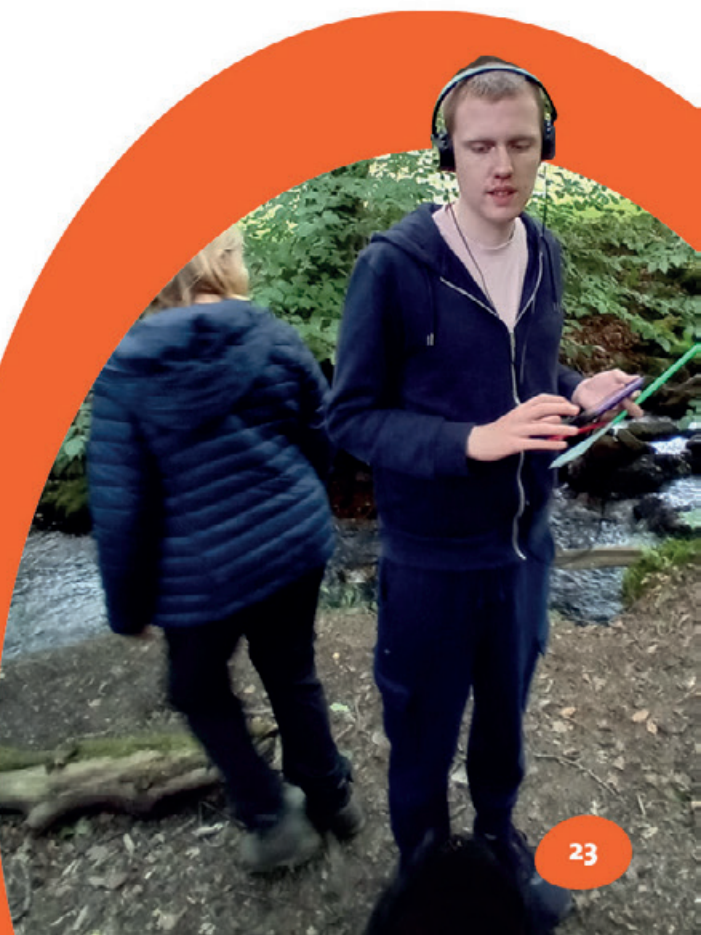
Rob loves to go swimming, so one afternoon a week Kenny takes him out on his own swimming in a local

hotel. He even got to try a Jacuzzi for the first time. He loved it!

Going into Bridgewater Shopping Centre, where the service is based, is normal for him now and getting a cup of coffee or doing some grocery shopping. He's much more comfortable in these surroundings and this also makes our lives on the weekend easier if we have to pop out and get some groceries.

When he comes home in the afternoon, he has had a full day of activities with physical and mental stimulation. So he is tired and wants to chill out. It means he sleeps much better at night as well.

It is difficult making the transition from children's to adult services. You don't really know what to expect but it has worked out really well for Robert and he's very happy with the team in Arklow."





# Virtual Adult Service

The Virtual Adult Service in 2023 strengthened its programme, with sessions co-designed by its Support Workers across the country. We demonstrated a strong commitment to providing comprehensive support and resources to service owners nationally. With a focus on advocacy, inclusivity, and harnessing all that mainstream and assistive technology can offer to enhance people's independence. The Virtual Service delivered 19 hours of online sessions weekly, directly impacting 66 service owners.

The Virtual Service's role evolved further during 2023 and the continued opening up of society post-pandemic brought with it increased opportunities for community engagement, access to education, and a full local day service schedule.

## Key Campaigns and Collaborations

Throughout the year, the Virtual Service has actively participated in and celebrated significant campaigns such as Disability Pride, Make Way Day, International Women's Day, and International Day of Persons with Disabilities, among others. These campaigns built on our wide-ranging advocacy programme and were instrumental in promoting awareness and fostering a sense of community. Collaborations with partner organizations such as Microsoft, Access Earth, and the National Advocacy Service further enhanced the service's offerings, providing valuable external links and resources.

## Guest Contributions and Media Engagements

Leading mental health advocate, Niall Breslin contributed to the service's health and wellbeing activities, emphasizing the importance of personal mental health care. Additionally, Virtual Service Support Worker, Padhraic Dormer's insights on assistive technology were featured in the UK-based 'Expanding Worlds' podcast, as well as showcasing the Virtual Service's impact and reach.

## Content Creation and Initiatives

The Virtual Service's dedication to content creation to benefit Enable Ireland nationally has been evident through the production of national induction videos for Enable Ireland staff and informative video content for various events and external organizations, including the HSE. This content has not only educated but also engaged a wider audience, aligning with the service's mission of accessibility and empowerment.

Two books by service owners were launched during the year. James Cripps launched his memoir, 'At the Heart of the Action', and Jessica Keegan released a collection of poetry entitled 'My Angels and Demons Through Poetry'. The authors expressed great satisfaction at the opportunity which the Virtual Service provided to enable them to expand their reach nationally.

## Advancements in Technology

A significant and ongoing priority of the Virtual Service was the promotion of smart home technologies, which aligns with the service's goal to enhance the quality of life through innovative solutions.

The Virtual Service's achievements in 2023 have underscored the value and impact of online supports not only to service owners, but to staff and partners. A key challenge in the year ahead will be to secure its future through the identification of sustainable funding streams, enabling it to continue on its clear trajectory towards a more inclusive and technologically integrated future.



# National Assistive Technology Training Service

2023 was an exceptionally busy and productive year for Enable Ireland's National Assistive Technology Training Service, as we strove to build on our partnerships and advocate for the development of a national AT ecosystem so that those who need assistive and accessible technology can access them in a timely manner.

Thanks to the support of the HSE's CREATE grant, we continued to work towards the development of an AT Passport prototype, in partnership with the Disability Federation of Ireland, St. John of God Community Services, MS Ireland, and Headway Ireland. This innovative project seeks to place the AT user at the centre of their own AT journey, providing them with a digital record of their AT needs which can be shared with whomever they choose. Ultimately, the goal of this AT Passport is to ease transitions across life stages, such as from education to college or work. In December, we were lucky to secure a further tranche of funding to continue the development of the AT Passport.

We were pleased to welcome three recipients of the James Brosnan Scholarship to our Foundations Course. All are AT users who contribute to an expanding peer support network: another essential component of a healthy national AT ecosystem.

Together with the Disability Federation of Ireland, our partners in FreedomTech, we hosted three CHAT (Community Hub for AT) events: two of which were online and one in-person event hosted by TU Dublin on their Grangegorman campus. It is evident that there is a rapidly growing community of AT users and professionals working together to make the most of what mainstream and assistive technology has to offer, thereby increasing participation in education and employment, as well as accessing independent living opportunities.

In total, we reached 1,242 people through our training programme, delivering a total of 396 training days during the year. We designed and launched our Introduction to Assessment in Assistive Technology course, which ran twice

*Our Foundations in AT course, accredited by TU Dublin, attracted a record number of participants in 2023, with 34 students drawn from a diverse range of backgrounds: AT users, clinicians, technicians, key workers, and others, working across health, education, and employment settings. This course is an important component in our programme supporting capacity building across the AT community.*

during the year, supporting 38 professionals to build their competencies.

Our e-learning site continues to go from strength to strength, with 466 new users in 2023, bringing the total accessing our Moodle site to over 3,278. We continue to develop our e-learning offerings, with a keen eye on accessibility and usability.

We continue to focus on capacity building across Enable Ireland, indirectly supporting service users and service owners through local staff. Directly, we supported 34 children and 15 adults also, but the local capacity to provide AT support is one that we continue to focus on, to optimise our impact.





# SeatTech Special Seating Service



**Enable Ireland SeatTech offered a unique special seating service to children and adults with primary physical disabilities. During the year, they worked together with service users and owners to provide the best possible seating, wheelchair, and positioning aids, designed to meet their individual needs.**

SeatTech is one of only two special seating services nationally providing fully-independent and impartial advice, and the only service engaging in in-house manufacture of complex custom seating systems, delivering optimal value for money. We continued, through 2023, to offer complex wheelchair and special seating assessment, prescription, design, and manufacturing services to people with complex needs at our Sandymount campus, and on an outreach basis to centres in Dublin, Wicklow, Kildare, and Kerry.

This service was delivered in a collaborative manner with service users / service owners, their families, and their primary service providers – Primary Care and CDNTs. We supported frontline therapists to enable wheelchair users and their families to achieve maximum independence, choice, and inclusion in their communities. We continued to rebuild service capacity post-pandemic, and our appointment delivery level was up 16% on 2022 figures, with 572 appointments delivered to 212 service users.

SeatTech represented Digital & Assistive Technology (DAT) service providers as part of an Irish ministerial delegation to Norway with Minister Anne Rabbitte in November 2023. The purpose of the trip – which involved representatives of the World Health Organisation, the Department of Children, Equality, Disability, Integration and Youth, the Health Services Executive, the National Disability Authority, and Enterprise Ireland – was to learn from Norway's approach to the implementation of digital and assistive technology policy and programmes, with a view to



Technicians examining the pressure management and design characteristics of novel 3D printed custom contoured seat cushions.



SeatTech Senior Clinical Engineering Technician undertaking preparatory work on a carved foam custom contoured back support cushion.

drawing from lessons learned there to guide the implementation of DAT policy and programmes in Ireland.

Having been the first in the world to produce a custom contoured wheelchair seat cushion in 2020, we continued our collaborative partnership with University College Dublin to advance the application of this technology. We demonstrated that 3D-printed cushions can offer equivalent comfort levels to comparable foam cushions, while offering superior heat and moisture control characteristics. We presented our research findings at the *Irish Posture and Mobility Network* annual conference and the *HSE Health and Social Care Professional's Day 2023*. A poster entitled: *"Balancing Posture and Pressure in Complex Custom Seating – A Case Study"* was accepted for the UK National Posture and Mobility Group annual conference.

SeatTech responded with agility to a request from the HSE for the delivery of our *Level 1 Seating Assessment Training Course*. This course equips frontline staff with the tools and knowledge necessary to undertake comprehensive seating assessments, and to translate those assessment findings into equipment solutions. We delivered ten of these courses to 160 trainees in 2023 – an unprecedented level of training provision for SeatTech.

Additionally, SeatTech delivered undergraduate lectures to TCD Occupational Therapy students and DCU Bioengineering students, and was commissioned by St Patrick's Hospital Dublin to deliver a blended course of in-house training to their staff – a new departure for them, and reflective of changing caseloads there.



# Corporate Services

## IT

- During 2023, we continued to implement the findings of the benchmarking process into the structure and resourcing of the IT Department carried out in 2022. We completed the recruitment of a senior role to manage the clinical information team and the implementation of the new healthcare record systems. We hired additional project resources and we recruited for roles in cyber security, IT support, and compliance.
- We continued work on the migration of our IT systems to the Cloud, including the migration of our data center to Microsoft Azure. We initiated projects to improve file sharing and collaboration by migrating data from local centers to OneDrive for Business as well as a project to upgrade the Intranet to improve information and accessibility.
- We completed the project to replace old servers across local systems. We set up four new centers and three new retail shops on the IT network and we relocated two existing locations.
- Our team worked with the HSE to manage the implementation of the CDNTIMS system across all 90 CDNT's and had a representative on the HSE project working group.
- Eirevo carried out a cyber security audit and we began work on resolving recommendations raised during the audit. We also began work on the development of our cyber security incident response plan. We successfully completed all ISO27001 maintenance audits in 2023 and began work on the upgrade of the ISO27001 standard to the latest version.
  - We provided helpdesk and support services daily to over 1,700 users accessing IT resources on approximately 1,300 computing devices from over 70 locations.

## Human Resources

- We completed TUPE for St. Laurence service in Cork and welcomed 43 new staff to the organization from 1st September 2023. Throughout 2023 our monthly employee headcount averaged 1,452.

- Overall, our labour turnover during 2023 was 17.5%. Our turnover as a result of resignations was 15.5%. The turnover for therapists on CDNTs was on average 28% and this ranged from 23% turnover for social workers to 37% turnover for speech and language therapists. Over 50% of Therapy Grade leavers had less than 2 years' service.
- This summary is a stark picture of the employment market and reflects the situation across the sector. Clearly recruitment and retention of staff was a significant challenge for the organisation. To address this we established a Recruitment, Retention and Succession Strategy led by a dynamic cross-functional team to examine ways to enhance our recruitment process to attract more candidates, and to retain more staff in an evolving employee market.
- The significant issue of lack of Pay Parity with HSE/ Section 38 Agencies continued in 2023. Trade Union members in Enable Ireland, and other Section 39 organisations, were balloted for industrial action in September 2023. This ballot voted overwhelmingly in favour of industrial action, which was thankfully averted on the eve of a strike avoiding disruption to the children, families, and adults who use our services. Enable Ireland made representations to a range of statutory and political bodies and individuals to have this disparity addressed. The matter was progressed to a WRC interim pay agreement (October 17th 2023), which allowed for salary increases for Section 39 employees:-
  - 3% from April 2023
  - 2% from November 2023
  - 3% from March 2024
- The agreement was negotiated and agreed by the unions and government representatives. The Section 39 employers were not part of the discussion or agreement. In February 2024, we received interim funding from the HSE in respect of some of the increases effective from 1 April 2023 and 1 November 2023 and accordingly we have accounted for these additional costs in the period to 31 December 2023. We await clarification on whether the salary increases are pensionable and whether the HSE will fund same. Accordingly, these amounts have not been accrued for in the balance sheet to date. The pay parity issue is to be addressed over the term of the new Public Sector agreement which was included in the Workplace Relations Committee (WRC) agreement.



- We were delighted to be awarded the Investors in Diversity Bronze Award by the Irish Centre for Diversity.
- We completed the digitalisation of HR personnel files and we sourced a recruitment platform (REZOOMO) which will streamline and expedite the recruitment process for all candidates.

### Health & Safety

- Our Health & Safety function led on compliance with all relevant legislative requirements and best practice guidelines in all aspects of work activity.
- Significant national HIQA activity took place during the year with re-registration inspections and completion, together with the sign over of St Laurence's post TUPE and various thematic inspections. We completed two cycles of internal inspection programmes highlighting evidence of best practice and areas for improvement.
- Our Nurses Forum continued to review clinical training and procedures.
- In the course of the Health and Safety programme, we completed a transfer of NIMS administration to local regions for timely response and increased reporting.

### Data Protection Compliance Programme

- Our Data Protection function ensured Enable Ireland's compliance with GDPR and best practice in data protection. This involved ongoing reviews of DPIA databases and privacy notices. We endeavoured to foster a culture of data protection and compliance for the organisation in every aspect of our work.
- We managed 33 Freedom of Information and 57 Data Subject Access Requests as outlined in our report submitted to the Information Commissioner.

### Training, Quality & Research Department

- The Training, Quality & Research Department oversaw a wide and diverse range of initiatives. Health and safety and other specific training took place throughout all services and other divisions, both mandatory and non-mandatory, in accordance with organisational and employees' development needs.
- We completed an extensive programme of both fire marshal training and competent person training. We delivered resilience, supervision training and health and safety audit training.
- We reviewed the Assisted Decision-Making Act 2015 and delivered training for the first cohort of staff in preparation for application to our service owners as relevant. We procured a new online training Platform, HSeLanD HeLM, and developed this to pilot stage for national launch in 2024.

### Financial Governance

- We were fully committed to the Public Sector procurement regulations and strove to achieve value for money in the procurement of supplies and services essential to support our work in providing assessment, therapeutic, and clinical intervention to people with disabilities in a cost-effective and efficient manner. We participated in ongoing initiatives of the Office of Government Procurement (OGP) and HSE procurement initiatives, focusing especially on achieving procurement savings, including the use of shared framework agreements for the provision of supplies and services.
- We remained committed to integrating sustainability into everyday practice thereby minimising our environmental impact and optimising the social and





# Investors in Diversity

## BRONZE

economic outcomes associated with our operations. The embedding of sustainability considerations within our procurement processes and decision-making processes supports the implementation of our Strategic Plan 2022-2025.

- Throughout the year, we demonstrated our commitment to minimising our impact on the environment. Through reducing and offsetting excess emissions we aimed to lower our year-on-year carbon footprint. We were fully committed to implementing energy efficient practices throughout the organisation through careful management and continuous improvement of our environmental performance. We reported on our energy efficiency data to the Sustainable Energy Agency Ireland (S.E.A.I.). We set up a new National Green Team which includes the four Business Managers from each of the Service areas who in turn are tasked with setting up local green teams in all the locations within their remit. We undertook various energy reduction projects including a refurbishing project for which we received grant aid of €100k from the HSE Energy Bureau in conjunction with the S.E.A.I.

### Research

- Enable Ireland's Research and Ethics Committee processed fifteen Research submissions in 2023.
- Topics included research into Paediatric Neuromuscular disorders, targeted walking interventions, mental health and wellbeing amongst children with cerebral palsy, the effectiveness of peer support sessions for parents, and mindfulness and coaching support for staff. Other research included the use of assistive technology as a means of language support.

### Communications

- We continued to build brand awareness across Services, Corporate, Fundraising and Commercial functions, with a particular emphasis on building our social media and digital marketing activities.
- In June, we launched the redeveloped website for Enable Ireland ([www.enableireland.ie](http://www.enableireland.ie)). This significant redesign has resulted in a modern website which reflects our organizational values, best practice in accessibility, and is scalable, so we can add more resources relevant to parents and families using our services in the future.
- We supported the organisation's advocacy initiatives during the year ensuring that the voice of service owners and families were represented in our

communications. We engaged in specific advocacy initiatives including Changing Places Ireland, Make Way Day and International Day for Persons with Disabilities.

- We contributed to the National Disability Services Association (NDSA) pre-budget submission and contributed to ongoing campaigning work with this group. We represented Enable Ireland on the Board of the Neurological Alliance of Ireland (NAI).

### Governance Review

- We operated to high standards of governance with a focus on continuous development and improvement. We completed and submitted our compliance statement to the Charities Regulator and have adopted the Charities Governance Code. We were once again successfully awarded "Triple Lock" status by Cii, demonstrating our commitment to best practice in all aspects of transparent reporting, ethical fundraising, and good governance. Awarding of the Triple Lock status reflects the fact that our board has formally adopted the Guidelines For Charitable Organisations on Fundraising from the Public, prepared a trustees annual report and financial statements in full compliance with Charities SORP, and our board has formally adopted the Charities Governance Code as devised by the CRA.
- We continued to be fully compliant with the Statement of Recommended Practices, Accounting and Reporting by Charities (SORP) and, in accordance with Enable Ireland's obligations, a full report on the activities of the organisation for 2022, including financial details and audited accounts, was submitted to the Charities Regulator (CR) in 2023.
- We completed and signed the HSE Service Arrangement Part 1 for the period January 2023 to 31 December 2023. In May 2023, we submitted the HSE Annual Compliance Statement (2022) for Section 39 Agencies. The action plan to achieve full compliance with HSE governance requirements remains fully on course.
- During the year, we were the subject of two statutory audits, a compliance audit undertaken by Mazars on behalf of the HSE Compliance Unit and an audit by the Comptroller & Auditor General (C&AG). The C&AG audit arose as part of its overall audit of HSE for 2023. The recommendations from the respective audits will be implemented in full once finalised.

# Fundraising Division

## Our Donors – a vital part of our work

### Our Donors – a vital part of our work

Enable Ireland's fundraising division had continued success during 2023. We are incredibly grateful to our regular donors, supporters, corporate partners, as well as grant awarding foundations that supported us during the year. We are so thankful also to the local clubs, businesses, voluntary groups, and committees in the local communities in which we provide services, for their continued support and commitment shown to the children and adults who use them. Without this support, we would not be in a position to continue to offer the highest quality services in the best settings.

During 2023, Fundraising generated profits of €1,179,056 for Enable Ireland. In 2023, we had 3,947 donors and supporters and 25 corporate donors and partnerships. Monthly gifts not only enable us to provide our vital services each day, but also allow us to plan for the future. With the help of our supporters during 2023 we invested in our children's service centres, adult service hubs, accessible transportation, assistive technology and capital projects which will support children and adults for years to come.

During 2023 we received €99,400 in online donations via our website and online fundraising platforms. We are very grateful to the families, friends, service owners and supporters who took on fundraising challenges and took part in events across the country in support of Enable Ireland's services.

Community Fundraising raised €317,834 from activities across the country. Huge credit is due to our committed volunteers and local community groups for their tireless efforts on behalf of our local services.

A sample of events and virtual activities that our supporters took on includes:

- VHI Women's Mini Marathon
- Cork Echo Women's Mini-Marathon
- Castletown Fundraising Group (Cork)
- 4 Peaks Challenge (Climbing the highest peak in each of the four provinces)
- Corinna Nolan's Irish Sea Swim

- 600 volunteers and fundraisers took on challenges and supported campaigns around the country

Our fundraising campaigns and engagement with the public supports us in promoting a positive and empowering message and helps us to raise the profile of Enable Ireland:

- Established exciting new community and corporate partnerships
- Generated fundraising profits of €1,179,056
- Our 'Friends of Enable Ireland' network continued to grow during 2023 with over 2,000 Friends in our network. The Friends' network is a great way to share information, campaigns and events with families, staff and supporters



### Community Foundation Ireland

Enable Ireland received a €50,000 grant via Community Foundation Ireland from the Bank of Ireland Cost-of-Living Fund. The fund was designed to meet the needs of people experiencing increased pressures due to the cost-of-living crisis. Enable Ireland, with the support of the Service Owners Council, submitted a proposal for direct grant support for adults in our services. These grants were distributed to all eligible service owners during 2023 and met a real need identified by adults themselves through their self-advocacy. Enable Ireland received an additional €44,500 from Community Foundation Ireland to support the expansion of our parent peer-to-peer network. This donation came via their private donor network following a successful application.



#### 4 Peaks Challenge

The Caffrey family from Cavan raised over €70,000 from their 'Four Peaks' challenge to support four charities which had cared for their daughter Indie, with €18,000 being raised for Enable Ireland Cavan Services. The family and their team climbed the highest peak in each province in 24 hours! We were delighted to welcome the family to Enable Ireland Head Office for a cheque presentation.

#### University of Galway Mexican Society

We are so thankful to the University of Galway Mexican Society and Students' Union for organising a hugely successful International Dance Evening at the University in October. The event raised over €3,700 in support of our Galway Services and was a wonderful inclusive night of colour, music and performance, featuring dance traditions from all over the world.

#### Lauren O'Donovan - VHI Mini Marathon

Thank you to Lauren O'Donovan who raised an incredible €10,590 for Dublin South West Services by running the VHI Mini Marathon. Lauren decided to take on the challenge to give back to Enable Ireland for the support provided to her daughter Amelia (pictured).



Lauren and Amelia O'Donovan

## Corinna Nolan - Irish Sea Swim

Thank You to Enable Ireland colleague Corinna Nolan who in September completed an incredible feat in support of our Wicklow Services. Corinna, who is our hydrotherapy pool Manager in Bray, took on the gruelling North Channel swim. She braved the currents, a thunder storm and jelly fish during a 40km open water swim from Northern Ireland to Scotland! Corinna was inspired by the children that she works with and it was their determination and achievements that pushed her along when she needed to give it more. Corinna raised over €10,000 in support of our services. Thank you Corinna and your team and congratulations on this fantastic achievement.



## Adele Farrell & John Cummins

Just before Christmas Enable Ireland Crumlin Services received a very special visit from Adele Farrell. Adele and her husband John Cummins had made an incredibly generous Christmas gift of €10,000 to support the adults who attend our services in Crumlin.

Their gift is supporting the installation of an accessible kitchen, which will hugely improve the experience of those attending the service. Adele was given a tour by Coordinator Catherine Curran and met a number of adults and staff.



## Thank You to Our Fundraising Partners and Committees

Comhaltas Douglas (Cork) / Supermac's (Galway) / Curry's PC World (Limerick) / TH Blinds (Dublin/Kildare) / Gilead Sciences (Cork) / TJ Reid Health & Fitness (Kilkenny) / DNG (Dublin) / Calary Parish Church (Wicklow) / Bishop's Mountain Clay Pigeon Club (Kilkenny) / St Olivers Community College (Louth) / Family and friends of the late Molly McGregor (Cork) / JP McManus Fund (Limerick) / Tirlán staff (Kilkenny) / Dell (Limerick) / PJ Hegarty & Sons (Cork) / John Magner Coolmore Stud / Denis 'Dino' Cregan (Cork) / Aonach Nua (Kerry) / Unicom Engineering (Galway) / The Ireland Funds / Charities Aid Foundation / Celtic Roads Group (Dublin) / Quality Freight (Dublin) / Sceptre Foundation / Crescent College Comprehensive SJ (Limerick) / St Benildus College (Dublin) / ViClarity (Kerry) / TS Events (Cork) / John Dalton & Sons Chancellors Mills (Kilkenny) / National Lottery Grant Scheme / Leamy Farm Events (Tipperary) / University of Galway Mexican Society / John Magner and retired SEHB staff (Kilkenny)

/ Crookhaven Harbour Sailing Club (Cork) / Mini Mocha (Newbridge) / Turley Associates Charitable Trust / Harold Engineering (Dublin) / Key Capital / EY / NeoDyne (Cork) / Deonach - Tallaght Probation Project / Beckman Coulter (Clare) / Inver Energy (Kerry) / Mack Engineering (Tipperary) / Newlands Golf Club / Ballymaloe Grainstore (Cork) / Carne Group (Dublin) / Serosep (Limerick) / Tom Quinn Cabaret Fundraiser (Dublin) / Scoil Mhuire Lakelands GNS (Dublin) / Rotary Club of Dun Laoghaire / The Killeen Group (Dublin) / Blarney Golf Club (Cork) / UCD Dance Soc / LC Seating (Dublin) / Carbon Group (Cork) / Athenry Golf Club (Galway) / Carl Parker Goldsmith (Kilkenny) / IMAX Group / O'Byrne Fay (Meath) / Accenture / EPS (Kildare) / Scoil Mhuire Parents Association (Dublin) / Tina Foley and MCC Rooters (Kilkenny) / CDB Aviation / Pakform (Cork) / Spire Film Productions (Wicklow) / Cork City Council

## A Special Cork Thanks

With reference to support for Cork Services, Enable Ireland is especially grateful for the continued support of the following: Anne and Pat Hegarty; Anne Cummins, Cummins Sports; The Clarke Family; Right Price Tiles & Wood Flooring; The Castletown Fundraising Group; Ted O'Riordan, Rocklodge Pitch and Putt Club, Jerry and Ann O'Riordan; Betty Desmond and Eileen O'Brien. A big thanks also to the organisers of the Ladies Golf

Classic, Anne Hegarty, Margaret Keane, Gillian O'Connell and Valerie Fitzgerald and also to the organisers of our Annual Golf Classic, Brian Olden, Billy Newton and Fergus O'Halloran. The support of Cork Retailers who stocked Enable Ireland Christmas cards is also very much appreciated as is the support of everyone who attended the Lavanagh Ladies Lunch.



### Win A House Cork launch

Pictured at the launch of 'Win A House Cork 2024' at Janeville, Carrigaline, Co. Cork were L-R: Susan Dineen, Right Price Tiles and Wood Flooring; Gavin White, EZ Living Interiors; Anne Hegarty, Lead Volunteer; 7 year old Adam Clarke from Newcestown and Stephen McCarthy, Astra Construction.



### Teddy and Jamie Good

Brother and sister, Teddy and Jamie Good, pictured at the launch of Santa's Magical Market in the Marina Market, Cork in November 2023. Enable Ireland was the charity partner for this event which was organised by TS Events.



### Ladies Lunch

Enable Ireland was honoured to have Cork Fire Brigade's Ballyvolane Station Officer Irene Wallace as guest speaker for its annual Lavanagh Ladies Lunch in November 2023. Pictured here with her team and event organiser, stalwart Anne Hegarty and sponsor Susan Dineen from Right Price Tiles and Wood Flooring.



### Castletown

The Castletown Fundraising Group has been supporting Enable Ireland since 1978. Pictured in the Castletownkinneigh Community Hall, Co. Cork, on the presentation of a cheque for €25,000 in March 2023, are committee members and supporters with former Enable Ireland Chairman Donal Cashman with Joe McCarthy, Chairman and Valerie Jennings, Treasurer, Castletown Fundraising Group.



### Irene Healy

In September 2023, long-term volunteer Irene Healy marked her 80th birthday by participating in the Echo Women's Mini Marathon in Cork raising €6,983.92 for Enable Ireland.



# Our Corporate Partners



We are sincerely grateful to our corporate and community partners for their continued support during 2023. TK Maxx and Bidvest Noonan funded specific projects in our services for children and young people. Microsoft and Milano Restaurant Group continued their support of our digital offering including our Virtual Service, Assistive Technology and equipment. We're very grateful to our partners Meta for continued professional guidance from their teams, alongside clothing donations for our charity shops, ad credits and staff fundraising, and our partners UPS for their continued support of our services.



TK Maxx fundraising for Enable Ireland during 2023 came to €156,309, which was raised through dual-branded merchandise sales in their stores, associate fundraising and customer donations both in-store and online. Customer clothing donations in TK Maxx stores raised an additional €124,762. In total, TK Maxx and Homesense raised over €280,000 to support our services for children and young people during the year!

The TK Maxx & Homesense Foundation donated an additional €34,000 to support the creation of a parent peer-to-peer support programme pilot. This pilot was rolled out during 2023 and received positive responses from those participating. Support provided was targeted and specific to individual needs and acted as an enhancement to the current services provided. This individualised support has helped build capacity and resilience for families and children at a time when resources are stretched and families are under significant pressure. TK Maxx is Enable Ireland's longest standing corporate and community supporter. The commitment of TK Maxx and Homesense associates to our services over many years has had a transformational effect on the lives of children and young people in our services, as well as their families.



Enable Ireland has partnered with Microsoft Ireland for over 20 years and the company has helped us transform the way we provide services during this time. Microsoft has provided significant software and hardware donations to Enable Ireland, as well as volunteer support, under the umbrella of our Assistive Technology programme.

Microsoft and Enable Ireland have a long-standing successful partnership which has brought huge benefits to Enable Ireland's services and those we support. In recent years, Microsoft have invested extensive project management and technical resources into the development of a pilot AT Passport, with a view to achieving systemic, scalable impacts on Ireland's national AT ecosystem. They have provided immense support for Enable Ireland's digital offering through our national Virtual Service and supported its ongoing development through a substantial donation of hardware. We have also been honoured to be invited to contribute as co-designers to their annual Hack4Good competition.

Microsoft colleagues have volunteered their time to enhance our services, have taken on countless fundraising activities and have provided guidance and support to Enable Ireland service owners and staff. A special word of thanks to our stalwart Microsoft supporter Karl Spain, who again took part in marathons and fundraising events on behalf of Enable Ireland during 2023. Karl is also a part of the Enable Ireland/Microsoft mentoring programme for service owners and is a real champion for our services.





Our partners Bidvest Noonan raised over €55,000 in support of Enable Ireland's services during 2023. We're incredibly grateful to everyone at Bidvest Noonan for their fantastic fundraising efforts to support our Galway Children's Service refurbishment project. Bidvest Noonan colleagues from various locations nationwide participated in a company-wide clothing donation drive for our charity shops as well as coffee mornings and bake sales. In May, the company's Executive Team took on a mammoth task of walking 220kms from Galway to Dublin. Bidvest Noonan's Senior Leadership was invited for a tour of our refurbished Galway Service and the unveiling of the newly established sensory room, a project made possible through the company's generous funding. Thank you Bidvest Noonan for your continued commitment to the children and young people in our services.

We are very grateful to SAP Galway for providing a grant of €14,659 (via Community Foundation Ireland) to support a gaming and technology programme for young people in Enable Ireland's Galway Services.



Our partners Milano Restaurant Group continued their strong support for Enable Ireland's services during 2023. Funds raised by Milano support Enable Ireland's National Assistive Technology Training Services programme as well as our children's services. Milano has raised over €270,000 since the beginning of our partnership through fundraising and customer donations.

During 2023, we launched our exciting WinRAV4 campaign, raffling a 2023 Toyota RAV4 Sol Hybrid to support our Galway Children's Service development. The campaign was backed by an exciting online and print marketing campaign and raised vital funds to help us complete our Galway refurbishment. Special thanks to our sponsors Tony Burke Motors and Kearney Cycles.



We are incredibly grateful to our friends in Smurfit Kappa for donating €10,000 in support of our services. Colleagues at Smurfit Kappa have supported Enable Ireland over a number of years and we have received significant grant funding via the Smurfit Kappa Foundation in previous years.



Bidvest Noonan's Senior Leadership at our Galway Service for the unveiling of the newly established sensory room.

# Commercial Division

2023 saw another busy year for the Commercial Division. In line with our strategic priority to grow and develop new commercial income streams to support our disability services, we expanded our network of charity shops and garden centre offerings to 27 locations nationwide. We opened two new shops in 2023 in Wexford and in Blanchardstown.

In 2023, net profits from the Commercial Division were €1,003,527, which contributed to the support of service activity. This was a decrease of €62,918 on 2022. However, 2022 included grants received to reduce the impact of the Covid pandemic.

During the year we focused on a number of initiatives to increase our sales and profits. These included:

- Better management of national pricing guidelines to maximise the value of every item donated to us.
- Improved customer service in all our shops.
- Rolling out shop merchandising training to staff.
- Increased messaging in shops and on

social media about the sustainability of second-hand shopping to attract new customers.

- Ensuring a diverse range of high-quality products available in shops at all times.

As in other parts of the organisation, recruitment and retention of staff remained a challenge in 2023. To ensure we retained our excellent current staff we invested in our staff through training, creating a positive working environment, and offering career progression and increased earning opportunities.

During the year, we continued to research and implement new business opportunities in both traditional high street locations as well as business-to-business (B2B).

Thank you to the 110 people who volunteered in our shops during the year.

We employed 58 Community Employee (CE) Scheme participants in our shops. CE workers are an invaluable part of our workforce.

Thank you to all the donors who continue to support us with quality donations, your support is so important.





Securing quality donations to ensure our shops remained well-stocked continued to be a challenge during the year. We are particularly grateful to all our donors who generously donated their pre-loved items to our network of textile banks, directly into Enable Ireland shops or TK Maxx stores. These donations were crucial to the sustainability of our supply chain and were a vital source of income for our disability services.

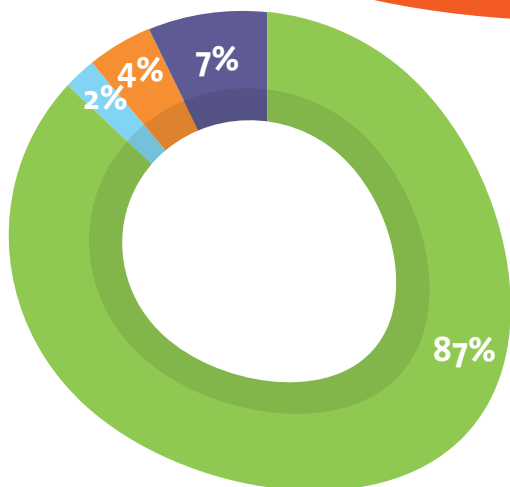
### Sustainability

In 2023, we recycled over 2,121 tonnes of donated textiles and clothing via our 155

textile banks on 103 sites throughout Ireland. These donations extended the life cycle of garments and prevented clothing from entering landfill waste, contributing to a greener way of living. In this way, Enable Ireland contributed positively to sustainability and the circular economy.

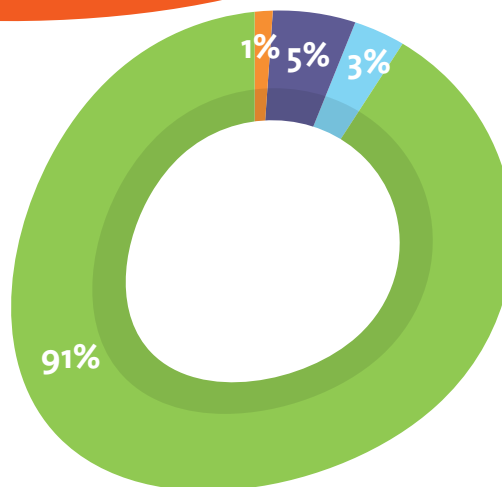
All donations to Enable Ireland that are not resold or recycled are further recycled or repurposed by Enable Ireland's recycling partners. This means that all waste related to our warehouse/clothing is either recycled or recovered. We are very proud of the important role we play in the circular economy.

# Enable Ireland Income & Costs



**Where Our Income Came From in 2023**

- HSE Service Grants
- DSP CE Schemes
- Commercial Activities
- Fundraising
- Grants from Other Agencies and Other Income\* amounts to less than 1%



**Where We Spent Your Money in 2023**

- Service Costs
- DSP CE Schemes
- Commercial Activities
- Fundraising

## Enable Ireland Employees' Salaries

As required of Section 39 funded agencies, Enable Ireland has, and has always had, regard for Government pay policy and pays salaries to staff following public sector pay norms, specifically HSE consolidated pay scales and Civil Service salary scales.

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

	2023 Number	2022 Number
€60,000 - €70,000	55	46
€70,001 - €80,000	18	13
€80,001 - €90,000	14	17
€90,001 - €100,000	12	8
€100,001 - €110,000	3	3
€110,001 - €120,000	2	2
€120,001 - €130,000	1	1
€130,001 - €140,000	1	1
€140,001 - €150,000	1	1
	107	92

The Board has decided that the CEO's salary should be aligned with the salary of the Civil Services Assistant Secretary pay scale. On this basis John O'Sullivan is currently paid a salary of €145,899 per annum.



# Statement of Financial Activity

	Restricted Capital Fund €	Restricted Services Fund €	Unrestricted Development Fund €	Totals 2023 €	Totals 2022 €
<b>INCOMING RESOURCES</b>					
<b>Incoming Resources from Generated Funds</b>					
<b>Voluntary Income</b>					
Donations	-	-	663,483	<b>663,483</b>	840,164
<b>Activities for generating funds</b>					
Commercial and fundraising	-	-	7,045,917	<b>7,045,917</b>	6,503,762
Investment income	-	-	40,562	<b>40,562</b>	322
<b>Incoming Resources from Charitable Activities</b>					
Health Service Executive grants	330,936	64,995,418	-	<b>65,326,354</b>	58,411,603
Grants from other agencies	-	1,996,785	-	<b>1,996,785</b>	2,101,494
Other income	-	1,377,893	-	<b>1,377,893</b>	1,089,380
<b>Other Incoming Resources</b>					
(Loss)/profit on disposal of fixed assets	-	-	(1,090,519)	<b>(1,090,519)</b>	11,500
<b>Total Incoming Resources</b>	<b>330,936</b>	<b>68,370,096</b>	<b>6,659,443</b>	<b>75,360,475</b>	<b>68,958,225</b>
<b>RESOURCES EXPENDED</b>					
<b>Cost of generating funds:</b>					
Fundraising costs	-	-	749,745	<b>749,745</b>	631,953
Commercial division	35,191	-	4,032,772	<b>4,067,963</b>	3,567,629
<b>Total cost of generating funds</b>	<b>35,191</b>	<b>-</b>	<b>4,782,517</b>	<b>4,817,708</b>	<b>4,199,582</b>
<b>Charitable Expenditure:</b>					
<i>Costs of activities in furtherance of the charity's objects:</i>					
Disability services	1,713,428	66,564,595	126,594	<b>68,404,618</b>	59,726,197
Management & administration including governance costs	-	2,349,602	-	<b>2,349,602</b>	2,222,834
	<b>1,713,428</b>	<b>68,914,197</b>	<b>126,594</b>	<b>70,754,220</b>	<b>61,949,031</b>
Total Resources Expended	<b>1,748,619</b>	<b>68,914,197</b>	<b>4,909,111</b>	<b>75,571,928</b>	<b>66,148,613</b>
<b>Net (Outgoing)/incoming Resources Before transfers and other recognised gains and losses</b>	<b>(1,417,683)</b>	<b>(544,101)</b>	<b>1,750,332</b>	<b>(211,452)</b>	<b>2,809,612</b>
Transfer between funds	-	544,101	(544,101)	-	-
<b>Net (Outgoing)/incoming Resources Before other recognised gains/losses</b>	<b>(1,417,683)</b>	<b>-</b>	<b>1,206,231</b>	<b>(211,452)</b>	<b>2,809,612</b>
Total funds at beginning of year	26,892,817	(12,615,977)	41,399,935	<b>55,676,775</b>	52,867,163
Total funds at end of year	<b>25,475,134</b>	<b>(12,615,977)</b>	<b>42,606,166</b>	<b>55,465,323</b>	<b>55,676,775</b>

DIRECTOR: Mr. S. Haughey

DIRECTOR: Mr. J. Bergin

DATE: 16/5/2024

# 2023 Balance Sheet

	2023 €	2022 €
<b>ASSETS EMPLOYED</b>		
Fixed Assets	48,028,321	50,131,485
Investments	1,334,477	1,295,101
	49,362,798	51,426,586
<b>CURRENT ASSETS</b>		
Stocks	184,628	169,766
Debtors	10,758,629	6,357,963
Cash at bank	16,210,205	14,131,139
	27,153,462	20,658,868
<b>CURRENT LIABILITIES</b>		
Creditors	(18,305,446)	(13,253,442)
<b>NET CURRENT ASSETS</b>	8,848,016	7,405,426
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	58,210,814	58,832,012
<b>CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR</b>		
<b>Long Term Bank Loans</b>	(2,745,491)	(3,155,237)
<b>NET ASSETS</b>	55,465,323	55,676,775
<b>FINANCED BY</b>		
Restricted Services Fund	(12,615,977)	(12,615,977)
<b>Restricted Capital Fund</b>	25,475,134	26,892,817
<b>Unrestricted Development Fund</b>	42,606,166	41,399,935
<b>TOTAL FUNDS</b>	<b>55,465,323</b>	<b>55,676,775</b>

The directors approved and authorised the financial statements for issue on 16/5/24.

**DIRECTOR: MR. S. HAUGHEY**

**DIRECTOR: MR. J. BERGIN**











# enable ireland

Service Centres



- Children's Services
- Adult Services
- Children's Respite Services
- Adult Respite Services

# enable ireland

Shops & Garden Centre



- Shop
- Garden Centre
- Homewares

# enable ireland

Disability Services  
Life With No Limits

Enable Ireland  
32F Rosemount Park Drive  
Rosemount Business Park  
Ballycoolin Road  
Dublin 11, D11 DYK8  
Ireland

Telephone: 353 (0)1 8727155  
Email: [communications@enableireland.ie](mailto:communications@enableireland.ie)  
Website: [www.enableireland.ie](http://www.enableireland.ie)  
Registered Charity No: 20006617  
CHY No: 4908

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Front Cover Images:  
Service owner James Coughlan from Crumlin Adult services enjoying a boat trip on Lough Ree  
Bottom: Lauren and Amelia O'Donovan