



Enable Ireland Annual Report 2024



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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Chair's Welcome

I am very proud to present my first Annual Report as Chair of Enable Ireland. I took on this role in June 2025 following in the footsteps of our former Chair, Stephen Haughey. On behalf of my fellow Board members, I express our immense gratitude to Stephen for his many years of dedication and commitment to Enable Ireland.

2024 was a year marked by resilience, innovation, and unwavering commitment to the children and adults with disabilities we serve across 14 counties in Ireland. The Board and I are very aware of the challenging landscape Enable Ireland faced during the year, with growing caseloads and limited resources and navigating recruitment and retention difficulties while striving to deliver high-quality, person-centred services to an increasing number of children and their families.

Despite these challenges, 2024 was a year of progress. I remain impressed by the dedication and commitment shown by staff as they worked to expand services, enhance infrastructure, and deepen our partnerships with the HSE and community organisations.

As members of the Board, we commissioned a comprehensive review of Enable Ireland's senior and national management structure to future proof our organisational structure. On foot of this report, Enable Ireland's Senior Management Team will engage with the HSE in 2025 on an implementation plan for the report recommendations.

Enable Ireland also maintained its strong track record on governance standards, achieving full compliance with the Charities Regulator and renewing its Triple Lock status with the Charities Institute of Ireland.

I deeply appreciate the dedication and hard work of my fellow board members throughout the year. We are privileged to benefit from a diverse range of expertise on our Board. They range from individuals with lived experience of disability and family members, to professionals in the corporate, financial, and legal sectors.

My sincere thanks also go to the Senior Management Team and all the staff across Enable Ireland's many locations. Your continued dedication plays a vital role in improving the lives of the thousands of children and adults who rely on our services.

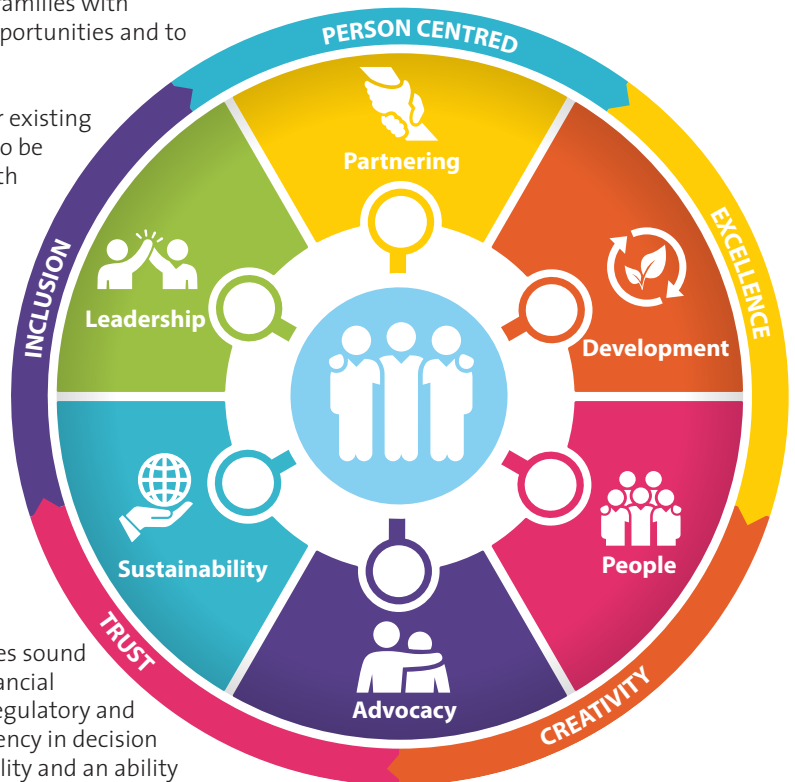
To the families, children, and adults who use our services, thank you for your trust and ongoing support. I look forward to continuing our partnership in the years to come. Together, we are building a more inclusive society where every person with a disability is empowered to live a life of their choosing.

Elizabeth J. Barry
Chair Enable Ireland

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

Enable Ireland's Impact at a Glance

We provided services from over 40 locations in 14 counties.



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)



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



Over 4,200 donors supported our services.



12,693 children were assigned to Enable Ireland's 20 Children's Disability Network Teams.



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



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



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





1,540 employees directly delivered or supported the delivery of vital therapy and support services.



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



We recycled nearly 2,000 tonnes of donated clothing to support the cost of service delivery.



We provided 97,843 hours of family and home support services to 481 children.



We provided 19,035 hours of day respite, including After School Services, to 299 children.



We delivered 680 hours of sessions to over 60 adults through our Virtual Adult Service.



We supported 449 adults with our full range of services including our day service, virtual service, residential, family support and respite services.



We delivered 3,531 bed nights to 155 children from our 5 children's respite houses.



We delivered 2,900 hours of AT training to 1,345 participants.

We provided 1,896 bed nights to 134 adults from our 2 adult respite houses.



Antonio and Miguel Family Story



Antonio and Miguel are twin six year old boys who attend Enable Ireland services in Navan. Their mother, Marian shares her experience of Enable Ireland services.

“My twin boys, Antonio and Miguel, were first diagnosed with autism in 2022 when they were two and a half years old. At that time, I didn’t know anything about autism or what services were available. I didn’t know where to start. I got in touch with Enable Ireland in Navan and that’s when I started to understand autism and how I could support my two boys. I did the Early Bird course with Enable. It focuses on empowering parents to learn about autism and to learn about the ways that you can best support your children.

The biggest difference that Enable Ireland has made to me and my family is getting guidance on what to do and what to expect. If you suspect that your child might have autism, my advice to parents is to get in touch with Enable Ireland. Speak to the professionals there. You will find people there who will help you but as a parent you are always your child’s best advocate.

Antonio and Miguel are six now and are in senior infants in an autism class in a mainstream school. They are really happy going into school. Enable Ireland helped us to get Augmentative and Alternative Communications (AAC) devices to help them to communicate. These devices are essential so that they can take part in school life. I attended a workshop training so that I would be able to help the boys to use them. They also use Lámh (a sign language system). I attended a Hanen training course, which helps parents support their autistic children with social communication.

My boys, like all autistic children, have additional needs. Like all parents, we just want our kids to be happy but they need more help, more support for this. I want to help raise awareness for autism particularly among people who have a public facing role. It’s so important if you work with the public that you know and understand how to respond to someone who is autistic. Too often people might think a child experiencing sensory overload is just bad behaviour. People need to know how to react, how to respond in these situations.

Antonio and Miguel are identical twin boys and while they both love to have fun they have very different personalities. They both have sensory issues, for example one will like the light on and the other off. It’s like a disco sometimes! The boys adore their older sister Lucia (8) and she takes great care of them. At the moment, she is teaching them how to play basketball in the back garden. She gives them a piggyback to help them to reach the hoop. They are very active boys and they love running outside, going on the swings. They are very loving and silly. They are doing the best they can.”

CEO Review: 2024 in Reflection

A Year of Growth and Development

In 2024, we continued to deliver essential services to 12,693 children and 449 adults, despite facing significant challenges in staffing and funding, and with demand for growth of our services during the year. Our teams demonstrated extraordinary creativity and resilience, ensuring they provided the best service possible with the resources available to them. We saw expansion in all areas of the organisation, in particular in our respite services for children and the development of hubs for adult services.

Unfortunately, our staff turnover during the year remained high, particularly among therapists and nurses. The ongoing pay disparity between Enable Ireland staff and staff working in HSE or Section 38 agencies continued to hinder our ability to attract and retain staff. While the implementation of revised pay rates to staff following the October 2023 WRC agreement brought some relief, the broader issue of pay parity remained unresolved. We continued our advocacy through media campaigns and direct engagement with government stakeholders.

To support our recruitment and retention, we implemented several initiatives, including relocation packages and a new digital recruitment platform, but systemic change in our sector is still needed.



Key Developments

During the year, we made steady progress across all goals in our Strategic Plan 2022-2025. Some highlights across key service delivery areas included:

Children's Disability Network Teams

At the end of the year, nearly 13,000 children were assigned to our 20 Children's Disability Network Teams (CDNTs). Of this number, 3,041 were waiting for an initial contact. I know this continues to be a frustrating and difficult situation for many families facing a delay in accessing services for their children. I want to reassure families that we continue to do everything within our power to improve our services by addressing staff shortages and reducing waiting times.

The number of children assigned to our 20 CDNTs increased on a monthly basis. The profile of children with complex disabilities assigned to CDNTs means that they are generally staying with the team for long periods, often until they are 18 years old. This means that children discharged from the service did not keep pace with new referrals and these additional children's needs were still expected to be met with the initial resource allocation, putting further pressure on team resources.

In addition to this, the numbers of children assigned to individual CDNTs varied greatly across the country. There were five teams which had over 800 children assigned to them. They were in Nenagh, Limerick, Dunshauglin, Navan, and Bray. There is a need for a comprehensive review of new staff allocations in line with the growing caseload numbers and also to consider additional supports for CDNTs in these regions in particular.

During the year, staffing levels improved slightly, with more than half of our teams reaching 80% capacity. While this was a very welcome improvement, it was at a slower pace than we would like. At the end of the year, the average vacancy rate was 24% across the teams, a decrease of 4% from the start of the year.

New Directions and Adult Day Services

Our Adult Day Services embraced the New Directions model, focusing on community inclusion and personalised support. We maximized the use of existing buildings, increasing our capacity for new referrals and sourced new spaces to meet the needs of service owners. Developments in adult services included opening our new hub in Thurles, increasing capacity in our Arklow hub, and plans to expand hubs in Midleton, Bishopstown and Killarney.

Adult Residential and Respite Services

During the year, we provided residential support to individuals living in three Enable Ireland residential houses and in community settings.

We also provided overnight respite to adults from our two respite houses during the year. There is a growing demand for adult respite services throughout the country. The situation is particularly critical for adults in Kerry where there is currently no respite service available and their only option is to travel to Cork to avail of services.

Children's Respite, Family Support and After School Services

There continued to be a high demand for these services, in particular in the Mid-West region where the rate of referrals exceeded the capacity of the service with ongoing challenges around staffing availability and transport.

We continued to grow our After School and Family Support services with the expansion of services in the West and new business cases submitted to the HSE for the North East region. New respite initiatives, including Sunday services in Cork and expanded family support for our Link project in Wicklow, helped to meet growing demand. We made good progress on the completion of Hazeldene, our new children's respite house in Ennis.

We were very grateful for the support received from Applegreen which contributed to the creation of a sensory room in Lavanagh House Children's Respite Service in Cork.

Assistive Technology (AT) and Innovation

During the year, our AT team expanded our digital platforms and eLearning reach and continued to lead in inclusive technology solutions.

Capital Projects

During the year, a significant number of refurbishments, building maintenance and plans for new developments were completed or initiated across the country, including services in Cork, Galway, Dublin, Meath and Clare. These projects are essential to ensuring safe, modern, and accessible environments for our families, service users and staff.

Fundraising

2024 was a remarkable year for Enable Ireland's fundraising efforts, with over €1.6 million in profits generated across all streams. I'm incredibly proud of the dedication shown by our teams and the unwavering support from the public, local businesses, our corporate partners and community groups. One of our standout successes was the second Win A House Cork raffle, which raised €325,000 and helped complete funding for our children's centre in Curraheen. This significant achievement was made possible by the generosity of thousands of supporters and the commitment of our staff and volunteers.

We also saw growth in regular giving, ending the year with over 4,200 monthly donors. Their consistent support is vital to sustaining and planning future developments for our services. I'm especially grateful for the extraordinary €400,000 corporate donation we received from a supporter who wishes to remain anonymous. This was our largest ever individual corporate donation and it will have a lasting impact on the lives of children and adults with disabilities. Our long-standing partnership with TK Maxx also continued to thrive, raising over €279,000 through merchandise sales, donations, and Give Up Clothes For Good, our long running clothing collection campaign.

Microsoft and the Milano Restaurant Group continued to support our accessible digital innovation, supporting initiatives such as our Virtual Service, Assistive Technology programmes, and the further expansion of our AT Loan Library. Their contributions are helping us to expand access and improve the quality of our digital service delivery.

Grants and community fundraising played a crucial role in expanding our services. Funding from the RTÉ Toy Show Appeal and Ecclesiastical Ireland supported our Assistive Technology Loan Library. Additional grants received supported many other projects in Children's Services around the country. Local events in Cork, such as the Lavanagh Ladies Lunch and the Cork City Marathon, raised substantial funds, while generous donations from trusts and voluntary groups further strengthened our impact.

We also secured targeted funding for Music Therapy in Galway and extended hydrotherapy services in Wicklow. These initiatives reflect our commitment to enhancing the quality of life for those relying on our services. I am deeply thankful to every individual, partner, community group and organisation who contributed to our mission in 2024. Your support enables us to continue to deliver services and invest for the future.

Commercial

In 2024, our Commercial Division saw an increase in sales across the majority of our retail locations. This success was driven by strategic improvements, including enhanced management reporting, consistent retail standards on pricing and product placement, and a renewed focus on customer service. Our teams also continued to build strong community ties, particularly through our long-standing partnership with TK Maxx and local businesses.

We opened two new Dublin stores in Phibsborough and Dun Laoghaire, both of which performed well. Our commitment to sustainability remained central and we partnered with the Rediscovery Centre to pilot recycled paint sales in our Phibsborough shop, which we plan to expand in 2025.

Despite challenges in sourcing new stock and a drop in rag prices, we adapted by renegotiating contracts and exploring new textile bank locations. I'm proud of the resilience and innovation shown by our commercial team, whose efforts continue to support our mission and expand our impact.

Governance

During 2024, we received a Governance Audit by the HSE and completed work to address the Audit Report's recommendations. We engaged with partner organisations in the Community and Voluntary Sector and the HSE under the Sláintecare policy. As part of these engagements, we contributed to themes such as governance, accountability, data sharing, funding, service delivery models and the recognition of the voluntary sector's role. We reviewed key roles in Enable Ireland's management structures in light of the changes to the structure of the HSE and to ensure we remain aligned to our main funding partner.

In conclusion, I wish to express my sincere gratitude to our dedicated staff, as well as to the children, adults, and families who have engaged with us throughout the year. Your continued support and partnership are deeply valued and play a crucial role in enabling us to enhance and expand our services. Together, we remain committed to building a stronger, more inclusive organisation for all those we serve.

John O'Sullivan
Chief Executive, Enable Ireland

In 2024, we were awarded the Investors in Diversity Silver Award.



Enable Ireland Service User **Finn Dempsey** on Frame Running

At only 15 years old, Finn Dempsey, who attends Enable Ireland services in Sandymount, is a leading advocate for the sport of frame running in Ireland.



"I always wanted to find a sport which would suit my disability. I was born with Cerebral Palsy which means I have limited movement in all four limbs but especially my upper body. However, my legs are strong - they're like tree trunks! I wanted to find a sport that would enable me to run and keep fit. When I learnt about frame running, I was so excited. For me and a lot of other people with disabilities, we don't get the chance to run. Frame running allows us to run. You use a frame running bike which is like a tricycle without pedals. It supports your upper body, and you use your legs to move forward. It's incredible

Unfortunately, there are no frame-running clubs in Ireland. But there are lots in the UK. I have family just outside of London, so I found a club near them. When I visited them in March 2019, I got to try frame running for the first time. That day changed my life.

My goal is to make more people aware of the sport. At the start of 2020, I worked with my family to put on a frame running open day in the Sport Ireland National Indoor Arena. We had support from Robert Henshaw, who came to Ireland with frame-running bikes for people to try. The open day was a huge success with 20 families attending. It was great to see other people with disabilities experience frame running. For many people, they have never been able to run before. Their faces light up when they're on the bike. One boy kept going around the track - we couldn't get him off!

In 2023, I had to go to Children's Health Ireland at Crumlin for a Spinal Fusion. The recovery and physiotherapy following the operation was intense, but I focused on getting back to frame running. I was determined to recover in time to compete there in Frame Running Development Camp & World Abilitysport International Cup.

The event is held in Denmark every year. It's a week of training, social activities, and competition. I managed a full recovery but before I could compete, I also had to get nationally classified. I secured my classification just 3 weeks before the competition!

Over 130 athletes from 30 different nations were at the event. It was an amazing experience. I got to compete and socialise with other people with disabilities from across the globe.

In Copenhagen I found competition. I had a feeling I was going to get smoked, but I wanted to compete. I was thrilled to secure a silver medal for Ireland in the 60 metres event, competing against other international athletes. I returned in 2025. This time, I earned 4 gold medals!

My hope for the future is to build an Irish frame running team. There are clubs all over England. We should have the same in Ireland. It is my dream to compete at LA 2028 and be the first frame runner to represent Ireland in the Paralympics."

In 2024, 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. We also provided a range of day and overnight respite services, family support services and preschool services at several different locations.

Children's Services Review

Children's Disability Network Teams (CDNTs)

At the end of 2024, 12,693 children were assigned to Enable Ireland's 20 Children's Disability Network Teams (CDNTs). While staffing levels improved slightly, with over half of the teams reaching 80% capacity, challenges remained due to ongoing high demand for services and high vacancy rates on some teams. The teams which had the highest vacancy rates were Sandymount, Leopardstown and Cavan and we continued to focus our recruitment efforts in partnership with the HSE in these areas.

Unfortunately, this has resulted in delayed access to assessments and services and waiting lists for many families. At the end of 2024, there were 3,041 children nationally waiting for initial contact. Despite these challenges teams have worked during the year on initiatives to address waiting lists and provide supports within the resources available.

Where resources could not meet demand, we outsourced assessments and contracted private therapists to fill gaps and assist with assessments. This reduced the pressure on teams enabling them to focus on active children and to engage in waitlist initiatives which facilitated families getting access to targeted interventions.

Examples of initiatives implemented across the CDNTs included supporting children to be on the correct pathways for pre-school and school starters, and expansion of the Universal and Targeted Supports available for families. CDNTs also worked with community groups and availed of resources in the community to support families, for example in Wicklow we partnered with Crosscare to provide teen and family counselling and in Dublin we ran a teen gym programme in partnership with Dun Laoghaire Sports Partnership.

CDNTs based in the same regions provided cross cover and continued to collaborate on the delivery of targeted clinics and groups to optimise their resources for the benefit of all families.

The expansion of Therapy Assistants' roles within teams was a very positive development during the year. Many of these posts were recruited and we supported a campaign with the HSE to attract more therapy assistants to CDNTs.

We made progress during the year in some areas on the implementation of the National Access Policy (NAP), and we were involved in some very positive initiatives in relation to joint and partnership working. In Meath, we participated in a project in relation to the integration of children's services which was led by HSE and externally facilitated. In the Mid-West, new referral triage meetings with CDNT and Primary Care Managers were established. They meet fortnightly and this has significantly reduced admin time around new referrals to Enable Ireland CDNTs in that area. Clinicians from CDNT3 in Kilkenny engaged in joint co-working with staff from CAMHs to help support some children. This proved very positive for the families involved.

We represented Section 39 agencies on the National Service Improvement Programme Board and actively participated in the Roadmap Working Groups. During the year, we presented to Working Group 2 "Access To Services" and outlined the work we have done in developing our online resources for families.

We continued our engagement in eight CHO Governance Groups and eight Operational Management Groups for Children's Disability Services, working with our partner agencies to endeavor to improve services for children within CDNTs.

We represented Section 39 agencies on the Joint Union Management Forum where we worked on a number of ongoing initiatives to support CDNMs in relation to governance, recruitment, and retention of staff.

Accommodation remained an issue for some of our teams during the year. The lack of co-location of team members has a negative impact on coordinated teamwork and we explored options for new accommodation in Dublin West and Meath in particular.

We worked closely with the HSE and partner agencies in Cork on Phase 1 of the special school's pilot programme where we recruited staff to work in two schools involved in this phase. We will also be involved in Phase 2 in the Dublin West area where two of the schools selected are in our catchment area. The pilot is a project focused on enhancing in-school therapy support for students in special schools. It aims to provide comprehensive therapeutic support, including speech and language therapy and occupational therapy, tailored to the specific needs of students in special schools.

During the year, we held Family Forums in all 20 CDNTs. The Family Forum is a structured opportunity for families who are either receiving or waiting for services from a CDNT to come together and discuss general issues and ideas related to the disability services. It's a platform for families to engage with the CDNT and participate in service co-design and development.



Join Family Representative Catherine to find out more about Family Forums. In this video you'll hear from a Children's Disability Network Manager, a Senior Psychologist, and parent representatives. Scan QR code to view.

We conducted a family survey in the Mid-West which identified the need for an 'Entrance to Services Pack', and for regular newsletters for families. We held an 'Entrance to Services Workshop' for families coming off the waiting list. The initial feedback was very positive. Similar initiatives were developed across all teams and newsletters were produced by all teams.

We facilitated Therapy Student Placements across all CDNTs, supporting students to gain valuable experience in the disability sector and encouraging students to choose to work with a CDNT once they have graduated.

Highlights

Some highlights from our 20 CDNTs during the year included:

- In Dublin West social and communication groups were held in the evening to support the attendance of teenagers.
- 14 teenagers took part in a Pilot Teen Wellbeing Group in Sandymount and Dundrum. The goal of the group was to support teenagers in their independence and self-advocacy skills in a socially supportive setting.
- The Navan CDNT linked with the local library to offer parents the opportunity to review toys and therapy equipment available on loan from the library. CDNT staff were present on the night to answer questions from families. Staff also developed activity cards and guides for the library to provide with the toys and equipment to support parents in using these toys at home.
- In the Mid-West, we held an information evening for families on supports available after their child turns 18 years. Known as the 'What's Next?' Fair, it includes information on post-second level training, college opportunities and other supports.
- We held summer camps, workshops and outings across many regions in July and August which proved very successful and popular with children and families. Some examples include Adventure Squad Group, Computer Skills Group, Get Set for School Group, and Transition to Secondary School Group. A Partnership with Meath Sports Partnership facilitated the running of summer camps in Navan for children with diverse needs, while also supporting the coaches for the different activities to adapt the activities in line with the needs of children
- We ran a number of school transitioning programmes for preschool, primary and secondary school students. These proved very successful in reducing the anxiety of these transitions for children, parents and teachers.
- Christmas events took place across the organisation which provided a nice end to the year for children and families. This included Santa visits for children attending appointments and a Total Communication Christmas Choir held in Kildare for families and children attending the service and their siblings.
- In Wicklow services, we began pool sessions for autistic children attending the three CDNTs. This was made possible with a grant from Sunbeam House Trust which funded a Pool Attendant and enabled us to extend the pool opening hours.

During the year, our CDNTs provided a range of parent and child-specific skills training and information sessions to provide foundation skills, advice, support and opportunities for connection with other parents. Parent skills training is important because it empowers parents with the knowledge and tools to effectively support their child's development and well-being. Wednesday Tribe (Group for Autistic Teenagers), Hanen More Than Words and Early Bird Seeing Beyond Behaviour.

Training and workshops provided during the year included:

- Family Lámh group, Alternative, Augmentative Communication parent training, baby massage, baby hydrotherapy, Early learning Groups, Parent Support Groups, Parent Plus training, Cygnet training, Managing Emotions Parent Workshop, Sibshop, Fun with Food Workshop.
- We delivered a range of supports across teams to service users both active and on waiting lists who are transitioning to pre-school, school, secondary school and Adult Services.

Preschools

We have special preschools in Galway, Kilkenny and Dublin. The preschool in Dublin is an integrated preschool model located in Sandymount where children from the local community also access the preschool as well as children who have specific needs.

We held graduation ceremonies in June for preschoolers transitioning to primary school in Sandymount and Kilkenny. Our Kilkenny Services offered families, parent, and toddler preschool introduction mornings once a week for the month of June in preparation for the September intake. Our Sandymount preschool ran a 2-week summer camp in July which was a great success.

The staff in the preschool undertook training seminars over the summer and shared the knowledge of the courses internally with each other.

The preschool in Galway expanded its services based on demand and have increased staffing to meet the needs of children with very complex needs.

Children's Family Support and Day Respite

We provided family support services for children from a variety of locations including in the individual's home, their community or at one of our service centres. In 2024, we delivered Family Support services to 481 children, amounting to 97,843 hours.

The rate of referrals we received during the year exceeded the capacity of the service with ongoing challenges around staffing availability. We submitted business cases to extend this service in a number of regions.

Outreach, day respite and family support goals are set to support children to access activities in the community e.g. supporting a teenager to access art classes in local community/accessing local swimming pools/ bowling/ horse riding and joining local soccer teams.

Our Family Support staff ran Summer Camps in all regions in 2024. During the year, we expanded our Connect programme in the West into Roscommon. This programme is now running in three counties in the West, Galway, Mayo and Roscommon.

Increasingly during the year, we responded to the needs of children who were suspended from school due to extreme behaviours of concern. In the Mid-West three new clubs commenced, two mid-week teenage boys' clubs and one weekend teenage girls club. We also held Easter Camps for the first time with an attendance of 24 children over two weeks with three 2-hour sessions being delivered per day in the Mid-West.

Children's Residential Respite

We provided residential, day and evening respite for children from a variety of locations including in the individual's home, their community or at one of our houses.

We provided Day Respite, including After School Services, to 299 children, amounting to 19,035 hours. These services are provided both in the evenings on midweek days and on Saturdays. The children are supported to access a range of activities and transport is provided for some of these services.

155 children received overnight respite from our five children's respite houses in Wicklow, Cork, Carlow, Nenagh and Ennis, and we delivered 3,531 bed nights as part of this service. We continue to advocate for increased resources to extend the services at all locations.

The National Online Services Development Project

Expanding Access and Strengthening Services Through Digital Supports

In 2024, Enable Ireland continued to lead in creating high-quality online resources to support children, young people, and families who access disability services. Our focus remained on making practical, engaging, and accessible digital content that complements traditional therapies and supports. Our work continued to inform national thinking, and we shared insights and strategies with the PDS Roadmap Working Group to help shape the future of online support for families.

Co-produced video resources remained a priority. One example was Autism & Me, created by young autistic people from our service in Galway as part of a psychology-led group. The project gave participants a chance to reflect on their experiences and contribute directly to a resource for others.

We continued to support CDNT peer support webinars, which are now well-established and continue to grow, with up to 200 attendees in some sessions. Topics ranged from neuro-affirmative practice and puberty support, to working with non-English-speaking families, picky eating, and co-designing supports with families and young people. These events have become a valuable forum for learning, sharing, and connection.

New video resources created during the year included the Power Chair Life Hacks series, short videos with *Practical Strategies & Tips for Emotion Regulation or Wearing Splints – From a Young Person's Perspective* and another co-produced video resource on the autistic experience in school settings.

Throughout the year, the National Online Services Development Officer provided tailored support to teams across Enable Ireland—helping with scripting of digital resources, workshop recordings, technical questions in clinical contexts, and developing new formats for clinical content.

These ongoing developments strengthen Enable Ireland's role in improving access to family-centred resources across Children's Disability Services. They also foster collaboration, empower service users and their families with information and knowledge, and enhance in-person service provision.

Enable Ireland Service Owner Jer O'Connor on living a life of adventure!

Jer O'Connor undoubtedly lives Life With No Limits! At the age of 18, Jer was diagnosed with Friedrich's ataxia (FRIDA), a genetic, progressive movement disorder. Since then he has embarked on some incredible physical adventures. Adventures which have taken him soaring through the sky (he's jumped out of a plane – twice!) Jer has also been diving to great depths in the ocean, despite having had a life-long fear of water.

"When I was young, I was terrified of the water. I remember going to Ballybunion Beach with my family. Even trying to dip my toes in the water gave me motion sickness.

After I was diagnosed, I spent a long time putting off certain things. However, I realised that my condition was getting worse and that my time was becoming limited to do the things I wanted to do in life. I wanted to try and conquer my fears and not let anything hold me back. I told Conagh, my key worker at Enable Ireland services in Kerry, about my phobia of water. She introduced me to Kerry Passion of Diving by taking me to one of their open days. They are a voluntary organisation that specialises in making scuba diving accessible to everyone. That's when I decided I wanted to overcome my fear and achieve a diving certification.

My first day of training with Passion of Diving was at the Aqua Dome. I was so afraid. But the team there are amazing. They didn't force me to do anything I didn't want to. I was slowly introduced to the water and got familiar with the equipment. Passion of Diving were very methodical and good at slowly building your confidence. Now I trust them with my life. However, back then, my fear was getting the better of me.

But on the third day, something clicked in me. I realised that I was in no danger. I was surrounded by scuba diving instructors who would quickly pull me up if anything went wrong. I found that the fears which were limiting me were all in my head. It was so freeing to have conquered my fears and be able to dive.

To achieve the practical part of my qualification, I was fortunate to take a trip to Egypt and go diving in the Red Sea. We went for a week and spent four days diving. 20 people of mixed abilities went from Passion of Diving and they are some of the best people I've met in my life.

It was a scary transition going from a still pool to the open sea where you can be thrown around by the waves. However, having my friends from Passion of Diving around me boosted my confidence. I reminded myself of my training and I was able to push those fears aside. The diving was stunning. Being among the corals, the fish and the different sea life was beautiful.

I would love to get more people with a disability interested in scuba diving, simply for the freeing feeling it gives you. I've learnt it's important to be open to new opportunities in life and to not let fears or self-doubts restrict you. I'm very proud of myself for taking on these challenges."



Adult Services Review

We provided centre and hub-based day services to adults in Cork, Dublin, Kerry, Clare and Limerick. Our services were delivered in line with New Directions, and we offered a blended model with access to day services, provision of support within the community and access to our virtual service. We delivered a PA based service to adults in Galway and Mayo and a community living service to adults in Meath.

In 2024, 449 adults accessed our full range of services including day service, virtual service, residential, family support and respite services.

Adult Day Services

Our adult day services supported 271 individuals in 2024, with a strong focus on community inclusion.

Our adult service staff made good progress on deploying the EASI Tool across adult services. EASI Tool is a part of our continuous improvement process designed to help improve the quality of services, specifically within the context of the New Directions policy.

We expanded our Multi-Disciplinary Team (MDT) in adult services in Dublin and provided specialized supports in the areas of Nursing, Occupational Therapy, Physiotherapy, Speech and Language Therapy and Social Worker supports. Recruitment successes in Cork allowed us to fully staff our MDT, including hiring a new Behaviour Specialist.



Take a tour of our Dún Laoghaire Adult Services Hub. Just a short walk from the town centre, the hub is a welcoming space where service owners enjoy activities like music, art, cooking, and getting involved in the local community. Scan QR code to view.

Advocacy and Human Right Approach

Adult Services had a particular focus during the year on advancing their efforts towards a Rights Promotion Campaign, encouraging service owners and support staff to adopt a Rights-based approach. The National Adult Services Development Officer took the lead in this initiative and strategies included sharing information each month on a 'Right of the Month' for all services to access. This information served as a guide for staff and key workers when supporting service owners. Individual service owners also had their own advocates (through the National Advocacy Service). We facilitated and supported advocacy meetings locally where requested.

Highlights from activities facilitated by our Adult Day Service Hubs in line with New Directions included:

- In Dublin, service owners went paddle boarding in Howth Harbour, undertook travel training with Dublin Bus Services, had weekly swimming sessions in the Sandymount Pool, and attended Thursdays Tennis club in Fitzwilliam Lawn Tennis club.
- New activities were encouraged and supported, one of which was a cricket competition between service owners in Dun Laoghaire and Sandymount which was supported by DLR Sports Partnership.

- Dublin Adult Services worked with Dun Laoghaire/Rathdown County Council on an artist in residence project which commenced in Summer 2024 in studios at Dun Laoghaire baths redevelopment project. Service owners from Enable Ireland and other agencies attended the art sessions.
- We continued our participation in Limerick's 15-year Integrated Dance Programme. This has facilitated individuals' participation in Artist Development Training mornings once a month with Dance Limerick. We participated in the 2024 Dance and Climate Project, a community project which brought communities together for dance, drawing and storytelling.
- We forged strong links with the community in Castleconnell resulting in one individual who is a DJ having several gigs with the Creche and Community Centre.
- The Arklow hub partnered with Arklow Tidy Towns and Coastcare to give service owners the opportunity to engage with community-based services.

Service owner Jessica Keegan speaking to candidates at our General Election hustings in Limerick Adult Services.



Service owners from Crumlin services enjoying a visit from Dublin Bus.



- In Wicklow, service owners recently completed a successful few weeks on a social farm. We also linked with Bray Sailing Club's disability and accessibility programme and a number of adults attended their sailing group.
- In all our hubs we developed more socialisation opportunities through community-based services for our service owners, including gym membership, attending local swimming pools and library memberships.
- We worked in partnership with the HSE Mid-West Approved Housing Bodies (AHB) (Cluid Housing Agency Limerick, Innis Housing Clare) and local authorities to support three adults to move out of home into their own accommodation as tenants with supports provided by Enable Ireland and funded by the HSE. One adult moved into an apartment in Limerick and two adults are sharing a bungalow in Clare.
- The Limerick City Centre hub worked with Bus Éireann to offer a travel training programme. Individual training plans were developed to support service owners when using public transport.
- Our enhanced day services continued to be an important part of the delivery of additional support to service owners in Kerry.

National Service Owner Council

We facilitated the National Service Owner Council to review their membership, terms of reference and develop a focus for 2024. The council identified three themes to focus on during the year and these were housing, transport and 'Out of Hours' Support Service.

Garda Training College welcomed adults from our Nenagh service for a visit.



Service owners enjoying an accessible sailing experience around Lough Ree.



Virtual Adult Service

In 2024, Enable Ireland's National Virtual Service continued to evolve as a dynamic, inclusive and innovative platform empowering service owners and support workers nationwide. Over the year, the Virtual Service delivered an extensive programme of 680 hours of weekly and special sessions, engaging more than 60 service owners across Dublin, Cork and Kerry, and the Mid-West.

The service offered a rich mix of activities including advocacy, technology, health and wellbeing, education, and social engagement. Highlights included the weekly rotating educational modules on topics which included online safety and digital banking, and a variety of evening social programmes. Notably, the Virtual Service introduced a new three-evening-per-week social schedule in September, further enhancing opportunities for community-building and connection.

A major focus this year was on advancing accessible technology and empowering Virtual Support workers to become leaders and advocates. Through partnerships with organisations such as Tilting the Lens, Microsoft, Access Earth and Smart Cities Dublin, Virtual Support Workers actively contributed to national conversations on accessibility. For example, seven Virtual Service support workers were employed to co-design and assess banking accessibility in preparation for the European Accessibility Act.

Support workers also presented at international online forums such as Tech4Life in Ukraine where we participated online in a panel discussion with 4 Ukrainian government ministers at the [UN Development Programme's Tech4Life International Congress](#), and the [Yapability Youth Advocate Programmes](#) at a World Café, promoting Enable Ireland's leadership in inclusive practice.

The service continued to expand Smart Home supports, reaching five more service owners with ongoing training and device integration, reducing barriers to independent living.

We launched our first Podcast series, *Enable Talks*, with episodes on accessible voting and disability rights widely shared by the Disability Federation of Ireland, the HSE, and the Electoral Commission.

Special events such as Make Way Day, online banking safety workshops, accessible voting awareness sessions, and hybrid cultural events like the annual festive season Gospel Choir performance (which drew over 100 participants both onsite and virtually) demonstrated the service's ability to blend creativity with education and advocacy.

Paid employment opportunities flourished, with Virtual Service support workers taking part in research and consultancy projects, hosting sessions, and acting as accessibility ambassadors. This year also saw strengthened collaborations with Google, the NDA, the WHO, (whom we met in person to contribute to their national AT capacity assessment process) and the Electoral Commission, reflecting the service's growing national and international footprint.



Despite funding challenges, the Virtual Service has maintained high standards of governance and sustainability, maximising resources while fostering inclusivity, innovation, and person-centred practice. The commitment to plain English and Easy Read resources, digital safety, and leadership development showcases the team's dedication to empowering individuals to shape services and advocate for their rights.

Looking forward, the Virtual Service remains committed to building an even more connected, supportive, and accessible environment where every participant can thrive, lead, and actively contribute to a more inclusive society. The achievements of 2024 highlight the Virtual Service as an important, transformative part of Enable Ireland's mission to create equality and choice for all.

Mid-West Adult Family Support Services

In the Mid-West, we provided adult home support services to 10 adults who are in receipt of individualised business cases from the HSE. This type of support often involved a group of hours delivered in the morning and in the evening and it was difficult to recruit staff to cover these shift patterns. As a result of this, we are looking at amalgamating home support and the adult day service roles so that staff could work full-time hours across both services in the hope of improving recruitment options.

Adult Residential Services

We provided residential support to 20 adults living in three centres and seven living in community settings. We had two unannounced HIQA inspections in residential services. Following a significant refurbishment, the residents of Harbour Lights in Cork returned to their home. The quality of life for residents living here was much improved with purpose-built ensuite personal care rooms, access to the garden and an improved BER rating in the house.

My Living Options Campaign

The purpose of My Living Options campaign is to encourage and assist service owners to take some time to consider both their needs and wishes in relation to where and how they want to live both now and in the future. Adult Services devised a "My Living Options" review survey form to help service owners review their needs and outline what they would like for future living arrangements. This is a critical project and we will continue to focus on living options for adults in the future.

Adult Respite Services

134 adults availed of our overnight respite service in 2024, and we provided a total of 1,896 bed nights during the year.

In the South, we moved to managing respite referrals through a central referral forum. This resulted in a reduction in the total numbers registered for respite services in Ard na Mara respite house in Cork and has resulted in opportunities for new referrals to get access to respite.

During the year, Rathmore House reached capacity with adults receiving two weeks' respite per annum. In addition to Enable Ireland service owners, adults from the community also access Rathmore House and there was a waiting list for respite at the end of the year.

There is a critical need for respite services for adults with physical and sensory disabilities in Kerry. Currently no service is available in the county and Enable Ireland service owners are travelling to Cork to avail of respite in Ard na Mara. This is not a suitable option for many service owners. Kerry Adult Services participated in the Kerry Respite Forum to address this and improve the situation.

During the year, we increased the number of bed nights provided to three service owners availing of our respite service in Clare.

Regional and National Specialist Services Review

Enable Ireland has several regional and national specialist services in place across the country. Since the establishment of CDNTs, we have put in place newer specialist services to support those teams and aligned with the plan for the implementation of Disability Regional Enhanced Support Services (DRESS). Specialist services provided during the year included our National AT Training Services, Seattech Special Seating Service and Regional Motor Management Service.

National Assistive Technology Training Service

2024 was a busy and productive year for the National AT Training Service with innovative projects focused on the further development of the AT Passport and an expansion of our AT Loan Library range of offerings.

We delivered 2,900 hours of AT training to 1,345 training participants including: therapists, AT users and their families/supporters, teachers and special needs assistants, employers and IT trainers. Our training programme continues to grow its range, with our TU Dublin-accredited Foundations in AT course continuing to attract a diverse range of participants. Our James Brosnan Scholarship is now a key component of our Foundations course, enabling people with disabilities to access the course and receive the necessary technical and where needed, equipment supports to enable them to succeed in their learning.

We delivered an online summer course for teachers, approved by the Department of Education for Extra Personal Vacation (EPV) Days for Primary School Teachers, for the first time this year. 34 teachers completed our course, and feedback indicated an overwhelmingly positive response: indicative of AT content that aligns with the demands of the Irish primary school curriculum.

Our AT Passport project entered Phase 2 in 2024. Funded by the HSE's CREATE grant stream, we collaborated with DFI, St John of God Community Services, Headway Ireland and MS Ireland to develop this user-centred digital tool for adults who don't currently have access to any service. This version of the AT Passport included a self-assessment feature.

We hosted a visit from Kylie Shae, Team Lead, Access to Assistive Technology at the WHO, as well as a visit from senior HSE personnel who were keen to gain insights into our model of service delivery. We also participated on the Advisory Group to the WHO ATA-C (Capacity Assessment) of Ireland during the second half of 2024 and beyond, hosting a visit from Emma Smith, the key researcher undertaking this assessment.

CHAT (Community Hub for AT), a Community of Practice established in partnership with the Disability Federation of Ireland under our FreedomTech brand, continues to thrive. We hosted four CHAT events, focusing on vision, employment, communication and the challenges of scaling AT solutions to maximise reach.

AT Library iPad hub locations



Our AT library launched innovative iPad Hubs in two Enable Ireland-led CDNTs, enabling therapists to manage their own local digital AT needs and removing delays inherent in having devices dispatched and returned to a central location. As part of the launch, we also arranged training sessions to support therapists in using the devices effectively and integrating them into their practice. This initiative was funded by The Late Late Toy Show and Movement for Good funds. This project will continue in 2025 with a view to reaching a total of six CDNTs.

As digital Assistive Technology continues to evolve, along with the incorporation of accessibility features into all mainstream operating system, and with the emergence of AI, we are witnessing a dramatic increase in the pace of solutions enabling people to live independently.

SeatTech Special Seating Service

Located at Enable Ireland's Sandymount campus, we also provided outreach services across Dublin, Wicklow, Kildare, and Kerry. The team collaborated closely with service users, families, and local providers, including Primary Care and Children's Disability Network Teams (CDNTs), to offer a holistic approach to care.

In 2024, we delivered 513 appointments to 201 individuals. By working alongside frontline clinicians, we enabled these individuals and their families to pursue greater autonomy and participation in their communities.

SeatTech is one of only two services in Ireland offering fully independent, unbiased multi-disciplinary special seating expertise, and the only one with the capacity to design and manufacture complex custom seating systems in-house. To showcase our service model, facilities, and the innovative

work undertaken, we hosted visits from representatives of the World Health Organization (WHO), the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), and the Health Service Executive (HSE) during the year.

We have led innovation in 3D-printed wheelchair seat cushions in recent years, and research into seating design continues in collaboration with University College Dublin, Trinity College Dublin, and Dublin City University. Our research findings were presented at the European Seating Symposium international conference in Dublin in June, along with a second paper on novel seat design. Having shown that 3D-printed cushions offer comparable comfort to traditional foam alternatives, while improving heat and moisture management, the current focus of our work is progressing from prototype design to the point where 3D printed seat cushions can be provided to service users as a real-life solution.

We delivered four of our Level 1 Seating Assessment Training courses, on which sixty-four professionals were trained how to carry out comprehensive wheelchair and seating assessments and how to convert these assessment findings into effective seating solutions. Additionally, we contributed to the professional development of future healthcare professionals by lecturing to Trinity College Dublin Occupational Therapy students and Dublin City University Bioengineering students, as well as supporting two student placements - one from University College Dublin and one from Atlantic Technological University.

SeatTech remained a key contributor to the development of international wheelchair and seating standards. In June, we hosted the International Standards Organisation (ISO) Wheelchair Seating Standards Working Group Committee (TC173/SC1/WC11) meeting at our Sandymount facility – only the second such meeting to be held in Ireland over the more than 30-year history of this committee.

SeatTech's commitment to innovation and collaboration continues to make a significant difference in the lives of children and adults with physical disabilities.



SeatTech
Custom Posture
& Mobility Service

Regional Motor Management Service

Motor Management Service (MMS) is one of the specialist services we provided during the year. Motor Management refers to a comprehensive approach to managing the motor skills and physical development of children with disabilities. It involves specialized services, supports, and interventions aimed at optimizing a child's physical function, preventing complications, and promoting independence throughout their childhood.

In Cork and Kerry, our Motor Management Service ran specialist clinics including:

- Spinal Orthopaedic Clinic
- Casting Clinic
- Orthotics Clinic
- Screen & Tone Clinic
- Physical Assessment Clinic
- Neuro Muscular Clinic
- Spasticity Management Clinic
- Seating Clinic
- Upper limb Clinic

Highlights from specialist services during the year included:

- In Cork and Kerry, the regional Physical Disability Support Service (PDSS) provided support to the fourteen Children's Disability Network Teams (CDNTs) and Primary Care Teams (PCCC), operating primarily from The Lavanagh Centre with some outreach clinics in Kerry. The service included consultant led clinics such as Neuromuscular Clinic, Spinal Orthopedic Clinic and Orthopedic Clinic.
- The upper limb and seating components of the service developed a structured, competency based upskilling programme whereby a therapist completes 100 hours clinical work under the supervision of the clinical specialist. This benefits the service in several ways including increased resources 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.
- Our Motor Management Service running across four Enable Ireland-led CDNTs in Dublin won best poster at the CRC conference in October.
- We established a national group to review and collate data in relation to the specialist services currently provided with a view to developing business cases for future service delivery. We will continue to progress this work.

Enable Ireland Service User Molly Marshall on her passion for sports!

14-year-old Molly Marshall, who was born with Cerebral Palsy, is one of Enable Ireland's 2024 Life With No Limits Champions and a sports fanatic! Her schedule is packed with sporting activities which keep her busy almost every day of the week. From 100m and 200m races, triathlons and discus, to basketball and swimming. Molly is more than a little active! She is also an Enable Ireland service user and attends our children's services in Cork. Her relationship with sports started when she was only five years old.

"I was quite young when I started. I remember seeing a poster in Enable Ireland for a club called Rebel Wheelers. Then I went to a Sports Ability Open Day and Rebel Wheelers were there. I got talking to them and I decided to try the club. I absolutely loved it!"

"My passion for running started there and then I joined Junior Parkrun in Cobh with my younger sister, Nell. It was here that I learnt about Ballymore Cobh Athletics Club from some of the Parkrun volunteers. Nell and I didn't think twice about joining! At Ballymore Cobh AC I got to try even more athletics. Sprinting is the best and the 100m and 200m are my favourite events. I'm very competitive with myself. I love to beat my PBs!

I've also had the opportunity to compete in both mainstream and para competitions. In 2023, I got to take part in my first international competition. I was chosen by the IWA (Irish Wheelchair Association) to compete and represent Ireland at the AA National Junior Para Athletics Championships in Coventry, England. I went with my mum, dad, and Nell. We had an amazing time. It was exciting to be there with so many athletes who had different levels of ability. Competing in a professional championship felt like a step-up. It was great to compete against people I didn't know. Plus, I won gold medals in all three events for my disability classification. I returned to Coventry for the third time in 2025, where I participated in the 100m, 200m, and discus. This time I brought home a gold, silver and bronze medal.

Being part of an athletics club is a brilliant social experience. I have made many friends from Cork and all over the country through competing. At the same time, it is good to have some healthy competition and someone to chase! At the end of this season, I was honoured to be awarded the most improved Junior female player on the Rebel Wheelers Junior Basketball team. I work hard at athletics, and I'm proud to have set an Irish record in the 60m indoor at the Track and Field Live event."

This year, Molly competed in her first para-triathlon event in Omagh, as part of the Triathlon Ireland Para Development Squad. She also competed in a junior triathlon event in Loughrea.



Capital Projects

Children's Services

- We installed a new gas boiler in Galway Children's Services.
- In Sandymount Children's Services, we replaced the boilers and completed upgraded works to the heating system. We carried out interim repair work on the roof and the tender for repair works to the school was awarded.
- We made good progress on the building and renovation works on the newly acquired children's residential house in Hazeldene, which is replacing Eden Lodge. The new development will have three bedrooms with an additional fourth bedroom provided in an attached self-contained apartment which will provide a facility that can respond to emergency and crisis requirements.
- In Galway, we made progress on identifying a premises for the relocation of the family support service and preschool to a new premises on the Headford Road.
- In Navan, we developed a proposal for re-organising the internal layout of the building used by CDNT to provide more space for meetings and training.
- In Meath, we made progress on identifying a new premises in Dunshaughlin. As this will require significant capital investment, we are working closely with HSE on a Business Case and have a design team engaged.

Adult Services

- We completed the refurbishment of Harbour Lights, and the residents have moved back in.
- Our Thurles Hub became fully operational.
- In St Laurence residential service we completed works on the driveway and streetlights, decommissioned the commercial kitchen and completed the new domestic kitchen.
- In Ard na Mara we completed the percolation system, and our architect and engineer completed a report on all works required to upgrade heating and plumbing systems, complete maintenance works on windows and to ensure maintenance and sustainability of the building in the long term. We will put in place a work programme over the next 2/3 years, pending funding.
- We explored alternative locations for our adult day service in Sandyford. In the interim, we made temporary improvements with partitions installed in the kitchen to create a break room for staff, and the installation of an office pod to create additional office space for growing staff and MDT team.
- We identified new premises for an adult services hub in Tallaght; we drew up plans and the planning application was lodged.
- We progressed work on agreeing the final plans for the new Day Service in Midleton.

Corporate Services Review

Enable Ireland's corporate functions underpinned service delivery through strategic HR, IT, governance, communication and sustainability initiatives.

HR & Corporate Affairs

Our average monthly headcount in 2024 was 1,540. Labour turnover remained a challenge, particularly among therapists in CDNTs and nurses, both at 17%, due to ongoing pay disparities linked to our Section 39 status. Despite this, we implemented several initiatives to attract and retain staff, including enhanced nursing pay scales, relocation packages, referral bonuses, and expanded use of HSE recruitment platforms.

We launched Rezoomo, a new digital recruitment platform, to streamline our hiring processes. We also maintained a strong media presence to advocate for pay parity and were proud to receive the Investors in Diversity Silver Award, recognising our commitment to inclusivity and equity.

Our Communications team supported recruitment efforts by promoting vacancies and staff experiences through social media and national press, which led to increased traffic to our career's website.

Our National Policy Programme oversaw 101 policies and began planning for the introduction of Easy Read documents, reinforcing our dedication to transparency and accessibility.

We held Staff Wellbeing Days and other wellbeing initiatives across the organisation during the year.

IT

In 2024, we made significant progress in modernising our IT infrastructure and advancing our cloud strategy. We continued migrating our systems to the cloud, completing a pilot project to enhance file sharing and collaboration, and initiating the upgrade of our intranet to improve accessibility and information flow.

We partnered with Eir Evo to design a cloud migration roadmap that supports future AI integration, including Microsoft CoPilot. A new Azure-based backup solution was implemented to strengthen data integrity. We also deployed Microsoft Intune as our cloud-based endpoint management system and successfully connected to the HSE and Government Networks, enabling direct access to key systems such as CDNTIMS and NIMIS.

We strengthened our cyber security programme through a new incident response plan, a comprehensive audit by Eir evo, and the rollout of phishing awareness campaigns to all staff.

We also initiated the ShareFile project to securely share confidential files and began preparations for a new electronic health record system for services not migrating to CDNTIMS.

Our IT support team continued to deliver daily services to over 1,750 users across 80 locations, while also supporting the setting up of four new service centres and one shop. We successfully transitioned to the updated ISO/IEC27001:2022 standard, achieving certification in May 2024.

UCC Careers Fair



Procurement

In 2024, we remained fully committed to public sector procurement regulations, ensuring that we achieved value for money in acquiring the supplies and services essential to our work. We actively participated in initiatives led by the Office of Government Procurement (OGP) and the HSE, particularly those focused on shared framework agreements and procurement savings. We conducted tenders for external and internal audit services, IT equipment, vehicles, and capital projects in Clare and Cork. A key milestone was the Board's approval of our Corporate Procurement Plan for 2024–2027, which outlines our strategic vision to embed procurement as a core organisational function aligned with our goals and supplier performance expectations.

Energy

We continued to prioritise sustainability and environmental responsibility in 2024. Working closely with the HSE Energy Bureau, we secured €200,000 in grants for energy-efficient upgrades.

Transportation is one of the largest sources of greenhouse gas emissions, during 2024 Enable Ireland prioritised the use of Teams as an online platform for meetings and remote assessments reduced our carbon footprint and at the same time optimising the ability of multiple stakeholders to participate. The online model of service delivery through the Virtual Service has dramatically reduced transport and travel demands and maximised participation by minimising fatigue.

We supported Green Public Procurement which is a process where public bodies seek to secure goods, services or works with a reduced environmental impact. We support the circular economy and extend the lifecycle of garments by encouraging donations to our charity shops and textile banks. During the year, we recycled over 1,900 tonnes of donated textiles. We submitted our annual energy efficiency data to SEAI.

Pension

We operate a defined contribution pension scheme, overseen by Independent Trustees Limited, with active involvement from our board and member trustees. Lane Clarke Peacock and Align Advisory support the scheme as consultants and auditors. In 2024, our trustees were honoured with the Pension Trustee Board of the Year award at the Irish Pensions Awards, recognising their dedication and professionalism.

Training, Quality and Research Department

In 2024, we launched the iGrow online training platform across all services, delivering both mandatory and developmental training. Our programmes included fire awareness, induction, supervision, driver training, and training on the Assisted Decision-Making Act. Our Research Ethics Committee reviewed 14 submissions covering a wide range of topics, from team dynamics in CDNTs to mindfulness, assistive technology, and leadership coaching. These initiatives reflect our commitment to continuous learning and evidence-based practice.

Research Titles

Children's Disability Network Teams (CDNTs)

1. A Scoping Exercise into Attendance in Targeted Group Interventions at CDNTs
2. A preliminary framework for the qualitative analysis of 'Real Team' factors within an interdisciplinary service: A phenomenological study of a CHO region Children Disability Network Team (CDNT) services in Ireland
3. Putting Grief & Loss on the agenda in the Children's Disability Network Team (CDNT)

Interventions and Programmes

1. Effects of Circle of Security Intervention on Parents of children attending a disability service
2. Evaluating a transition programme for young people with childhood-onset physical disability in Ireland
3. Collaborative & Proactive Solutions: Capacity Building Project in Ireland's Health Service Executive
4. The impact of the delivery of a Mindfulness Based Stress Reduction Programme (MBSR) on a group of staff participants
5. A "Motor Learning Based Intervention for Lower Extremities (MOBILE)" to target walking performance in ambulant children with Cerebral Palsy: A Feasibility Study

Leadership and Organisational Studies

1. The Impact of Leadership Coaching on Managers Working in Disability Services in Ireland: A Thematic Analysis
2. Review of safety climate within a disability health service



Enable Ireland Pension Staff Trustees Ms Claire McKenna and Ms Siobhan Long with Director Trustees Ms Liz Barry and Mr Stephen Haughey with the Pension Trustee Board of the Year Award.

Specific Populations and Technologies

1. Understanding the Mental Health & Wellbeing Among Children with Cerebral Palsy
2. Self-identity and the use of Assistive Technology from the experience of older adults

Support Programmes

1. Parent Peer Support Pilot Project
2. Evaluating a transition programme for young people with childhood-onset physical disability in Ireland

Health & Safety

We led compliance efforts with all relevant legislation and best practice guidelines. In 2024, we completed HIQA re-registrations and opened a temporary facility for Eden Lodge Children's Respite. We conducted biannual internal inspections and reviewed additional areas such as resident finance, safeguarding, and governance. Our national HIQA team met twice to review findings of both internal and external inspections and agree specific areas of work in line with HIQA regulation. The Nurses Forum and National Health and Safety Committee continued to enhance clinical training and safety initiatives, ensuring high standards across our services.

Communications & Marketing

Our Communications and Marketing team made significant strides in 2024, growing our social media following to nearly 60,000 and increasing engagement across all platforms. We used these channels to share service owner and family stories, engage supporters, support recruitment, and advocate for disability rights. We participated in national campaigns such as Brain Awareness Month, Make Way Day, and the Purple Lights initiative. Our Life With No Limits campaign featured four new champions and received extensive media coverage. We also engaged in general election advocacy with the DFI and NDSA organisations.

Data Protection

We upheld our commitment to data protection and GDPR compliance throughout 2024. Our team conducted ongoing reviews of DPIAs and privacy notices, ensuring that data protection remained a core part of our organisational culture. We managed 23 Freedom of Information requests and 55 Data Subject Access Requests.

“For me and a lot of other people with disabilities, we don't get the chance to run. Frame running allows us to run. It's incredible.”

Finn Dempsey

Life With No Limits Champion

#LifeWithNoLimits



“My advice is don't overthink stuff. Just try it. I'd encourage everyone to step out of their comfort zone and take a risk. Do something different.”

Brian Murphy

Life With No Limits Champion

#LifeWithNoLimits



“She Changed
She Changes,
But not overnight like in the books you read.
Over years. Slowly
It takes both sun & rain
for a flower to grow
But she did it,
She is me.
Virtual is giving me the space to be myself to find myself”

Claire Pringle

Life With No Limits Champion

#LifeWithNoLimits



“My advice to others is that if you really want something then see it to the finish. The road may be long and tough but it will be worth it to get to the finish line”

James Cripps

Life With No Limits Champion

#LifeWithNoLimits



Fundraising Review

Our Donors – a vital part of our work

2024 was another very successful year for fundraising at Enable Ireland, made possible by the unwavering generosity and dedication of our supporters. We extend our sincere thanks to our individual donors, monthly givers, corporate partners, philanthropic foundations and grant awarding bodies, whose contributions have had a tangible impact on our services. We are equally grateful to the local businesses, community groups, clubs, and volunteer committees across the country who continue to champion our work, on behalf of the children, adults and families who use our services.

Thanks to this incredible support, fundraising activities generated a total profit of €1.6m in 2024. We were proud to count thousands of individual donors and supporters, along with foundations and our corporate partners, among those who helped Enable Ireland to make a difference this year. Regular monthly donations remain a crucial source of support, enabling us not only to deliver essential services each day but also to plan strategically for the future.

With the funds raised, we were able to invest in a wide range of initiatives including enhancements to our children's service centres, expansion of adult day service hubs, investments in accessible transport solutions, assistive technology, and capital development projects. These investments ensure that children and adults with disabilities can access the highest quality services in environments that support their independence and wellbeing.

Enable Ireland received €48,143 in online donations via our website and online fundraising platforms. Online fundraising continues to be an important fundraising revenue stream, and we are deeply appreciative of the many families, friends, and supporters who participated in outdoor challenges, local fundraisers, and a variety of creative events throughout the year.

Community fundraising efforts raised €619,660 during the year, thanks to the tireless work of our volunteers and local champions. Their creativity, commitment, and community spirit are central to our fundraising success, and we are very grateful for their continued efforts.

Thank you to everyone who supported Enable Ireland during 2024. Your commitment enables us to continue delivering vital services, while helping to build a more inclusive future for all.

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

- VHI Women's Mini Marathon
- Cork City Marathon
- Dublin Marathon 2024
- Annual Golf Classic & Ladies Golf Classic
- Fitzwilliam Lawn Tennis Club Fundraising Day
- Castletown Fundraising Group's Coppeen Rally
- Salerno Secondary School Galway Sleep Out
- Dress To Enable
- Lavanagh Ladies Lunch



The O'Driscoll siblings at the Castletown cheque presentation

Salerno Secondary School Sleep Out



550 volunteers and fundraisers took on challenges and supported campaigns around the country.

Our fundraising campaigns and public engagement play a vital role in sharing an uplifting and empowering message, while also helping to raise awareness and visibility of Enable Ireland's mission and impact:

- Implemented successful campaigns, such as *Win A House Cork*, which achieved positive national and regional media coverage for Enable Ireland and our services.
- National high-visibility campaigns with our corporate partners, such as the *Give Up Clothes For Good* programme with our longstanding partners TK Maxx.
- Generated fundraising profits of €1.6million.
- Our 'Friends of Enable Ireland' network continued to grow during 2024 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

RTÉ Toy Show Appeal & Community Foundation Ireland

Enable Ireland received a €40,000 grant from the RTÉ Toy Show Appeal 2024 via Community Foundation Ireland. This donation supported the expansion of access to our Assistive Technology Loan Library. We are incredibly grateful for the support of RTÉ, The Late Late Toy Show, as well as the many viewers and supporters of the Appeal. We are also very thankful for the support of Community Foundation Ireland over many years. Support received via Community Foundation Ireland has had a hugely positive impact for the children and adults that use our services across the country.



Irish Life Dublin Marathon 2024

We're very grateful to the fantastic Enable Ireland supporters who took on the 2024 Irish Life Dublin Marathon. Among those who took part were Enable Ireland longtime supporter Karl Spain who raised funds for Enable Ireland's Assistive Technology Service. Thanks also to Niall Kennedy, Brian Kelly and our Enable Ireland colleagues Lynda Fay and Kenny Maguire.

Fitzwilliam Lawn Tennis Club

Sincere thanks to the members and friends of the Fitzwilliam Lawn Tennis Club who raised a fantastic €19,320 for Enable Ireland Sandyford Services during 2024. The club has developed a strong relationship with service owners in our Sandyford Services, who have taken part in many tennis sessions at the club.



Lavanagh Ladies Lunch Cork

Our Lavanagh Ladies Lunch in Cork celebrated its 27th anniversary in November. This annual fundraising event, kindly organised by stalwart Anne Hegarty, raised funds to support children and adults in our Cork Services. Enable Ireland is very grateful for the support so generously given, throughout the years, both by attendees through raffle and ticket sales, and businesses who donate so kindly. Special thanks to event sponsors Cummins Sports and Pat Hegarty. Lily Collison was Guest of Honour and Keynote Speaker on the day.

Castletown Fundraising Group

The Castletown Fundraising Group has been supporting Enable Ireland since 1978. The group organises an annual walk or cycle rally with hundreds supporting from the local community. Enable Ireland is hugely appreciative of the time and effort that goes into organizing, collecting funds and supporting events. Their 2024 event raised €30,000.



Lavanagh Pitch & Putt Award presented to Ted O'Riordan

In November, Enable Ireland staff along with the family, friends and supporters of 88 years young Mr Ted O'Riordan gathered at Rocklodge Pitch and Putt Club to watch Ted present his last cheque to Enable Ireland before retiring as Chair of the Lavanagh Pitch and Putt Committee. Chairman Stephen Haughey, in the company of Lord Mayor of Cork Cllr Dan Boyle, presented Ted with a specially engraved trophy in recognition of his many years of support.

2024 marked his 45th year fundraising for Enable Ireland's children's services, having been asked to help raise funds towards a hydrotherapy pool in Ballintemple, Cork back in 1979. It is estimated that Ted and friends have raised over €200,000 for the Lavanagh Centre. A huge thank you and hearty congratulations Ted.

Rotary Tree of Remembrance

Enable Ireland was extremely grateful to have been nominated as a beneficiary of the 2023 Rotary Tree of Remembrance in Cork and to have been presented with a cheque for €25,000 during 2024 by Tim O'Mahony, President of the Rotary Club of Cork. A very big thank you to everyone who supported this fundraiser, either by donating at the tree which was located on St. Patrick's Street, Cork or by volunteering in the weeks leading up to Christmas. We would also like to acknowledge the hard work of Lorna O'Sullivan, Jack Cahill, Tom Woodward and all in Cork Rotary and Bishopstown Rotary clubs.



Thank You to Our Fundraising Partners and Committees

Barra Carlin – The Gathering (Dublin) / The National Yacht Club Dún Laoghaire / Diana O'Mahony (Cork) / Salerno Secondary School (Galway) / Sir Stelios and The Stelios Philanthropic Foundation (Limerick) / Tina Foley and MCC Rooters (Kilkenny) / Willis Towers Watson / Carne Group (Dublin) / Inver Energy (Kerry) / Gilead Sciences (Cork) / Team Jack O'Connor (Kildare) / JP McManus Fund (Limerick) / Sonasir Ltd (Galway) / John Dalton & Sons Chancellors Mills (Kilkenny) / TH Blinds (Kildare) / Scoil Mhuire Parents Association (Dublin) / ViClarity (Kerry) / Ballymaloe Grainstore (Cork) / Charities Aid Foundation / Roches Feeds (Limerick) / John Magner Coolmore Stud / Carl Parker Goldsmith (Kilkenny) / Aonach Nua (Kerry) / Oldfield Oaks Golf Society (Dublin) / Dún Laoghaire–Rathdown

County Council / TS Events (Cork) / TELUS Digital (Mayo) / The Ireland Funds / Tirlán staff (Kilkenny) / Rotary Club of Dun Laoghaire / Choir Club (Dublin) / National Lottery Grant Scheme / Denis 'Dino' Cregan (Cork) / Sceptre Foundation / Across in Ireland / TJ Reid Health & Fitness (Kilkenny) / Unicom Engineering (Galway) / Progress Software (Dublin) / Calary Parish Church (Wicklow) / Dell (Limerick) / The Aglish Charity Festival (Tipperary) / John Magner and retired SEHB staff (Kilkenny) / EPS (Kildare) / Liffey Valley Life Sessions (Dublin) / Clannlife Fitness Pillo Hotel (Virtual Service) / Presentation College Athenry L2LP Students (Galway) / Accenture / Bishop's Mountain Clay Pigeon Club (Kilkenny) / Quality Freight (Dublin) / St Benildus College (Dublin) / Celtic Roads Group (Dublin) / Scoil Mhuire Lakelands GNS (Dublin)

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; Cummins Sports; The Clarke Family; Right Price Tiles & Wood Flooring; EZ Living Furniture; 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 thank you to the organisers of the annual Ladies Golf Classic, Anne Hegarty, Margaret Keane, Gillian O'Connell and Valerie Fitzgerald. Thanks also to the Annual Golf Classic organisers, Brian Olden, Billy Newton and Fergus O'Halloran for all of their work on that event.

Sincere thanks to the volunteers who organised and supported the Dress to Enable event. We know how much time, energy and commitment goes into events such as these. Enable Ireland is very appreciative of the hundreds of donations received from so many generous donors who gave their pre-loved and new items of clothing and accessories to make the event such a successful fundraiser.

A sincere thank you to James Fahy who completed the Cork City Marathon raising €13,606 for Cork Services! To all the schools who supported Life With No Limits and to the volunteers and retailers who sold Christmas Cards in support of our services.



Dress to Enable Event



James Fahy

Win A House Cork



Win A House Cork winner Dawid Mozolewski celebrates.

Enable Ireland's second Win A House Cork raffle was a big success. The campaign, supported by Astra Construction, Right Price Tiles & Wood Flooring and EZ Living Interiors, exceeded its goal of raising enough net profit to complete the funding of Enable Ireland Cork's children's centre in Curraheen. It received support from thousands of people from across Cork and beyond and raised a net profit of €325,000. The draw was held in Curraheen on the 14th of June, livestreamed, and independently observed. The winner was announced as 30-year-old Dawid Mozolewski from Kinsale.

The proceeds from the raffle went towards Enable Ireland's Children's Service Centre in Curraheen, Cork and will benefit children with disabilities for generations to come. Over 1,800 children and their families attend the Lavanagh Centre in Curraheen, where three Children's Network Disability Teams provide services including physiotherapy and hydrotherapy, speech and language, social work, psychology and occupational therapy. There is also a hydrotherapy pool and respite house on site.



Enable Ireland service user Adam Clarke with the winning ticket.



Noreen Dempsey, John McCarthy and Theresa Compagno at the Win A House Cork Draw

Our Corporate Partners

We are deeply thankful to our corporate and community partners for their steadfast support throughout 2024. Their commitment continues to make a meaningful difference in the lives of the children and adults who use our services.



In 2024, TK Maxx raised a hugely impressive €172,298 through a combination of dual-branded merchandise sales, associate fundraising, and customer donations both in-store and online. An additional €107,574 was generated through customer clothing donations made at TK Maxx stores and sold in our charity shops through the *Give Up Clothes For Good* programme. In total, TK Maxx and Homesense raised over €279,872 to support our children and young people's services this year.

As Enable Ireland's longest-standing corporate and community partner, TK Maxx has played a transformative role in our services. The dedication of TK Maxx and Homesense associates over the years has had a lasting impact on the lives of the children and families we support.



Microsoft

Enable Ireland has partnered with Microsoft Ireland for over 20 years, and the company has helped us transform both the way we provide services and the range of services we provide 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. With the benefit of their project management in its formative stages of development, and their ongoing contribution to content from programme content from AI to leisure, we have been able to promote this new model of service with the HSE and fellow service providers.

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 Tara O'Shea and Owen Dignam who have championed many shared projects throughout the years, and who have assisted us to identify possible applications of AI to benefit our service delivery processes.



Milano Snowball Dough Ball Day with Enable Ireland service user Erin Maguire from Kildare, Milano team member Maeve Kelehan and Enable Ireland Ambassador and Paralympian Mary Fitzgerald.



Thank you to Milano Restaurant Group for their continued support throughout 2024. Funds raised by Milano support Enable Ireland's children's services and our National Assistive Technology

Training Services programme, which provides technology services to children and adults with disabilities. Milano has raised over €290,000 for Enable Ireland's services since the beginning of our partnership, through fundraising and customer donations.

Galway Music Therapy Programme & Wicklow Hydrotherapy Support

We received €40,000 in funding to support Music Therapy in our Galway Services during the year. Music Therapy is an evidence-based therapy that uses the creative, emotional, and energetic experiences of music for therapeutic outcomes. Our sincere thanks to the incredibly generous donors, who wish to remain anonymous.

Wicklow Services also received €25,000 in grant funding to support the extension of opening hours of the hydrotherapy pool.



Thank you to Smurfit Westrock for the continued support of our services, with a very generous donation of €10,000 made during 2024. We're incredibly grateful for the support of Smurfit Westrock colleagues and the Smurfit Westrock Foundation for Enable Ireland over many years.



We're proud of our strong partnership with UPS Ireland. In recent years, UPS Ireland colleagues, together with The UPS Foundation, have contributed significant funds to support our children's services. This valued partnership continues to make a meaningful impact on our ability to deliver essential programs and initiatives.



Jones Engineering

We are very thankful to Jones Engineering and Jones Engineering colleagues for nominating Enable Ireland as one of the beneficiaries from the company's Christmas Pledge. Enable Ireland received a €20,000 donation from the company in support of our disability services.



carne

Thank you to Carne Group and Carne Group colleagues for nominating Enable Ireland to receive a grant of €12,000 during 2024. This donation funded essential equipment in Leopardstown and Kildare. Thank you, Carne Group, for your ongoing support of Enable Ireland's services.



We were delighted to receive a grant of over €10,000 from Ecclesiastical Ireland and Benefact Group as part of the Movement for Good Awards programme. This grant funding supported Enable Ireland's Assistive Technology Loan Library, to maximise the reach of communication and literacy support devices, meaning that more children and young people with disabilities will get timely access to technology.



The Hospital Saturday Fund

The Hospital Saturday Fund awarded Enable Ireland Kerry Services a very significant grant of €11,709.60 during 2024. This grant funded the cost of replacing five ceiling track hoists in our children's service centre in Tralee. This important project helped to ensure the safety and dignity of service users. The Hospital Saturday Fund has provided fantastic support to our Kerry Services over a number of years. We're very grateful for their continued commitment to the children and adults in Kerry who we support.



pwc

We're very grateful to the Risk Assurance Team in PwC Ireland for nominating Enable Ireland alongside Cycle Against Suicide as beneficiaries of their 2024 charity day! The team took part in a sponsored 30km cycle / 10km walk and raised €6,000.



Commercial Review

In 2024, we experienced strong growth across our Commercial Division, with increased sales and performance improvements in the majority of our retail shops. This success was driven by a combination of strategic initiatives, operational enhancements, and a deepened connection with our communities.

We expanded our retail footprint by opening two new stores in Phibsborough and Dún Laoghaire bringing our total number of shop and garden centre locations nationwide to 28. To maximise the income generated to support our disability services, we successfully renegotiated more favourable terms on leases due for renewal or relocated to better-suited premises. In 2024, net profits from the Commercial Division were €1,047,079 which contributed to the support of service activities.

We tailored our Management Information System (MIS) reports to better meet the needs of the business, enabling more accurate, data-driven decision-making. This helped us reduce risk and increase profitability across our operations. A major focus throughout the year was on ensuring consistency in retail standards. This ranged from customer service to pricing and product placement and resulted in a more unified and professional shopping experience in Enable Ireland's 28 charity shops.

Investing in our people was a top priority. We provided training, mentorship, and career development opportunities, which empowered our teams and supported internal progression. The introduction of dual manager roles allowed assistant managers to take on greater responsibility, building their confidence and capabilities. The salary increases implemented during the year were well received and helped us address ongoing recruitment and retention challenges.

Our shop teams continued to build strong relationships with their local communities, which translated into both increased sales and stronger partnerships, in particular with our long-standing corporate partner, TK Maxx. We also began a new collaboration with the Rediscovery Centre, successfully piloting the sale of recycled paint in one store, with plans to expand this initiative in 2025.



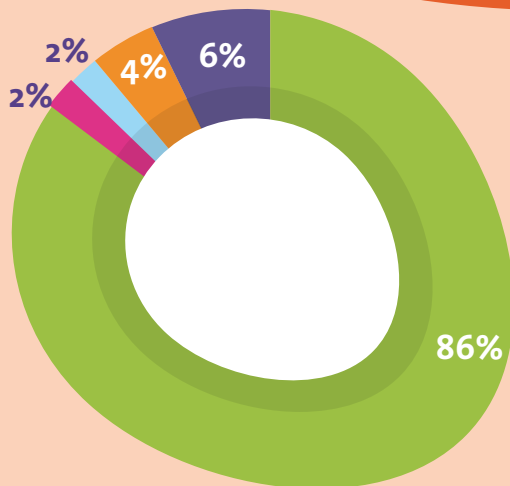
We significantly increased our social media presence, which boosted brand awareness and led to improved donation levels and a broader customer base. In line with our sustainability values, we upgraded stores using preloved and eco-friendly materials wherever possible.

Stock acquisition remained a challenge, but we proactively reached out to potential donors across various sectors to secure new products. This effort enables us to maintain sales momentum and attract new customers who often become loyal supporters.

We also made progress in rebranding our textile banks, with a new national design approved for rollout in 2025. Although the drop in rag prices posed a financial challenge, we responded by renegotiating tender terms with Galway County Council. We had 149 textile banks in 2024 and continue to seek new textile bank locations and have engaged with retailers to explore expansion opportunities. Early feedback has been encouraging, and we look forward to continuing to expand our stock donation sources in 2025.

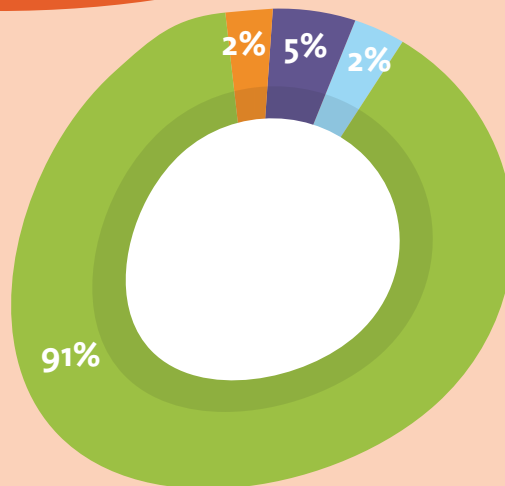
- Thank you to the 182 people who volunteered in our shops during the year.
- We employed 87 Community Employees (CE) Scheme participants in our shops. CE workers are a valuable part of our workforce.
- We recycled 1,941 tonnes of donated clothing.
- Thank you to all the donors who supported us with quality donations during the year. Your support is invaluable to our success.

Enable Ireland Income & Costs



Where Our Income Came From in 2024

- HSE Service Grants
- DSP CE Schemes
- Commercial Activities
- Fundraising
- Grants from Other Agencies and Other Income



Where We Spent Your Money in 2024

- 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:-

	2024 Number	2023 Number
€60,000 - €70,000	104	55
€70,001 - €80,000	31	18
€80,001 - €90,000	10	14
€90,001 - €100,000	15	12
€100,001 - €110,000	8	3
€110,001 - €120,000	2	2
€120,001 - €130,000	1	1
€130,001 - €140,000	2	1
€140,001 - €150,000	1	1
€150,001 - €160,000	1	0
	175	107

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.

2024 STATEMENT OF FINANCIAL ACTIVITIES

	Restricted Capital Fund €	Restricted Services Fund €	Unrestricted Development Fund €	Totals 2024 €	Totals 2023 €
INCOME FROM:					
Donations	-	-	1,050,434	1,050,434	663,483
Activities for raising funds					
Commercial and fundraising	-	309,166	7,868,684	8,177,850	7,045,917
Investment income	-	-	39,344	39,344	40,562
Charitable activities					
Health Service Executive grants	2,258,182	74,448,136	-	76,706,318	65,326,354
Grants from other agencies	77,602	2,178,874	122,878	2,379,354	1,996,785
Other income	-	1,413,864	-	1,413,864	1,377,893
Other activities					
Loss on disposal of fixed assets	-	-	(490)	(490)	(1,090,519)
Total income	2,335,784	78,350,040	9,080,850	89,766,674	75,360,475
EXPENDITURE ON:					
Raising funds					
Fundraising costs	-	-	1,371,726	1,371,726	749,745
Commercial division	35,275	-	4,337,474	4,372,749	4,067,963
Total expenditure on raising funds	35,275	-	5,709,200	5,744,475	4,817,708
Charitable activities					
Disability services	1,773,092	76,054,329	161,947	77,989,368	68,404,618
Management and administration	-	2,832,991	-	2,832,991	2,349,602
Total expenditure on charitable activities	1,773,092	78,887,320	161,947	80,822,359	70,754,220
Total expenditure	1,808,367	78,887,320	5,871,147	86,566,834	75,571,928
Net income / (expenditure) before transfers	527,417	(537,280)	3,209,703	3,199,840	(211,453)
Transfer between funds	-	537,280	(537,280)	-	-
Net income / (expenditure)	527,417	-	2,672,423	3,199,840	(211,453)
Total funds at beginning of year	25,475,134	(12,615,977)	42,606,166	55,465,323	55,676,776
Total funds at end of year	26,002,551	(12,615,977)	45,278,589	58,665,163	55,465,323

2024 BALANCE SHEET

	2024 €	2023 €
FIXED ASSETS		
Tangible fixed assets	48,997,850	48,028,321
Investments	1,370,626	1,334,477
	50,368,476	49,362,798
CURRENT ASSETS		
Stocks	138,853	184,628
Debtors	8,682,677	10,758,629
Cash at bank	17,063,272	16,210,205
	25,884,802	27,153,462
CURRENT LIABILITIES		
Creditors	15,292,390	18,305,446
NET CURRENT ASSETS	10,592,412	8,848,016
TOTAL ASSETS LESS CURRENT LIABILITIES	60,960,888	58,210,814
CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR		
Long Term Bank Loans	2,295,725	2,745,491
NET ASSETS	58,665,163	55,465,323
FINANCED BY		
Restricted Capital Fund	26,002,551	25,475,134
Restricted Services Fund	(12,615,977)	(12,615,977)
Unrestricted Development Fund	45,278,589	42,606,166
TOTAL FUNDS	58,665,163	55,465,323

The directors approved and authorised the financial statements for issue on 13 June 2025.

Chairman and Director: Mr. S. Haughey

Director: Mr. J. Bergin

enable ireland

Service Centres



enable ireland

Shops & Garden Centre



enable ireland

Disability Services
Life With No Limits

Enable Ireland
32F Rosemount Park Drive
Rosemount Business Park
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Dublin 11, D11 DYK8
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Registered Charity No: 20006617
CHY No: 4908

Front Cover Images:

*Top: Enable Ireland Service user Isobel Forde visits Santa's Nordic Tipi in Cork with her father Tony Forde.
Bottom: Enable Ireland Life With No Limits Champion Aisling Arthur with her Player of the Year trophy.*