

Action on Disability

# Enable Ireland



## ANNUAL REPORT 2012

## Enable Ireland 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.

## Enable Ireland Vision

A dynamic organisation – recognised for leading service excellence.

## Enable Ireland Strategic Priorities

As an organisation we will seek to:

1. Enhance quality of living for service users through a person centred approach
2. Support service users in achieving inclusion and independence in their communities
3. Provide timely, accurate and accessible information to service users and other stakeholders
4. Work in partnership with all stakeholders
5. Support service delivery through continuous improvement



## Chairman's Message

Like many organisations relying on public funding, 2012 was a challenging year for Enable Ireland. Once again we received a budget cut of 3.56% from our main funders, the HSE. Within this context we delivered high quality services to 4,170 children and 297 adults with disabilities during 2012. This represents a continuation of the trend we have seen since 2008 of an increasing demand for our services in the face of falling funding and staffing levels. This is a trend that can not be sustained indefinitely and the significant impact which it has on people with disabilities and their families must be acknowledged and addressed by the State.

As an organisation, we have taken a number of planning measures in recent years to combat reduced funding levels. These measures have stood us in good stead. One of the measures implemented in 2012 was a voluntary redundancy scheme. It was with great sadness that we said goodbye to 43 staff as part of this scheme in 2012. Many had worked with us for years and I thank them all for their enormous contribution to Enable Ireland and wish them well in the future.

Implementing a voluntary redundancy scheme was necessary in order to secure the long term viability of our services. I am very proud of the commitment and flexibility that all our staff demonstrated in continuing to deliver excellent services despite reduced resources.

A significant restructuring of our former Retail and Fundraising Division took place in 2012. This resulted in the formation of a separate Retail Division, a National Fundraising Division, and the re-integration of community fundraising into services. It is my belief that this new structure will give us the focus required to meet the many challenges in these areas into the future.

On behalf of the Board I thank our statutory funders the HSE, the Department of Education and Skills, the Department of Social Protection and all the members of the public, corporate donors, agencies and organisations who have worked with us and supported us during 2012

I express my gratitude to our CEO Fionnuala O'Donovan, the Senior Management Team and all the staff for their dedication and commitment to our mission of independence, choice and inclusion for people with disabilities. Our commitment to service users and families remains the same and we will endeavour to continue to work in partnership with you to provide the services you need.

A handwritten signature in black ink that reads "Donal Cashman". The signature is written in a cursive, flowing style.

**Donal Cashman,**  
Chairman



## CEO's Introduction

Much was achieved in 2012 even though, like many organisations, it was a difficult year in which we faced funding cuts and reductions in staff numbers. We provided services for children and adults with disabilities in every HSE region during 2012. These services were delivered as part of the agreements we have in place with local HSE authorities. Within these agreements we focused on delivering quality services and supports from early intervention teams and multi-disciplinary supports, to family support and respite services. I'm proud of the breadth of services we provided in 2012. Looking across our Children's and Adult Services this is evident in the many pre-schools, primary and secondary schools that we worked with, in the respite and PA hours provided, in the variety of training and workshops delivered, and the many additional supports and services available. Our goal in all our activities was to enable service users to reach their potential and support them at every stage of their lives.

Despite the financial pressures, we continued to invest in the future development of services. For example, in the North East we expanded Home Support Services to meet the increased demand in this area. We also put in place an agreement with the Wards of Courts Office which was piloted in 2012. This has the potential to be a source of new service provision to children who are wards of court and we look forward to developing this in the future.

In 2012 we completed restorative work at Carraigbrea house in Wicklow. We also commenced work on the long awaited respite centre in Nenagh, Co. Tipperary and we completed the second phase of the new children's playground in Kilkenny.

We had reason to celebrate in 2012 as well with the 10th anniversary of our respite facility in Rathmore House, Co. Wicklow. The facility is available to adult service users and, in an average year, it provides over 40 holiday breaks and over 150 places. It has proven to be a hugely important and popular resource for the service users who stay there and we hope to continue with the service for many years to come.

The Progressing Disability Services for Children and Young Adults initiative is central to the future of disability services in Ireland. This initiative will reconfigure services for children and young adults around primary care teams and its intention is to make services more equitable and accessible to all. It represents a significant but positive change in how disability services are delivered. Enable Ireland is committed to its successful implementation and we believe that it will result in children and families getting better access to the services they need. We continued to play a lead role in this initiative in 2012, working in partnership with the HSE, other service providers and families to map sites and resources, and identify current and future service user needs in affected areas.

In July 2012, the Department of Health and Children published its Value for Money Policy Review. It contained a number of recommendations regarding achieving efficiencies and the future funding of services. Enable Ireland began a benchmark review of the recommendations and we will develop a corresponding Action Plan to address and prepare for these recommendations in 2013.



Fionnuala O'Donovan speaks at the unveiling of the new mural created by students of Belvedere College JS and Sandymount School

Our own efficiency and cost saving efforts continued, with the implementation of a national procurement process. During 2012, our I.T. Department completed a three year I.C.T. Strategic Plan which will result in reduced costs and aid greater efficiency, effectiveness and productivity for service users and staff across the organisation. We are very grateful for the continued support of Microsoft, who donated €1.2million in software to us in 2012.

In 2012, our Retail Division contributed over €1 million to fund services. This contribution is vital to ensure the continued provision of quality services for people with disabilities. Our shops could not make this contribution without the support of the public who generously donate their unwanted items to us. Thank you for your support. We need to ensure that we continue to keep our shops stocked with good quality donations and finding new and secure ways of collection stock remains the priority for the Retail Division. In this area, our charity partner, TK Maxx was once again a huge support for our retail business providing a much needed safe haven for stock donations and raising over €307,000 through fundraising and stock donations.

Our Fundraising Division contributed over €1 million to services, attracting 1,000 additional regular donors and running a number of notable initiatives including the No Limits Kite Appeal in September and the third successful Spring Raffle. Community fundraising continued at local level with events such as the annual Ring of Kerry Cycle, the 'Spring Clean for Charity' event in Cork and the Rockfall music festival in Kilkenny along with many others. Sincere thanks to everyone who supported us in 2012.

During the year Enable Ireland signed up to the ICTR Statement of Guiding Principles for Fundraising. The principles set out Codes of Good Practice on the operational and administrative aspects of fundraising by charities. This is a voluntary statement of intent and we are fully committed to its implementation. As a national charity relying on the goodwill and generosity of the public it is important to us that openness and transparency exist between ourselves and our donors.

To our service users and their parents and families, thank you for working with us in 2012 and we look forward to continuing to deliver quality, tailored services to meet your needs and aspirations.

I thank the Chairman and Board of Directors for their support during 2012 and all the State bodies who funded us. I thank our staff across the organisation for their commitment and, in particular, for their flexibility and creativity in delivering quality services in 2012 .

**Fionnuala O'Donovan,**  
CEO



Enable Ireland service users in Cork enjoyed the summer mobility camp focused on improving wheelchair mobility and daily activities.

## Children's Services 2012

In 2012, Enable Ireland supported 4,170 children across 14 counties in Ireland. The children who attended our services included those with physical disabilities, autistic spectrum disorder, developmental co-ordination disorder, intellectual disability, developmental delay and complex multiple disabilities.

The services we provided included clinical assessment, therapy, education, training, residential, respite and support services. All our services were developed in partnership with our main funders, the HSE, and in accordance with local Service Level Agreements. Whilst the type of service provided varied from region to region, they all focused on working in partnership with families to provide individual services plans delivered within the child's home, their local service centre and in school and community settings.

Over half of the children attending our services are under six years of age and during the year we worked in partnership with the HSE to support the Assessment of Need process for children aged 0-5 years under the Disability Act 2005.

### Highlights from Children's Services include:

- 93% of all children had a key worker and an individualised service plan designed to ensure unique, tailored services to best meet the needs of individual children and their families.
- 303 families benefited from direct in-home respite services, 706 from community /residential respite and 416 from community in-home and centre based respite.
- 10,855 hours personal assistant/family support hours were available to families.
- 167 children attended Enable Ireland preschools in Dublin, Cork, Kilkenny and Galway. 137 children attended other specialist preschools and 119 attended special schools.
- 2,380 children, using our services, attended mainstream pre-schools, primary and secondary schools. For these children supports provided included input into individualised education plans, advice on access, therapy visits, disability awareness training, advice and guidance on full inclusion.
- During the year we worked with 547 pre-schools, 508 primary schools and 271 secondary schools nationally, enabling children using our services to access mainstream education.



Limerick adult service users David Houlihan and Trevor Kennedy taking part in the Boccia League with Dell staff



Dublin adult service user Dylan Nelson sailing aboard the Lord Nelson tall ship from Spain to Ireland

## Adult Services 2012

In 2012, 297 adults accessed Enable Ireland services across eight regions. Over 80% of adults using our services had a physical disability. Five services were centre based and three were PA based. Adult services work in partnership with service users to provide a range of supports and activities, based on expressed need, interest and ability.

Services offered in 2012 included training, individual advocacy services, supported living, supported housing, supported employment, work sampling, respite, transport services, PA services and sports and leisure opportunities.

- 100% of adult service users had an identified point of contact and 97% of adult service users had a Person Centred Plan, allowing them to tailor their services to their needs and goals.
- 57% of Person Centred Plans were reviewed in 2012.
- 80 adult service users availed of dedicated 1:1 community and home based services.
- 43 adult service users were involved in Rehabilitative Training.
- 184 adult service users availed of centre based services.
- 78 adult service users participated in FETAC modules and 23 adult service users completed FETAC modules in 2012.
- We provided over 33,000 PA hours in 2012.
- 192 adult service users benefited from both community in home and centre based respite services.
- In 2012, we participated in work with the HSE and HIQA in the development of standards for adult disability services and standards for residential services for people with disabilities.
- 208 adult service users benefited from adapted transport services
- 185 adult service users benefited from transport services to and from centre based services.



Microsoft Ireland MD Paul Rellis (middle) with Ed Meagher and Hilary Devlin of Enable Ireland.

## National Assistive Technology (AT) Training and SeatTech Services 2012

- During 2012, Enable Ireland's National AT Training Service provided advice and training on AT products to staff and service users and to members of the public and businesses.
- We delivered 25 Assistive Technology (AT) training events reaching 566 participants and provided AT technical support to 100 stakeholders.
- We delivered one certified AT course in 2012; 13 participants completed the course and 11 graduated.
- In 2012, 42 adult service users and 740 children used Assistive Technology (AT) services to enhance their independence, communication, mobility, education and or leisure activities.
- During 2012, Enable Ireland's SeatTech service provided posture positioning and seated mobility solutions and training for service users, other service providers and interested organisations. 196 Enable Ireland service users and 189 individuals from other agencies were referred to SeatTech for a seating service.
- SeatTech provided Seating Assessment and Equipment Solutions courses to 130 Occupational Therapists and Physiotherapists from the Association of Occupational Therapy in Ireland (AOTI).

## Corporate Services 2012

- In 2012, Enable Ireland employed 962 staff.
- The HR function completed a large scale voluntary redundancy scheme and supported reorganisation at national and local level to manage the loss of personnel through the scheme.
- New policies developed in 2012 included a Lone Worker Policy, Clinical Supervision Policy and Obtaining and Giving References Policy.
- The Individual and Team Based Performance Management System continued to be implemented across the organisation and included a new training module for supervisory staff.
- 110,000 people visited the Enable Ireland website and our social media presence grew to over 6,000 Facebook followers. There was significant positive local and national media coverage during the year for Enable Ireland initiatives.
- 11 applications were made to the Enable Ireland Research Ethics & Quality Committee in 2012.



Sisters Kayleigh, Myia and Shannon Corcoran helped to launch No Limits 2012 in St Stephen's Green



Joan Dineen, Kayleigh & Annlouise Mulcahy, Frankfield volunteering at the Spring Clean for Charity Sale in the Cork City Hall on Sunday 14th October 2012.

## Retail and Fundraising 2012

- In 2012, Retail & Fundraising generated over €2million in funds for Enable Ireland Services. Our network of 21 charity shops contributed over €1million.
- 311,000 bags of clothes were donated by the public through our House to House collection, textile banks and directly to Enable Ireland shops.
- We employed 74 Community Employment (CE) participants and 335 people volunteered with us in Retail.
- 12,123 individual donations were made to Enable Ireland in 2012.

The success of our Retail and Fundraising activities relies on the support of the many generous individuals, businesses, schools and community groups around the country who donate their time, clothing and money to help support Enable Ireland services.

We thank you all for helping to make a difference in the lives of people with disabilities in 2012.

### Special Acknowledgement to:

Everyone who filled a yellow bag in 2012 to help stock our shops, the thousands of volunteers who gave their time to sell Spring Raffle tickets, and the many generous supported who donate to us each month.

#### Community Fundraising Partners 2012:

Busker Brownes | Connacht Rugby | Colaiste Laurel Hill | Crescent Shopping Centre | Crescent College Comprehensive | DELL Limerick | Donadae Running Club | Dunnes Stores | EBay/Paypal | Engineers Ireland | Galway Race Track | Galway Triathlon Club | Greybridge Classic Club | Gymboree | Mervue Folk Choir | Maroon & White Events | Meryick Hotel Galway | Munster Bikers for Charity | Mungret GAA Club | Patrick McCabe | Pallaskenry College | Playtime Projects | mykidstime.ie | Ring of Kerry Cycle Committee | Rotary Club Naas | Newbridge Carol Singers | SAP | Salesforce | Salthill Hotel | Stables UL | Tesco Limerick | Limerick Lovely Lady Competition supporters: Brown Thomas, Snap Printing, Tony Connollys, Nancy Lawless, Matthew Stephens | Weight Watchers Galway

#### Corporate Fundraising Partners 2012:

Microsoft | TK Maxx | Milano Restaurants | Argos | Harvey Nichols | Aeolus | America on Line | American Ireland Fund | Arthur Cox Solicitors | BPW Galway | E-TEC Power Management | El Electronics | Elavon | Embassy of the U.S.A | Euroroute | Galway City Business Association | Goodness Cakes Galway | Gerard Laboratorie | Guineys, Cork | H.P. Galway | H.P. Leixlip | Ingersoll Rand | Janssen Cilag | JB Agencies | Keogh Forklifts | N.U.I.G. | Oileann Inis Mor | SFX Castleknock | Panalpina | Particular Sciences | Raddison | RSA | V.H.I. Kilkenny | Waltons Music

## Enable Ireland Disability Services Limited

(A company limited by Guarantee)

### Statement Of Financial Activities For The Year Ended 31 December 2012

	Restricted Capital Fund €	Restricted Services Fund €	Unrestricted Development Fund €	Totals 2012 €	Totals 2011 €
<b>Incoming Resources</b>					
Donations	-	-	254,311	<b>254,311</b>	200,656
Activities in furtherance of the charity's objects:					
Health Service Executive Grants	9,625	37,691,591	-	<b>37,701,216</b>	39,315,253
Grants from other Agencies	-	987,660	-	<b>987,660</b>	836,805
Activities for generating funds:					
Interest Received	-	-	259,147	<b>259,147</b>	303,995
Fundraising & Retail	-	-	7,893,151	<b>7,893,151</b>	8,397,537
<b>Total Incoming Resources</b>	<b>9,625</b>	<b>38,679,251</b>	<b>8,406,609</b>	<b>47,095,485</b>	<b>49,054,246</b>
<b>Resources Expended</b>					
<b>Cost of generating funds:</b>					
Fundraising and Retail	33,985	-	5,494,011	<b>5,527,996</b>	5,998,139
<b>Charitable Expenditure:</b>					
Costs of activities in furtherance of the charity's objects:					
Disability Services	1,100,451	37,957,460	236,763	<b>39,294,674</b>	39,999,494
Management & Administration	-	2,889,382	355,658	<b>3,245,040</b>	2,481,831
	<b>1,100,451</b>	<b>40,846,842</b>	<b>592,421</b>	<b>42,539,714</b>	<b>42,481,325</b>
<b>Total Resources Expended</b>	<b>1,134,436</b>	<b>40,846,842</b>	<b>6,086,432</b>	<b>48,067,710</b>	<b>48,479,464</b>
<b>Net (Outgoing) / Incoming Resources Before Transfers, exceptional items and other recognised gains and losses</b>	<b>(1,124,811)</b>	<b>(2,167,591)</b>	<b>2,320,177</b>	<b>(972,225)</b>	<b>574,782</b>
Adjustment on settlement of defined Benefit pension plan	-	-	6,017,277	<b>6,017,277</b>	-
Cost of fundamental reorganisation	-	-	-	-	(1,200,000)
Transfer between funds	-	1,942,438	(1,942,438)	-	-
<b>Net (Outgoing) / Incoming Resources Before other recognised gains &amp; losses</b>	<b>(1,124,811)</b>	<b>(225,153)</b>	<b>6,395,016</b>	<b>5,045,052</b>	<b>(625,218)</b>
<b>Other recognised gains and losses:</b>					
Gain on investments	-	-	302,454	<b>302,454</b>	(93,693)
Actuarial (loss) on defined benefit pension plan	-	-	-	-	(2,504,700)
Net movement in funds	(1,124,811)	(225,153)	6,697,470	<b>5,347,506</b>	(3,223,611)
Total funds/(deficits) at beginning of year	30,829,670	(12,390,824)	24,517,424	<b>42,956,270</b>	46,179,881
Total funds/(deficits) at end of year	<b>29,704,859</b>	<b>(12,615,977)</b>	<b>31,214,894</b>	<b>48,303,776</b>	<b>42,956,270</b>

Director: Donal Cashman

Director: Patrick O'Toole

# Accounts

## Enable Ireland Disability Services Limited

(A company limited by Guarantee)

### Balance Sheet as at 31 December 2012

	Totals 2012 €	Totals 2011 €
<b>ASSETS EMPLOYED</b>		
Fixed Assets	45,331,497	46,565,409
Investments	3,749,591	3,447,137
	<u>49,081,088</u>	<u>50,012,546</u>
<b>CURRENT ASSETS</b>		
Stocks	160,160	158,460
Debtors	2,271,112	1,898,155
Restricted bank balances	217,956	251,070
Cash at bank	8,442,927	12,717,257
	<u>11,092,155</u>	<u>15,024,942</u>
<b>CURRENT LIABILITIES</b>		
Creditors	6,027,003	7,238,204
Creditors Restricted	217,956	251,070
	<u>6,244,959</u>	<u>7,489,274</u>
<b>NET CURRENT ASSETS</b>	<u>4,847,196</u>	<u>7,535,668</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<u>53,928,284</u>	<u>57,548,214</u>
<b>CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR</b>		
Net Post-Retirement Liability	-	(8,589,300)
Long Term Bank Loan	(5,624,508)	(6,002,644)
<b>NET ASSETS</b>	<u>48,303,776</u>	<u>42,956,270</u>
<b>FINANCED BY:</b>		
Restricted Services Fund	(12,615,977)	(12,390,824)
Restricted Capital Fund	29,704,859	30,829,670
Unrestricted Development Fund	31,214,894	24,517,424
	<u>48,303,776</u>	<u>42,956,270</u>

Director: Donal Cashman  
Director: Patrick O'Toole



## Enable Ireland SERVICE CENTRES



## Enable Ireland SHOPS & GARDEN CENTRE

### Enable Ireland

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**Website** [www.enableireland.ie](http://www.enableireland.ie)

**Charity No:** 4908

Cover pictures left, right top to right bottom

1. Enable Ireland service user Chloe Managhan with RTE presenter Diana Bunici at the launch of Give Up Clothes for Good 2012.

2. Darren Noonan presenting his monthly radio show on West Limerick 102 fm Limerick Adult Services.

3. Enable Ireland Kerry service user Chloe O'Sullivan pictured at the launch of her book 'The Fairy Who Was Different' during Listowel Writers Week. Photographer: Dominic Walsh.



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