

 Cork Centre for Independent Living Limited

Annual Report 2011





The Last Civil Rights Movement

The philosophy of Independent Living states that disabled people irrespective of their level of disability should have the same rights to self-determination, equal opportunities and the same level of choice and control in their daily lives as non-disabled people. There are currently twenty-seven Centres for Independent Living operating throughout Ireland. Each Centre functions on an individual basis, although all adhere to the same principles of Independent Living. CIL's provide a range of services to people with a disability.

The Board and staff of Cork Centre for Independent Living is committed to working to ensure that life for people living with physical disabilities is made as straightforward as possible. We do this by working with the HSE, FÁS and other local and national government departments to ensure that the prospect of everyday living can be made possible.

The Cork Centre for Independent Living (Cork CIL) was opened in 1996 by people with disabilities. Cork CIL remains committed to working towards the removal of barriers to inclusion and working for rights-based equality legislation for people with disabilities.





Our Mission

'To empower people with disabilities to maximise choice and control over their lives and achieve equal participation in mainstream society'

2



Our Values

'Cork CIL is underpinned by the philosophy of independent living. We are committed to promoting self-determination and equal participation in the community for people with disabilities. The experience and perspectives of people with disabilities are integral to the organisation which adheres to the principles of transparency, accountability, honesty and integrity.'

Revised 2012



Chairpersons Report –

It is hard to believe that another year has come and gone. As always the last 12 months brought its fair share of triumphs and challenges. The present economic climate has been less than conducive to providing the full range of services CIL would wish. The Assisted Living Service whilst continuing to maintain personal assistant hours in 2011 is facing further challenges as we move into 2012. The continued reduction in core funding is likely to result in a scaled back service, a static waiting list and limited social hours.

However it is worth remembering that in its 14 year history Cork CIL has often encountered similar if not worse challenges. We have always faced them with fortitude. I am confident therefore that present difficulties can be overcome if we strive together. In fact we are already doing so.

This year has seen the emergence of a peer support network which so far has had much success in offering mutual support for service users. It is hoped that this peer network will grow in numbers and become an integral part of promoting Independent Living within our organisation.

I wish to thank staff for their daily tireless work without whom Independent Living for many people would not be possible. I also would like to express my appreciation to my fellow Board Members for their work and commitment to the organisation.

Thank you all and may the next year bring success and good fortune.

Catherine Shortt

Chairperson

Cork Centre for Independent Living

2011



Manager's Report

2011 was another challenging year for Disability Social Care Sector and the Cork Centre for Independent Living. Further cost containment and efficiency measures in the HSE Cork CIL experienced a further reduction in 2011 of 1.8% to our funding allocation. The impact of the reductions to date has been most felt most keenly by staff, however, the continued reductions are beginning to impact on the Cork CIL Service Users.

Staff continued to work hard to respond flexibly and creatively to direct service users service requests. In 2011 we wrote to all Leaders and Staff in an effort to keep everyone informed of the changes that we have needed to make. We requested all Leaders and Staff help us manage our pay budgets by giving us notice of cancellations. Cancelled hours can be offered to other Leaders ensuring that PA hours are not 'lost'.

In 2011 Leaders did not experience a reduction in core direct Personal Assistant hours. And despite the fiscal challenges of 2011 over 55,000 direct hours of Assisted Living PA services were used by over 100 Leaders. We have achieved this by working smarter and harder to continue to reduce 'lost hours' through late cancellations and unplanned absences.

During 2011 Cork CIL has made good progress developing a quality framework based on PQASSO quality standards. A small established PQASSO team made up of Leaders, Board Members, Staff and Service managers has been established. The group has prioritised Cork CIL Quality Agenda.

Facilitated by the Disability Federation of Ireland (DFI) Cork CIL supported 2 members of the Team to attend a Quality Management Programme. Run by and accredited by the University of Limerick the Quality Management Programme was specifically developed for the third sector.

DFI and Cork CIL have also supported 1 member of the PQASSO team to attend PQASSO implementation workshops in Dublin. By doing this we are both able to develop the skills of staff and directly support the Cork CIL PQASSO programme.

In September 2011 Cork CIL supported two people to travel to Strasbourg to take part in the Strasbourg Freedom Drive. By doing this we have helped ensure that Cork and getting the voice of people with disabilities from Cork are represented and their voice heard at a national and international level.

The support of the FAS and the HSE South and in particular the Disability Services Co-ordinators has been invaluable to the Management & ALS Co-ordination Team. We continue to be supported to maintain the person centred approach and ensure our activities are underpinned by the Cork CIL ethos of independence, options and empowerment.

Pat Beirne, 2011



The Strasbourg Freedom Drive

In September 2011 a Leader, a member of staff and volunteers PA's travelled to Strasbourg on a Disability Freedom Drive. They joined 26 other CIL staff members from around the country to meet the MEP'S of Ireland and other countries at The European Parliament. The reason for this trip was to create awareness around the needs, rights and wants of people with disabilities not only in Cork in Ireland but around the world. It was also to promote the philosophy of the Independent Living movement

One of the participants from Cork said that

'I can honestly say that this trip was one of the toughest experiences I have ever faced as a disabled woman. The MEP'S we met listened to what we had to say about independent living and the rights of people with disabilities but I really don't think they understood the true essence of the independent living movement. So therefore the work of Cork CIL goes on'



Rhona Coughlan & Joe West, Cork CIL Strasbourg, 2011



Social Policy Research

In 2011, Cork CIL was approached by an MA student for support and facilitation in researching her dissertation on "An investigation into additional living costs of disabled people and the implications for independent living in Cork, Ireland. Cork CIL facilitated this by organising 1:1 interviews and focus groups. Consenting participants explored their experiences and the 'extra costs' they had incurred as a result of being disabled. The completed research can viewed on the internet at

www.leeds.ac.uk/disability



A Leaders Reflection

I live independently. On my own.

I can only do this with the support of Personal Assistants.

It is just wonderful to live independently in my own house, my own home. I could not live independently without the support of my PA's. The PA's liase directly with me, the Leader. This gives me as much control as possible over my own service. The PA's and I liase with the ALS Co-ordinators. The Co-ordinators provide an overview and support when needed to me as a Leader and to PA's as their role as professional supervisor. The three way communication is a challenge but it is what makes the service work well.

From my perspective "the cuts" have already affected the provision of PA's in the Cork region. Presently, Cork CIL is primarily funded by the Health Service Excutive and Fas so all reductions in that funding will have an impact.

In the future, my hope is that direct payments will be made available to some Leaders. A 'direct payment is cash paid to individuals to enable them to employ directly or indirectly, individuals to assist them with everyday tasks. This system of direct payment provision operates in a number of European countries including U.K. Finland, Sweden, Austria, Holland and Germany.' (Dublin CIL 2012). Direct Payments I believe would give me greater autonomy. There are many issues to be dealt with yet concerning direct payments in Ireland.

However in the meantime the the Cork Centre for Independent Living provides this very worthwhile PA service to me and PA's and living independently gives me a much improved quality of life which I enjoy very much.

P.A's and their work are priceless for the quality of life I enjoy. They give me choice, empowerment and above all, control over my own life.

We are committed to fight for these rights as we have a passion for life to be an independent journey not an independent struggle



What We Do

Cork Centre for Independent Living works in partnership with people with disabilities, the HSE & FÁS to provide a range of support and services to people with disabilities living in South Lee area of Cork city.

Our main aim is to empower and enable people with disabilities to achieve Independent Living, choice and control over their lives and to achieve full and active participation as equal citizens in society. The services offered by Cork CIL aim to respond to individual needs and preferences. Everyone who uses the Cork CIL services is unique, however many people who do use the services have very complex and high support needs.



Services

Cork CIL Services include:

- ▶ Provision of Personal Assistant (PAs) Service to Adults.
- ▶ Provision of Special Needs Personal Assistant to Children with a primary physical or sensory disability in mainstream pre-school setting.
- ▶ Provision of information on the rights and entitlements of people with a disability.
- ▶ Promoting advocacy and self-advocacy.
- ▶ Sponsor FÁS Community Employment Scheme.
- ▶ Supporting employment opportunities for people with a disability.

The HSE funded Assisted Living Service facilitated people with disabilities to access community inclusion opportunities and in some cases, personal assistance support meant individuals could live independently in the community. This support service is tailored to individual needs and is both practical and meaningful in terms of empowering people with disabilities to have autonomy in their daily lives.



Activity

In 2011 Cork CIL provided:

- ▶ 49,215 direct Assisted Living Service PA hours for 98 adults
- ▶ 6,186 direct PA hours for 23 children.

All services showed commitment to working in partnership with Leaders and working to ensure that PA services are individualised, person-centred, and flexible and with a rights-based approach.



ALS Co-ordinators Report

2011 saw many positive changes to the HSE funded Assisted Living Service (ALS) including the appointment of a new part time Service Manager. These new changes enabled an overall review of the ALS which included internal reviews of service delivery, policy and practice. The objective of review was to improve upon the existing structures and link with the PQASSO framework.

On the ground, staff numbers continued to grow due to the normal flux and flow of people leaving employment to move on to other opportunities. We ended 2011 with 112 members of staff employed as Personal Assistants. The continuing success of the service is to a large part attributed to the genuine interest and commitment of our staff working as Personal Assistants in the community.

The ALS service is tailored much as possible to individual needs allowing for meaningful choice and autonomy for people in their daily lives and to support Leaders (Service Users) to continue to live independently in the community. The number of service users expanded slightly in 2011. This was supported by small additional funding from the HSE to try and respond to needs of Pre-school Children and respond to some of the complex needs of adults referred to the service.



Under 65 Initiative Co-ordinators Report

Cork CIL signed an agreement in 2010 with the HSE to deliver an enhanced support package to a nursing home in Cork which had a large number of residents under 65, this project successfully continued in 2011. This programme comprises of one-to-one personal assistant hours or group activities. These include art classes and social outings. The nature of the programme is influenced as much as possible by the residents with regular meetings facilitated to plan events, active participation of the residents ensures the success of this.



FÁS Community Employment Project

In 2011, Cork CIL sponsored a FAS funded community employment scheme offered 15 participants the opportunity to gain work experience and avail of training as personal assistants and project workers. Personal assistants were provided with training in patient handling, occupational first aid, health & safety in the workplace, disability awareness and other relevant courses to equip them with the skills to work in a variety of settings.

CE Trainees gained valuable experience working on a one-to-one basis with people with disabilities, facilitating the Leaders (service users) they work with to exercise self-determination and achieve “independent living”.

Other Trainees on the CE scheme contributed to the work of the organisation through administrative support; the newsletter; fundraising; presenting Cork CIL at meetings and network opportunities.

The CE scheme in 2011 has also enabled Cork CIL to provide employment opportunities for people with disabilities in mainstream settings including local government, third sector and other community projects.



FÁS Community Employment – A Project Worker

This time last year I started working for the Cork (CIL) as a support/project worker for people with disabilities. My role in CIL is to support fellow disabled people to live their life their way and on their terms. Support comes in all forms and for all reasons so whether a leader wants to go back to college, learn to drive, find employment or maybe move out of home. I support people to access the information they need to achieve their goal. My role is simple - I am there to support leaders to live independently

I have also been involved with the setting up and running of a series of workshops run by Cork CIL. The eight workshops included topics like communication and conflict resolution. They were very successful and based on the strength of these workshops a Cork peer forum group was formed

In December I was asked to become a board member for Dublin CIL. My participation on the Dublin CIL Carmichael House Board means I now work at a local level and represent Cork CIL at a national level and can ensure that the voice of Leaders in Cork is heard



Quality PQASSO.

Cork CIL and the Practical Quality Assurance System for Small Organisations (PQASSO)

The Cork Centre for Independent Living is dedicated to ensuring it delivers quality services. It is important to the organisation to certify that the best level of services and management are provided to both staff and service users alike. As a result, in June of 2011 the board of Cork CIL undertook to partake in the PQASSO (Practical Quality Assurance System for Small Organisations) accreditation process.

PQASSO is the most widely used quality assurance system within the voluntary and community sector. It has been adopted by thousands of organisations wishing to become more efficient and effective. **PQASSO** uses a self-assessment approach which involves people within an organisation making judgements about its performance against the **PQASSO** standards.

The Cork CIL **PQASSO** Core-Team is made up of leaders, staff, and board members in order to be able to assess the organisation from all points of view. The **PQASSO** Core-Team meets on average once every six weeks. To date we have focussed on the organisation's Mission Statement, Values, and Value Statement and have revised the Cork CIL Mission

Through PQASSO we aim to develop:

-  more effective and more efficient organisational systems and procedures
-  better quality of services for users
-  better communication among staff, trustees and volunteers
-  more creative thinking, enabling new perspectives and ways of working continuous improvement over time.

Throughout the process the Core-Team will, on occasion, seek to consult with staff and service users alike. Your cooperation in that process would be greatly appreciated and valued.



Capacity-building Workshops.

In 2011, through the National Advisory Group (NAG) for the CIL's in Ireland Cork CIL successfully applied for a grant to enable us to run a series of workshops aimed at equipping disabled people to challenge the barriers that exclude them from mainstream society and to create solidarity between peers.

The work shops were run in conjunction with Cork City Partnership and the Centre for Independent Living, Carmichael House, Dublin. Participation on the course was not limited to disabled people who receive a service from CIL. Information sessions were held in 5 venues across the city. The initial information sessions encouraged anyone that was interested to have an input into the design of the programme. At each session, participants were invited to select topics of interest, to choose their preferred time to run the sessions. In all there were eight workshops:

- ▶ Understanding my Values and my Prejudices,
- ▶ Controlling Negative Self Talk
- ▶ Understanding what Motivates Me
- ▶ Managing Boundaries
- ▶ Assertive Communications
- ▶ Community Development
- ▶ Influencing Decision-Making at a Local Level
- ▶ Philosophy of Independent Living
- ▶ Disability Rights and Equality.

All those who attended the workshops found it an interesting experience. We now plan to build on the group dynamic and support the evolution of a dynamic Peer Forum



Community Integration

In 2011 Cork CIL continued to work with other statutory and voluntary groups to promote the development and implementation of mainstreaming policies that effect the realisation of “independent living” for people with disabilities. Through its active participation with the Cork Access Group, Cork CIL engaged with Cork City Council, Cork Airport, Bus Eireann, the CUH and others to ensure that the requirements of people with disabilities were represented at planning meetings.

Accounts 2011



Cork Centre for Independent Living Limited

A company limited by guarantee

Statement of Financial Activity

Income and Expenditure Account

For the period 22/02/ 10 ending 31 December 2010¹.

1

	Continuing Operations	
	12 month ended 31/12/11	12 month ended 31/12/10
Incoming Resources		
Health Service Grants	1,381,581.00	1,242,713.00
FAS Grants	222,341.00	200,607.00
Grants from other Agencies	10,460.00	4,150.00
Other income	92,529.00	18,564.00
Total Incoming Resources	<u>1,706,911</u>	<u>1,466,034</u>
Administrative Expenses	<u>1,709,167.00</u>	<u>(1,375,889.00)</u>
Retained surplus / (deficit) for the year	(2,256.00)	90,145.00
Retained profit/(loss)bought forward	85,520.00	(4,625.00)
Prior year adjustment	<u>-</u>	<u>-</u>
Accumulated (loss)/profit bought forward	<u>83,264.00</u>	<u>85,520.00</u>

The financial statements were approved by the board on 30th August 2011 and signed on its behalf by:

Catherine Shortt Director

Brendan Power Director

¹ These are 10 month audited accounts for the period 22/02/ 10 ending 31 December 2010 to bring Cork Centre for independent Living financial reporting year to January to December

Accounts 2011



Cork Centre for Independent Living Limited

A company limited by guarantee

Balance Sheet as at 31st December 2011

	31/12/2011		31/12/2010	
	€	€	€	€
Fixed Assets				
Tangible assets		1,850.00		3,012.00
Current Assets				
Debtors	22,850.00		7,005.00	
Cash at bank in hand	123,203.00		159,868.00	
	<u>146,053.00</u>		<u>166,873.00</u>	
Creditors:				
amount falling due within one years	<u>64,639.00</u>		<u>(78,844.00)</u>	
Net Current Assets/(Liabilities)		<u>81,414.00</u>		<u>88,029.00</u>
Total Assets less Current Liabilities		83,264.00		91,041.00
Accruals and Deferred Income		-		(5,521.00)
Net Assets/(Liabilities)		<u>83,264.00</u>		<u>85,520.00</u>
Reserves				
Accumulated (deficit)/surplus		<u>83,264.00</u>		<u>85,520.00</u>
		<u>83,264.00</u>		<u>85,520.00</u>

The financial statements were approved by the board on 30th August 2011 and signed on its behalf by:

Catherine Shortt Director

Brendan Power Director

Activity 2011



Cork Centre for Independent Living Limited

<i>Table 1: ALS Activity 2010</i>			
Quarters	Adults	Children	Total
1 st Quarter	11064.25	1093.00	12157.25
2 nd Quarter	11178.50	1146.00	12324.50
3 rd Quarter	11270.85	840.75	12111.60
4 th Quarter	12046.95	1367.00	13413.95
<i>Totals</i>	<i>45560.55</i>	<i>4446.75</i>	<i>50007.3</i>

<i>Table 2: ALS Activity 2011</i>			
Quarters	Adults	Children	Total
1 st Quarter	10998.00	1260.00	12258
2 nd Quarter	11244.00	1482.00	12726
3 rd Quarter	11066.00	1172.00	12238
4 th Quarter	15907.00	2272.00	18179
<i>Totals</i>	<i>49215.00</i>	<i>6186.00</i>	<i>55401</i>



The Board of Management

Catherine Shortt	Chairperson
Ben Coughlan	Vice Chairman
Brendan Power	Treasurer (appointed 2011)
Eammon Crowley	Company Secretary
Alison Ryan	
Johnny Cronin	
Padraig Hannafin	
Anita Ryan	



Head Office Staff

Pat Beirne	Service Manager
Nicola Meacle	CE Supervisor
Vicky Chan	ALS Co-ordinator
Sharon Lyne	ALS Co-ordinator
Noreen Smiddy	Finance Officer
Sinead Toibin	Administrative Officer



Auditors

Finbarr Buckley
Buckley & Co
Registered Auditors & accountants
3rd Floor,
Hanover House
85-89 South Main Street
Cork



Bankers

Bank of Ireland
Bridge Street
Cork
Allied Irish Bank
Blackpool
Cork



Cork Centre for Independent Living Limited

Head Office
20 Commons Rd
Blackpool
Cork

Tel 021 4391570

www.info@corkcil.ie

Company Registration No 276198

Charity Registered No CHY No 12470