

 Cork Centre for Independent Living Limited



Annual Report 2012



The Last Civil Rights Movement

“Independent Living is the emancipatory philosophy and practice which empowers disabled people and enables them to exert influence, choice and control in every aspect of their life.”

There are many definitions of independent living but they all focus on key concepts of:

- ↳ choice,
- ↳ control,
- ↳ freedom,
- ↳ equality.

Independent living for disabled people has been described as being able to ‘live in the way they choose’, have choices about who helps and the ways they help. It is about having control over day to day life.

Independent Living is **more** than an individual aim. It encompasses a change in social relations. It is both a philosophy and a practical approach. It brings disabled people together to work for civil and human rights espousing equal opportunities for everyone as well as self-determination for themselves. For the Independent Living Movement Independent Living has a simple aim:

“disabled people want the same life opportunities and the same choices in everyday life that their non-disabled brothers and sisters, neighbours and friends take for granted.”

The Board and staff of Cork Centre for Independent Living are 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 Service Users, the HSE, the Department of Social Protection 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'

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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 –

A typically hectic year has flown by with various twists and turns. As we all know the economy continues to influence every aspect of life in Ireland and unfortunately Cork Centre for Independent Living has not been immune from this either. However, despite continued core funding reductions Cork CIL has strived to maintain delivery of personal assistant hours.

The reductions in funding do, though, prevent Cork CIL from providing a greater range of services and limit any reductions in the current waiting list. I am confident however that we, the board, staff, and leaders alike can overcome many of the difficulties we are likely to encounter in the next twelve months provided we face them together as we have done in the past.

Aside from facing current challenges Cork CIL also looks to the future with optimism. Cork CIL has continued with the PQASSO process attempting to ensure that we deliver the best service possible now and into the future.

This year saw the publication of a questionnaire canvassing leaders for their thoughts and opinions on Cork CIL and how it might be improved. This will not only influence the current service but also influence the creation of future policies and services.

I wish to thank all our staff for their hard work throughout the year, it is much appreciated. I would also like to thank my fellow board members for their work and commitment.

Thank you all and may the next year bring us all success and happiness.



Padriag Hannafin
Chairperson
Cork Centre for Independent Living
2012





Manager's Report

Throughout 2012 Cork Centre for Independent Living continued to work to contain and use the resources available as efficiently as possible as the disability sector overall was again impacted by the efficiency measures applied across all service providers. In 2012 this reduced our core HSE funding by 3.7%.

Utilising funding in the most effective and efficient way, remains as important as ever for Cork CIL. We continue to explore way to reduce waste and minimise costs and we need the help of all Service Users and Staff help us. It is still a challenge to manage our budgets by giving us notice of cancellations. The impact of the reductions to date has been most felt most keenly by staff; however, in 2012 the reductions began to impact on the Cork CIL Service Users with PA holidays no longer automatically covered. Adequate notice from Leaders allows us to give fair notice to staff allowing cancelled hours to be offered to other Leaders ensuring maximum use of the valuable PA resource. Despite the fiscal challenges of 2011/12 over 60,000 direct hours of Assisted Living PA services were used by over 128 Leaders.

During 2012 Cork CIL progressed our quality initiatives using the PQASSO framework. To develop services that are person centred we need to hear from those who use our service. In November we sent a questionnaire to all service users to ask them their thoughts, opinions and ideas for Cork CIL. We recognise that we may not be able to respond to all requests but by having a better understanding of what Service User want and expect from disability services we can reflect this in the services we can influence and continue to advocate for other services the disability sector. I would like to take this opportunity to thank all those Leaders who responded to our request. Some of the results are included in this annual report and the information gained is influencing the development of the CIL Strategy 2014-2016.

The support of the Department of Social Protection (formerly FAS) and the Health Services Executive (HSE) South and in particular the Disability Services Co-ordinators remains 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,
Cork Centre for Independent Living 2012





Seven Basic Needs of Independent Living



Information



Peer Support



Personal Assistance



Transport



Equipment



Access to the Environment



Housing



Information

Services Users need to know what their options are. Cork CIL acts an information link to people with disabilities and information and training to groups interested in disability issues.



Peer Support

Cork CIL has an established peer forum. This is a forum to share experiences and offering encouragement and guidance from other disabled people.



Personal Assistance

Personal Assistance (PA) is the human help with everyday tasks. A significant part of the Cork CIL service is focussed on this. A PA service is a practical way to support a person with a disability to remain in their own home. Cork CIL continues to advocate for this to be a rights based service.



Transport

Transport to get where people with a disability want to be is important. Cork CIL does not currently provide a transport service but in response to Leaders feedback Cork CIL is reviewing this and its Driving Policy to explore if there are opportunities to develop a more flexible responses that could meet some of the transport needs of service users. Cork CIL continues to advocate for accessible and affordable transport services for people of Cork city and county.



Housing

A suitable place to live is important. Cork CIL is not a provider of housing but we can offer support and linking people with other appropriate community supports.



Equipment

Technical aids, to reduce unnecessary dependence on others are important. Equipment is essential. PA's often need to use aids and appliances in the home in order to support the Service User safely. The Community Nursing, Physiotherapy and Occupational Therapy Departments are responsible for the prescription and provision of aids and appliances. Cork CIL can support Service Users to access these services.



Access to the Environment

Access to the environment is to go where everyone else does. Cork CIL has regular active membership of Cork Access Group and Community Partnership forum. Information is feedback to the Board at the monthly meetings and to Service Users through the Peer Forum and through the Cork CIL website news page.

*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 & Department of Social Protection –formerly 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 and many people who use the services have very complex and high support needs.



Promoting Social Change.

In 2012, Cork CIL worked with other key community stakeholders to promote the full inclusion of people with disabilities in the community. We did this through active involvement locally with the Cork Access Group and the Cork Community Forum and nationally working in partnership with the national networks of CILs and the Disability Federation of Ireland (DFI), in the pursuit of our shared common goals.



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 facilitates people with disabilities to access personal assistance and community inclusion opportunities supporting individuals to live independently in the community. These support services are tailored to individual needs and are both practical and meaningful in terms of empowering people with disabilities to have autonomy in their daily lives.



ALS Co-ordinators Report

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 Service Users to continue to live independently in the community.

Cork CIL PA's continue to work in arrange of settings, from adult to children and supported service users with personal social and educational supports. The recent survey of Service Users shows that variety. Each Service Users is different and has different levels of service, within the available resources, to meet individual needs. Services Users want to access supports on different day and at different times - every- one is different. This variety can make scheduling a service very complex and challenge.

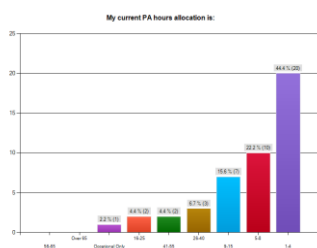


Table 1 Variations in allocation of PA support hours

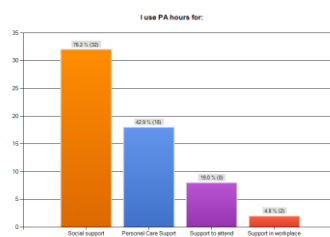


Table 2 : How PA hours are used by Service Users

Getting the right staff is important. Staff recruitment is an on-going challenge. Almost all PA staff are part time. This may mean that staff may be eligible to make a partial social welfare claim but this limits the availability of staff to work. A further challenge is that vacancies may not offer enough hours to attract new staff.

Despite these challenges seventeen new members of staff joined our team of PA's in 2012. The new PA's come from a range of backgrounds; students from Nursing, Social Care, Social Work, and from FETAC level 5 and level 6 courses in Health and Child care. The increase in staff was essential to meet the continued need for flexibility and replace staff who leave often after completing studies or to take up full time posts in other organisations.



Under 65 Initiative Co-ordinators Report



The Under 65 programme comprises of one-to-one personal assistant hours or group activities for people less than 65 years old, indeed some of the service users are in their early 40's, and are living in elderly care congregated settings. In 2012 the Art Group completed an outside mural to brighten the patio area of a local nursing home. The mural was designed by the participants and sponsored by the Nursing Home.

As we move to 2013 Cork CIL is working with the HSE to explore opportunities to expand access to these support to other younger adults with disabilities living in congregated settings.



Activity

In 2012 Cork CIL provided:

-  direct Assisted Living Service PA hours for 104 adults
-  direct PA hours for 24 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. Cork CIL has within our existing resources increased activity by 20% since 2010.



Department of Social Protection (FÁS) – Community Employment Project

Cork CIL was successful in securing a further DSP funded Community Employment scheme. The scheme provides work experience and training to up to 15 people to assist them to secure mainstream employment.

The experiences provided to participants included working as Personal Assistants with people with disabilities, office administration and community development. Participants accessed training including, Patient Handling, Professional Boundaries, Occupational First Aid, and Non-Violent Crisis Intervention.

In addition Participants had the opportunity to do a work placement in a field of their choice. The aim to enhance and broaden work place experiences, Participants completed placements in a variety of settings from First Employment Services, a company that provides a Job Coach Service to people with disabilities to the Cork Foyer, a residential centre for young people at risk of homelessness.



Newsletter

Cork CIL continues to publish its newsletter three times a year. The newsletter welcomes contributions from service-users and provides information for service-users and their families.



Cork CIL Peer Forum

The Cork CIL Peer Forum meets on a monthly basis in the River Lee Hotel, providing a space for people with disabilities to come together in a mutually supportive environment. The Peer Forum is supported by Cork CIL, but self - managed by people with disabilities. Peer Forum members have the chance to share experiences and learn from each other.

In 2012 the of activities undertaken by the Peer Forum were determined by the participants in the group, these included sessions on Life Coaching, Sports and Stress Management. The session on sports, inspired the Group to organise an afternoon sports session offering an opportunity for people with disabilities to try different activities such as wheelchair-tennis, darts etc. COPE Foundation, offered the use of their excellent accessible sports facilities in Montenotte, Cork.



Peer Forum - Sports Taster Day,

In December 2012, the Forum held an outdoor event to mark the end of the year. Participants attended an outdoor survival course which was held in the park in Ballyphehane and it was followed by a session on Chinese therapies including Tai Chi facilitated by a trainer from the Cork Shaolin Centre.



CE Participant – A Project Worker’s Experience

I started working in Cork CIL on the 18th of April 2011. In September of that year, I had the pleasure of representing Cork CIL at the European Parliament Building in Strasbourg. As a full-time wheelchair user with a keen interest in Disability Law and armed with the power of my own convictions on what it really means as a disabled person in Ireland in the 21st century. I spoke with passion to many politicians on topics such as employment, education, equality, services, and the cost of being a person with a disability and the impact the government has on the rights of the disabled. I also discussed why it is vital that Ireland ratifies the Agreement with Europe that is the UN Convention on the Rights of People with Disabilities for the success of the disabled within Ireland.

As a direct result of my experience in Strasbourg I was invited to sit on the Board of Directors of Carmichael House in Dublin. I worked in a number of sub-groups including the National Leader Forum, the Cork Leader Forum and the Education and Training Committees.

I have also had the opportunity to commence training in the area of Coaching and Coaching Psychology. This along with my experience as a CE Participant has helped be to be uniquely placed to support Service Users and I now have the opportunity to do this in a new role as the Support Service Development Facilitation Coordinator for Greater Dublin Independent Living.

Rhona Coughlan



Quality PQASSO.

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

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. The Cork Centre for Independent Living used 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 Cork CIL is developing:

- ✦ 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.

In 2012 the PQASSO Core-Team has consulted with service users. This was to find out what service users value about the service and what they would like to change or see developed in the sector. We had a really great response with over 50% of service users responding. The feedback from the questionnaire has identified the issues most important to Service Users and focus groups of Service Users will come together in early 2013 as part of a Listening & Changing Project supported by Disability Federation of Ireland. The opinions and ideas of service users is important, they will inform and guide CIL's new Strategic Plan 2013 -15.

Accounts 2012



Cork Centre for Independent Living Limited

A company limited by guarantee

Statement of Financial Activity

Income and Expenditure Account For the period ending 31 December 2012¹.

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	Continuing Operations	
	12 month ended 31/12/12	12 month ended 31/12/11
Incoming Resources		
Health Service Grants	1,410,713.00	1,381,581.00
FAS Grants	208,752.00	222,341.00
Grants from other Agencies	800.00	10,460.00
Other income	89,357.00	92,529.00
Total Incoming Resources	<u>1,709,622</u>	<u>1,706,911</u>
Administrative Expenses	<u>1,681,276.00</u>	<u>1,709,167.00</u>
Retained surplus / (deficit) for the year	28,346.00	(2,256.00)
Retained profit/(loss)bought forward	83,264.00	85,520.00
Prior year adjustment		-
Accumulated (loss)/profit bought forward		
Members Funds	<u>111,610.00</u>	<u>83,264.00</u>

The financial statements were approved by the Board on 30th April 2013 and signed on its behalf by:

Padraig Hannafin Director

Brendan Power Director

Accounts 2012



Cork Centre for Independent Living Limited

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Balance Sheet as at 31st December 2012

	31/12/2011		31/12/2012	
	€	€	€	€
Fixed Assets				
Tangible assets		1,850.00		5,687.00
Current Assets				
Debtors	22,850.00		39,371.00	
Cash at bank in hand	123,203.00		140,708.00	
	<u>146,053.00</u>		<u>180,079.000</u>	
Creditors:				
amount falling due within one years	<u>64,639.00</u>		<u>(74,156.00)</u>	
Net Current Assets/(Liabilities)		<u>81,414.00</u>		<u>105,923.00</u>
Total Assets less Current Liabilities		83,264.00		111,610.00
Accruals and Deferred Income		-		
Net Assets/(Liabilities)		<u>83,264.00</u>		<u>111,610.00</u>
Reserves				
Accumulated (deficit)/surplus		<u>83,264.00</u>		<u>111,610.00</u>
		<u>83,264.00</u>		<u>111,610.00</u>

The financial statements were approved by the Board on 30th April 2013 and signed on its behalf by:

Padraig Hannafin Director

Brendan Power Director

Activity 2012



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
Totals	45560.55	4446.75	50007.30

<i>Table 2: ALS Activity 2011</i>			
Quarters	Adults	Children	Total
1 st Quarter	10998.00	1260.00	12258.00
2 nd Quarter	11244.00	1482.00	12726.00
3 rd Quarter	11066.00	1172.00	12238.00
4 th Quarter	15907.00	2272.00	18179.00
Totals	49215.00	6186.00	55401.00

<i>Table 3: ALS Activity 2012</i>			
Quarters	Adults	Children	Total
1 st Quarter	11,542.00	2010.00	13,552.00
2 nd Quarter	13,474.00	2379.00	15,853.00
3 rd Quarter	14,205.00	932.00	15,137.00
4 th Quarter	13,970.00	1789.00	15,759.00
Totals	53,191.00	7,110.00	60,301.00



The Board of Management

Padraig Hannafin	Chairperson
Ben Coughlan	Vice Chairman
Catherine Shortt	Company Secretary
Brendan Power	Treasurer
Johnny Cronin	
Anita Ryan	
Alison Ryan	
<i>Donal O'Sullivan (from 2013)</i>	
<i>Conor O'Brien (from 2013)</i>	



Head Office Staff

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



Auditors

Fitzgerald & Associates
6 Sullivan's Quay
Cork



Bankers

Bank of Ireland
70 Patrick Street
Cork

Allied Irish Bank
Blackpool
Cork



Solicitors

Whelan's Solicitors
Grattan Court
Washington Street West
Cork



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