

 Cork Centre for Independent Living Limited

Annual Report 2010







Chairpersons Report –

I want to start this 2010 Chairpersons report by acknowledging the hard work of staff and the support of our Leaders as we continue to face the challenges of the economic downturn. The impact of public sector cost containment has affected us all but is arguably often most acutely experienced by people in the Disability Sector.

In 2010, as a result of reduced statutory funding Cork Centre for Independent services staff received a pay cut in line with reduced public sector salary scales. In addition to this some staff also experienced a reduction in the hours they worked. Cork CIL worked hard to minimise any negative effects on existing Leaders.

It is important to recognise and thank Staff for their continued focus on delivering high quality person-centred assisted living services, and commend their commitment which was and remains excellent.

The quality of service delivered to our service users and colleagues is very important to Cork CIL. It is fundamental to achieving our mission and goals. In 2010 the Board of Management made a commitment to build on and develop the organisations quality agenda and committed to adopting the Practical Quality Assurance System for Small Organisations - PQASSO. It will provide Cork CIL the means to analyse our strengths and areas for improvement and to set about a programme of continuous improvement in the quality of our services.

The Cork CIL service had grown significantly since its establishment in 2002 in terms of staff levels and budget. In 2010, Cork CIL underwent an internal review of the governance underpinning the organisation. We identified that the managerial structure had not developed sufficiently to address all aspects of the service as necessary. It was agreed in conjunction with the HSE that a dedicated Managerial position needed to be created in order to ensure best practice in terms of managing the HSE-funded Assisted Living Service. The Board is committed to progressing this in 2011.

I would like to and thank the Health Services Executive Disability Services and FAS and acknowledge the professional help and support given to Cork CIL during 2010. We look forward to working with FAS and HSE in coming year and to strive to provide services that support people with disabilities to continue to work for self-determination, self-respect and equal opportunities.

Catherine Shortt

Chairperson Cork Centre for Independent Living

2010



Manager's Report

2010 was a challenging and difficult year for the Cork Centre for Independent Living. As a consequence of the cost containment and efficiency measures in the HSE Cork CIL experienced a reduction of a 5.7% in our overall funding allocation. This was in addition to the cumulative 3% reductions of the previous two years. The impact of this reduction in 2010 was felt most keenly by staff.

Staff along with all public sector funded staff experienced a reduction in their salary. Despite this the Cork CIL Staff remained positive and committed to working with Cork CIL and the Leaders using the service. We worked hard to respond flexibly and creatively to ameliorate the impact in so far as we were able, to our direct service users. As a result of this effort Leaders did not experience a reduction in core direct Personal Assistant hours. And despite the fiscal challenges of 2010 over 50,000 hours of Assisted Living PA services were used by over 90 Leaders. Approximately 8% of the hours were to support Children with a primary physical disability in mainstream preschool settings and 10 new Leaders were offered services.

In June 2010 Cork CIL welcomed a new member of the Cork CIL Team. Ms Noreen Smiddy joined the organisation as a part time Senior Finance Officer replacing the former full time post holder. Ms Smiddy has brought a wealth of experience to the organisation.

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 and has supported us to maintain the person centred approach and ensure our activities are underpinned by the Cork CIL ethos of independence, options and empowerment.



Our Mission

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 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.

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 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.

Cork CIL provided:

45560 direct Assisted Living Service PA hours for 91 adults and 4447 direct PA hours for 18 children. The majority of the hours to children which were provided to support them in the mainstream preschool setting and the services were delivered in partnership with other agencies and the HSE South Early Intervention services

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 acted as an information provider for individuals who contacted us for advice on housing, parking permits etc. Cork CIL provided support to people by acting in an advocacy capacity, liaising with statutory agencies with and on people's behalf

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

Employees	31/12/2010		31/12/2009	
	Number	WTE	Number	WTE
Head Office	4	3.57	4	4.00
FAS CE	14	7.50	16	8.50
PA's	110	25.80	115	28.57

FÁS Community Employment Project

Cork CIL is a sponsor of a FÁS Community Employment Scheme. 15 Participants work in a range of settings. Participants worked as Personal Assistants and others worked as Project Workers, assisting with the day-to-day running of the scheme. The FÁS Community Employment Schemes offer a valuable opportunity for participants to gain further training and work place skills.

The dedicated Supervisor works with the participants to ensure that they get the most out of their time on the scheme. Participants availed of the training provided throughout the year so that they would have a better chance of progressing on to mainstream employment.

Under 65 Initiative

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 programme comprises of one-to-one personal assistant hours to each participant on the programme and group activities i.e. an art class, yoga, horticulture and computer classes. The nature of the programme is dictated as much as possible by the residents.

One of the challenges facing the programme is the physical location of the nursing home which is in the countryside and not on a bus route. This means that a significant portion of the annual budget is

absorbed by the cost of transport. However, the programme has made a very positive impact on the quality of life of each resident. It has afforded them an outlet to engage in the community and they have fostered good relationships with CIL staff.

CIL Council

The national CIL Council is a collective of Centres for Independent Living in Ireland. While each CIL is autonomous and a legally independent structure, it has been acknowledged that sharing information and having a common policy in some areas is advantageous. CIL's recognised that, on a national level, CIL is more influential if it speaks as one strong, united representative voice.

Cork CIL played an active role in the national CIL Council since its establishment in 2008. Representatives from Cork CIL attended all three national meetings in 2010 and worked with our counterparts on sharing information and common projects.

The most important change in 2010 was that the CIL Council voted that CIL in Dublin would have a mandate to assist and do work on behalf of all the CIL'S. For example, for the first time they set up a policy sub group which would work on policy's required by all CIL's in order to avoid duplication of work throughout the country. This was a positive change because CIL's in general would not be in a position to fund a HR position and it is vitally important that all CIL'S meet their legal requirements as employers.

Community Integration

Cork CIL worked 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.

Peer Support Group

Cork CIL has always recognised the importance of peer support as a mechanism to promote capacity building amongst people with disabilities. In particular, it is important to foster links between people with disabilities who have a personal assistant so that people can get advice on how to deal with certain situations that can arise when learning to manage that relationship.

A Peer Forum gives a space to people with disabilities to share experiences and to overcome the isolation that can be a consequence of having a disability. In an attempt to establish a Forum in 2010, Cork CIL ran a workshop on boundaries for people with disabilities. While the focus of the workshop was managing the Leader/Personal Assistant relationship, it was envisaged that the participants would recognise the benefits of sharing experiences with their peers and actively pursue the establishment of a Peer Forum. While the workshop was perceived as useful, it was apparent that a successful Peer Forum requires an ongoing investment in terms of time.

EU Year to Challenge Social Exclusion

In 2010, Cork CIL received a grant from POBAL to carry out a project highlighting poverty and Social Exclusion, as it was the E.U. year of fighting poverty and exclusion. We decided to host a workshop that explored the main elements that effect people with disabilities capacity to participate fully in mainstream society. We invited expert speakers to talk on Health, Education, Housing Employment, Transport and independent living.

There was an audience of disabled people and professionals working in the sector for the first half of the seminar and in the afternoon, five disabled people were filmed giving their own personal perspective on independent living, employment and housing etc.

The overall theme of the seminar was the inter-dependence of all the elements i.e. in order to take up the offer of employment, accessible transport and/or personal assistance was required. The workshop was filmed by Frameworks Film Productions. It was then edited into a short film that will be shown on Cork Community TV.

Accounts 2010



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

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	Continuing Operations	
	31/12/10	22/02/10
Incoming Resources		
Health Service Grants	1,242,713.00	1,614,232.00
FAS Grants	200,607.00	240,144.00
Grants from other Agencies	9,150.00	12,070.00
Other income	13,564.00	
Total Incoming Resources	1,466,034.00	1,866,446.00
Administrative Expenses	<u>(1,375,889.00)</u>	<u>(1,970,184.00)</u>
Operating surplus/(deficit)	90,145.00	(103,738.00)
Interest payable & similar charges	<u>-</u>	<u>(448.00)</u>
Retained surplus / (deficit) for period	90,145.00	104,186.00
Accumulated (loss)/profit brought forward	(4,625.00)	36,170.00
Prior year adjustment	-	63,391.00
Retained surplus (deficit)carried forward	<u>85,520.00</u>	<u>(4,625.00)</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 2010



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Balance Sheet as at 31st December 2010

	31/12/2010		22/02/10	
	€	€	€	€
Fixed Assets				
Tangible assets		3,012.00		3,586.00
Current Assets				
Debtors	7,005.00		53,095.00	
Cash at bank in hand	159,868.00		119,493.00	
	<u>166,873.00</u>		<u>172,588.00</u>	
Creditors:				
amount falling due within one years	<u>(78,844.00)</u>		<u>(175,278.00)</u>	
Net Current Assets/(Liabilities)		<u>88,029.00</u>		<u>(2,690.00)</u>
Total Assets less Current Liabilities		91,041.00		896.00
Accruals and Deferred Income		<u>(5,521.00)</u>		<u>(5,521.00)</u>
Net Assets/(Liabilities)		<u>85,520.00</u>		<u>(4,625.00)</u>
Reserves				
Accumulated (deficit)/surplus		<u>85,520.00</u>		<u>(4,625.00)</u>
		<u>85,520.00</u>		<u>(4,625.00)</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



The Board of Management

Catherine Shortt Chairperson
Ben Coughlan Vice Chairman
Brendan Power Treasurer (appointed 2011)
Eammon Crowley Company Secretary (appointed as Company Secretary from 22/2/2011)
Alison Ryan Company Secretary (up to 22/2/2011)
Johnny Cronin
Padraig Hannafin
Anita Ryan



Auditors

Finbarr Buckley
Buckley & Co
Registered Auditors & accountants
Floor B
6, Lapps Quay
Cork



Bankers

Bank of Ireland
Bridge Street
Cork
Allied Irish Bank
Blackpool
Cork



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Company Registration No 276198

Charity Registered No CHY No 12470