

2023

Annual Report



Cork Centre for Independent Living



Independent Living:

- To ensure that Service Users and Members are central to the review, design, delivery of services.
- To ensure that services and activities are person-centred, based on the assessed needs of our Service Users.
- To promote and support self-directed and self-managed services.

Services:

- To offer person-centred, flexible services which support maximum independence and choice for Service Users.
- To ensure transparent and responsible use of resources and be a service provider of choice.
- To implement an information system that will support the governance and management of services.

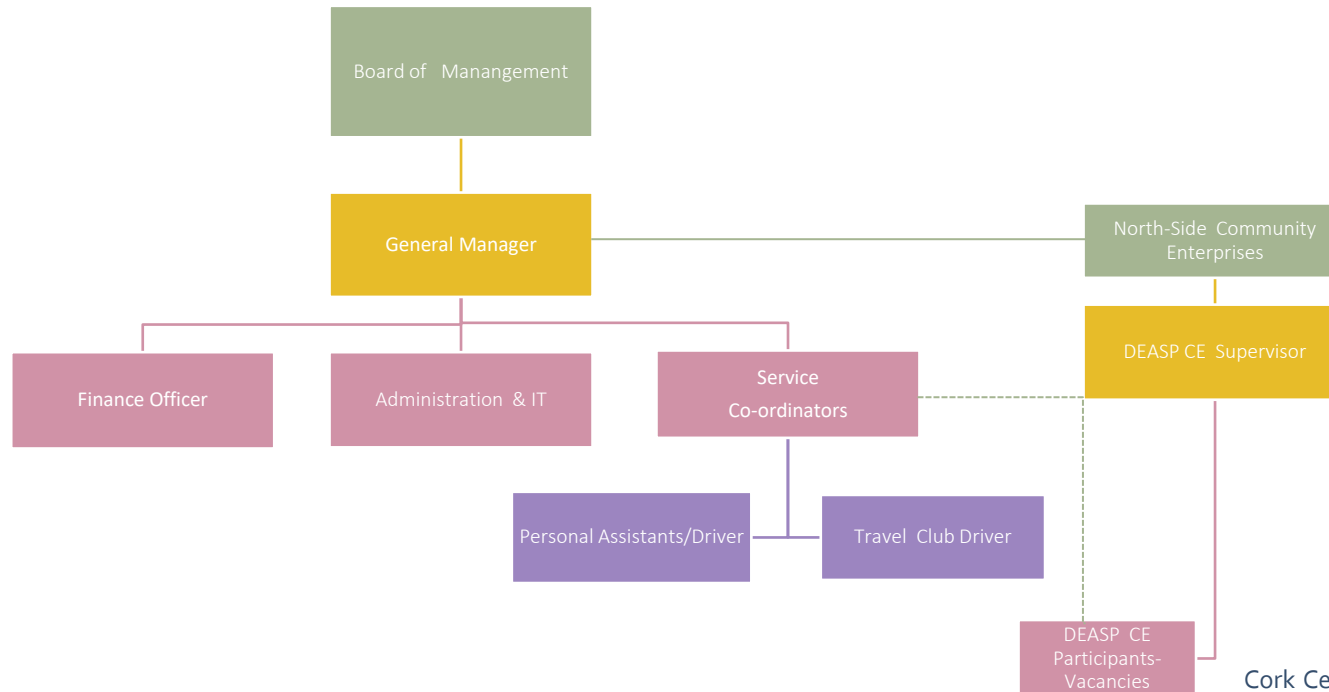
People:

- To continue to improve management and decision-making systems to support staff, manage risk and ensure safe service protocols and practice.
- To support staff development to enhance their skills, increase job satisfaction and maintain service quality.

Governance:

- To meet all legal and regulatory responsibilities and to be accountable to all our stakeholders.
- To lead the organisation, its people and services making sure that our vision, purpose, and values remain relevant.
- To ensure the transparent, efficient, and effective use of all our resources.

Organigram 2023



Cork Centre for Independent Living is a company limited by guarantee without share capital and a registered charity in Ireland [registered Company No 276198]

Meet the Trustees -the Cork CIL Voluntary Board of Management

JOHN CRONIN

John is a keen advocate of the rights of people with a disability and is an enthusiastic believer in the ethos of the independent living movement. An ardent fan of sports John is a double Gold Paralympian Boccia player John played a key role in the foundation of Cork CIL in 1998.

PADRAIG HANNAFIN

Padraig has worked in Communications and Public Affairs Department in the Rehab Care since 2009. A CIL service user since 2003 when he moved to Cork to study at U.C.C Padraig joined the board whilst a student. Padraig is a keen fan of most sports and plays power soccer for the Kingdom Rebels.

DIARMUID DUGGAN

Diarmuid Duggan has been a member of Cork CIL since 2012. As a disabled man and a wheelchair user he really values the Cork PA service which has supported him to access new opportunities and live independently. Diarmuid has a keen interest in politics, sport, people and the local community. Diarmuid joined the Cork CIL Board to represent the Service Users voice and strengthen the perspective of the Service User

DONAL O'SULLIVAN

Donal has been a member of the Cork CIL Board since 2013. As the CEO of Cooperative Animal Health, a farmer owned Cooperative in the animal medicine and nutrition business. Donal brings a wealth of Board and Governance experience.

DR GERARD WHITE

Gerard holds a BA, MA & PhD in Nursing as well as post graduate diplomas in Management, Education Gerard has worked as a clinical nurse for 24 years and as an Advanced Nurse Practitioner in A&E. Gerard is now Asst Director Nursing at the SIVUH. His areas of interest include clinical teaching, trauma management, and ethics in nursing.

DAVID O'SULLIVAN

David has worked in the Agri Supplement manufacturing industry for over 30 years with roles in manufacturing and human resource management. With a particular interest and expertise in Human Resource Management. David has a keen interest in supporting those with disabilities having had a son with severe epilepsy He understands the value that organisations such as CIL can bring to those that need it most. In 2021 David assumed the Role Chairperson.

TADGH QUILL MANLEY

Tadgh is an insurance and financial broker in Cork City, holding the CIP and QFA qualifications. He has a strong interest in disability affairs, also serving on the boards of the Cork Centre for Independent Living, Cork Deaf Association, and the National Advocacy Service for People with Disabilities

SANDRA BROOKES

Sandra joined the Board of Management of Cork CIL as a non- executive director in August 2022. Sandra is a qualified chartered accountant with over 10 years financial experience. Sandra currently works as a senior audit manager for a professional services firm

SHANE MAHER

Shane has 30 years' experience in supply chain management. Currently he is Senior Director, Planning within Supply Chain responsible for Integrated Business Planning with De Puy Ireland. Strategic Direction is of particular interest to Shane as he believes it is the key to ensuring that the organisation creates a clear direction for the future. Shane holds a Degree in Business from MTU Cork, MBA from University of Limerick & MSc in Lean Operations from University of Cardiff but in his spare time enjoys spending time with his family, new cultures and food and is an avid sports supporter

Message from the Chairperson

In March 2023 Specialist Disability Services transferred to the Department of Children, Equality, Disability, Integration and Youth (DCEDIY and the 2024 National Service Plan (NSP) will be the first to be approved by Ministers from two separate Government departments.

This is change for specialist disability agencies like Cork CIL and alongside the establishment of the six regional health areas we went into 2023 with an anticipation of change and a level of uncertainty. However we welcome the commitment to enhance specialist disability services and financial and operational sustainability in the sector.

The commitment that wherever possible, people with disabilities are supported to live in the community and to access mainstream health and social care services is positive. Specialist disability services like Cork CIL will continue to have a role focussed on providing supports to people with more complex disabilities, providing mainstream services and complementing other health and social care supports.

Cork CIL is in a strong position as we continue to build on our ethos and commitment to person-centred services supporting people's choice and control. Cork CIL is committed to the inclusion of disabled people in decision-making and this philosophy underpins the collaborative working between the HSE and the voluntary sector.

Early 2024 Cork CIL was delighted to welcome another service user Diarmuid Duggan to our board to represent the user experience and strengthen the users voice. Also joining the Board in 2023 was Tadgh Quill- Manley who brings a wealth of skills and experience and interest the sector.

On the national arena Cork CIL as a member of the Disability Federation of Ireland represents its members on the national advisory group on personal assistance services, bringing a strong representation from our sector.

Alongside this Cork CIL has committed its support to the establishment of a National Alliance of Centres for Independent Living (NACIL). Across Ireland the 17 centres for independent living sharing the ethos of

independence choice and inclusion. Individually we may be small independent organisations but together across the Ireland of Ireland we employ over 1100 staff and provide over 800,000 PA hours, Throughout 2023 we worked to come together as a national alliance with a stronger voice to advocate for personal assistance services and independent living. In 2024 the National Alliance of Centres for Independent Living NACIL will be formally launched to take up this important national space.

The responsibility of ensuring the voice of Cork continues to be represented will pass to a new Chief Executive Officer. I am delighted to announce the appointment of Alison Ryan, as our new CEO she brings a wealth of skills and experience to grow and develop the service and lead it into the future.

I would like to thank the Board Members who volunteer their time, commitment, ideas and experience and for the additional work which has enabled the board to continue to be productive right throughout 2023.



David O'Sullivan, Chairperson
July 2024

Chief Executive Officer Report

Personal Assistance services are relationship based services, and the Service User / Personal Assistant relationship is a special one based on openness trust and honesty. Our staff work hard to build positive relationships with the people they work with, and it works best when there is a commitment from the Service User to invest in the working relationship.

Each year that passes we lose people close to us and the service. Richard O'Leary passed away unexpectedly in March 2023. Richard was fundamental in the establishment of Cork CIL he went on to work for Cork CIL as well as being a long term service user and an active member of the disability community. Richard was an unassuming and kind person who knew how to commit to the working relationship and get the best from his service and the best out of people. He will be missed

Like all services in the disability sector we continued to face challenges not least in the area of staff recruitment. We worked hard to minimise the impact of staffing challenges on service users, but it is increasingly difficult to meet the needs of ours service users and match a PA to a Service User that delivers a codesigned service. .

As the public sector pay was restored S39 organisations funding was not. The increasing lack of parity in pay proving to be barrier to recruitment and brought challenges across the sector. Strike action was averted at the last minute with the acceptance of a staged 8% pay award. This pay rise was welcome but CIL staff like many other S39 staff remain behind their colleagues in the statutory sector. Further WRC negotiations are planned for 2024 to try and achieve parity in pay and conditions.

We remain acutely aware that we receive our funding from the 'public purse,' and we have responsibility to manage this transparently and fairly. It is a fixed resource however and through 2023 although we remain financially secure our expenditure exceed our income.

This was largely due to increased cost of staff mileage, as we asked staff to travel greater distances across our catchment area to deliver services. As we move into 2024 we will advocate for increased resources both service wide and on a named service users basis. We will also review and establish an internal assessment so we can prioritise services on the basis of assessed need.

I want thank David O'Sullivan Chairperson and all the members of the Board for their support during 2023. I again want to recognise the continued support of the Co-ordinators and Administration Team, the hard work and commitment of our all of our PA/ driver and the understanding and support of our Service Users all of which contributes to making Cork CIL a valuable and valued service.

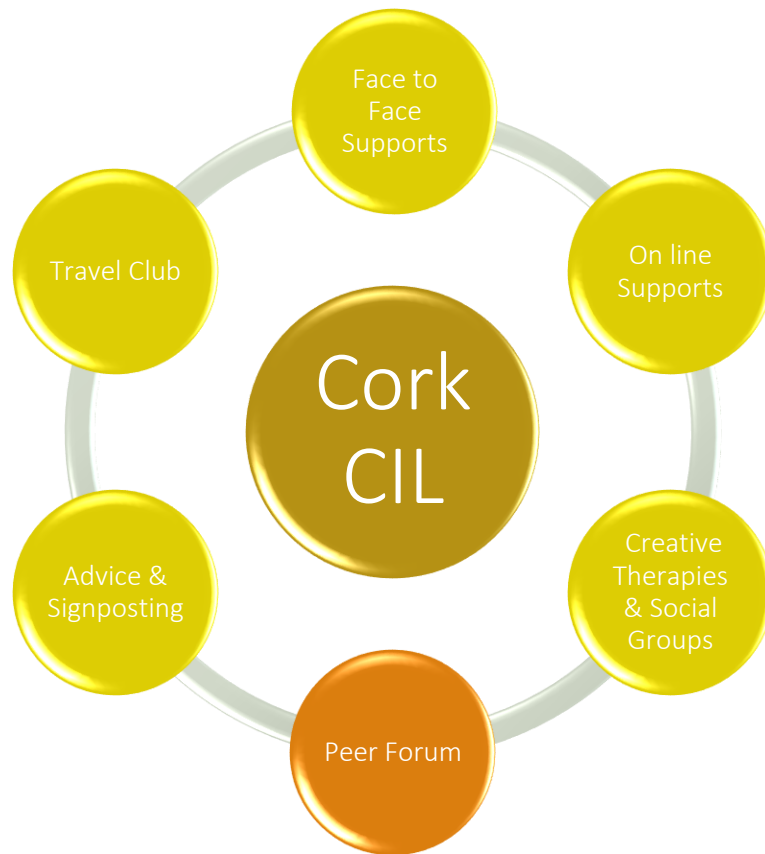
I am confident that Cork CIL will continue to grow and develop into the future claiming its place as a unique organisation in Cork and as part of the new and exciting National Alliance of Centres for Independent Living

On a personal note I would like to say that I have had the great privilege of working as CEO with Cork CIL since 2010. I am immensely proud of all the staff that make the difference and who remain committed to our ethos of independent living. I hope that Alison Ryan enjoys her tenure as much as I have, and I wish her all the absolute best in her new appointment.



Pat Beirne CEO

July 2024



What we do...

Cork CIL is a Section 39 HSE funded agency offering Assisted Living community-based, community focussed Personal Assistant services to people with primary physical and sensory disabilities living in HSE CHO4 area of South Lee.

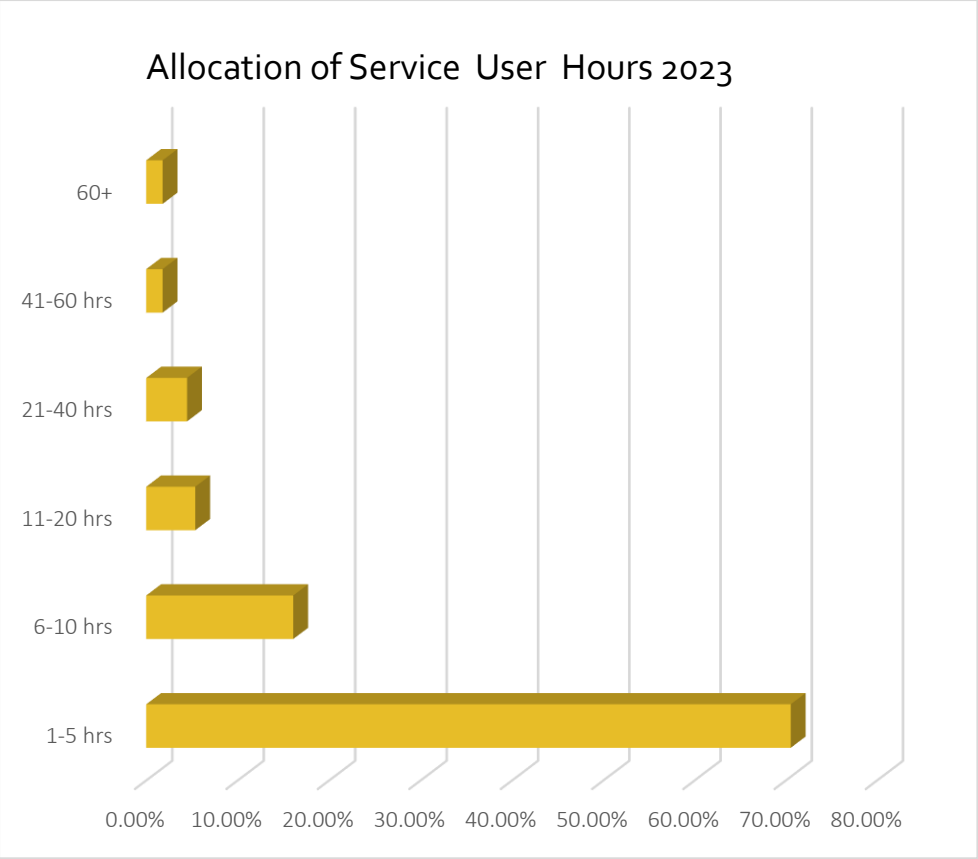
Cork CIL services range from wrap around services supporting some Service Users in all aspects of their daily life and supporting people to live independently in their own home. Other Service Users have a more defined discreet service to support them engage in social activities important or valuable to them.

There are a number of Service Users who have all their supports from Cork CIL. For others Cork CIL supports

are an adjunct to other community services especially home support services and offer another dimension to the community-based supports available. Our Cork CIL Travel Club membership is open to anyone with a disability and members can book to benefit from more affordable accessible local transport.

Cork CIL is committed to work to consolidate our present activities and to promote Cork CIL as a provider of choice as well as develop our services ensuring they respond to the changing needs of our service users and ensuring that they are underpinned by the Cork CIL ethos, of choice and independence.

Cork CIL Activity 2023



- Total income for 2023 was €1,704,875.00

- 99% of the services we provided were on behalf of the HSE as part Assisted Living Services.

- €1,340,262 on salaries for 65 skilled Frontline Healthcare Workers to provide 54,144.00 PA hours benefitting 134 Service Users and their families. The service was supported by 5616 co-ordinator hours, 4230 admin hours, 2340 payroll and finance support and 1123 management hours.

- The PA supports range from wrap around services supporting complex care and providing over 80 hours a week to smaller allocations supporting all aspects of independent living to smaller but valuable services between 2 and 20 hours a week, often as part of a mixture of services that is user led and promotes independence and choice .

Stronger Together –

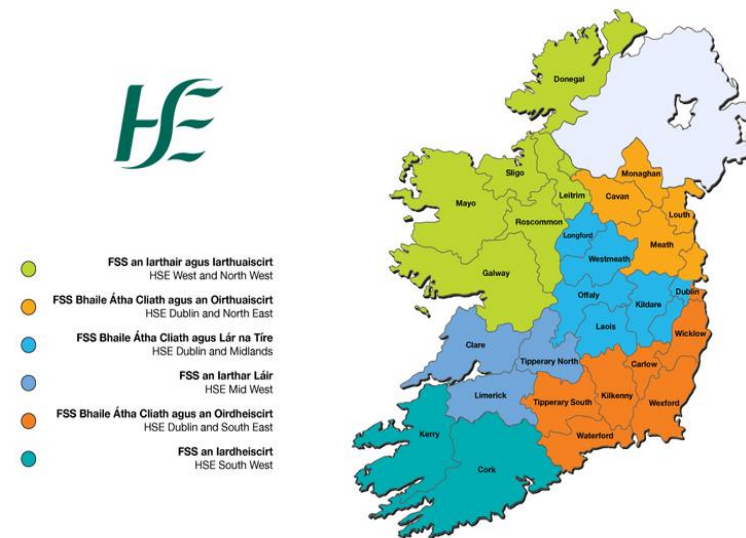
The National Alliance of Centres for Independent Living (NACIL)

There are seventeen stand-alone CIL's employing 1,154 people across all Health Regions. In 2023 the CILs delivered 811,068 hours of service, providing service and support to 1,910 individual disabled people.

In 2023 we came together to start the process of building and strengthening the CIL network and started working toward establishing the National Alliance of Centres for Independent Living (NACIL) to :

- 🌟 Deliver on the ethos of Independent Living
- 🌟 Represent our collective CIL voice
- 🌟 Support the nationwide network of CILS
- 🌟 Seek national equity and transparency in service arrangements
- 🌟 Influencing quality and sustainable service development and provision.

NACIL will launch in 2024



Our Risk Management Approach to Quality Services

The importance of delivering person centred and user led services that are both flexible and responsive to the needs of our truly diverse service users and are simultaneously safe and compliant remains our priority. Cork CIL continues to embed a risk assessment and risk management approach to all that we do.

The Cork CIL Risk Register is reviewed regularly by the Board of Trustees and used it as a tool to identify and prioritise risks and look at how best to mitigate that risk. Our front-line staff are in a unique position and are often the first to identify a potential risk. We are working hard support our staff to work safely by:



- Ensuring that staff all understand from the start that Risk and Risk Management is all our responsibilities and helping staff understand their roles and responsibilities.
- Encouraging and making communication easier and more effective
- Supporting and developing staff through ongoing training and supervision, including the opportunity for Service Co-ordinators to access external supervision in their professional
- Ensuring staff access to up-to date policies , procedures and guidelines and by being confident that these reflect best practice and support compliance.
- Supporting staff to get advice and support to respond to specific risk even out of hours with the On call Supports.

Investing in Staff Remuneration and Benefits

| Pay Scales as @ | | | |
|---------------------------|------------------|-------|---|
| 01/03/2024 | Grade | WTE | Gross PA WTE |
| | VIII/ CIL Hybrid | 0.6 | €76,151.89-€91,846.93 |
| | V / CIL Hybrid | 2.0 | €47,751.70-€57,272.18 |
| | IV/ CIL Hybrid | 3.95 | €31,650.87-€50,824.92 |
| | | | Pro rata / Gross hourly pay |
| | | | €45,691-€55,108 |
| Pay Scales as @ 1/03/2024 | | | |
| | PA/ CIL Hybrid | 24.77 | €30,832.79-€39,889.03 |
| | | | €15.20-€19.67 p h basic |
| | PA Premia | | Time + 1/6th 8pm – 12 MN; Time + Time Sunday & PH |

Remuneration

Following WRC pay agreement Cork CIL staff have transitioned to hybrid pay scales. **Personal Assistant Staff** – HSE Consolidated Pay Scales. Home Support grade as at 1/8/2020 + 8 % . WTE is 39 hours per week In addition PA receive premia for working at antisocial times- 8.00 pm to midnight, Sunday and public holidays.

Administration, Finance, Co-ordinators & Management – HSE Consolidated Pay Scales as at 1/8/2020 + 8 % for Grades IV, V, VIII. WTE is 35 hours p.w. The final part of pay award was paid in March 2024 and these figures are shown

Pension & PRSA

In line with the Pensions (Amendment) Act 2002 all staff have an opportunity to save with a Personal Retirement Savings Account [PRSA] long-term personal pension plan. Auto Enrolment into an Occupational Pension is now deferred to 2025 and Cork CIL

Employee Assistance Programme

Confidential 24/7 service which offers support from general and specialist advice to counselling supports available to all staff and their families. In 2024 this will be provided by Health Assured

Bike to Work Scheme

The Cycle to Work Scheme is a tax incentive scheme which aims to encourage employees to cycle to and from work.

Accounts 2023¹



Cork Centre for Independent Living CLG

A Company Limited by Guarantee (CLG) (limited by guarantee not having a share capital):

Statement of Financial Activity
Income and Expenditure Account
For the period ending 31 December 2023

Continuing Operations

| | 12 months ended | | 12 months ended |
|--|-----------------|--|-----------------|
| | 31/12/23 | | 31/12/22 |
| Income | 1,704,875.00 | | 1,632,260.00 |
| Expenditure | (1,734,732) | | (1,605,021.00) |
| Surplus for the Financial Year | (29,857) | | 27,239.00 |
| Retained Surplus (loss)/ brought forward | 451,508.00 | | 424,269.00 |
| Retained Surplus (loss)/ carried forward | 421,651.00 | | 451,508.00 |

The financial statements were approved by the Board on signed on its behalf by:

David O'Sullivan _____
Director

Padraig Hannafin _____
Director

Date: 30th July 2024

¹ Accounts will be published online at www.corkcil.ie

Accounts 2023



Cork Centre for Independent Living CLG.

A Company Limited by Guarantee (CLG) (limited by guarantee not having a share capital):

Balance Sheet as of 31st December 2023

| | 31/12/2023 | | 31/12/2022 | |
|--|------------|--------------|------------|--------------|
| Fixed Assets | | | | |
| Tangible assets | 5,465.00 | | 11,616.00 | |
| | | | | |
| Current Assets | | | | |
| Debtors | 141,183.00 | | 141,164.00 | |
| Cash & Cash Equivalents | 423,009.00 | | 415,713.00 | |
| | | 564,192.00 | | 556,877.00 |
| | | | | |
| Creditors: amount falling due within 1 year | | (148,006.00) | | (116,985.00) |
| Net Current Assets/(Liabilities) | 416,186.00 | | 439,892.00 | |
| | | | | |
| Total Assets Less Current Liabilities | 421,651.00 | | 451,508.00 | |
| Accruals and Deferred Income | | | | |
| Net Assets/(Liabilities) | | 421,651.00 | | 451,508.00 |
| | | | | |
| Reserves | | | | |
| Statement of income and retained earnings | 421,651.00 | | 451,508.00 | |
| | | | | |
| Members Funds | 421,651.00 | | 451,508.00 | |

The financial statements were approved by the Board on and signed on its behalf by:

David O'Sullivan _____
Director

Padraig Hannafin _____
Director

Date: 30th July 2023



The Board of Management

David O’Sullivan Chairperson
Padraig Hannafin
Johnny Cronin
Donal O’Sullivan
Dr Gerard White (resigned April 2024)
Sandra Brookes
Tadhg Quill-Manley (appointed 13 Oct 2023)
Diarmuid Duggan (appointed 1 March 2024)



Auditors

Fitzgerald & Associates
6 Sullivan’s Quay
Cork



Solicitors

Whelan’s Solicitors
Grattan Court
Cork



Bankers

| | |
|--|--|
| Bank of Ireland 70 Patrick Street Cork | Allied Irish Bank 6/7 Blackpool Retail Park Cork |
|--|--|



Head Office Staff

| | |
|----------------|--------------------------|
| Pat Beirne | GM & Company Secretary |
| Vicky Chan | ALS Co-ordinator |
| Sharon Lyne | ALS Co-ordinator |
| Claire Murphy | ALS Co-ordinator |
| Sarah Coveney | Finance Officer |
| Sinead Tóibín | Administrative Officer |
| Martina Mahony | Administrative Officer |
| Joe West | Travel Club Co-ordinator |



Northside Community Enterprises



Cork Centre for Independent Living CLG

Company Registration No 276198
Charity Registered No CHY No 12470



Head Office

First Floor, Lawley House, Monahan Road, Cork
T12 N6 PY
Tel 021 432 2651
Website www.corkcil.ie
E-mail info@corlcil.ie