

# **Annual Report 2020**



**Reporting on year  
01/01/2019- 31/12/2019**



**Mr Francis Donnelly,  
Chair, Board of  
Muiríosa  
Foundation**

It is difficult to report on 2019, without referencing it in the context of our changed world of 2020.

Our new CEO, Siobhan Bryan, rapidly worked herself into the job and continued to build quality delivery to our service users. This was all done against the backdrop of considerable budgetary pressures from the HSE, as was the case across the disability sector.

Muiríosa constructively engaged with the HSE in discussions on budgets and funding, clearly articulating our model of service delivery and the vision and values that are core to its success.

This interaction, while it absorbed considerable management time, proved to be worthwhile as it enabled HSE to get a better understanding of how Muiríosa delivers high standard services with the person as the central beneficiary, within its funding constraints. They also clearly saw how a decade or more of smart spending and cost containment in conjunction with staff development focused on personal service delivery had yielded positive results across the board.

This enabled Muiríosa to end 2019, confident that it had remained true to its vision and values, having improved its service users lives, with little undue financial pressure on the organisation, and sure-footed to continue onward in 2020.

We all know what happened at the beginning of 2020, and how the pandemic changed our world. Muiríosa was uniquely positioned to cope with minimising its impact on our service users because of how our

services are person centric, and our staff are committed to adapting to changing environments. Years of moving from congregated settings, constant adaptation of practices to promote service users lives in the community, and a can-do must-do culture came together to enable Muiríosa cope successfully with the worst challenges of the pandemic. We should all be very proud of how Muiríosa was able to do this in its stride. Everyone contributed throughout the organisation from the front-line right through to IT.

2020 is the prism that enables us to look back to 2019, and all the years before that, to see where Muiríosa's vision and culture have successfully protected and nurtured the person.

*Signed: Francis Donnelly*  
*Chair, Muiríosa Foundation Board*

It is a great privilege to address you for the first time as the new CEO of the Muiriosa Foundation. I was formally appointed to the role of CEO on the 1<sup>st</sup> April 2019 following the retirement of Brendan Broderick. I was very fortunate to spend a number of weeks working alongside Brendan before his retirement as part of my induction. The remarkable contribution made by Brendan throughout his almost 41 years with the organisation was exceptional and certainly formed part of my decision to join this amazing organisation.



Siobhán Bryan  
CEO  
Muiriosa Foundation

It will certainly be a challenge to fill Brendan's shoes and I am determined to build on his great success to ensure that we support people to experience a self-directed, connected, inclusive, meaningful and fulfilling life.

2019 was another challenging and rewarding year with many changes taking place across the organisation that demonstrate our commitment to make the vision for our organisation a lived experience for the people we support. Some of these changes included the closure of *Woodside* and the *Tanyard* which mark the move to supporting people in a way that promotes the individual's own will and preference. As discussed in the 2018 report the planning process for the final closure of *Woodside* was well in progress and I am delighted to confirm that on the 18<sup>th</sup> January 2019 the doors of *Woodside* were closed for the final time as eight people moved into four houses in the community.

In recent annual reports a clear commitment to adapting our day supports to reflect National Policy and our vision for supporting people



with an intellectual disability has been demonstrated. This work continued in 2019 with another significant milestone achieved in the closure on the *Tanyard* in Tullamore after 22 years of providing day supports to people in Offaly.

### **Acknowledgements**

I would like to thank the people we support and their families for your support throughout the year. I have immensely enjoyed getting out and about meeting people and I look forward to getting back to that when it is safe to do so.

I would like to sincerely thank the entire staff and volunteer team of Muiríosa Foundation for their hard work, enthusiasm and commitment throughout a year that was exciting but also very challenging.

I would like to thank the HSE for their continuous support throughout 2019 and I look forward to working closely with the HSE in the coming years to ensure that we support people with a disability to live a life of their choosing.

I would like to thank our Chairperson, Francis Donnelly, and our Board of Directors who give so generously of their time as a voluntary company director and are a great source of support, advice, and inspiration.

Sr. Mary Anna Lonergan retired from the Board of Directors in September 2019 and while I did not have the privilege to work alongside her during her time on the Board, her legacy is very

present throughout the organisation. On behalf of the organisation I would like to extend a “big thank you” to Sr. Mary Anna for her many years of dedicated work in the organisation driving a vision to support people to have ordinary lives in ordinary places.

Lastly, I would like to remember the people we support and staff who died during 2019 including our former Director of Services and Service Leader, Mr. John O’ Gorman who passed away in March 2019.

May they rest in peace.

*Signed: Siobhán Bryan*  
*CEO*  
*Muiriosa Foundation*

In March 2019, Chief Executive Officer, Brendan Broderick retired from the Muiríosa Foundation, having spent his entire working life with the organisation. Brendan's background was in psychology and it was in that discipline he commenced employment with the Sisters of Charity of Jesus and Mary Services in 1978.



**Brendan Broderick**  
**Former CEO**  
**Muiríosa**  
**Foundation**  
**2002-2019**

He was involved in cross-organisational advisory teams and in 1999 was appointed to the role of Regional Director in Longford/Westmeath. This move from Principal Psychologist at the time to Regional Director was career altering and ultimately progressed just two years later to the role of Chief Executive Officer in 2002, after which Brendan led the organisation through unprecedented change which resulted in a refocus of the organisation's key purpose.

This refocus is exemplified by a deep respect of the individuals we support; a steadfast commitment to people who could be viewed as difficult to support well – which has resulted in the organisation being a trailblazer in co-designing individualised support arrangements; a requirement for all staff, regardless of the role, to show leadership and accountability to those we support at all times; the transfer of the organisation from the Sisters of Charity of Jesus and Mary Services to the Muiríosa Foundation, ensuring through this time that the evolving values and ethos reflected the origin of the organisation, while maintaining relevance for citizens with a disability.

Under Brendan's leadership the organisation has championed the empowering of individuals to find their voice, and subsequently challenge us to listen and respond accordingly. What we have learnt is that people, regardless of disability, want what we all want – a life of purpose, of value, and love within community. The 'fledging' Person Centred Wing (PCW) 'took flight' (quoting Brendan) in 2010. The PCW offers the opportunity to have someone work with a person, with an exclusively individualised focus on getting to know the person and figuring out what needs to happen so that they get the opportunity to create the life they want for themselves, there are now fifty-six people with this opportunity. What people want is usually very ordinary but is seen as 'extraordinary' if you have a disability.

For those whose behaviours previously defined them, Brendan's commitment to behavioural support resulted in the establishment



of behavioural support teams across the organisation and improved lives for many of the residents.

The decongregation of St. Mary's was completed and Moore Abbey practically so, under Brendan's stewardship. Our larger day services have been dismantled and now have a more local presence. During all the above there have been periods of significant austerity and growth. As an indicator of the level of growth, the staffing level through Brendan's tenure as CEO increased from 614 WTE when he was appointed to the role to 965WTE, which includes those engaged in the PCW.

During all of this, Brendan maintained a history of the organisation to his extensive love of language and writing which reflected the evolving nature of the organisation and the disability sector in Ireland.

In a broader and national context, Brendan was a former President of the Psychological Society of Ireland, he served as Chairperson of the National Federation of Voluntary Service Providers for a 3-year term. He was a member of the Medical Council for a number of years, part of his brief entailed chairing Fitness to Practice Inquiries. He was a member of the Expert Group on Health Resource Allocation and Financing in the Health Sector, appointed by the Minister for Health & Children at that time, Mary Harney. Membership of other groups include the National Disability Services Value for Money and Policy Review of Disability Services Steering Group, initiated by the Department of Health & Children and a member of the Working Group

on Congregated Settings (Disability), initiated by the Department of Health / HSE who produced the report on *Time to Move on from Congregated Settings A Strategy for Community Inclusion*.

In addition to this element of Brendan's work he was very loyal to his work colleagues and others he engaged with in the course of his work, and was a friend to many of us.

*Some comments from those who reported to Brendan capture his nature and equally the respect in which he was held by those who reported to him.*

**Authors:**  
*The Management  
Executive Team*

**"Brendan challenged us to have an ambitious vision for the people we support, not to settle for okay"**

**"Meeting Brendan in the morning after a big match, and looking forward to his unique take on the reds performance, and having him going into graphic detail to back up his opinion, me, walking away afterwards thinking how did I miss that while I was watching the match"**

***"A former lecturer of English literature in a previous life? I believed, and it was proved to be write, write, write!!!"***

**“Brendan’s diverse taste in wines was only surpassed by his appreciation of diversity in people”**

***“With Brendan every day was a school day, I improved immeasurably for having known him, as did my punctuation and my command of the English language”***

**“Correspondence from the CEO was a work of art”**

**“Brendan was an inspirational leader who was always available to give advice, and wasn’t averse to a bit of banter about his native Offaly”**

**“Brendan your invaluable guidance has always been an inspiration for me to do better, the essence of your leadership was your strong vision. People followed your lead because they watch you blaze the trail”.**

## **Retirement of Sr Mary-Anna Lonergan from the Board of Directors**

Sr Mary-Anna (Catherine) Lonergan retired as Chair of the Board of Directors in November 2017, drawing the curtain on twenty-five years of active guidance and shaping of Muiríosa Foundation.



Her generational contribution to Muiríosa is unparalleled, spanning the roles of corporate architect, midwife, and team captain.

From the beginning of her term as leader (Sister Provincial) of the Anglo-Irish Province of the Sisters of Charity of Jesus and Mary based in Letchworth, Hertfordshire in 1993 – Sr Mary Anna served two 4-year terms as Provincial leader, retiring in 2001 – she was exercised by the age demographic of the congregation and resolved on developing a successor vehicle to continue and extend the mission and ethos which had animated the congregation's work in Ireland over the previous fifty years. To this end she proactively set about designing and launching a not-for-profit entity to take on the governance and legal responsibilities of the services, an entity which while sharing a strong affinity with the congregation would retain full strategic and operational independence.

She led the delegations to the Department of Health (the services were funded directly by the Department of Health until 1998) and the pre-HSE Regional Health Boards in 1994 and 1995 advising them of the congregation's future intentions while assuring them of the Sisters' continuing interest in and commitment to the services. She commissioned an independent strategic review and planning process

culminating in the *Pathfinder* report which provided the blueprint for the new organisational structure and transitioning processes.

Central to the transition was the establishment of an Interim Advisory Board. Sr Mary-Anna chaired this advisory board from its inception in 1999 until late December 2011. While styled as an advisory board – the Anglo-Irish Province continued to formally hold the legal and contractual obligations – the interim board quickly assumed *de facto* responsibility for the services.

Upon the formal assumption of full governance responsibilities by the Board of Muiríosa Foundation on January 1<sup>st</sup> 2010 Sr Mary-Anna was persuaded (with some reluctance!) to take on the role of chairperson. Her position at the helm of this new corporate entity was a strong symbol of continuity and a source of deep comfort and assurance to families, staff and funders.

She continued as chairperson until the AGM of 2017 when she was succeeded by Francis Donnelly. Sr Mary-Anna remained as a Director on the Board of Muiríosa Foundation until 19/09/2019, at which time she tendered her resignation.

The Muiríosa vessel is now solidly established and has acquired sufficient buoyancy and resilience to safely navigate external challenges and significant developmental transitions of leadership, structure and vision. It continues to bear the imprint of its primary, low-profile author.

On a personal note I would like to take this opportunity to salute Sr Mary-Anna's unflappability, unfailing support and friendship throughout the fifteen years we worked together in the wheel-house. Her understated subtle leadership style exemplified the precept that less can often be more.

**Author:** *Brendan Broderick*



## St Mary's Parents and Friends Association — end of an Era

The Sisters of Charity of Jesus and Mary came to South Hill, Delvin in Co. Westmeath in 1952 in order to establish much needed care and education services to children with intellectual disabilities. By 1954, the main house functioned not only as a Convent, but also as a residence for children attending the newly opened St Mary's Special School.

By the time the Department of Education officially sanctioned the school in 1959, the demand for places increased dramatically and many building projects on the grounds of South Hill got underway.

By 1960, the need for volunteers to augment the good work of the Sisters led to the formation of the St Mary's Parents Association. Initially, membership was parents and friends of those who availed of services, but grew to encompass people from the business sector, growing to about 450 people, from every walk of life; all who wanted to help in whatever way possible.

The objectives at this time were far reaching and ambitious. The aims of the St Mary's Parents and Friends included:

- ♦ to positively influence attitudes;
- ♦ to provide a format for families to develop mutual friendships and to be a support to one and other;
- ♦ to further the vision of the Sisters providing services to assist in the provision of the 'extras' to enhance quality of life for pupils and residents.

From the onset, St Mary's Parents and Friends affiliated to *NAMHI*, now known as *Inclusion Ireland*.

An aspect of the work involved lobbying elected representatives for greater equity and fairness as well as financial allocations to much needed services. Great efforts were made to liaise with similar service providers, keep abreast of current trends

and developments and to be part of the “triangle” of families, Sisters as service providers, and the Department of Health / Education.

Fund-raising was an essential aspect of the work at the time. This brought families together, in a spirit of mutual purpose at Annual Sale of Work on the last Sunday in November. Many events, such as Golf Classics, raffling of new cars, auctions, and concerts, and lots more, meant that money raised could be used to provide, for instance, transistor radios, TV’s, record players, for the residential units.

Many residents enjoyed their first trip to the Cinema as funds were allocated towards social and recreational purposes. Community outings were made possible with the purchase of a minibus. Money was always carefully accounted for in a highly professional manner and always put to good use as evident to the many who dutifully attended the over 40 AGMs held each year in October with inspiring Guest Speakers to shape future directions.

Perhaps the biggest project was the building of the hydrotherapy pool in Guardian Angels in 1980. They also secured National Lottery Funding for the upgrading of St Agatha’s Unit.

St Mary’s Parents and Friends always made certain they sent delegates to the springtime *NAMHI* AGM.

It wasn’t ‘all work and no play’ as in later year’s celebratory events, such as Barbecues and Garden Parties were enjoyable for residents, families, and the many staff who supported the activities with joy. Businesses not only in Delvin, but further afield in Athboy, Kells, Navan, and Mullingar / Athlone were always willing to dig deep and help support events for St Mary’s.

As services continued to develop in the community, members of the executive committee of the Parents and Friends moved their efforts to for instance, the Placide Housing Association and Muiríosa Foundation from 2012.

The work of St Mary's Parents and Friends concluded business in 2019, as Muiríosa Foundation service model improves and adapts to current needs for person-centred, community based, individualised responses.

Let us take a moment to remember the founders, as well as the many committee members and attendees who worked tirelessly to do whatever they could to make lives of loved ones better. Our gratitude, thoughts and prayers to those whom God has taken home.

**Go raibh maith agat to St Mary's Parents and Friends, Delvin, Co. Westmeath for the exemplary dedication**

Brendan Broderick, former CEO, in "A VISION UNFOLDS", points out that there is a very different group of people presenting for services today, than those who came to St Mary's in 1950, 1960, and 1970. He called on us to "fuse best practice with the core values of the Sisters' ethos. Fifty years on we have our own frontier to pioneer."

Now it's over to others to take up the baton; to rethink new and creative ways to harness the goodwill that is present and convert it to positive action...a tall order, but they could do it 40- 50 years ago, so today it's certainly worth a try!

**Authors:** *Sr Kathleen O'Connor; Sr Ann Devine and Kathy O'Grady.*

## Closure of the Tanyard Resource Centre

August 2019 saw the ending of an era with the closing of the Tanyard Resource Centre in Tullamore. The doors closed after 22 years of providing Day Service Supports to People in Offaly. Its closure was easy and smooth and we turned the page to open the next chapter.



As the saying goes **“When one door closes, another door opens”** and this is so true on this occasion. Not only did another door open but many doors of new exciting places and opportunities are presenting.

A number of people we support were asked for their opinions on the move to the hubs following the closure of the Tanyard and these are some of their comments:

- ♦ *“We prepared well - we spent a year getting ready, moving at our own pace in our own way, spending quality time in a beautiful house in our Community”;*
- ♦ *One Lady said “I had the choice of moving into a comfortable homely house at No 8 Collins Lane not too far from where I lived with my family”;*
- ♦ *“It brought about many welcome changes, quality time with my key worker to discover new things about my community, and I was supported with decision making;*
- ♦ *“I have become more assertive and can make more choices “;*

- ♦ *“I now have opportunities and time to learn about my rights. My supports are centred all around me as opposed to a group with many diverse needs”;*
- ♦ *“I have more time to talk to my key worker, make plans and do more things”.*

People viewed their respective hubs differently, some expressed how their house feels like home and they miss it when they are not there.

The local Advocacy Group met to discuss their experiences and expressed that the changes support them to be more involved within the Community and more personalised opportunities are being experienced in their daily lives. There are greater opportunities within the community due to their central location of the hubs and more people are availing of the local amenities independent of their support staff. The consensus of the self advocates was that this made them happy and fulfilled.

Although some challenges can arise on a day to day basis, e.g. one Lady said ‘I like my house [day service] but I miss being able to go into the Managers office and have a chat’ - to date they have always been addressed.

In conclusion, we will finish with the following statement:

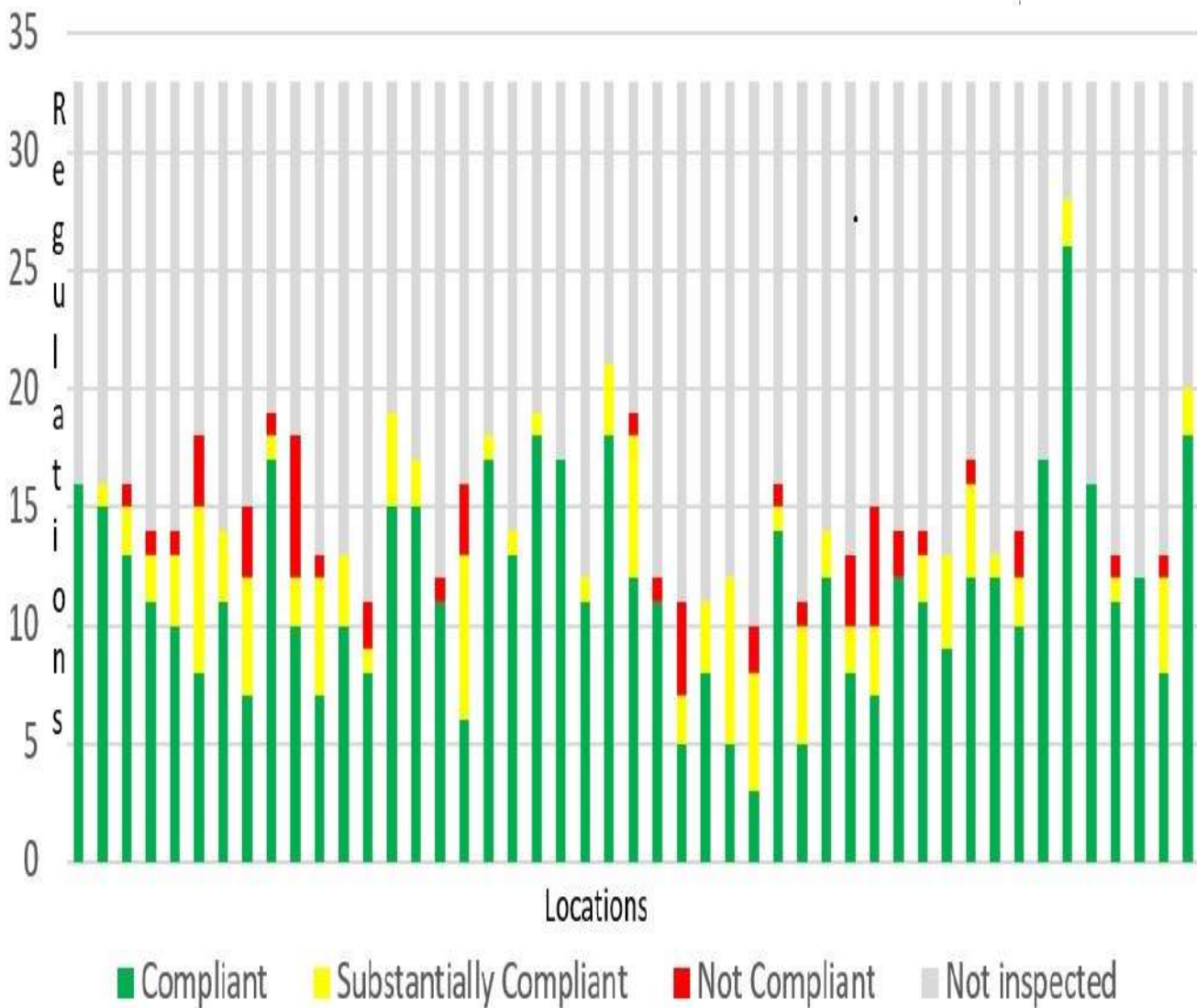
*From the Echoes of past times and happy memories shared with many People of the past 22 years comes the excitement of new possibilities, new experiences and planning for a bright new future ahead’.*

**Authors: Individuals supported within the Tanyard & the Staff SupportTeam**



# HIQA Inspections 2019

## 35 Regulations across 47 Locations



SERVICES	REGION			TOTAL
	WESTMEATH / MEATH / LONGFORD	LAOIS / OFFALY	SOUTH KILDARE	
<b>RESIDENTIAL</b>				
Campus-based	N/A	N/A	14	<b>14</b>
Community-based	85	83	83	<b>251</b>
Person-Centred Wing				<b>25</b>
<b>DAY SERVICES</b>				
Adults	121	164	96	<b>381</b>
<b>RESPITE</b>				
Centre-based	Overnights 1040	Overnights 1813	Overnights 678	<b>Overnights 3,531</b>
Share-A-Break — Family-based respite	Overnights 9,557	Overnights 7,679	Overnights 565	<b>Overnights 17,801</b>
<b>MULTI- DISCIPLINARY SUPPORTS</b>	39.55 WTE multidisciplinary staff supporting over 500 children as members of HSE teams, also support all adults in Muiriosa settings, in addition to adults associated with other service providers.			
<b>PRE-SCHOOL Children</b>	5	13	N/A	<b>18</b>
<b>PERSON- CENTRED WING</b>	53 individuals in total, of whom 25 also receive residential supports			

## Breakdown of community residences across the organisation

◆ Number of houses in which a single persons resides:	37
◆ Number of houses in which two persons reside:	22
◆ Number of houses in which three persons reside:	17
◆ Number of houses in which four persons reside:	16
◆ Number of houses in which five persons reside:	11
<b>Total number of community residences:</b>	<b>103</b>

**N.B.** These numbers do not capture those supported by the Person-Centred Wing.

## Residential campus-based settings

Name of Service setting	Numbers
<b>Moore Abbey</b> St Josephs Unit, campus-based residential	15
<b>RESIDENTIAL CAMPUS-BASED SETTING TOTAL</b>	<b>Numbers</b> <b>15</b>

## Adult Day Services / New Directions as at 31/12/2019

### Laois / Offaly

Name of Service	WTE	Headcount
Dove House	2.36	3.00
Breffni House	9.79	10.00
The Nook	7.00	7.00
Tua Nua	6.00	6.00
Paloma	5.40	7.00
The Muse	4.38	5.00
Oak House	9.00	9.00
Acorn Outreach	4.59	5.00
Rowanberry	2.62	3.00
No1 Kellyville	7.62	8.00
No 9 Kellyville	6.40	7.00
Ashbrook Heritage House	5.00	5.00
33 Ard Erin	4.80	5.00
The Bungalow Glenmalure	7.00	7.00
17 The Orchard	7.82	8.00
Bracklone Street	5.26	6.00
Churchview	2.00	2.00
Ballytransna	1.00	1.00
50 Esker Gate	3.00	3.00
5 Patrick's Avenue	1.00	1.00
Rowanberry, Block Road	3.60	5.00
Chestnut Lodge	3.00	3.00
Millbrook	4.00	4.00
Sragh Road	1.00	1.00
Charleville	5.50	7.00
Kilbride Street	7.80	8.00
Pebble Lodge	6.00	6.00
Ballycumber	1.00	1.00
Clontarf Road	5.00	5.00
4 Collins Lane	3.80	5.00
8 Collins Lane	6.00	6.00
Coinneall House	4.80	5.00
<b>Total</b>	<b>153.54</b>	<b>164.00</b>

### South Kildare

Name of Service	WTE	Headcount
The Haven	4.89	9.00
The Primrose	5.40	9.00
Teach Aontas	7.00	8.00
Millstream	4.00	4.00
Ballagh	1.00	1.00
Supported / Open Employment	1.00	1.00
Outreach services	43.72	46.00
New Directions -- Individualised Support	17.20	18.00
<b>Total</b>	<b>84.21</b>	<b>96.00</b>

### Longford / Westmeath / Longford

Name of Service	WTE	Headcount
Lisadell / Cill Cuan	52.00	52.00
Bishopsgate, Teach Ui Rhiain	4.00	4.00
Saoirse	11.00	11.00
South Hill Enterprises	12.00	12.00
The Glen	3.00	3.00
Realt	3.00	3.00
New Directions -- Individualised Support Services	36.00	36.00
<b>Total</b>	<b>121.00</b>	<b>121.00</b>

ADULT DAY SERVICES	WTE	Headcount
<b>COMBINED OVERALL TOTAL</b>	<b>358.75</b>	<b>381.00</b>

### Pre-schools as at 31/12/2019

#### Laois / Offaly

Name of Service	WTE	Headcount
Marian Junior, Arden Vale	4.58	5
Kolbe Pre-School	5.66	8
<b>Total</b>	<b>10.24</b>	<b>13</b>

### Longford / Westmeath / Meath

Name of Service	WTE	Headcount
Lir	5.00	5
<b>Total</b>	<b>5.00</b>	<b>5</b>

PRE-SCHOOLS	WTE	Headcount
<b>OVERALL COMBINED TOTALS</b>	<b>15.24</b>	<b>18</b>



## Respite Services as at 31/12/2019

### CENTRE-BASED

#### Laois / Offaly

Name of Service Setting	No of overnights "nights"	
	Adults	Children
Laois Respite Service	573	362
Offaly Respite Service	778	100
	<b>1351</b>	<b>462</b>
<b>Total</b>	<b>1813</b>	

#### South Kildare

Name of Service Setting	No of overnights "nights"
	Adults
Moore Abbey campus	524
<b>Total</b>	<b>524</b>

#### Westmeath / Meath / Longford

Name of Service Setting	No of overnights "nights"	
	Adults	Children
College View, Mullingar	520	520
<b>Total</b>	<b>1040</b>	

CENTRE-BASED	No of overnights "nights"
	<b>2853</b>

## Respite Services cont.

### NON-CENTRE BASED

#### South Kildare

	No of over-nights "nights"	Day Support
Name of Service Setting		
	Adults	Adult
Ballagh	154	48
<b>Total</b>	<b>154</b>	<b>48</b>

NON-CENTRE BASED	No of over-nights "nights"	Day Support
<b>OVERALL COMBINED TOTALS</b>	<b>154</b>	<b>44</b>

### SHARE-A-BREAK (Host family-based respite)

Detail	Laois / Offaly	South Kildare	Westmeath / Meath / Longford
Number of host families	119	17	122
Number of service users	135	19	162
Number of days/ over-nights provided	7,679	669	9,557

### SHARED LIVING

(Long-term accommodation and support in a host family setting)

Detail	Laois / Offaly	Westmeath / Meath / Longford
Number of host families	8	10
No of adults living in Room to Share arrangements	10	11

## AS AT 31/12/2019 (HSE Personnel Census)

### *Overall organisation*

Headcount – 1143 (905.28 Whole Time Equivalents)

### *South Kildare*

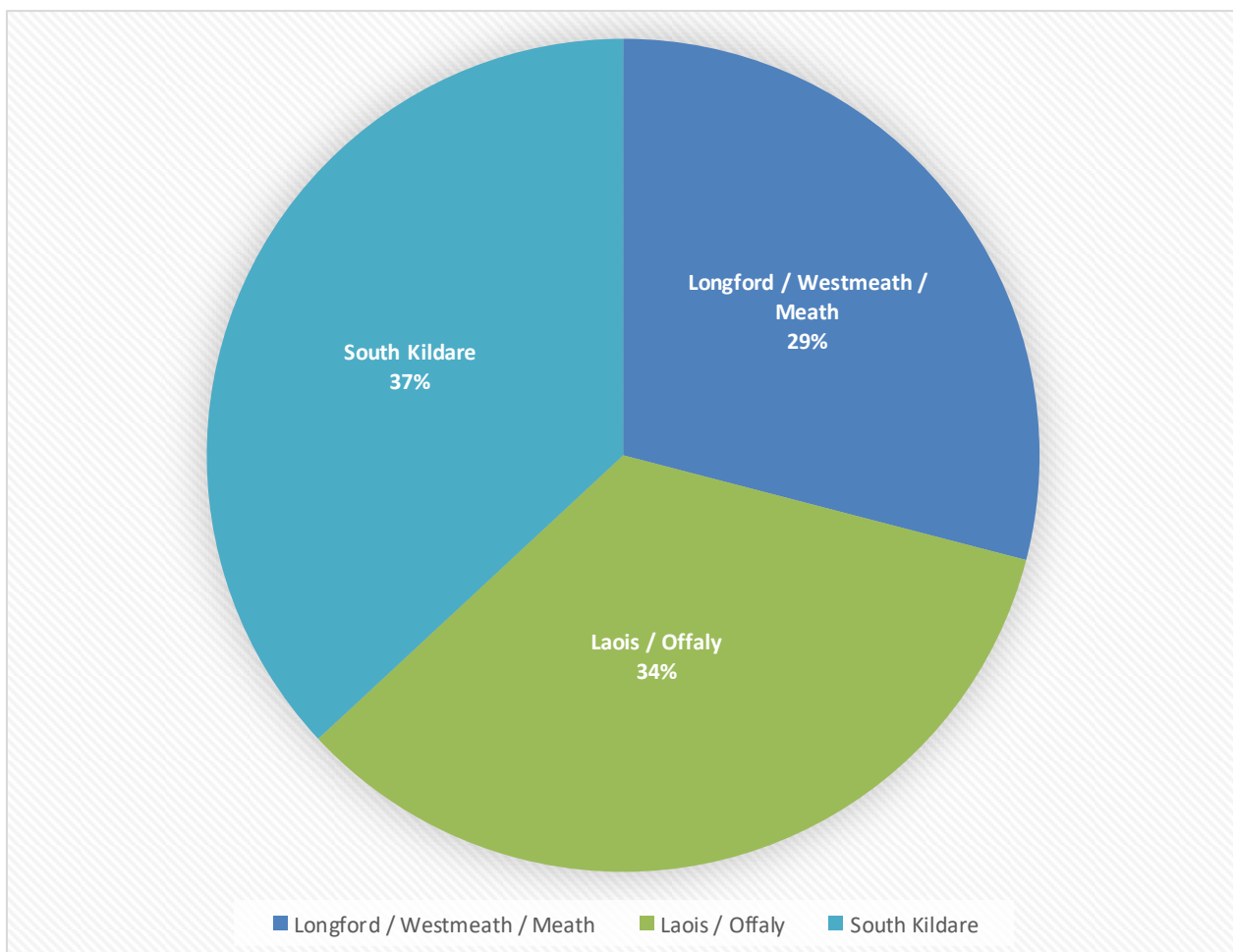
Headcount – 422 (333.61 Whole Time Equivalents)

### *Laois / Offaly*

Headcount – 389 (301.68 Whole Time Equivalents)

### *Longford / Westmeath / Meath*

Headcount – 332 (269.99 Whole Time Equivalents)



## MUIRÍOSA FOUNDATION COMBINED SERVICES

For the year ended 31<sup>st</sup> December 2019

### Revenue Account Without the effects of \*FRS 102

	€
Pay Expenditure	54,637,604
Non Pay Expenditure	<u>11,239,253</u>
Gross Expenditure	65,876,857
Income	<u>10,404,223</u>
Net Expenditure	55,472,634
Approved Allocation	55,445,208
	<hr/>
<b>Surplus (deficit)</b>	<b>(27,426)</b>

**N.B.** A figure within brackets represents a deficit.

### *Narrative Summary*

The organisation commenced 2019 with a cumulative reserve deficit of €645,358. The deficit attributable to 2019 “trading” was €27,426. Thus the cumulative reserve deficit for the year beginning 01/01/2020 is €672,784.

- \* The reference to FRS 102 (i.e. Financial Reporting Standard 102 which relates to profiling pension fund assets and liabilities) relates to a defined benefit scheme with 45 members. The figures quoted above do not include the pensions-related factor attributable to this defined benefit scheme.

## **MUIRIOSIA FOUNDATION**

**For the year ended 31st December 2019**

### **Directors' Report**

At this time, it is unclear how long the government mandated closures and social distancing measures will be in place for, however, it is likely that they will continue to impact on how our services are executed for some time.

The company has incurred significant additional expenditure in safeguarding the people supported by the company's services, and its staff. The temporary closure of day and respite services are reducing net expenditure. Management have established isolation units and acquired Personal Protection Equipment ("PPE").

The company is funded by HSE for the provision of health and social services on behalf of the HSE by way of a service level arrangement under section 38 of the Health Act of 2004. Due to the basis of the relationship with HSE the company anticipates that any incremental Covid-19 costs will be funded by HSE.

The company has updated its forecasts to reflect the impact of a potential loss of some revenue and increase of some expenditures over the next 12 months. The company have identified that the largest expense incurred to date is in respect of PPE, adapting premises as isolation units, purchase of medical equipment and additional IT Equipment to enable staff to work from home.

A significant feature of COVID-19 is the temporary closure of all-day services and respite services. The staff who normally provide these services are being re-deployed to residential services in order to address any staff shortages as a result of staff themselves becoming infected or having to self-isolate for other reasons. As a result of this redeployment of staff, and in order to reduce the risk of infection, the company has reduced its usage of agency staff and the day service and respite staff are now filling these positions.

We have considered various measures we could take to control costs and conserve cash within the company, in the event that the social distancing and other pandemic mitigation measures last for a significant period of time. The updated forecasts are based on management's best estimate of the likely impact on income and costs based on information known at this time. Management are satisfied that the forecasts will ensure that cash flows are sufficient to meet the company's obligations as they fall due for the period of at least 12 months from signing the financial statements.

There will be many challenges to our working practices as the pandemic develops and we are putting plans in place to protect our employees and the people we support, and to comply with differing levels of Government restrictions and cope with illness throughout the company. We are satisfied that as a company we have the ability to manage through this difficult time. Therefore, these financial statements have been prepared on a going concern basis.



**MUIRIOSIA FOUNDATION**  
**For the year ended 31st December 2019**

**Directors' Report**

**Accounting records**

The Directors acknowledge their responsibilities under Sections 281 to 285 of the Companies Act 2014 to keep adequate accounting records for the company. The measures taken by the directors regarding proper accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are kept at the registered office and principal place of business at Moore Abbey, Monasterevin, Co. Kildare.

**Post balance sheet events**

Other than as described in the Principal Risks and Uncertainties section in relation to COVID-19, there were no significant events between the Balance Sheet date and the date of signing of the financial statements, affecting the company, which require adjustment to or disclosure in the financial statements

**Statement of relevant audit information**

In accordance with Section 330 of the Companies Act 2014:

- so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing this report, of which the auditor is unaware and,
- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the auditor is aware of that information.

**Auditor**

In accordance with Section 383 (2) of the Companies Act 2014, the auditors, MK Brazil, Registered Auditors continue in office.

On behalf of the Board

Francis Donnelly  
 \_\_\_\_\_ Director

Jim O' Brien  
 \_\_\_\_\_ Director

28th July 2020  
 \_\_\_\_\_ Date

**MUIRÍOSA FOUNDATION**  
**For the year ended 31st December 2019**

**Statement of Directors' Responsibilities**

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable Irish law and regulations.

Irish Company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and accounting standards issued by the Financial Reporting Council as modified by the specific accounting requirements of the Minister for Health and published by Chartered Accountants Ireland including FRS 102 The Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as to the financial year end and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements the directors are required to:

- select suitable accounting policies and apply them consistently
- make judgements and accounting estimates that are reasonable and prudent
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board

Francis Donnelly

\_\_\_\_\_  
 Director

Jim O' Brien

\_\_\_\_\_  
 Director

28th July 2020

\_\_\_\_\_  
 Date

The tables set out on the following pages give an indication of the regular returns made to HSE on “complaints and compliments” using the standardised categories in which HSE requires this information. The “complaints and compliments” are submitted and reviewed with HSE at each of our ten Service-Level Agreement monitoring meetings. They are also probed in a more detailed manner at our meetings with the Muiríosa Board’s Risk Committee with a view to teasing out the learning in respect of policies, practice model, and our general approach to running the services.

## Laois / Offaly

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Access	0	1	0	2	2	0	0	0	0	0	2	0	7
Dignity & Respect	0	0	0	1	0	0	0	0	1	1	0	0	3
Safe & Effective Care	1	1	1	1	1	2	2	1	1	1	0	0	12
Communication & Information	1	0	0	0	1	0	1	0	0	1	0	0	4
Participation	0	0	0	0	0	0	0	0	0	0	0	0	0
Privacy	0	0	0	0	0	0	0	0	0	0	0	0	0
Improving Health	0	0	0	0	0	0	0	0	0	0	0	0	0
Accountability	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	3	0	0	0	0	0	0	0	1	1	5
Clinical Judgement	0	0	0	0	0	0	0	0	0	0	0	0	0
Vexatious Complaints	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (64 and under)	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (65 and over)	0	0	0	0	0	0	0	0	0	0	0	0	0
Pre-school inspection services	0	0	0	0	0	0	0	0	0	0	0	0	0
Trust in Care	0	0	0	0	0	0	0	0	0	0	0	0	0
Children First	0	0	0	0	0	0	0	0	0	0	0	0	0

## Westmeath / Meath

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Access	0	0	0	0	0	0	0	0	0	0	0	0	0
Dignity & Respect	0	0	0	0	0	0	1	0	1	0	0	0	2
Safe & Effective Care	1	1	0	0	0	0	1	0	2	0	2	1	8
Communication & Information	1	1	0	0	1	0	1	1	0	0	0	0	5
Participation	0	0	0	1	0	0	0	0	0	0	1	1	3
Privacy	0	0	0	0	0	0	0	0	0	0	0	0	0
Improving Health	0	0	0	0	0	0	0	0	0	0	0	0	0
Accountability	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	31	44	19	12	26	21	5	0	2	0	0	7	167
Clinical Judgement	0	0	0	0	0	0	0	0	0	0	0	0	0
Vexatious Complaints	0	0	0	0	0	1	0	0	0	0	0	0	1
Nursing Homes/ residential care for older person (65 and over)	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (64 and under)	0	0	0	0	0	0	0	0	0	0	0	0	0
Pre-school inspection services	0	0	0	0	0	0	0	0	0	0	0	0	0
Trust in Care	0	0	0	0	0	0	0	0	0	0	0	0	0
Children First	0	0	0	0	0	0	0	0	0	0	0	0	0



### South Kildare

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Access	1	0	1	0	0	0	0	0	0	2	0	0	4
Dignity & Respect	0	4	0	0	0	0	0	0	1	0	0	0	5
Safe & Effective Care	1	0	0	0	2	0	0	0	0	0	0	0	3
Communication & Information	0	0	0	0	0	0	0	0	0	0	1	0	1
Participation	0	0	0	0	0	0	0	0	0	0	0	0	0
Privacy	0	0	0	0	0	0	0	0	0	0	0	0	0
Improving Health	0	0	0	0	0	0	0	0	0	0	0	0	0
Accountability	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Clinical Judgement	0	0	0	0	0	0	0	0	0	0	0	0	0
Vexatious Complaints	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (65 and over)	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (64 and under)	0	0	0	0	0	0	0	0	0	0	0	0	0
Pre-school inspection services	0	0	0	0	0	0	0	0	0	0	0	0	0
Trust in Care	0	0	0	0	0	0	0	0	0	0	0	0	0
Children First	0	0	0	0	0	0	0	0	0	0	0	0	0

### Attendance at Board Meetings 2019

Name	07/02	14/03	23/05	19/09	AGM 19/09	28/11
Sr. Mary Anna Lonergan	<i>Present</i>	Apologies	Apologies	<i>Resigned as a Director on 19/09</i>		
Catriona Corcoran	<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Present</i>
Deirdre Flinn	Apologies	<i>Present</i>	<i>Present</i>	Apologies	<i>Present</i>	Apologies
Francis Donnelly	<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Present</i>
Maureen Windle	<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Present</i>	<i>Present</i>
Jim O'Brien	Apologies	Apologies	<i>Present</i>	<i>Present</i>	<i>Present</i>	Apologies
Kate Quinlan	<i>Present</i>	<i>Present</i>	Apologies	<i>Present</i>	<i>Present</i>	<i>Present</i>
Leslie Stevenson	<i>Present</i>	Apologies	Apologies	Apologies	Apologies	<i>Present</i>
Mary Culliton	Apologies	<i>Present</i>	<i>Present</i>	Apologies	Apologies	<i>Present</i>
Peter O'Reilly	Apologies	<i>Present</i>	<i>Present</i>	Apologies	Apologies	<i>Present</i>

### \*Top highest salaries

No	Salary Scale		No	Salary Scale
1	100K - 105K		3	75K - 80K
0	95K - 100K		7	70K - 75K
3	85K - 90K		9	65K - 70K
6	80K - 85K		26	60K - 65K

\* The salaries reported here relate to both senior managers and senior clinicians.



