Helping people to **live life on their terms.**
our mission

Working in partnership with people who use our services and with statutory and voluntary agencies, we provide quality accommodation and support services across Ireland to adults with, primarily, physical disabilities.

We are committed to developing our staff, facilities and management processes to ensure we have the capability, knowledge and skills required to deliver cost effective, quality services in ways that respect every person’s rights, personal choice and individuality.

our vision

We will be a provider of quality, person-centred services which facilitate people with disabilities to live a life of their choosing.

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We believe that Cheshire Ireland has a good reputation with the HSE at local, regional and national level. As our services are funded to such a significant extent by the HSE, good relationships are critical.

We hope that the HSE would view Cheshire as an organisation that is well-governed, always trying to innovate, to improve its services and accommodation, that is open, accountable and willing to go that bit extra to try to provide services to people who may have complex requirements. We believe that these unique qualities add value to the HSE and its service responsibilities to people with disabilities.

It would be my hope that these relationships do not change significantly in the current ever-changing environment. The fact that Cheshire Ireland’s funding was cut by 1% in 2008, with further funding reductions in 2009 indicated, makes me feel cautious about the future. My sense of caution is shared by other members of the Board. The HSE’s Service Arrangement is of concern to us as it may have very serious implications for the governance of the organisation, as it appears to give the HSE unprecedented powers to intervene in our work and operations.

In October I wrote to the Minister for Health and Children on behalf of the Board highlighting some of our concerns about the Service Arrangement document.

In my letter I acknowledged that the Board fully appreciates the need for Cheshire Ireland to account for the funds it receives from the State and the requirement that the quality of our services be monitored by outside agencies.
We have also learned that requests for information from the HSE have increased considerably. The Board is concerned that Cheshire managers, recruited to manage services for people with often complex disabilities, may have to spend too much time on administrative tasks and responding to requests for information. We hope that the information being sought is being used in a way that has some ultimate benefit for people with disabilities and/or the taxpayer.

We hope that in the coming months, and perhaps years, that the relationships between Cheshire Ireland and its funders can be worked out in a way that works for both partners. We also hope that our very dedicated staff can focus most of their time on delivering the best possible services to our client group. We have made great progress in recent years and we want to see that progress continue.

Ronan Keane
Chairman

Abbey View Residences are located on Chapel Hill in Sligo Town. The centre consists of ten self-contained apartments which provides services to 9 people. There is also a respite service available, as well as social, leisure and training facilities. The service is staffed 24 hours a day, seven days a week.
At the beginning of 2008, Cheshire Ireland was positive about the challenges being faced in the year ahead. Decisions had been made that would allow us develop new initiatives aimed at improving our accommodation and services throughout the country. However, by the end of the year, our challenges appeared altogether different due to a dramatically altered economic climate. In spite of this, our commitment to keep improving the services we offer, remains as strong as ever.

Now, while it is going to take some creative thinking, prudent resource management and new sources of funding in order to continue progressing, our resolve remains unchanged. I am confident we have the people with the right creativity, innovation, commitment and desire required to allow us to achieve our mission during these more difficult times.

I am pleased to say that, even with the increased financial and external challenges, 2008 still saw Cheshire Ireland make great progress as well as some changes.

In 2008, the Board made a difficult decision regarding the Barrett Cheshire House on Herbert Street in Dublin. It was decided that the accommodation and shared
facilities provided at the Barrett were not adequate for this era. We could only make very limited alterations to the building at a substantial cost. Therefore, the Barrett Cheshire House buildings at 20 and 21 Herbert Street, have been put up for sale. We have started working with the residents to redesign new services with them and to find new more suitable accommodation for them. This work will be a top priority for us next year.

Putting one of the better-known and long-established Cheshire Homes up for sale marks a significant change and challenge for the residents, their families and friends, their advocates, the staff, and for all of us responsible for making the new services a success.

**Funding and our relationship with HSE**

Over 90% of Cheshire’s income comes from the HSE. During 2008, the HSE reduced this funding by 1%.

As the Irish economy began to go into serious decline during the second half of the year, the Minister for Health and Children announced in her Budget Statement, that the HSE would be reducing funding to non-profit providers of services to people with disabilities by a further 1% in 2009.
This means that Cheshire, and agencies like us, will have to introduce significant cost-saving measures. As an organisation that is committed to individuals, it is imperative that such measures have the least impact on the people to whom we provide services.

The Department of Health and Children’s budget announcement also stated that the Minister of State for Disability & Mental Health would be establishing a Group:

“to examine and make recommendations regarding the scope for greater rationalisation of, and increased economy/efficiency within, the non-statutory disability service providers, including measures such as amalgamations, greater use of shared services, improved administrative efficiency and shared professional/clinical staffing structures, having particular regard to the need to maintain and improve the standard of front line services delivered to clients, and to submit a report to him on these matters by 1 June 2009.”

Prior to this announcement by the Minister, the Board of Cheshire Ireland had already been discussing possible collaboration with other agencies and had asked its Executive to take some proactive actions in this regard.

Cheshire, along with colleague organisations including the Not for Profit Business Association, has been involved in discussions with the HSE about the Service Arrangement framework which is in development. The documents were reviewed by members of the Cheshire Board and its executive. While we understand and support the duty of the HSE to account appropriately for State funds, our review of the Arrangements has raised some concerns about the powers of the HSE in relation to the agencies it funds. It is felt the Arrangements will give the HSE powers that may allow it to interfere with operational matters that are best managed by Cheshire because of the knowledge of our client group, and the experience and competence we possess.

**Quality issues**

Through our Head of Service Quality and HR, Niall Byrne, Cheshire Ireland played a significant role in the drafting of the National Quality Standards for Residential Services issued by the Health Information and Quality Authority (HIQA).

The standards, once finalised, will apply to all Cheshire residential services from early next year and we look forward to their launch and implementation. We are always trying to improve communications with all our stakeholders and to this end we introduced our newsletter, Cheshire Voice.
Our staff

Cheshire Ireland continually invests in the people who work for it, and in 2008 we undertook a number of staff initiatives which are outlined later on in this report. This investment in staff is critical for us to retain and recruit the best people possible, to provide them with the range of knowledge and skills they require to do their work, to supervise and support them, especially when they are dealing with complicated issues.

Finally, on a personal note...

My role with Cheshire Ireland is always challenging, however, I consider myself extremely fortunate to be privy to the wisdom of the people we work with and their families. Their perspective, knowledge, and experience is a relatively untapped resource but it is something I value greatly.

I feel very proud of the work carried out by Cheshire staff. From the people who provide the personal support, nursing and therapy services, to those who look after accounts and payroll, each and every person plays a huge part in the development of the organisation. I am hugely appreciative of the work of all those people who manage Cheshire Services, who manage our three regions, and my colleagues in Central Office.

Cheshire is also fortunate to have a Board made up of people who take their responsibilities very seriously. The fact that they fulfil their roles in a voluntary capacity is all the more admirable. Many who serve on the Boards of the large number of Irish non-profit organisations on a voluntary basis, do not, in my view, get the acknowledgment they deserve.

I would also like to acknowledge the lives of those that passed away during the year. A number of people who use our services passed away and I know that all of them and their family members enhanced our lives and work in very important ways.

Mark Blake-Knox
Chief Executive
New Cheshire services in 2008

After many years of planning, four new Cheshire services commenced operation in 2008. Developed in partnership with our funding partners and local support groups, these new facilities will allow Cheshire to extend its accommodation and support services across the country.

1. Newbridge Respite Centre, Co. Kildare

The need for additional respite services in Newbridge had long been identified by the HSE, Newbridge Community Development and Cheshire Ireland. In 2002, a suitable site for a small stand-alone centre close to Newbridge town, was acquired by Cheshire with capital funding from the HSE and our own resources.

Following a successful funding application to Pobal - an intermediary that works on behalf of Government to support communities and local agencies toward achieving social inclusion, reconciliation and equality - work commenced on the project in March 2006. Pobal funds of €1,272,273 together with HSE funds of €263,497 and donations of €56,476 from local Newbridge community groups, provided the capital.

The design objective of the new respite centre was to provide a ‘holiday’ environment for people who needed a quiet break, for perhaps one week or two, and in January 2008, the first respite visitors came to Newbridge. Some people use the centre for emergency short-term stays; others visit on a more regular basis in order to give themselves, as well as their carers, a well-deserved break.

The centre is fully wheelchair accessible and has five large studio bedrooms. All have ensuite and kitchen facilities and double doors which lead out to a paved patio and garden area. The rooms are also fitted with overhead hoists and comprehensive assistive technology. Three carer bedrooms were included in the design so respite users could have a family member or P.A. accompany them during their stay if they wished.
A large sitting room allows respite users to socialise with other guests if they wish, but experience shows that the heart of the centre is the kitchen where staff and visitors alike enjoy meals and chat throughout the day.

2. Bailis Village Apartments, Navan

Cheshire’s work with the HSE North East Area first started in 2004, and in 2005 a new Cheshire support service for five people commenced in Dundalk. The HSE wished to provide a similar new Cheshire service in Meath, and in 2006 we located five apartments which were in the process of being built at ‘Bailis’ – a new ‘village’ complex in Johnstown – just outside Navan town.

The new apartments were considered ideal due to their close location to a range of community facilities, including easy access for people with disabilities to a shopping centre, a gym, coffee shops, transport and the HSE Local Health Office. The apartments were suitable for adaptation for full wheelchair access, assistive technology and a call system.

An application for a Department of the Environment Capital Assistance Scheme Grant of €1,014,920 was successful, and HSE North East Area capital funding of €493,000 was provided which allowed Cheshire to purchase the apartments and undertake the required adaptations.

As with our Dundalk service, there was a huge demand for these new Cheshire apartments/support services and in early 2007, a short-listing and allocations process was undertaken by a committee which included Cheshire, HSE and other local agencies.

The work to identify the support needs for each person, and to design their service plan for the move to their own home, started in 2007 with the tenants, their families, Cheshire staff and local HSE personnel. As people began to move into their apartments in March 2008, additional staff were recruited and a staff base was established.

These new services have given a number of people in Meath the opportunity to move to their own apartments and avail of a support service from a professional support team.
3. Bellevue Demesne, St. Bridget’s Park, Greystones

In 2004, an opportunity for Cheshire, as an approved Housing Association, to acquire properties under Part 5 of the Planning and Development Act 2000 presented itself. A small development of seventeen bungalows was being built by a developer close to the centre of Greystones in Co. Wicklow and together with Sophia Housing Association, we formed a partnership to acquire these properties – 8 bungalows for Cheshire and 8 for Sophia, plus a staff support unit.

The purchase by Cheshire was funded by a Department of the Environment Capital Assistance Scheme Grant of €1,625,331 through Wicklow County Council, plus HSE East Coast Area capital funds of €200,000. Although the bungalows were completed in late 2007, it was not possible for the new tenants to move in until mid-2008 due to delays in the approval of capital funding and the HSE revenue allocation.

There is a great demand in the Dublin/Wicklow area for accessible supported accommodation services, so the bungalows were allocated through a fair and transparent process undertaken by Cheshire and the HSE East Coast Area.

In May 2008, the tenants started to move in. Two residents came from the National Rehabilitation Hospital, others were people in need of accessible housing and comprehensive supports and the remainder moved from a number of Cheshire centres. The bungalows at St. Bridget’s Park are fully wheelchair accessible and have assistive technology with a call system.

4. The Bungalows, Letterkenny

In 2003, planning for the development of six additional 2-bedroomed bungalows at Donegal Cheshire in Letterkenny commenced.

The objective for this new service was to provide fully accessible housing for people who already had support services in place, such as Personal Assistant services, and would need very little support from Cheshire. HSE information at the time identified forty-seven people between the ages of 18-65 who were looking for such housing in Donegal.

A Department of the Environment Capital Assistance Scheme Grant of €1,018,947 was approved in late 2006 and the 12-month construction work commenced in March 2007.

In 2008, together with the HSE and other local agencies, Cheshire put together a support services plan for the six new tenants, who started moving in mid-year. By January 2009, all six bungalows were fully occupied.
On-site developments

1. O’Dwyer Cheshire Home, Mayo

In January 2008, five O’Dwyer Cheshire Home residents finally achieved their goal of moving into their own purpose-built apartments adjoining the main home.

In planning since 2003, the development was funded from a range of sources – a Department of the Environment Capital Assistance Scheme was approved for €760,774 in November 2006 and a donation from the O’Dwyer Dublin Committee provided the balance required. Construction work began in March 2007.

There are two 2-bedroom and three 1-bedroom apartments, all are fully self-contained with en-suite bathroom and kitchen facilities, comprehensive assistive technology and a call system. Support services for tenants in the new apartments are provided by existing staff at O’Dwyer.

2. St. Laurence, Glanmire, Cork

The need to provide improved accommodation for St. Laurence residents on the Glanmire Cheshire site was first discussed in 2002 and, after many years of planning and funding applications, construction work started in June 2008.

A Department of the Environment Capital Assistance Scheme Grant was approved for €2,193,451 and €350,000 of HSE capital funding was allocated in 2008. The Local Committee at St. Laurence has also engaged in a major fundraising initiative in order to provide for the fit-out of each apartment.

During the year, the staff at St. Laurence worked closely with residents in planning their move from the main house to their new bungalows in September 2009. The on-site development will provide eight 1-bedroom and one 2-bedroom, fully accessible terraced bungalows with a range of assistive technology.
I moved into my new home in The Bungalows, Letterkenny on the 2nd of September 2008. Initially, there were some minor hiccups with the heating and some other things but nothing drastic and I have now settled in well.

The things that I have found to be different and much better in my life are:

• Having my own space and privacy.
• I can now come and go as I please.
• I can have long lie-ins in the morning when I am not working.
• Being able to do things when I want.
• Being able to cook.
• Having friends visit when you want them around.
• Being able to watch favourite programmes on television.
• Going shopping with P.A. (Personal Assistant) when I want, and going to the cinema.
• Being more independent and having the freedom to try new things and being able to build on certain interests, i.e. cooking.
• All of my family visit once a week.
• The enjoyment of going shopping for furniture and purchasing goods to make my house nice, bright and homely because it’s where I will be staying for a long time.

I am very happy in my new home, and would recommend this for anyone who shares their home with someone else.

I also know and am comfortable and aware that if I was stuck for anything, I would know who to contact whether it be my key worker, personal assistant or Manager in the Apartments.

(This is Barry’s story as told in conversation with Jean McKenzie, Cheshire Ireland.)
My name is Darragh Moore. I was a successful public relations executive in Dublin when I was diagnosed with Multiple Sclerosis in 2002.

I lived in temporary supported accommodation in the Blackrock Cheshire Home for a couple of months until I was offered a place in St. Bridget’s Park, Greystones.

Due to the delays in the funding to Cheshire, it took a lot of serious lobbying to finally move into my home in September 2008. The lobbying involved the Health Services Executive (HSE), the Irish Independent and the Irish Examiner Newspapers, and TV3. As I was a public relations consultant, I had good training for the media work I had to do.

It was all worth it in the end. I now live in a beautiful two-bedroom house in a quiet area of Greystones that overlooks the sea.

When I lived in Dalkey in a retirement community under the Sue Ryder Foundation, my next door neighbours were forty years older than me (the average age was 80 years old). Now my neighbours are ten years younger than me. As a result, I have become the resident “ol’ fella”. All in all it was a very difficult eighteen months before I moved in, but now all my neighbours have moved in and I’m beginning to get used to the place despite the cutbacks of the Health Services Executive. We are getting very familiar with each other and have begun to secure transport to and from where we live.

We are a community of about ten people who are all wheelchair users. We live in Bellevue Demesne, just off St. Bridget’s Park in Blacklion, Greystones. Over the past 18 months, we have grown into a tight-knit community and we all support and look out for each other.
During a visit to disability service providers in the U.S. in 2006, Cheshire staff learnt about a number of innovative support solutions which had been developed for people with disabilities.

There is often a requirement for someone to be company for a person with a disability in their own home, and to provide a sense of security during certain parts of the person’s day – which cannot be provided from the funding available.

One of the responses designed in the US to address this need has been the ‘flatmate’ model of support. In 2008, Cheshire introduced the ‘flatmate’ model to two service users in Dublin.

‘Flatmates model’, Dublin 2008

It is a life-changing experience for service users to move from residential care into their own house or apartment and start managing their lives. Although it can be daunting and challenging, it is a move that brings them into the community, allowing them live in their own home, take responsibility for their own lives and manage their staff with the support of Cheshire Ireland.

In order for the move to take place in a seamless fashion, lots of ‘props’ are necessary. A service plan is required for each individual and often there is a shortfall in finance so the budget does not allow for the necessary hours of staff support.

To counteract this problem, Cheshire introduced the ‘flatmate’ idea to its services in Dublin.

The purpose of the flatmate is to play a vital role in making a home for the person they share with. Together with paid and unpaid supports and a Service Co-ordinator, the flatmate would contribute towards enabling each service user to live life on their terms, in a way that is valuable and meaningful to them.

To make this work effective, an agreement is drawn up between Cheshire Ireland, the service user and the other tenant (flatmate). This agreement clearly outlines how everyone will work together and the roles and responsibilities of each party. It also details how the agreement can be terminated.
The agreement works as follows:

Cheshire Ireland supports the service user and the flatmate to live in a positive way and create a home together. The Service Co-ordinator manages and supervises the staff who are employed to support the service user, and also ensure that regular communication is maintained so that all parties are working towards achieving the goals and ambitions of the service user.

- In return for companionship and care provided for the service user, the flatmate pays no rent or utility bills.
- Cheshire Ireland takes care of any property maintenance.
- Cheshire Ireland provides any necessary training, including manual handling, to the flatmate in order to ensure the safety and well-being of both service user and flatmate.
- The flatmate pays a security deposit of €300 to Cheshire Ireland as a protection against property damage. This is returned when the agreement ends.
- The flatmate agrees to be available to the service user for four evenings a week, instead of a member of Cheshire staff. A fortnightly roster dictates these evenings and hours.
- On those four evenings, the flatmate attends to the personal care needs of the housemate and if necessary also assists in helping him or her to bed.
- The flatmate is responsible for buying and preparing their own food. They also pay for any phone calls made on the landline.
- The flatmate is entitled to four weeks holiday per annum and is expected to give two weeks notice for any holidays planned.

As the home is a personal space for each person, it is important for the flatmate to build the right relationship with the service user while respecting confidentiality. The expectation is to link the service user into the local community; promote the service user’s relationship with his/her family and maintain good communication with staff at all times.

During these difficult economic times, the flatmate scheme is a mutually beneficial arrangement for both people involved. It is a cost-saving for the flatmate and, because it is friendship orientated, it is of great benefit to the service user as it allows him or her to live independently and gain the many skills necessary for looking after a home.
1. Employee Handbook

In August 2008, a new Cheshire Ireland Employee Handbook was delivered to all staff. It contains information about all of the following:

- Vision
- Mission
- Our Core Values
- Details on the Employee Assistance Programme
- General terms and conditions of employment including:
  - Work hours, rest breaks & dress code
  - Pension scheme details
  - Health and safety information
  - Statutory leave entitlements
  - Grievance and disciplinary procedure
  - Occupational sick leave policy

It will serve as a useful source of information for staff and an aid for orientation and training. The handbook is available in hardcopy from Cheshire Ireland Central Office or from our website www.cheshire.ie.

2. Employee Assistance Programme

On October 1st 2008, a Cheshire Ireland Employee Assistance Programme (EAP) was introduced through VHI Healthcare. The EAP provides employees with easy access to specialised information and confidential counselling services, and helps them in identifying and resolving personal issues such as health, marital, legal or emotional problems, which could impinge on their working lives.
The Employee Assistance Programme service is available to employees, their family members and those close to them. Cheshire Ireland hopes that in offering a confidential and independent EAP, our employees will have the right information and support to hand should they need it, helping them to maintain a good work-life balance. We aspire to being an employer for whom people want to work and the introduction of the EAP is an example of our commitment to supporting and assisting staff both at work and at home.

3. Performance Management and Development System

At Cheshire Ireland, performance management and development is a broad term to describe how an individual’s work performance, career and development needs are managed. It can be seen as a process for establishing a shared understanding about what is to be achieved and how. Its goal is to contribute to continuous performance improvement by aligning individual and team performance with the strategy and objectives of the organisation. In short, it provides each individual with a roadmap of objectives which are in line with broader organisational targets.

In 2008, a Cheshire Ireland Performance Management and Development System was rolled out to Regional Managers, Service Managers and Co-ordinators in all three Cheshire regions, and to all Central Office staff.

The next roll-out phase will take place during the first half of 2009 and will involve staff at Assistant Manager, Head of Care and Team Leader level. It is envisaged that a Performance Management and Development System will be developed in partnership with staff, residents, management and union representatives, for staff at all other grades later in 2009.
Risk Management and Health & Safety

Health & Safety Training for Service Managers

The ‘management’ of health and safety was emphasised in the Safety Health and Welfare at Work Act, 2005. In addition, an emphasis was placed on the need for ‘competent’ persons to manage health and safety. With this in mind, our Service Managers commenced a National Certificate Course in 2008. It was delivered by UCD through local colleges across the country and the training programme, coupled with the experience and knowledge of all our managers, will ensure they are equipped fully to manage all Health and Safety issues in our services.

Work Positive Project

In September 2008, Cheshire Ireland, along with nineteen other organisations, was invited by the Health and Safety Authority (HSA) to participate in the ‘Work Positive Stress Risk Assessments Pilot Project’. Three Cheshire services were selected to participate in the project which incorporates risk assessment by analysing the known causes of workplace stress.

Newbridge Respite Centre, Kildare

This newly built respite centre is located on Standhouse Road in Newbridge. It has five bedrooms, all of which are en-suite and have kitchen facilities, as well as double doors which lead out onto a patio garden area. The centre has a large sitting room and a communal kitchen and also three ‘carer’ rooms which allow family members, personal assistants or friends to stay over. The centre is fully staffed.
Implementing Standards and Quality Systems

Basic Assurances

During 2008, six Cheshire Services continued their work implementing a quality system called ‘Shared Values and Basic Assurances’. This work was beneficial in terms of identifying priority areas which matter to people using services and areas where services needed to make improvements such as:

- Supporting people to have Best Possible Health
- Developing individual plans
- Improving communications within the service
- Providing people with information around their rights
- Supporting people to access independent advocacy

Health Information and Quality Authority (HIQA)

The Health Information and Quality Authority (HIQA) developed and released draft Standards for Residential Services for People with Disabilities. A Cheshire Ireland representative sat on the advisory group that worked on the development of the standards. Cheshire Ireland provided written feedback to HIQA on the draft Standards and facilitated focus groups with people living in Cheshire services who provided direct feedback to HIQA on the draft Standards.

In light of the new HIQA Standards, we are working to blend our existing Basic Assurances work into our compliance programme around the forthcoming Standards. It is our objective that into 2009, all Cheshire services will have action plans to meet the requirements of the final HIQA Standards.
Individualising Services

1. Over twenty Cheshire Ireland staff attended the Service Design courses delivered by Dr Michael Kendrick in September and October 2008. The course in Dublin focused on the development and implementation of individualised service plans with a number of people currently living in Cara and Barrett Cheshire services.

2. During 2008, two Cheshire staff became accredited Personal Outcomes trainers with the Council on Quality and Leadership. Other Cheshire staff were trained during 2008 in using Personal Outcome Measures. This enabled staff to gather information to develop and implement a person-centred plan with people living in Cheshire centres.

3. Ten people living in St Patrick’s Cheshire Home have a staff member working with them on their individual plan. Working in this way enables us to ensure our services are responding to each person on an individual basis. It also means that we now have clear evidence as to how well we are supporting people to achieve outcomes in their life.

4. Cheshire Ireland is a member of the Network on Alternative Support with other disability agencies who, like ourselves, have committed to supporting people in more mainstream and individualised ways. This network provides the opportunity to:
   • share the experience of attempting to “do different and better”
   • hear about, learn and share good practices in individualising services at a national and international level
   • discuss issues which we and other agencies face in bringing change to existing congregated services.

Advocacy Supports

Two new booklets on advocacy were developed and circulated in all services:

• Supporting Advocacy in Cheshire Services: A Handbook for Staff
• Responding to Advocacy Issues: A Guideline for Managers

These publications give guidance on how people can be supported to access advocacy services and how staff can respond positively to concerns which are raised through advocates.
Values Training

We began to deliver training on “Making Values Real” in some of our older services towards the end of 2008. The purpose of this training is to develop a greater awareness in staff of the importance of values and rights in delivering quality support services. The training helps staff to explore how society’s and their own values, beliefs and assumptions have an impact on the lives of people we support. The training also states clearly what is expected of staff when at work in terms of putting Cheshire Ireland’s values and beliefs into practice in relation to people with disabilities.

Richmond Cheshire House

Richmond Cheshire House is right in the heart of Monkstown and has easy access to nearby Dun Laoghaire and Bray. It provides a residential service to twenty-three adults, many of whom also avail of external day services and workshops. In the summer of 2008, fifty-eight staff from Deloitte kindly volunteered and repainted many of the bedrooms and the main hall.

Thanks to our volunteer photographers

Cheshire Ireland would like to sincerely thank the following photographers who volunteered their professional time to put together the many great photographs in this report.

David Frain, Frainphoto (www.frainphoto.com); Emily Miller, Emily Miller Photography (www.emilymiller.ie); James Fraher, Bogfire Photography (www.bogfire.com), Tara Donoghue (www.taradonoghuephotography.com); and Aisling O’Regan, Cork.

We would also like to thank our many ‘in house’ photographers for also supplying us with some great images from our centres.
### Income and Expenditure Account

**For the year ended 31 December 2008**

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<td>Other income</td>
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<th>2008 €</th>
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</tr>
<tr>
<td>Depreciation</td>
<td>(1,128,109)</td>
<td>(1,180,837)</td>
</tr>
<tr>
<td>Amortisation</td>
<td>877,865</td>
<td>1,192,903</td>
</tr>
<tr>
<td><strong>Total (deficit) / surplus for the year</strong></td>
<td>(324,949)</td>
<td>245,833</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2008 €</th>
<th>2007 €</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income achieved through fundraising and donations</td>
<td>240,876</td>
<td>1,247,843</td>
</tr>
<tr>
<td>Transfer to reserves</td>
<td>240,876</td>
<td>1,247,843</td>
</tr>
</tbody>
</table>

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**St. Laurence Cheshire Home, Cork**

St. Laurence Cheshire Home opened in 1964 in Glanmire, Co. Cork and provides residential accommodation for thirty people and also has respite rooms. In June 2008, the development of nine on-site self-contained apartments commenced, and we expect service users to move into their new apartments in the summer of 2009. One resident also began studying an Arts degree at University College Cork. This same resident gave presentations on Disability Awareness to Social Care students at the Life Learning Festival in UCC in 2008.
## Balance Sheet

**As at 31 December 2008**

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tangible fixed assets</strong></td>
<td>€45,258,669</td>
<td>€41,183,998</td>
</tr>
<tr>
<td><strong>Current assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stock</td>
<td>€32,804</td>
<td>€36,860</td>
</tr>
<tr>
<td>Debtors and prepayments</td>
<td>€4,437,144</td>
<td>€3,165,243</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>€4,247,542</td>
<td>€6,328,235</td>
</tr>
<tr>
<td><strong>Creditors (amounts falling due within one year)</strong></td>
<td>(€4,629,799)</td>
<td>(€4,434,101)</td>
</tr>
<tr>
<td><strong>Net current assets</strong></td>
<td>€4,087,691</td>
<td>€5,096,237</td>
</tr>
<tr>
<td><strong>Total assets less current liabilities</strong></td>
<td>€49,346,360</td>
<td>€46,280,235</td>
</tr>
<tr>
<td><strong>Represented by:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenue reserves</td>
<td>€470,690</td>
<td>€847,048</td>
</tr>
<tr>
<td>Allocated capital project fund</td>
<td>€7,189,340</td>
<td>€7,237,169</td>
</tr>
<tr>
<td>Premises reserve</td>
<td>0</td>
<td>€1,109</td>
</tr>
<tr>
<td>Capital grants – deferred credit</td>
<td>€25,483,763</td>
<td>€22,062,995</td>
</tr>
<tr>
<td>Revaluation reserve</td>
<td>€13,054,661</td>
<td>€13,067,419</td>
</tr>
<tr>
<td>Fundraised and donated income reserve</td>
<td>€3,147,906</td>
<td>€3,064,495</td>
</tr>
<tr>
<td><strong>Total assets less current liabilities</strong></td>
<td>€49,346,360</td>
<td>€46,280,235</td>
</tr>
</tbody>
</table>

The above accounts are an extract from the Audited Accounts of The Cheshire Foundation in Ireland upon which PricewaterhouseCoopers have reported without reservation.

On behalf of the Board

**Mr Justice Ronan Keane**

20 May 2009

**Mr Eduard Merbis**
Board of Directors

Mr. Justice Ronan Keane  
Chairman

Tom O’Connor  
Vice Chairman (retired 18 June 2008)

John Guinan  
(retired 17 June 2009)

Laurence Crowley  
(retired 1 April 2009)

Rosaleen McDonagh

Eoin O’Morain

Ed Merbis

Dr Mark Delargy

John O’Kane

Bill Durkan

Maeve Nolan

Dr Patricia O’Brien

Michael O’Mahony  
(appointed 18 June 2008)

Owen Collumb  
(appointed 18 June 2008)

Diane Davison  
(appointed 3 December 2008)

Jerome Kennedy  
(appointed 3 December 2008)

Auditors

PricewaterhouseCoopers  
Chartered Accountants and Registered Auditors

One Spencer Dock  
North Wall Quay  
Dublin 1

The Cheshire Foundation in Ireland (trading as Cheshire Ireland) is a company limited by guarantee, registered in Dublin, Ireland. Registered Office: Block 4, Bracken Business Park, Bracken Road, Sandyford Industrial Estate, Dublin 18.

Tel: 01-2974100  
Fax: 01-2052060  
email: info@cheshire.ie  
web: www.cheshire.ie

Company Register No: 20165  
Charity No: CHY5484

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Waterford Cheshire

Waterford Cheshire is located close to Waterford city and the centre consists of thirteen self-contained apartments along with excellent communal facilities. Staff provide support and care to the thirteen residents, and there are also four apartments available for respite. Many local disability and community groups rent out the centre’s rooms and facilities and this contributes positively to the energy of Waterford Cheshire.
Our centres

East

- **Ardeen Cheshire Home**
  Shillelagh, Co. Wicklow
  Tel: 053 942 9143

- **Barrett Cheshire House**
  20/21 Herbert Street, Dublin 2
  Tel: 01 676 0865

- **Blackrock Cheshire**
  Cross Avenue, Blackrock, Co. Dublin
  Tel: 01 283 5548

- **Cara Cheshire House**
  Phoenix Park, Chapelizod, Dublin 20
  Tel: 01 671 2944

- **Cheshire Community Living, Northern Area**
  Artane, Dublin 5
  Tel: 087 9524928

- **Cheshire Community Living, Southern Area**
  Civic Centre, Ballyfermot Road, Ballyfermot, Dublin 10
  Tel: 01 6207187

- **Dundalk Cheshire**
  Clanmil Community Centre, 69 Claddagh Park, Tom Bellew Avenue, Dundalk, Co. Louth
  Tel: 042 932 9562

- **Eaglewood**
  Apartment 78, Rochestown Avenue, Dun Laoghaire, Co. Dublin
  Tel: 01 235 2922

- **Greystones Cheshire**
  6 Bellevue Demesne
  St. Bridget’s Park, Blacklion, Greystones, Co. Wicklow
  Tel: 01 2556148

- **Navan Cheshire**
  Apt C23 Bailis Village, Johnstown, Navan, Co. Meath
  Tel: 046 9050914

- **Newbridge Respite Centre**
  ‘The Meadows’, 356 Standhouse Road, Newbridge, Co. Kildare
  Tel: 045 446414

- **Richmond Cheshire House**
  Richmond Park, Monkstown, Co. Dublin
  Tel: 01 280 6761

West/North West

- **Abbey View Residences**
  Chapel Hill, Sligo
  Tel: 071 917 1155 / 071 917 1064

- **Donegal Cheshire Apartments**
  Long Lane, Letterkenny, Co. Donegal
  Tel: 074 912 7678 / 074 912 7321

- **Emmanuel Cheshire Home**
  Killala Road, Ballina, Co. Mayo
  Tel: 096 75864

- **Galway Cheshire House**
  Curragrean, Merlin Park, Galway
  Tel: 091 771 762

- **O’Dwyer Cheshire Home**
  Lismirrane, Swinford, Co. Mayo
  Tel: 094 938 4134

South

- **Cork Supported Accommodation Service**
  St. Laurence Cheshire Home, Lota Park, Glanmire, Co. Cork
  Tel: 021 482 2192

- **Kerry Cheshire**
  St. Margaret’s Road, Killarney, Co. Kerry
  Tel: 064 6635606

- **Rathfredagh Cheshire Home**
  Newcastle West, Co. Limerick
  Tel: 069 83100

- **St. Laurence Cheshire Home**
  Lota Park, Glanmire, Co. Cork
  Tel: 021 482 2192

- **St. Patrick’s Cheshire Home**
  Tullow, Co. Carlow
  Tel: 059 915 1386

- **Waterford Cheshire**
  John’s Hill, Waterford
  Tel: 051 871993

Cheshire Ireland also provides support services to people living in their own homes across the country.

Central Office

Block 4, Bracken Business Park, Bracken Road, Sandyford Industrial Estate, Dublin 18
Tel: 01 297 4100
Fax: 01 205 2060
Email: info@cheshire.ie
www.cheshire.ie