



2024
STEWARTS CARE

ANNUAL
REPORT



CONTENTS

Section One: Who We are	Page
Vision, Mission, Values	4
Chairperson's Address	6
Chief Executive's Overview	8
Section Two: Strategic Report	
Strategy Update – Delivering on our Shared Ambition	10
Service User Council	14
Residents Services	16
Day Services	18
Advancing Opportunities – Gateway Hubs	22
Person-Centred Planning	27
Advancing Nursing Care	28
Progressing Children's Disability Services	32
Advancing a Research-Driven Sector	34
Enabling a Quality Service	36
Corporate Services	38
Supporting Positive Risk	40
Social Enterprises	43
Our People, Our Culture	46
Our Board	62
Governance	66
Section Three: Directors' Report and Financial Statements	71

SECTION ONE

Who We Are

Vision, Mission, Values

Vision

Our vision is to imagine, innovate and create a world of choice with individuals whose dreams and aspirations have no boundaries.

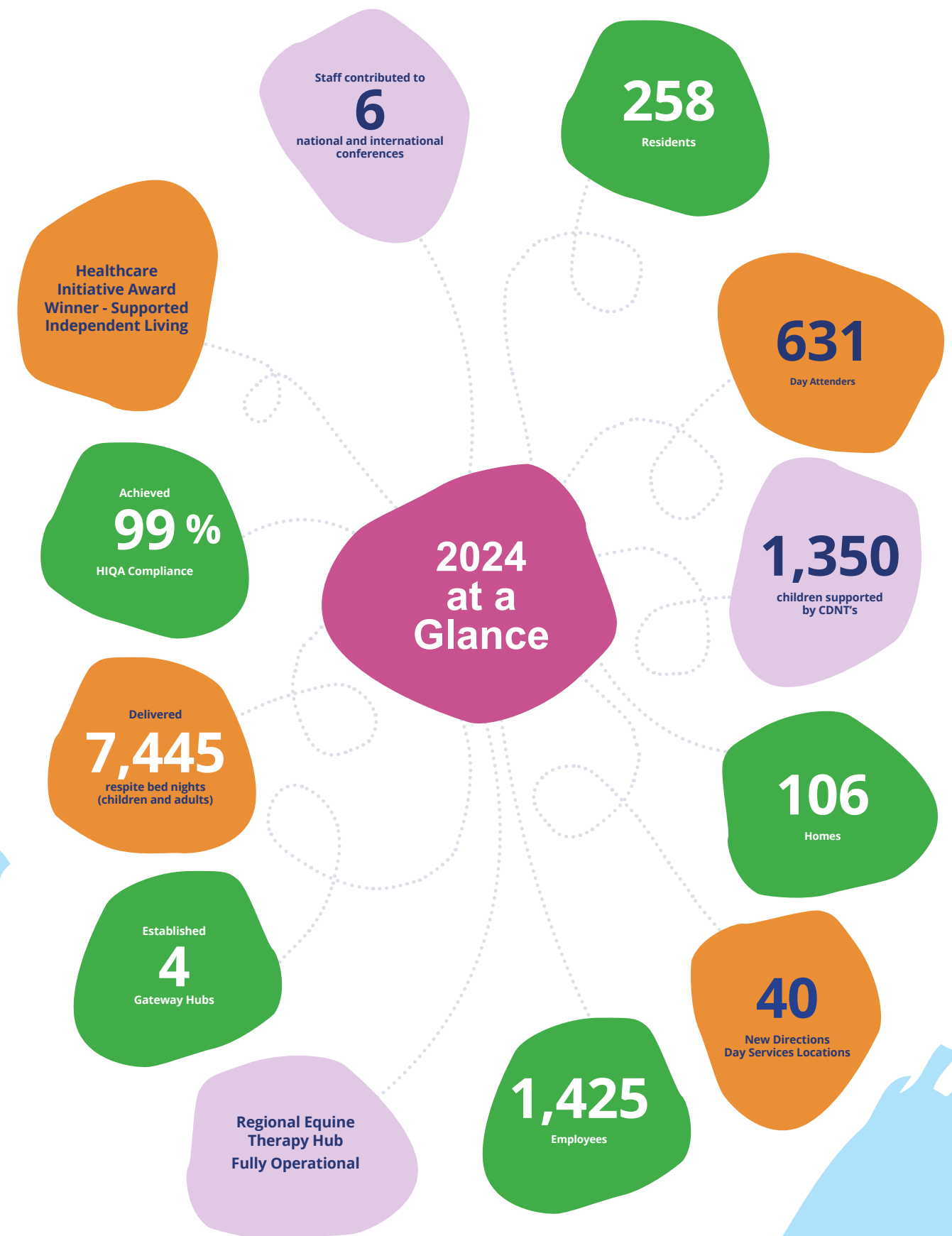
Mission

Our mission is to empower and support individuals with different abilities to have an enriched life experience based on their own decisions and life choices.

Values

Our values guide our organisation and our employees every day. Our values embody the Stewarts Care culture and create a shared understanding of who we are. Our values are:

- **People**
We put the person at the centre of everything we do.
- **Inclusion**
We promote and encourage a culture of inclusion.
- **Respect**
We promote and encourage a culture of dignity and respect that is honest, compassionate, transparent, and accountable.
- **Commitment**
We promote and encourage a culture of commitment to the people we serve through enabling learning, innovation, and creativity.



CHAIRPERSON'S ADDRESS

Ciaran O'Mara



As Chairperson, it is a privilege to present the 2024 Annual Report—a year defined by meaningful advancement. We made considerable headway across our strategic priorities, deepening the impact of our services while broadening their reach.

Throughout the year, we continued to advance the decongregation of residents and commenced the modernisation of our Day Services with the introduction of innovative new Gateway Hubs. These developments represent a tangible shift in how we deliver services—bringing us closer again to a more inclusive, person-centred model, empowering individuals to live a life of their choosing.

A key focus in 2024 was the expansion of our respite service. This was achieved through the repurposing of two vacated buildings in Palmerstown, into state-of-the-art respite homes in partnership with HSE Dublin and Midlands Region. Starry Skies children's respite home opened in early 2025 and will see 70 children and their family's benefit from our quality respite service. Sycamore View opened in June 2025 and will offer respite to 70 adults. In tandem with the expansion of respite services, the team continued to sustain 100% respite occupancy.

We were proud to achieve 99% HIQA compliance in 2024—a testament to the robust internal systems we've cultivated in training, quality audits, and governance.

Building on our 2022 CARF accreditation in employment supports, 2024 saw the addition of three further three-year accreditations for the School Leavers Programme, Respite Service, and Preschool Service. This further demonstrates our commitment to continuous improvement and professional excellence.

As we mark one full year of growing activity at the Regional Equine Therapy Hub, we take a moment to reflect on the significant development work undertaken to complete Phase One and acknowledge the impact the service is already having on children and adults with autism, intellectual and physical disability.

These achievements were made possible by the enduring dedication of the Stewarts Care team. Despite ongoing sector-wide recruitment challenges, our staff demonstrated commitment, compassion, and adaptability—ensuring continuous support for those we support. I thank each one of you sincerely.

I wish to especially acknowledge our Chief Executive, Brendan O'Connor for his dynamic leadership, which has propelled our strategic agenda forward. His responsiveness to change and clear vision have been vital to our advancement.

As we reflect on a year of significant progress, I wish to sincerely thank our Board for their unwavering commitment, insight, and stewardship throughout the year. Their collective expertise continues to shape our journey as we advance our strategic priorities and deliver meaningful impact.

Looking ahead, we remain focused on strategic growth. Stewarts Care is evolving into a stronger, more integrated organisation—one with an unwavering commitment to citizenship, inclusion, and community. As we grow, so too does our responsibility to ensure services remain responsive and forward-facing. In closing, thank you to everyone—staff, board, families, and stakeholders—for your part in this shared journey of progress. Together, we are building a brighter and more connected future for all those we support.

Thank you.

A handwritten signature in dark ink, appearing to read 'Ciaran O'Mara'.

Ciarán O'Mara
Chairperson



CHIEF EXECUTIVE'S OVERVIEW

Brendan O'Connor

As we present our 2024 Annual Report, I'm proud to reflect on a year defined by forward momentum and meaningful advancement across all areas of our strategic plan. Our vision remains clear: to imagine, innovate, and create a world of choice for people whose dreams and aspirations have no boundaries. This year, we made strong, tangible progress towards that goal—translating groundwork into visible results that are reshaping how we empower those we support.

A core focus in 2024 was advancing service delivery in line with our long-term strategic priorities and government policy. We have continued to progress decongregation efforts in Resident Services. We have also commenced offering transition opportunities in Day Services, with a commitment to support day attenders who have a preference to move from larger congregated services to smaller local hubs that are closer to their home and in their own community. A renewed focus on delivering quality New Directions Day Services in communities has advanced at pace, complimented by enhanced staff training and development.

We established new Gateway Hubs. These Hubs operate on a short-term basis and give participants an opportunity to focus on developing specific skills or experiences, helping them to bridge the gap often felt between day services and community-based activities and programmes.

We once again maintained full occupancy across our respite services and achieved 99% HIQA compliance—outcomes that reflect not only the quality of our support, but the resilience and dedication of our workforce. Phase One development of our Regional Equine Therapy Hub into a world class equine therapy centre was completed and the Hub now welcomes people from our own services as well as people from

other services, school groups and private individuals to experience the transformative power of equine assisted therapy.

Across our network, advancement was not only structural—it was collaborative. From deeper engagement with government departments and the HSE to expanding partnerships and networks, we've built the relationships and momentum necessary for long-term transformation.

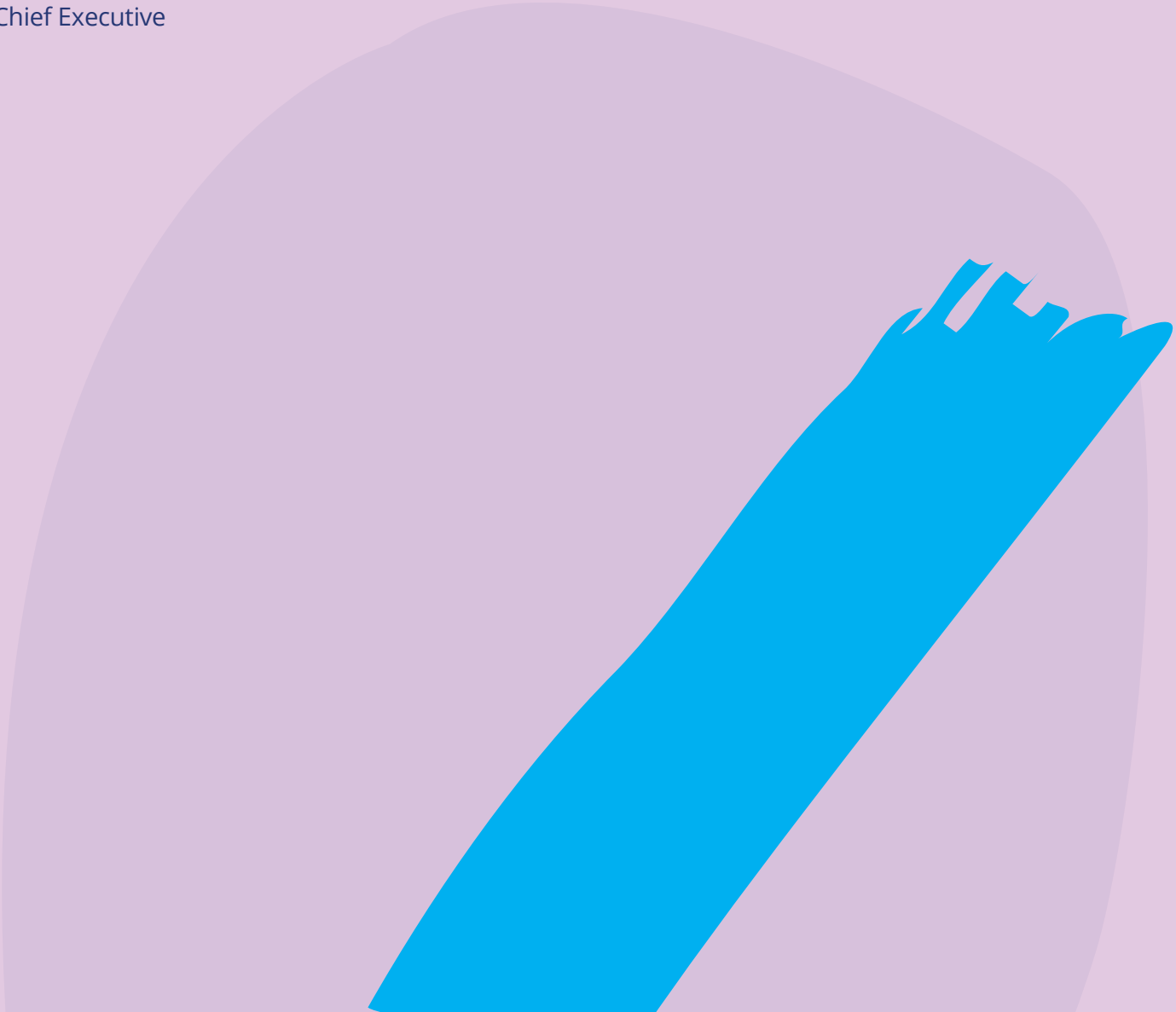
We also progressed significantly within our 2022–2026 Strategic Plan, having commenced over 86% of identified objectives. The Board's leadership and guidance has been instrumental in bringing vital energy and oversight to this work.

Looking ahead, our focus is on expanding New Directions community hubs, strengthening inclusion for school leavers, investing in our Day Service teams so that they can deliver higher standards of care and support, and continuing our shift away from traditional models of managed care. The road ahead holds great promise—as well as responsibility—to ensure our growth remains grounded in quality, sustainability, and impact.

To our staff, partners, funders, and stakeholders: thank you for continuing to work with us. Your support makes advancement possible. Together, we are shaping a future that offers greater independence, inclusion, and opportunity for all.

Thank you.

Brendan O'Connor
Chief Executive



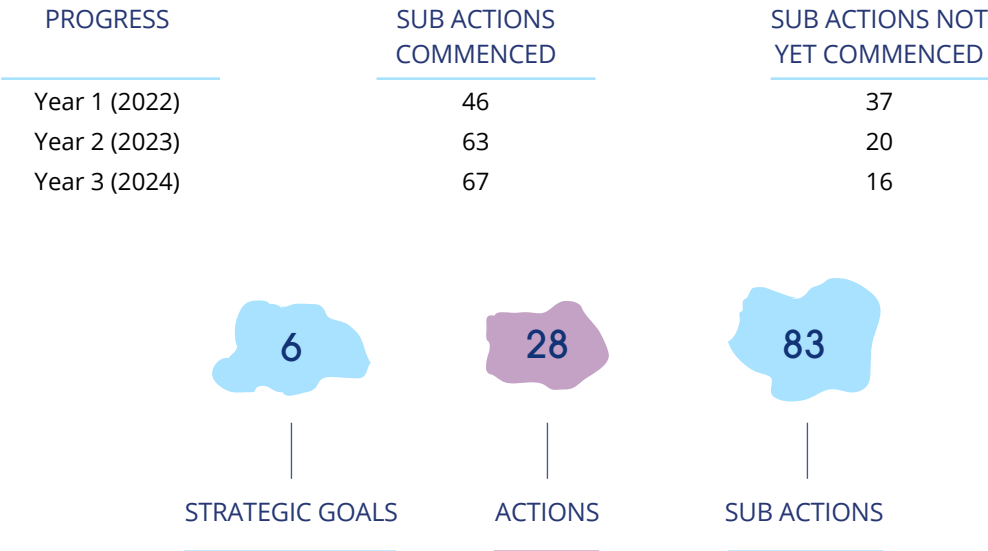
SECTION TWO

Strategic Report

Delivering on our Shared Ambition

Our ambition is to become a recognised leader in health and social care, renowned for our commitment to supporting people to have enriched life experiences. At the end of year three of our strategic five-year plan, we are proud to have commenced 86% of our identified actions.

With a robust reporting structure in place, we are continuously monitoring progress, ensuring we are on the right track to maximising our potential to provide optimal service to the people we support. While there remains significant work ahead to achieve our ambitious goals, we are confident we are advancing our six strategic goals.



Strategic Goals

In 2024, our teams advanced towards achieving the strategic goals in the following ways:

Strategic Goal 1: Enriching

To provide an enriched lived experience for individuals at all life stages.

Strategic Goal 1 focuses on providing the right service, for the right person, at the right time.

- Opened **10 new homes** in 2024.
- **31 graduates** of the Independent Living Training Programme.
- **188 adults** and **48 children** received respite in 2024.
- Developed two new respite homes.
- **99%** HIQA Compliance in 2024.
- **4** new Gateway Hubs established.
- **84** people supported by the Employability Gateway Hub.
- **100%** of residents who requested a PATH, had one completed.
- Open caseload increased for both CDNT 5 and CDNT 6.

Strategic Goal 2: Research

To become a research-focused organisation that will inform policy and an enhanced lived experience.

Strategic Goal 2 focuses on improving lived experiences through researching, advocating, and implementing meaningful change.

- HSCP Team hosted collaborative HSCP Day seminar.
- Colleagues contributed to **six** conferences.
- Inaugural Nurses Forum hosted to mark International Nurses Day.
- One PhD commenced in Trinity Centre for Ageing and Intellectual Disability in the Mental Health of Women with ID during menopause.

Strategic Goal 3: Sustaining

To put Stewarts Care on a sustainable financial footing.

Strategic Goal 3 focuses on ensuring our organisation has the financial resources required to provide a world-class service.

- Recruitment commenced for Procurement Officer.
- Contact Register established.
- Pension volatility reduced by 52%.
- Revenue increased in Social Enterprises.
- SAP Concur introduced to manage mileage claims.

Strategic Goal 4: Influencing

To become a positive and influential voice for our sector.

Strategic Goal 4 focuses on finding our voice and using it to effect change on behalf of the people we support.

- **97%** response rate by residents to HIQA Survey.
- **42%** increase in social media following from 4,825 to 6,876.
- Multiple opportunities created for stakeholders to influence the implementation of the UN Conventions of the Rights of Persons with Disabilities including Independent Living Resident Laura, speaking at the SDCC Housing Steering Committee and teams contributing to the Commission on Care for Older People.

Strategic Goal 5: Developing

To be a great place to work where everyone can develop to their full potential and work together in a supportive and inclusive community.

Strategic Goal 5 focuses on enabling people to reach their full potential.

- **10%** increase in recruitment numbers in 2024.
- Commenced partnership with recruitment partners HealthDaq.
- Hosted 3 recruitment days.
- **153** employees funded to undertake courses or training on topics relevant to their roles.
- **17** employee wellbeing events and initiatives hosted in 2024.

Strategic Goal 6: Performing

To be a high performing organisation that is responsive, agile, sustainable, and green.

Strategic Goal 6 focuses on enabling our organisation to meet the ambitious targets we have set ourselves.

- Organisational structure updated in 2024.
- **Three** applications for Commission on Accreditation of Rehabilitative Facilities (CARF) awarded in 2024.
- Data infrastructure projects, including ViClarity, Viso and Eclipse enhancements led to enhanced data management.
- Joyce Andrews Awards hosted in 2024 acknowledging the individuals and teams who have contributed to the organisation.
- Supported Independent Living Team won the Healthcare Initiative – Disability Services at the Irish HealthCare Awards.
- Peer-to-Peer Vaccination Programme was acknowledged at the HSE Awards.

Service User Council

The Service User Council was established in 2010 to provide a voice for every person supported by Stewarts Care. The aim of the Council is to promote a person-centred service through choice, rights, advocacy, and change. It provides an opportunity for peer advocacy and to influence the future of the service.

The Council is made up of directly elected representatives from Residents Services and Day Services. Representatives meet monthly and meet with the Chief Executive and members of the Executive Team quarterly. Representatives advocate for change on a range of topics through engagement with Heads of Departments and external partners including Local Authorities, Transport Agencies, TDs, and Councillors.

Over the past 15 years, Service User Council representatives have successfully campaigned for several infrastructural improvements both within Stewarts Care and the wider community.



2024 Achievements

- Successfully campaigned for the widening of a road for a bus shelter in Lucan.
- Improvement in pathway access with a focus on the high traffic area around the Sports and Adapted Physical Activity Centre.
- Advocated for the withdrawal of proposed membership fees for the Sports and Adapted Physical Activity Centre.
- Continue to call on the National Transport Agency to install Real Time Information displays at regularly used bus stops.

Representatives Quotes:



“ I think it is great. We bring issues up to the management team and bring updates back to the hubs. I love it.”

Keith Doyle, Palmerstown Hubs

“ I am not afraid to speak up. The Council has given me confidence, and we get things done. If we ask for something to be fixed, it happens.”

Joan McGuire,
Community



“ It's great to be able to help other people.”

Vasyl Lutsiv, Day Services



“ I like being on the Council, I am the chair (of the Residents Council), I get the potholes fixed. It makes me feel good to help, I like to help the residents ”

Bridget Mahon, Residents Services



“ The Service User Council for me is being able to speak up for my rights and being able to help sort out problems the best I can.”

Pamela Keogh, Day Services



Residents Services

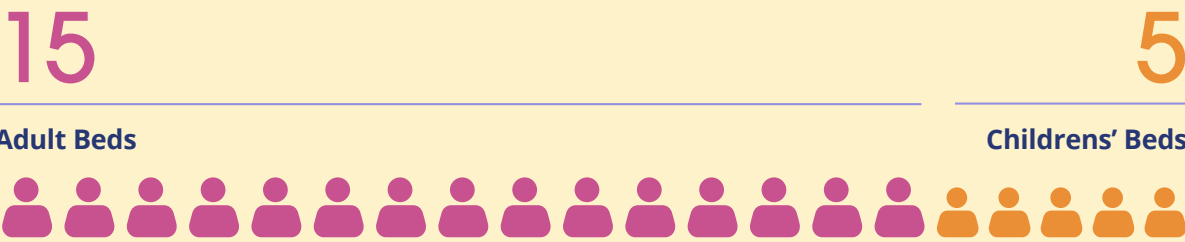
Our Resident Services Team provides high-quality, and person-centred support for 258 people across 106 homes. Each home is assessed through internal registered provider audits and HIQA inspections, ensuring the highest standards of care and compliance. In addition to **residential** services, Stewarts Care provides Supported Independent Living homes, empowering individuals to live with greater autonomy while receiving tailored support. Our Respite Services offer essential short-term relief for families and caregivers, delivering structured, compassionate care in a welcoming setting.

Sustaining Excellence in Respite

In 2024, Stewarts Care continued its commitment to deliver crucial overnight respite support for children and adults. The service offered 5,490 adult bed nights and 1,955 bed nights for children in 2024, offering a safe, supportive environment where individuals can receive high-quality care. Our respite services play a vital role in enhancing well-being, providing stability, and supporting families in need of temporary relief, reinforcing our dedication to inclusive, person-centred support.

Buildings works began in 2024 to repurpose two vacated properties in Palmerstown into state-of-the-art respite homes. Starry Skies, children’s respite home opened in early 2025 providing a 5-bed children’s respite house in partnership with HSE Dublin and Midlands, and Sycamore View, adult respite home opened in summer 2025.

20 Respite Beds



Supported Independent Living

The right to live independently and be included in the community is enshrined in Article 19 of the United Nations Convention on the Rights of Persons with Disabilities and is a key element of the HSE'S reform programme, Transforming Lives. The Supported Independent Living Team enables those we support to live independently if they choose. In 2024, the Team supported 26 people to live independently in communities across Tallaght, Clondalkin, Neilstown, Adamstown and Lucan and supported a further 31 people to complete the Supported Independent Living Training Programme.

The training programme takes a person-centred approach to supporting participants to live more independently, supporting and enabling them to make their own choices and decisions, to develop skills for independent living and to create meaningful roles for themselves in the community that they live in. Through a combination of classroom activities, community-based education and practical teaching, the Supported Independent Living Training Programme facilitates the development of living skills, tailored to specific needs and goals of each of the participants.

The provision of suitable, high-quality housing is a key component of Supported Independent Living. In 2024, Stewarts Care managed 21 homes, delivered through partnerships with Local Authorities and Approved Housing Bodies (AHBs) including South Dublin County Council, Clúid, Tuath, Oaklee and Co-Operative Housing.

Stewarts Care is proud to represent the voice of the people it supports through our membership of South Dublin County Council's Housing Steering Group. The Steering Group aims to assist in the delivery of the Housing Strategy for People with Disabilities in the South Dublin County Council Administrative Area. Through this forum, Stewarts Care aspires to build capacity at a local level and to enable people to have a voice in the conversations that impact them. Resident Laura McQuaid shared her experience of independent living at a meeting of the Steering Group in October. Laura, supported by the Independent Living Team, is using her voice to effect change on behalf of not only people in Stewarts Care, but those with a disability across South Dublin.



“ I am happy to have my own place, I feel very relaxed. ”

David moved into his new home in 2024

Day Services

Advancing Opportunities

In 2024, our Day Services provided essential, person-centred support for 631 day-attenders across 40 locations in Dublin, Meath, and Kildare, ensuring individuals have access to meaningful opportunities within their local communities.

Guided by the HSE New Directions policy, our dedicated team is committed to delivering services that promote personal development, inclusion, and active citizenship. We strive to ensure that each person receives tailored support that enhances their quality of life, promotes lifelong learning and encourages valued roles within their community.

Expanding the community-based model

2024 saw considerable advancement in the delivery of community-based services. Increased community integration, supports day attenders to gain confidence and knowledge of their area, getting to know the people, the services and amenities available to them, as well as local opportunities, be they volunteer opportunities, employment, social or other.

Challenges overcome throughout the year included an increased need for suitable premises, additional fit-out and building works, increased transport needs and the recruitment, training and reassignment of staff.

We proudly opened five New Directions Community Hubs in 2024 – Rathfarnham, Greenhills, Summerhill, Tallaght and Saggart. 36 individuals moved from large hubs to hubs closer to their homes. We also expanded further into north and west Dublin, opening two hubs in Santry and Ongar.

Day Service Location	No. of Attendees
Creative Arts Studio	1
The 'Lore Hub	3
Tallaght Service	3
Summerhill Hub	4
Sunflower Programme	5
Saggart Hub	5
Kilcloon Service	5
Santry Services	6
Reach Programme	6
Ignite Programme	6
Saoirse Hub	7
Clarkeville Gateway Hub	7
Ascend Hub	7
Ongar Service	8
Harmony Programme	8
Strive Programme	9
An Chora Hub	10
Aspire Programme	10
Wave Programme	10
Rathfarnham Service	11
The Lodge Hub	12
Greenhills Service	13
Beehive	13
Le Cheile Hub	16
Unity Programme 1	17
Liffey Hub	18
Sonas Hub	18
Saol Hub	19
Tus Nua Programme	19
Liberty Programme	20
Mill Lane Hub	20
Unity Programme 2 & 3	20
Pathways Programme	22
Horizons Programme	24
Vista Programme	26
Spirt Hub	27
New Routes Hub	31
Vitality Hub	39
Employability Gateway Hub	62
RT Programme	64
Total	631

FEATURE STORY



Building Community in Summerhill

The opening of the Summerhill Service in July 2024 saw five day attenders transition from a busy, congregated hub to a person-centred New Directions Hub in Summerhill Village. The New Directions Hub is designed with a strong emphasis on person-centred support, enabling each person to thrive in an inclusive and engaging environment.

Since it opened, four individuals have completed their PATHs, setting personal goals and building skills, independence, and connections within their community.

They engaged in local activities such as sensory sessions at Solstice Art Gallery, swimming and aqua aerobics in Trim, and sports courses with the FAI.

Ross volunteers in the Community Centre, and Jason supports the local 'Meals on Wheels' programme.

The success of Summerhill reflects Stewarts Care's ongoing commitment to inclusion, independence, and meaningful community participation.



New Directions Training Programme

To support the programme of quality improvement in Day Services, a new in-person training session was developed for employees. The training focused on the aims and implementation of New Directions. The training addressed key ideas of community inclusion and active citizenship within New Directions and explored how these can be delivered in practice. A total of 33 sessions were delivered to 205 employees in 2024.

“The upskilling that the new Hub Leads are receiving has been a wonderful experience, giving us time to learn, challenge, reflect and forge new strategies and approaches. This, in turn, has a direct result on productivity, and a renewed sense of pride in achieving goals, as a New Directions Hub and equally as an organisation as a whole.”

Lynda Smyth,
Hub Lead



School Leavers

In 2024, Day Services welcomed 77 new school leavers and 10 individuals who exited the Rehabilitative Training Programme. Transition plans were developed for each school leaver with a phased introduction to their day service.

Ongar

As a newly established service in September 2024, the Ongar Hub focused on supporting people through the transition from school into an adult environment, aiming to foster a sense of ownership and belonging. School reports for some of the 7 day attenders had noted limited social engagement

or interaction with others. However, this has changed considerably as they settled into the service in Ongar. The group has gelled well together, developing meaningful friendships and taking significant steps towards community engagement and greater independence.

“The thing I like most about Ongar is that you get to go out with friends, out bowling, out to Skerries, different places, and you get to do what you want. You have your Service User meeting on a Friday and get to plan what you do. We would like to encourage more people to join our hub.”

Mark, Ongar Hub



“I was so very happy (when I first came to day service). In school we never really went out on trips; we stayed in school all day. I love how we go to the movies, go bowling and I even love going to my favourite places. I would like to get a job, maybe work with animals or fashion, making clothes.”

Ava, Ongar Hub



Advancing Opportunities: The Creation of Gateway Hubs

In addition to its New Directions Day Services Hubs, Stewarts Care established four Gateway Hubs in 2024. These Hubs operate on a short-term programme basis, typically between 6 and 10 weeks and give day attenders an opportunity to focus on specific skills or experiences, helping them to bridge the gap often felt between day services and community-based activities and programmes.

Sailing Gateway Hub

Operating in partnership with social enterprise, Sailing into Wellness, the Sailing Hub offers individuals the opportunity to not only learn to sail but to develop the skills and resilience to try something new and take on a challenge. The Hub officially launched in May 2024 with 8 individuals attending 3 days a week. By the end of 2024, 53 people had completed the programme and a further 70 were on the waiting list, highlighting the huge demand for this new experience.

At the mercy of the winds and weather, participants are met with new challenges every day. Participants are supported to take on the challenge, building their resilience and, a deep sense of achievement. They also have the skills and confidence to join a local sailing club should they so wish.

“ We loved having Robert from the Rathfarnham Hub in the Sailing Gateway Hub. Robert took to sailing so quickly. It was great for building his confidence. He seemed to have a real enjoyment and a constant smile on his face while out on the water. When the programme finished, Robert created a memory book of pictures of his time on the water so he could remember what he had accomplished and shared this with his friends and family. ”

Lisa Burke, Sailing Hub Lead



Employability Gateway Hub

Formerly known as JASS, the employment skills element of Stewarts Care has been reimaged to make meaningful employment more accessible to all. The new Employability Gateway Hub, opens doors to opportunities, ensuring that employment is not just a possibility but a reality for those we support.

In 2024, we provided employment support to over 80 individuals in the community, offering an Employability Skills Programme to identify strengths, interests, and career pathways. From CV development and interview preparation, to workplace responsibilities and health and safety training, the programme equips each person with the tools to confidently navigate the world of work. In 2024, 32 people completed this course. The skills-based course was restructured to a 6-week programme mid-year to ensure efficiency of delivery to a greater number of applicants, while still maintaining effective delivery of key learning objectives.

With 54 engaged employers—some collaborating with Stewarts Care for over 20 years—the success of the employment initiatives reflects not just the commitment of businesses but the resilience and dedication of the individuals stepping into new roles. Through the Employability Hub, we are building a future where everyone has the chance to contribute meaningfully to the workplace.

James Kelly attended the Employability Gateway Hub and subsequently worked for a year as part of the IDS-TILDA project. At the end of this contract, James successfully moved to a role in Lidl HQ. Here he shares his experience.

“IDS -TILDA was a great experience for me. I got to spend time with lots of different people and made lots of new friends through working there. The job changed me. It helped me focus and concentrate more and I learned a lot. My jobs were scanning, photocopying, typing, stocking stationary, preparing meeting rooms and making tea and coffee. When I started, I was supported by my job coach Orlaith- she helped explain everything to me, she helped me with picture information, and she did an amazing job helping me. The staff taught me a lot and I could ask questions if I felt unsure. I felt the work placement taught me employability skills that helped me get my new job in LIDL HQ ”

James Kelly,
Employability
Gateway Hub



Clarkeville Creative Hub

Opened in October 2024, the Creative Hub enables individuals to experience and explore different creative materials and processes in the field of botany. The emphasis is on process rather than finished product, allowing more space for implementing and developing critical thinking skills, discussion, and peer to peer learning. Four people completed the programme in 2024, with 29 estimated to attend in 2025.



Creative Media Hub

Significant building work took place in 2024 to transform space in Rossecourt Resource Centre into a hi-spec creative media studio. Opened in May 2025, the studio will provide a supportive and inclusive environment to explore all aspects of creative media and performing arts. Its core aim is to create a space where people can develop their creative skills, build confidence, and work towards integrating into community programs in line with their interests.



Connections Art Partnership

Stewarts Care proudly collaborates with Connections Arts Centre to champion arts, lifestyle, and community education programmes that promote inclusion, bridge educational gaps, and counteract devaluation for people with disabilities.

Maeve, from the Tus Nua Hub and Kieran, from Le Cheile Hub, successfully completed the 'Everyday IT' course. They were each partnered with a Transition Year student who supported them to develop essential IT skills.

Kieran was also invited to speak at the official launch of the Connections Art Centre Impact Report Summary of the Creative TY programme. He was joined on the panel by Minister of State at the Department of Children, Equality, Disability, Integration and Youth, Hildegard Naughton and former Ireland rugby player Bernard Jackman.

Rachael was chosen as one of 10 artists nationwide to take part in the Connections Arts Centre exhibition in the RCSI, Dublin. An avid artist, Rachael's collection was called "Me Oul Flower". Staff and peers from Spirit Hub celebrated with Rachel on the opening night, alongside Miriam O'Callaghan and her family and friends.



FEATURE STORY

Regional Equine Therapy Hub

2024 marked a significant milestone for the Regional Equine Therapy Hub in Kilcloon, Co. Meath. With the support of funding announced by Minister Rabbitte and the HSE, Phase 1 of redevelopment began in earnest, bringing essential infrastructure upgrades.

Groundwork focused on optimising space, enhancing safety, and improving accessibility for both therapy participants and the growing number of horses and staff. Works carried out by the Estates and Facilities Team, included repurposing garages into storage areas, upgrading a shed to house new horses, and constructing a new car park.

To enhance therapeutic benefits, the boundary track and sensory trail were redesigned, incorporating raised planters, discovery boxes and a fairy garden, for a richer sensory experience. Grassland management became a priority for long-term sustainability.



FEATURE STORY

Regional Equine Therapy Hub

Internal upgrades included new flooring, painting, and automatic doors for accessibility and energy efficiency. A kitchenette and family room were also developed, providing a space for parents, siblings and clients to enjoy some down time, remote work or chat to other families.

In September, we celebrated the completion of Phase 1, opening our doors to the first cohort of school groups, people supported by Stewarts Care, and external referrals. A new online system streamlined bookings and administration, ensuring service continuity.

Our first education programs launched in October and November, welcoming 20 parents for workshops in the Movement Method. By December, our equine program had expanded significantly, increasing from two working horses to 16 fully trained horses. Schools embraced the program, with 18 children participating and another 18 started in January 2025.

The advancements in 2024 laid the foundation for an innovative, inclusive, and impactful equine therapy service—one that will continue to grow and evolve, making a difference in the lives of many. In 2025, the service aims to deliver 50 assisted equine therapy sessions per day, gradually increasing to be a 24/7 service, offering families in crisis access to the service at any time.

“My son Ben attends the Regional Equine Therapy Hub at Kilcloon every Thursday morning before he starts his day in his ASD preschool in Lucan. Ben is non-verbal, and his communication is limited, but his little face lights up when we get to Kilcloon, and he leaves with a lovely smile each and every time - he arrives at preschool cool, calm and collected, and his teachers comment on how regulated he is, and better able to engage in learning activities, after his equine therapy session with Henry (the horse). The new family room in Kilcloon, is an oasis of calm to catch your breath while your child is being cared for by Terri, Liz and the incredible team at Stewarts.”

Paul Cullen, Parent

Person-Centred Planning Rollout and Quality Assurance

PATHs (Planning Alternative Tomorrows with Hope) is a structured, person-centred planning tool that empowers individuals with disabilities to identify their aspirations, strengths, and the support needed to achieve their goals.

308
staff completed
Person
Centered
Active Support
Training

133
new PATHs
for
Day
Attendees

153
new
PATHs
for
Residents

By encouraging proactive planning and adaptable pathways, PATHs serve as a powerful framework for building a future that aligns with personal ambitions and values.

Quality assurance was supported by monthly audits of new PATHs to ensure quality outcomes and the implementation of individuals' goals or "North Stars".

**“North Star”
—a guiding vision
that shapes a journey
toward greater
independence and
community inclusion**

Barry attends the Greenhills Hub and set himself the goal of becoming more independent in his finances and communication. With support from his family, keyworker and the staff in Greenhills Hub, Barry learned all about personal finances and set up his own Revolut account to manage his money. He has also received a communication device so he can more easily communicate his wants, needs and wishes.



Jacinta is a resident in Balgaddy and has a special interest in boats and the sea. When it came to planning a trip, Jacinta used Lámh signs such as “boat” and “go” to let the PATH team and her keyworkers know exactly how she wanted to travel. Together they chose the destination and in October 2024, supported by the team in Residents Services, Jacinta headed to Liverpool. On the journey, Jacinta communicated she was happy and writing “I love boat” in her notebook. Once in Liverpool, she visited the Beatles Story, went shopping and some other sightseeing. Before returning home by boat. “I love Liverpool, I want to go again. I love the boat”.



Advancing Nursing Care

Stewarts Care is committed to advancing the provision of expert medical and nursing care and strengthening its GP service alongside an enhanced specialist nursing team. This dedicated team provides vital support in key areas, including mental health, dementia care, infection prevention and control, health promotion, health management, and positive behaviour support.

Driving our commitment to excellence, we have prioritised professional growth through ongoing programmes and initiatives, ensuring that our team members reach their full potential. Underpinned by a culture that champions learning and development, these efforts empower staff while enhancing the quality and consistency of care delivered across our services.

Undergraduate Nursing Programme

Stewarts Care continues its strong partnership with the School of Nursing and Midwifery at Trinity College Dublin (TCD), providing high-quality clinical placements for students enrolled in the Intellectual Disability Undergraduate programme. These placements span our nursing teams across residential, respite, and day services, ensuring students gain valuable hands-on experience in diverse settings. The programme remains a cornerstone of nursing recruitment at Stewarts Care, with an impressive 83% of newly qualified Intellectual Disability nurses choosing to continue their careers as part of our team.

Stewarts Care made 45 clinical learning environments available to ID student nurses, providing placements for external undergraduate general, mental health and for general and integrated children's programmes. Student nurses in the children's HDip Post Grad and Erasmus students were also supported to undertake their placements in Stewarts.

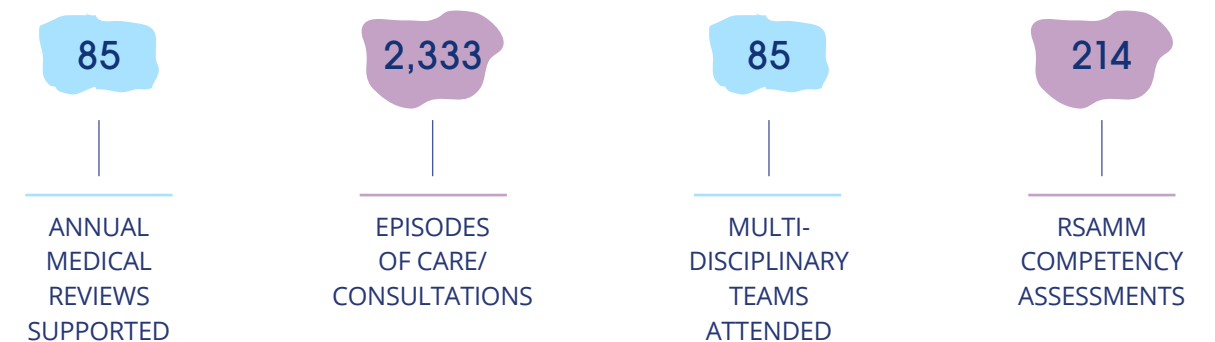
Additionally, Stewarts Care and TCD continue to collaborate to raise awareness of ID nursing among second-level students. This active promotion of Intellectual Disability nursing as a rewarding career path has led to a significant increase in student enrolment for the 2024 cohort, reinforcing our commitment to advancing the future of specialised nursing care.

The Stewarts Care Peer-to-Peer Vaccination Team was awarded for their commitment to the success of the flu and Covid-19 vaccination campaign at an event hosted by the HSE Dublin and Midlands Regional Winter Vaccination Steering Group. The award was presented by Kate Kileen White, Regional Executive Officer, HSE Dublin and Midlands.



Community Nursing Team

Established in 2022, the Community Nursing Team continues to deliver the in-reach model of support to residents. The team supports 97 residents through a caseload management process based on each resident's healthcare needs.



A comprehensive survey was conducted in 2024 to evaluate the impact of the Community Nursing model of care including the experiences and perspectives of both the residents and their support staff. 86% of respondents reported that they noticed an improvement in the co-ordination of healthcare services since the implementation of the new model of care.

Acute Liaison Nurse Receives Special Recognition Award

Lorna McEvoy, Acute Liaison Nurse in St. James' Hospital, was awarded the Individual Recognition Award at the Annual Joyce Andrews Awards. In her second year in this first of its kind role, Lorna bridges the gap between healthcare services and patients with intellectual disabilities. She ensures that people with ID receive person centred care and advocates for reasonable accommodations to be made, allowing for better health outcomes and co-ordinated responses. In 2024, she supported 410 episodes of care, including assessment, staff liaison, family support, advocacy, assisted decision making and discharge coordination.

The impact of the role has been recognised nationally through the Fedvol/IDS Tilda IDEAs conference, St. James Hospital Conference and Shaping the Future of Intellectual Disability Nursing Impact Reviews, but most importantly her impact is seen in the successful health care utilisation by the people supported by Stewarts Care.



Desensitisation Program

In 2024, the Positive Behaviour Support and Nursing Teams, commenced a desensitisation programme to help individuals reduce anxiety or fear associated with certain medical procedures or practices.

Desensitisation techniques were used to help residents and day attenders access health screenings by gradually introducing them to medical environments, equipment, and procedures in a way that minimises distress.

By reducing the barriers to healthcare, we aim to ensure that individuals receive timely and effective medical attention, leading to better long-term health outcomes. The findings of the programme were presented at the Trinity College Dublin Conf 2024, adding to the collaboration and knowledge of the sector.

Knowledge Sharing

The Nursing Team hosted two key events that further reinforced our commitment to collaboration, knowledge sharing, and advocacy within the disability sector.

Research in Nurse Practice – From Novice to Expert celebrated the academic contributions of recent graduates from Trinity College Dublin's School of Nursing Undergraduate Program, alongside those engaged in funded Masters and PhD research, highlighting the importance of continuous learning in healthcare.

Meanwhile, our *Skin Cancer Awareness* event featured insightful presentations from cANP Dermatology at St. James's Hospital and the Irish Cancer Society, equipping attendees with crucial knowledge on prevention and early detection.

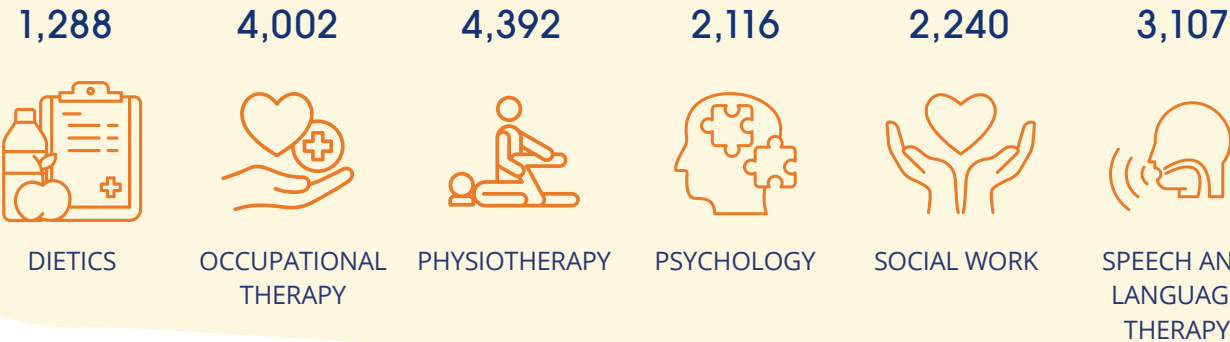
Both events exemplify the team's dedication to fostering professional development, enhancing healthcare accessibility, and amplifying voices within the sector to drive meaningful change.

HSCP Advancing Services

Stewarts Care's Health and Social Care Professionals (HSCP) provide clinical interventions to the adults and children we support, to empower them to attain maximal participation in society and to have a valued social role.

The team collaborates across multidisciplinary teams to identify and achieve the best possible clinical outcomes possible, be they physical, social, or cognitive.

Adult Therapy Attendances



TOTAL ATTENDANCES 17,145

Sensory Pathway Project

As part of our commitment to enhancing support for adults with intellectual disabilities and autism, the Occupational Therapy Team introduced a comprehensive Sensory Pathway. Guided by the HSE People's Needs Defining Change Tool, this project integrates standardised and specialised assessments, online staff training, and tailored workshops to refine sensory profiles.

The project has significantly reduced wait times—from an estimated 12-18 months to just one month—while improving service quality, consistency, and collaboration among multidisciplinary teams. Empowering individuals and their support networks, the pathway optimises resources within the Hub, fosters social inclusion through community library initiatives, and strengthens the overall effectiveness of sensory interventions. Early outcomes indicate an overwhelmingly positive reception, demonstrating the project's success in creating more timely and accessible support.

Progressing Children's Disability Services

Our Children's Disability Network Teams (CDNT), CDNT 5 and CDNT 6 are committed to the development and provision of high-quality services to meet the needs of all children with disabilities and their families. In 2024, they were responsible for services to 1,350 children.

The Teams continued to improve their operating procedures and strengthen relationships with families and within the team. Time to serve families is optimised through the provision of both one-to-one service and educational groups at universal (for all) and targeted (specific) levels.

There was an overall gain of 7.3 WTE to the CDNTs but the international shortage of healthcare staffing remains a barrier. In 2024 we welcomed three overseas recruits to the Team and ethical overseas recruitment remains a priority as well as the provision of student placements, to promote future recruitment.



Family and Community Engagement

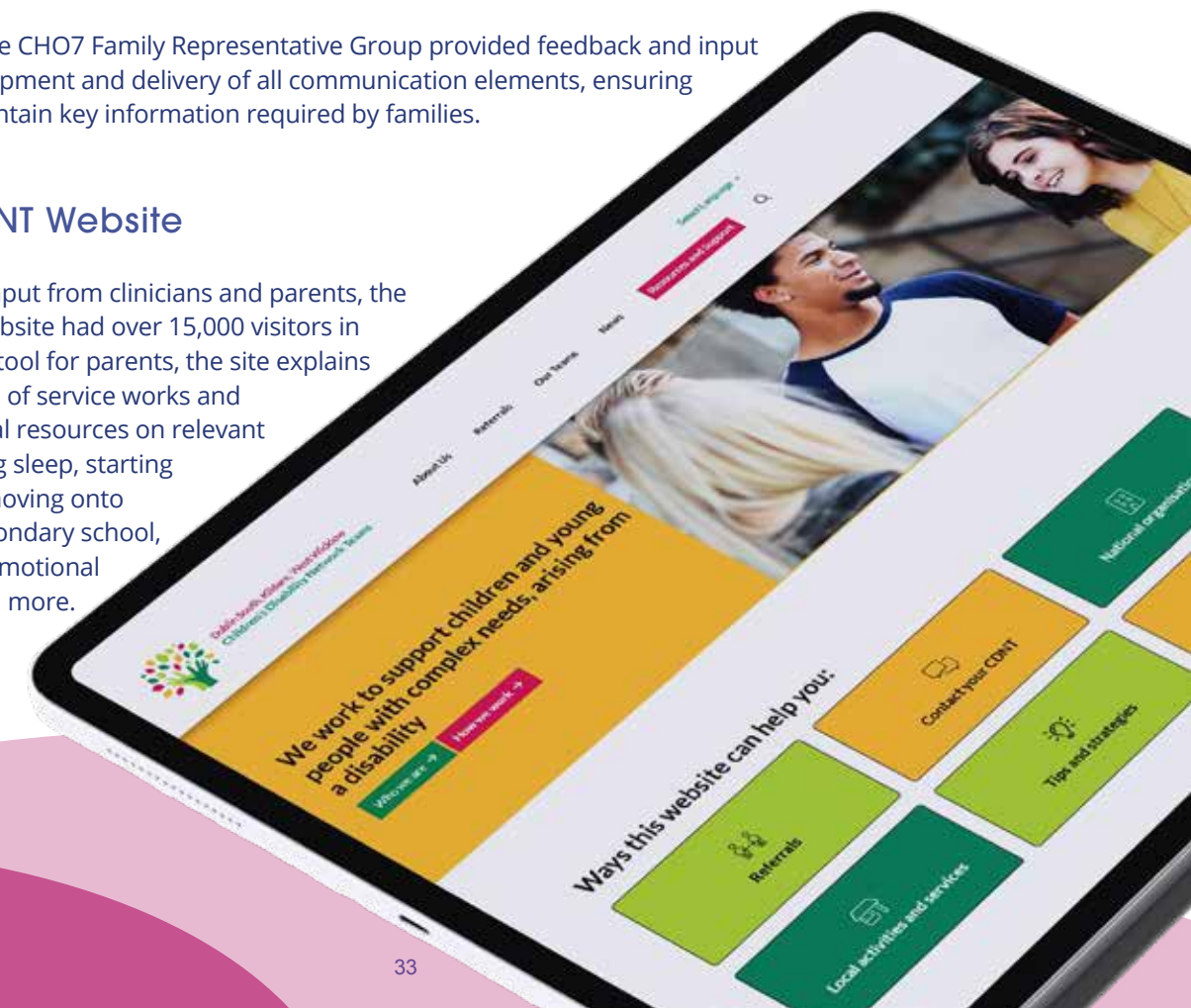
Operating within the wider network of 11 CDNTs in the Dublin South, Kildare, and West Wicklow area, CDNT 5 and CDNT 6 were involved in a collaborative project to enhance communication and information sharing with families. As part of this work, three key communication mechanisms have been introduced:

- CHO7 CDNT website launched
- Welcome to our Service Booklet developed
- Three Family Forums hosted

Members of the CHO7 Family Representative Group provided feedback and input into the development and delivery of all communication elements, ensuring the outputs contain key information required by families.

CHO7 CDNT Website

Created with input from clinicians and parents, the Cho7 CDNT website had over 15,000 visitors in 2024. A useful tool for parents, the site explains how the model of service works and provides clinical resources on relevant topics including sleep, starting preschool or moving onto primary or secondary school, sensory play, emotional regulation, and more.



Preschool

Stewarts Preschool operated at full capacity in 2024 with 15 full time and 2 part time places.

The preschool implements 'Aistear', the National Curriculum Framework for children from birth to six years and works with the child and family to develop towards their individual goals.

The preschool proudly achieved international accreditation in 2024. The Commission on Accreditation of Rehabilitation Facilities (CARF) is a testament to the effectiveness and impact of the early childhood services.

The accreditation process involved a comprehensive audit process and was supported by the preschool team, management and families.

One recommendation from the process was the potential to implement more specific goals for each child. As a result, the Preschool has implemented a SMART goal structure for each child, supporting them to achieve the most from their preschool experience.

Advancing a Research-Driven Sector

Stewarts Care continues to become a research focused organisation that informs policy and an enhanced lived experience, not only for the people we support but the wider disability community. This is achieved through researching, advocating and implementing meaningful, insights driven change.

Throughout 2024, a number of poster presentations were made on topics including pathways to improve sensory intervention, Digital Assistive Technology and inclusion, equality, diversity and sustainability. Stewarts Care Head of Social Work, contributed to the Journal of Adult Protection with a paper on engagement in safeguarding processes and several staff members presented at national and international conferences.

Collaborative work between Stewarts Care, St. Michaels House, Avista, Wexford Residential Services and Trinty Centre for Ageing and Intellectual Disability saw the Phase 2 launch of the Happy Bones initiative, promoting improved bone health screening and awareness.

Digital Assistive Technology Project

In 2024, Stewarts Care received €60,000 from the HSE CREATE 2.0 initiative to further their Digital Assistive Technology (DAT) Project, building on the success of CREATE 1.0. This project aims to enhance lives and empower meaningful living through digital assistive technology, supported by trained staff.

Led by the Occupational Therapy and Speech & Language Teams, the project allocated funding to individual DAT purchases, staff training, and stocking a DAT Loan Library. Through this funding, 30 individuals received personalised DAT solutions, and 13 DAT clinics were conducted. The Loan Library was launched in 2025, allowing people to access DAT on a short-term basis.

Staff training initiatives included specialised Augmentative and Alternative Communication (AAC) courses and DAT clinical assessment training. The Stewarts Care Meaningful Day Living Project received a Certificate of Participation in the CREATE initiative from the Minister of State for Disability, Anne Rabbitte at a showcase event. The team also presented the project at the Association of Occupational Therapy Ireland Conference.



Enabling a Quality Service

In 2024, the Quality Department continued to play a central role in supporting high standards across all areas of Stewarts Care. As the organisation's needs evolved, the team expanded to meet the increasing demand for oversight, assurance, and continuous improvement — always with a clear focus on putting residents and day service attendees at the centre of all quality initiatives.



This expansion of scope reflects the Quality Team's commitment to ensuring that services not only meet but exceed expectations — in line with regulatory requirements, HIQA standards, best practice guidelines, and the evolving needs of the people supported.

As part of this wider quality framework, a dedicated Quality Improvement Team worked across three specific service areas during the year. Their role was to provide targeted, short-term support to local teams — helping to implement practical changes, strengthen compliance, and embed a culture of learning and accountability.

This collaborative approach to quality ensures that improvement is not a one-off event, but an ongoing journey driven by evidence, reflection, and the lived experiences of the people we support. As Stewarts Care moves forward, the Quality Department remains focused on enabling services to deliver consistently high standards, while keeping people's rights, choices, and wellbeing at the heart of everything we do.

Day Service Quality Improvement

In 2024, the team undertook a focused auditing programme across Day Services, marking a key step in our commitment to delivering high-quality, person-centred supports in line with the HSE's New Directions policy framework.

In collaboration with the Behaviour Support Team, this initiative aimed to assess current practice, identify areas for development, and support services in aligning with national standards of meaningful community inclusion, active engagement, and individualised supports.

Over the course of the year, a total of 41 audits were completed across Day Service hubs. These audits provided valuable insight into service delivery, staff practice, environmental supports, and day attendee experience. The findings informed tailored action plans at local level.

To support sustainable improvement, a Quality Improvement Team was established. This team worked directly with individual hubs on a short-term, targeted basis, offering hands-on support to improve specific practices, enhance documentation, and promote a culture of accountability and continuous learning.

This work represents the beginning of a broader, multi-year programme to embed a continuous improvement culture across all Day Services, ensuring they are flexible, inclusive, and responsive to the needs and choices of the people we support.

Commission on Accreditation of Rehabilitation Facilities (CARF)

In July 2024, Stewarts Care proudly achieved extended accreditation from CARF International, reflecting our ongoing commitment to delivering high-quality, person-centred services in line with internationally recognised standards.

Following a rigorous evaluation process, our three-year accreditation was successfully broadened to include the following additional programme areas:

- Respite Services
- Services for Children and Youth: Child and Adolescent Services
- Transition Services

This marks a significant milestone for the organisation, as it demonstrates the robust quality systems, governance, person-centred planning, safeguarding, and outcome-based service delivery that underpin these vital areas of support.



Corporate Services

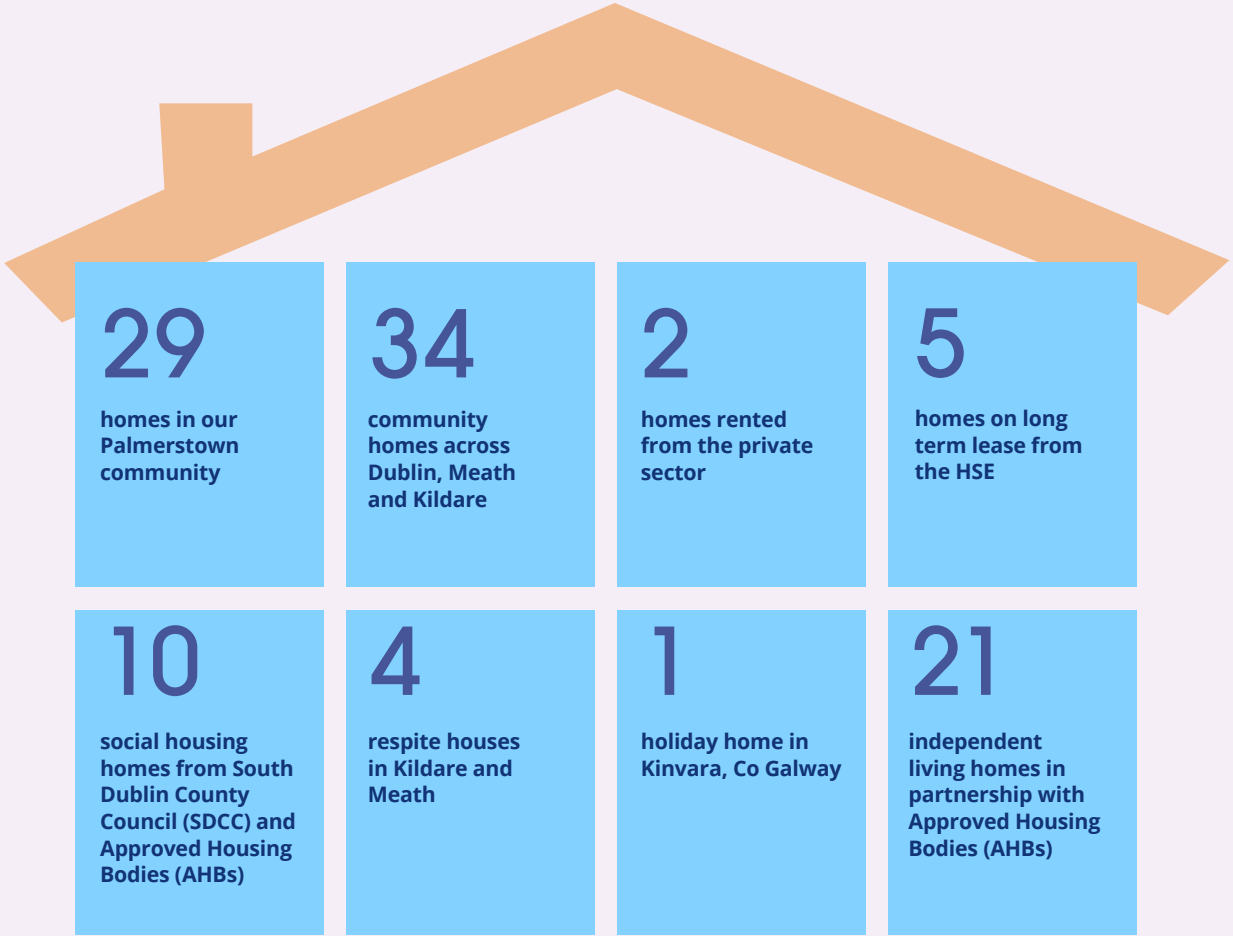
The Corporate Services Team leads our efforts to secure the best homes and hubs for the people we support across Dublin, Meath and Kildare. The team is responsible for securing and maintaining all buildings, including homes, new directions day services hubs and support function properties.

Creating Homes

At the end of 2024, Stewarts Care operated 106 residential properties, providing homes to 258 people. These homes support people in Residents Services as well as Supported Independent Living.

With, the decongregation of residents, in line with the HSE Time to Move on from Congregated Settings policy and the expansion of respite services, there is a growing demand for homes. Given the ongoing pressure on properties and housing nationwide, the organisation has innovated and forged strong partnerships to provide quality lived experiences for individuals at all life stages.

In 2024, we continued to partner with the HSE, Local Authorities, and Approved Housing Bodies (AHBs). We are grateful to all our partners for their assistance in supporting the provision of these growing housing needs.



During 2024 we added ten community homes to our Residents Services estate. Four of these homes were provided directly by South Dublin County Council to people we support. A further four came from AHB's. Stewarts Care purchased one home, and one home was leased from the HSE.

AHB's allocated eight homes to people supported through our independent living programme.

Supporting Day Services Expansion

As we continue to expand our Day Services offering, to provide quality service in local communities, so too has the need for new locations increased.

In 2024, we opened two news hubs in Greenhills Shopping Centre and Rathfarnham Shopping Centre on long term leases. Both hubs underwent significant refurbishment and fit out to ensure they offer the highest standard of equipment and layout in line with New Directions requirements.

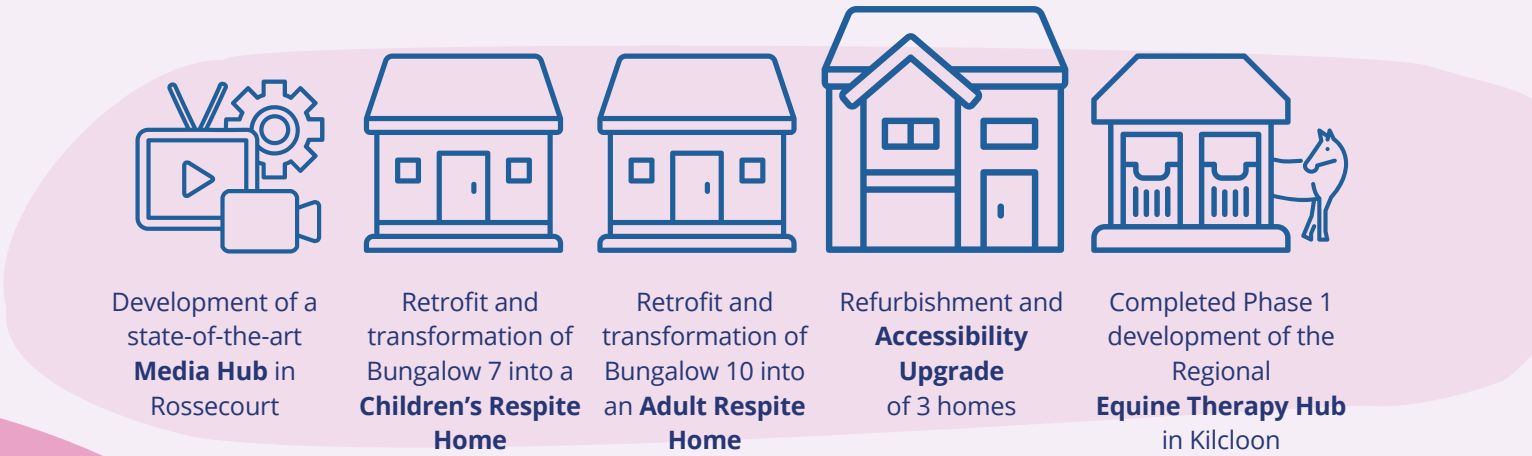
Work commenced on two properties in Crumlin and Chapelizod and these came into service in 2025. We concluded leases on a further three hubs in Ongar, Santry and Leopardstown. All three hubs came into service in 2025 following completion of building programs.

Maintaining our Properties

The Stewarts Care Facilities and Estates Team is responsible for the ongoing maintenance, repair, and strategic enhancement of buildings and properties across the organisation.



Major projects completed by the Facilities and Estates Team in 2024



Supporting Positive Risk

Stewarts Care's Risk Team advocates and encourages a positive risk culture, where the quality of life for the people we support, and the opportunity to grow and learn through new experiences, are prioritised and balanced with carefully planned and documented risk controls. In 2024, the team was recognised for its work as a shortlisted team at the Health and Safety Excellence Award Public Sector.

This culture is reinforced and supported through regular staff training. Monthly Risk Assessment and Management Training is provided to ensure Persons-in-Charge, managers and staff are aware of how to identify, assess, manage, and monitor risk in their areas of work. 169 people completed this training in 2024.

Stewarts Incident Management System (SIMS) Workshops for Managers take place regularly to ensure managers can develop appropriate action plans aimed to prevent or reduce the likelihood of incidents recurring.

The team also provided individual, location specific training and support to Persons-in-Charge and Managers to provide detailed support based on a particular scenario or concern.

“The training provided by the Risk Team has been fantastic. As a PIC, I feel I have the knowledge I need to run my service to the highest standards. My team are also trained on not only identifying risk but in supporting positive risk. The location specific training in particular, has been hugely helpful for me and my team as we have very specific risks and incidents.”

Joanne Doyle, PIC Respite
Pooling Knowledge



Stewarts Care's Risk Team continues to chair the National Risk forum of Disability Services. With over 20 members, representing various major disability organisations across the State, the Forum facilitates inter-agency sharing of policies, procedures, innovation, and knowledge across all members.

Migrating the Corporate Risk Register

In 2024, significant progress was made in upgrading the risk register with the completion of Phase 1 of the project. In this phase, the Corporate Risk Register was migrated to ViClarity. This specific, governance, risk and compliance management software, allows for a more accurate, efficient and user-friendly management of the register. Executive Management has clear oversight of the corporate risks in real time, allowing for greater oversight and processing. It is intended to further expand the use of ViClarity in 2025 risk register for individual locations.

Incident Reporting

Incident reporting increased by 17% in 2024, with total incidents logged on the Stewarts Incident Management System (SIMS) of **2,319**, compared to **1,907** in 2023.

This increase is welcomed as a positive development, reflecting improvements in our reporting pathways and positive risk management and reporting. Managers are now notified of incidents in their location, at the point of entry, enabling a more efficient reporting system and improve governance of incident management.

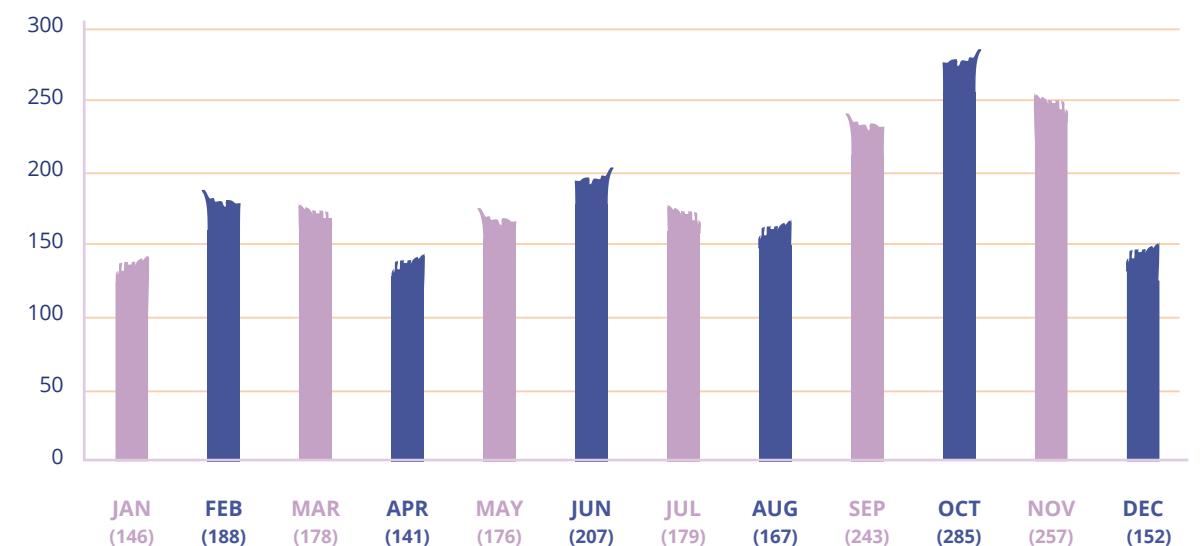
2024 Risk at a Glance

The leading categories of incidents reported in 2024 were:

1.	2.	3.
Violence and Aggression	Slips/Trips and Falls	Medication-related incidents
948 incidents in 2024 compared to 553 incidents in 2023	decreased to 232 in 2024 compared to 281 in 2023	reported 156 in 2024 compared to 163 in 2023

These three hazard categories account for over 57% of all the 2,319 reported incidents in 2024. Incidents reported are followed up with a robust action plan with a conscious effort to prevent or reduce recurrence.




Number of Incidents



The lowest number of incidents recorded was in the month of April (141) while the highest incidents occurred in October (285).

Summary of Incidents by Severity

In 2024 there were

 Category 1 (Extreme/Major-rating)	 Category 2 (Moderate rating)	 Category 3 (Minor/Negligible)
Number of incidents recorded:	Number of incidents recorded:	Number of incidents recorded:
2022: 0	2022: 22	2022: 1,968
2023: 0	2023: 27	2023: 1,880
2024: 0	2024: 26	2024: 2,293

Staff related incidents represented most Category 2 incidents for both 2023 and 2024.

Social Enterprises

At Stewarts Care, our vision is to support individuals with different abilities to have an enriched life experience. Through our social enterprises, we provide sustainable employment, skills development, and community engagement, ensuring that individuals have the chance to thrive in a supportive and empowering environment.

Our social enterprises create pathways for individuals to gain valuable work experience, build confidence, and develop independence while contributing meaningfully to their communities.

The Coach House has a long history of providing hospitality, having started as a stop for travellers heading west from Dublin in the early 1700s. Today, as a socially conscious business, the Coach House aims to create a sustainable workplace for people with intellectual disability to gain valuable work experience and employment, and be a vibrant eatery for the community hosting events, live music and theatre.

Through a close partnership with the Employability Gateway Hub, the Coach House offered an internship training programme in 2024 to 8 people. Providing an opportunity to gain real-life experience in customer service, hospitality and barista training. To date, four interns have progressed to full employment in the Coach House with plans in place to increase this number in 2025.

“ I like working with everyone in Catering. It is very important for me to have a job, I don't know myself getting a paycheque every month. I am happy to be representing the Food Services Team ”

Philip, The Coach House



The **Stewarts Care Sports and Adapted Physical Activity Centre** is a vibrant inclusive community fitness centre, open to all. The Centre is attended by over 400 people who are supported by Stewarts Care, and over 2,500 public members.



The state-of-the-art facility boasts a fully accessible gym and a 25m hydrotherapy swimming pool with seated and supine entry hoists to aid access when required. As well as a changing village fitted with purpose built accessible rooms and ceiling tracking.

For the fourth consecutive year, the Sports Centre achieved the top accolade of ‘Outstanding Achievement’ at the National Quality Standards Awards in recognition of the high standards and service delivery. The team was commended for their continued efforts regarding inclusion and operating a sports centre where all members of the community feel welcome.

13,432

ADAPTED PHYSICAL ACTIVITY VISITS (POOL & GYM)

79,270

TOTAL POOL VISITS IN 2024



Female Active Champion

In March 2024, Ruth Barron, won an award at the Active Disability Awards in Laois. Ruth was nominated by the Sports Centre Team for her unwavering dedication to physical activity and her ability to inspire and encourage others to stay active. Achievements like Ruth's, highlight the Sports Centre's person-centred approach, celebrating and empowering individuals to be physically active, all the while motivating and fostering community engagement.

“ I felt great, you should have seen my reaction! I got to go on stage and say a few words and thank everyone who supported me. My tips for a healthy life- eat healthy food, get lots of exercise and sleep, go to your gym class every day and bring a gym buddy with you! ”

Ruth Barron

Clarkeville Flower Shop

Nestled in the heart of Palmerstown Village, Clarkeville Flower Shop is a thriving social enterprise that brings beauty to the community while creating meaningful opportunities for those supported by Stewarts Care. Supplying flowers for weddings, events, local businesses, and individuals, the shop offers a wide range of indoor and outdoor plants, as well as handcrafted bouquets made in-store.

Beyond its role in floral retail, Clarkeville supports the work of the Employability Gateway Hub through its job training programme, providing work experience for individuals who wish to develop skills in retail and floristry.

By combining commerce with social impact, Clarkeville cultivates a welcoming and empowering environment for the whole community.



Our People, Our Culture

At Stewarts Care, people are the foundation of our mission and values. With a workforce of 1,425 dedicated employees, we are committed to creating an inclusive, supportive, and progressive working environment where everyone is empowered to thrive and contribute meaningfully.

We place the person at the centre of everything we do. Our People and Culture Team is dedicated to attracting, developing, and retaining talented professionals who are passionate about making a difference. By fostering a culture of continuous learning, professional development, and wellbeing, we ensure that every member of our team has the opportunity to reach their full potential.



Our Executive Team:



Our Board:



Recruitment in 2024

We were delighted to welcome 274 additional colleagues to the organisation in 2024, representing a 10% increase on 2023 recruitment figures.

Location	Total
Day Services	119
Residents Services	115
Clinical Services	22
Support Services	18
Total	274

To enhance the recruitment process, Stewarts Care engaged recruitment partners HealthDaq in June 2024. This enhancement streamlined the process, improving candidate experience as well as increasing the organisation's visibility on the healthcare jobs market.

An improved candidate tracking system has enabled better management of candidate data and experience, including scheduling interviews and digital onboarding. This enhanced candidate experience has reduced paperwork and expedited the hiring process.

Several successful recruitment open days were held in 2024 and increased presence at job fairs, on job boards and across social media has supported the increased recruitment in 2024 and will continue into the coming years.

Gender Representation

In line with requirements of the Gender Pay Gap Information Act, 2021, our pay gap report for 2024 was published online.

At the time of the snapshot in June 2024, Stewarts Care reported a pay gap of 2.54%. This remains significantly below the national average, which is reported to be 9.3%, according to the latest Eurostat figures. It is noted that Stewarts Care consists of a higher proportion of female employees, reflective of the gender balance experience across health and social care professions.

Overall Gender Representation



Headcount at June 2024 1,327

A Shared Commitment

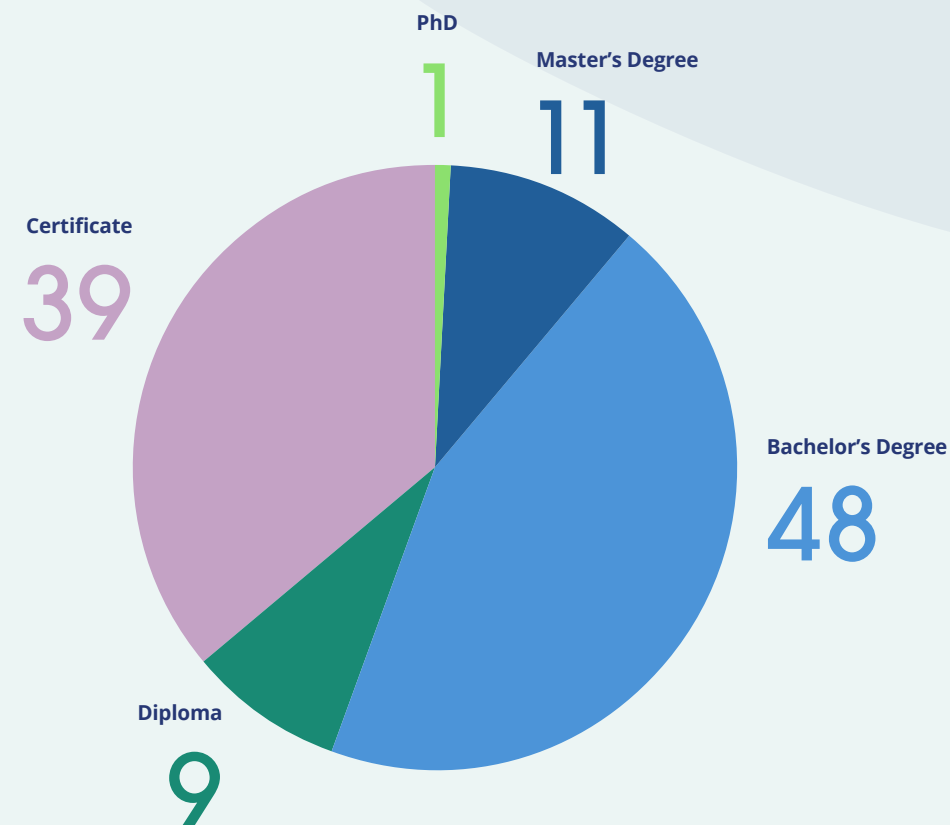
In August 2024, a joint initiative between Human Resources, Management, and the Services, Industrial, Professional and Technical Union (SIPTU) was successfully launched to enhance employee support and engagement.

As part of this collaboration, a designated area was made available once a week to provide time and space for employees to consult with SIPTU representatives onsite. New employees are also informed of the union during induction.

This pro-active working relationship between SIPTU Representatives and Stewarts Care has resulted in the informal resolution of issues, before any escalation, and promotes stronger employee relations. This initiative reflects a shared commitment to positive industrial relations, mutual respect, and a supportive work culture.

Learning and Development

Our Learning and Development Team continues to support people to reach their full potential, through development and upskilling. **153 employees** were supported financially to undertake study relating to their current role or career path.



Employee training commenced in 2024

- 18 employees attended 1-day conferences related to their area of work.
- 9 staff were supported to study for a degree in Contemporary Disability Studies in 2024.
- 25 Day Service Managers and PICs attended Leadership Training workshops.
- 49 staff attended and completed HIQA – Regulations in Context training delivered by Wolfe Improve Consultants.
- 12 Key Working Sessions were delivered to 93 staff across the organisation.

Further examples of investment in professional and skills development included:

- Funding was secured from the Nursing Midwifery Planning and Development Unit (NMPDU) to support nursing colleagues progress their professional education in areas such as Ageing Health & Wellbeing in Intellectual Disability and Health Policy and Management.
- 46 employees attended MUST training. MUST is a screening tool to help identify adults at risk of undernutrition and the need for dietitian referral.
- 30 employees attended one of two Retirement Planning Workshops. These workshops were arranged for those who plan to retire within the next two years.

Day Services Healthy Me Workshops

Over 40 day services employees attended Healthy Me Workshops in 2024. Healthy Me is a health and wellbeing programme developed by the HSE to support the adoption of a positive culture and capacity among people with disabilities in adult day services and to raise the awareness and understanding of the health benefits of physical activity.

Stewarts Care Active Support Online Tutorial

Active Support is a person-centred approach to supporting people with intellectual disabilities to be more engaged in activities in their homes, within support services, and in their communities. In total, 222 employees completed this new online training in 2024.

Ongoing Training Review

In line with the needs of the organisation, HIQA, provider audits and legislative requirements, all training courses are regularly reviewed and updated. In 2024, two significant changes were made to Infection Prevention and Control Training (IPC) and Fire Training. IPC moved to a blended learning model with employees required to complete the National Standards training on HSEland before attending the practical in-person training.

Fire Training was updated to be fully in-person, with the facilitator covering all the content of the online training plus a hands-on practical element. This change allowed for a more interactive session and increased active engagement.

Executive Management Team



Brendan O'Connor Chief Executive

Brendan joined Stewarts Care in 2001 and has been Chief Executive since 2016. Previously, he held management roles across the organisation. During his time as Head of ICT and Director of Business Operations and Performance, he led the organisation through numerous business improvement and digital transformation projects. Prior to joining Stewarts Care, Brendan founded a successful technology start-up firm providing services to blue chip clients. Brendan holds a Masters in Business Administration, a Postgraduate Diploma in Information Technology, and a Bachelor of Business Studies Honours Degree from Dublin City University. Brendan also completed the Senior Executive Leadership Programme in London Business School. He serves as a voluntary board member of the Ana Liffey Drug Project and is a member of the National Disability Participation and Consultation Network (DPCN).



Rachel O'Kelly Head of Quality and Compliance

Rachel joined Stewarts Care in 2015, starting in Day Services and progressing to her current role as Head of Quality and Compliance. In 2021, she established the organisation's first Quality Department, which focuses on delivering the highest standards of service to all Stewarts Care's stakeholders. With over eight years of experience in quality and development, Rachel brings a wealth of expertise to her role. She holds a Certificate in Lean Sigma Quality from Sligo IT, a Postgraduate Diploma in Special and Inclusive Education from Dublin City University, a PGCE in Business Teaching from Edgehill University, Lancashire, and a Bachelor of Business Studies Honours Degree from Dublin City University. Rachel is responsible for the governance and leadership of the organisation's transport, communications and fundraising teams. She oversees the organisation's Environmental, Social, and Governance (ESG) responsibilities and is responsible for leading on CARF quality accreditation across service and management functions. Under Rachel's leadership, the Quality Team underpins organisational success by supporting service management to achieve strong compliance against HIQA regulations and New Directions standards.



Maria Kavanagh Director of Nursing

Maria joined Stewarts Care in 1996 and has been a qualified Registered Nurse in Intellectual Disability for 25 years. She currently holds the position of Director of Nursing. Previously, she worked across a broad spectrum of sectors including addiction, older persons, physical disability, infectious disease and has worked as a Continence Advisor. Maria holds a Diploma and an Honours Degree in Healthcare Management from the IPA, a Post Graduate Diploma in Healthy Ageing and Intellectual Disability from Trinity College, Dublin, and a Masters in Nursing Research from the RCSI. Maria is an Officer of the Irish Association of Directors of Nursing and Midwifery (IADNAM), serving as the Honorary Secretary and the Intellectual Disability nursing representative on the executive.



Holly Foster Acting Head of Human Resources

Holly joined Stewarts Care in November 2020 as a Learning & Development Officer. She quickly advanced within the organisation, becoming the L&D Lead in February 2022 and HRBP (People Development) in November 2022. In February 2024, Holly was appointed Acting Head of People and Culture. Before joining Stewarts Care, Holly worked in the pharmacy industry with Lloyds Pharmacy Ireland for five years, focusing on training colleagues nationwide and later moving into a recruitment role. She holds an Honours Degree in Business & Management from the National University of Ireland, Maynooth, and is currently pursuing a Masters in Human Resource Management at Smurfit Business School.



Paul Geoghegan Director of Finance

Paul joined Stewarts Care in 2020 as Director of Finance. He is a Fellow of the Institute of Chartered Accountants, an alumnus of both Deloitte and Price Waterhouse and has over 20 years' post qualification experience. Paul has experience as a Senior Manager in both national and multinational business environments, bringing a broad perspective to the decision-making and strategy-setting ability of Stewarts Care. He has extensive leadership experience and brings a strong management focus to the organisation. Paul is a business graduate of Trinity College, Dublin.



Aidan Farrell

Director of Care – Residents Services

Aidan joined Stewarts Care in 1998 as a member of our care team. He is currently Director of Care with responsibility for Residents Services. Previously, Aidan held various roles across day and resident services, including as Staff Nurse, Clinical Nurse Manager (CNM)2 Person in Charge, and Programme Manager. Aidan has over 20 years' experience in the intellectual disability sector and holds an Honours Degree in Leisure and Recreation Management and an Honours Degree in Intellectual Disability Nursing from Trinity College, Dublin.



Siobhán Kearins

Director of Care – Day Services

Siobhán joined Stewarts Care in 1993 and is currently the Director of Care with responsibility for Day Services and Stewarts Sport and Adapted Physical Activity Centre. She has over 27 years' experience in the disability sector and has previously held senior roles across the organisation. She has been a member of our Executive Leadership Team since 2015 and is the Chair of Stewarts Special School Board since January 2024. Siobhán holds a Bachelor of Science Degree and a Master of Science in Healthcare Management. She has extensive experience developing integrated approaches to delivering person centred services. Siobhán is committed to fostering a culture of excellence, innovation, and collaboration within the organisation and our external partners.



Catherine McLoughlin

Clinical Director of HSCP

Catherine joined Stewarts Care in 2020. She is the Clinical Director of Health and Social Care Professionals, Preschool, and the Research Office. Catherine previously worked in acute hospital therapy services, where she was Physiotherapy Manager in a large teaching hospital. Catherine has 19 years' management experience and has extensive experience in evidence-based practice, service user involvement, audit, accreditation, research, project implementation, financial management, change management and leadership development. Catherine completed her term as President of the Irish Society of Chartered Physiotherapists in 2024 and holds a Degree in Physiotherapy, an MSc in Ergonomics, and an MSc in Health Leadership.



Kevin Dempsey

Director of Corporate Services

Kevin joined Stewarts Care in 2020 as Director of Corporate Services. Kevin holds a Bachelor of Commerce from UCD and has over 40 years' experience in venture capital, property lending, asset management, and corporate finance. He has held Board positions with 20 companies involved in investment management and manufacturing. He is a former member of the Executive Committee of Fitzwilliam Lawn Tennis Club, and the St Michael's College Finance Committee. As Director of Corporate Services, Kevin is primarily focused on managing and growing Stewarts Care's property portfolio.

“ I find my work is deeply rewarding. It is fantastic to witness the powerful nonverbal connection that develops between the horses and the people we support. The silent communication often facilitates emotional breakthroughs just from sitting on a moving horse. Stewarts Care promotes a sense of purpose and a shared mission. In my own area there is a spirit of inclusiveness that runs through everything we do. It is more than just teamwork, it's a culture where people care, connect and celebrate other's strengths. I have been encouraged and supported in my professional development through learning opportunities and have been given the chance to take on new challenges. My leadership team have trusted me with meaningful responsibilities that have helped me build confidence and grow in my role. As a supportive and inclusive service, it is incredibly motivating to see visible, and sometimes rapid, progress in those that attend our programme and my hopes for the future is that we continue to provide these wonderful and rewarding programmes provided by our horses, the team and the organisation. ”

Deborah McCreanor, Team Member,
Regional Equine Therapy Hub, Kilcloon



“ Working as a Speech and Language Therapist at Stewarts Care has been a really rewarding experience. My role includes both communication and dysphagia support, I particularly enjoy helping people access and use Augmentative and Alternative Communication (AAC) systems to express themselves more fully. Stewarts Care has been very supportive of my professional development, funding key CPD opportunities such as the Lámh Tutor course and Talking Mats training, which have had a real impact on my practice. I've also been involved in innovative projects like the Digital Assistive Technology (DAT) project, funded by the HSE CREATE initiative, which allowed me to complete a specialist AAC module and explore creative solutions to communication support. Beyond clinical work, I also help facilitate the Palmerstown Hubs Service User Council meetings, helping people to advocate for themselves and contribute to making positive changes in how their day services are run. Being part of a team that values person-centred care, innovation and empowerment has made this a fulfilling and dynamic place to grow as an SLT. ”

Brid Spillane,
Senior Speech and Language Therapist



“ I started working for Stewarts Care as a Social Care Worker in the community just over three years ago. I enjoy watching residents achieve their goals and really take control of their lives. This is the most enjoyable part of my role, seeing the positive results of planning with the residents. What struck me when I started working for Stewarts was how cheerful, chatty and bubbly the residents were. It's great to see so many happy, smiley faces and I suppose this is what I love most about working for Stewarts Care. ”



On a professional level, I really value growth and development which is matched by the encouragement I receive from my PIC and Programme Manager. I am in the process of completing a QQI 6 in Effective People Management and developing further, I am loving this. There are many opportunities available for Continuous Professional Development at Stewarts Care. My values align themselves with Stewarts' ambition of a life of choice without boundaries and it's great to be a part of it. To see the great work carried out by everyone at Stewarts certainly inspires me to work even harder to assist the residents achieve their dreams, goals and aspirations. ”

James Heller,
Social Care Worker, Residents Services

Environmental, Social, Governance

In response to the Corporate Sustainability Reporting Directive (CSRD), introduced at European level in 2021 and enacted into Irish law on 6 July 2024, Stewarts Care established an ESG Office in 2024, aligning with Strategic Goal 6 -Performing. The Office is responsible for unifying and co-ordinating sustainability initiatives across the organisation, ensuring consistent reporting, and strengthening collaboration with external partners such as the HSE Green Team.



Since its formation, the ESG Office has reviewed the European Sustainability Reporting Standards and Sustainable Development Goals to assess their relevance and identify opportunities for enhancement in the organisation. Beyond compliance, this work enables Stewarts Care to integrate new and ongoing initiatives into a broader sustainability framework. The ESG Office remains focused on embedding Environmental, Social and Governance principles into our operations, enhancing service delivery and long-term resilience.

Food Services Division

Our Catering Team provides a wide selection of nutritious meals made with the highest quality products for people we support, employees, visitors, and customers in our eateries in Palmerstown, The Coach House @Stewarts, Becks @Stewarts, Millies @Stewarts, and d'Cafe @Stewarts.

In 2024, 36,720 customers visited Becks and Millies, purchasing food and drinks in house or using the facilities for their own home-made lunches. We also welcomed 36,424 customers to d'Cafe where we provided 19,532 lunches. The Team also supported many area's with provisions for family days, birthdays and other events throughout the year.

Communications

The Communications Team amplifies the organisation's mission and impact. From coordinating ministerial and HSE visits to managing public relations and incoming queries, the team ensured the organisation's message reached the right audiences with clarity and purpose. Their efforts in digital engagement led to significant growth in online following, strengthening the connection with the community. Through strategic use of Instagram and LinkedIn, the team amplified the voices of the people we support, fostering awareness and advocacy.

In addition to digital outreach, the team designed branded materials and brochures that provided invaluable support to teams across the organisation, reinforcing key messaging. The Communications Team continues to be a driving force behind our visibility, engagement, and impact.

Fundraising

The Fundraising Team at Stewarts Care supports the realisation of our strategic vision. In 2024, the team advanced its activities, including third-party fundraising, corporate engagement, and legacy giving — raising over €236,000 to support services that empower individuals with different abilities to live a life of their choosing.



2024 Highlights

The inaugural 'BIG Leap' saw #TeamStewarts abseil 150ft from the roof of Croke Park, raising **€18,000**. This event format will take place annually with a new BIG challenge for participants. This annual initiative successfully engaged new audiences while raising awareness and funds.

A highlight of the calendar, the Annual Golf Classic hosted **160 golfers**, raising a record-breaking **€45,000** — the highest in its 32-year history. The event demonstrated the power of long-standing partnerships and community support.

In a significant achievement, Stewarts Care was awarded **€357,000** from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media under the Community Sport Facilities Fund. This significant funding will support the ongoing development of the Regional Equine Therapy Hub.



Fundraising Impact

Thanks to the support of our community, our corporate supporters and grant funding, significant progress was made in the organisation's primary fundraising appeal – the development of the Regional Equine Therapy Hub into a world class equine based therapeutic centre for children and adults with intellectual disabilities and autism.

Works in 2024 included a brand-new accessible playground and additional stables.

To discover more about the transformative progress made in Kilcloon in 2024 go to **page 25**.

Charities Governance

Good governance is central to the fundraising activities of Stewarts Care and throughout 2024 the team reported to the Communications and Fundraising Oversight Committee of the Board. In the annual return filing on 29th October 2024 it was determined that Stewarts Care met the Additional Standards and was in full compliance with all sections of the Charities Governance Code, as established by the Charities Regulator.

Promoting Wellbeing

Established in 2023 to promote and support the physical, mental, and emotional wellbeing of all employees within Stewarts Care, the Employee Wellbeing Committee continued its work in 2024. The Committee aims to support the creation of a positive and healthy work environment that fosters employee engagement, productivity, and overall satisfaction.

Based on an employee survey, activities such as morning yoga classes, personal finance talks and women's and men's health talks were hosted throughout the year. Despite the challenges faced by varying shift patterns and staff availability, staff engaged with the activities and were supported by Managers to attend.

Staff Feedback:

“**Thank you for today's menopause workshop, a very informative session. Great to see the organisation acknowledging this stage of life**”

The Committee also supported the adoption of the HSE Menopause Policy as well as the HSE Right to Disconnect Policy for Public Health Service Employees. Various awareness campaigns also ran throughout the year supporting mental health and awareness including a Mental Health Ireland lunchtime walk and the Green Ribbon See Change campaign.



Transport

Our Transport Team supports the daily transport needs of all those supported by Stewarts Care. In 2024, the fleet expanded from 108 vehicles to 125. In line with the increase in New Directions Community Hubs and homes in 2024, the new vehicles will be utilised by residents and Hubs alike, to support individuals to be more independent and take part in community-based activities of their choice.

Number of Vehicles



Stores - Supplying our Community

Based out of a central warehouse, the Stores Team provides medical, stationary, cleaning, domestic and general products to all homes, schools, day hubs, restaurants, kitchens, commercial enterprises and offices. The increase in homes and day services hubs in 2024, has increased the demand on the Team. They carried out 2,725 deliveries in 2024 ensuring an efficient and prompt supply of necessary products.

Information and Communication Technology (ICT)

The ICT team advanced our organisation's mission by driving digital transformation, strengthening cybersecurity, and upgrading infrastructure.

The expanded use of Microsoft Teams improved collaboration, accessibility, and data security across all service areas. We enhanced our defences through continued multi-factor authentication, adoption of a new cybersecurity service, and ensured compliance with GDPR, HSE guidelines, and the Network and Information Security Directive 2 (NIST2).

Network upgrades—including high-speed broadband and improved Wi-Fi—boosted connectivity across key locations, supporting more reliable service delivery and virtual collaboration. We launched the Stewarts Care ICT Disaster Recovery programme, carried out the first annual test with business owners, and established clear processes to minimise disruption. The Helpdesk resolved over 6,500 requests, ensuring smooth day-to-day operations and proactive system support.

Household – ensuring safe environments

The Household Team is responsible for maintaining a clean, safe environment in homes, hubs and other areas of the service. In 2024, 153 household audits were carried out to ensure maximum compliance with HIQA regulations. Of the 153 audits, 130 received over 90% compliance, ensuring residents, day attenders and staff can operate in a high quality and clean environment.

Keeping our Data Safe

Stewarts Care remains committed to the principles of transparency, accountability, and security of data. Technical and organisational measures are in place to ensure data processing is compliant with the Data Protection Acts 1988 to 2018 and the General Data Protection Regulation 2018.

Stewarts Care demonstrates compliance with the Freedom of Information Act 2014 and the General Data Protection Regulation 2018 by responding to all Freedom of Information (FOI) requests, and all Subject Access Requests (SARs) within statutory time limits.

In 2024 Stewarts Care completed 16 FOI Requests and 13 SARs.

Fire Safety

Our Fire Safety Team is responsible for ensuring the fire safety compliance of all buildings and the ongoing training and education our employees.

In 2024 the team completed:

- 229 daytime and 13 night-time drills in homes.
- 46 drills in New Directions Community Hubs.
- Secured Fire Safety Certificates for 4 new hubs
- Completed 38 Fire Safety Audits
- Updated Fire Safety Training to fully in-person to improve effectiveness.

Our Board



Ciarán O'Mara Chairperson

Ciarán was appointed Chairperson in February 2023. He joined the Board in May 2022 and held the role of Honorary Secretary from September 2022 until February 2023. He practised as a solicitor in the field of employment and equality law for 44 years, founding O'Mara Geraghty McCourt Solicitors where he was Managing Partner. He holds a BCL degree from University College Dublin and post graduate qualifications from the University of Leicester and an LLM in European Management Law from the University of Amsterdam. He is a former Chairperson of the Law Society of Ireland's Employment and Equality Law Committee and has written and lectured extensively on his specialist subjects. Previously, he worked as a Programme Manager in the Department of Finance and is a Board member of TASC, the social justice and equality think tank.



Dermot Mullen Vice Chairperson

Dermot joined the Board in November 2019 and was appointed to Vice Chairperson in January 2024. He is the Chair of the Quality, Safety, Risk and Policy Committee. He is a compliance and risk management professional with more than 40 years' experience in financial services. He has held senior positions in a diverse range of regulatory compliance and risk management roles. Dermot is a founding Board member and Fellow of the Compliance Institute. He has a Bachelor of Science degree in Law from Trinity College, Dublin, and a Professional Diploma in Compliance from the Compliance Institute.



John Hynes Honorary Secretary

John was appointed to the Board as a family representative in October 2014 and became Honorary Secretary in July 2023. Along with Board membership, he also plays a role in several committees of the Board including as Chair of the Complaints Committee, member of the Research Ethics Committee, and member of the Quality, Safety, Risk and Policy Committee. John previously served as a member of the Stewarts School Parents Association and as a member of the Stewarts School Board of Management. John is a Board member of ASFAN (Autism Support & Family Advocacy Network) and was previously Chairperson of the Stewarts Family Network, Chairperson of the Dublin Southwest branch of the National Parents Council Primary and served as a National Executive Member of the National Parents' Council Primary. He has been employed in Local Government since 1979.



Professor Edel Conway

Prof. Conway was appointed to the Board in July 2018. She is a Full Professor of Human Resource Management and Organisational Psychology at DCU Business School. She is an Organisational Psychologist with expertise in the challenges of balancing employee well-being with maintaining productivity and engagement, work intensification and organisational change. She has also managed numerous employee engagement surveys within the Irish civil service and the wider public sector.

Prof. Conway's research has been published internationally in several books and journal articles. Her work has received both national and international recognition. She is a former recipient of the European Young Psychologist Award, as well as a DCU Albert College Fellowship.

Prof. Conway is a Fellow of the Irish Academy of Management and is a former Associate Dean for Research, Director of Doctoral Studies and Head of the Work, Psychology and Strategy Group at DCU Business School. Prior to joining DCU, Prof. Conway worked as a HR consultant with Citi and as a Researcher at the London Business School.



James Harnett (appointed January 2024)

Jim joined the Board in January 2024 and is currently Chair of the Audit and Financial Risk Committee. A fellow of the Institute of Chartered Accountants and the Irish Taxation Institute, Jim worked in accountancy practice for over forty years servicing a wide range of commercial, professional, and not for profit entities.



Berna Kennedy (appointed May 2024)

Berna was appointed to the Board in May 2024 and is currently Chair of the Audit and Financial Risk Committee. She is a chartered accountant with a legal education. Berna has spent her career in management positions in PwC South Africa and Ireland, advising a wide range of clients, including charitable organisations, on complex business transactions. She is currently studying towards a Barrister-at-Law qualification at the Honourable Society of Kings Inns. She is a fellow of the Institute of Chartered Accountants in her native South Africa. Berna has been permanently residing in Ireland since 2014.



Professor Mary McCarron

Prof. McCarron PhD RNID RGN BNS FTCD was appointed to the Board in February 2021. She is the Director of the Trinity Centre for Ageing and Intellectual Disability (TCAID) and the Executive Director of the National Intellectual Disability Memory Service. She has held prominent positions such as Dean of the Faculty of Health Sciences and Head of the School of Nursing and Midwifery at Trinity College Dublin. With over 500 publications and numerous national and international roles, Professor McCarron's pioneering research and leadership have significantly impacted academia and healthcare, advancing knowledge and improving care for individuals with intellectual disabilities.



Dr. Ray Sharpe

Dr. Sharpe was appointed to the Board in December 2017 and has acted as Chair and Vice Chair of Stewarts Research Ethics Committee. He is a retired General Practitioner having spent more than 30 years providing healthcare services to those who benefit from the services that Stewarts Care provides.



Frances Fletcher Company Secretary

Frances was appointed Company Secretary in July 2018. She served on the Board from 2010 to September 2022. Frances worked in the Department of Health for over 30 years, covering various disciplines including staff training and education, human resources, disability, and international services. During this time, she had responsibility for services for persons with an intellectual disability and those with autism. Frances was previously a Board member of Laura Lynn Children's Hospice and is Chair of the Board of LÁMH, an organisation dedicated to supporting children and adults with intellectual disability and communication needs.



Muriel Pate (retired 25 September 2024)

Muriel was appointed to the Board in May 2022. She worked in the HSE National Quality and Patient Safety Directorate as Medication Safety Specialist Pharmacist from 2018 to 2023. The programme is part of the HSE Patient Safety Strategy and is aligned to the WHO Global Patient Safety Challenge 'Medication without Harm.' Since 2023 she has taken up a new position with HSE Acute Hospitals in Pharmacy workforce development. Having previously worked in several acute hospitals, Muriel completed her pharmacy training in Scotland before moving to Dublin in 1999.



Mark Ronan (retired May 2024)

Mark was appointed to the Board in November 2019, during his tenure as Principal of The King's Hospital School, Dublin. Mark retired from the Board of Directors when he took up a position as Rector and CEO of Hutchesons' Grammar School in Glasgow, Scotland. Prior to joining The King's Hospital School, Mark was Headmaster of Pocklington School, Yorkshire, England. He has experience ensuring a safe space for young people to learn and live in a highly regulated environment with compliance subject to external inspection. He also has responsibility for the financial performance, health and safety, and HR of the school.

Governance

Board of Directors

The names of the persons who served as directors of the company during 2024 are:

Ciarán O'Mara (Chairperson)
Dermot Mullen (Vice-Chairperson)
John Hynes (Honorary Secretary)
Edel Conway
James Harnett
Berna Kennedy
Mary McCarron
Muriel Pate (retired 25/09/2024)
Mark Ronan (retired 22/05/2024)
Patrick Raymond (Ray) Sharpe

James Harnett was appointed to the Board on 31st January 2024.

Berna Kennedy was appointed to the Board on 22nd May 2024.

All other directors served for the entire year 2024.

Attendances at Board and Board Committee Meetings 2024

	Board Meetings	Board Committees	Nominations and Remuneration Committee	Communications and Fundraising Oversight Committee	Audit and Financial Risk Committee	Complaints Committee	Quality, Safety, Risk and Policy Committee	Research Ethics Committee
Ciarán O'Mara (Chairperson)	9/9	6/6	5/5					
Dermot Mullen (Vice-Chairperson)	6/9	4/5	4/5				4/4	
John Hynes (Honorary Secretary)	9/9	6/6	5/5			3/3	2/4	3/5
Edel Conway	9/9			6/6				
James Harnett	8/9				5/5			
Berna Kennedy	5/6				3/3			
Mary McCarron	7/9				2/2			
Muriel Pate (retired 25/09/2024)	6/9							
Mark Ronan (retired 22/05/2024)	3/4							
Patrick Raymond (Ray) Sharpe	4/9							3/5

Governance

Board Committees

Committee of Officers

This committee, appointed by the Board, comprises of the Chairperson, the Chief Executive, the Vice-Chairperson and the Honorary Secretary.

The Officers of the Board oversee that the organisation fulfils its objectives, vision, and legal obligations in line with the Constitution of the Company. It also oversees the Governance, Nominations and Remuneration Committee to satisfy itself that appropriate Board succession planning processes, procedures and plans are in place.

Governance, Nominations and Remuneration Committee

This committee, appointed by the Board, comprises of the Chairperson, the Chief Executive, the Vice-Chairperson and the Honorary Secretary.

The duties of this committee are to:

- Satisfy itself that appropriate measures are in place to ensure the organisation is in compliance with its statutory obligations and those related to its primary funder.
- Regularly review the structure, size and composition of the Board and make recommendations to the Board via the Committee of Officers, with regard to any desired changes including terms of office and maximum service of non-executive directors.
- Assist the Board in ensuring that the remuneration policies and practises of Stewarts Care DAC comply with the particular requirements of public pay policy.
- Prepare a description of the remuneration, role, skills and capabilities required for Chief Executive and Non-Executive Director appointments.
- Prepare a description of the role, skills and capabilities and relevant conditions required for Non-Executive Director appointments.
- Be responsible for identifying and nominating, for the approval of the Board, candidates to fill board vacancies.
- Satisfy itself that appropriate Board succession planning processes, procedures and plans are in place.
- Assess the time needed to fulfil the role of Chairman, independent non-executive directors, and undertake an annual performance evaluation to ensure that all members of the Board have devoted sufficient time to their duties.
- Ensure on appointment that a candidate has sufficient time to undertake the role.
- Ensure that the Honorary Secretary writes to all appointees, detailing the role and time commitments and proposing a suitable induction plan.

- Ensure that appropriate induction arrangements are in place for new directors, and periodic briefings are arranged to ensure that all board members are fully briefed on developments in corporate governance, on the role of the board and on the legal and other responsibilities of directors, individually and collectively.
- Make recommendations to the Board as to:
 - (a) the appointment of a new Non-Executive Director.
 - (b) appointments to the position of Chairman.
 - (c) the re-appointment of any Non-Executive Director at the conclusion of his or her specified term of office.
 - (d) the re-election of Non-Executive Director under the 'retirement by rotation' provisions in the company's articles of association.
 - (e) any matter relating to the continuation in office of any non-executive director at any time.

Communications and Fundraising Oversight Committee

This committee provides a consultative forum to ensure appropriate oversight is in place regarding the use of funds that are generated by fundraising activity.

Audit & Financial Risk Committee

The duties and responsibilities of the Audit and Financial Risk Committee are to assist in the delivery of Corporate Governance and, where relevant, make recommendations to the Board on the discharging of its responsibilities as they relate to external financial reporting, external and internal audits and ensuring that an effective system of internal control, comprising financial, operational controls, compliance and risk management, is maintained and operated.

Complaints Committee

This committee acts as a source of feedback and a way to improve the service. It provides oversight of issues that have been reported across Stewarts Care, with the aim of ensuring that systems and processes are in place and implemented to ensure all complaints and human rights complaints are managed effectively and in a timely manner.

Quality, Safety, Risk and Policy Committee

This committee provides advice to the Board on risk strategy and oversee the development, implementation and maintenance of Stewarts Care's overall risk management framework and its risk appetite, strategy, principles and policies, to ensure that they are in line with current and emerging regulatory, corporate governance and industry best practice.

The committee provides visibility to the Board of the operation of the service providing oversight and challenge of the day-to-day risk management and oversight arrangements of the executive, including adherence to Stewarts' risk and compliance principles, policies and standards and any action taken resulting from material policy breaches, based on reports received from the Quality Office, Fire Safety Officer, Head of Risk and Chair of Policy Committee.

Governance

Research Ethics Committee

This committee promotes, support and encourage research that aims to benefit individuals who access Stewarts Care services and

- to develop a comprehensive research ethos at all levels of academic enquiry, encompassing topics that centre on individual, service, professional and organisational issues.
- to promote the standards of applied research and evidence-based practice when reviewing ethical applications.
- to advocate individual service user participation in research projects where possible.
- to review proposals to undertake research which falls outside the term “clinical trial”.
- to have oversight of all research being undertaken within the organisation.

The Research Ethics Committee operates according to the general principles of medical ethics including the Declaration of Helsinki and international and national Health Research regulations.

During 2024, the Research Ethics Committee approved six research applications:

1. Research proposal: What causes care providers to be compliant with regulations? – A study of residential services for people with disabilities in Ireland.
Principal investigator/ researcher: Paul Dunbar, PhD Researcher, HIQA, UCC, Cork.
2. Research Proposal: What are the benefits for young adults with a disability availing of community-based support?
Researcher: Anthony Scully, Student, Open Training College/ Stewarts Care Day Services.
3. Research Proposal: What are the key facilitators and barriers experienced by job advocates in securing meaningful employment for people with disabilities?
Researcher: Orlaith O'Neill, Student, Open Training College/ Stewarts Care.
4. Research Proposal: Impact of the restructured delivery of nursing care on residents living in community homes.
Researchers: Eva Whelan, ADON, Stewarts Care, Maria Kavanagh, Director of Nursing, Stewarts Care.
5. Research Proposal: A feasibility assessment of the Echo Light Bone Screening Device for Individuals with I.D.
Researcher: Prof Eilis Burke, Trinity College Dublin.
6. Research proposal: Exploring the unmet needs of Irish cancer patients from underserved communities.
Researcher: Dr Martin McMahon, Louise Lynch, Shauna Walsh, Trinity Centre for Ageing and Disability, Trinity College Dublin.

SECTION THREE

Directors' Report and Financial Statements

Financial Year Ended 31 December 2024

Contents

73	Directors and Other Information
74	Directors' Report
77	Statement of Directors' Responsibilities
78	Independent Auditors' Report
81	Profit and Loss Account
81	Statement of Comprehensive Income
82	Balance Sheet
83	Statement of Changes In Equity
84	Notes to the Financial Statements
100	Appendix

Directors and Other Information at 31 December 2024

Board of Directors

Ciarán O'Mara (Chairperson)
Edel Conway
James Harnett
John Hynes
Berna Kennedy
Mary McCarron
Dermot Mullen
Patrick Raymond (Ray) Sharpe

Secretary and Registered Office

Francis Fletcher
Stewarts
Mill Lane
Palmerstown
Dublin 20

Charities Regulatory Authority number:
20040314

CHY number:
CHY13177

CRO registered number:
296282

Solicitors

William Fry
2 Grand Canal Square
Dublin 2

O'Mara Geraghty McCourt
51 Northumberland Road
Dublin 4

Arthur Cox
Earlsfort Terrace,
Dublin 2

Bankers
AIB Group

Auditors

Grant Thornton
Penrose One
Penrose Dock
Cork
T23 YY09

Directors' Report

The directors present their report and the audited financial statements of the company for the financial year ended 31 December 2024.

Principal activities

Stewarts Care DAC provides residential accommodation including supported living and daily learning, recreational, cultural and therapeutic experiences to 256 residents, and respite services to a further 242 individuals. Daytime support services are availed of by 568 adults. More than 94% of the total income was received from public exchequer sources in the year.

Business review

The deficit for the year for the company before the accounting impacts of the Pension Plan showed a small deficit for the year of (€165,000), or less than 0.2 of 1% of revenue.

Operating (deficit) before the impact of the Pension Plan (Refer to Appendix 2) (€165,000)

This is consistent with the performance reported to the Board and the HSE at year end 2024.

The continued growth of the service is reflected in a 9% growth in revenue over 2023, and a 48% increase since 2021.

The impacts of the accounting for the Pension Plan on the reported operating surplus for the year are twofold; the net differential between the actual 2024 service cost and the expense charged to the company in 2024 added a further €1,605,000 to the operating result. As the scheme is well funded, the expected return on assets over the expected interest cost of the liability yielded an additional €667,000 to the surplus. The reported surplus for the year including these amounts was €2,107,000.

The actuarial gain from the re-measurement of the net defined benefit obligation was €8,939,000. The net asset position at 31 December 2024 was €22,576,000, which had increased since 31 December 2023 primarily as a result of the positive movement on the re-measurement of assets and liabilities within the defined benefit pension accounts, as noted in note 14.

Accounting records

The measures taken by the directors to secure compliance with the company's obligation to keep adequate accounting records are the use of appropriate systems and procedures and employment of competent persons. The accounting records are kept at Stewarts, Mill Lane, Palmerstown, Dublin 20.

Dividends

The directors do not recommend payment of a dividend

Total Comprehensive Income

The total comprehensive income for the year is set out on the Statement of Comprehensive Income on page 101.

The total comprehensive income for the year amounted to;	€'000
	11,046

Political donations

The company did not make any political donations during the year.

Branches

The company does not operate any branches outside the Republic of Ireland.

Future developments

The organisation has identified its key tasks as:

- Promoting a culture of inclusion in everything we do.
- Fostering and upholding a culture of dignity and respect that is honest, compassionate, transparent and accountable.
- Supporting learning, innovation and creativity.
- Developing a person-centred approach that supports living in the community for all service users.
- Fostering open and clear communications with service users, families, staff and other stakeholders.
- Person centredness: putting the person at the centre of everything we do.

In seeking to achieve movement towards the need to support better life experiences for service users in the context of increased community living and working to reduce the numbers of people living in congregated settings, we will be challenged to develop new partnerships and funding mechanisms to enable this transition.

Taxation

The company has charitable tax status.

Principal risks and uncertainties

The Office of Risk in Stewarts prescribe and monitor implementation of a robust risk management framework to ensure all clinical and non-clinical risks are managed effectively. An approved 'Risk Governance and Escalation Pathway' is used to escalate risks from frontline staff up to Board level, as required. A series of audits are conducted on a rolling basis across various service locations to ensure compliance with both the risk management and incident management policies.

The Clinical Indemnity Scheme (CIS) provides indemnity to Stewarts in relation to clinical incidents. A National Incident Management System (NIMS) has been provided through the State Claims Agency since July 2015.

An Organisational Risk Register identifies foreseeable risks identified in the company and is reviewed by the Board on a quarterly basis. The Corporate Risk Register is used to:

- Maintain a record of organisational risks.
- Track risks, the management and allocation of risk.
- Prioritise actions aimed at reduction/elimination of risk.
- Principal risk and uncertainties are identified in the Corporate Risk Register

Financial risk management

The Directors have ultimate responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A Service Arrangement with the principal funder (HSE).
- Regular consideration by the Directors of financial results, variance from budgets and reports from the Finance Director and from reports of the Audit and Financial Risk Committee to the Board.
- Internal and external Audit.
- Delegation of authority and segregation of duties.
- As a publicly funded body Stewarts Care DAC is in full compliance with Public Pay Policy.
- Adherence to the principles of the Governance Code for Community, Voluntary and Charitable Organisations.
- Registration and Compliance with the requirements of the Charities Regulatory Authority.

The Directors have in place a formal organisational risk management policy and process to assess risks and implement risk management strategies. This involves identifying the types of risks the Company faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating these risks.

The Directors recognise the risks and uncertainties that may be applicable in respect of pension liabilities for their investment portfolio. There are risks that exist which are outside the control of the Directors and the Board of Directors around the valuation of investments which are impacted by external factors. The Directors attempt to mitigate these risks by engaging with professional investment managers who have the necessary skills and expertise to undertake this role.

Directors' and secretary's interests

The directors and secretary in office at 31 December 2024 and 31 December 2023 had no interest in the share capital of the company or any other group company.

Events since the end of the financial year

There have been no significant events affecting the company since the year end.

Structure, governance and management

Stewarts Care DAC is a Designated Activity Company limited by shares, registered in the Republic of Ireland, and is a registered charity under registration number 20040314.

Directors' compliance statement

As required by Section 225(2) of the Companies Act 2014, the directors acknowledge that:

- 1. they are responsible for securing the company's compliance with its relevant obligations (as defined in that legislation),
- 2. they have drawn up a compliance policy statement during the financial year and have in place arrangements and structures that are, in the directors' opinion, designed to secure material compliance with the relevant obligations; and
- 3. the arrangements and structures will be reviewed by the directors in the coming financial year.

Disclosure of information to auditors

For a financial year beginning on or after 1 June 2015 the directors' report is required by the Companies Act 2014, section 330, to include a statement on relevant audit information.

The directors in office at the date of this report have each confirmed that:

- As far as he/she is aware, there is no relevant audit information of which the company's statutory auditors are unaware; and
- He/she has taken all the steps that he/she ought to have taken as a director in order to make himself/herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Directors

The names of the persons who were directors of the company who served as directors during the financial year 2024:

Ciarán O'Mara (Chairperson)
Edel Conway
James Harnett
John Hynes
Berna Kennedy
Mary McCarron
Dermot Mullen
Muriel Pate
Mark Ronan
Patrick Raymond Sharpe

J Harnett was appointed as a director on 31 January 2024.
M Ronan retired from the board on 22 May 2024.
B Kennedy was appointed as a director on 22 May 2024.
M Pate retired from the Board on 25th September 2024.
All other directors served for the entire financial year.

Prompt Payment of Accounts Act, 1997 (Amendment Order 2000)


The directors acknowledge their responsibility for ensuring compliance with the Prompt Payment of Accounts Act 1997 (Amendment Order 2000). Procedures have been implemented to identify dates upon which invoices fall due for payment and for payment to be made on such dates. Accordingly, the directors are satisfied that the company has complied with the provisions of the Act.

Auditors

The Auditors, Grant Thornton, have indicated their willingness to continue in office, and a resolution that they be re-appointed will be proposed at the Annual General Meeting.

On behalf of the board of directors


J Harnett
20th August 2025


B Kennedy

Statement of Directors' Responsibilities

The directors are responsible for preparing the directors' report and the financial statements in accordance with Irish law.

Irish law requires the directors to prepare financial statements for each financial year giving a true and fair view of the company's assets, liabilities and financial position at the end of the financial year and the profit or loss of the company for the financial year. Under that law the directors have prepared the financial statements in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland and Irish law*).

Under Irish law, the directors shall not approve the financial statements unless they are satisfied that they give a true and fair view of the company's assets, liabilities and financial position as at the end of the financial year and the profit or loss of the company for the financial year.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards and identify the standards in question, subject to any material departures from those standards being disclosed and explained in the notes to the financial statements;
- notify the company's shareholders in writing about the use of disclosure exemptions, if any, of FRS 102; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to:

- correctly record and explain 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; and
- enable the directors to ensure that the financial statements comply with the Companies Act 2014 and enable those financial statements to be audited.

The directors 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 of directors


J Harnett


B Kennedy

Independent Auditor's Report to the Members of Stewarts Care DAC

Opinion

We have audited the financial statements of Stewarts Care DAC ("the Company"), which comprise the Profit and Loss Account, the Balance Sheet and the Statement of changes in equity for the financial year ended 31 December 2024, and the related notes to the financial statements, including the summary of significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (Generally Accepted Accounting Practice in Ireland).

In our opinion, Stewarts Care DAC's financial statements:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the assets, liabilities and financial position of the company as at 31 December 2024 and of its financial performance and cash flows for the financial year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ('ISAs (Ireland)') and applicable law. Our responsibilities under those standards are further described in the 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the ethical pronouncements

established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances for the entity. We have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

Other information comprises information included in the annual report, other than the financial statements and the auditor's report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the

financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies in the financial statements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by the Companies Act 2014

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' Report is consistent with the financial statements. Based solely on the work undertaken in the course of our audit, in our opinion, the Directors' Report has been prepared in accordance with the requirements of the Companies Act 2014, excluding the requirements on sustainability reporting in Part 28.

Matters on which we are required to report by exception

Based on our knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act have not been made. We have no exceptions to report arising from this responsibility.

Responsibilities of management and those charged with governance for the financial statements

As explained more fully in the Directors' responsibilities statement, management is

responsible for the preparation of the financial statements which give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland, including FRS 102, and for such internal control as they determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the company's financial reporting process.

Responsibilities of the auditor for the audit of the financial statements

The auditor's objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes their opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (Ireland), the auditor will exercise professional judgment and maintain professional scepticism throughout the audit. The auditor will also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for their

- opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company’s internal control.
 - Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
 - Conclude on the appropriateness of management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company’s ability to continue as a going concern. If they conclude that a material uncertainty exists, they are required to draw attention in the auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify their opinion. Their conclusions are based on the audit evidence obtained up to the date of the auditor’s report. However, future events or conditions may cause the company to cease to continue as a going concern.
 - Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves a true and fair view.
- The auditor communicates with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies

in internal control that may be identified during the audit.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the company’s members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company’s members those matters we are required to state to them in an auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company’s members as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Nolan

for and on behalf of **Grant Thornton**

Chartered Accountants Statutory Audit Firm

Cork

Date: 20th August 2025

Profit And Loss Account

Financial Year Ended 31 December 2024

	Notes	2024 €'000	2023 €'000
Turnover	6	92,878	85,101
Operating expenses		(81,975)	(74,461)
Administrative expenses		(9,401)	(8,607)
		(91,376)	(83,068)
Operating gain	7	1,502	2,033
Interest income		4,030	4,186
Interest payable and similar charges		(3,425)	(3,588)
Net interest cost		605	598
Surplus for the year before taxation		2,107	2,631
Taxation	20	-	-
Surplus for the year after taxation		2,107	2,631

Statement of Comprehensive Income

Financial Year Ended 31 December 2024

	2024 €'000	2023 €'000
Surplus for the year	2,107	2,631
Other comprehensive income / (expense)		
Re-measurement of net defined benefit pension liability	8,939	264
Total comprehensive income (expense) for the year	11,046	2,895

Balance Sheet

As at 31 December 2024

	Notes	2024 €'000	2023 €'000
Long term assets			
Tangible assets	8	13,117	12,759
Net surplus on post-employment benefit	14	29,477	18,267
		<u>42,594</u>	<u>31,026</u>
Current assets			
Stock	9	114	131
Debtors	10	8,373	7,701
Operating bank balances		-	1,395
Service User Funds bank balances	21	<u>9,515</u>	<u>9,778</u>
		<u>18,002</u>	<u>19,005</u>
Current liabilities			
Bank overdraft on operating accounts	11	(1,928)	(17,808)
Creditors (amounts due within one year)	11	(15,669)	(9,778)
Service User balances		<u>(9,515)</u>	<u>(27,586)</u>
		<u>(27,112)</u>	<u>(9,110)</u>
Net current (liabilities)			
		<u>(9,110)</u>	<u>(8,581)</u>
Creditors (amounts due after more than one year)	12	<u>(10,908)</u>	<u>(10,915)</u>
Net Assets			
		<u>22,576</u>	<u>11,530</u>
Capital and reserves			
Called up equity share capital presented as equity	13	-	-
General fund - revenue account		23,367	12,321
Deficit from Stewart's Hospital Services		<u>(791)</u>	<u>(791)</u>
Total equity			
		<u>22,576</u>	<u>11,530</u>

On behalf of the board of directors



J Harnett



B Kennedy

20th August 2025

Statement of Changes in Equity

Financial Year Ended 31 December 2024

	Called up share capital presented as equity €'000	Deficit from Stewarts Hospital Services €'000	Profit and loss account	Total
Balance at 1 January 2023				
	-	(791)	9,462	8,635
Surplus	-	-	2,631	2,631
Other comprehensive income	-	-	264	264
Total comprehensive expense				
	-	-	2,895	2,895
Balance at 31 December 2023				
	-	(791)	12,321	11,530
Balance at 1 January 2024				
	-	(791)	12,321	11,530
Surplus	-	-	2,107	2,107
Other comprehensive income	-	-	8,939	8,939
Total comprehensive income				
	-	-	11,046	11,046
Balance at 31 December 2024				
	-	(791)	23,367	22,576

Notes to the Financial Statements

1. General information

These financial statements are the company's separate financial statements for the financial year beginning 1 January 2024 and ending 31 December 2024. Stewarts Care DAC provides residential accommodation and daily learning, recreational, cultural and therapeutic experiences to service users. The company is a Designated Activity Company limited by shares incorporated in Ireland under registration 296282. The registered office of the company is Mill Lane, Palmerstown, Dublin 20.

2. Statement of compliance

The entity financial statements have been prepared on a going concern basis and in accordance with Irish GAAP (accounting standards issued by the Financial Reporting Council of the UK and the Companies Act 2014). The entity financial statements comply with Financial Reporting Standard 102, *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (FRS 102) and the Companies Act 2014.

3. Summary of significant accounting policies

The significant accounting policies used in the preparation of the entity financial statements are set out below. These policies have been consistently applied to all financial years presented, unless otherwise stated.

(a) Basis of preparation

The entity financial statements have been prepared under the historical cost convention, as modified by measurement of freehold land and buildings at their deemed cost on transition to FRS 102. The financial statements are presented in Thousands of Euro (symbol used €'000). The entity is a public benefit entity as defined by FRS 102.

The preparation of financial statements in conformity with FRS 102 requires the use of certain key assumptions concerning the future, and other key sources of estimation uncertainty at the end of the financial year. It also requires the directors to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or areas where assumptions and estimates have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed in note 4.

The company does not comply with the provisions of the Statement of Recommended Practice (SORP) 'Charities SORP FRS 102'. Adoption of this SORP is not mandatory.

(b) Going concern

The financial statements have been prepared on the going concern basis. The Company is dependent on the Health Service Executive (HSE) to fund its activities and the ongoing support of the HSE at an appropriate level is fundamental to the Company's ability to continue as a going concern. The HSE has not given any indication that it will withdraw its financial support from the Company in the foreseeable future. Management have reviewed the level of activity and costs of the Company and have drawn up plans to deal with the issues associated with current cost and funding pressures. The ongoing support of the HSE at an appropriate level is fundamental to the achievement of these plans.

(c) Disclosure exemptions for qualifying entities under FRS 102

FRS 102 allows a qualifying entity certain disclosure exemptions. The company is a qualifying entity and has taken advantage of the following disclosure exemptions for qualifying entities:

- (i) Exemption from the requirements of Section 7 of FRS 102 and FRS 102 paragraph 3.17(d) to present a statement of cash flows
- (ii) Exemption from the requirement of FRS 102 paragraph 33.7 to disclose key management personnel compensation in total.

(d) Revenue recognition

Turnover

Turnover is the amount of revenue derived from the provision of goods and services falling within the company's ordinary activities after deduction of trade discounts and value-added tax. For Stewarts Care DAC, turnover comprises revenue arising from the provision of services within the Hospital as well as income received from the Health Services Executive (HSE).

Turnover is recognised in the financial year in which the services are rendered and when the outcome of the provision of those services can be reliably measured. Revenue grants approved by the HSE are taken into revenue in the year in which approved. Maintenance charges to Service Users are taken to income in the year in which the charges are raised.

(e) Employee benefits

The company provides a range of benefits to employees, including short term employee benefits such as paid holiday arrangements and post-employment benefits (in the form of defined benefit or defined contribution pension plans).

(i) Short term employee benefits

Short term employee benefits, including wages and salaries, paid holiday arrangements and other similar non-monetary benefits, are recognised as an expense in the financial year in which employees render the related service.

(ii) Post-employment benefits

Defined benefit pension plan

The company operates a defined benefit pension plan for certain employees. A defined benefit plan defines the pension benefit that the employee will receive on retirement, usually dependent upon several factors including age, length of service and remuneration.

The asset recognised in the balance sheet in respect of the defined benefit plan is the fair value of the plan assets of the defined benefit obligation at the end of each financial year less the present value of the obligations at that date.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in other comprehensive income. These amounts together with the return on plan assets less the interest income on plan assets included in the net interest cost, are presented as 'Re-measurement of net defined benefit liability' in other comprehensive income.

The defined benefit obligation is calculated triennially by an external actuary using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future payments using market yields on high quality corporate bonds that are denominated in Euro and that have terms approximating the estimated period of the future payments ('discount rate').

The fair value of plan assets out of which the obligations are to be settled is measured in accordance with the company's accounting policy for financial assets. For most plan assets this is the quoted price in an active market. Where quoted prices are not available appropriate valuation techniques are used to estimate the fair value.

The surplus / cost of the defined benefit pension plan, recognised in profit or loss, except where included in the cost of an asset, comprises:

- (a) the decrease / increase in net defined benefit liability arising from employee service during the financial year; and
- (b) the cost of plan introductions, benefit changes, curtailments and settlements.

The net interest cost on the net defined benefit liability is determined by multiplying the net defined benefit liability by the discount rate (both as determined at the start of the financial year, taking account of any changes in the net defined benefit liability during the financial year as a result of contribution and benefit payments). This net interest cost is recognised in profit or loss as 'finance expense' and presented within 'interest payable and similar charges'.

(f) **Tangible fixed assets**

Tangible fixed assets are carried at historical cost less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to the location and condition necessary for its intended use, applicable dismantling, removal and restoration costs and borrowing costs capitalised.

(i) **Land and buildings**

Land and buildings are carried at cost (or deemed cost for land and buildings measured at valuation at the date of transition to FRS 102) less accumulated depreciation and accumulated impairment losses. The difference between depreciation based on the deemed cost of land and buildings (which is recognised in profit or loss) and depreciation based on the asset's original cost is transferred from the revaluation reserve in equity to the profit and loss account reserve in equity each financial year.

(ii) **Plant and machinery and fixtures, fittings, and equipment and vehicles**

Plant and machinery and fixtures, fittings, tools and equipment are carried at cost less accumulated depreciation and accumulated impairment losses.

(iii) **Depreciation and residual values**

Land is not depreciated. Depreciation on other assets is calculated, using the straight-line method over their estimated useful lives, as follows:

Buildings	over 40-50 years
Plant and machinery	10 to 15 years
Fixtures, fittings, tools and equipment	3 to 8 years
Vehicles	5 years

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each financial year. The effect of any change in either residual values or useful lives is accounted for prospectively.

(iv) **Subsequent additions and major components**

Subsequent costs, including major inspections, are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

The carrying amount of any replaced component is derecognised. Major components are treated as separate assets where they have significantly different patterns of consumption of economic benefits and are depreciated separately over their useful lives.

Repairs, maintenance and minor inspection costs are expensed as incurred.

(g) **Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities. Cash and cash equivalents are initially measured at transaction price and subsequently measured at amortised cost.

Bank deposits which have original maturities of more than three months are not cash and cash equivalents and are presented as current asset investments.

(h) **Provisions and contingencies**

Provisions

Provisions are liabilities of uncertain timing or amount.

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events, it is probable that a transfer of economic benefits will be required to settle the obligation and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the best estimate of the amount required to settle the obligation using a rate that reflects current market assessments of the time value of money and the risks specific to the liability. Provisions are reviewed at the end of each financial year and adjusted to reflect the current best estimate of the amount required to settle the obligation. The unwinding of the discount is recognised as a finance cost in profit or loss, presented as part of 'interest payable and similar charges' in the financial year in which it arises.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole.

(i) Financial instruments

The company has chosen to apply the provisions of Sections 11 and 12 of FRS 102 to account for all of its financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors, cash and cash equivalents and short-term deposits, are initially recognised at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction.

Trade and other debtors, cash and cash equivalents, are subsequently measured at amortised cost using the effective interest method.

At the end of each financial year financial assets measured at amortised cost are assessed for objective evidence of impairment. If there is objective evidence that a financial asset measured at amortised cost is impaired an impairment loss is recognised in profit or loss. The impairment loss is the difference between the financial asset's carrying amount and the present value of the financial asset's estimated cash inflows discounted at the asset's original effective interest rate.

If, in a subsequent financial year, the amount of an impairment loss decreases and the decrease can be objectively related to an event occurring after the impairment was recognised the previously recognised impairment loss is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment loss not previously been recognised. The impairment reversal is recognised in profit or loss.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of ownership of the financial asset are transferred to another party or (c) control of the financial asset has been transferred to another party who has the practical ability to unilaterally sell the financial asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade and other creditors, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial liability is initially measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as due within one year if payment is due within one year or less. If not, they are presented as falling due after more than one year. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

(j) Share capital presented as equity

Equity shares issued are recognised at the proceeds received and presented as share capital and share premium. Incremental costs directly attributable to the issue of new equity shares or options are shown in equity as a deduction, net of tax, from the proceeds.

4. Critical accounting judgements and estimation uncertainty

Estimates and judgements made in the process of preparing the entity financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

(a) Critical judgement in applying the entity's accounting policies

The following judgement, apart from those involving estimates, made by the directors has had significant effect on the amounts recognised in the entity financial statements:

(i) Useful economic lives of tangible fixed assets

The annual depreciation on tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reviewed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of the tangible fixed assets and note 3 for the useful economic lives for each class of tangible fixed assets.

(ii) Impairment of debtors

The directors make an assessment at the end of each financial year of whether there is objective evidence that a trade or other debtor is impaired. When assessing impairment of trade and other debtors, the directors consider factors including the current credit rating of the debtor, the age profile of outstanding invoices, recent correspondence and trading activity, and historical experience of cash collections from the debtor. See note 10 for the net carrying amount of the debtors and the impairment loss recognised in the financial year.

(iii) Defined benefit pension plan

Certain employees participate in a defined benefit pension plan operated by the company. The calculation of the cost of these pension benefits and the present value of the defined benefit obligation incorporates a number of estimates and assumptions, including; life expectancy, salary increases, inflation and the discount rate on corporate bonds. The pension plan assets are measured at fair value at the end of each financial year. The assumptions and estimates used in calculating the cost for the financial year, the defined benefit obligation and the fair value of the plan assets at the end of each financial year reflect historical experience and current trends. See note 14 for the disclosures relating to the defined benefit pension plan.

5. Holding company

The company is a wholly owned subsidiary of Stewarts Foundation CLG, a company incorporated in Ireland. Stewarts Foundation CLG has its registered office at Stewarts Care, Mill Lane, Palmerstown, Dublin 20. The consolidated financial statements of Stewarts Foundation CLG are publicly available.

6. Turnover

	2024 €'000	2023 €'000
HSE funding	80,172	72,775
HSE Additional Funding	<u>3,329</u>	<u>4,952</u>
HSE Funding total	83,501	77,727
Túsla Funding	137	298
DDLETB Funding received re 2024 invoicing	507	466
Dept of Education funding received	290	377
Long Stay Charges to Service Users	1,170	6,233
Other operating income	7,273	6,233
	92,878	85,101

7. Operating gain/loss

	2024 €'000	2023 €'000
<i>Operating gain /loss has been arrived at after charging/(crediting):</i>		
Depreciation	1,196	1,024
Amortisation of capital grant	<u>(679)</u>	<u>(599)</u>

Auditors' remuneration

Remuneration of the auditors (including expenses) for the statutory audit and other services carried out for the company by the company's auditors is as follows:

	2024 €'000	2022 €'000
Audit of entity financial statements	45	45
Tax advisory services	-	-
Other non-audit services	<u>-</u>	<u>-</u>
	45	45

8. Tangible assets

	Buildings €'000	Furniture and equipment €'000	Motor Vehicles €'000	Total €'000
Financial year ended 31 December 2023				
Opening carrying amount	9,421	624	1,024	11,069
Additions	2,311	-	403	2,714
Disposals	-	(401)	-	(401)
Accumulated depreciation on disposals	-	401	-	401
Depreciation	<u>(352)</u>	<u>(247)</u>	<u>(425)</u>	<u>(1,024)</u>
Net Book Value	11,380	377	1,002	12,759
At 31 December 2023				
Cost or deemed cost	18,485	749	1,829	21,063
Accumulated depreciation and impairment	<u>(7,105)</u>	<u>(372)</u>	<u>(827)</u>	<u>(8,304)</u>
Net Book Value	11,380	377	1,022	12,759
Financial year ended 31 December 2024				
Opening carrying amount	11,380	377	1,002	12,759
Additions	751	-	803	1,554
Depreciation	<u>(462)</u>	<u>(247)</u>	<u>(487)</u>	<u>(1,196)</u>
Net Book Value	11,669	130	1,318	13,117
At 31 December 2024				
Cost or deemed cost	19,236	749	2,632	22,617
Accumulated depreciation and impairment	<u>(7,567)</u>	<u>(619)</u>	<u>(1,314)</u>	<u>(9,500)</u>
Net Book Value	11,669	130	1,316	13,117

9. Stocks

	2024 €'000	2023 €'000
Stocks consist of clothing, fuel, provisions and household goods	<u>114</u>	<u>131</u>

There is no significant difference between the replacement cost and the carrying value.
No impairment provision has been recognised in relation to the carrying value of stock.

10. Debtors

	2024 €'000	2023 €'000
HSE revenue grants receivable	6,389	5,342
Other debtors and prepayments	1,984	2,359
	8,373	7,701

No impairment provision has been recognised for debtors as all debtors are considered to be fully recoverable.

11. Creditors

	2024 €'000	2023 €'000
Amounts falling due within one year:		
Wages and holiday pay	5,986	4,957
Payroll taxes	1,755	1,548
Deferred Costs	1,593	2,053
Intercompany balance due the Stewarts Foundation CLG	3,631	6,736
Capital Grants - current	1,644	1,517
Finance Lease Obligations - current	679	599
Provision for legacy Service User Liabilities	92	109
Creditors (amounts due within one year)	289	289
Service User Balances	15,669	17,808
	9,515	9,778
Current Liabilities	25,184	27,586

Creditors (amounts due within one year)

Wages and holiday pay are payable to employees at various dates over the coming months.

Payroll taxes are payable in January 2025.

Trade creditors and accruals are payable at various dates in the six months following year end in accordance with suppliers' usual and customary credit terms.

Service User Balances

Service User Balances comprise pensions, other allowances and balances received on behalf of clients, net of charges raised for services provided and spend by service users.

Total Service User Balances at 31 December 2024 are €9,515,000 (2023: €9,778,000). These balances are held in two specific ring-fenced Service User Funds bank accounts. The combined balance on these two accounts is €9,515,000 (2023: €9,778,000).

In 2024, there were charges to clients of €1,170,000 (2023: €1,154,000) by the company, in accordance with HSE guidelines on long stay charges.

12. Creditors (amounts falling due later than one year)

	2024 €'000	2023 €'000
Finance Lease Obligations	147	136
Capital grant	10,761	10,779
Creditors due after more than one year	10,908	10,915

13. Called up share capital presented as equity

	2024 €'000	2023 €'000
Equity		
Authorised		
1,000,000 ordinary shares of €1.25 each (Prior Year 2023: 1,000,000)	1,250	1,250
Allotted, called up and fully paid - presented as equity		
2 ordinary shares of €1.25 each (Prior Year 2023: 2)	-	-

Neither the board, nor the secretary, hold any beneficial shareholdings in the group.

There is a single class of equity shares. There are no restrictions on the distribution of dividends and the repayment of capital. All shares carry equal voting rights and rank for dividends to the extent to which the total amount on each share is paid up.

General fund - revenue account

This represents the accumulated annual surpluses and deficits of the company.

Deficit from Stewarts Hospital - Services

The company took on the accumulated deficit of these services at 31 December 1999 as part of a group restructuring.

14. Retirement benefits

The company facilitates the operation of a Pension Plan, a Superannuation Scheme and the Single Public Service Pension Scheme.

Stewarts Care DAC Superannuation Scheme

With effect from 1st January 2007, the 'Model Employee Superannuation Scheme' was introduced. The scheme was compulsory for all new staff who joined the Company from 1 January 2007 until the introduction of the Single Public Service Pension Scheme on 1 January 2013 for new-entrant public servants.

On 15 December 2008, Stewarts Care DAC (formerly Stewarts Hospital Services Limited) was officially designated as an approved organisation in respect of the Model Scheme (officially quoted as the Stewarts Care DAC Employee Superannuation Scheme).

The Stewarts Care DAC Superannuation Scheme is a scheme underwritten by the Minister of Health and administered by the Company. The scheme was established on the 1st January 2007. As part of the Public Service Reform Plan 2014-2016, revised administrative arrangements were introduced. As part of the new arrangements, the Minister for Public Expenditure and Reform incorporated a revised set of Superannuation Rules in a Statutory Instrument - S.I. No 582 of 2014 – Rules for Pre-Existing Public Pension Scheme Members Regulation 2014. Membership was compulsory for all persons appointed to the Company who are eligible under the scheme and is a condition of such appointments.

The Single Public Service Pension Scheme

The Single Public Service Pension Scheme ("Single Scheme") is the default pension scheme for new-entrant public servants who join on or after 1 January 2013. As per Statutory Instrument No. 581 of 2012, Stewarts Care is listed as a relevant authority for the administration of the Scheme (reference No. 341).

All eligible staff employed by the Company since 1 January 2007 are members of either the Stewarts Care DAC Superannuation Scheme or the Single Public Service Pension Scheme (SPSPS).

The SPSPS was established by the enactment of Public Service Pensions (Single Scheme and Other Provisions) Act, 2012 and, similarly, is compulsory for all persons appointed to the Company who are eligible under the scheme and is a condition of such appointments after 1 January 2013. Both the Superannuation Scheme and the SPSPS are state plans as defined by FRS 102. However, as the Company does not make contributions to either scheme, and the risk and ultimate liability in relation to both Schemes lies with the State, the Schemes are neither defined benefit nor defined contribution schemes from the perspective of the Company.

The Board of Stewarts Care DAC understand that the funds required in the future to pay current pension liabilities for the Superannuation Scheme and the SPSPS, as they arise into the future, will be provided by the Department of Health. The Board have arrived at this opinion having taken account of precedent set on the closure of certain other healthcare facilities in recent years where pension payments (including retirement lump sum payments) have been honoured by the Department of Health. Therefore, they understand that it is not necessary for the financial statements of the Company

to include the liability at the balance sheet date in respect of pension entitlements accrued to that date by employees of the Company, nor other disclosure requirements of the FRS 102, because the Executive Committee believes that liability rests with the Department of Health. The above issue is similar to that applying in the majority of other publicly funded hospitals.

Stewarts Care Pension Plan

The Stewarts Care Pension Plan is a defined benefit pension scheme with assets held in a separately administered fund. The plan was established to provide retirement and life assurance benefits for its members and is a distinct legal entity, separate in every aspect from the principal employer, Stewarts Care DAC. Membership of the plan is closed to new staff who joined the Company after 31st December 2006.

The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method. The most recent actuarial valuation by a qualified independent actuary, on which the amounts recognised in the financial statements are based, was at 31st December 2024.

Buy in of the liability in relation to regular pensioners in November 2023

In November 2023, the Trustees agreed the purchase of an annuity buy-in policy with Irish Life for €19.7m in respect of a subset of the pension obligations for retired staff. The policy pays an income to the Plan equal to the benefit entitlement of the members covered under the policy for their remaining lifetime (this is then paid to the members from the Plan assets) The Plan retains the legal responsibility for paying the benefits to the members covered under the policy, meaning that the policy is effectively a Plan asset which exactly matches the underlying liability. Accordingly, an asset and liability both equal to the defined benefit obligation at the year-end date have been included in these disclosures.

The impact of this exercise was the reduction of the volatility of the net asset / liability value of the scheme by effectively reducing the exposure to the movement in the value of the liability by over €19.7million, by holding an asset that will match the value of the liability in relation to these pensioners. This exercise also added a greater certainty to the ability of the scheme to honour the liability in relation to these retirees for the remainder of their lifetimes.

Valuation

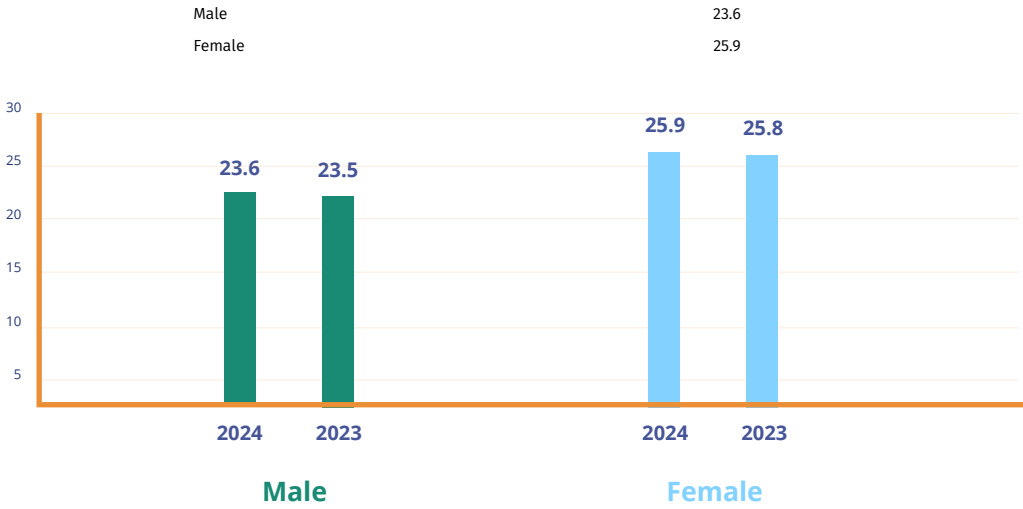
At 31 December 2024 there were 328 active members, 291 deferred members and 225 pensioners. The Buy In Annuity Policy that was purchased during 2023 covers the liability for 192 of the 225 pensioners.

Refer below for the principle actuarial assumptions for the Stewarts Care DAC Pension Plan at the balance sheet date:

	2024 %	2023 %
Rate of increase in salaries:	2.50%	2.70%
Rate of increase in pensions in payment	2.00%	2.20%
Discount rate	3.45%	3.30%
Inflation assumption	2.20%	2.20%

The assumed discount rate is determined by reference to market yields at the balance sheet date on high quality (typically AA rated) corporate bonds and in countries where there is no deep market in such bonds, the market yield (at the balance sheet date) on government bonds.

Assumptions regarding future mortality are set based on advice from published statistics and experience. The average remaining life expectancy in years for a pensioner retiring aged 65 is as follows:



	Market value at 31 December 2024 €'000	Market value at 31 December 2023 €'000
Equities	28,524	30,746
Bonds	54,552	40,336
Diversified growth fund	25,076	29,819
Cash Fund	-	218
Net current assets	491	313
Buy-in Annuity Policy	19,766	20,746
	128,409	122,178

	Pension assets €'000	Pension liabilities €'000	Pension surplus €'000
Movement in scheme assets and liabilities			
At 1 January 2024	122,178	(103,911)	18,267
Current service cost	-	(2,117)	(2,117)
Interest cost	-	(3,363)	(3,363)
Expected return on assets	4,030	-	4,030
Actuarial gains/(loss) on plan liabilities	-	6,477	6,477
Actuarial (loss)/gain on plan assets	2,461	-	2,461
Contributions by employer (net of insurance premiums and admin expense)	3,722	-	3,722
Net Benefits paid/settled	(3,982)	3,982	-
At 31 December 2024	128,409	(98,932)	29,477
Impact of the Buy in of Liabilities	(19,766)	19,766	-
At 31 Dec. 2024 excluding the Bought in Liabilities	108,643	(79,166)	29,477

The best estimate of estimated pension cost charge to the profit and loss account in the next financial year is €1,087,000.

All of the scheme’s liabilities above arise from schemes that are wholly or partly funded.

Surplus on post-employment benefit obligation

The surplus of scheme assets over the scheme liabilities is based on valuations at the balance sheet date and is recognised on a gradual settlement basis. This is on the assumption that the company and pension scheme will continue to exist in the future until the final benefit is paid to the last remaining member, at which point any surplus would be refunded to the company. This is outlined in clause 28.2.9 of the trust deed and rules of the scheme. As this surplus is not available for use by Stewarts Care DAC in the short term, the net surplus is recorded as a long term asset, under existing accounting rules.

15. Security

The bank borrowings are secured by a global guarantee from Stewarts Foundation CLG.

16. Transactions with related parties

The company shares premises with its holding company, Stewarts Foundation CLG, and there is a degree of expenditure and income recognised initially by the one and then recharged or credited to the other as appropriate. This gives rise to balances between the parties. At 31 December 2024 there was a balance of €1,644,000 payable to Stewarts Foundation CLG (2023: €1,517,000 payable to Stewarts Foundation CLG). The company took responsibility for the accumulated deficit to 31 December 1998 of Stewarts Hospital Services of €791,000.

17. Directors' remuneration and loans

There was no remuneration of, nor loans to, directors in 2024 or 2023.

18. Staff costs and employee information

	2024 €'000	2023 €'000
Wages and salaries	64,968	56,784
Social insurance costs	7,008	6,115
Other retirement benefit costs	4,313	4,307
	76,289	67,206
The average number of persons employed by the company during the year was:	1,391	1,301

Key management compensation is reported in the Stewarts Foundation CLG Financial Statements.

19. Taxation

No taxation arises as the company is a registered charity.

20. Events since the end of the financial year

There have been no significant events affecting the finances of the company since the year end.

21. Cash at bank and in hand

Bank balances of €9,515,000 (2023: €9,778,000) relate to Service User Moneys. These funds are ring fenced for the Service Users and are not considered as operating funds available otherwise to the company.

The balance of these funds is always maintained to fully match the liability to the Service Users of funds held on their behalf. See the liability at Note 11.

22. Approval of financial statements

The directors approved the financial statements on 20th August 2025.

Appendices

APPENDIX 1 Staff Salaries by Threshold (€'000's)

	Number 2024 Monthly	2024 Exec	2024 Weekly	2024
100 +	6	7	-	13
90 – 100	7	1	-	8
80 – 90	12	2	-	14
70 – 80	32	4	2	38
60 – 70	126	1	7	134
	Number 2023 Monthly	2023 Exec	2023 Weekly	2023
100 +	2	1	-	3
90 – 100	4	1	1	6
80 – 90	6	6	1	13
70 – 80	31	3	6	40
60 – 70	69	2	4	75

APPENDIX 2 Analysis of Profit and Loss and Other Comprehensive Income
Financial Year Ended 31 December 2024

	Care Operating 2024 €'000	Pension Impact 2024 €'000	Care Reported 2024 €'000
Turnover	92,878	-	92,878
Operating expenses	(83,580)	1,605	(81,975)
Administrative expenses	(9,401)	-	(9,401)
Total Expenses	(92,981)	1,605	(91,376)
Operating (deficit) / surplus	(103)	1,605	1,502
Interest income	-	4,030	4,030
Interest payable and similar charges	(62)	(3,363)	(3,425)
Net interest income / (cost)	(62)	667	605
(Deficit) / Surplus for the year before taxation	(165)	2,272	2,107
Other Comprehensive Income	-	8,939	8,939
Total Comprehensive Income for the year	(165)	11,211	11,046



For More Information

Email Us:
information@stewartscare.ie

Call Us:
01 626 4444

Visit:
www.stewartscare.ie

Follow us
Instagram, linkedin and youtube icons

Charity Number:
CHY13177

