

Annual Report 2022

Empowering Inclusion



Stewarts
Per Tenebras Ad Lucem



Enriching Lives

—
We believe in enabling
meaningful life experiences
and choices.

Contents

Section 1

Who We Are → 3

Our Vision, Mission and Values → 4

Chairperson's Address → 8

Chief Executive's Overview → 10

Section 2

Strategic Report → 13

Service User Council → 14

Progressing Our Shared Ambition → 16

New Horizons: Feature Story → 20

Securing the Best Possible Service → 23

Supporting Positive Risk → 34

Our People, Our Culture → 37

Leadership → 40

Our Team → 43

Arts and Events → 46

A Person-Centred Journey: Feature Story → 48

Rebalancing Respite → 50

Enabling a Quality Service → 53

Empowering Opportunities → 56

A State-of-the-Art New School: Feature Story → 60

Strengthening a Service → 63

Delivering Expert Care → 69

Our Board → 72

Governance → 76

Section 3

Directors' Report and Financial Statements → 85

Enriching Lives

Stewarts Care enables an inclusive society for all.

Stewarts Care



Enriching Lives

In 2022,
Stewarts Care
provided support to
over 2,000 people
with an intellectual
disability, autism or
complex needs.

Our Vision, Mission and 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.

Enriching Lives

Our teams are guided by our vision, mission and values.

Our Vision, Mission and Values

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, Inclusion, Respect
and Commitment.



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

On behalf of the Board of Directors of Stewarts Care, I am pleased to present our Annual Report and Financial Statements for 2022.



Ciarán O'Mara
Chairperson

It was another busy year for Stewarts Care as COVID-19 remained a lingering presence before finally withdrawing in 2023. Throughout the year, our teams continued to empower and support the people we serve and to maintain the best possible level of service.

I continue to be immensely impressed by the dedication of our people and I would like to take this opportunity to thank all those who contributed to achieving our vision and mission in 2022.

The culmination of this effort was recently recognised through the awarding of a three-year international accreditation for excellence in employment supports and job development services by the Commission on Accreditation of Rehabilitation Facilities (CARF) International. This award represents the highest level of accreditation that can be given to an organisation and shows Stewarts Care's substantial accountability and conformance to internationally accepted standards that promote excellence in this area.

Of Stewarts Care's many achievements during the year, I am particularly pleased with our progress towards achieving the goals set out in Our Shared Ambition:

Stewarts Care Strategy (2022 –2026). Supported by the leadership of the Executive Management Team, and Chief Executive, Brendan O'Connor, our 1,200+ employees have worked diligently to not only deliver an excellent service, but to also implement plans and take action to improve and enhance the service we offer into the future.

Of the six goals that guide our strategic direction, recent climate emergency events have clearly demonstrated the importance of delivering Goal 6: Performing. This goal focuses on enabling Stewarts Care to be a high performing organisation that is responsive, agile, sustainable, and green. The Board was particularly pleased to see the team's progress towards achieving our green ambitions with the establishment of an Environmental, Social, and Governance (ESG) Committee. We look forward to reviewing the Committee's analysis of Stewarts Care's existing ESG credentials and implementing the changes required to align with the Government's 2030 Climate Action Plan. Delivered in partnership with ARUP Consulting Engineers, an early success for this Committee was an assessment of our energy usage. Several recommendations were proposed by ARUP and implementation of these commenced in early 2023, supporting our concerted effort towards more efficient and sustainable energy usage. Stewarts has a large transport fleet and many properties in our growing portfolio. Everything that can be done to transfer these to sustainable use will be an ongoing focus for the Board.

Perhaps the most significant recent development to the people we serve occurred earlier this year. We warmly welcomed the introduction of the Assisted Decision Making (Capacity) Act in April 2023. The Act establishes a modern legal framework to support decision-making by adults 18 years and over, who may have difficulty making decisions. This is a sea change in thinking that presents new challenges and demands. The Board was impressed by Stewarts Care's preparation for this long-awaited legislation with the establishment of an Assisted Decision-Making Committee and the development of educational resources and training programmes for our employees. Going forward, these initiatives will continue to be delivered across Stewarts Care. Our entire organisation is fully committed to honouring and advocating for the rights of the people we serve, rights which are now firmly enshrined in the Constitution of Ireland, the European Convention on Human Rights, and the United Nations Convention on the Rights of Persons with Disabilities.

As we reflect on 2022, I would like to pay tribute to Stewarts Care's outgoing Chairperson, Gerry Fagan. During his nine-year board tenure, Gerry made an outstanding contribution to the organisation, and we are incredibly grateful to him. His unwavering passion and tireless efforts were instrumental in shaping our organisation's strategic direction. Stewarts Care recognises his invaluable service and looks forward to continuing his work. Personally, I would like to extend my warmest wishes to Gerry for the future and to thank him for his service.

I would also like to take this opportunity to acknowledge and thank my fellow Board members for their ongoing commitment. I am proud to say that Stewarts Care continues to operate to the highest standards of compliance and regulation required by innovative healthcare service providers. The Board has overseen the recent change from a limited company to a Designated Activity Centre (DAC), and the associated changes that comes with this to ensure we comply with company law. In addition, as registered charities, Stewarts Care and Stewarts Foundation are required to conform to the high standards of governance set out by the Charity Regulator. Since joining the Board in 2022, I have been satisfied by the high standard of oversight that the Board exercises and I look forward to continuing to improve this as I begin my tenure as Chairperson. The strategic development and future needs of the organisation are a key focus for the Board, and we are working with the Executive Management Team to improve performance measurement in accordance with best practice.

I am privileged to follow Gerry by taking on the role of Chairperson at such an exciting time for Stewarts Care. I am committed to ensuring we continue to deliver our services within the framework of our corporate and charitable responsibilities, and keeping the interests of the people we serve at the heart of our decision making.

Our progress in 2022 towards our strategic objectives has laid a strong foundation for our ambitious plans. Whilst recognising the challenges we face, I look forward to continuing this trajectory, and to working with our partners to embrace the potential that lies ahead.



Ciarán O'Mara
Chairperson

Chief Executive's Overview

I am delighted to welcome you to our Annual Report 2022. This year's report places particular emphasis on our commitment to empowering inclusion.



Brendan O'Connor
Chief Executive

By empowering individuals with different abilities, to have an enriched life experience, based on their own decisions and life choices, we aim to create a more inclusive society for all.

As we reflect on a year that once again presented significant challenges as a result of COVID-19, I am proud to acknowledge the determination and hard work of our employees. They successfully ensured minimal interruption to the service we provide, whilst also keeping the people we serve, and each other, safe. Although the pandemic is no longer front and centre in our lives, those we lost during the COVID-19 emergency remain firmly in our thoughts. The lessons learned during this difficult period in Stewarts Care's long history will continue to guide our future preparedness.

The Board of Stewarts Care continues to play a vital role in ensuring our teams operate to the highest standards and that we continue to value and adhere to our governance standards. I would like to take this opportunity to thank the Board for their continued commitment to our cause and, to welcome our new

Chairperson, Ciarán O'Mara. Ciarán brings a wealth of experience to the Board of Stewarts Care and has already had a significant impact since joining in May 2022. I look forward to continuing to work in close collaboration with the Chairperson and the Board to ensure our organisation remains innovative whilst continuing to deliver the best possible level of service.

I would also like to express my sincere thanks and gratitude to our recently retired Chairperson, Gerry Fagan for his commitment to the vision and mission of Stewarts Care. During his tenure, Gerry oversaw the delivery of significant projects including steering Stewarts Care through the COVID-19 pandemic, the reconfiguration of children's services and the creation of two Children's Disability Network Teams and supporting the launch of a new Stewarts School. On behalf of all those that continue to benefit from Gerry's guidance, we wish him the very best of luck in his next chapter.

This is an opportunity to recognise and celebrate the successes of 2022. We made significant progress towards achieving the strategic goals set out in Our Shared Ambition: Stewarts Care Strategy 2022 –2026. I am pleased to confirm that 55% of our strategic goal actions have already commenced and the entire Executive Management Team remain committed to achieving each of our strategic goals within the timeframe of the strategy.

Of Stewarts Care's many notable achievements during the year, we are particularly proud of the improvements to our Respite Service. Following a comprehensive review of the service, our teams have successfully eliminated the historic waiting list for this service. Although, we recognise the changes to how we provide this service has reduced service for some, overall, the service is now more equitable and meets the needs of our growing population. The service provided 2,380 respite bed nights in the final four months of 2022 and is now running at 100% occupancy. Maintaining this occupancy is a key priority for the year ahead.

Education has always been a core element of the service Stewarts Care provides and in 2022, there were two major advancements in our service offering. In September, Minister for Education,

2,380

**Respite bed nights provided
in the period September
to December 2022**

Norma Foley launched the new Stewarts School, of which Stewarts Care is patron. This €25 million state-of-the-art educational facility is one of the largest in the country and has been an enormous success for students, teachers, and families alike.

Later in the year, our teams completed the sustainable renovation of the vacated Stewarts School building. This building is now home to Horizons Hub, a Day Service supporting young adults as they transition from a school environment into adulthood.

Partnership is a key component of Stewarts Care's success, and we recognise the ongoing commitment of the HSE to support our work. We also recognise the support and recognition of our partners in the Department of Children, Equality, Disability, Integration and Youth, the Department of Health, and the Department of Education. We look forward to continuing to work in partnership and to continue to challenge ourselves to deliver an enhanced experience for the people we serve.

Stewarts Care will remember 2022 as a year of progression. A year in which our advancement towards achieving our strategic objectives has created firm foundations for growth and development. Together with our partners, we now look towards achieving our vision: to imagine, innovate and create a world of choice with individuals whose dreams and aspirations have no boundaries.



Brendan O'Connor
Chief Executive

Empowering & Enabling

Stewarts Care supports people to have enriched life experiences.

Don't let a stupid
STORM

Empowering & Enabling

We aim to foster a culture of learning and development that supports us to achieve our strategic goals.

Service User Council

Established in 2010, the Stewarts Care Service User Council is made up of directly elected representatives from across Stewarts Care. Resident and Day Services are all represented on the Council.

Stewarts Care



Empowering & Enabling

We deliver a person-centred service to over 2,000 people.

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 influence on the future of the service Stewarts Care provides.

The Council convenes monthly and meets with the Chief Executive and members of the Executive Team quarterly. Representatives advocate for change on a range of topics through internal engagement with Heads of Departments in Stewarts Care and external partners including Local Authorities, elected officials, and public bodies.

Over the past 13 years, Service User Council representatives have successfully campaigned for infrastructural improvements both within Stewarts Care and in the wider community.

We would like to take this opportunity to congratulate the Council on their achievements throughout 2022. The Council were effective in raising and addressing a broad spectrum of issues that affect everyone in Stewarts Care and represented their peers with enthusiasm and dedication.

Service User Council Achievements in 2022:

- | | |
|---|---|
| → After successfully campaigning to South Dublin County Council and Councillor Derren Ó Brádaigh, a pedestrian crossing was installed in Palmerstown Village. The entire community can now safely cross the busy road. | → Two Council representatives were elected to join the Communications and Fundraising Oversight Committee of the Board of Stewarts Care. |
| → The issue of potholes around the Palmerstown area was raised with Stewarts Care's management and a plan is now in place to repair these throughout 2023. | → Two Council representatives were elected to join the Quality, Safety, Risk and Policy Committee of the Board of Stewarts Care. |
| → A request for an increase in the number of buses for residential and community homes was lodged with Stewarts Care's Transport Team and a resultant review of the transport provision based on service need is ongoing. | → Installing real time information displays and shelters at bus stops that are used regularly by everyone served by Stewarts Care remains a priority. The Council continues to communicate with the National Transport Agency on this matter. |

Progressing Our Shared Ambition

Our strategy guides our organisation towards becoming a recognised leader in health and social care, renowned for our commitment to supporting people to have enriched life experiences.

Stewarts Care Strategy (2022- 2026)

Reporting on the first year of our strategic four-year plan, we are proud to have commenced 55% of our identified actions.

Monitoring progress over the lifetime of the strategy will be key to ensuring we are on the right track towards delivering the right service and maximising our potential to provide optimal supports to the people we support.

We are acutely aware of the significant work ahead to implement all our strategic goals and we are committed to advancing these further in the coming year.

📄 Download the full strategy at
www.stewartscare.ie/strategy



● 46 Sub Actions commenced
● 37 Sub Actions not yet commenced

6

Strategic Goals

28

Actions

83

Sub Actions

Strategic Goal 1:

Enriching

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

Strategic goal one focuses on providing the right service, for the right person, at the right time. In 2022, our teams advanced towards achieving this goal by completing:

- The publication of the Person-Centred Supports Policy and accompanying easy-read version.
- The rollout of person-centredness training to 128 employees.
- A satisfaction survey for all residents and day attenders.
- Planning permission for the redevelopment of the Stewarts Care Equine Therapy Centre.
- Two new community homes to support five residents.
- The appointment of a Clinical Nurse Specialist (CNS) in Dementia.
- 211 compliances across 34 HIQA inspections.
- Preparations for the implementation of the Assisted Decision-Making (Capacity) Act 2015 through HSE LanD training and information campaigns.
- HSE CREATE Project research funding to establish an Assistive Technology Programme and identifying 34 people to receive assistive technology supports.

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. In 2022, our teams advanced towards achieving this goal by completing:

- The appointment of an Advanced Nurse Practitioner, supporting a new model of MHID health promotion, the first ever such role in Ireland.
- The introduction of a Community Nursing Team, following the reconfiguration of the existing nursing model and resources, to optimise nursing support in community homes.
- The approval of nine research proposals by the Research Ethics Committee.



**128 employees
completed person-
centredness training**



Strategic Goal 3:

Sustaining

To put Stewarts Care on a sustainable financial footing.

Strategic goal three focuses on ensuring our organisation has the financial resources required to provide a world-class service. In 2022, our teams advanced towards achieving this goal by completing:

- Enhanced pension documentation.
- The appointment of a new professional trustee chair in October 2022.
- The introduction of Soldo cards to reduce the levels of cash orders by 95%.
- Enhancement of reporting and management of total costs per month vs budget costs.

Strategic Goal 4:

Influencing

To become a positive and influential voice for our sector.

Strategic goal four focuses on finding our voice and using it to effect change on behalf of the people we serve. In 2022, our teams advanced towards achieving this goal by completing:

- A comprehensive Annual Report which was delivered to more than 350 key stakeholders and available to the public.
- The provision of support to 11 CH07 PDS Family Forums, for 568 family representatives in partnership with the HSE, Enable Ireland, Kare and the Central Remedial Clinic.
- Numerous public relations and social media campaigns which share the voice of the people we serve with key decision makers.
- Enhanced communications and marketing support across online and offline channels supporting recruitment and retention.



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 five focuses on enabling people to reach their full potential. In 2022, our teams advanced towards achieving this goal by completing:

- Our first international recruitment campaign for Health Care Assistants.
- Multi-site recruitment open days with on-the-spot interview opportunities for quick turnaround to onboarding.
- The implementation of the HSE's Dignity at Work Policy.

Strategic Goal 6:

Performing

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

Strategic goal six focuses on enabling our organisation to meet the ambitious targets we have set ourselves. In 2022, our teams advanced towards achieving this goal by completing:

- The establishment of a new Environmental, Social and Governance (ESG) Committee.
- An accepted application for the Commission on Accreditation of Rehabilitation Facilities (CARF) accreditation.
- An assessment of organisation wide energy usage with ARUP Consulting Engineers.
- Significant upgrade works to the swimming pool plant room, enhancing efficiency and functionality.

New Horizons

Stewarts Care



As they take the step from the safety of a school environment into the wide world of adulthood, leaving school is always a difficult time for young adults.

For Oreoluwa Osetade, or Ore as she prefers to be known, this was a particularly tough change to make. However, with the support of her team, she has found her place in the Horizons Hub and is developing life skills to help her face her future with confidence.

In 2022, Stewarts Care officially opened the Horizons Hub in Palmerstown. The new hub was established to support young adults as they finish school and take that milestone first step into adulthood. The hub provides opportunities to experience a variety of potential new day service programmes. The development of this new service was made possible through significant collaboration between our Facilities and Estates, and Day Services Teams and the support and funding from the HSE.

When the hub opened, Ore was one of 32 young people welcomed into the new service. Up until Ore's move into Horizons, periods of change had been quite a struggle for her.

Ore's senior years in school were difficult. She preferred a quiet, minimalistic environment and was most at ease when in a room on her own. Typically, Ore's school day would last just two hours and she mostly avoided interaction with other students.

As Ore neared the end of her time in school and began her move to Day Services in Stewarts Care, her family and support team began to put a transition plan in place to ease the anxiety of the upcoming change.

As a result of COVID-19 restrictions, there were several delays to the opening of the Horizons Hub. Ore had originally moved to the now retired Balgaddy Day Services where she was supported by her team to become familiar with her new environment. Continuity and routine are very important for Ore to feel safe and secure. So, while she understood she was now in adult services, she continued to wear her school uniform.

The transition was very gradual and led by Ore herself with the support of her team. Building relationships and trust, and opening up new opportunities to grow and learn, enabled Ore to expand from two hours up to six hours. Initially, Ore only engaged in room-based activities, over time this developed into short walks with her immediate team. Eventually, she progressed to more involvement in her direct community and participation in group activities.

Together, Ore and her team developed an individualised timetable, enabling Ore to use this visual schedule to navigate each day's activities, retaining the continuity and routine she found comforting but empowering her to shape her day and partake in activities of her own choosing.

With a Multi-Disciplinary Team (MDT) approach, Ore continues to grow as a young adult in Day Services. Support plans were developed, giving everyone clear guidance to enhance Ore's experience of day services in both Stewarts Care and in the community.



“Ore’s transformation in her day service has been amazing to witness. It has been a wonderful and humbling experience for us all to work together and support Ore on her journey, we can’t wait to see what lies ahead for her.”

Áine Kelly, Team Member

In September 2022, after months of preparation and visits to the new building, Ore moved to Horizons Hub in Palmerstown. This transition was a world apart from her first move into Day Services as Ore had developed the skills to help her manage this significant change and she was supported by a team she was familiar with.

The first thing Ore did when arriving in Horizons was to decorate her new room!

Ore happily takes full advantage of all the facilities in the Horizons Hub. She uses the kitchen to bake and cook and readily shares her masterpieces with all the gang there. She thoroughly enjoys the beauty room where she is learning about beauty therapy, with the aim of becoming a hairdresser one day. Ore spends lots of time practicing her wash and blow dry skills on her team, or anyone else who is in sight!

During her time in Horizons, Ore has developed a love for music and dance and practices new choreography that she and her team put together and perform at social gatherings in the Hub.

The Hub’s location right beside Waterstown Park and the Sports and Adapted Physical Activity (APA) Centre means that Ore has plenty of opportunity to be active and she regularly engages in swimming and gym sessions, as well as being a member of the Special Olympics APA programme, Operation Transformation, and the Stewarts Walking Club.

Another significant development has been Ore’s newfound love of horses. She travels to the Stewarts Care Equine Therapy Centre in Kilcloon, Co. Meath each week, and while she was initially hesitant to take part in the sensory grooming sessions, now she hops up into the saddle independently straight away and thoroughly enjoys riding around the arena.

Ore has taken part in the Planning Alternative Tomorrows with Hope (PATH) Programme as part of Person-Centred Planning and proudly displays her PATH on the wall in her room. This is a creative planning tool that uses both process and visual graphics to visualise different futures and to plan backwards to create steps to make the vision become a reality.

Ore has identified her life goals, or her “North Star” and is working towards achieving them. This involved completing her ASDAN certificates in Sports and Leisure and Sensory Baking. She cannot wait until her graduation ceremony where she will be able to throw her cap in the air in front of her family and friends and celebrate her many achievements to date!

Securing the Best Possible Service

Stewarts Care is committed to empowering the people we serve through providing the best possible service. Our Corporate Services Team leads our efforts to secure the best properties for those we support.

A Place to call Home

Stewarts Care's residential portfolio comprises of 94 properties, providing a home to over 258 people. Our properties are a mix of types ranging from one bed apartments to large eight bed houses.



- 29 homes in our Palmerstown community
- 40 homes in communities across West Dublin, Meath, and Kildare
- 12 independent living homes in partnership with Approved Housing Bodies (AHBs)
- 4 homes on long term lease from the HSE
- 4 respite homes across Kildare and Meath
- 2 homes rented from the private sector
- 2 social housing homes in partnership with South Dublin County Council
- 1 holiday home in Kinvara, Galway

As part of our commitment to enable the people we serve to live as independently as possible, and with the support of strategic partners, in 2022 we added four new homes to our property portfolio:

- **Maynooth, Kildare** – a four bed detached bungalow with a separate adjacent apartment.
- **Prosperous, Kildare** – a four bed semi-detached house.
- **Clane, Kildare** – a two bed apartment.
- **Clondalkin, Dublin** – a one bed apartment for our Supported Independent Living Programme, delivered in partnership with Tuath Housing Association, through South Dublin County Council.

New Allocations

Throughout 2022, we actively engaged with South Dublin County Council and successfully secured the allocation of seven properties. These properties include three units in a new age friendly development in Sally Mills, Clondalkin, two apartments in Floraville Lodge, Clondalkin and two apartments in Palmers Gate, Palmerstown. These properties are due to be ready for occupation in 2023 and will provide a home to current residents in our Palmerstown community and participants in the Supported Independent Living Programme.

Maintaining our Homes

Our residential portfolio requires continuous investment to ensure that we provide safe homes where residents can enjoy a good quality of life.

Our Facilities and Estates Team maintains our property portfolio and works carried out in 2022 included:

- 9 new bathrooms installed.
- 13 homes repainted.
- 13 kitchens renovated.

The Stewarts Care Home Improvement Team, established in 2021, continued to upgrade and maintain our homes in the community throughout 2022. Many homes received little to no improvement works since purchase and suffered from intensive wear and tear throughout the COVID-19 years when ongoing maintenance was limited. This included the refurbishment of 13 community houses, four more than in 2021.

Home improvement works included essential upgrades to kitchens, bathrooms, radiators, fire alarm systems, windows, carpets and flooring, painting and decorating, and landscaping to provide appropriate outdoor spaces.

The team also completed an extensive upgrade of our respite home, Ferrier House.

As many of our homes have now undergone substantial improvement work, we look forward to a more normalised maintenance schedule in 2023.

9,138

In 2022, our Facilities and Estates Team resolved 9,138 requests for support.

SPOTLIGHT ON OUR FIRE SAFETY TEAM

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

In 2022, the team delivered:

- In person Fire Safety Awareness training for 69 employees
- On-Line Fire Safety training via ClickHSE for 256 employees
- Fire Safety Practical Training for 464 employees
- On-Line Fire Warden Training for 66 employees
- Ski Pad Training for 40 employees

Facilitating our Work

Our Facilities and Estates Team is also responsible for the maintenance and upgrading of the entire property portfolio. This includes 27 non-residential properties, comprising of 323,664 sq. ft of small office units, large corporate offices, large school buildings, the Stewarts Care Sports and Adapted Physical Activity Centre, an Equine Therapy Centre, community hubs and other specific purpose buildings. These properties comprise 20 owned and seven leased buildings.

Major projects carried out by the Facilities and Estates Team in 2022 included:

- Repurposing a former school building into Horizons Hub, a new day service for school leavers.
- Remedial works to our Lucan Hub to ensure that it meets the highest safety standards.
- Creating a new hub in Orchard Lodge, Clondalkin consisting of a common area with a kitchenette, a sensory room, a wet room and toilets.

500+

Over 500 devices were upgraded or replaced with Windows 10 and Windows 11 devices.

1,200+

Single Sign On (SSO) was introduced to over 1,200 employees to allow easier, more secure access to the Stewarts Care Network.

Information & Communications Technology (ICT)

The Stewarts Care ICT Team oversees our technology infrastructure to ensure an efficient operating environment, and to enable effective communications and information management. ICT handle tasks such as setting up and maintaining computer systems, managing networks, ensuring data security, providing technical support to employees, and implementing software and hardware solutions.

This year the ICT department concluded two major projects that commenced in 2021:

1. ICT Infrastructure Replacement Project


Moving to a new cloud-based infrastructure has ensured a more efficient and responsive ICT infrastructure, offering enhanced productivity and flexibility with increased capacity for our team to work from a variety of locations. Devices were also enrolled onto a new platform, increasing our ability to enforce stringent security policies which reduce the risk of cyber threat.

2. Electronic Healthcare Records System

Eclipse, our new EHR System was launched in March 2022 offering improved data and information management. The system allows users to efficiently store, organise, and retrieve case-related data and information. The reporting functionality of Eclipse allows our management teams to extract data which serves as a foundation for informed decision-making, ultimately enhancing the support provided to the people we serve.

Network Upgrades

Work was also undertaken to upgrade our internet connection from 250MB to 1GB. This upgrade will increase productivity, improve collaboration, allow scalability, enable faster backups, enhance user experience, provide support for emerging technologies, and future-proof the organisation's network infrastructure.



The Stewarts Care Home Improvement Team, established in 2021, continued to upgrade and maintain our homes in the community throughout 2022. This included the complete refurbishment of 13 community houses, four more than in 2021.



Sports and Adapted Physical Activity Centre

The Stewarts Care Sports and Adapted Physical Activity (APA) Centre is a community resource available to more than 2,000 people who are supported by Stewarts Care, and over 2,500 members of the public.

The team is committed to providing an inclusive fitness experience with a state of the art, fully accessible, APA gym and a 25-metre hydrotherapy swimming pool with both seated and supine entry hoists to aid access as required. Our changing facilities include purpose-built accessible rooms with ceiling tracking for those who require additional support.

In 2022, there was a minor investment in cutting-edge cardiovascular and strength training equipment in order to accommodate increasing demand and enhance the gym offerings. The new machines enable a quality gym experience for all abilities.

For the second year in a row, Stewarts Care's Sports and Adapted Physical Activity Centre received the National Quality Standards (NQS) Award, achieving the accolade of 'Outstanding Achievement' Award.

2022 Figures

Adapted Physical Activity Sessions	15,247
Children's Swim School Enrolments	5,595
Adult Gym Memberships	780

Empowering & Enabling

Stewarts Care delivers a comprehensive range of inclusive activities.

2022 Active Initiatives

Operation Transformation Online Leader –

Una Coates, an APA participant, was selected to be an Online Leader on the RTÉ hit show, Operation Transformation. Una was supported by the APA team with gym and pool sessions as well as aqua aerobics. The team hosted a 5km walk in Waterstown Park to simulate the experience Una would have in the Phoenix Park. Una's involvement in the show inspired the people we serve and employees alike to get active and take steps to improve their physical and mental wellbeing.

Sláinte le Stewarts – In March, Stewarts Sports and APA Centre hosted their annual health promotion poster competition. They received 29 entries across 3 categories:

- How to Exercise Outside of the Gym.
- Healthy Body = Healthy Mind.
- Benefits of Healthy Eating.

Stewarts Summer Olympics – 250 APA participants took part in this inclusive multi-sport event with 35 teams representing different countries. The day ended in a highly competitive mixed ability relay race.

Stewarts Swim Gala – The annual swim gala returned in September 2022 with 88 swimmers participating across 10 events. The event provided participants an opportunity to train towards and experience a gala environment, showcasing their abilities in front of a gallery of spectators and supporters.

SPOTLIGHT ON OUR STORES TEAM

Our Stores Team provides medical, stationery, cleaning, domestic and general products to our residents' homes, schools, Day Service hubs, restaurants, kitchens, commercial enterprises, and corporate offices. In light of the continued presence of COVID-19 in 2022, the provision of PPE was an ongoing task for the Stores Team throughout the year.

5,000+

email requests for goods

1,596

deliveries

500+

different items stocked



Millies @Stewarts

Following the successful launch of Becks @Stewarts in 2021, Millies @Stewarts opened in August 2022 in the Rossecourt Resource Centre. Millies was named after Melissa Carroll. Known to her friends and family as Millie, she came to the Mill Lane Training Centre at the age of 18. She progressed to the Beehive Weaving Centre, and later moved to Rossecourt where she added to her many skills and further developed her education. Millie had many happy years in Stewarts Care but unfortunately, she became an early victim of COVID-19 and passed away in April 2020. She is greatly missed by her family and friends in Stewarts Care and is now lovingly remembered in Rossecourt.

Empowering & Enabling

We believe in improving access to services.

SPOTLIGHT ON OUR CATERING TEAM

Our Catering Team supplied over 153,360 meals in 2022. The team also provides household groceries and fresh food supplies to 27 residential homes and 53 Day Service areas.

The team is committed to providing a wide selection of high quality, nutritious meals for the people we serve and Stewarts Care employees while maintaining high standards of production, hygiene and service.

In 2022, 25,766 customers visited the d'Cafe, Palmerstown restaurant. Following a visitor survey, opening hours were amended and a selection of events catered for including special music nights, and St. Patrick's Day, Valentine's Day and Christmas dinners.

The Catering Team barbequed 2,500 burgers and 2,500 hotdogs at community events throughout the year.

In 2022, d'Cafe restaurant kept our people going with:

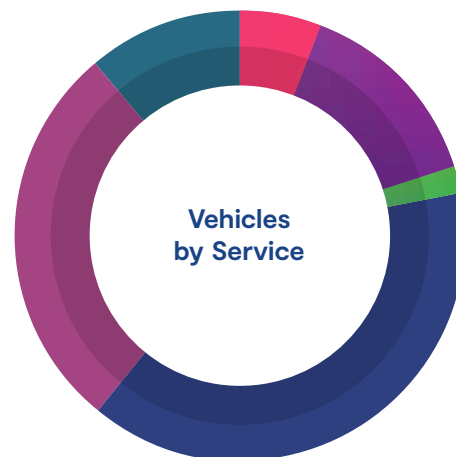
- 3,000 breakfasts
- 2,500 cappuccinos
- 1,500 slices of toast
- 2,500 cups of tea

Driving Our Service Forward

Our Transport Team supports the daily transport needs of all those who benefit from our service. In 2022, the team managed and maintained Stewarts Care's fleet of 97 vehicles. This included 27 newly purchased vehicles to meet the increasing needs of the population. The availability of accessible transport enables the people we serve to access services and to have enriched life experiences of their choosing, including:

- Visits to family and friends across Ireland.
- Supported breaks to the Stewarts Care holiday home in Kinvara, Co. Galway.
- Trips to parks, beaches and other recreational facilities.
- Trips to community based social, educational, training and recreational activities.

Fleet Overview



Day Services	39%
Community Residents	28%
Support Services	14%
Campus Residents	11%
Grounds Vehicles	6%
Stewarts School	2%



Empowering & Enabling

We support people to build meaningful connections.

Wheelchair Clamp Training

The secure clamping of wheelchairs in our vehicles is a pre-requisite to safely transport the people we support. During 2022, four employees received a qualification in wheelchair clamping in partnership with Motability Ireland. In turn, these employees have trained over 50 of their peers in how to safely clamp wheelchairs in our vehicles, and we will continue to roll out this training in 2023.

Keeping our Data Safe

Stewarts Care is committed to safeguarding the data protection rights of individuals and upholding the principles of transparency, accountability, and security of data.

We demonstrate compliance with our data protection regulatory obligations by conducting regular training for all staff, completing risk assessments including DPIAs, having in place appropriate technical and organisational measures to ensure the protection of personal data, and having effective regulator engagement.

In 2022 Stewarts Care completed:

- 1 Policy affecting data protection.
- 2 Standard operating procedures.
- 5 DPIAs.
- 2 Subject Access Requests.

Stewarts Care demonstrates compliance with the Freedom of Information Act 2014 by providing training for all staff and responding to Freedom of Information requests within the stipulated, statutory time limits. In 2022 Stewarts Care received ten Freedom of Information requests.

SPOTLIGHT ON OUR COMMUNICATIONS TEAM

Stewarts Care's Communications Team was established in April 2022 to build the communications competency of the organisation. The team is also responsible for enhancing the organisation's profile, delivering key messages both internally and externally, and developing and delivering stakeholder engagement initiatives.

Our aim is to become a positive and influential voice for our sector. The Communications Team is dedicated to enabling Stewarts Care to use its voice to effect change on behalf of the people we serve.

With over 1,200 employees in multiple locations, we recognise the important role played by internal communications. Our team is committed to enhancing the internal communications capacity of Stewarts Care and we do this through driving engagement with our vision, mission and values, and using the most effective internal channels to ensure our teams have the right information at the right time.

In 2022, the Communications Team provided strategic communications guidance and support to teams, internal committees and working groups on a variety of campaigns including health promotion, fundraising, and the enactment of the Assisted Decision Making (Capacity) Act.

In 2022, the team's achievements included:

- Project management and strategic communications guidance on the continued development of Progressing Disability Services (PDS) in CH07.
- A dedicated internal and external promotional campaign for the launch of Our Shared Ambition: Stewarts Care Strategy (2022-2026).
- A successful PR campaign supporting the launch of the Stewarts School with Minister Norma Foley and then Mayor of South Dublin, Emma Murphy.
- The production of Stewarts Care's first full Annual Report and Financial Statements.
- A comprehensive audit of the organisation's digital marketing activity.
- The introduction of a dedicated internal communications function.
- Promoting brand awareness through various departmental initiatives.
- Delivering consistent messaging and branding to build trust.
- Providing support to the People & Culture Team through the development of recruitment and retention campaigns.



Empowering & Enabling

Stewarts Care believes in a world without boundaries.

SPOTLIGHT ON OUR FUNDRAISING TEAM

Our Fundraising Team supports our mission to empower and support individuals with different abilities to have an enriched life experience based on their own decisions and life choices. They do this through coordinating multiple fundraising events and initiatives throughout the year. Our fundraising activity is managed by the charitable body Stewarts Foundations CLG.

In 2022, our Fundraising Team launched a major new appeal to raise €1.5m for the expansion and development of the Stewarts Care Equine Therapy Centre in Kilcloon, Co. Meath. The development aims to bring a world-renowned equine-based therapy to children and adults with intellectual disabilities and autism. Plans include a purpose-built accessible play therapy facility, outdoor sensory trail, new stable block, arena and 12 additional therapy horses.

Work is also underway to develop a comprehensive fundraising and development programme across online giving, grants, events, legacy giving and corporate partnerships.

Empowering & Enabling

We believe in providing full access to community resources.



2022 Highlights

Our Annual Golf Classic took place once again in Lucan Golf Club, where we welcomed 42 teams on course for a day of competition and fun. The event raised over €22,000 and all proceeds went towards developing the Stewarts Care Equine Therapy Centre in Kilcloon.

We were delighted to welcome 190 employees from Irish Distillers to Palmerstown for their CSR “Responsib’All” Day 2022. The team of volunteers took on the task of creating a new activity area that includes crazy golf, picnic space, an all-weather multi sports area and raised beds. The group’s work has already had a huge impact on the people we serve, and the new space has proven extremely popular.



SPOTLIGHT ON OUR SEWING TEAM

In 2022, our Sewing Team completed 15,589 projects for residents including:

- Marking 12,613 pieces of clothing with initials.
- Repairing 173 items of clothing.
- Altering 387 pieces of clothing.

15,689

Our Sewing Team completed
15,689 sewing related jobs in 2022.

Annual Report 2022

2022 Fundraising Impact

Monies raised in 2022 directly funded:

- 11 Arts and Events Committee activities for the people we serve. These events were held throughout the year and included an Easter egg hunt, outdoor movie screenings, Halloween and Christmas parties.
- The purchase of a mobile coffee truck to support future activities and events.
- The purchase and installation of digital technology equipment for a new Day Service, Horizons Hub.
- The purchase of additional sensory equipment and the creation of a sensory room, including a cinema projector for Dóchas Lodge, our children's respite home.

Charities Governance

Good governance is central to the fundraising activities of Stewarts Care and throughout 2022 the team reported to the Communications and Fundraising Oversight Committee of the Board. In the annual return filing on 28th October 2022, it was determined that Stewarts Care was in full compliance with all sections of the Charities Governance Code, and met the Additional Standards as established by the Charities Regulator.

Stewarts Care's Risk Team continues to develop and encourage a positive risk culture, where the quality of life for the people we serve, alongside new experiences for growth and learning, are prioritised and balanced with carefully planned and documented risk controls.

The team continued to conduct risk audits in all Designated Centres to measure compliance towards Regulation 26 (Risk Management Procedures) of the Health Act 2007 (Care and Support of Residents in Designated Centres for Persons (Children and Adults) with Disabilities) Regulations 2013.

The Risk Management Policy and Incident Management Policy were both reviewed, approved, and disseminated in 2022 as per the Schedule 5 policy requirements set out by HIQA and the Health Act 2007.

Work continued to enhance the functionality of the Stewarts Incident Management System (SIMS), with the launch of a new user-friendly dashboard to enable staff to directly log incidents on the system and easily monitor logged incidents in their location.

Our Risk Team continues to chair the National Risk Forum of Disability Services, which now has over 20 members representing major disability organisations across Ireland. Developed in 2021, the Forum successfully enables inter-agency sharing of policies, procedures, innovation, and knowledge across all members.

Ongoing Risk Training

Our team continued to provide monthly Risk Assessment and Management Training for all staff to ensure Persons-In-Charge (PICs), Managers and employees were aware of, and know how to identify, assess, manage, and monitor risk in their respective locations.

Specific Risk Register Training for PICs continued throughout 2022, supporting our teams to develop and maintain their own Designated Centre Risk Registers.

The delivery of SIMS Workshops for Managers continues to ensure Managers can develop appropriate action plans aimed at preventing or reducing the likelihood of the same type of incident recurring.

As the COVID-19 pandemic continued to be prevalent in the community, the Risk Team reviewed and disseminated the "COVID-19 Transitional Response Plan", a user-friendly template for Managers across services to document and provide guidance to staff to protect themselves and others from the spread of COVID-19.

Monitoring our performance

Total incidents logged on the Stewarts Incident Management System (SIMS) increased from **1,552** in 2021 to **1,990** in 2022. This increased year-on-year trend is a positive indicator of an enhanced incident reporting culture and increased organisation-wide learning. The increase can also be attributed to COVID-19 infections which Stewarts Care is obliged to report as incidents.

The lowest number of incidents recorded was in the month of December 2022 (**108**) while the highest incidents recorded occurred in March 2022 (**300**).

2022 Risk at a Glance

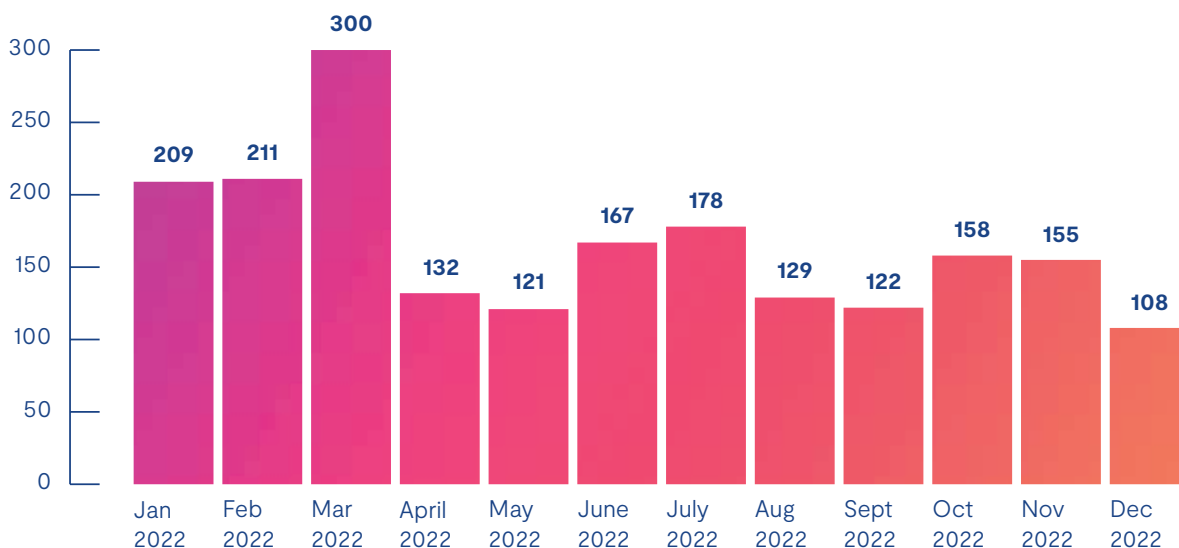
The leading incidents reported in 2022 were:

- Violence and Aggression (**401** incidents) up from 348 in 2021.
- Slips/Trips and Falls (**217** incidents) down from 225 in 2021. There were 10 staff related incidents, 177 incidents related to residents and 30 related to day attenders.
- Self-Injurious Behaviour (**120** incidents) down from 185 in 2021.

These three incident types accounted for over one third of all reported incidents in 2022.

There was a marked increase in the number of medication related incidents, from **98** in 2021 to **141** in 2022. These errors are automatically notified through the Stewarts Incident Management System (SIMS) to the Director of Nursing. The Risk Team provides monthly medication incident trend reports to members of the Medication, Safety and Therapeutics Committee which consists of GPs, Senior Nurses, Programme Managers and Pharmacists.

Number of Incidents



Summary of Incidents by Severity

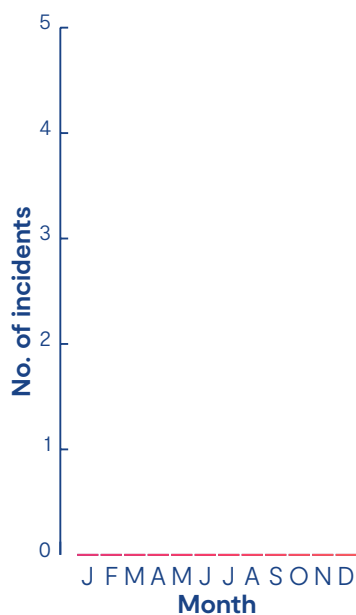
In 2022 there were:

0	Category 1 (Extreme/ Major-rating) incidents recorded (0 in 2021).
22	Category 2 (Moderate rating) incidents recorded (15 in 2021).

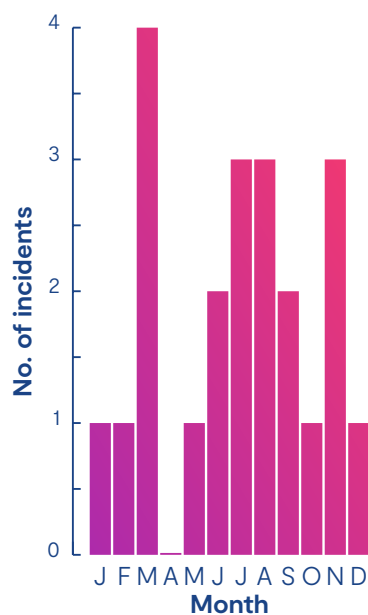
1,961	Category-3 (Minor/ Negligible) incidents (1,531 in 2021).
7	Not Rated incidents (6 in 2021).

Extreme/Major

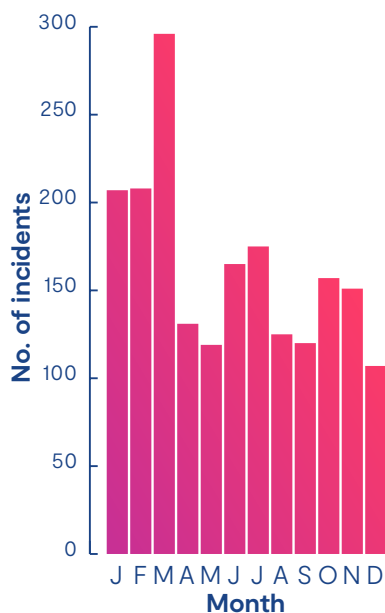
Stewarts Care



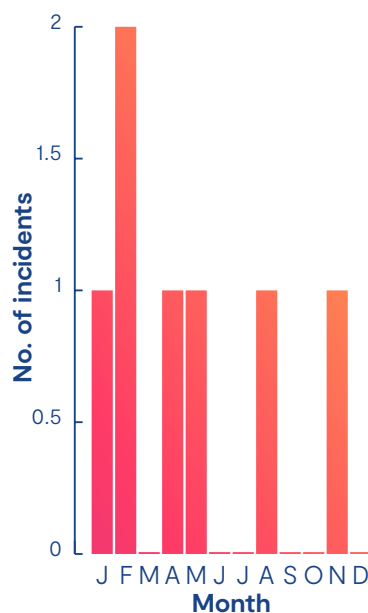
Moderate



Minor/Negligible



Not Rated

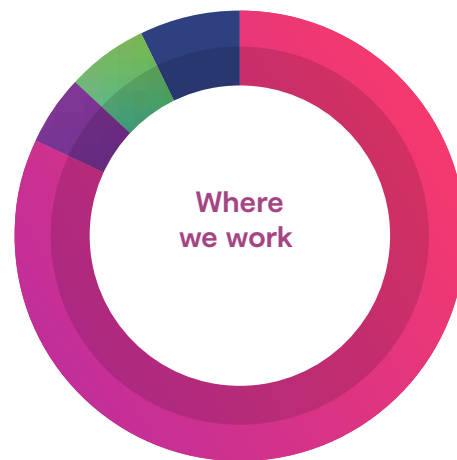


Our People, Our Culture

Stewarts Care puts the person at the centre of everything we do. Our team of over 1,200 employees shares our mission to empower individuals with different abilities to have an enriched life experience based on their own decisions and life choices.

Stewarts Care's People and Culture Team aims to develop a workforce that encourages courageous and informed decision making by all who contribute to the ongoing development of the organisation.

We firmly believe in cultivating a culture of continuous learning and development, empowering each team member to strive for excellence and contribute to the realisation of our strategic goals.



82%

of Stewarts Care employees work in front line care and nursing roles.

● Frontline Care (including Nursing)	863
● Management Admin	78
● General Support	67
● HSCP	49
Total Whole Time Equivalent Employees	1,057

Recruitment

In 2022 we were delighted to welcome 237 new colleagues to Stewarts Care. Drivers for this recruitment included the expansion of our Day Service School Leaver Programme, increased numbers of new community homes, the growth of our two Children's Disability Network Teams, and the development of support services such as Communications and Quality, as well as replacements due to natural attrition and retirements.

In response to the challenges faced by recruitment across the healthcare sector, we hosted a number of successful Open Day campaigns throughout the year and embarked on international recruitment activity, in conjunction with our recruitment partners, CPL Healthcare. Our international recruitment campaigns focused on recruiting clinicians across all therapeutic disciplines for our Children's Disability Network Teams (CDNTs) and qualified front-line healthcare workers. We proudly welcomed our first international colleagues in January 2023.

Our recruitment efforts were supported by a concerted employee branding project, including a promotional video, showcasing the benefits and opportunities of working in Stewarts Care and a redevelopment of our digital assets.

Promoting Diversity

Stewarts Care is committed to being a great place to work, where everyone can develop to their full potential and work together in a supportive and inclusive community that values individuality and difference.

Pride

In June 2022, Stewarts Care supported Pride Month with inclusive celebrations in multiple locations across the organisation. As an ongoing declaration of our commitment to fostering a diverse and inclusive culture, the Pride flag was hoisted outside the Main Administration Building and the Sports and Adapted Physical Activity Centre.

Gender Representation

The first Stewarts Care Gender Pay Gap report was produced at the end of 2022 in line with the requirements laid out in the Gender Pay Gap Information Act, 2021.

At the time of the snapshot in June 2022, Stewarts Care recorded a higher proportion of female employees, reflective of the gender balance experienced across health and social care professions and an overall pay gap of 3.6%. This gap was significantly below the reported national average of 13.9%.

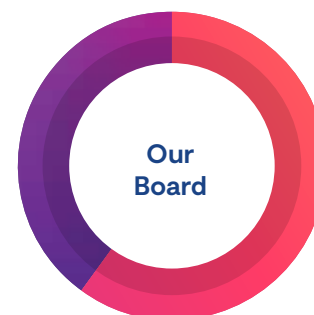
As an equal opportunities employer, Stewarts Care continues to promote a culture of equality and aims to provide genuine equality of opportunity to all employees.



● Male 4 25%
● Female 12 75%



● Male 4 44%
● Female 5 56%



● Male 6 60%
● Female 4 40%

Reaching our Potential

Stewarts Care values learning and commitment to continuous development. Supported by our Learning and Development Team, approximately 80 employees received funding to support further study relating to their current role and their personal career objectives. These included:

- 24 employees from across Resident Services and Day Services were approved to start or continue their studies in Social Care and Healthcare related courses.
- Six employees were supported to study for a degree in Continued Disability Studies.
- Nine employees appointed to people management roles were supported to complete a QQI Level 6 Effective People Management course.
- 1 employee completed a Project Management degree.
- 1 employee completed their QQI Level 9 Healthcare Innovation.

Other examples of investment in professional and skills development included:

- Stewarts Care successfully secured funding from the Nursing and Midwifery Planning and Development Unit to support Nursing colleagues in progressing their professional education in areas such as Ageing Health & Wellbeing in Intellectual Disability, Dementia, Nursing (Advanced Leadership), MSc. Clinical Health Sciences Education, Infection Prevention & Control Nursing, and MSc Specialist Nursing for Future Healthcare.
- In addition, a number of employees were supported to complete a variety of short courses designed to enhance specific skills and knowledge, including Palliative Care in Intellectual Disabilities, Cancer Education, Equine Assisted Activity Practitioner, and Energy Management.
- 128 Day Service employees attended a person-centredness training session in 2022. Further Person-Centred Awareness training is being delivered in 2023 across other front line care areas and to senior managers across all areas of the organisation.

- In 2022, HIQA Regulations in Context training was delivered to 53 Persons in Charge, Social Care Workers and other key postholders across all management and support functions. Five, three-day courses were delivered during the year.

Our continued investment in employee development has shown return throughout the year, not only through better practices but also in the number of employees who were successful in securing promotions. Approximately 60 employees were promoted during 2022.

A new way of learning

Our Learning and Development Team continued working with in-house subject matter experts and trainers to review courses traditionally delivered in the classroom. Our team is now in the process of transferring suitable courses to online facilitation or blended learning sessions. The move to online training, where appropriate, has provided greater accessibility and flexibility for employees to complete best practice or role specific courses in addition to maintaining compliance in mandatory training modules. For example, our Fire Safety Training moved to an online platform in May 2022 and was completed by 256 colleagues before the end of the year. Our Positive Behaviour Support course followed and has been delivered online since early 2023.



Leadership

Stewarts Care's Executive Leadership Team is responsible for the rollout and delivery of our strategy and for overseeing our day-to-day operations.



Brendan O'Connor
Chief Executive

Brendan joined Stewarts Care in 2001 and has been Chief Executive since December 2016. Previously, he held a number of management roles across the organisation. During his time as 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 in 2019. 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).



Kevin Dempsey
Director of Corporate Services

Kevin joined Stewarts Care in 2020 as Director of Corporate Services. Kevin holds a B. Comm 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's responsibilities include managing and growing Stewarts Care's property portfolio. He is also responsible for Facilities and Estates, Risk, Data Protection, our Sports and Adapted Physical Activity Centre, Transport, Laundry, Stores, Household and Library. In addition, Kevin is leading out on Stewarts Care's ESG and Go Green Transformation strategies.



Sandra Duffy
Head of Human Resources

Sandra joined Stewarts Care in 2020. She is Head of People and Culture with responsibility for the Human Resources and Learning & Development functions. Sandra has 25 years' experience in HR, having previously held roles in aviation, retail, and financial services organisations. Most notably, Sandra held the position of Head of HR with Stobart Air where she worked for 18 years before moving into the charity sector. She holds a Diploma in Marketing and Languages, a Diploma in Personnel Management, a Masters in Human Resource Strategies from Dublin City University, and a Diploma in Project Management. She is a member of the Chartered Institute of Personnel and Development (CIPD) and a volunteer Board Member of the Irish Foster Care Association.



Aidan Farrell
Director of Care –
Resident Services

Aidan joined Stewarts Care in 1998 as a member of our care team. He is currently Director of Care with responsibility for Resident Services. Previously, Aidan held various roles across Day and Resident services, including as Staff Nurse, CNM2 Person in Charge (PIC), 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.



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 experience managing teams from less than 10 persons to over 500 and brings a strong management focus to our organisation. Paul is a business graduate of Trinity College, Dublin.



Maria Kavanagh
Director of Nursing

Maria joined Stewarts Care in 1996 and has been a qualified Registered Nurse in Intellectual Disability for 24 years. With a background in social care, 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.



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. She has over 26 years' experience in the disability sector and has previously held a number of senior roles across the organisation. She has been a member of our Executive Team since 2015. 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 a multidisciplinary, multi-agency approach to evolving our programmes in order to meet the challenges of delivering safe and sustainable services for the people we support.



Catherine McLoughlin

Clinical Director of HSCP

Catherine joined Stewarts Care in 2020. She is the Clinical Director of Health and Social Care Professionals, Preschool, Research Office and is Chair of the Stewarts School Board. Catherine's background is in acute hospital therapy services, and she was previously Physiotherapy Manager in a large acute hospital. Catherine has 18 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 is the President of the Irish Society of Chartered Physiotherapists and holds a Degree in Physiotherapy, an MSc in Ergonomics, and an MSc in Health Leadership.



Rachel O'Kelly

Head of Quality
and Compliance

Rachel joined Stewarts Care in 2015. Having initially worked in Day Services, she is currently Head of Quality and Compliance. In 2021, Rachel established Stewarts Care's first Quality Department. This new function is dedicated to ensuring the best possible level of service to all those that benefit from our organisation. She is also responsible for the continuous development of Stewarts Care's communications and fundraising functions.

With over seven years' experience in quality and development, Rachel 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.

Our Team



“ From being a Social Care Worker, to a Responsible Person, and now a Person in Charge, Stewarts has provided numerous opportunities for me to advance in my career.”

Adebayo Olofin
Person in Charge

“I am most fortunate to have a job that I love. What I specifically like is that everyone in the organisation shares the same vision, we are all dedicated to creating a world of choice for the people we serve. There is a strong work environment in which people are willing to support the people we serve to achieve their goals in life. I enjoy making a difference in the lives of others. I know that what I do supports people to remain independent in their own homes.

The encouragement from Stewarts Care has inspired me to do more to reach my full personal and professional potential. From being a Social Care Worker, to a Responsible Person, and now a Person in Charge, Stewarts has provided numerous opportunities for me to advance in my career. I am more engaged, satisfied, and productive working in an organisation like Stewarts that has a positive company culture and values equality and diversity.”



Diana Baibarina

Team Member

“One of the main reasons I came to work in Stewarts Care is the opportunity the organisation provides for personal and professional progression and development. Stewarts offers a variety of opportunities for development; we can constantly improve ourselves and the quality of service we deliver.

The culture in Stewarts contributes a lot to our development and inspires us to grow and provide services with passion and dedication. Every day is a new opportunity for us to learn and grow in our professional lives, not one day is the same.”

“Every day is a new opportunity for us to learn and grow in our professional lives, not one day is the same.”

Caoimhe Robinson

Team Member

“I love my job in the preschool and getting to know all the children and their families when they start with us. It is lovely to see each child grow and progress and a privilege to be a part of each child’s individual and unique journey. Every day is different, the variety keeps the job interesting! We have a lovely team, which makes coming into work easy. I know I am part of a supportive and friendly group.

From the minute you start in Stewarts Care, you are given in-depth training and there are plenty of opportunities for professional development through the CPD training, both online and in person, which makes it really easy to complete courses when it suits you.”



“It is a privilege to be a part of each child’s individual and unique journey.”

Angela Colgan

Advanced Nurse Practitioner in Mental Health and Intellectual Disability

“Stewarts Care has supported my professional development at every opportunity, paving the way for my registration as an Advanced Nurse Practitioner (ANP) in Mental Health and Intellectual Disability, the first such role in Ireland. Stewarts provided me with both the professional and clinical governance to achieve this milestone in my nursing career.

Being a registered ANP in Stewarts Care means that I can be an autonomous practitioner delivering evidenced-based care to those who experience mental health difficulties with a focus on early intervention and recovery orientated practices. This will ensure the people we serve have timely access to services to improve their mental health and wellbeing.”



“Stewarts Care provided me with both the professional and clinical governance to achieve this milestone in my nursing career.”



“The best part of my job is knowing what I do directly benefits the people we serve and the staff who provide the care they require.”

Liam Leonard

Facilities and Estates

“Being a local resident of Palmerstown, I have always been aware of the significance of Stewarts Care in the community, both as a provider of a much-needed service for people with intellectual disabilities and as an employer. When I saw the job advert, I was more than happy to seize the opportunity and join the Stewarts team.

I have worked in Facilities and Estates for nearly seven years now and am in daily contact with people from every corner of the organisation as I deal with various maintenance issues. The best part of my job is knowing what I do directly benefits the people we serve and the people who provide the care they require. I am always impressed by the dedication of the staff as they go about their work. I feel very lucky to be part of a great team of people in Facilities and Estates who look out for each other while doing their work.”

Arts and Events

Stewarts Care has a dedicated Arts & Events Committee that is committed to delivering high quality, engaging activities for the people that benefit from our service.

Stewarts Care

They achieve this through developing and delivering a calendar of events for the whole year. This gives everyone the opportunity to engage in fun, meaningful social events that promote social and community inclusion.

The goal of the Arts and Events Committee is to challenge exclusion and help those we support to connect with their community. We do this through

providing opportunities for people to become more involved in their communities.

The people Stewarts Care serves are at the centre of everything the committee does, and we are proud to have their input in our planning sessions. Their feedback guides our work and is collated through an annual survey and through feedback from the Service User Council.



In 2022, we had a bumper year of activities and events including:

- St. Patrick's Day Parade
- Easter Egg Hunt
- Summer BBQ
- Music night with Donna Dunne and her band
- Outdoor screening of 'The Commitments'
- Witches Walk
- Christmas Lights Night



The goal of the Arts and Events Committee is to challenge exclusion and help those we support to connect with their community.

December is always the busiest month of the year for us with multiple events celebrating the festive season. In 2022, this kick-started with the switching on of the Christmas Lights in Palmerstown, the King's Hospital Christmas Concert, and the Bikers of Éire motorbike run. The day was topped off by the unforgettable sounds of the Route 66 Band. The wider Palmerstown Community were welcomed to all events on the day, offering a great opportunity to celebrate the season in an inclusive way with community, family, and friends.

Outside of the main calendar of events, the Committee provided support and funding to other initiatives throughout the year. These included funding a number of art courses and supporting the annual Christmas dinner party. We already have an exciting year of events underway in 2023 and are gearing up for our biggest Christmas party yet!



A Person-Centred Journey

Stewarts Care



Together with his circle of support, Alan will set his goals and layout the steps needed to achieve his goals. Alan is on an exciting journey and one he can't wait to continue.

Alan, a resident in Palmerstown, can often be found enjoying a BBQ in his garden and relaxing under the parasol. He thoroughly enjoys the relationships he has built with his support team, including all the joking and football chat. He has a great sense of humour and often makes everyone laugh with his witty remarks, including himself!

However, this was not always the case. Previously, Alan's interests outside of his home were limited but that all changed when Alan and his multi-disciplinary team (MDT) created an implementation plan to remove all barriers and blocks to a more proactive engagement in community life. Together, they introduced a culture of positive risk-taking to support Alan to have an enriched life based on his own decisions and life choices. The team supported Alan with practical aids such as improved access to an accessible bus, as well as the skills needed to make informed decisions and cope with change. At the same time, Alan worked with Stewarts Care's Home Improvement Team to meet his changing needs by making his home more accessible and comfortable.

Alan now enjoys a person-centred service, makes daily choices regarding his social life including where he would like to go and who he wants to spend time with.

In June, Alan went on his first ever holiday to Kinvara, in Co. Galway. He spent time enjoying the sights, dinners out and a few pints in the local pub. So much so, that he booked another trip for the following December. This second trip coincided with the Christmas Market in Eyre Square, a first-time experience for Alan that he thoroughly enjoyed.

Where to next, we hear you ask? Alan is currently planning a trip to Centre Parks, Co. Longford and has told his team that he would like to travel to Scotland to watch a Celtic football match next year.

Family means everything to Alan, and he loves to ring his Mum, Angela, to keep her updated on what he has been up to. He also enjoys regular visits home to visit his brother, John-Paul, and his sisters Aisling and Lindsey. Everyone loves these visits,

including Chris, Daryl and Erik, Alan's support team who really enjoy Angela's cooking and treats!

Person-centred planning creates new experiences for Alan. He loves sport and recently was able to cheer on the Leinster rugby team at his first ever sporting event. This was followed by Ireland vs France at the Aviva Stadium, another huge personal goal and the largest crowd Alan has been a part of. He loved the singing, the roar of the crowd and of course the food!

Some of Alan's favourite hobbies are watching movies and going to the cinema and he recently purchased an annual pass for the IMAX cinema in Parnell Street. He can go as much as he wants and the fully accessible lifts mean there are no restrictions for Alan to get to all the different floors and see whatever movie he wants.

In the past, Alan rarely engaged in any of the events organised by the Stewarts Care team. This has also changed. He is now a regular gym goer and is supported by the Adapted Physical Activity (APA) Programme in the Stewarts Sports Centre. When his busy schedule allows, he tries to go to the various BBQs and events organised by the Arts & Events Committee. Last year's outdoor cinema event was a firm favourite of Alan's, as was the visit from the Bikers of Éire Group at Christmas.

The next step for Alan is to re-engage with the Planning Alternative Tomorrows with Hope (PATH) Programme as part of Person-Centred Planning. PATH is a visual aid that will support Alan to make plans and choices about his future. Together with his circle of support, Alan will set his goals and layout the steps needed to achieve these goals.

Alan is on an exciting journey and one he can't wait to continue.

Rebalancing Respite

Stewarts Care is committed to providing a respite service that is as equitable as possible, ensuring that those most in need can access our services as a priority. In this way, we aim to make the best use of the resources available.

Stewarts Care

In 2022, the service comprised of 20 accessible beds across four properties including three adult homes and one children's home. Stewarts Care was pleased to generate a significant increase in the number of people availing of our respite offering. In 2022, the number of people who accessed the service increased by 126% to 226.

By moving to a fairer model in 2022, we succeeded in eliminating the historical waiting list. People who previously attended Stewarts Care, and received extensive respite services, experienced a reduction in access to respite, as additional provision was provided within the current bed capacity to those waiting for services.

While we regrettably recognise that these changes caused great distress and challenges for those who were receiving more respite, the decision to rebalance respite was not taken lightly and we understand the impact this has had. However, the service is now more equitable, with those who need the service the most, receiving the most, while nobody is excluded from accessing respite services.

For the first time, respite services in Stewarts Care did not close for the traditional two-week Christmas break, with all four houses remaining open and closures minimised to three nights. This further enhanced the access and support of service provision to the people we serve and their families.

The Respite Team worked in partnership with colleagues across Stewarts Care to deliver a successful recruitment campaign to increase resources and ensure the correct staffing model is deployed to achieve a quality service.

The team delivered a consistent 100% bed occupancy rate for the last four months of 2022. In this period, September 2022 to December 2022, we provided 2,380 respite nights to people with a variety of complex intellectual and physical disabilities, with the commitment to continue this 100% occupancy rating into 2023. Our objective is to continue to develop our respite offering and to deliver a quality service that is equitable and offers the highest level of support and care to those most in need.

2,380

Respite nights (Sept - Dec 2022)

226

Respite clients in 2022

4

Respite properties

Enabling Independence



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. Through Stewart's Care's Supported Independent Living programme, our team is committed to enabling all those that we support to claim their rights under this convention.

Stewart's Care provided a quality, person-centred support to 17 people who expressed their desire to enhance their independence, be that with the goal of living on their own or living a more independent life in their current location where they are empowered to exercise their right to autonomy, choice, and freedom.

Supported Travel

Independent living encompasses all aspects of independent life, including summer holidays. In 2022, 12 people were supported to enjoy a weeklong holiday to Cork. Building on the success of this trip, the group are now planning a sun holiday abroad next year and will be supported by the team to achieve this goal.

Another programme participant travelled independently to New York City and Canada, using the skills and confidence gained through his interaction with the Supported Independent Living programme.

Stewart's Care is committed to the expansion of the Supported Independent Living programme into 2023.

"I like to go out, I like bowling and going for walks and all the social outings that go with it. I like the staff in Ferrier House. You get the freedom to do what you want."

Abiola

"It's great going where you like, down the country or abroad."

Tom Aherne,
Programme Participant



Empowering & Enabling

Stewarts Care believes in providing quality support services to all.

New Training Programme

In 2022, our Supported Independent Living Team designed a new training programme to enhance a person's ability to live as independently as possible with minimal supports. Through classroom activities, community-based education and practical teaching, the programme will facilitate the development of living skills, tailored to individual needs and goals.

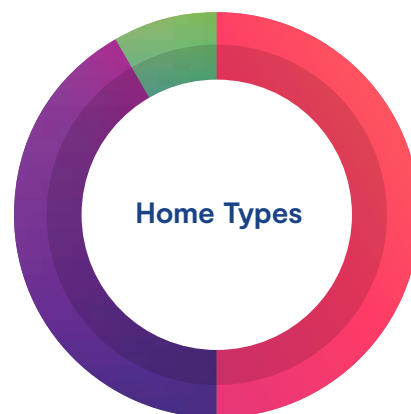
The programme will be rolled out widely in 2023, supported by an expanded staff team in line with the increased demand for the service and the Transforming Lives reform programme.

To provide a training environment that replicates real life, the Supported Independent Living Team, and its programme participants have access to three state-of-the-art training apartments. The apartments are fully equipped with accessible countertops, high low cupboards and a range of equipment which will empower participants to learn and develop functional activities of daily living (ADL), participate in independent living skills training and participate in ADL groups. All of which ultimately prepares them for living independently.

Quality Homes

A key component of Supported Independent Living is sourcing and providing suitable, high-quality accommodation. In 2022, Stewarts Care managed 12 homes, delivered through partnerships with Local Authorities and Approved Housing Bodies (AHBs) including South Dublin County Council, Clúid Housing and Tuath Housing.

In 2022, Lorcan Byrne was supported to move into a one-bed apartment, in partnership with Tuath Housing. "It felt great when I got the keys for the apartment, I was crying, my sister Lisa was crying! I just want to say thanks to the Independent Living Team for helping me".



● 1-bed property	6
● 2-bed property	5
● 3-bed property	1

Enabling a Quality Service

The Stewarts Care Quality Team supports the organisation to maintain compliance with relevant regulations and industry standards.

Through a comprehensive programme of assessments, audits and recommendation, the team minimises risk, drives continuous improvement, and ultimately enhances the overall quality of our services, ensuring they are person-centred, safe, and effective.

Listening to the people we support

To ensure the quality of our service, the team conducts a series of surveys to best hear the voice of everyone that benefits from our service. In 2022...

- 95% of our day services respondents spent time or appeared to spend time doing activities they like.
- 85% of families or guardians who responded were satisfied with the support and care provided by our teams.
- 92% of our Day Service respondents felt supported to make their own choices about their lives.
- 86% of our Resident Services respondents were happy or appeared to be happy in the activities they took part in.

Registered Provider Audits 2022

In 2022, we commenced a planned series of works to move Registered Provider Audits from a paper-based manual process to the cloud-based system, ViClarity. This process improvement project will improve efficiency and governance over audits within residential homes and allow the team to achieve real-time reporting, ensuring the organisation can quickly identify, assess, evaluate, and monitor progress.

Commission on Accreditation of Rehabilitation Facilities (CARF)

In August 2023, Stewarts Care employment supports, and job development services were awarded a three-year international accreditation for excellence in its services by the Commission on Accreditation of Rehabilitation Facilities (CARF) International, an independent, nonprofit accreditor of health and human services.

The award represents the highest level of accreditation that can be given to an organisation. It acknowledges Stewarts Care's substantial accountability and conformance to internationally accepted standards that promote excellence in the area of employment supports and job development.

The application for accreditation began in 2022 and involved a thorough application and review process of the service, as well as a review of our

leaderships adherence to ASPIRE to Excellence®, a framework of standards that specifically addresses business practice quality improvement.

Achieving CARF quality accreditation further signals our commitment to continually improving these services, encouraging feedback, and serving our community's needs.

Registrations/Re-registrations

In 2022, all residential homes were re-registered in accordance with the Health Act legislative framework and HIQA guidelines which stipulate that Designated Centres must be registered every three years. In 2022, 31 Designated Centres were re-registered and one new Designated Centre was opened.

- 34 HIQA Inspections
- 30 Designated Centres Inspected
- 23 out of 34 regulations inspected

Types of HIQA Inspections

IPC Specific HIQA Inspections	4
Re-registration HIQA inspections	29
Registration HIQA inspection	1

31

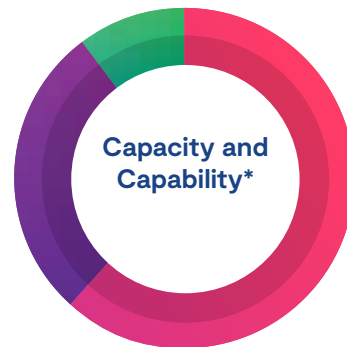
31 Designated Centres

150

Audits completed in 2022



- 211 Compliant
- 151 Substantially Compliant
- 50 Not Compliant



- 117 Compliant
- 53 Substantially Compliant
- 19 Not Compliant

* The delivery of the service and how the provider is assured that a quality, safe and effective service is provided to people.



- 94 Compliant
- 98 Substantially Compliant
- 31 Not Compliant

** The lived experience of people using the service.

Measuring our Compliance

Where did we do well?	Where do we need to improve?
Regulation 14: Person in Charge <ul style="list-style-type: none"> → Reviewed in 26 inspections → Compliant = 22, Substantially Compliant = 3, Not Compliant = 1 	Regulation 16: Training and Development <ul style="list-style-type: none"> → Reviewed in 29 inspections → Compliant = 6, Substantially Compliant = 18, Not Compliant = 5
Regulation 3: Statement of Purpose <ul style="list-style-type: none"> → Reviewed in 25 inspections → Compliant = 19, Substantially Compliant = 6 	Regulation 17: Premises <ul style="list-style-type: none"> → Reviewed in 29 inspections → Compliant = 7, Substantially Compliant = 16, Not Compliant = 6
Regulation 8: Protection <ul style="list-style-type: none"> → Reviewed in 23 inspections → Compliant = 16, Substantially Compliant = 7 	Regulation 5: Individual Assessment and Personal Plans <ul style="list-style-type: none"> → Reviewed in 21 inspections → Compliant = 5, Substantially Compliant = 11, Not Compliant = 5
Regulation 18: Food and Nutrition <ul style="list-style-type: none"> → Reviewed in 14 inspections → Compliant = 11, Substantially Compliant = 3 	Regulation 28: Fire Precautions <ul style="list-style-type: none"> → Reviewed in 29 inspections → Compliant = 3, Substantially Compliant = 17, Not Compliant = 9

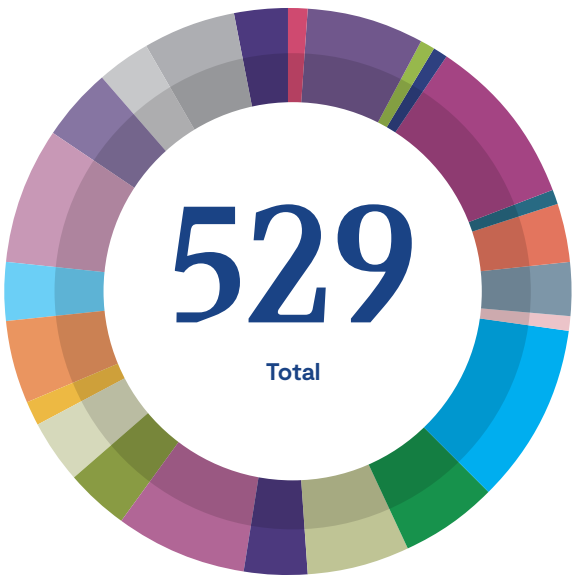


Empowering Opportunities

Stewarts Care Day Services aim to provide the people we serve with the opportunity to fully access community resources, employment, and community engagement opportunities based on their own decisions and life choices.

This is achieved through the delivery of individualised programmes such as independence and life-skills training, personal development, leisure and sport, and creative studies.

Day Service in numbers:



Day Service Hubs	No. of Users
JASS	54
Adult Education	52
Kilcloon Equestrian Centre	40
Rehabilitative Training	39
Horizons	36
Rossecourt	31
New Routes	30
Activation F2	28
The Coach House	25
Mill Lane	22
Beehive	19
Kaizen	19
Le Cheile	19
Tus Nua	19
Activation F1	17
Sonass	17
Saol	16
Balgaddy Horticulture	15
Clarkeville Flowershop	7
An Chora	6
Autism Hub	5
New Beginnings	5
Outreach	5
Outreach Services	3

Person-Centred Supports

In 2022, Stewarts Care developed a new policy on person-centred supports. This policy aims to provide clarity about the purpose, scope and processes that govern person-centredness and person-centred planning (PCP) within Stewarts Care.

It defines what person-centredness means across the organisation, identifies the important principles underpinning the concept, and promotes best practice in personal planning to deliver the desired outcomes for those supported by our service.

The new policy was supported by extensive employee training and education initiatives. Person-centredness training was delivered to 128 Day Services employees and will continue throughout 2023.

Stewarts Care's commitment to empowering person-centred planning was further supported by the appointment of a specific Programme Manager with responsibility for providing direction and leadership in person-centredness and community inclusion within Day Services.

Commencement of Person-Centred Plans

Following the suspension of new Person-Centred Plans during the COVID-19 pandemic, we recommenced this important programme at the end of 2022, undertaking an extensive review of the procedures, processes, and tools underpinning the process. Eleven employees were trained as PCP facilitators. In turn, these employees supported 14 people to develop their person-centred plans.

23

**Students graduated
from Rossecourt
Training Centre**

A New Horizon

Following significant collaboration between the HSE and Stewarts Care, we were delighted to officially open the Horizons Hub in Palmerstown in September 2022. Our team welcomed 32 school leavers to this new, state-of-the-art facility. The environment offers programmes such as life-skills and independence training, beauty therapy, and clinical supports to young people transitioning from their school setting. Our aim is to reduce the anxiety experienced by these young people as they transition from school to benefit from life and social skills training. In turn, this will enable progression planning and benefit the young person to move into adulthood and experience a variety of other Day Service programmes of their choosing.

2022 Highlights

- In July, we celebrated the graduation of 23 graduates from Rossecourt Training Centre. This milestone moment marks the completion of participants' four-year rehabilitative training programme and signals the beginning of a new chapter.
- Four people from Saol Hub received Bronze Gaisce Awards, the most prestigious youth award in Ireland. This award is a challenge to young people to dream big and realise their potential. Their focus now turns towards achieving their Silver Gaisce Award.
- In October, our Rossecourt Centre received a Level 3 Quality and Qualification Ireland (QQI) external authentication. 44 students were successful in achieving certification at QQI Level 3 in woodwork, health & beauty, cookery, computers and work experience.

Senior Citizens Programme

Stewarts Care provides a service to a growing population of residents who require greater social interaction and active living. Having identified these needs, we have recently developed a dedicated Senior Citizens Programme. In 2022, the programme welcomed 20 participants to weekly activities including tai chi, cookery, reminiscence sessions, yoga, craft-making, and socialisation.



Empowering & Enabling

We enable people to build skills for life.

Redeveloping our Equine Therapy Centre

Our current equine therapy centre in Kilcloon, Co. Meath is a unique education and training facility combining equine therapy, horticulture, pottery, and community projects. In 2022, a project team was established to plan the expansion and reach of this facility and bring a world-renowned equine-based therapy to thousands of children and adults with intellectual disabilities and autism. In December 2022, planning permission was granted for the expansion of the equine therapy centre, and we are now working to source funding for this project.

Our ambition is to:

- Provide an individual programme to each participant in equestrian activities.
- Adopt a holistic approach to equine therapy and sensory stimulation.
- Expand opportunities for equine-assisted education.
- Improve facilities for all, with new accessible family friendly amenities.

Community Inclusion and Active Citizenship

In April 2022, the team in Mill Lane Day Service assisted teaching staff from St. Kevin's Community College, Clondalkin, on a new therapeutic horticulture project being introduced into their curriculum.

This new project was introduced as an option for students who were struggling with regular academic studies. Over the course of the 2022 school year, the team from Mill Lane worked with students from 1st year to transition year, assisting with various gardening projects around the school such as setting up a poly-tunnel, re-designing, and planting a courtyard garden and installing new flower beds at the entrance.

Glen, a past student of St. Kevin's, excelled in confidence over the course of the project. He took on the role as team leader and demonstrated both knowledge and understanding towards the students. He particularly enjoyed being part of the teaching panel and gaining access to the staff room where he was able to socialise with his past teachers.

“I like doing gardening work and going back to my old school and helping out was a great experience. Working in the school feels like a real job and hopefully one day I can get a job as a caretaker or gardener.”

Glen,
Mill Lane



Empowering & Enabling

Stewarts Care supports the creation of inclusive environments.

A State-of-the-Art New School

Stewarts Care



“I am delighted to be able to officially open this wonderful new school building which will provide a modern, state-of-the-art and inclusive learning environment for children with special education learning needs in Lucan.”

Norma Foley, Minister for Education

In September 2022, Stewarts Care had the honour of welcoming Minister for Education, Norma Foley and the Mayor of South Dublin, Emma Murphy to officially launch the new Stewarts School, one of the largest special schools in Ireland providing education and learning to students with moderate, severe, and profound general learning difficulties.

Funded by a €25 million investment by the Department of Education, the new Stewarts School features 28 purpose-built classrooms, four sensory areas, four teaching support rooms, dedicated meeting rooms, an IT room, a PE hall, a library, outdoor play areas and a canteen.

The school has come a long way since it was first opened in 1978 under the patronage of Stewarts Care, with just two teachers meeting the special educational needs of 12 children. At the time, Stewarts School was the State's first school dedicated to providing education, training and care for children with an intellectual disability. Today, the school serves 140 pupils and employs 23 teachers, 63 special needs assistants, three nurses, and a support team of three employees.

Alex, aged 9, is one of the new students. He is autistic and has an intellectual disability. His mum Tara was delighted to see the new school developed: *"As a parent, I have great peace of mind knowing that Alex is going to a place that he is safe in. I'd be lost without the school for what they do for Alex, they are so, so good. The new sensory rooms, playground and open-plan classrooms provide him with a safe environment to flourish. Alex can't concentrate too well; he needs to move constantly, and the bigger classrooms give him a chance to move around that bit more during the day."*

"A lot of the children who go to Stewarts School would have a profound learning disability and it's all about giving them life skills so they can have their own independence in life. That's what it's all about – it gives the kids the tools for life and that's what is most important."

Tara, Parent

"Joshua's progress has been unbelievable, and his teachers are brilliant, he honestly wouldn't be where he is today if it wasn't for them."

Stephen, Parent



Stewarts School strives to ensure that each student reaches their full potential and achieves their educational goals in a happy, safe, and enriching learning environment. There is a strong focus on child-centred education with each child receiving their own individual education plan, developed by their class teacher in consultation with students and parents, special needs assistants, nurses and clinicians.

A broad curriculum, using a range of teaching strategies, encourages and facilitates the development of each student to their full potential. The school also invests in continuous development and training for teaching staff to ensure both they and the school remain focused on innovative approaches to teaching and learning.

The impact of the opening of the new school was felt immediately, with students reacting and engaging positively with their new learning environment. The sense of space and the improved acoustics are perfectly suited to creating a very calm environment that supports the school's teaching goals.

For 13-year-old Joshua Murphy, who is autistic, non-verbal and has global developmental delay, he has grown exponentially since starting in the school 10 years ago. "When Joshua started in Stewarts School, he had no real communication, no eye contact and limited mobility – he could only really sit up," says Joshua's father Stephen. "He's just turned 13 now and not only is he walking, but he's running, and playing sports. He has a few words and uses sign to communicate, his understanding is 100%. When you think about from then until now, he's coming on in leaps and bounds. Joshua's progress has been unbelievable, and his teachers are brilliant, he honestly wouldn't be where he is today if it wasn't for them."

140

Pupils

23

Teachers

63

Special Needs Assistants

3

Nurses

28

Purpose-built classrooms

"We are absolutely delighted to welcome our pupils into their entirely new, state-of-the-art school here in Lucan. Our aim is to enable our students to reach their full potential. We can already see a difference in the way the children are engaging with the new learning environment."

Mary Carrig, Principal of Stewarts School

Strengthening a Service

Following significant and transformative changes to our services in 2021, Stewarts Care's Health and Social Care Professionals (HSCPs) continue to strengthen the provision of clinical interventions to the people we serve.

These services provide the clinical support people need to participate in society and to have a valued social role. Our services are now formally separated into Adult Services and Children's Disability Network Team services (CDNT 5 and CDNT 6).

The therapies provided by the team include social work, psychology, physiotherapy, occupational therapy, speech and language therapy, nutrition, and dietetics.

Progressing our Children's Service

Stewarts Care's Children's Disability Network Teams (CDNT 5 and CDNT 6) were established in 2021. Together, they were responsible for services to 1,370 children in 2022.

An additional 126 children were eligible for services compared to 2021.

Stewarts Care continues to face significant challenges meeting the needs of the children assigned to our two CDNTs. Whilst the highest priority children are receiving services, we acknowledge that many others in desperate need are receiving limited or no service. At present, the demand for service far exceeds the therapy capacity of the teams.





Children's Disability Network Team

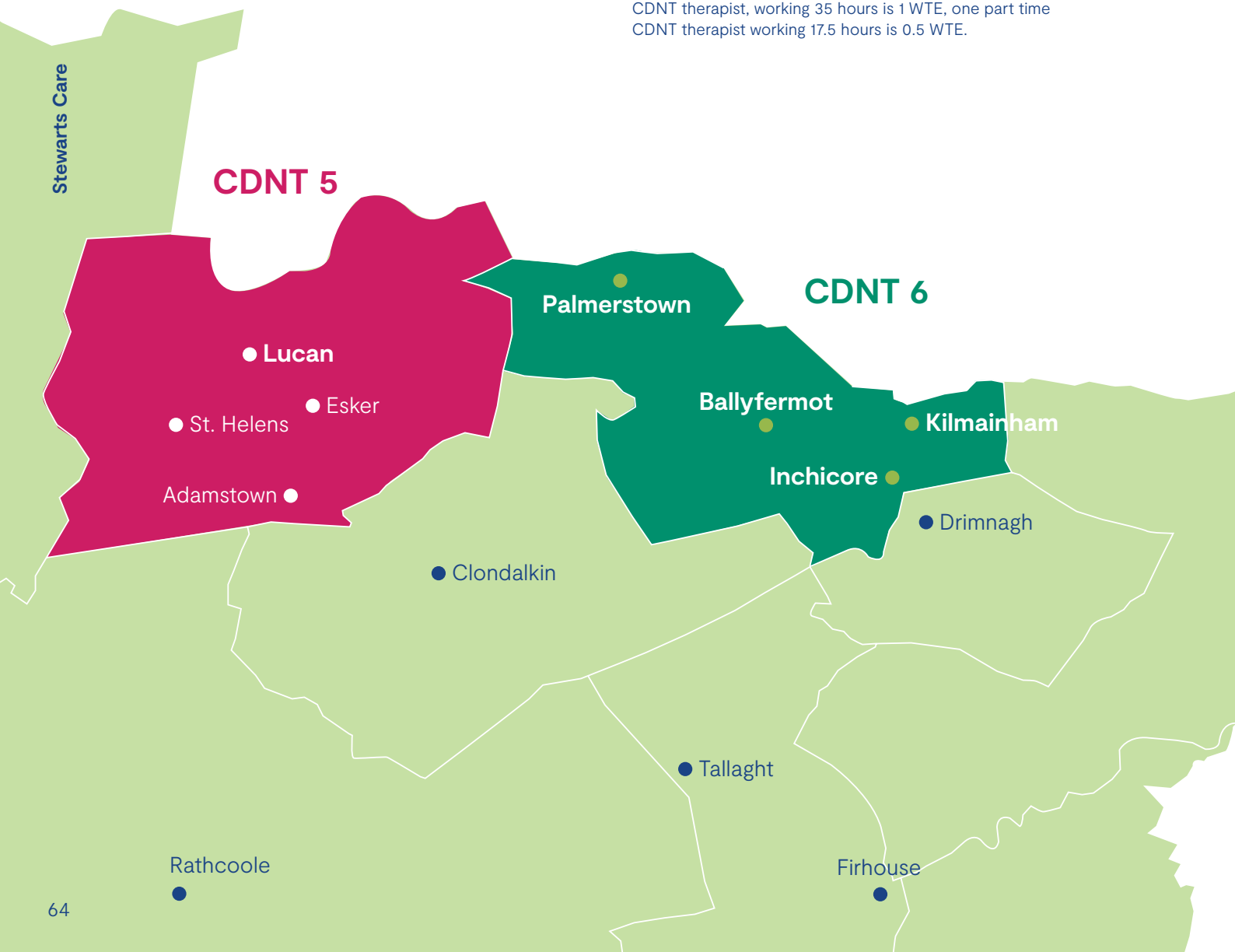
We recognise that the only way to significantly improve this situation is through fully staffing the CDNT's with appropriately qualified professionals. This is regrettably a situation replicated across the majority of the 91 CDNTs nationally.

In partnership with the HSE, and other lead agencies in CHO7, Stewarts Care is committed to the recruitment and retention of therapists as the primary performance intervention in the year ahead.

In terms of recruitment throughout the year, in CDNT 5, 16.2 Whole Time Equivalent (WTE)* positions out of 25.6 WTE allocated positions were filled while in CDNT 6, 14.4 WTE positions out of 18.4 WTE allocated positions were filled.

Staff development was prioritised in 2022, ensuring team members could broaden their skill sets to provide for the wider profile of children with every kind of complex disability. Staff participated in both individual and group Continuous Professional Development to better meet the needs of children presenting with complex disability, and two formal research projects were commenced. To increase the teams' ability to determine the resources needed to provide a quality service, we also developed our intervention recording systems.

* Whole Time Equivalent (WTE) is the key measure used for employment reporting in the HSE. For example, one full time CDNT therapist, working 35 hours is 1 WTE, one part time CDNT therapist working 17.5 hours is 0.5 WTE.



Family Forums

The first CDNT Family Forums took place in September and December 2022. These meetings are part of the national Progressing Disability Services (PDS) programme. They are an opportunity for families to come together to discuss general issues and ideas about children's disability services in their area.

In these meetings, parents shared their concerns regarding delays with service commencement and their expectations and desires regarding communication and being offered information or support while on a waiting list. These needs will be addressed in 2023 with a new website and commencement of family representation at CHO7 governance level meetings.

The new website will be developed in partnership with the other lead agencies who also manage CDNTs in CHO7. It will provide a centralised communications platform for children's disability services in CHO7.

Family representation at CHO7 governance level is part of the PDS programme and full roll-out of the Family Forums process. Each CDNT and their associated family forum will elect two family representatives who will join with other family representatives at CHO7 level to create a Family Representative Group (FRG). From the FRG itself, two representatives will go forward to sit on the CHO7 PDS Governance Group.

Stewarts Care welcomes these opportunities to further build on our relationships with the families who access our services. We recognise that their feedback on the work of our CDNTs and their requirements as service-users are vital to further develop our children's services.

Enhancing our Adult Services

Stewarts Care's Adult Services therapies continued following their separation in 2021. Adult Services are provided according to population need, with clinical expertise in the areas of social work, psychology, physiotherapy, occupational therapy, speech therapy, and dietetics.

The HSCP Teams in Adult Services contributed to a number of areas and developments in 2022 including:

- Chairing the Assisted Decision-Making Implementation Group internally. This group was responsible for completing a needs analysis as well as distributing educational materials throughout the organisation in advance of the implementation of the Assisted Decision-Making (Capacity) Act 2015.
- Contributing to committees and groups including the Restrictive Practices Committee, Service User Council, Research Ethics Committee, Service User Engagement Project, admissions, discharge and transitions meetings, Mental Health in Intellectual Disability (CAMHS), safeguarding, complaints and human rights.

SPOTLIGHT ON OUR LAUNDRY TEAM

Work continued in 2022 to provide in-house laundry facilities for residents in the Palmerstown community. This is part of a wider plan to transition laundry services into each individual home, in line with the HIQA Regulation 12 which requires that each resident is supported to manage their own laundry in accordance with their own wishes.

11,571

Adult attendances at
HSCP therapies in 2022

3,198

Social Work attendances
in 2022

2,207

Occupational Therapy
attendances in 2022



SPOTLIGHT ON THE STEWARTS PRESCHOOL

The Stewarts Preschool caters for children with a diagnosis of Global Development Delay from the age of three up to school going age. Located in Palmerstown, it operated at full capacity in 2022 with 14 full-time places and no waiting list.

The Preschool implements 'Aistear', the national curriculum framework for children from birth to six years in Ireland. It describes learning and development through the four interconnected themes of well-being, identity and belonging, communicating, and exploring and thinking.

Students in Stewarts Preschool enjoy the benefits of various activities including arts and crafts, sand and water play, indoor climbing frames and a state-of-the-art multi-sensory room. Throughout the year, the students enjoy outings including trips to the zoo as well as attending various events organised by the Stewarts Care Arts & Events Committee. Families are also encouraged to engage in preschool activities, with the highlights in 2022 including a Christmas morning with Santa, family yoga and mindfulness classes.

Families work closely with preschool staff to develop individual goals for each child. These goals are reviewed in regular meetings with family members throughout the year. In June each year, the preschool students and their families celebrate graduation with a ceremony, marking the significant milestone and progression onto the next phase in their school journey.

Our team were delighted to be successfully registered by TUSLA as an approved Early Years (pre-school) service in December with the award received in January 2023.

**“The Preschool is a
nurturing space for
each child to play and
learn while reaching
their full potential.”**

Lynn Moran,
Senior Team Member



Advancing our Service through Digital and Assistive Technology

Digital and assistive technology offers support in the daily lives of the people we support in areas such as communication, mobility, memory and cognition, independent living, education, and employment as well as socialising and cultural engagement.

In 2022, a digital and assistive technology project was launched with the aim of facilitating a meaningful day-to-service provision for the people we serve in Stewarts Care. Having secured funding from the CREATE 2021 (Cooperative Real Engagement for Assistive Technology Enhancement) initiative, through the HSE National Clinical Programme for People with Disability, the project commenced at pace.

As a first step, teams and individuals were trained in assessing and implementing digital technology needs. In total, over 300 items were purchased for 34 people we serve, with the technology to be in use in 2023.

Developing Speech and Language Therapy FEDS profiles

Following the reconfiguration of children's services, our Speech and Language Team established feeding, eating, drinking and swallowing (FEDS) services in Stewarts Care's two CDNTs. The team has commenced a profile research study of the FEDS needs of the children referred for assessments and data collection is ongoing. For the children we serve, these profiles will bring clarification on treatment needs and care pathways in this complex area of care.

17

Employees trained in Assistive Technology

300+

Over 300 pieces of assistive technology purchased

34

Beneficiaries of digital and assistive technology identified

4

Speech and Language Therapists completed accredited ELKLAN training

6

Employees in Adult Services completed TU Dublin accredited Foundations in AT course

7

Clinical therapy employees completed Assessment in AT training

Delivering Expert Care

Stewarts Care is committed to providing expert medical and nursing care through a comprehensive GP service and an advanced, specialist nursing team which provides support in the areas of mental health, dementia, infection prevention and control, health promotion, health management and positive behaviour support.

Annual Report 2022

The future of nursing in Stewarts Care is supported through the Nurse Practice Development Team, who manage the undergraduate programme and support our frontline nursing colleagues through education, competency resources, policy and guideline developments and advice.

Our GP Service

In 2022, there were 223 residents under the medical care of our GPs and the team provided over 1,600 consultations. The team also undertook a comprehensive health assessment of all residents through our annual medical review process.

There were a number of significant developments in our Nursing Service in 2022. These included the

development of nursing clinics to support the GP service with ear syringing, Prolia clinics, and an extension of the phlebotomy service. Our Nursing Team delivered 586 phlebotomy appointments over the course of the year.

In the face of the persistent threat posed by COVID-19, Stewarts Care continued to provide Infection Prevention and Control (IPC) supports throughout 2022. The team focused on management and prevention of COVID-19 and other transmissible diseases. During the year, PCR testing was ceased as a national requirement for Residential Services and antigen testing was introduced. Our IPC Team supported the management of 29 outbreaks of COVID-19 in 2022 with no associated mortality or morbidity.

1,618

GP consultations

586

Phlebotomy sessions

220

Residents vaccinated
against influenza

Infection Prevention Control Measures

In line with HSE guidelines, COVID-19 booster vaccinations were provided to 42 residents over 65 years of age in May 2022 and 165 residents under 65 years of age in August 2022. This work was part of the National COVID-19 Vaccination Programme. In line with best practice, COVID-19 lead training was discontinued in early 2022 and replaced with IPC training for Persons in Charge.

The team also administered influenza vaccines to 220 residents and 410 employees as part of the Peer-to-Peer Winter Vaccination Programme. Numerous clinics were set up in various locations to promote and facilitate increased uptake of the vaccine.

Other notable team achievements during the year included supporting completed audits and reviews to achieve HIQA compliance across Residential Services. This was done through the delivery of 39 audits and follow up reviews; and Hand Hygiene Training to 553 employees. An IPC training programme was also developed and delivered to 90 people who benefit from the services Stewarts Care provides.

Providing Good Quality Dementia Support

Stewarts Care's first Dementia Support Clinical Nurse Specialist (CNS) took up their role in June 2022. The CNS developed a database for persons with dementia and Down syndrome in our service. Following this, a service provision and referral plan began in early 2023.

A New Community Nurse Liaison Team

In December 2022, Stewarts Care established a new Community Nurse Liaison Team under the direction and supervision of the CNS Community Liaison & Health Promotion.

The team was established following an extensive review of community nursing supports, and based on the experience of the COVID-19 Response Team throughout the pandemic, it was determined that an in-reach model would be more effective in providing direct support as needed to residents and their teams.

The initial review also considered the nursing needs of residents, based on the results of their annual medical checkup. A new process was

developed to assign caseload hours (similar to public health homecare packages) to each resident based on the following criteria:

- Annual medical review supports.
- Stable and unstable chronic disease.
- National screening programme supports.
- Outpatient supports.
- Acute care needs.
- Medication supports.

The new team aims to

- Provide an assigned named nurse to be available to community residents where there is no direct nursing support in their home.
- Support an effective annual medical review and ensure follow up.
- Develop person-centred health care plans to support residents.
- Provide reasonable accommodations and support to residents and their carers in self-care and health promotion.
- Support medication management and staff competency.
- Support residents to access and prepare for GP, outpatients and screening programme appointments and follow ups.
- Support with admission and discharge from acute care and promote the integrated ethos of Sláintecare, the Government's programme to transform our Health and Social Care Services.

Recommitting to a Partnership Approach

Stewarts Care has recommitted to our memorandum of understanding (MOU) with the School of Nursing and Midwifery in Trinity College, Dublin to continue as a partner in the delivery of the BSc. in Intellectual Disability Nursing.

The Nursing and Midwifery Board of Ireland completed a site inspection in October 2022 to assess the suitability and delivery of the undergraduate programme in line with standards and requirements. The audit report highlighted both the positive working relationship between students and the Nurse Practice Development Team, and the

complimentary feedback provided by students on the support they received from instructors.

Advancing Policy and Health Promotion

Stewarts Care's Nursing Team supported the development and review of organisational policies in 2022 including the revision of the Enteral Feeding, Falls Prevention and Management, Venepuncture, and Behaviour Support policies. Six new standard operating procedures for nursing staff were also developed during the year.

The Nursing Forum 2022 returned to in-person events and included presentations by Stewarts Care's Nursing Team covering topics specific to intellectual disability nursing and evidence-based care.

In association with the Dublin Dental University Hospital, and the HSE, the team led out on the delivery of "Your Mouth Matters", an oral health campaign. Over 100 people engaged directly with the campaign events and initiatives.

In October 2022, a representative from Breast Cancer Ireland delivered nine workshops as part of National Breast Cancer Awareness week. Over 100 people attended these sessions and following on from this, a collaborative project has been undertaken with the Clinical Nurse Specialist and Breast Cancer Ireland to develop a national education and information programme for persons with an intellectual disability.

A National First for Nursing

With the support of the HSE Mental Health Intellectual Disability in CHO7, Stewarts Care secured funding through the Office of the Nursing & Midwifery Services Director (ONMSD) for a candidate Advance Nurse Practitioner Role in Mental Health and Intellectual Disability.

Angela Colgan, who has been a member of Stewarts Care's Team since 2017 successfully completed the candidate programme to become the first registered Advanced Nurse Practitioner (ANP) in Mental Health and Intellectual Disability in Ireland, registering in August 2022.

As per practitioner requirements, a committee was established to support role development, caseload management, prescribing authority and research aims. A Memorandum of Understanding (MOU) was developed between the Advanced Nurse Practitioner (ANP), GPs and the CHO7 Mental Health and Intellectual Disability Team to support the ANP role and enhance supports to the people in Stewarts Care who benefit from our service.

Identifying a gap in our organisational knowledge, the ANP developed and delivered Autism Awareness Training throughout August 2022. Eight sessions were delivered in both classroom and online format in 2022 and the training has continued into 2023.

"The ANP role is a particularly important development in intellectual disability services where people may experience different health and social care challenges which may require expert nursing support and intervention."

Maria Kavanagh,
Director of Nursing

100

People took part in our annual
Your Mouth Matters
Oral Health Campaign

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 his appointment as Chairperson. He practised as a solicitor in the field of employment and equality law for 43 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 Chairman 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.



Eugene Foley
Vice Chairperson

Eugene was appointed to the Board in July 2018 and currently serves as Vice Chairperson. He is also the Chair of the Audit & Financial Risk Committee. With two family members benefiting from the residential services provided by Stewarts Care, Eugene joined our Board as a family representative. Eugene has a background in Financial Services with a focus on pension funds and the trusteeship and governance of same.



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 a number of the 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 Professor in Human Resource Management (HRM) and Organisational Psychology and is Associate Dean for Research at DCU Business School. She is an Organisational Psychologist with expertise in the areas of Human Resource Management and Organisational Change. Prior to joining DCU, she worked as a HR consultant with Citi and as a Researcher at the London Business School.



■ Professor Mary McCarron

Prof. McCarron PhD RNID RGN BNS FTCD was appointed to the Board in February 2021. She is Professor of Ageing and Intellectual Disability, Director of the Trinity Centre for Ageing and Intellectual Disability (TCAID), and Executive Director of the National Intellectual Disability Memory Service. She has held many senior leadership roles in Trinity College including Dean of the Faculty of Health Sciences and Head of the School of Nursing and Midwifery.

Prof. McCarron is the founder and Principal Investigator for IDS-TILDA, the longitudinal comparative study on ageing in persons with intellectual disability including persons with Down syndrome, a global first. Prof. McCarron has also led a longitudinal cohort study of dementia in people with Down syndrome spanning over 25 years, leading to the development of Ireland's first dedicated National Memory Service for people with an intellectual disability, where she serves as Executive Director.

A champion of patient and public involvement in research (PPI), Prof. McCarron is Principal Investigator of PPI Ignite Programme at Trinity College, Dublin. She received the inaugural HRB Impact Award. She is co-applicant on the HRB's Clinical Research Network Awards for Dementia Trials Ireland (DTI). In addition, she is the Irish Lead on the H21 Consortium working on Clinical and trial outcome measures for dementia in individuals with Down syndrome.

Prof. McCarron has been a key national and international advisor on ageing and policy and is an active member of the International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD).



■ Dermot Mullen

Dermot was appointed to the Board in November 2019. 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.



■ Muriel Pate

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 early 2023. The programme is part of the HSE Patient Safety Strategy and is aligned to the WHO Global Patient Safety Challenge 'Medication without Harm'. She has recently taken up a new position with HSE Acute Hospitals in pharmacy workforce development. Having previously worked in several acute hospitals, Muriel completed her training in Scotland before moving to Dublin in 1999.



■ Mark Ronan

Mark was appointed to the Board in November 2019. He is Principal of The King's Hospital School, Dublin, a co-educational secondary school for boarders and day students. Prior to joining The King's Hospital in January 2019, Mark was Headmaster of Pocklington School, Yorkshire, England. He has experience in 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.



■ Dr. Ray Sharpe

Dr. Sharpe was appointed to the Board in December 2017 and is the 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.



■ Gerry Fagan

Chairperson
(retired February 2023)

Gerry retired as Chair and Director of the Board in February 2023, having served on the Board since February 2014 and as Chair since November 2017. Previously, he was a member, and later Chair, of the Audit, Risk and Finance Committee. Gerry held senior leadership roles with Smurfit Kappa Group plc. for 24 years before retiring in January 2011. Prior to this, he worked in management positions with both PWC and Ernst & Young. He is a fellow of the Institute of Chartered Accountants in Ireland and a fellow of the Chartered Institute of Certified Accountants.



■ Frances Fletcher

(Retired from the Board
September 2022)
Continues as Company
Secretary

Frances retired from the Board and her role as Honorary Secretary in September 2022, having served on the Board since 2010. She continues in her role as Company Secretary. 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 currently a Board member of LÁMH, an organisation dedicated to supporting children and adults with an intellectual disability and communication needs.

Governance

Board of Directors

The names of the persons who served as directors during 2022 are:

Gerard (Gerry) Fagan – Chairperson
Frances Fletcher – Honorary Secretary until 28th September 2022
Eugene Foley – Vice-Chair
Edel Conway
John Hynes
Mary McCarron
Dermot Mullen
Ciarán O'Mara – Honorary Secretary from 28th September 2022
Muriel Pate
Mark Ronan
Patrick Raymond (Ray) Sharpe

Muriel Pate was appointed to the Board on 18th May 2022.

Ciarán O'Mara was appointed to the Board on 18th May 2022.

Frances Fletcher retired as a Director of the Board on 28th September 2022.

Gerry Fagan retired as Chairperson and Director of the Board on 22nd February 2023.

Ciarán O'Mara was appointed Chairperson of the Board on 22nd February 2023.

All other Directors served for the entire year 2022.

Attendance of Board members at Board Meetings 2022

Board Member	Date of Stewarts Care Ltd. Board Meeting									
	23/02/22	30/03/22	18/05/22	29/06/22	20/07/22	31/08/22	28/09/22	26/10/22	23/11/22	14/12/22
Edel Conway	✓	✓	✓	✓	✗	✓	✓	✓	✗	✓
Gerry Fagan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗
Frances. Fletcher*	✓	✓	✓	✓	✓	✓	✓			
Eugene Foley	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓
John Hynes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mary McCarron	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Dermot Mullen	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ciarán O' Mara*			✓	✓	✓	✓	✓	✓	✓	✓
Muriel Pate*			✓	✓	✓	✓	✗	✗	✓	✓
Mark Ronan	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓
Ray Sharpe	✓	✓	✓	✗	✓	✓	✓	✗	✓	✓

Note:

*Frances Fletcher retired from the Board on 28/09/2022

*Ciarán O'Mara and Muriel Pate were appointed to the Board on 18/05/2022

Board Committees

Committee of Officers

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

The Officers of the Board oversee that the organisation fulfills its objectives, vision, and legal obligations in line with the Constitution of the Company.

Committee Member	Date of Committee Meeting			
	14/02/22	18/05/22	26/09/22	26/10/22
Gerry Fagan (Chair)	✓	✓	✓	✓
Eugene Foley (Vice-Chair)	✓	✓	✓	✓
Frances Fletcher (Honorary Secretary)	✓	✓	✓	
Ciarán O'Mara (Honorary Secretary)				✓
Brendan O'Connor (Chief Executive)	x	x	x	✓

Note: The role of Honorary Secretary passed from Frances Fletcher to Ciarán O'Mara on 28th September 2022.

Nominations and Remuneration Committee

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

The duties of this committee are to:

- Regularly review the structure, size and composition of the Board and make recommendations to the Board with regard to any desired changes including terms of office and maximum service of Non-Executive Directors.
- Assist the Board in ensuring that remuneration policies and practices comply with the particular requirements of public pay policy.
- Prepare a description of the remuneration, role, skills and capabilities required for Executive and 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 Chairperson and 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 all 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 Chairperson.
 - 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.

Committee Member	Date of Committee Meeting	
	14/02/22	24/03/22
Gerry Fagan (Chair)	✓	✗
Eugene Foley	✓	✓
Frances Fletcher (Up to 28/09/22)	✓	✓
Ciarán O'Mara (From 28/09/22)		
Brendan O'Connor	✓	✓

Communications and Fundraising Oversight Committee

The purpose of this committee is to provide a consultative forum to ensure appropriate oversight is in place regarding the use of funds that are generated by fundraising activity.

Committee Member	Date of Committee Meeting				
	03/02/22	23/03/22	11/05/22	23/08/22	07/11/22
Brendan O'Connor (Chair)	✓	✓	✓	✓	✓
Edel Conway		✓	✓	✓	✗
Frances Fletcher	✓	✓	✓	✓	✓
Paul Geoghegan	✓	✗	✓	✓	
Noel McCarron	✓	✓	✓	✓	
James Harold			✓	✓	✓
Jacqui McDonnell					✓

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.

Committee Member	Date of Committee Meeting			
	16/06/22	21/07/22	10/11/22	07/12/22
Eugene Foley (Chair)	✓	✓	✓	✓
Mark Ronan	✓	✗	✗	✓
Michael Walsh	✓	✓	✗	✓
Ger Ryan	✓	✓	✓	✗

Complaints Committee

This committee is an essential committee and acts as a source of feedback and a way to improve the service. It was established to provide oversight of issues that have been reported across Stewarts, 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.

Committee Member	Date of Committee Meeting				
	26/01/22	23/03/22	25/05/22	27/07/22	07/12/22
John Hynes (Chair)	✓	✓	✓	✓	✓
Ciara Ballantyne	✗	✗	✓	✓	✓
Colman Parker	✓	✓	✓	✓	✓
Rachel O'Kelly	✓	✓	✓	✓	✓
Laura O'Neill	✓	✗	✓	✗	✓
Angela Colgan	✓	✓	✓	✓	✓
Elaine Healy		✓	✓	✓	✗

Quality, Safety, Risk and Policy Committee

The main purpose of this committee is to provide advice to the Board on risk strategy. It oversees the development, implementation and maintenance of Stewarts Care's overall risk management framework and its risk appetite, strategy, principles, and policies. This is to ensure that Stewarts Care's risk management remains in line with current and emerging regulatory, corporate governance and industry best practice.

The committee provides oversight and challenge of the day-to-day risk management and oversight arrangements of the Executive. This includes ensuring continued adherence to Stewarts Care's risk and compliance principles, policies, and standards. It also includes review of 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.

Committee Member	Date of Committee Meeting					
	10/02/22	07/04/22	02/06/22	10/08/22	06/10/22	01/12/22
Dermot Mullen (Chair)	✓	✓	✓	✓	x	✓
John Hynes	✓	✓	✓	✓	✓	✓
Brendan O'Connor	✓	✓	✓	x	✓	✓
Siobhan Kearins	✓	✓	✓	✓	✓	✓
Aidan Farrell / Rep.	✓	✓	✓	✓	✓	✓

Research Ethics Committee

The main purpose of this committee is to promote, 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.

Committee Member	Date of Committee Meeting				
	24/01/22	28/03/22	27/06/22	19/09/22	28/11/22
Ray Sharpe (Chair)	✗	✓	✓	✓	✓
Carmel Doyle (Vice Chair)	✓	✗	✗	✓	✓
Siobhan Kearins	✓	✓	✓	✗	✓
John Hynes	✓	✓	✓	✓	✓
Aidan Butler	✓	✗			
Mary Carrig	✓	✓	✓	✓	✓
Gala Morgan	✓	✓	✓	✓	✓
Claire Carty	✗	✓	✓	✓	✓

During 2022, the Research Ethics Committee approved nine research applications:

1. Research proposal – Exploring team effectiveness and how it can improve performance.

Principal investigator/ researcher: Owen Hanratty, Stewarts Care, Institute of Public Administration.
2. Research proposal – Discourse and decision-making processes in the life of a child with complex disability.

Principal investigator/ researcher: Deirdre Fitzgerald, NUI Galway.
3. Research proposal – Exploration of Service Users engagement with National Safeguarding Policy.

Principal investigator/ researcher: Laura O’Neill, Safeguarding Manager, Stewarts Care.
4. Research proposal – Digital and assistive technology used to facilitate a meaningful day to service provision: a pilot project.

Principal investigator/ researcher: Mohamed Maalim, Occupational Therapy Department, Stewarts Care, Gala Morgan, Speech and Language Therapy Department., Stewarts Care.
5. Research proposal – A profile of the feeding, eating, drinking and swallowing (FEDS) caseload on a newly formed Children’s Disability Network Team (CDNT).

Principal investigator: Sarah McDonagh, Speech and Language Therapy Department, Stewarts Care.
6. Research proposal – a review of “family-centred practice” as an approach for families who have children with complex disability or development needs, to engage with and promote interaction with Progressing Disability Services for Children and Young People Programme (PDS).

Principal investigator: Mr Samuel Fox, University of Galway (formerly NUIG).

7. Research proposal – Development of OPTIMA- ID: Optimising Pharmacology – Therapy and Improving medication for ageing with Intellectual Disability.

Principal Investigator: Juliette O’Connell, School of Pharmaceutical & Pharmaceutical Sciences, Trinity College Dublin.

8. Research proposal – Healthcare staff’s experience of burnout, defence styles and self-compassion working in the Children’s Disability Network Team (CDNT).

Principal investigator: Karolina Radzieda, Clinical Psychologist, CDNT, Ballyogan Road, Leopardstown, Dublin 18.

9. Research proposal – An evaluation of day service outcomes for community residents in Stewarts Care following the person-centred selection of their preferred support model.

Principal investigator: Dr. Darren McCausland, Stewarts Care.



Directors' Report and Financial Statements
Financial Year Ended 31 December 2022

**We continue
to support the
people we serve to
develop vocational,
independence and
general life-skills.**

Section 3

Directors' Report and Financial Statements

Directors and Other Information → **87**

Directors' Report → **88**

Statement of Directors' Responsibilities → **92**

Independent Auditors' Report → **93**

Profit and Loss Account → **96**

Statement of Comprehensive Income → **96**

Balance Sheet → **97**

Statement of Changes in Equity → **98**

Notes to the Financial Statements → **99**

Appendices → **115**

Directors and Other Information

As 31 December 2022

Board of Directors

Gerard Fagan (Chairperson)
Eugene Foley (Vice Chairperson)
Edel Conway
John Hynes
Mary McCarron
Dermot Mullen
Ciarán O'Mara
Muriel Pate
Mark Ronan
Patrick (Ray) Sharpe

Solicitors

William Fry
2 Grand Canal Square
Dublin 2

O'Mara Geraghty McCourt
51 Northumberland Road
Dublin 4

Arthur Cox
Earlsfort Terrace
Dublin 2

Secretary and Registered Office

Francis Fletcher
Stewarts Care
Mill Lane
Palmerstown
Dublin 20

Bankers

AIB Group

Charities Regulatory Authority Number

20040314

CHY Number

CHY13177

CRO Registered Number

296282

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 2022.

Principal activities

Stewarts Care DAC (formerly Stewarts Care Limited) provides residential accommodation including supported living and daily learning, recreational, cultural, and therapeutic experiences to 241 residents. Daytime support services are availed of by 529 adults. Respite services are provided to 226 individuals. More than 94% of the total income was received from public exchequer sources in the year.

Business review

The operating surplus for the year for the company was €1,000 before the inclusion of the actuarial gain from the re-measurement of the net defined benefit obligation, which was €18,985,000. The net asset position at 31 December 2022 was €8,635,000, which had increased from the liability position at 31 December 2021 primarily as a result of the positive movement in the defined benefit net asset of €18,985,000.

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 12.

	€'000
The total comprehensive income for the year amounted to;	18,986

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 prescribes and monitors 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 Head of Finance 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 (formerly Stewarts Care Limited) is in full compliance with Public Pay Policy.
- Adherence to the standards of the Charities Regulator's Charities Governance Code.
- Registration and Compliance with the requirements of the Charities Regulator.

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 2022 and 31 December 2021 had no interest in the share capital of the company or any other group company.

Events since the end of the financial year

In June 2023, Stewarts Care Limited was re-registered as Stewarts Care Designated Activity Company or Stewarts Care DAC.

Structure, governance and management

Stewarts Care DAC (formerly Stewarts Care Limited) 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 are:

G Fagan (Chairperson)
E Conway
F Fletcher (retired 28.09.2022)
E Foley
J Hynes
M McCarron
D Mullen
C O'Mara (appointed 18.05.2022)
M Pate (appointed 18.05.2022)
M Ronan
PR Sharpe

C O'Mara and M Pate were appointed to the board on 18 May 2022.

F Fletcher served until she retired on 28 September 2022.

All other directors served for the entire financial year.

2023

G Fagan retired as Chairperson and Director of the Board on 22 February 2023.

C O'Mara was appointed Chairperson of the Board on 22 February 2023.

Attendance of Board members at Board meetings

1 January 2022 – 31 December 2022

Board Member	Date of Stewarts Care DAC Board Meeting									
	23/02/22	30/03/22	18/05/22	29/06/22	20/07/22	31/08/22	28/09/22	26/10/22	23/11/22	14/12/22
E. Conway	✓	✓	✗	✓	✗	✓	✓	✓	✗	✓
G. Fagan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗
F. Fletcher *	✓	✓	✓	✓	✓	✓	✓			
E. Foley	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓
J. Hynes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
M. McCarron	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
D. Mullen	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
C. Mara *			✓	✓	✓	✓	✓	✓	✓	✓
M. Pate *			✓	✓	✓	✓	✗	✗	✓	✓
M. Ronan	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓
P.R. Sharpe	✓	✓	✓	✗	✓	✓	✓	✗	✓	✓

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



C O'Mara (Chairman)



E Foley

30th August 2023

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



C O'Mara (Chairman)



E Foley

30th August 2023

Opinion

We have audited the financial statements of Stewarts Care DAC (formerly Stewarts Care Limited) ("the Company"), which comprise the Profit and Loss Account, Statement of comprehensive income, the Balance Sheet and the Statement of Changes in Equity for the financial year ended 31 December 2022, and the related notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation of the financial statements is Irish law and accounting standards issued by the Financial Reporting Council including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. (Generally Accepted Accounting Practice in Ireland).

In our opinion, Company'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 2022 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 financial statements in Ireland, namely the Irish Auditing and Accounting Supervisory Authority (IAASA) Ethical Standard concerning the integrity, objectivity and independence of the auditor, 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.

Other matter

The financial statements of Stewarts Care DAC (formerly Stewarts Care Limited) for the year ended 31st of December 2021, were audited by PWC who expressed an unmodified opinion on those statements on 28th of September 2022.

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 our auditor's report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the 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.

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 the 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 FRS102, 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 the 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 our 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. They 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 our 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 of the effectiveness of the Company's internal control.

**Independent auditor's report to the members of Stewarts Care DAC
(formerly Stewarts Care Limited) (continued)**

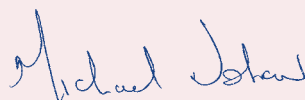
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material 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 shall communicate 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: 4th September 2023

Profit and Loss Account

Financial Year Ended 31 December 2022

	Notes	2022 €'000	2021 €'000
Turnover	6	80,193	72,947
Operating expenses		(72,652)	(66,012)
Administrative expenses		(7,484)	(5,763)
		(80,136)	(71,775)
Operating gain	7	57	1,172
Interest income		1,733	897
Interest payable and similar charges		(1,789)	(1,122)
Net interest cost		(56)	(225)
Surplus for the year before taxation		1	947
Taxation	20	–	–
Surplus for the year after taxation		1	947

Stewarts Care

Statement of Comprehensive Income

Financial Year Ended 31 December 2022

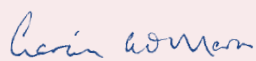
	2022 €'000	2021 €'000
Surplus for the year	1	947
Other comprehensive income / (expense)		
Re-measurement of net defined benefit pension liability	18,985	25,800
Total comprehensive income (expense) for the year	18,986	26,747

Balance Sheet

As at 31 December 2022

	Notes	2022 €'000	2021 €'000
Long term assets			
Tangible assets	8	11,069	9,389
Surplus on post-employment benefit obligation	14	15,292	-
		26,361	9,369
Current assets			
Debtors	10	8,533	3,905
Stocks	9	90	86
Operating bank balances		1,992	1,881
Service User Funds bank balances	22	7,956	7,325
		18,571	13,197
Current liabilities			
Creditors (amounts due within one year)	11	(16,689)	(11,516)
Service User balances	11	(7,956)	(7,325)
		(6,074)	(5,644)
Net current (liabilities)		(6,074)	(5,644)
Creditors (amounts due after more than one year)	12	(9,852)	(8,661)
Provision for liabilities			
Provision for legacy issue	19	(1,800)	(1,800)
Provision for post-employment benefit obligation	14	-	(3,635)
		8,635	(10,351)
Net (liabilities)		8,635	(10,351)
Capital and reserves			
Called up equity share capital presented as equity	13	-	-
General fund - revenue account deficit		9,426	(9,560)
Deficit from Stewart's Hospital – Mental Handicap Services		(791)	(791)
		8,635	(10,351)
Total equity \ (deficit)		8,635	(10,351)

On behalf of the board of directors



C O'Mara (Chairman)



E Foley

30th August 2023

Statement of Changes In Equity
Financial Year Ended 31 December 2022

	Called up share capital presented as equity €'000	Deficit from Mental Handicap Services €'000	Profit and loss account €'000	Total €'000
Balance at 1 January 2021	-	(791)	(36,307)	(37,098)
Surplus for the financial year	-	-	947	947
Other comprehensive expense for the financial year	-	-	25,800	25,800
Total comprehensive expense for the financial year	-	-	26,747	26,747
Balance at 31 December 2021	-	(791)	(9,560)	(10,351)
Balance at 1 January 2022	-	(791)	(9,560)	(10,351)
Surplus for the financial year	-	-	1	1
Other comprehensive income for the financial year	-	-	18,985	18,985
Total comprehensive income for the financial year	-	-	18,986	18,986
Balance at 31 December 2022	-	(791)	9,426	8,635

1 General information

These financial statements are the company's separate financial statements for the financial year beginning 1 January 2022 and ending 31 December 2022. Stewarts Care DAC (formerly Stewarts Care Limited) 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.

3 Summary of significant accounting policies (continued)

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

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.

3 Summary of significant accounting policies (continued)

(e) Employee benefits (continued)

(ii) Post-employment benefits (continued)

Defined benefit pension plan (continued)

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

- (a) the 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'.

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.

(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.

3 Summary of significant accounting policies (continued)

(f) Tangible fixed assets (continued)

(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.

3 Summary of significant accounting policies (continued)

(i) Financial instruments (continued)

(i) Financial assets (continued)

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.

(iv) Provision for legacy issue

As more fully explained in note 19, a provision by its nature involves a degree of uncertainty as to the timing and amount of the outflow of economic benefits. The provision above contains a number of uncertainties and the directors believe they have made a prudent provision for any liability ultimately expected to arise.

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, Mill Lane, Palmerstown, Dublin 20. The consolidated financial statements of Stewarts Foundation CLG are publicly available.

6 Turnover

	2022 €'000	2021 €'000
HSE Core Funding	66,229	62,507
HSE Additional Funding	8,829	4,429
HSE Funding total	75,278	66,936
Túsla Funding	281	281
DDLETB Funding	451	495
Dept of Education	294	168
Other operating income	4,108	5,067
	80,193	72,947

7 Operating gain /loss

	2022 €'000	2021 €'000
Operating gain / loss has been arrived at after charging/(crediting):		
Depreciation	694	412
Amortisation of capital grant	(478)	(346)

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:

	2022 €'000	2021 €'000
Audit of entity financial statements	45	40
Tax advisory services	-	-
Other non-audit services	-	-
	45	40

8 Tangible assets

	Buildings €'000	Furniture and equipment €'000	Motor Vehicles €'000	Total €'000
--	--------------------	-------------------------------------	----------------------------	----------------

Financial year ended 31 December 2021

Opening carrying amount	8,455	–	372	8,827
Additions	482	492	–	974
Disposals	–	–	–	–
Depreciation	(347)	–	(65)	(412)
Net Book Value	8,590	492	307	9,389

At 31 December 2021

Cost or deemed cost	14,998	893	486	16,377
Accumulated depreciation and impairment	(6,408)	(401)	(179)	(6,988)
Net Book Value	8,590	492	307	9,389

Financial year ended 31 December 2022

Opening carrying amount	8,590	492	307	9,389
Additions	1,176	257	940	2,373
Disposals	–	–	–	–
Depreciation	(345)	(125)	(223)	(693)
Net Book Value	9,421	624	1,024	11,069

At 31 December 2022

Cost or deemed cost	16,174	1,150	1,426	18,750
Accumulated depreciation and impairment	(6,753)	(526)	(402)	(7,681)
Net Book Value	9,421	624	1,024	11,069

9 Stocks

	2022 €'000	2021 €'000
Stocks consist of clothing, fuel, provisions and household goods	90	86

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

	2022 €'000	2021 €'000
HSE revenue grants receivable	3,226	3,115
Other debtors and prepayments	5,307	790
	8,533	3,905

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

11 Creditors

	2022 €'000	2021 €'000
Amounts falling due within one year:		
Wages and holiday pay	5,843	3,725
Payroll taxes	1,973	1,329
Trade creditors and accruals	8,769	6,392
Finance Lease Obligations	104	70
Creditors (amounts due within one year)	16,689	11,516
Service User Balances	7,956	7,325
Current Liabilities	24,645	18,841

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 2023.

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 2022 are €7,956,000 (2021: €7,325,000). These balances are held in two specific ring-fenced Service User Funds bank accounts. The combined balance on these two accounts is €7,956,000 (2021: €7,325,000).

In 2022, there were charges to clients of €1,200,000 (2021: €1,241,000) by the company, in accordance with HSE guidelines on long stay charges.

12 Creditors (amounts falling due later than one year)

	2022 €'000	2021 €'000
Finance Lease Obligations	194	89
Capital grant	9,658	8,572
Creditors due after more than one year	9,852	8,661

13 Called up share capital presented as equity

	2022 €'000	2021 €'000
Equity		
Authorised		
1,000,000 ordinary shares of €1.25 each (Prior Year 2021: 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 2021: 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 deficit

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

Deficit from Stewart's Hospital – Mental Handicap Services

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

14 Retirement benefits

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 Care Limited, and 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 of 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 (formerly Stewarts Care Limited) 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 (formerly Stewarts Care Limited) 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 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 the liability rests with the Department of Health. The above issue is similar to that applying in the majority of other publicly funded hospitals.

14 Retirement benefits (continued)

Stewarts Care DAC (formerly Stewarts Care Limited) Pension Plan

The Stewarts Care DAC (formerly Stewarts Care Limited) 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 (formerly Stewarts Care Limited). Membership of the plan is closed to new entrants with effect from 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 full actuarial valuation by a qualified independent actuary, on which the amounts recognised in the financial statements are based, was at 1 January 2023 and is available for inspection by the scheme members.

At 31 December 2022 there were 390 active members, 304 deferred members and 187 pensioners.

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

	2022 €'000	2021 €'000
Rate of increase in salaries:	3.00%	2.50%
Rate of increase in pensions in payment	2.50%	2.00%
Discount rate	3.70%	1.25%
Inflation assumption	2.50%	2.00%

The discount rate was based on the yield on AA-rated corporate bonds of similar duration to the duration of the liabilities, which at 31 December 2022 were expected to be of the order of 17 years. At 31 December 2022, the Markit iBoxx index was used to derive a yield curve with the Cairns model used to extrapolate the curve at the longer durations and taking into account AA rated Eurozone government bond yields at the longer durations. Using the same approach, the yield on AA corporate bonds for the liability duration at 31 December 2022 was 3.70%, which compares to a discount rate of 1.25% used at 31 December 2021.

14 Retirement benefits (continued)

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:

	2022	2021
Male	23.4	23.3
Female	25.6	25.6

	Market value at 31 December 2022 €'000	Market value at 31 December 2021 €'000
The assets in the schemes were:		
Equities	27,555	35,472
Bonds	56,130	68,929
Diversified growth fund	29,093	34,322
Net current assets	269	974
	113,047	139,697

	Pension assets €'000	Pension liabilities €'000	Pension (deficit)/ surplus €'000
--	----------------------------	---------------------------------	---

Movement in scheme assets and liabilities

At 1 January 2022	139,697	(143,332)	(3,635)
Current service cost	-	(3,602)	(3,602)
Interest cost	-	(1,757)	(1,757)
Expected return on assets	1,733	-	1,733
Actuarial gains/(loss) on plan liabilities	-	45,318	45,318
Actuarial (loss)/gain on plan assets	(26,333)	-	(26,333)
Contributions by employer	3,568	-	3,568
Benefits paid/settled	(5,618)	5,618	-
Contributions by employees	-	-	-
At 31 December 2022	113,047	(97,755)	15,292

The best estimate of estimated pension costs in the next financial year is €3,753,000.

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

14 Retirement benefits (continued)

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 2022 there was a balance of €61,000 payable to Stewarts Foundation CLG (2021: €459,000 receivable from Stewarts Foundation CLG). The company took responsibility for the accumulated deficit to 31 December 1998 of Stewarts Hospital – Mental Handicap Services of €791,000.

17 Directors' remuneration and loans

There was no remuneration of, nor loans to, directors in 2022 or 2021.

18 Staff costs and employee information

	2022 €'000	2021 €'000
Wages and salaries	55,055	47,225
Social insurance costs	5,720	4,989
Other retirement benefit costs	4,418	4,200
	65,193	56,414
<hr/>		
The average number of persons employed by the company during the year was:	1,179	1,022

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

19 Provision for legacy issues

In 2017, a number of legacy issues came to light which require further third party independent investigation. This investigation has been commissioned by HSE, with the support of the Board, to review the appropriate use of Service User funds in the past.

Per FRS 102, a provision should be recognised only when:

- An entity has a present obligation (legal or constructive) as a result of a past event.
- It is probable that a transfer of economic benefit will be required to settle the obligation.
- A reliable estimate can be made of the amount of the obligation.

There has been a review by an external body. This is not complete. The company have retained the provision as stated in the 2021 year end accounts.

20 Taxation

No taxation arises as the company is a registered charity.

21 Events since the end of the financial year

In June 2023, Stewarts Care Limited was re registered as Stewarts Care DAC.

22 Cash at bank and in hand

Bank balances of €7,956,000 (2021: €7,325,000) 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.

23 Approval of financial statements

The directors approved the financial statements on 30th August 2023.

Staff Salaries by Threshold (€'000's)

	Number 2022 Monthly	2022 Exec	2022 Weekly	2022
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

	Number 2021	2021 Exec	2021 Weekly	2021
100 +	1	1	–	2
90 – 100	2	3	–	5
80 – 90	4	5	–	9
70 – 80	11	2	1	14
60 – 70	42	–	7	49

Appendices (continued)

	2022 €'000	2021 €'000
Pay expenditure		
General support staff	34,463	30,860
Health and social care	3,146	1,780
Management/administration	4,741	3,233
Medical/dental	313	348
Nursing	9,452	7,901
Other patient care	2,940	3,103
Superannuation	4,418	4,200
Social insurance	5,720	4,989
	65,193	56,414
Non pay expenditure		
Medicine	172	129
Food	1,804	1,477
Energy	2,289	1,582
Cleaning and washing	550	534
Furniture	45	57
Bedding	19	14
Maintenance	6,237	8,147
Transport	1,207	644
Financial	605	782
Office	1,122	991
Miscellaneous	643	441
Depreciation net of amortisation	216	65
	14,909	14,863
FRS 102 Pension Adjustment	34	498
Gross expenditure	80,136	71,775
Net interest	56	225
Operating income	(5,134)	(6,011)
HSE funding	(75,059)	(66,936)
Turnover	(80,193)	(72,947)

For More Information:

Email Us:

information@stewartscare.ie

Call Us:

01 626 4444

Visit:

www.stewartscare.ie

Follow Us:



Charity Number:

CHY13177