

# ETHOS 2001

As our services are now at a time of transition, with new challenges and opportunities to be worked on, it is helpful to review the principles that underline our work. There are growing expectations as to the range, type and quality of service we offer. In evaluating our present work and in planning for the future, we need to be clear about the values that motivate us and to be able to share them with others. "Going Forward Together" which is a statement of the Brothers of Charity Services ethos has been developed this year following wide consultation within our services.



*Members of the Working Party which produced our service ethos*

A summary statement of the Brothers of Charity Services Ethos follows:

*The Brothers of Charity Services are committed to working with people with an intellectual disability to claim their rightful place as valued citizens. Inclusion is a fundamental principle that underlies all aspects of our work.*

*We believe in the intrinsic value of every person and we aim to further the dignity of all associated with our services. We want each individual to have wide opportunities for self-expression in home life, education, occupation, and leisure.*

*We want everyone in our services to enjoy dignifying relationships and to have a sense of community.*

*We are a learning organisation open to evolving ideas in service development.*

*We implement the best of current trends in service provision.*

*We affirm the rights of the person with a disability to a high standard of expertise in any service that he or she receives.*

*We seek to empower people with a disability, their families and all those working with them. The greatest possible autonomy is given to each part of our services, while also maintaining a healthy interdependence.*

*We create progressive and flexible organisational structures to support our fundamental objectives. We work in partnership with statutory bodies and are fully accountable for the services we provide.*

*We actively seek the resources to create the range and quality of service, which each individual requires. The Brothers of Charity Services are rooted in the values of the Christian gospel. Pastoral care is an integral part of our approach to service provision.*

## NATIONAL DIRECTORS ADDRESS

Dear Friends,

I am pleased to present you with the Brothers of Charity Services National Annual Report for 2001. It has been a very busy year for our services nationally with many positive developments and some challenges also occurring within the six Regions of our Service.



**WINFRED O'HANRAHAN**  
NATIONAL DIRECTOR

Gina Magliocco joined our small National Services Team as National Development Officer in June 2001. Gina's roles include the coordination of national policy development, the development of models of best practice, and research on trends regarding service needs and delivery.

During the year our national services updated our guidelines on Service User Records and Files, Admissions Transfers and Discharges and developed a Governance Statement on Finance Reserves. A National Task Group on Work and Employment identified social isolation as a major difficulty among our adult population. Their findings, which are very much in line with other national studies, highlighted an area of major service deficit, which affects people with a disability and their families. The importance of community integration is enshrined on all major documents concerning life styles of those with a disability but the reality unfortunately for many people can be very different. It is a challenge, which faces not only service providers but also our society as a whole. I am heartened to see that many of our Regions have prioritised the promotion of community integration and after work and school activities in their services.

National Working Parties on "Methods of Planning for Service Users" and "Multidisciplinary Services" continued their deliberations during the year and will bring forward recommendations during 2002.

Bro. John O'Shea, Regional Team Leader launched "Going Forward Together" – the Brothers of Charity Services Ethos, in June 2001. The importance for an organisation of getting its values right in order to work effectively is vital. The National Working Party chaired by Dr. John Dunne, who drafted the document, consulted widely and put a huge effort into their work. The resulting document is relevant to today's needs, while at the same time remaining rooted in the spiritual values which inspired the foundation of the Brothers of Charity.

During 2001 our National Standing Committees continued to respond to the needs of our organisation nationally by reviewing and further developing key policies. One of our main challenges with regard to Human Resources is that of staff shortages, particularly in recruiting staff with the relevant qualifications and experience. With the support of our National Standing Committee on Training and Development, a significant focus was placed on management development across the Regions and various programmes were developed internally. Our National Evaluation Team continued to plan and research for the introduction of the Personal Outcomes Measures, while continuing with the implementation of our own internal method of evaluation "How Are We Doing".

Our National Advocacy Conference entitled "A Voice for the Future" was held in Waterford in October and was a great success. Service Users again passed a motion, calling on agencies and individuals not to use the label "mental handicap" in describing their disability. Our National Service Users Council is now well established and is separately funded by the Organisation. Service users and their supporters from each Region are represented and the Council meets frequently for training and information sharing, as well as to identify and respond to the challenges faced by service users. During the year the National Service Users Council met our National Directorate on two occasions.

Our national guidelines on Abuse Investigation and Treatment were revised during the year and will be published during 2002.

A broad range of new service developments took place during the year and I would like to highlight some key areas of service, which we had in common as a national organisation.

A broad range of options were developed by our services in order to provide for the respite needs of service users and their families. Family support workers were appointed in Clare and in South Tipperary; also a family support coordinator was appointed for the Co. Galway Children Services.

The area of challenging behaviour also received priority. In Limerick, Cois Coillte Special Treatment Service for people with a mild intellectual disability and challenging behaviour was opened and in Roscommon a new Challenging Behaviour Team was formed. The model of service used in Roscommon has meant that service users can, for the most part, continue to live and work in their existing situations while their behaviour plan is implemented. Additionally in Clare a Challenging Behaviour Community Outreach Team was established during the year. Our South Eastern Services completed phase one of the relocation of twelve adults with intellectual disability from psychiatric services into the community.

Services for young children were further developed in Limerick, Clare, Galway and Kerry where initiatives took place in Cahirciveen, Kenmare and Sneem. A special pre school service was developed in Cork for the needs of children with autism spectrum disorder. Our Southern Services also undertook a significant amount of research in relation to behaviour support, autism and needs of families.

A significant number of adults were placed, with support, into open employment during the year under the National Supported Employment Scheme coordinated by FAS. Between five of our Regions we were able to place 98 people under this scheme throughout the year.

The social life needs of service users were also highlighted during the year. In the South Eastern Services, a Community Support Evening Programme was established while the Limerick Services focused on providing choice in relation to holidays and leisure activities.

We continued to implement our policy of structural change, which is reflective of our values and ethos, through the development of small, more personalised services, where there is appropriate consultation and autonomy. Our Galway Services appointed three Sector Teams in 2001 – The West Galway Adult Service Team, The East Galway Adult Services Team and the Children Services Team. Kilcornan Adult Services in Galway was also divided into four independent Teams with the appointment of Team Managers for each area.

In the South East two Regional Teams lead by Regional Managers, were appointed – the Waterford team and the South Tipperary team. This follows on from the division of our Southern Services into five geographical sectors in 2000.

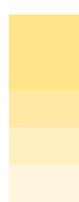
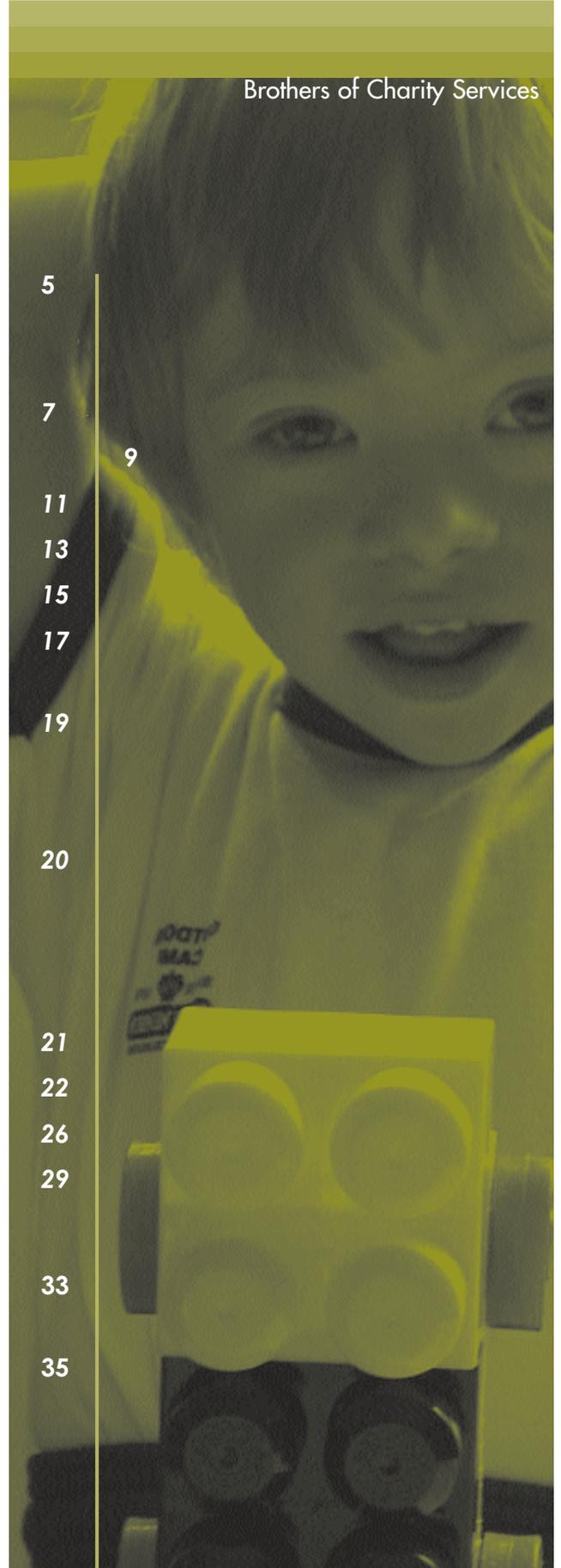
The year was not without its challenges also and the Galway Early Childhood Services, which is almost twenty-five years in existence, was faced with a growing workload of increased referrals but with a static workforce. The difficult decision had to be made not to accept additional referrals and to commence a waiting list system. It was a hard decision for the Services but it is hoped that through negotiation with the Western Health Board some solutions will be found.

In September 2001 the National Services embarked on the development of a National Strategic Plan for the Brothers of Charity Services and work on the Plan will continue during 2002.

I would like to conclude by thanking our service users, their families, our staff and volunteers for contributing to another year of growth and progress. At national level, the work of the Brothers of Charity could not continue without the contributions of our Standing Committees and Working Parties and in particular without the dedicated support of each of the six Regional Directors of Services. We greatly value the continuing support we receive from the National Federation of Voluntary Bodies and the many agencies that shared their expertise with us during the year. I wish to express my gratitude to the many government departments in particular the Department of Health & Children and to Health Boards as well as the many statutory and voluntary bodies who gave us ongoing support and assistance throughout the year and enabled us to serve better those with an intellectual disability.

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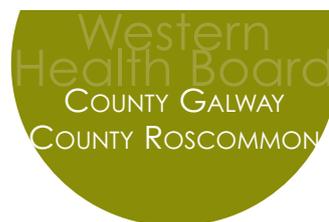


## INTRODUCTION TO BROTHERS OF CHARITY SERVICES IRELAND

The Brothers of Charity Services in Ireland today are made up of nearly, 3,000 Service Users and their families and over 2,000 staff members. Our Services have their origin in the vision and dynamism of Canon Peter Triest (1760-1836) who founded the congregation of the Brothers of Charity in 1807. The Brothers came to Ireland in 1883 and today are one of the largest service providers for people with an intellectual disability.

The core values of our services have always been the dignity and humanity of each person. How these are expressed has evolved over time with our greater understanding of the rights of all people with a disability, with the changing hopes and expectations of the individuals and families with whom we work, and with the growing expertise of all associated with our services. We use the term Service User throughout this report as a collective term for the people who use our services.

**THERE ARE SIX MAIN REGIONS, IN FOUR HEALTH BOARD AREAS, IN THE BROTHERS OF CHARITY SERVICES IN IRELAND.**



**THE BROTHERS OF CHARITY SERVICES, IRELAND PROVIDE THE FOLLOWING SERVICES,  
WITH SOME REGIONS SPECIALISING IN PARTICULAR SERVICE AREAS:**

**EARLY ASSESMENT INTERVENTION**

**DEVELOPMENT AND PRE-SCHOOL SERVICE**

**HEALTH RELATED SUPPORT SERVICES FOR EDUCATIONAL SERVICES**

**RESIDENTIAL CARE AND DAY ACTIVATION FOR ADULTS AND CHILDREN**

**VOCATIONAL PREPERATION, PERSONAL DEVELOPMENT AND INDEPENDENT LIVING**

**TRAINING**

**SUPPORTED EMPLOYMENT SERVICES**

**CRISIS INTERVENTION AND RESPITE CARE SERVICES**

**ADULT COUNCILLING AND AFTER CARE SERVICES**

**SERVICES FOR CHILDREN AND ADULTS WITH AUTISM**

**CARE OF ELDERLY PERSONS WITH INTELLECTUAL DISABILITY**

**STAFF TRAINING AND DEVELOPMENT SERVICES**

**PASTROL CARE AND CHAPLAINCY SERVICE**

**FAMILY AND SIBLING SUPPORT**

## REGION BY REGION NEWS

### CLARE SERVICES

2001 was Clare's first full year as an independent Region. It was a year of development and change and the following is a summary of our highlights.

The Mid-Western Health Board funded the recruitment of a Home Teacher for our Early Intervention Services. This teacher visits seventeen children under the age of 3 on a fortnightly basis. We continue to support children with moderate and severe disabilities in mainstream and special schools. A permanent part-time psychology post has been established, this allows us to offer a placement for a trainee psychologist with the children's service.

In 2001 we purchased a house to provide respite to a number of families in Clare. We also received a grant from the National Lottery to buy specialist toys. Corrovorrin, the Children's Residential Service, purchased playground equipment and organised the painting of a mural on the garden walls by local school children. In North Clare we purchased a six-bedroom house, which has enabled eleven Service Users to work and live in their own community. A number of Service users were placed in supported employment, and we held our first summer Camp.

In West Clare a mid-summer Garden Party was held and 'The Little Garden Centre' was launched. During the year our Service Users got the opportunity to excel individually and as part of a group, for example:

*They participated in a sailing adventure on the yacht 'Tenacious' which sailed around the British Isles.*

*Their pottery work was featured in the Kilrush Arts and Culture Festival.*

*The Advocacy Group presented a video documentary titled 'Kilrush Calling' to the National Service Users Conference.*

The Ennis Workshop and Training Centre held classes in reading, writing, recreational programmes and the introduction of the euro. Twenty-five Service Users attended a very successful Summer Camp. The Training Centre developed a new induction pack for staff.

The Ennis Retirement Programme house was upgraded to provide an activity area. Works of Art by Service Users were exhibited and sold. An Art programme and a holiday programme commenced for Service Users with High Dependency Needs in 2001. Planning permission was secured for a purpose built house for our High Dependency Service Users Programme.

Three extensions were completed, which allowed everyone in the houses concerned, within our Community Living Programme, to have their own bedrooms and ensuite facilities. Three new space wagons were purchased and all Service Users went on holidays either in Ireland or abroad.

A physical education instructor was recruited and twenty-two Service Users qualified for the National Special Olympic Games. Local sponsorship was secured to purchase new tracksuits for all participants.

A new Supported Employment Service was established to provide support, advice and guidance to Service Users who wish to secure and maintain employment in the open labour market. Nine Service Users secured employment in 2001 with the help of job coaches and administrative back up.

The Challenging Behaviour Community Outreach Team was set up in 2001 to offer a service to adults who have a mild intellectual disability and whose behaviour poses a serious challenge. The team intensively supported eight Service Users, their families and carers throughout the year.

The team have maintained an active continuing professional development programme and a substantial library of information on Challenging Behaviour has been acquired.

The Brothers of Charity Services secured funding from the Heath Board to recruit two staff to support three people with an intellectual disability to live in their own home and attend our Day Services. This support is available twenty-four hours a day for every day of the year and it focuses on personal care, community living, shopping and participating in leisure activities. The service is actively pursuing alternative accommodation for this family through the Clare County Council. We have received funding for one respite bed in County Clare, which is used by those on our waiting list for services or those Service Users who need a break from their normal accommodation.



## GALWAY SERVICES

The work of the Brothers of Charity Services in County Galway with its annual budget of above 28m stretches nearly 100 miles from Ballinasloe in the East to Cleggan and Clifden in the West. We offer services to people of all ages from young babies to a number of senior citizens who have intellectual disability in Renmore House and Kilcornan Centre.

We very often hear about how rewarding it is to work with children or with adults who have intellectual disability, and indeed it is rewarding. There is a reality as well in the sometimes, difficult challenges staff face in their work. Some of these challenges are inherent in the nature of the work that we do, but other challenges are not. Resource shortages whether of personnel, materials or infrastructure all avoidable, sometimes conspire to make our work very difficult.

During 2001 our Early Childhood Services in Newcastle, Galway, were faced with a growing workload, increasing expectations from parents and families, but with a static workforce. Our Early childhood Services had worked for nearly 25 years with health professionals around the County to ensure early referral of children with intellectual disability to our services and after that many years – a lifetime of effort – our Early Childhood Services had to take the difficult decision not to accept additional referrals onto their caseloads, but, instead to commence a waiting list system. A detailed submission on the matter was made to the Western Health Board and there was an anticipation that this important need could be dealt with from 2002 new development resources. Our Ballinasloe multidisciplinary team faced an exactly similar challenge with new referrals growing more significantly than any resource inputs to the team, again a waiting list was established.

Despite these difficulties, however, it is important to record some key service developments in the children's area during the year. A Sector Manager was appointed for the Children's Services, the coordination and planning of all our services for children will be enhanced as a result. The appointment of a family support coordinator and the development of this service, is seen by parents as a particularly valuable service offering a flexible support that is particularly valued by parents and families. The commencement of the new children's respite service in Ballinasloe and the completion of the Springfield Child Development Centre are invaluable additional resources.

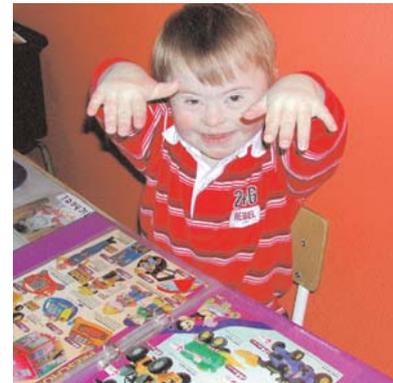
We had an opportunity in 2001 to restructure our adult services through the setting up of two sectoral teams, the Adult Services East and the Adult Services West. These sector teams each take responsibility for the adult services provided within the region concerned, and this provides for much-needed, enhanced management support, direction, and follow-up for the teams concerned. The division of our Adult Services into four independent teams was advanced early in the year with the appointment of the four team managers and the fulfilment of the new structure for Kilcornan which is designed to facilitate a clear focus on meeting the needs of the men and women Service Users in each team, and to create a focus on the needs and requirements which the Service Users in each team hold in common.

We anticipate that this kind of clear focus will provide for individual and team plans in a way that will facilitate seeking the resources that are required for our Kilcornan Services.

In the John Paul Centre, 2001 saw the completion of the Shalom Centre. This project represents an imaginative re-design of a large area, which was formerly a gymnasium, now adapted as a suitable day programme area. We also commenced a new day centre at Radharc na Mara in the John Paul Centre, this building will play a key role in providing a day service for the Radharc na Mara residents who currently have no day programme area.

The Galway Supported Employment consortium, a collaborative project between the Brothers of Charity Services, the Galway Association, Enable Ireland, and NTDI commenced during the year. This project came under the National Supported Employment Programme for People with Disabilities, supported by FAS, and funded under the National Development Plan. They set an ambitious project target to place 26 Service Users in mainstream employment by the end of 2001 – in fact, 40 Service Users were placed by the target date.

We are very proud to announce that the Galway Regional Council is now fully operational. The Regional Council consists of elected family representatives and staff, service users, the Regional Director, nominees of the Service Directorate and Provincial Council including a representative of the local Health Board. The Regional Council exercises the motivation and guardianship functions of the Provincial Council at local level and reports directly to the Provincial Council.



## LIMERICK SERVICES

The Brothers of Charity Services in Limerick City and West Limerick provide a range of services that contribute to the enhancement of the lives of many individuals with intellectual disabilities and their families. These include residential facilities, respite facilities, work training and placement, leisure and lifestyle activities, physical and intellectual training, assessment, advisory and limited counselling services, family support, public awareness and education.

The Service Community is the basic foundation upon which the service is built. Each Service Community embraces the individual with disability, the staff members, volunteers, families and the local community all unite in the enhancement of the life of the person with intellectual disability. Each Community has its appointed leader and operates within the ethos and structures of the Brothers of Charity.

In the year 2001, holidays and day trips were provided for a number of Service Users, with the annual trip to Lourdes being the success we have come to expect. Hot spots such as Spain were also visited with some Service Users joining the international jet set.

The 11th of July saw the launch of the video "Listening and Responding – Focus on the Future". This represented two years of research and consultation plus numerous hours of editing.

The evaluation process was completed by a number of departments within the Limerick region. These occasions were marked by the large attendance of staff, Service Users, family and friends. Staff presented the findings of detailed surveys.

The strengthening of Advocacy for Service Users has been a milestone in the development of our

Services. Some of the achievements in 2001 have been:

*The production of a policy on Service User Bullying in relation to Service Users.*

*The launch of the Limerick Service User Conference Video & Booklet.*

*Running Workshops introducing Service User Policy to Service Users and Staff.*

*The Development of quality materials for the purpose of improving communication between the different groups.*

*Presentations made at the National Service User Conference.*

*Networking between local, regional and national Advocacy meetings.*

*The setting up of Regional Advocacy Support Meetings.*

*Cois Coillte* This Special Assessment and Treatment residual Unit opened in November 2001. This unit provides a region wide service to clients presenting with a mild learning disability together with severe challenging behaviour. The capacity of this unit is six with an average intervention period of eighteen months. Therapeutic interventions are person centred rather than behaviour centred.

2001 was West Limerick Children's Services Team's first complete year in its base in Newcastle West. This service operates a community early intervention model of service. As part of this comprehensive service, infants with developmental delay, following assessment are provided with individualised stimulation programmes in their own homes by the home teaching personnel.

Inclusion in mainstream preschool or childcare services is supported with the funding of pre-school assistants. This service has made great beginnings in establishing a meaningful presence and service for children with developmental difficulties and their families.

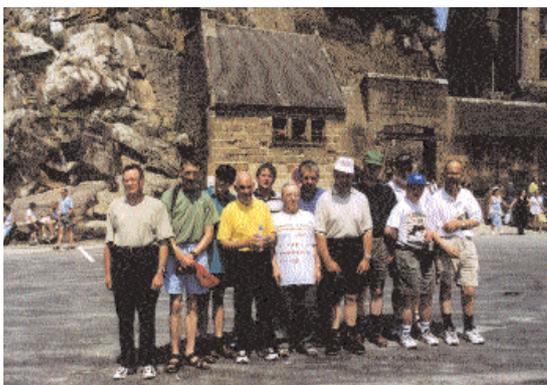
Towards the end of 2001 a second children's service team was put in place to provide services to a separate sector of Limerick city and county. Based on the West Limerick model, the Team have made an immediate impact on the service needs of many children in their operational area.



Noreen Ryan "Person of the Year"  
Brian Crowley, MEP



Provincial General Brother John O'Shea,  
Robert Sillery with The Mayor and  
Deputy Mayor of Limerick



Maria Byrne Deputy Mayor of Limerick  
and Richard Sadler Mayor of Limerick

## ROSCOMMON SERVICES

The Roscommon Services cover Roscommon Town and County. On the 1st June 2001 the Minister for Health and Children Mr. Michael Martin visited the Brothers of Charity Services in Roscommon to lay a block on our new Administrative and Advisory Centre at Lanesboro Street. The Minister met with parents, Service Users and staff and we appreciate the interest he took in our services.

In 2001 we formed a new Challenging Behaviour team, which consists of three staff headed by a challenging behaviour specialist, Brian McClean. This has been a very successful development and support is now available to help draw up behaviour support plans for identified individuals. Longitudinal training in positive behaviour support has also been provided and there is an increased level of expertise throughout the county to deal with challenging behaviour. The model of service has meant that Service Users can continue to live and work in their existing situations while a behaviour plan is being implemented. The opening of our respite house at St Ciaran's Park, Roscommon Town, provides the opportunity for respite or place of safety as the need arises.

Teach an Lae is a new adult day service in Forest View, Boyle. It provides social, vocational and self-help skills for adults with moderate/severe learning and physical disabilities. It also provides a service to three people on a full time basis and two people are gradually being introduced to the service one day per week. It is hoped to provide a full time service for up to eight people in the near future. The services provided include arts and crafts, music sessions, aromatherapy, therapeutic massage, swimming, bowling, cooking and social outings. Individual programmes are provided and these are reviewed and maintained on a regular basis with families, key workers and multidisciplinary staff.

A part-time school age team leader was appointed to head up our school age team. The main duties consist of outreach work, liaising with schools throughout the county and organising out of school activities. Links with existing services in the community is highly valued as well as organised special after school activities. An outreach worker was also appointed for children in the Castlereagh area.

This year we have been able to fund ten weekend breaks, for children with autism. Parents and Service Users welcomed this service; and we work towards expanding it.

The incidence of psychiatric illness among people with intellectual disability is estimated at between 12 and 15%. This group of people with dual diagnosis, need comprehensive inter disciplinary assessment, monitoring of medication and regular review. A fortnightly mental health clinic has been established specifically for people with an intellectual disability at St. Ciaran's Park to provide psychiatric, psychological and nursing assessment, intervention and proactive monitoring in an atmosphere that is both hospitable and dignified.

Two of our Service Users attended the UNAPEI International Self Advocacy Conference in Le Croisic, France from 26th to 29th August 2001. Delegates from different European countries gave presentations on the development of advocacy in their own country. Delegates also shared their experiences of sheltered and supported work, relationships and sexuality. There was a general consensus that further work is needed in the area of relationships and sexuality. Isolation and lack of social opportunities was a reality for some of the delegates.

The development of the Outreach Service in the Brothers of Charity Services put Ireland in the more progressive category regarding the facilitation of social interaction for service users.

We face many challenges for the future such as securing permanent funding for Summer Camps, developing adult residential and respite services, along with the recruitment of speech & language therapists, physiotherapist and psychologists.

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Minister Michéal Martin's visit to officially lay block for New Headquarters of Brothers of Charity at Lanesboro Street, Roscommon.



A scene from the Children's Harvest Festival held in Four Mile House, Roscommon organised by Pastoral Care Team

## SOUTH EAST SERVICES

The South East Services cover Waterford City and County, Tipperary South and Mooncoin, Kilkenny. During 2001 the services in the South East continued to develop and expand in line with service plans. While all objectives were not realised, many were enabled by the allocation of new monies. Others were implemented as a result of internal reviews and the diversion of existing resources. The highlights and achievements were many and varied and the following offers a snapshot of the region during the year.

With approved 2001 New Development monies the services in the South East opened:

- A new day centre for adults with high dependency needs. Temporarily located at Belmont Park, this service is called Solas and offers a multi activity programme to three young school leavers. The services are in possession of a site to build a purpose built centre for this service, but await approval of capital monies.
- Additional day, residential and respite places in Waterford and South Tipperary.

Approved Capital monies in 2001 allowed the service to continue to develop and expand.

### FUNDING APPROVED ENABLED THE:

*Development of phase one of the Mountbank Centre redevelopment project. This has been a long process of negotiation and this initial, albeit, small step towards the provision of more appropriate facilities for 40 Service Users, who are currently using a closed hospital ward is greatly welcomed.*

*Development of phase one of the relocation of twelve adults with Intellectual Disabilities living in St Lukes Psychiatric Hospital, Clonmel. With this funding we purchased a large bungalow in Botharlahan, Cashel that will be refurbished as a*

*Day Centre. We now await the approval of Revenue monies to commence this service.*

*Completion of the Nagle horticulture Centre which will provide additional training and work opportunities for Service Users in South Tipperary.*

*Purchase of a facility in Waterford to provide a specialist service for adults who have an Autistic Spectrum Disorder.*

### ADDITIONAL CORE FUNDING MONIES ENABLED US

#### TO:

- Take the first steps in the development of a community support evening programme which, under the direction of Susan McGill in the Recreation and Leisure Department, enabled an increased number of Service Users to avail of social activities. It is planned to continue the development of this programme over the coming years. This department also expanded its leisure options for Service Users with the development of an evening Archery Club in conjunction with the Dunmore East Adventure Centre.
- Appoint two Regional Services Managers, Ms. Julia Kelly in Waterford and Mr Eamonn Freyne in South Tipperary. Each regional services manager holds the responsibility for the management, planning and development of services in his/her region.
- Appoint a Families Support Worker in South Tipperary. This person will take up the post in early 2002, providing in home support to families as an element of the Early Services Team.

In October 2001, the Service Users in the region, supported by service personnel hosted the 3rd Annual Service Users Conference in Jury's Hotel, Waterford. Over 300 Service Users from around Ireland attended this conference, which was a great success, entitled "A Voice for the Future".

In the course of the year a number of Service Users successfully completed the ECDL course, whilst others completed a certificate course on Advocacy with the University of St. Andrews, Scotland. They now await the formal presentation of their certificates from the College.

These are just some of the many highlights of 2001. There were many successful outcomes from the 'Dreams and Wishes Programme'; fundraising ventures, especially the Waterford Ambulances Group, and individual achievements by staff members and Service Users. The continued contribution of every individual involved with the services, Service Users, staff members, family members, statutory and voluntary bodies, members of the community, local employers and businesses, volunteers and support groups is greatly appreciated.



## SOUTHERN SERVICES

The Southern Services cover Cork City and County and Kerry. 2001 was another busy year for Service Users and Staff and what follows are some of the highlights and service developments. Capital funding for the relocation of Castlevue Adult Day Service was approved in the amount of Euro698,360. We secured a property on 6 acres in Tower, Blarney to be developed in 2002. The Sensory Garden at Lota was completed, adding a much needed amenity for service participants.

Caritas Services developed a new training programme specifically for foundation level training which was approved by the Southern Health Board. This service will cater for the needs of the current and future trainees in a more varied and user-friendly manner. Community work experience placements were vastly expanded in 2001. Methods and procedures for conducting individual training plans were developed. The Caritas/Parents Consultative Group was established as a forum for the exchange of views on training issues.

Under our Supported Employment and Living Services programme, twenty-one Service Users found jobs and ten Service Users made a career change. Our Staff presented on supported Living at the Irish Association of supported Employment Conference, Kilkenny in October.

The Cahirciveen Child Development Centre was officially opened by Minister John O'Donoghue in October. A new 5 day facility for children aged up to six years who present with Autistic Spectrum Disorder commenced in Carragaline providing 18 places. Negotiation commenced with the Department of Education and Science for this facility to be recognised as a special junior school. LAMH, Hanen and TEACCH Programmes continue to be run with staff at Ivy Circle attending individual workshops on Applied Behavioural Analysis

Teaching Methods. The Speech and Language department also launched the Hanen 'More than Words' Programme as a first in Ireland with therapists from various Regions attending a special training course. The Southern Services were represented on the National Focus Group on the Role of the RNMH in Education.

All our schools participated in training on the development of individual Education Plans for children. Building work commenced for the new school facility for Our Lady of Good Counsel School in Ballincollig. Links with transition year students in Ballincollig and Carragaline Community Schools and Our Lady of Good Counsel School were forged. Ms Yvonne O'Malley was Cork Person of the Month for her unique contribution to the lives of pupils at St Gabriel's School. Interagency working groups in Kerry and Cork commenced work to identify solutions to the waiting lists for psychological services to school going children in the Region.

Sector managers will lead this project involving service-wide consultation with Service Users, their families and their local support teams on individual requirements.

The Southern Services have a history of undertaking research projects and 2001 was no exception. Research continued on the following topics:

*Standardisation of the Griffiths Mental Development Scales in Britain and Ireland*

*Inclusion and social Skills Training in the Curriculum of a Special School*

*Family Adaptation to Disability*

*Evaluating the Effectiveness of Sibshops as a Tool in Developing the Important Role of siblings in the Life of a Person with Disability*

*The Impact of Behavioural support in the Family Home*

*Prevalence of Challenging Behaviour and Examination of Impact on Support Needs*

*The Impact of Training in Behavioural Support*

*The Epidemiology of Autism in the Region*

The activities of the Service Directorate were wide ranging, a particular focus in 2001 was the advancement of policy and procedures development in the region. Decision Makers under the Freedom of Information Act 1997, were exceptionally busy with a noted increase in the number of requests for information under the act in 2001.

The following service developments approved for funding were ratified. Castleview Adult Day Services; additional multidisciplinary supports for Children in Special Schools in Cork and in the Pre-school services in Kerry; the further development of Home support Services for children attending Early Intervention services in Kerry. These developments created twenty-three new posts and totalled Euro 621,410.

The Cahirciveen Team undertook a pilot project introducing the re-designed Individual Personal Plans in the Early Intervention Services. Developments in the Regional Autism Spectrum Disorder (ASD) Services included the funding of six places within the Carrigaline pre-school bringing the total funded places to twelve of the eighteen provided for, and the funding of the remaining members of the regional assessment, diagnostic and advisory team. Additional funding was secured for the development of the Child and Adolescent Psychiatry Services in Kerry and Cork and the outreach early intervention services in Sneem and Kenmare.

An Assistant to the Speech and Language Therapist in Our Lady of Good Counsel School and Scoil Triest was sanctioned on a pilot basis. The Regional Development Plan 2002 – 2006 was launched. Sector managers will lead this project involving service-wide consultation with Service Users, their families and their local support teams on individual requirements.



Minister John O' Donoghue opening Cahirciveen Early Intervention Centre

## NATIONAL STANDING COMMITTEES

National Standing Committees have been set up over the past number of years by the National Director of Services, to investigate current practice, develop national policies and guidelines and to examine a way forward for Brothers of Charity Services in very specific areas. The Standing Committees are made up of representatives from each of the six Regions and a co-ordinator is appointed. Each Committee operates under agreed terms of reference. The following is a report on their activities in the year 2001.

### ADVOCACY

It is a key principle of the Brothers of Charity Services that Service Users be formally involved in the local, regional and national operation of our service organisations. At a local level, Service User groups are established where they speak and act on their own behalf, as in Self-Advocacy or Talk and Action Groups. Advocates are sought for those with a severe disability who cannot speak for themselves. Each Region establishes an Adult Service Users Council. The National Brothers of Charity Adult Service Users Council was established on the 29th of March 2001, its role is to support the regional councils, to share resources and experiences and to be the national voice for Service Users.

Two meetings between the National Service User Council and the National Directorate took place as planned in 2001. The various elected representatives presented issues of concern to Service Users from each Region. The main topics of discussion were:

- Wages*
- Self-Advocacy*
- Bullying*
- Relationships*
- Support for Advocacy*
- Speech and Language Therapy*

Representatives from Waterford and Limerick Service Users Council were invited to meet with a sub group of the National Association for the Mentally Handicapped in Ireland (N.A.M.H.I) to discuss advocacy development and what support can be offered in the future. The issue concerning the continued use of the term 'Mental Handicap' was raised, as this is a source of major distress to Service Users around the Country.

### EVALUATION

During the year we continued to evaluate our services using our "How Are We Doing" evaluation system. A total of 14 evaluations took place throughout the country in many diverse service locations including a children's respite centre, an adult training centre, a service for elderly Service Users, a catering department and a finance department. Many challenges were highlighted some of which have financial implications and these were included in our future planning process. Each evaluation highlighted a range of achievements and accomplishments and highlighting and celebrating these achievements remains an important feature of each evaluation.

The National Evaluation Group supports and co-ordinates the evaluation activities carried out in each region. This group continued to review the evaluation process and to develop the evaluation system. We aim to streamline and simplify the system to ensure that the system is easy to operate and not too time consuming while still ensuring that the essential questions are asked.

The Standing Committee continued to plan ahead for the introduction of Personal Outcome Measures as an evaluation tool within our services. This method will be incorporated into our evaluation system and assist us in gathering information on the outcomes and priorities required by Service Users. Personal Outcome Measures will provide us with an objective measure of the progress of our services and give us information on the areas in which we are meeting quality standards and those areas that remain a challenge for our services. Initially we will be concentrating on training our staff in the use of the system. It is hoped that Personal Outcome Measures will form an essential part of our quality enhancement plans over the coming years.

## **GOOD PRACTICE ON ABUSE, INVESTIGATION AND TREATMENT**

This group have met on four occasions in 2001. The focus of our work for this year has been to finalise the following policies:

- *Good Practice on abuse investigation and treatment.*
- *Appendix (5) Guidelines for the investigation of complaints against staff members.*

This work is ongoing and it is expected that it will be completed by summer 2002.

## **SEXUAL ABUSE TREATMENT GROUP**

This Group met in Limerick four times in 2001. A number of issues were addressed over the year by the membership of the group. These included:

*Resources to provide intervention to the client group within each region.*

*Personal Development Guidelines.*

*Role conflict when asked to engage in investigation work in parallel and intervention work.*

*Clinical supervision in relation to abuse work.*

*Resource appropriate training as part of continued professional development.*

*Contribution to the development of the Brothers of Charity National Strategic Plan.*

*Providing Group position statements in relation to policies currently being developed and finalised by the National Standing Committee on Abuse.*

## **DESIGNATED PERSONS GROUP**

During 2001 the Group met on six occasions and prepared and submitted written response to the National Standing Committee on Good Practice on Abuse Investigation and Treatment and to the National Director of Services on the following:

*Draft National Policy on the Prevention of Abuse and the Management of Abuse Allegations in the Brothers of Charity Services, Ireland.*

*Statistical Information on Referrals to Designated Persons across the Regions.*

*Separation of the Designated Person Role from the Head of Department Role.*

*Investigation of Staff in Regard to Alleged Incidents of Abuse.*

## TRAINING & DEVELOPMENT

In the year 2001 the need for an accredited relevant qualification for care staff was identified. This Standing Committee have examined a number of relevant courses and have made submissions on a National training for care staff course to the National Federation of Voluntary Bodies.

The Training and Development Departments of each Region have provided both internal and external training. Courses covered both personal and professional development. With the arrival of the Euro in 2002, much preparatory Euro Training was carried out during 2001. Training and Finance departments jointly provided programmes that were made available to all staff members. .

During 2001, a large focus was placed on management development, particularly for newly appointed managers. Across the regions, various development programmes were internally developed for these managers and courses encompassed ethos, principles underpinning the Sectoral Model of working, teamwork, communication, roles and responsibilities, financial management, policies and workplace procedures. Next year, it is planned to incorporate elements of these internal programmes to formulate a national frontline management programme for all newly appointed managers. In this way, a national standard will be set and the duplication of regional managerial programme development will be removed.

Links have been made with different universities with regard to education and development. Currently, the Brothers of Charity have links with The University of St. Andrews and Stirling University in the ongoing development of programmes relating to behaviour management. Also, links have been established with the University of Limerick and a programme has been developed entitled "Lifelong Learning Certificate in Health & Social Care". This

programme is aimed at care staff and was developed with the university in partnership with local care provision agencies.

## HUMAN RESOURCES

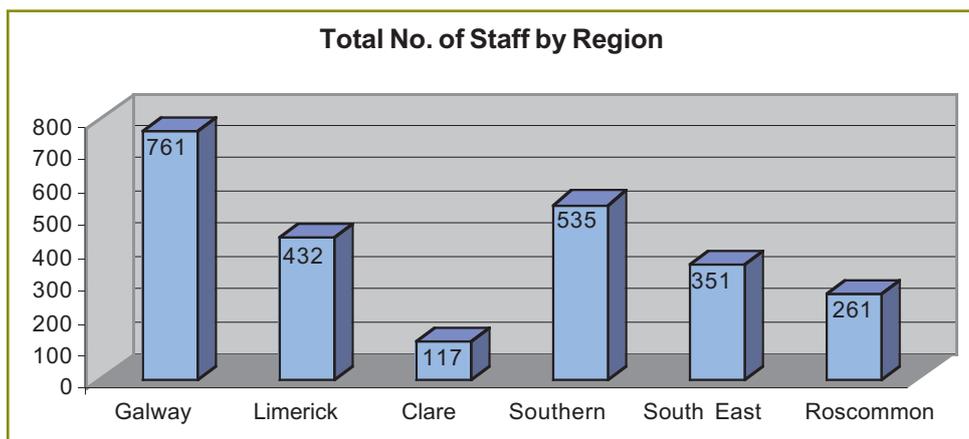
During 2001 a number of human resources policies were finalised by the HR Team including a Grievance Procedure, Disciplinary Procedure, Anti-Bullying Policy, Sick Leave Schemes, Maternity and Adoptive Leave Policy.

A nominee from the Human Resources Team represents the services on the National Human Resources Sub-Committee of the National Federation of Voluntary Bodies. The Human Resources Managers also attend meeting with IBEC and the HSEA on a regular basis.

At local level the Human Resources Departments continue to work with managers regarding all aspects of Human Resources. One of the main challenges during 2001 was staff shortages, particularly in recruiting staff with the relevant qualifications and experience in the area of intellectual disability. The Human Resources Department continue to foster good relationships with colleagues in other Intellectual Disability Agencies, the Department of Health & Children and the Health Boards.

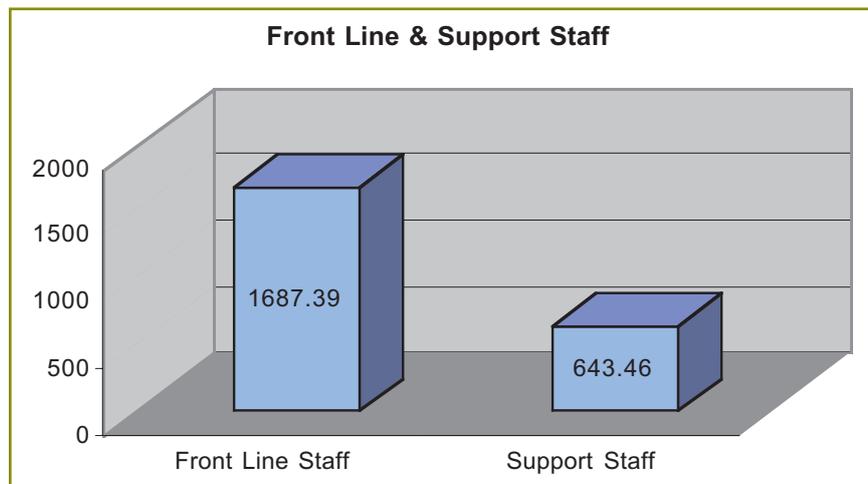
## EMPLOYMENT STATUS 2001

Service Region	Perm FT	Perm PT	Job Share	Temp. FT	Temp. PT	Locum	Training	Total No.	Total WTE	
<b>Sessional</b>										
Galway	4	339	62	80	46	207	21	2	761	612.02
Limerick		195	54.62	8.21	30.56	24.49	23.97	2	432	338.85
Clare		23	15.69	0.5	19	15.8	9	1	117	83.99
Southern		212	1	54	27	241	0	0	535	443.88
South East		213	31	14	32	56	3	2	351	316.82
Roscommon		82	69	5	7	48	48	2	261	179.97
<b>Total 2001</b>	<b>1064</b>	<b>233.31</b>	<b>161.71</b>	<b>161.56</b>	<b>592.29</b>	<b>104.97</b>	<b>9</b>	<b>2457</b>	<b>1975.53</b>	
<b>Total 2000</b>	<b>1004</b>	<b>209</b>	<b>162</b>	<b>41</b>	<b>355</b>	<b>150</b>	<b>4</b>	<b>2024</b>	<b>1726.9</b>	



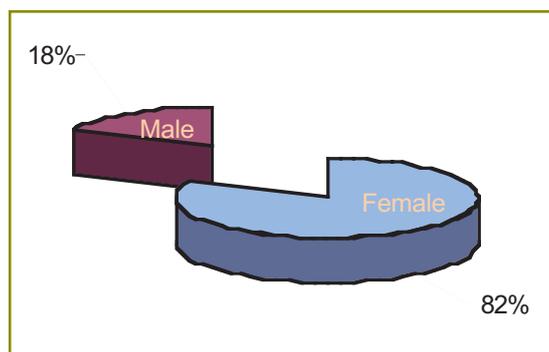
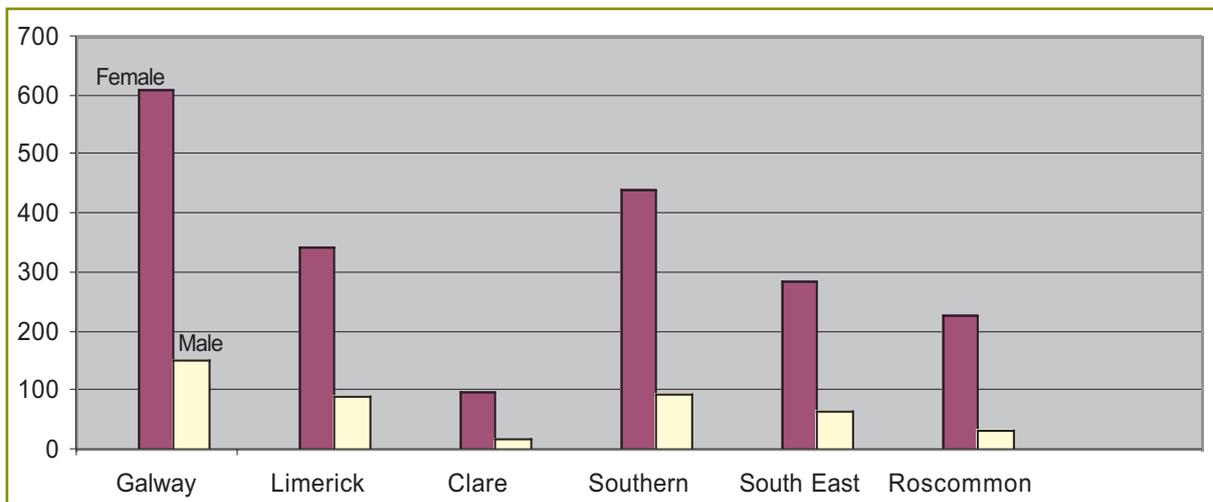
## STAFF PROFILE

Employment Category	Service Region						Total W.T.E's
	Galway W.T.E	Limerick W.T.E.	Clare W.T.E	Southern W.T.E	South East W.T.E	Roscommon W.T.E	
<b>Front Line Staff</b>							
Nursing	230	122.87	4.02	60	68	64	548.89
Care Staff, Houseparents, Nursery Nurses	336	152.69	58.81	314	161	116	1138.5
<b>Total:</b>	<b>566</b>	<b>275.56</b>	<b>62.83</b>	<b>374</b>	<b>229</b>	<b>180</b>	<b>1687.39</b>
<b>Support Staff</b>							
Administration	66	28.61	7.51	53	42	24	221.12
Workshop Supervisors, Drivers & Catering	75	0	0	61	57	47	240
Paramedical & Medical	43	18.8	9	45	20	10	145.8
Maintenance & General Operatives	11	15.88	4.66	2	3	0	36.54
<b>Total:</b>	<b>195</b>	<b>63.29</b>	<b>21.17</b>	<b>161</b>	<b>122</b>	<b>81</b>	<b>643.46</b>
<b>Front Line Staff</b>	1687.39						
<b>Support Staff</b>	643.46						

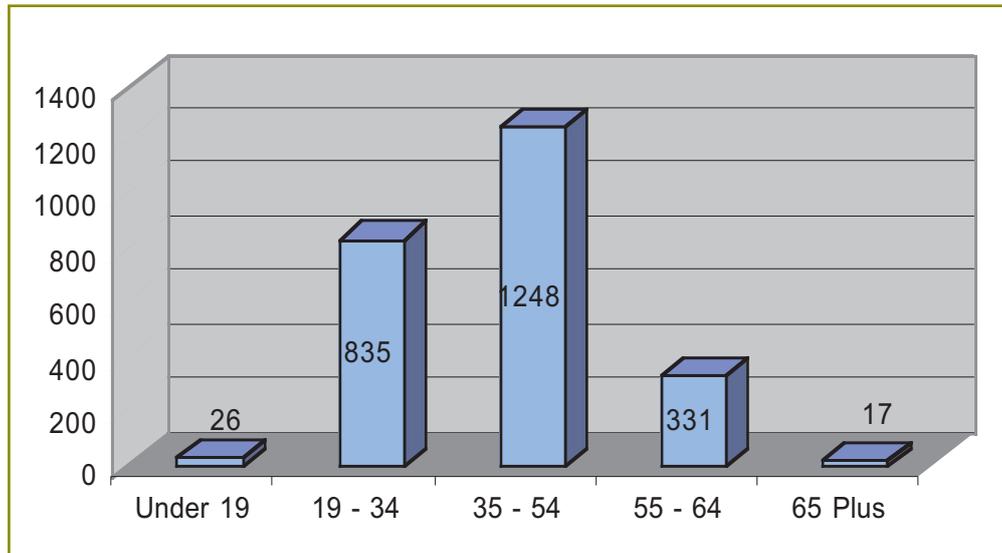


## GENDER BALANCE

GENDER BALANCE 2000							
Gender	REGIONS						TOTAL
	Galway	Limerick	Clare	Southern	South East	Roscommon	
Female	610	341	99	442	286	228	2006
Male	151	91	18	93	65	33	451
<b>TOTAL:</b>	<b>761</b>	<b>432</b>	<b>117</b>	<b>535</b>	<b>351</b>	<b>261</b>	<b>2457</b>



## AGE RANGE OF STAFF



AGE	2001						Total
	Galway	Limerick	Clare	Southern	South East	Roscommon	
Under 19	13	8	0	0	2	3	26
19 - 34	224	109	15	262	142	83	835
35 - 54	415	249	71	232	167	114	1248
55 - 64	106	61	24	40	39	61	331
65 Plus	3	5	7	1	1	0	17
<b>Total:</b>	<b>761</b>	<b>432</b>	<b>117</b>	<b>535</b>	<b>351</b>	<b>261</b>	<b>2457</b>



Limerick Service Directorate

## FINANCE

The Finance Committee held six meetings in 2001. One of the primary aims of these meeting is to share information regarding funding issues e.g. pay awards and their implementation non pay issues such as insurance. In addition in 2001 the following Finance Team work items are of note:

Euro preparation was the focus of meetings in the latter half of the year and efforts to source funding for the cost of preparation. Major issues were the timing and mechanics of changeover. Tony Collins with the Information Technology Department ensured a smooth changeover in all the accounting software. The Euro assist sheets prepared and shared by Tony were of benefit to all in their regional preparations.

All members of the Committee were invited to and attended the Activity Based Costing Conference organised by the Southern Health Board with the support of the Department of Health and Children. Tony Collins and Felix McElhone in conjunction with other Western Health Board agencies prepared standard costing templates for many specifications of Group Homes.

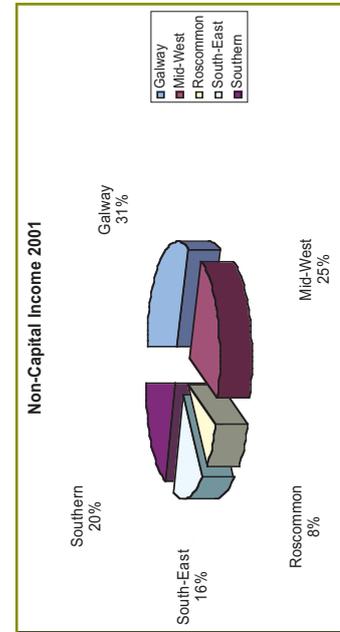
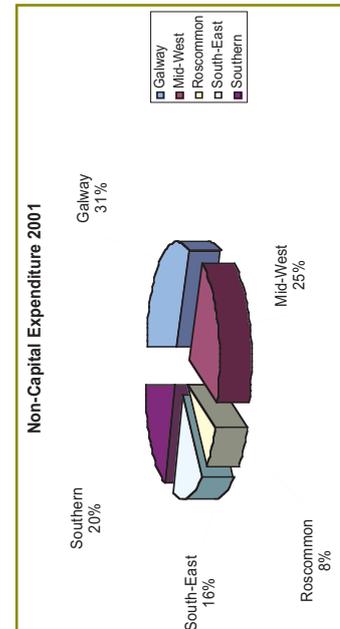
National policies were developed on Financial Reserves and adopted by the Regional Team for operation in 2001. A draft purchasing policy was prepared and this document is currently under review.

Julia Kelly a long serving member of the Finance Team left her post in Limerick as Head of Finance to take up a position as Regional Services Manager in the South East Region and was replaced by Norma Bagge.

## NON-CAPITAL INCOME & EXPENDITURE 2001

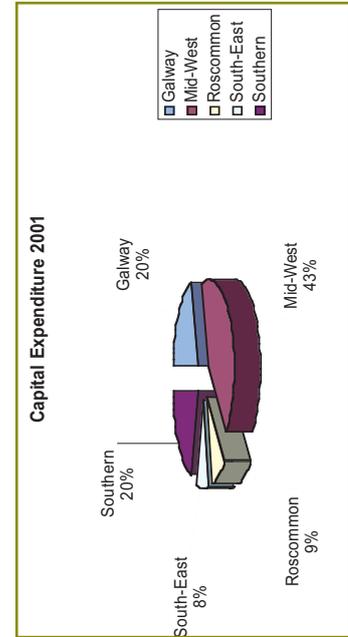
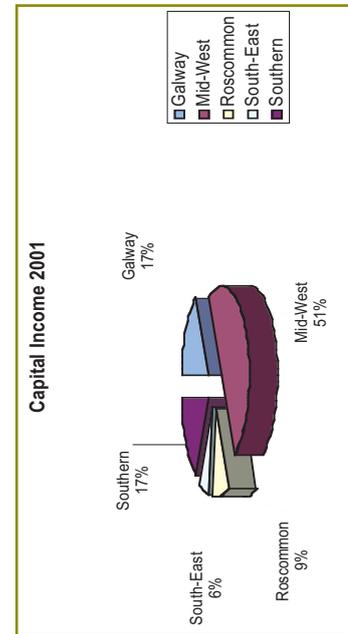
INCOME	TOTAL	Galway	Mid-West	Roscommon	South-East	Southern
Regional Health Boards	81182843	25,660,000	18,755,950	7,181,000	12,963,390	16,622,503
Health Boards - Previous Year	188685	0	188,685	0	0	0
Other Grants and Resources	1203688	611,000	474,688	118,000	0	0
Income Generated by Service Participants & Act.	6855497	1,493,000	3,078,931	135,000	1,291,185	857,381
Staff Superannuation	1986648	748,000	419,384	125,000	322,009	372,255
Previous Year Allocation Overstated	-197979	0	-197,979	0	0	0
<b>Total Income</b>	<b>91219382</b>	<b>28,512,000</b>	<b>22,719,659</b>	<b>7,559,000</b>	<b>14,576,584</b>	<b>17,852,139</b>
<b>EXPENDITURE</b>						
Staff Costs	69353297	22,038,000	16,163,251	5,659,000	10,829,205	14,663,841
Other Costs	21444945	6,703,000	6,540,381	1,393,000	3,428,662	3,379,902
Revenue Capitalised	66000	0	0	66,000	0	0
<b>Total Expenditure</b>	<b>90,864,242</b>	<b>28,741,000</b>	<b>22,703,632</b>	<b>7,118,000</b>	<b>14,257,867</b>	<b>18,043,743</b>
Surplus/(Deficite) for Year		-229,000	16,027	441,000	318,717	-191,604
Funds B/Forward from 2000		546,000	97,360		474,872	58,052
Balance as at 31st December 2001		317,000	113,387	739,000	793,589	-133,552

Surplus is being used to fund capital projects in 2002



# CAPITAL INCOME & EXPENDITURE 2001

Capital Income & Expenditure	Galway	Mid-West	Roscommon	South-East	Southern	TOTAL
	1,381,000	4,111,458	736,000	460,623	1,400,775	
Dept. of Health Grants	1,381,000	1,676,844	670,000	460,623	1,024,679	
ERDF/ESF	0	0	0	0	0	
Regional Health Boards - Revenue Capitalised	0	0	66,000	0	0	
Fundraising	0	1,485,594	0	0	376,096	
Revenue Funds Capitalised	0	0	0	0	0	
Charity Building Fund	0	0	0	0	0	
Department of Environment	0	0	0	0	0	
Sale of Property	0	807,555	0	0	0	
Interest Earned	0	99,141	0	0	0	
	0	42,324	0	0	0	
<b>Total Capital Income</b>	<b>1,381,000</b>	<b>4,111,458</b>	<b>736,000</b>	<b>460,623</b>	<b>1,400,775</b>	<b>8,089,856</b>
<b>Expenditure</b>						
Residential Group Homes	38,000	36,298	76,000	40,631	569,047	
Day Centres	1,622,000	329,070	632,000	597,755	1,098,230	
Respite Facilities	0	308,833	58,000	0	0	
Renovations	0	0	21,000	0	14,423	
Offices	4,000	0	0	0	0	
Challenging Behaviour	0	994,320	0	0	0	
Foynes Project	0	942,764	0	0	0	
Other	0	869,358	0	0	0	
Fundraising Grant to Revenue	120,521	0	0	0	0	
<b>Total Capital Expenditure</b>	<b>1,664,000</b>	<b>3,601,164</b>	<b>787,000</b>	<b>638,386</b>	<b>1,681,700</b>	<b>8,372,250</b>
Surplus/(Deficit) for Year	-283,000	510,294	-51,000	-177,763	-280,925	-282,394
Funds B/Forward from 2000	449,000	-250,960	0	0	297,845	1,099,130
Balance as at 31st December 2001	166,000	259,334	-51,000	-177,763	16,920	11,763



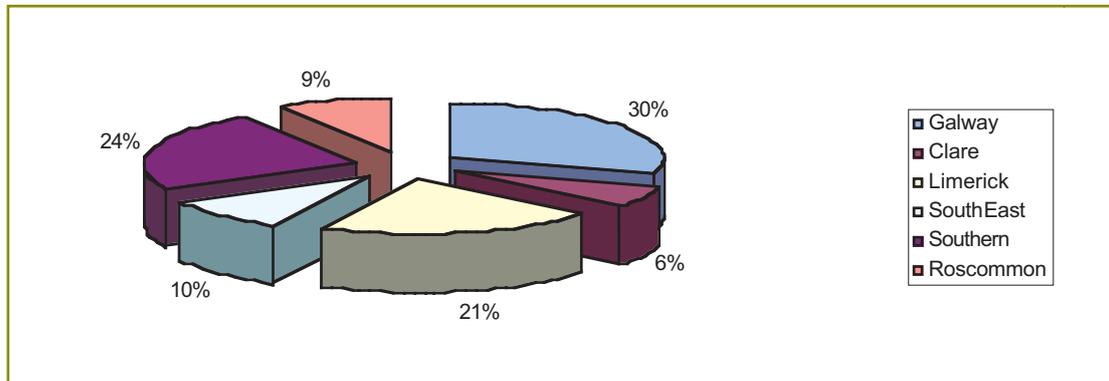
## SERVICE USERS A PROFILE

### SERVICE USERS BY REGION AND DISABILITY

Service	Total no.	Child	Adult	not verified	normal range	boderline	mild	moderate	severe	profound	TOTAL Data Base
Galway	897	457	440	43	1	21	407	209	196	20	897
Clare	187	52	135	0	0	0	34	133	19	1	187
Limerick	645	* 271	374	0	0	0	67	176	99	32	374
South East	304	20	284	7	0	2	53	127	87	28	304
Southern	715	555	160	44	32	59	272	216	73	19	715
Roscommon	263	131	132	19	3	6	79	110	42	4	263
<b>TOTAL:</b>	<b>3011</b>	<b>1029</b>	<b>1525</b>	<b>113</b>	<b>36</b>	<b>88</b>	<b>912</b>	<b>971</b>	<b>516</b>	<b>104</b>	<b>2740</b>

\* Children currently not on database

## SERVICE USERS BY REGION

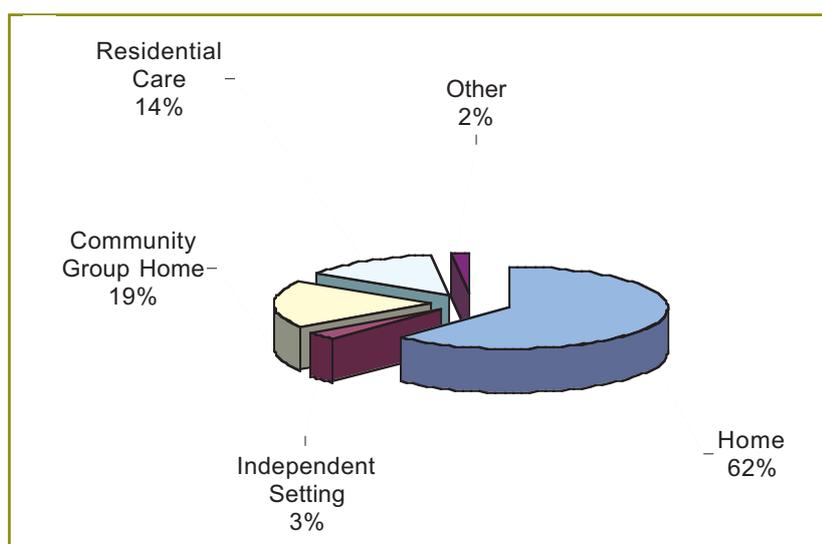


Delegates at the Self Advocacy Conference, France

## SERVICE USERS BY MAIN RESIDENTIAL CIRCUMSTANCES

	TOTAL	SERVICE REGION					
		Clare	Galway	Limerick	South East	Southern	Roscommon
<b>Home</b>							
At home with parents	1335	83	457	71	89	503	132
At home with one parent	282	23	83	36	45	62	33
At home with sibling	43	4	8	16	11	0	4
At homewith other relative	16	3	6	1	1	4	1
Lives with non relative	3	1	0	1	0	1	0
Adoption	5	0	0	0	0	5	0
Foster Care	20	0	5	2	0	10	3
<b>TOTAL:</b>	<b>1704</b>	<b>114</b>	<b>559</b>	<b>127</b>	<b>146</b>	<b>585</b>	<b>173</b>
<b>Independent Setting</b>							
Lives semi-independently	52	5	22	2	11	8	4
Lives independently	36	1	22	6	4	1	2
Vagrant or Homeless	1	0	1		0	0	0
<b>TOTAL:</b>	<b>89</b>	<b>6</b>	<b>45</b>	<b>8</b>	<b>15</b>	<b>9</b>	<b>6</b>
<b>Community Group Home</b>							
5 day community group home	70	24	14	5	3	11	13
7 day community group home	128	21	44	58	0	5	0
7 day (52 week) group home	316	18	82	21	111	32	52
<b>TOTAL:</b>	<b>514</b>	<b>63</b>	<b>140</b>	<b>84</b>	<b>114</b>	<b>48</b>	<b>65</b>
<b>Residential Care</b>							
5 day residential centre	53	0	0	53	0	0	0
7day residential centre	105	1	3	100	0	1	0
7 day (52 weeks) residential centre	218	0	135	23		60	0
<b>TOTAL:</b>	<b>376</b>	<b>1</b>	<b>138</b>	<b>153</b>	<b>23</b>	<b>61</b>	<b>0</b>
<b>Other</b>							
Special intensive placements	9	1	1	1	0	6	0
crisis and relief centre	2	0	2	0	0	0	0
regular part time care	29	0	11	0	0	0	18
de-designated unit	6	0	0	0	6	0	0
other (Nursing Home)	6	2	1	1	0	2	0
Not Applicable	2	0	0	0	0	4	1
<b>TOTAL:</b>	<b>57</b>	<b>3</b>	<b>15</b>	<b>2</b>	<b>6</b>	<b>12</b>	<b>19</b>
<b>OVERALL TOTAL:</b>	<b>2740</b>	<b>187</b>	<b>897</b>	<b>374</b>	<b>304</b>	<b>715</b>	<b>263</b>

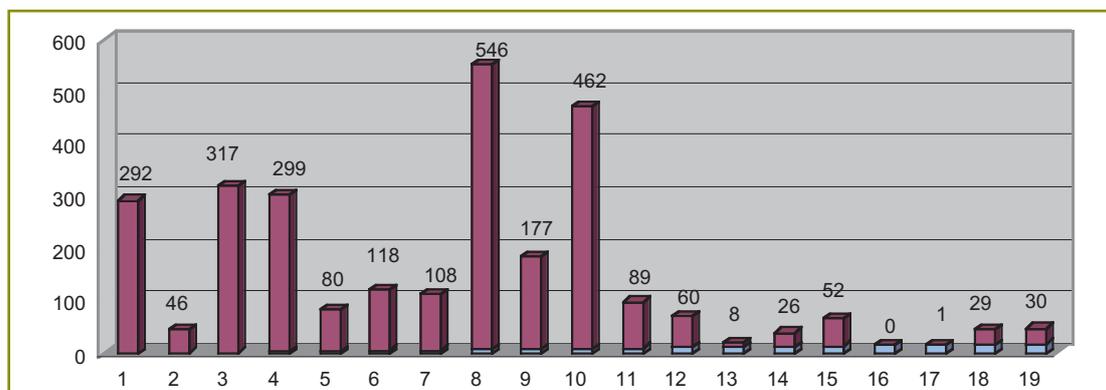
## RESIDENTIAL STATUS



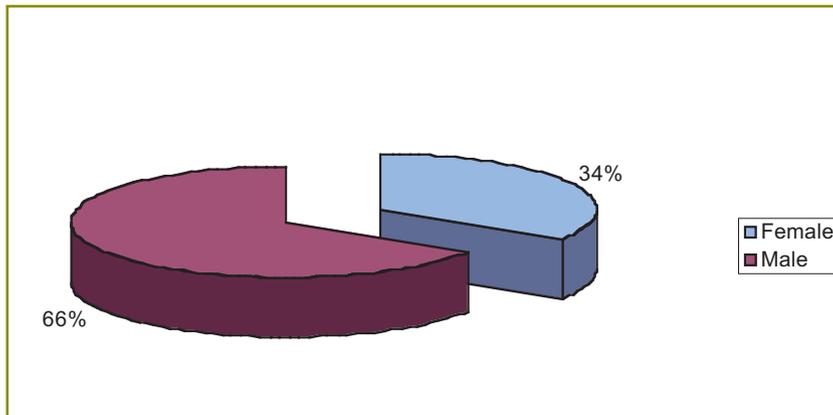
## SERVICE USERS BY MAIN DAY SERVICE

	KEY	TOTAL	Clare	Galway	Limerick	South East	Southern	Roscommon
Early Childhood Services/Pre School	1	292	28	94	0	17	135	18
Child Education and Development Centre	2	46	0	36	0	0	2	8
Mainstream Education	3	317	0	95	0	0	170	52
Special Schools	4	299	22	38	0	3	198	38
Special Class in Mainstream School	5	80	1	34	0	0	28	17
Resource Teacher	6	118	0	118	0	0	0	0
Training	7	108	17	37	0	14	30	10
Sheltered Work Centre/Employment	8	546	85	88	175	131	29	38
Support Employment/Open Employment	9	177	13	57	5	30	44	28
Activation/Adult Day Centre	10	462	8	174	159	95	19	7
High Support/Intensive Services	11	89	2	4	20	0	34	29
Programme for the Elderly	12	60	9	20	15	6	0	10
Home Support	13	8	0	2	0	0	6	0
Other Day Service	14	26	2	16	0	6	2	0
No Day Service	15	52	0	26	0	0	18	8
Day Respite	16	0	0	0	0	0	0	0
Annual Review	17	1	0	0	0	1	0	0
Full time Respite - No day Programme	18	29	0	29	0	0	0	0
Multidisciplinary Support Services	19	30	0	29	0	1	0	0
<b>TOTAL:</b>		<b>2740</b>	<b>187</b>	<b>897</b>	<b>374</b>	<b>304</b>	<b>715</b>	<b>263</b>

## SERVICE USERS BY MAIN DAY SERVICE



## GENDER SPLIT



## GENDER SPLIT - SERVICE USER

REGION	FEMALE	MALE	TOTAL
Clare	90	97	187
Galway	337	560	897
Limerick	120	254	374
South East	93	211	304
Southern	183	532	715
Roscommon	106	157	263
<b>Total</b>	<b>929</b>	<b>1811</b>	<b>2740</b>

## NATIONAL WORKING PARTY ON METHODS FOR PLANNING FOR SERVICES USERS

During 2001 six meetings took place in addition to a two-day field trip to Sunbeam House Services, Wicklow and St. Michael's House, Dublin. The working Party has examined a range of individual planning schemes currently in use, both with all regions of the Brothers of Charity Services and by other intellectual disability agencies in Ireland. In addition written material on the topic was sourced.

The Working Party will be identifying the methodology and format for consultation with Service Users, advocates and families.

At a minimum we will aim to consult with local advocacy groups, the National Service Users Council and with parents. The Working Party will also examine the impact planning for individual Service Users will have in the wider context, taking into account the Government's proposed Disability Bill and in terms of how the information emerging from individual planning can inform organisational and regional planning into the future. Arising from this work, the Working party aim to report to the National Directorate in late 2002.

## ACKNOWLEDGMENTS 2001

We would like to take this opportunity to thank all retired staff members for their dedication throughout their working lives and extend our best wishes for a happy retirement.

### REIREMENT

REGION	NAME	YEARS OF SERVICE
Galway	Julia Waites	21.6
	Ann Tierney	13.3
	Benedict Spelman	23
	Paddy Spelman	22.2
	Colette Prendergast	24.6
	Joe Reilly	27
	Cait Connor	20.7
Limerick	John Ryan	23
Roscommon	Mary Naughton	20
	Peter Gilloohy	22
	Brenda Creighton	14
	Rita Kenny	7
South East	Claire Martin	33

## DEATHS

The Brothers of Charity Ireland, would like to express their sympathy to those families and friends of Service Users and staff who died during the year 2001.

REGION	SERVICE USER	STAFF
Clare	Denis Brody	
Galway	Susan Gallagher James Neylon Michael Scully Paddy Ruane Joanne Regan Nicola Cloonan Thomas Lawless Joe Keane	Thomas Spelman
Limerick	Tommy Leahy Kenneth Nix John Quane Bridget Mullane	
Roscommon	John Foxe	Michael Blighe
Southern	Thomas Murphy	Pat Gray

## BROTHERS OF CHARITY SERVICES, IRELAND, REGIONAL OFFICES AND DIRECTORS OF SERVICES

### COUNTY CLARE

Mary Kealy,  
 Director of Services  
 Banner House  
 Clare Road  
 Ennis, Co Clare 065 6849400

### SOUTH-EAST REGION

Johanna Cooney  
 Director of Services  
 Belmont Park  
 Waterford 051 832211

### COUNTY GALWAY

Patrick McGinley  
 Director of Services  
 Woodlands Centre  
 Renmore, Galway 091 755241

### SOUTHERN REGION

Una Nagle  
 Director of Services  
 Lota, Glanmire  
 Cork 021 4821711

### COUNTY LIMERICK

Robert Sillery  
 Director of Services  
 Bawnmore, Limerick 061 412288

### NATIONAL SECRETARIAT

Winifred O'Hanrahan  
 National Director of Services  
 Kilcornan House  
 Clarinbridge, Co. Galway 091 796623

### COUNTY ROSCOMMON

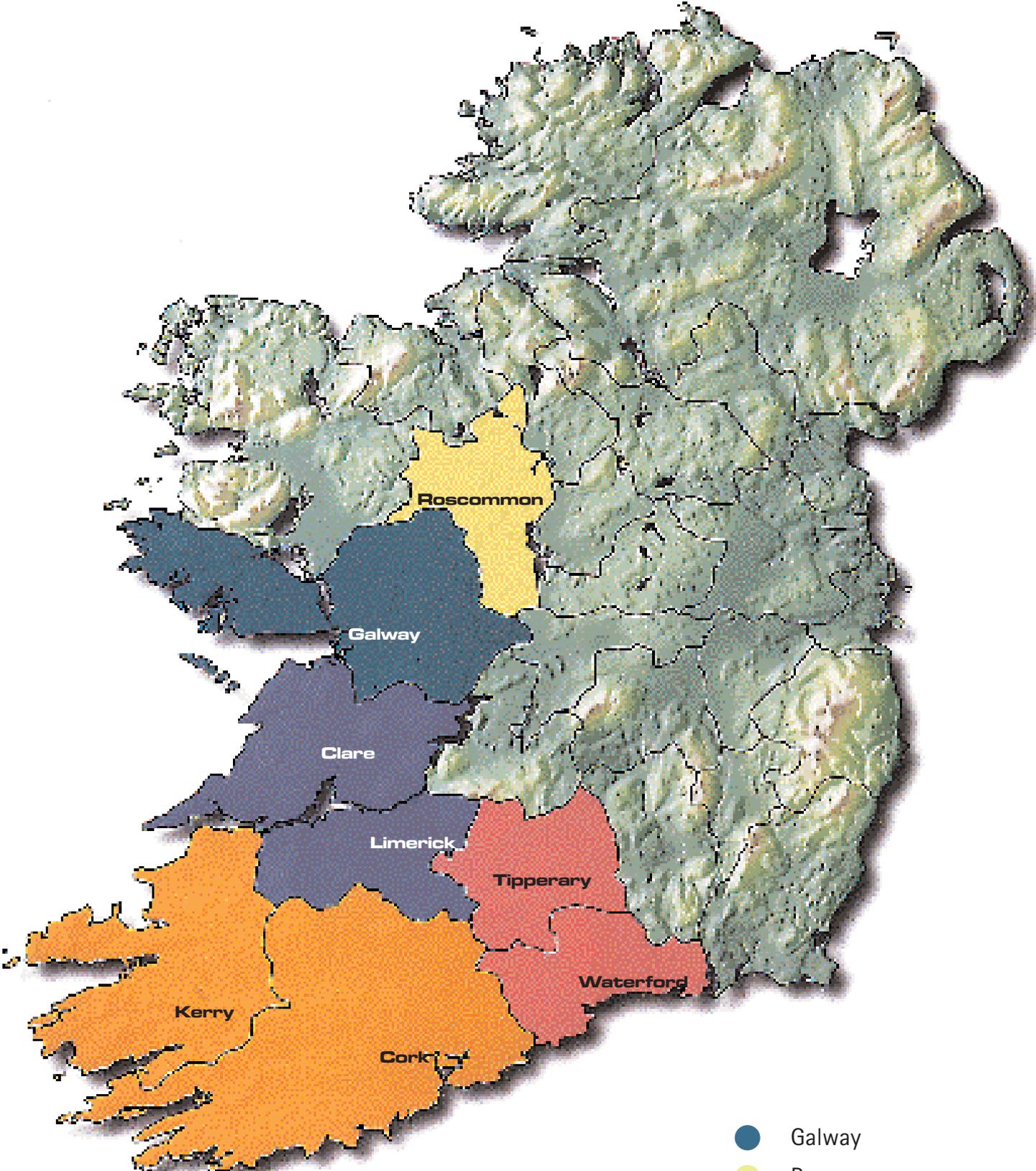
Marian Keigher  
 Director of Services  
 Lanesboro Street  
 Roscommon 0903 26842



**L to R:** Mary Kealy, Una Nagle,  
 Johanna Cooney, Marian Keigher  
**Sitting L to R:** Patrick McGinley,  
 Winifred O'Hanrahan, Robert Sillery



# Locations of Brothers of Charity Services in Ireland



- Galway
- Roscommon
- Mid West
- South
- South East