

Saint John of God Community Services clg

(A company limited by guarantee, not having a share capital)

ANNUAL FINANCIAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

CONTENTS

	Page
DIRECTORS AND OTHER INFORMATION	2
DIRECTORS' REPORT	3 - 6
TRUSTEES' REPORT	7 - 20
INDEPENDENT AUDITORS' REPORT	21 - 23
STATEMENT OF FINANCIAL ACTIVITIES	24 - 25
STATEMENT OF FINANCIAL POSITION	26
STATEMENT OF CHANGES IN FUNDS	27
CASH FLOW STATEMENT	28
NOTES TO THE FINANCIAL STATEMENTS	29 - 52

DIRECTORS AND OTHER INFORMATION

Board of Directors

Charles Watchorn (Chairperson)
Gerard Boyle
Eimer O'Rourke (Retired 26 February 2024)
James Hussey (Retired 30 May 2024)
Peter O'Halloran (Retired 4 March 2024)
Theresa Ghalaieny
Elma Clancy
Shane Hill
Gerard O'Sullivan
Kieran Carolan

Principal Solicitors

Porter Morris and Co.
10 Clare Street
Dublin 2

Arthur Cox & Co
10 Earlsfort Terrace
Dublin 2

Beachcroft Dublin
Fleming Court
Fleming Place
Dublin 4

Secretary and Registered Office

Ciaran Cuddihy
"Granada"
Stillorgan
Co. Dublin

Bankers

Bank of Ireland
College Green
Dublin 2

Chief Executive Officer

Clare Dempsey

Independent Auditors

PricewaterhouseCoopers
One Spencer Dock
North Wall Quay
Dublin 1

Company Number: 430744

Charity Tax Exemption number:
CHY 18284

Charity Reg. number: 20069865

DIRECTORS REPORT

The directors present their report and the audited financial statements for the financial year ended 31 December 2023.

Statement of directors' responsibilities

In accordance with Irish law the directors are responsible for preparing the directors' report and the financial statements for each financial year giving a true and fair view of the company's financial position at the end of the financial year and the financial results of the company for the financial year. Under that law the directors have prepared the financial statements in accordance with Irish Generally Accepted Accounting Practice (accounting standards issued by the UK Financial Reporting Council, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* and Irish law).

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 disclose those standards subject to any material departures from those standards and explained in the notes to the financial statements; 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 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.

Principal activities and business review

Saint John of God Community Services clg operates HSE (Health Service Executive) funded services to children and adults with intellectual disability and with mental health support needs. The services are provided in accordance with the tradition, values and ethos of Saint John of God.

The charity is a registered company, and the reports and results are presented in a form which complies with the requirements of the Companies Acts 2014. The company has been granted charitable tax exemption by the Revenue Commissioners.

Accounting records

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 measures taken by the directors to secure compliance with the company's obligation to keep adequate accounting records include the use of appropriate systems, policies and procedures and the employment of competent persons. The accounting records are kept at Hospitaller House, Stillorgan, Co. Dublin.

Financial review

The outturn for the year is set out in the Statement of Financial Activities as reported on page 27.

DIRECTORS REPORT

Saint John of God Community Services clg primary activity remains to include the provision of Intellectual Disability and Community Mental Health Services and administrative/management required to support these services. In 2023 funding of €234.5m was received to meet pay and non-pay costs of €233.9m.

Going concern

Having considered the facts and circumstances set out in note 1 to the financial statements, the directors have concluded that it is appropriate to prepare the financial statements on a going concern basis.

Regions

The organisation operates from five regions offering services to people with intellectual disability and mental health support needs with support provided by a central administrative office. Details of these regions are set out in sections 1.2 and 2.17 of the Trustees Report in the financial statements.

Legal status

The company was incorporated in Ireland on 29 November 2006 as a company limited by guarantee. The company's registered number is 430744, the charity tax exemption number is CHY 18284, and the charity registered number is 20069865.

Political donations

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

Research and development

The company participates in ongoing health and social care research. The Board has approved a suite of policies aligned to national policy and so ensures that evidence based best practice informs our delivery of service.

Directors

The names of the persons who were directors at any time during the year ended 31 December 2023 are set out below. Unless indicated otherwise they served as directors for the entire year.

Charles Watchorn (Chairperson)	Peter O Halloran
Gerard Boyle	Theresa Ghalaieny
Eimer O'Rourke	Elma Clancy
James Hussey	Shane Hill
	Gerard O'Sullivan
	Kieran Carolan

Attendance at Board Meetings

The attendance of the Board of Directors at Board Committee meetings is set out as follows:

Main Board	Eligible	Attended
Charles Watchorn (Chairperson)	11	11
Gerard Boyle	11	10
Eimer O'Rourke	11	10
James Hussey	11	7
Peter O'Halloran	11	7
Theresa Ghalaieny	11	9
Elma Clancy	11	7
Gerard O'Sullivan	11	11
Shane Hill	11	10

Kieran Carolan	11	10
----------------	----	----

DIRECTORS REPORT

Directors' and secretary's interests

The directors and secretary and their families had no interest in the company or any other related companies at 31 December 2023.

Directors do not to receive any remuneration for their services to the company.

Post balance sheet events

On 16 February 2024 the company served notice to the Health Service Executive (HSE) that transfer of services, issued in 2020, would no longer be deferred and that the services would therefore transfer to the HSE. Subsequent discussions between the parties, resulted in the issuing of a joint statement on 28 February 2024 stating that agreement had been reached that would enable the service to continue in operation, as the HSE had committed to the required funding for 2024 together with a commitment to support and fund specific proposals arising from the Sustainability Impact Assessment. The HSE committed to a guaranteed timeframe within which final decisions will be made on the accumulated deficit impacting balance sheet solvency. This agreement accommodated the company in withdrawing the Notice of Termination of the Service Arrangement.

Risk Management

The directors with the Chief Executive have assessed the major risks to which the company is exposed, those related to its operations and finances, and are continuing to improve and develop systems, procedures, and controls to mitigate exposure to these risks.

There are Risk Management Policies in place which were advised by the HSE Safety Management Policy and the HSE Integrated Risk Management Policy and the Health, Safety and Welfare at Work Act 2005. The Electronic Risk Register is operational across Saint John of God Community Services.

The organisation's internal control systems are supported by policies, procedures, protocols and guidelines covering the work of the organisation.

The lack of sufficient funding for planned and cyclical maintenance, the lack of a sinking fund for major maintenance projects, and an inadequate level of funding for reactive maintenance can lead to the result of premises and facilities falling far below the standards required for delivery of the Services at the levels specified in Schedule 3 of the Service Arrangement.

At the end of 2023 St John of God Community Services clg had 190 vehicles in use that were 15 years of age or older. Twenty-one vehicles are greater than 20 years. Carriage of people in these vehicles poses a potential risk to the health and safety of those driving and utilising the vehicles. A funding mechanism needs to be established to facilitate the rolling replacement of the aging fleet.

The absence of an allocation of funding to address remedial works aligned to the completion of fire safety and electrical risk assessments poses a risk for the health and safety of individuals supported by SJoGCS as well as staff and visitors to St John of God Community Services clg premises. Additionally, it runs the risk of resulting in non-compliance with HIQA regulations relating to such premises, and fire protection with consequent non-compliance in governance and management. The same issues arise in buildings not in scope for HIQA regulation.

Direct access to the National Incident Management System provides staff at local service level with direct and easy access to incident data. Incident Management Data is presented to the Quality, Safety and Regulatory Compliance and the Audit Risk and Compliance Committees of the Board. Data is analysed and learning from the analysis is shared via Learning Notices. Policies and procedures are reviewed in line with best practice and learning from the review of incidents is shared with a view to reducing the number of incidents that impact the quality and safety of service provision.

It is the policy of the company that all staff and volunteers including members of the Board are engaged, subject to best practice recruitment policies and Garda Vetting Procedures. All staff and volunteers are made aware of their responsibilities to protect those they support, by adhering to national policies for safeguarding vulnerable people. These policies include Children First and Safeguarding Vulnerable Persons at Risk of Abuse.

DIRECTORS REPORT

Future developments

The company will participate with the HSE in the delivery of recommendations arising from the Sustainability Impact Assessment. The HSE has committed to seeking the funding to implement the recommendations through the annual Estimates process.

Disclosure of information to auditors

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 to make himself/herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.
- (a) The maintenance and integrity of the Saint John of God Community Services Company Limited by Guarantee website is the responsibility of the directors; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.
- (b) Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Directors' compliance statement

The directors acknowledge that they are responsible for securing the company's compliance with its relevant obligations. The directors confirm that they have:

- 1) Drawn up a compliance policy statement setting out the company's policies in respect of compliance by the company with its relevant obligations.
- 2) Put in place appropriate arrangements or structures that are designed to secure material compliance with the company's relevant obligations.
- 3) During the financial year ended 31 December 2023, management maintained the arrangements and structures which had been put in place to secure material compliance with the relevant obligations of Saint John of God Community Services clg. It is acknowledged these arrangements can only provide reasonable assurance of compliance in all material respects with those obligations. At the request of the Board, the executive maintains a compliance register to monitor the range of the company's statutory and regulatory compliance requirements.

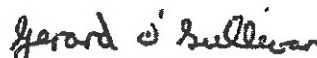
Auditors

The auditors, PricewaterhouseCoopers, will continue in office in accordance with Section 383(2) of the Companies Act 2014.

Approved on behalf of the Board



Charles Watchorn
(Chairperson)



Gerard O'Sullivan
(Director)

Date 1st August 2024

TRUSTEES REPORT

1. OBJECTIVES AND ACTIVITIES

1.1 Mission and objectives

Saint John of God Community Services clg is established to facilitate the mission of the Hospitaller Order of Saint John of God, a religious Order within the Catholic Church.

The focus of work is to assist the weak, the sick and those in need, with a preference for the poorest, in the alleviation of their suffering and without any type of discrimination.

Hospitality,
Compassion and
Respect



The Mission is to work collaboratively and through the provision of Person Centred, Rights Based services we empower and support children and adults with intellectual disability and mental health support needs to enjoy valued, meaningful and inclusive lives.

The Vision is Individuals living a life of their choosing as equal citizens of our society.

The philosophy of work is based on the beliefs and values of Saint John of God which hold that all people are the creation of God, with intrinsic dignity.

Saint John of God Community Services clg seek to work for the personal development, education, and advancement of persons with intellectual disability and persons with mental health support needs through the provision of a range of health-related social care services mainly in community-based settings. These include day, residential and respite services, outpatient clinics, day hospitals and acute inpatient treatment at Saint John of God Hospital. The services are funded through the Health Services Executive (HSE).

1.2 2023 in overview - Service provision

In 2023 Saint John of God Community Services clg provided services and supports to over 8,000 children, adolescents and adults with intellectual disability or mental health support needs at its regional services in Ireland. The organisation is configured into five operating regions with a Regional Management Team responsible for the delivery of services and supports in each region.

Day, residential and respite services are provided to children and or adults with intellectual disability at:

- St John of God Dublin Southeast Services
- St John of God Liffey Services
- St John of God Northeast Services
- St John of God Kerry Services

TRUSTEES REPORT

1.2 2023 in overview - Service provision - continued

St John of God Community Mental Health Services provides clinical and therapeutic services and supports to children and adolescents at Lucena Child and Adolescent Mental Health Services in Dublin and Wicklow and to adults in the Dun Laoghaire/Rathdown catchment area in South Dublin. Inpatient care for adults is provided at St John of God Hospital, Stillorgan.

2. ACHIEVEMENTS AND PERFORMANCE

2.1 Strategic Objectives 2023-2025

During the first quarter of 2023 the Board adopted and published the Strategic Plan 2023 -2025. This plan set the following as their key objectives:

- ✓ Further develop and deliver high quality, person centred, human rights-based services and supports,
- ✓ Individual supported by services, with their families and circle of support being active participants in the delivery of services,
- ✓ Maintain and develop a culture, structure and identity to deliver on the Vision and Mission in accordance with the Values and ethos of Saint John of God Community Services clg
- ✓ Achieve permanent Financial and Operational Sustainability and be the Provider of Choice for the community supported by Saint John of God Community Services clg,
- ✓ Enhance Governance and Compliance structures, systems, and processes to ensure that the provision of service is in compliance with legislative and regulatory requirements.

This Strategic Plan is supported by the development of an Annual Plan setting out the actions required to meet the key strategic goals and objectives. KPI's are established for each goal and objective. The achievement of these KPI's will help measure performance and guide the development of plans. The implementation of this plan is monitored by the Board through quarterly progress reports and performance reviews with the Chief Executive. The Annual Report will report on progress against the key goals and objectives.

2.2 Residential Service Provision Transforming Lives

Saint John of God Community Services clg is committed to the provision and development of community based residential services. The reconfiguration of residential services, and in particular, the transition of residential services from campus-based settings to community living as set out in the national policy document 'A Time to Move On' is a key objective.

The residential services provided by Saint John of God Community Services clg at Saint Mary's Northeast Services and Saint Raphael's Liffey Services are identified as accelerated sites for de-congregation as part of the national Transforming Lives Programme.

Despite the commitment of capital and revenue funding from the HSE for the purchase and adaption of 2 houses in Kerry, delays in the drawdown of Capital funding have resulted in delays to the opening of two community houses which has delayed the transition of residents from Saint Mary of the Angel's, Kerry. In 2023, two residents were supported to transition from St Mary's, Drumcar to their new home in Lordship, Co. Louth. At the end of 2023, fourteen residents continued to reside at St Mary's with plans in place for the development of specialist residential services to meet the needs of those residents.

At the end of 2023, 180 residents continued to reside at campus-based services at Saint Mary's Drumcar, Saint Raphael's Celbridge and Saint Mary of the Angels Beaufort, Co Kerry and at five community based residential services that meet the definition of a congregate setting as set out on the national policy - A Time to Move On.

TRUSTEES REPORT

2.3 Residential Service Provision – Registration

The responsibility for the registration of designated centres for people with disabilities in Ireland rests with the Health Information and Quality Authority (HIQA).

Designated Centres are registered for a period of three years. In 2023 33 designated centres were successfully re-registered by the Authority. Seven new designated centres were registered in 2023. At the end of 2023, 105 registered designated centres were operational across Community Services.

Through the course of the three-year registration cycle, HIQA maintains an active ongoing regime of monitoring and inspection. In 2023 HIQA completed 58 monitoring inspections with a compliance level of 89% averaged across all regulations.

Enhanced governance and oversight systems are developed and implemented. Barriers to identified non-compliance with the regulations are escalated through internal committee structures for assistance with resolution. The primary areas of non-compliance relate to Premises, Fire Protection and Infection Prevention and Control.

The Board Sub Committee on Quality, Safety and Regulatory Compliance continues to maintain oversight of compliance with the Regulations and the implementation of actions to achieve full compliance.

2.4 Day Service Provision – embracing New Directions

Since 2012, the approach to delivering day and personal support services for adults with disabilities in Ireland has been framed by New Directions, a national policy document which envisages a model of individualised supports with a focus on person-centred services, community inclusion and active citizenship which places a premium on making sure that being part of one's local community is a real option for adults supported by our services. Day services continued with the progressive development of services aligned to New Directions in 2023.

2.5 Person Centred Planning

Saint John of God Community Services Person-Centred Planning Framework is centred on the Nine Outcome Domains identified by the National Disability Authority. The Outcome Domains reflect the areas of life that are important to all citizens. These domains as outlined below guide the services and supports.

- Living in their own home in the community,
- Exercising choice and control in their everyday lives,
- Participating in social and civic life,
- Meaningful personal relationships,
- Opportunity for personal development and fulfilment of aspirations,
- Have a job or other valued social role,
- Enjoying a good quality of life and wellbeing,
- Achieving best possible health,
- Safety, security, and freedom from abuse.

2.6 Assisted Decision Making

The Assisted Decision-Making Capacity Act 2015 commenced in April 2023. The provisions of the Act are welcomed from a human rights perspective and present significant challenges for our day-to-day practice and the culture of our organisation. The National Oversight Committee continued its work in 2023 with a key focus on supporting the work of the Regional Implementation Committees.

TRUSTEES REPORT

Key achievements in 2023

- An Assisted Decision Making (ADM) Awareness Event was organised in November 2023 to provide guidance and support to services and practitioners with a focus on the practical implementation of the Assisted Decision Making (Capacity) Act.
- Further development of the ADM Mentoring Group which works toward embedding the ADM Guiding Principles into everyday practice. This group is available to regional services on a weekly basis to support problem solving, collective learning, and skill development and knowledge of staff in a safe and supportive manner.
- Provision of ongoing bespoke training to Regional Managers, staff members and self-advocates and provision of ADM awareness information to families.
- Development of tools and templates to support informed decision-making practices across the organisation.
- Creating greater awareness of ADM across the organisation through the dissemination of education, training and information materials and hosting of all relevant materials on the staff intranet.
- Working in collaboration with HSE National Equality and Human Rights Office to progress ADM implementation as a member of the HSE ADM Disability Reference Group and National ADM & Finance Subgroup who have a specific focus on addressing the barrier for individuals with a disability accessing banking services.
- Updating organisation policies in line with ADM Principles.

There will be a continued focus on supporting practice and culture aligned to a human rights approach through the provision of ongoing awareness building for individuals, their families and staff throughout 2024.

2.7 Quality and Qualifications Ireland (QQI) Accredited Programmes

Saint John of God Community Services clg was successful in their application and achieved initial access to validation with Quality and Qualifications Ireland (QQI) as a Provider of accredited QQI training programmes. As a requirement of this application and to ensure a clear separation of responsibility between the academic and operational work of the organisation, a defined governance structure was established with a link to the Quality and Safety Sub Committee of the Board. This includes the commencement of an Academic Committee for QQI Training and Education which is chaired by members of external academic bodies. A QQI Programme Development and Review Team and QQI Quality Assurance Policies and Procedures Team are established to support the governance structure.

2.8 Mental Health Services

Saint John of God Community Mental Health Service provides care and treatment to children and adolescents from Tallaght, Dublin West down the East Coast to Arklow, Co. Wicklow. Services are provided to adults at various locations in South Dublin. As a community based Mental Health Services, the focus is on providing treatment and supports in out-patient settings. Saint John of God Community Mental Health Services has an Agreement with Saint John of God Hospital for the provision of adult in-patient care and consistently and safely achieves one of the lowest in-patient admission rates in the country.

The Adult Mental Health Services caters for a catchment area population of 172,000. The Child and Adolescent services provide for a catchment area population of 645,000.

It is the stated aim of the Mental Health Commission Quality Framework (2007) that all those who attend a mental health service in Ireland should experience a holistic seamless service that is delivered in a consistent and timely fashion which facilitates and promotes the continuity of care.

TRUSTEES REPORT

The number of referrals to Child and Adolescent and Adult Community Mental Health Services has increased very significantly since the pandemic. Referrals of young people with eating disorders has increased by 400% in the same period. Referrals to adult mental health services increased by 45%.

Additional funding and posts were allocated by the HSE in 2022 and 2023 for development of specialist services to meet the needs of children and young people and adults. These developments include:

Child and Adolescent Mental Health Services

- Early Detection and Intervention of Psychosis
- Eating Disorder Service
- CAMHS Hub
- Crisis Café

Adult Mental Health Services

- Rehabilitation Service
- Mental Health Intellectual Disability Teams
- Crisis Resolution Service

Additional funding and posts were also allocated by the HSE to further develop DETECT, the Early Intervention Service for Psychosis for adults and Team Co-ordinators and additional post to reduce waiting times for children and young people to access services. Additional posts were allocated under the CAMHS Waitlist initiative to include psychiatry, social work and psychology on one-year contracts.

The Mental Health Commission report of the national review of child and adolescent mental health services published in July 2023. The Report identified Lucena CAMHS as an exemplar and acknowledged the many positive aspects of service provision at Lucena Child and Adolescent Mental Health Services.

2.9 Driving quality and continuous improvement

Saint John of God Community Services clg believes that a commitment to continuous improvement in quality at all levels is essential across all aspects of service provision and delivery. The organisation maintains Quality and Safety Committees at both Executive and Regional level to monitor and maintain that commitment. In 2023, those groups focused their attention on the development, implementation and monitoring of systems, policy, and procedures to advance the quality agenda.

The provision of quality services and supports are guided by an organisation's policies and procedures. Saint John of God Community Services clg has a diverse suite of policies and procedures to support the provision of services. The following policies and procedures were either developed or reviewed, and approved, by the Board or the Chief Executive in 2023:

- Framework for developing PPPGs for Intellectual Disability and Mental Health Services (Policies, Procedures, Protocols and Guidelines)
- Personal and Intimate Care Policy for Individuals with an Intellectual Disability
- Positive Behaviour Support Policy (Children and Adults Intellectual Disability)
- Policy on Falls Prevention for Adults with an Intellectual Disability
- Food, Nutrition and Hydration Policy for Individuals in Saint John of God Community Services clg
- Guidelines on SJOGCS Quality and Safety Governance Structures, and Governance & Reporting Structures and Systems
- Standard Operating Procedure for Infection Prevention Control in line with the HSE Community Infection Prevention and Control Manual (Intellectual Disability and Mental Health Services)
- Policy on Access to Education, Training and Development Opportunities for Adults in Intellectual Disability Services
- Guidelines for Unannounced Visits by the Registered Provider or Nominee to a Designated Centre for People with Intellectual Disabilities
- Policy and Procedure on Enteral Feeding (Percutaneous Endoscopic Gastrostomy and Button Gastrostomy ONLY)
- Human Resource Policies and Procedures
- Administrative Policy and Procedures

TRUSTEES REPORT

The Board approved an extension to the provision of several current policies pending their review with the primary focus on their alignment to the requirements of the Assisted Decision-Making legislation.

2.10 Innovation in the use of technology to enhance outcomes.

Saint John of God Community Services clg is keen to utilise all opportunities to employ technology to enhance its mission and to enhance the delivery of services and supports. There were several achievements in that regard in 2023 including:

- The completion of the installation of a new data centre enhanced the organisations data management and storage capabilities ensuring better data security, reliability and accessibility.
- The completion of the roll out of Microsoft 365 across Community Services enabling the services to streamline communication, collaboration and data sharing processes supporting staff to work more effectively and productively.
- Microsoft 365 also provides access to data and tools anywhere at any time and supports remote working. Microsoft 365 has also significantly enhanced data security and data compliance.
- A comprehensive CIS (Centre for Internet Security) cyber review completed in 2022. Systems and data were analysed by an independent team of expert cybersecurity professionals, using the CIS controls v8 framework to evaluate security measures against industry standards. The audit recorded good scores in some areas and identified areas for improvement in other domains. Considerable progress was made on the implementation of the action plan to address the areas for improvement identified in the audit.
- The use of various forms of digital platforms to support the provision of clinical and day service programmes and activities throughout the pandemic.
- Remote online engagement activities continued, allowing individuals to connect with services and enabling greater collaboration across services.
- Investment in sensory experience technology, including the introduction of Tovertafel Magic Tables throughout the services. These and other sensory assistive technologies assist many of the individuals we support to participate as active citizens of society.
- The CREATE Assistive Technology grant provided a significant boost to the Assistive Technology (AT) Eco System in Ireland. In conjunction with the Global Report on Assistive Technology by the WHO and UNICEF, Saint John of God Community Services clg partnered with Enable Ireland, MS Ireland, Headway, DFI, and Microsoft to co-design the AT Passport and support 17 people from our services to obtain the Assistive Technology necessary for Access, Education, Independent Living, Entertainment, Life Skills, and Employment.
- Continued roll-out of Iplanit Person Centred Planning Service at Liffey Services providing all adults with access to electronic person-centred plans.

ICT is a shared service between St John of Gods Community Services clg and Hospitaller Services Group. The Report of an independent review of ICT services issued in 2021. ICT services were further independently reviewed as part of the SIA process. An implementation plan to give effect to the recommendations of the review is being prepared for implementation.

2.11 Engaging with community

Social investment is about investing in people. It requires initiatives designed to strengthen people's skills and capacities and support them to participate fully in employment and social life. The continued development of social capital and the building of social alliances including the alliance with academic institutions are vital to the development of our services and the provision of quality services. The recommendations of the SIA process place a renewed emphasis on the importance of social capital and the building of community alliances.

As part of the continued roll out of National Transforming Lives and New Directions Policies, many aspects of services have been reconfigured to focus on integration and inclusion of the person in local communities. Many of the people we support volunteer their services to assist such communities in a variety of valued roles while for others, the initiative has facilitated new educational and supported employment opportunities in mainstream settings.

TRUSTEES REPORT

2.12 Staff

St John of God Community Services clg employed on average of 2,516 staff to provide services and supports in 2023. The contribution and commitment of each staff member is vital to the organisation and the achievement of our aims and objectives. The Board acknowledges the continued commitment and dedication of staff, to do all that is possible to maintain the provision of high-quality services and supports with a focus to support people as active citizens of the community in which they live.

2.13 Volunteering

The Board acknowledges and appreciates the contribution of volunteers and the enhancement of services and supports resulting from their association with services. Volunteers work with staff to support people through various programmes of care, work, education, and leisure to achieve enhanced personal outcomes for the individual. Volunteers provide a value-added contribution in support of individuals through fundraising initiatives and the development of our service facilities and supports. The estimated economic value on the input of our volunteers is just over €600k pa. The reformed model of service delivery identified in the Report of the SIA, as Disability Services Re-imagined requires a renewed focus on the recruitment of volunteers with a recognition of the importance of and the value that volunteers bring to service delivery.

Engagement with Corporate Volunteering Programmes has facilitated the upgrading of buildings and leisure facilities as well as the provision of additional recreational facilities at many of our services.

2.14 Funding

The adequacy of funding to meet the needs of people supported continues to be a considerable challenge facing the company. The need to continue with the provision, development, and enhancement of safe and effective services, in line with regulatory requirements, continues to put pressure on the financial allocation.

Subsequent to the serving of the Notice of Termination to the HSE in 2020, the HSE agreed a funding allocation to keep the services operational and address pressing red risk issues. This funding commitment continued in 2023 and into 2024.

The Minister of Health allocated additional once off funding of €6.6m to address inflationary costs in 2022 this income was allocated mainly against 2023 inflationary costs with a residual carried forward to 2024.

2.15 Compliance

The Board is committed to the implementation of the highest standards of corporate governance and compliance with legislation and the requirements of the HSE and the Charities Regulator.

A Compliance Register is prepared identifying the scale of legislative requirements with which the Board is required to ensure that services operate within. Policies and procedures are developed and approved by the Board to give effect to the implementation of these legislative requirements. An action plan is in place towards achieving high levels of compliance with all legislative requirements.

Funding is allocated by the HSE to engage an Internal Auditor. A singular post for Internal Audit falls short of the requirements for the completion of a comprehensive programme of Internal Audit. The requirements for a fully functioning Audit, Risk and Compliance directorate are set out in the report of the SIA.

The Internal Control Questionnaire and the Annual Assurance Statement has been completed by senior managers across Community Services. The report of the collated data indicates significant levels of compliance with the application of internal controls and adherence to the required policies and procedures. Improvements continue to be required in relation to the development of Capital Assets Registers and the implementation of actions to comply with the Climate Action and Low Carbon Development (Amendment) Act 2021.

The Executive Management Team prepares an annual report on compliance to provide the Board with assurances in preparation for the completion and submission of the Annual Compliance Statement to the HSE. The Code of Governance of the Charities Regulator is reviewed annually.

TRUSTEES REPORT

2.16 Energy efficiency

The Sustainable Energy Authority of Ireland (SEAI) was established as Ireland's national energy authority under the Sustainable Energy Act all public sector bodies are required to report details of their energy performance directly to SEAI each year. While improvements are recorded for 2023 in electrical and transport categories, it is recognised that a strong strategy and a focus of attention, together with the requisite funding is required to meet targets between now and 2030.

The financial difficulties and uncertain future impeded the organisations opportunity to engage in any capital projects relating to energy management. However, many Services have engaged in Reduce Reuse Recycle projects, and a modest reduction in usage has been achieved to date.

During 2023, an Energy Management Governance structure has been put in place and each regional service is working with SEAI consultants and HSE Energy Performance Officers to commence Energy audits and developing a Register of Opportunities for projects which will create energy efficiencies. Success will depend on the availability of external funding for such projects.

We believe that springing from our Saint John of God values, and as a health and social care provider, St John of God Community Services clg has an enduring responsibility to demonstrate strong resource stewardship, including our environmental resources and our impact on the environment. We have therefore drafted an Environmental Sustainability Strategy (2024 to 2029) which demonstrates the aspirations and strong commitment from St John of God Community Services clg Board, Executive, Staff, and service users, and is a call to action as we continue to improve our performance in this critical area.

2.17 Our impact

Statistical Analysis

St John of God Community Services clg. supports children and adults with intellectual disability, and children adolescents and adults with mental health support needs. It supports approximately 8,000 children and adults annually with over 2,500 staff and volunteers. The following sets out the detail of the individuals we support.

SJOG Community Services Intellectual Disability Statistics

Detail of Service provided	Dublin South-East Services	Kerry Services	North-East Services	Liffey Services	Total
	No. of service users	No. of service users	No. of service users	No. of service users	No. of service users
Residential	164	95	209	247	715
Day Services	395	168	132	510	1,205
Respite of Adults	173	5	-	75	253
Respite for children	29	52	-	43	124

SJOG Community Services Community Mental Health Statistics

	Cluain Mhuire (Adult Service)	Lucena (Children's Service)
	No. of service users	No. of service users
Total Referrals	1,887	3,432
Referrals Accepted	1,508	2,475
Referrals Declined	379	957
Total Outpatient Appointments	42,153	44,386

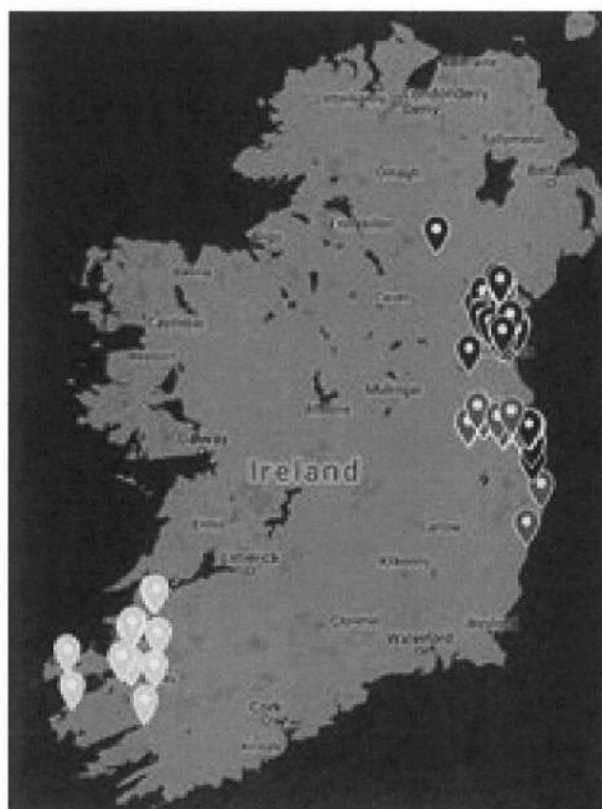
TRUSTEES REPORT

2.17 Our Geographical Impact Review

Saint John of God Liffey Services

Day, residential and respite services to children and adults with intellectual disabilities in North Kildare and Dublin South West and Dublin South City.

Saint John of God Kerry Services
Training, employment, social and residential programmes for people with intellectual disabilities in County Kerry.



Saint John of God North East Services:

Day and residential services to adults with intellectual disabilities in Louth, Meath and Monaghan.

Dublin South East Services

A network of day, education, training, employment and residential and respite services to children and adults with intellectual disabilities in South East Dublin and North Wicklow including St Augustine's co-educational school and City Gate Services supporting individuals in accessing and sustaining their own homes.

Saint John of God Community Mental Health Services:

Cluain Mhuire provides community mental health programmes for the adult population of Dun Laoghaire-Rathdown.

Lucena Clinic provides child and adolescent mental health programmes in Dublin South, parts of Dublin West and County Wicklow.

3. FINANCIAL REVIEW

Saint John of God Community Services' clg primary activity is the provision of Intellectual Disability and Community Mental Health Services and administrative/management support for those services. In 2023 funding of €234.5m (2022: €214.2m) was received to meet pay and non-pay costs of €233.9m (2022: €213.3m).

2023 continued to be a challenging year for Saint John of God Community Services clg and its operating environment. The regulatory process around health and social care provision is quite rightly strengthening and has created new and ongoing expectations in the sector generally. Compliance with all relevant aspects of legislation and regulations is challenging.

The Board entered a Memorandum of Understanding with the HSE to enable its participation in the Sustainability Impact Assessment process. This process substantially concluded in October 2023. A draft report was presented to the Board in November 2023 with recommendations for implementation over a three year period. HSE has committed to seeking the funding for the implementation of these recommendations through the annual estimates process.

The Board remains concerned with the accumulated deficit. HSE have committed to a guaranteed timeframe within which final decisions will be made on the legacy accumulated deficit impacting balance sheet solvency.

TRUSTEES REPORT

4. PLANS FOR FUTURE PERIODS

2024 will be a year of continuing change and challenge with a focus on the completion of the SIA process with the HSE.

(a) Planning

The Values of Hospitality, Compassion and Respect are central to the manner through which we provide services and supports to people. Through various induction, education and awareness initiatives, we endeavour to ensure that all staff understand and practice the Values and that all actions and interactions are in accordance with the Values. The Code of Behaviour as set out in the Internal Code of Governance sets out the standards of behaviour that all are expected to demonstrate in accordance with our Values. The Code of Conduct was reviewed in 2022 and rolled out to all staff.

During the first quarter of 2023 the Board adopted and published their Strategic Plan 2023 -2025. This plan set the following as their key objectives:

- ✓ Further develop and deliver high quality, person centred, human rights-based services and supports.
- ✓ Individual supported by services, with their families and circle of support being active participants in the delivery of services.
- ✓ Maintain and develop a culture, structure, and identity to deliver on the Vision and Mission in accordance with the Values and ethos of St John of God Community Services clg.
- ✓ Achieve permanent Financial and Operational Sustainability and be the Provider of Choice for the community supported by St John of God Community Services clg.
- ✓ Enhance Governance and Compliance structures, systems, and processes to ensure that the provision of service is in compliance with legislative and regulatory requirements.

An annual plan is developed setting out the actions to achieve the objectives. The implementation of the plan is reviewed quarterly by the Board.

(b) Service Delivery

Intellectual Disability Services

Transforming Lives is the National Programme supporting the transition of residents from campus-based designated centres to community living. The progression of the Transforming Lives programme in 2024 remains dependent on funding from the HSE to support the continued transition of residents from campus-based settings to community living.

Capital and revenue funding has been committed by the HSE for the purchase and adaptation of 2 new community houses in Kerry being developed by St John of God Housing Association to support the transition of 8 residents from Saint Mary of the Angels to community living. The progression of these house has been negatively impacted by increasing costs and the limitations of the Capital Assistance Scheme (CAS), the latter being a matter of discussion at government department level.

A plan is agreed with the HSE for the development of specialist services for six residents who currently reside at Saint Mary's Drumcar. The development of these specialist facilities together with the development of two purposed built houses in partnership with St John of God Housing Association will support the transition of the final group of residents from Saint Mary's.

As part of the Sustainability Impact Assessment, phased plans to transition residents from campus-based services to community living are prepared with a view to the implementation of these plans over the coming years. New residential services will develop at Dublin South East Services in 2024.

The Model of Service provision in line with Government Policy, Legislation and International Best Practice is being reviewed as part of the Sustainability Impact Assessment. These reviews will challenge the traditional models of service delivery and guide us towards the development of innovative practices to support the person-centred wishes and the will and preference of each individual availing of our services with a key focus on supporting individuals to actively participate in the life of the communities in which they live. Three Community Connector posts are approved and funded to commence a pilot programme at Liffey Services in

TRUSTEES REPORT

2024 towards the development of the new model. A funding application for additional Community Connector posts is to be submitted to the Budget Estimates 2024. A pilot programme for the development of alternative model of non-residential respite is planned at Kerry Services.

Day services will continue to align and develop in accordance with the Interim Standards for New Directions. New Directions is the national policy guiding the development and delivery of day services. The Sustainability Impact Assessment includes a plan with costings for the provision of all day services in accordance with New Directions.

Mental Health Division

Community Mental Health Services are collaborating with the HSE to plan for the co-location of mental health services in Primary Care settings. The plan to transfer an adult and a child and adolescent mental health team to the Primary Care facility in Dun Laoghaire in 2021 was impacted by Covid. The Primary Care building is complete and prepared for occupation in 2024. Planning for the further co-location of community mental health services in South Dublin has commenced.

Additional funding and posts are allocated by the HSE to Community Mental Health Services in 2024 to enhance existing clinical teams and further develop specialist services.

In addition to the allocation of funding for the enhancement of clinical teams and specialist services, the HSE have allocated additional temporary funding to address the waitlist for child and adolescent services and support the provision of therapy services to children and young people.

The Board welcomes the development of additional staff for the core and specialist services but remains concerned that the staffing level of the Community Mental Health Teams remains short of the recommended levels set out in Vision for Change.

The voice of the person

The Voice of the person supported needs to be heard and listened to at all levels of the organisation. Services have a long tradition of supporting and facilitating the development of advocacy initiatives. As part of the Group Advocacy Strategy an accessible survey based on the nine outcome domains was completed by adults across the disability services.

Inclusion Ireland, as part of the SIA process, independently validated the use of the survey tool and facilitated focus group discussions with adults at each of the regional services. Inclusion Ireland also facilitated a survey with families of people with disability. The output of this process with individuals and families is incorporated into the various aspects of the SIA and is utilised to influence the development of the Strategic Plan. The development of Advocacy structures and the provision of training to self-advocates and mentors is identified for 2024.

Aging

The age profile of people attending our services has changed significantly. Over eighty percent of residents are over 40 years of age. People with Down Syndrome present with a higher risk of developing Dementia. In general, our approach is to support individuals to age in place. However, it is recognised that a time may come when it is no longer appropriate for an individual to be supported in their own home. Facilities and supports will continue to be developed to meet the specialist end of life needs of people we support. A facility at North East Services is approved for development by the HSE to meet the needs of people at end of life.

Community partnership

The active participation of the people supported in the community in which they live is core to St John of God Community Services clg mission. Local services are focused on the development of partnerships with community groups and organisations to support people to actively engage in training, recreational and occupational activities. This engagement will be further enhanced with the engagement of Community Connectors.

TRUSTEES REPORT

Technology

The management of information is a key component of effective service delivery. As part of the Sustainability Impact Assessment process infrastructure and systems in place were reviewed to develop and cost a plan to provide the infrastructure and business applications required to support effective service delivery.

While the provision of shared infrastructural ICT services continues with Hospitalier Services Group, Community Services will create a defined ICT Structure that will develop the ICT strategy for Community Services and as part of the Sustainability Impact Assessment will set out and cost a plan for the development and implementation of the Business Applications required to support service provision.

Human Resources

The staff of Saint John of God Community Services clg are key to the provision of quality services and supports. Through the Sustainability Impact Assessment process St John of God Community Services clg engaged with and consulted staff to identify and ascertain their view on the further development and enhancement of services and supports. The use of SIS-A, a Standardised Assessment Tool utilised with a representative sample of people supported by the intellectual disability services to assess the needs of individuals and the staff supports required to deliver these needs. The structure of our organisation and our governance and management systems are also reviewed with proposals developed and recommendations set out in the SIA report.

The reconfiguration of the Human Resources function has and will further develop in 2024. Under the leadership of the Director of Human Resources, the re-configuration will provide responsive, efficient and effective human resource service and supports to the regional services with a particular focus on the recruitment and retention of the best talent.

Research

St John of God Community Services clg have a long history of research. With the support of the Research Foundation, many staff will be supported to continue research to inform best practice service delivery across intellectual disability and mental health services.

The Executive and Regional Quality and Safety Governance Committees will further develop, implement and evaluate programmes and systems to enhance the development and delivery of services and supports.

Volunteering

Volunteers have and do make an invaluable contribution to services and to supporting individuals to achieve their personal goals and aspirations. Volunteers also arrange fundraising events to support our services. It is the aim this year to focus on the development and growth of volunteer numbers and provide volunteers with appropriate training to enhance their skills and the contribution they make to the lives of individuals.

Factors Relevant to Achieving the Objectives

Having the necessary resources to implement and achieve the objectives of the company requires sufficient funding from HSE and various government departments. State funding and fundraising income is vital to the organisation to enable the provision and development of quality services and supports.

In February 2024 the Board reached an agreement with the HSE to enable the continued provision of services. The temporary funding allocated for the period of the SIA is added to the base allocation. Provision is made, subject to the approval of business cases for capital funding for maintenance works, ICT and the replacement of vehicles. Funding is committed for the development of residential services at Dublin South East Services, alternative respite programme at Kerry Services and the engagement of Community Connectors at Liffey Services. Additional funding is allocated to Community Mental Health Services to employ additional staff and fund the increased cost of inpatient care. The HSE has committed to fund the organisation to break even in 2024 and a commitment is in place to agree a plan to address the accumulated deficit by August 2024. The Notice of Termination of the Service Arrangement is withdrawn. The plan to implement the recommendations of the SIA is under development in 2024 with a commitment from the HSE to seek the required funding through the annual Estimates process. The Directors are committed to this Vision and to the provision of leadership and

support of our intellectual disability and mental health services so that this Vision becomes a reality for each and every individual to whom we provide services and supports.

TRUSTEES REPORT

5. STRUCTURE, GOVERNANCE AND MANAGEMENT

The Board continues to support the following Board Sub Committees with a focus on maintaining comprehensive oversight of all aspects of the organisation.

- Audit Risk and Compliance Committee
- Finance and Human Resources Committee
- Quality, Safety and Regulatory Compliance Committee
- Nominations, Performance and Governance Committee.

The Board Committees discharge their functions in accordance with the Terms of Reference of each committee as approved by the Board.

Audit, Risk and Compliance Sub Committee

The purpose of the Audit, Risk and Compliance Sub Committee is to provide independent, objective, and timely advice to the Board on the financial reporting process and the judgements associated therewith to ensure the balance, transparency, and integrity of the business. The Audit, Risk and Compliance Sub Committee oversees the implementation of Risk Management Policies and Risk Register Systems and reviews the scope and effectiveness of internal financial control and the internal audit function. The Committee is also responsible for the review of the external audit process.

Finance and Human Resources Sub Committee

The purpose of the Finance and Human Resources Sub Committee is to oversee and ensure the effective financial and human resources management of Saint John of God Community Services clg, including the system of financial controls, and monitoring of their implementation. The committee received finance and HR reports at each of its scheduled committee meetings in 2023.

Quality, Safety and Regulatory Compliance Sub Committee

The purpose of the Quality, Safety and Regulatory Sub Committee is to provide assurance to the Board that there are appropriate and effective systems, structures and processes in place that cover all aspects of clinical and social care safety, and occupational safety and to set and monitor the delivery of Key Performance Indicators for the Quality and Safety function at executive and local levels.

Nominations, Performance, Governance and Remuneration Committee

The Nominations, Performance, Governance and Remuneration Committee is responsible for oversight of the Board's exercise of its fiduciary and governance oversight functions, including compliance with public pay policies.

The Committee is responsible for reviewing the Constitution of the company and for the preparation of a Succession and Formation Plan for directors and senior managers in accordance with the competency framework.

Attendance at Board Sub Committee Meetings

Finance and Human Resources Committee	Eligible	Attended	Audit, Risk and Compliance Committee	Eligible	Attended
Gerard O'Sullivan (Chair)	8	8	Ivan Schuster (independent Chair, non-director)	8	7
Kieran Carolan	8	8	Gerard Boyle	8	8
James Hussey	8	7	Eimer O'Rourke	8	8
			Elma Clancy	8	6


	Gerard O'Sullivan	8	8
--	-------------------	---	---

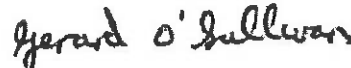
Board Performance, Governance and Nominations, and Committee	Eligible	Attended	Board Quality, Safety and Regulatory Compliance Committee	Eligible	Attended
Gerard Boyle	5	5	Shane Hill	8	8
Eimer O'Rourke	5	5	Philomena Dunne-Independent non-director (retired 19 July 2023)	5	4
Kieran Carolan	5	5	Theresa Ghalaieny	8	7

The Board and the Board Sub Committees maintained oversight inter alia of the following in 2023:

- Risk Management processes and systems and the management of Red Risks
- Financial and Human Resources metrics
- Quality and Safety metrics
- Sustainability Impact Assessment process with the HSE
- Submission of Reports to HSE and Regulatory Bodies
- Internal Audits and the implementation of action plans to address areas for improvement.
- Recruitment process for appointment of directors to the Board in accordance with a competency-based framework
- Approval of Policies and Procedures to support the provision of services in accordance with best practice.
- The development of Strategic Plan 2023-2025 and the review of action plans to achieve the objectives set out in the strategy
- Programme of Internal and External Audits
- Operational Performance
- Service developments at Community Mental Health Services

Approved on behalf of the Board


Charles Watchorn
(Chairperson)


Gerard O'Sullivan
(Director)

Date: 1st August 2024

Independent auditors' report to the members of Saint John of God Community Services Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

In our opinion, Saint John of God Community Services Company Limited by Guarantee's financial statements:

- give a true and fair view of the company's assets, liabilities and financial position as at 31 December 2023 and of its net incoming resources and cash flows for the year then ended;
- have been properly prepared 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); and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

We have audited the financial statements, included within the Directors' Report and Financial Statements, which comprise:

- the balance sheet as at 31 December 2023;
- the statement of financial activities for the year then ended;
- the cash flow statement for the year then ended;
- the statement of changes in funds for the year then ended; and
- the notes to the financial statements, which include a description of the significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") and applicable law.

Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the company's ability to continue as a going concern.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Reporting on other information

The other information comprises all of the information in the Directors' Report and Financial Statements other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance 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 an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of 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 based on these responsibilities.

With respect to the Directors' Report, we also considered whether the disclosures required by the Companies Act 2014 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (Ireland) and the Companies Act 2014 require us to also report certain opinions and matters as described below:

- In our opinion, based on the work undertaken in the course of the audit, the information given in the Directors' Report for the year ended 31 December 2023 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.
- Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of directors' responsibilities set out on page 3, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

The directors are also responsible for such internal control as they determine is 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, the directors are 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 directors either intend to liquidate the company or to cease operations or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our 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 auditors' 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.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with section 391 of the Companies Act 2014 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

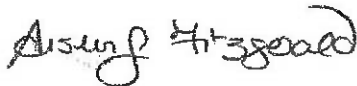
Companies Act 2014 opinions on other matters

- 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.
-

Other exception reporting

Directors' remuneration and transactions

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 that Act have not been made. We have no exceptions to report arising from this responsibility.



Aisling Fitzgerald
for and on behalf of PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Dublin
1 August 2024

- The maintenance and integrity of the Saint John of God Community Services Company Limited by Guarantee website is the responsibility of the directors; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.
- Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement of Financial Activities Financial Year Ended 31 December 2023		Restricted	Unrestricted	Endowment funds	Total
	Note	2023 €	2023 €	2023 €	2023 €
Income and endowments from:					
Donations and legacies	6	561,310	0	0	561,310
Earned from charitable activities	7	216,621,376	0	0	216,621,376
Earned from other trading activities	8	493,732	223,889	0	717,621
Investment Income		0	0	0	0
Pension Related Income	9	16,560,750	0	0	16,560,750
Other income		16,331	0	0	16,331
Total income and endowments		234,253,499	223,889	0	234,477,388
Expenditure					
Cost of raising funds					
Expenditure on charitable activities	10	217,214,071	159,480	0	217,373,551
Pension related Expenditure	9	16,553,590	0	0	16,553,590
Total expenditure		233,767,661	159,480	0	233,927,141
Net incoming resources		485,838	64,409	0	550,247
Net gains/(losses) on investments		0	0	0	0
Net Movement in funds		485,838	64,409	0	550,247
Transfers between funds		0	0	0	0
Net movements in funds		485,838	64,409	0	550,247
Reconciliation of funds:					
Total funds brought forward		(25,293,927)	(6,258,058)	26,065,069	(5,486,916)
Total funds carried forward		(24,808,089)	(6,193,649)	26,065,069	(4,936,669)

Statement of Financial Activities Financial Year Ended 31 December 2022		Restricted	Unrestricted	Endowment funds	Total
	Note	2022 €	2022 €	2022 €	2022 €
Income and endowments from:					
Donations and legacies	6	322,662	0	0	322,662
Earned from charitable activities	7	198,721,863	0	0	198,721,863
Earned from other trading activities	8	553,489	188,384	0	741,873
Investment Income		804	0	0	804
Pension Related Income	9	14,357,923	0	0	14,357,923
Other income		16,575	0	0	16,575
Total income and endowments		213,973,316	188,384	0	214,161,700
Expenditure					
Cost of raising funds					
Expenditure on charitable activities	10	198,779,844	181,226		198,961,070
Pension related Expenditure	9	14,357,919	0		14,357,919
Total expenditure		213,137,763	181,226	0	213,318,989
Net incoming resources		835,553	7,158	0	842,711
Net Movement in funds		835,553	7,158	0	842,711
Transfers between funds		0	0	0	0
Net movements in funds		835,553	7,158	0	842,711
Reconciliation of funds:					
Total funds brought forward		(26,129,480)	(6,265,216)	26,065,069	(6,329,627)
Total funds carried forward		(25,293,927)	(6,258,058)	26,065,069	(5,486,916)

Statement of Financial Position
Financial Year Ended 31 December 2023

	Note	2023 €	2022 €
Fixed Assets			
Tangible Fixed Assets	14	19,795,224	19,984,010
		<u>19,795,224</u>	<u>19,984,010</u>
Current Assets			
Debtors and Prepayments	15	15,919,367	19,694,056
Cash and Bank		1,892,318	1,968,590
		<u>17,811,685</u>	<u>21,662,646</u>
Current Liabilities - falling due in less than one year	16	<u>42,543,578</u>	<u>47,133,572</u>
Net Current Liabilities		(24,731,893)	(25,470,926)
Net Liabilities		<u>(4,936,669)</u>	<u>(5,486,916)</u>
Funds of the Charity			
Unrestricted funds		(6,193,649)	(6,258,058)
Restricted funds		(24,808,089)	(25,293,927)
Restricted Capital Endowment fund		26,065,069	26,065,069
Total Charity Funds		<u>(4,936,669)</u>	<u>(5,486,916)</u>

Approved on behalf of the Board

Charles Watchorn

Charles Watchorn
(Chairperson)

Gerard O'Sullivan

Gerard O'Sullivan
(Director)

Date: 1st August 2024

**STATEMENT OF CHANGES IN FUNDS
FOR THE YEAR ENDED 31 DECEMBER
2023**

	Unrestricted funds €	Restricted Funds €	Restricted Capital Endowment Fund €	Total €
Balance at 1 January 2023	(6,258,058)	(25,293,927)	26,065,069	(5,486,916)
Net incoming resources	64,409	485,838	0	550,247
Balance at 31 December 2023	(6,193,649)	(24,808,089)	26,065,069	(4,936,669)
Balance at 1 January 2022	(6,265,216)	(26,129,480)	26,065,069	(6,329,627)
Net incoming resources	7,158	835,553	0	842,711
Balance at 31 December 2022	(6,258,058)	(25,293,927)	26,065,069	(5,486,916)

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31
DECEMBER 2023**

	Note	2023 €	2022 €
Cash flows from operating activities:			
Net cash inflow from operating activities	17	715,753	592,176
Cash flows from investing activities:			
Purchase of fixed asset	14	(792,025)	(1,694,066)
Disposal of fixed assets		0	850
Net cash used by investing activities		(792,025)	(1,693,216)
Change in cash and cash equivalents in the reporting period		(76,272)	(1,101,040)
Cash and cash equivalents at the beginning of the reporting period		1,968,590	3,069,630
Change in cash and cash equivalents		(76,272)	(1,101,040)
Cash and cash equivalents at the end of the reporting period		1,892,318	1,968,590

Notes of the Financial Statements

1 Going Concern

The financial statements have been prepared on the going concern basis which assumes the company will be able to continue in operational existence for the foreseeable future. The company continues to operate in a very challenging environment. While the company generated an operating surplus of €0.6m (2022: €0.8m surplus) the Balance Sheet continues to report net current liabilities of €24.7m (2022: €25.5m) at 31 December 2023. The legacy deficit has, in prior years, given rise to the need for cash accelerations to enable the company to meet its obligations. Based on the 2024 income allocation from HSE and the company's own forecast, the company will require further cash accelerations to meet obligations as they fall due in 2024.

The company remains dependent on the Health Service Executive (HSE) to fund its activities. Securing funding at an appropriate level is fundamental to the company's ability to continue as a going concern. The company has been in negotiations with the HSE for the past number of years in relation to the overall funding situation including the funding of legacy deficits. As part of those discussions the company in 2020 issued a notice of transfer of services to the HSE, which was deferred to facilitate discussions with the HSE on appropriate funding. The directors, by formal agreement, passed a Resolution in 2021 to enter a Memorandum of Understanding (MOU) with the HSE to facilitate participation in the completion of a Sustainability Impact Assessment (SIA) which has now been concluded. The deferral decision was reversed for a short period between 16th February 2024 to the 26th February 2024, following which agreement was reached with the HSE on 26th February that enabled St John of God Community Services to continue with the provision of services. The key aspects of that agreement included the commitment by the HSE to the in-year funding for 2024, as well as a commitment that support and funding would be sought through the annual budget estimate process to implement proposals arising from the Sustainability Impact Assessment. HSE also committed to a guaranteed timeframe within which final decisions will be made on the legacy accumulated deficit impacting balance sheet solvency. This agreement resulted in the company withdrawing the notice to terminate the Service Arrangement.

In addition to the matters referred to above, the Board of St John of God Community Services clg have requested and received from the HSE a letter of support confirming their intention to provide sufficient additional cash to St John of God Community Services clg to allow it to meet its obligations as they fall due covering the period of at least 12 months from date of signing of the 2023 financial statements. The board are satisfied that the HSE will honour that commitment.

After considering the various facts and circumstances outlined above, the directors have concluded that it is appropriate to prepare the financial statements on a going concern basis. In arriving at that conclusion, they have also considered the following:

- The company continued to report a breakeven position to 31 December 2023 and the financial position remains unchanged from the previous year with net current liabilities exceeding current assets by €24.7m (2022: €25.5m).
- The company has prepared cashflow projections for the Service covering the period of at least 12 months from the date of approval of the financial statements. Based on these cashflow projections, which will involve adoption of cost containment measures, along with reliance on the assurances of the HSE CEO that SJOG will be funded to achieve a break-even position in 2024 that also involves delivery of the full value of additional funds made available by the HSE as part of the agreement reached on 28 February 2024.
- The HSE have committed, to continue to provide cash advances as required to St John of God Community Services clg to allow it to meet its obligations as they fall due.

For the above reasons, the Directors continue to adopt the going concern basis in preparing the directors' report and financial statements of the company.

Notes of the Financial Statements

2 General information

The Company's principal activity is to provide HSE (Health Service Executive) funded services across intellectual disability, child, adolescent and adult mental health. The services are provided in the tradition of Saint John of God.

The company is incorporated as a Company Limited by Guarantee in the Republic of Ireland. 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.

3 Statement of compliance

The entity financial statements have been prepared on a going concern basis and in accordance with accounting standards issued by the UK Financial Reporting Council 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 with the Statement of Recommended Practice for Charity, "Charity SORP, FRS 102" 2015.

4 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 the measurement of certain financial assets and liabilities at fair value through the Statement of Financial Activities, and the measurement of freehold land and buildings at their deemed cost on transition to 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 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 5.

St John of God Community Services clg meets the definition of a public benefit entity under FRS 102.

(b) Accounting currency

The functional and reporting currency used in these financial statements is the Euro ("€").

Notes of the Financial Statements

(c) Revenue recognition

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Contributions, donations, and legacies

Contributions from Saint John of God Hospitaller Ministries which are recognised on basis of amounts received and receivable.

- (i) Donations are recognised based on amounts received and receivable.
- (ii) Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably, and the charity has been notified of the executors' intention to make a distribution.

Grant income

Grants are received from both the Health Service Executive and from other sources and will continue to be based on the values received.

- (i) Revenue grants which are approved by the Health Service Executive are accounted for as revenue once the performance conditions relating to their recognition have been satisfied.
- (ii) Other revenue grants are accounted for as revenue once the performance conditions relating to their recognition have been satisfied.

Grant income is considered restricted income and has been designated as such in the Statement of Financial Activities.

Additional Superannuation Contribution' (ASC)

Additional Superannuation Contribution, previously called Pension levy, income relates to the pension levy introduced by the government in 2010. Additional Superannuation Contribution' income is recognised as it is deducted from employees' pay.

Residential Support Services Maintenance and Accommodation Contributions (RSSMACs)

RSSMAC income relates to statutory contribution paid by service users towards maintenance and/or accommodation costs required to be paid under section 67C by recipients of residential support services for accommodation. This income is to be received directly from the resident.

Earned from other trading activities.

Income earned from other trading activities includes sales of food in canteens and income from people paying to use the swimming pool. Such income is recognised as it is receivable.

Other income

Other income relates to income from the NHASS pension scheme and rental income.

NHASS income relates to pension contributions which are deducted from employees' wages and recorded as income as instructed by the HSE.

Donated services and facilities

In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

Deferred income

Grants relating to expenditure to be incurred in a future accounting period received in advance are deferred to the extent that there are unfulfilled performance conditions which must be satisfied and are recognised in the future period when such conditions are satisfied.

Notes of the Financial Statements

(d) Funds

All transactions of the organisation have been recorded and reported as income into or expenditure from funds which are designated as "restricted", "endowment" or "unrestricted".

✓ **Restricted funds,**

Income is treated as restricted where the donor has specified that it may only be used for a particular purpose or where it has been raised for a particular purpose. All other income is treated as unrestricted.

Expenditure is treated as being made from restricted funds to the extent that it meets the criteria specified by the donor or the terms under which it was raised. All other expenditure is treated as unrestricted.

St John of Gods Community Services clg considers that the revenue allocation received from the Health Service Executive in accordance with the service level agreements between the various St John of God services and the HSE is restricted income. St John of God Community Services clg invoice the HSE separately for agreed charges relating to service provision. This income also forms part of restricted funds. The designation as restricted is based on an agreed assessment of same with the HSE.

✓ **Unrestricted funds,**

All other income, albeit minimal, is treated as unrestricted and relates to the core objective of providing services in accordance with the overall charity objectives.

✓ **Capital endowment funds,**

Endowment funds are a permanent fund whereby the initial capital amount invested will not be accessed but rather the return on the initial investment will provide funding or access to fixed assets on an annual basis. The properties transferred from West European Province are permanent restricted endowment funds.

The balance on each restricted fund at the end of the year represents the asset held by the organisation for purposes specified by the donors. The balance of the unrestricted fund at the end of the year represents the assets held by the organisation for general use in furtherance of its work.

Endowment funds represent amounts held for investment or specific charitable purpose. Income from these endowment amounts will either be (a) unrestricted and used for general purposes, or (b) restricted by the donor or by the Board. Depreciation relating to these restricted assets has been dealt with as restricted expenditure in the financial statements. This is in recognition of the fact that the depreciation of these assets represents a core cost associated with the execution of the HSE restricted activities.

(e) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- ✓ Costs of raising funds comprise the costs incurred by St John of God Community Services clg in raising funds for its charitable purposes. It includes the costs of all fundraising activities and events and the sale of donated goods from the various centre workshops. It also includes advertising and marketing costs. The St John of God Community Services clg accounts do not include any costs of raising funds, as management have concluded that there are no such costs incurred. Fundraising costs are generally borne by other entities for example Parents and Friends Associations, who do fundraising activities on behalf of St John of God Community Services clg.
- ✓ Expenditure on charitable activities includes the costs incurred in undertaking the various charitable activities which are performed for the benefit of Saint John of God beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities. It also includes the costs of grants made to other charitable organisations.
- ✓ Other expenditure represents those items not falling into any other heading and is comprised predominantly of the NHASS pension related salary payments made in the year.

Notes of the Financial Statements

(f) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. The basis on which support costs have been allocated is set out in note 11.

(g) Employee benefits

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

(i) Short term benefits

Short term employee benefits, including 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) Defined contribution pension plans

Superannuation benefits for the employees are governed by the Nominated Health Agencies Superannuation Scheme (NHASS) or the Single Public Service Pension Scheme (SPSPS). The NHASS and SPSPS are regarded as state supported plans for the purposes of FRS 102.

NHASS

The NHASS is administered, funded, and underwritten by the HSE\Department of Health. The directors believe that the company operates as an agent in the operation of the scheme and does not contribute financially to the scheme. The directors understand the liability in respect of pension benefits payable to employees who are members of the NHASS will be met in full by the Department of Health. St John of God Community Services clg is not exposed to actuarial risk arising in the NHASS.

Contributions, which are deducted through payroll from members of the scheme, are recorded as income when received and are ring fenced for pension pay payments. Payments in respect of pensions salaries and lump sum payments are charged to Income and Expenditure account as amounts become payable. Surplus or deficit funding of the balance is dealt with as part of HSE Income which is included within income earned from charitable activities in the Statement of Financial Activities.

SPSPS

With effect from 1 January 2013 the Single Public Service Pension Scheme (SPSPS) commenced. New employees from this date, with a limited number of exceptions, will be members of the Single Public Service Pension Scheme (SPSPS). Pension contributions are remitted to the Department of Public Expenditure and Reform. The administration of the scheme is operated by the Department of Public Expenditure and Reform. The directors believe that the Department of Public Expenditure and Reform is responsible for the payment of lump sums and pensions in payment on behalf of the SPSPS without recourse to the company.

Notes of the Financial Statements

(h) Income tax

The company has been granted charitable tax exemption by the Revenue Commissioners and is recognised as a charity under Section 207 of the Tax Consolidation Act 1997, registered number CHY 18284.

(i) Tangible fixed assets

With the exception of plant and machinery along with fixture fittings and equipment all other tangible fixed assets are carried at cost (or fair value at date transferred, see note 14) 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.

Expenditure on plant and machinery along with fixture fittings and equipment are expensed in the year when these costs are incurred where costs are funded by income allocations.

Land and buildings

Land and buildings are carried at cost (or fair value at date transferred, see note 14) less accumulated depreciation and accumulated impairment losses. Land is not depreciated.

Depreciation

Depreciation on other assets is calculated, using the straight-line method over their estimated useful lives, as follows:

✓ Freehold buildings	Over 40-50 years
✓ Motor vehicles	5 to 10 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.

Tangible fixed assets are derecognised on disposal or transfer or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the statement of financial activities.

(j) 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.

(k) Provisions and contingencies

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, and 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.

Contingent liabilities, arising because of past events, are not recognised as a liability because it is not probable that the company will be required to transfer economic benefits in settlement of the obligation, or the amount cannot be reliably measured at the end of the financial year. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

Notes of the Financial Statements

(l) Financial instruments

The company has chosen to apply the provisions of Sections 11 and 12 of FRS 102 to account for all 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. Where the arrangement constitutes a financing transaction the resulting financial asset is initially measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument.

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, bank loans, and loans from fellow group companies, 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 and other creditors, bank loans, and loans from fellow group companies, and financial liabilities from arrangements which constitute financing transactions are subsequently carried at amortised cost, using the effective interest method.

(m) Foreign currency

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

Notes of the Financial Statements

(n) Scope of the financial statements

The following Services are included in the income and expenditure account and balance sheet:

- ✓ Head Quarters - Operations, Hospitaller House, Stillorgan, Co. Dublin
- ✓ Pension Transactions, Hospitaller House, Stillorgan, Co. Dublin
- ✓ Saint John of God Community Services Northeast Services
- ✓ Saint John of God Community Services Liffey Region
- ✓ Saint John of God Community Services Dublin Southeast
- ✓ Saint John of God Community Services Kerry Region
- ✓ Saint John of God Community Mental Health Service

These financial statements deal with the activities carried out at each of these regions, principally the provision of health services to persons with intellectual disability and persons with mental illness.

5 Critical accounting judgements and estimation uncertainty

Estimates and judgements made in the process of preparing the 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. The directors make estimates and assumptions concerning the future in the process of preparing the entity financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual results.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

Valuation of non-exchange transactions

Transactions where St John of God Community Services clg have benefited from the donation of time and other goods and services. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Other donated goods and services are included in the financial statements at their estimated value. As there is some judgement required in estimating the value of such non-cash donations, this is a key estimate, typically not material.

Fair value of properties transferred

On 22 December 2015, the West European Province of Saint John of God transferred several property assets to St John of God Community Services clg for a nominal consideration. As the receipt of the properties is considered to be a donation from a connected party, the properties have been included in the financial statements of St John of God Community Services clg at their fair value. Fair value was determined by management using the assistance of independent professional valuers CBRE and is based on the market value of the relevant properties calculated on an existing use basis and applying the red book valuation rules on the date of transfer.

The assets transferred related only to assets which had previously been grant funded by a grant awarding body. In some cases, only part of the relevant assets had been grant funded, and in these cases, only the element of the asset which was grant funded was transferred and included at a valuation in the St John of God Community Services clg accounts. Property valuations and the assumptions used to arrive at such valuations are by their nature judgemental.

Notes of the Financial Statements

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 14 for the carrying amount of the tangible fixed assets.

Going concern

As reported under Note 1 the directors have identified some uncertainties in relation to going concern and funding and have concluded that despite these uncertainties, that the entity will continue as a going concern for a period of at least 12 months from the date of signing the financial statements.

6 Donations and legacies	Restricted	Unrestricted	Total
	€	€	€
2023			
Donations and fundraising	561,310	0	561,310
	561,310	0	561,310
2022			
Donations and fundraising	322,662	0	322,662
	322,662	0	322,662

Notes of the Financial Statements

	Restricted	Unrestricted	Total
	€	€	€
7 Earned from charitable activities			
2023			
Health Service Executive Allocation	202,741,210	0	202,741,210
Health Service Executive Income	6,072,108	0	6,072,108
RSSMAC income	1,890,181	0	1,890,181
Shared Services	124,632	0	124,632
Dept of Social Protection Income	57,383	0	57,383
Dept of Health Funding	5,281,363	0	5,281,363
Dublin & Dun Laoghaire Education and Training Board	372,582	0	372,582
Grant Income National Lottery	23,576	0	23,576
Dept of Education	58,341	0	58,341
	<u>216,621,376</u>	<u>0</u>	<u>216,621,376</u>
2022			
Health Service Executive Allocation	183,677,967	0	183,677,967
Health Service Executive Income	12,232,890	0	12,232,890
RSSMAC income	1,950,713	0	1,950,713
Shared Services	119,581	0	119,581
Dept of Social Protection Income	314,012	0	314,012
Dublin & Dun Laoghaire Education and Training Board	351,515	0	351,515
Grant Income Health Research Board	32,076	0	32,076
Dept of Education	43,109	0	43,109
	<u>198,721,863</u>	<u>0</u>	<u>198,721,863</u>

Notes of the Financial Statements

8 Earned from other trading activities	Restricted	Unrestricted	Total
	€	€	€
2023			
Canteen receipts	0	81,313	81,313
Sundry income	493,732	11,797	505,529
Workshop income	0	755	755
Swimming pool	0	130,024	130,024
	<u>493,732</u>	<u>223,889</u>	<u>717,621</u>
2022			
Canteen receipts	0	51,306	51,306
Sundry income	553,489	0	553,489
Workshop income	0	2,440	2,440
Swimming pool	0	134,638	134,638
	<u>553,489</u>	<u>188,384</u>	<u>741,873</u>

9 Pension related income and expenditure

Staff employed by the company are members of either the Nominated Health Agencies Superannuation Scheme (NHASS) or the Single Public Service Pension Scheme (SPSPS). Total pension income in 2024 was €16.561m (2022: €14.358m) and pension costs in 2024 were €16.554m (2022: €14.358m).

Nominated Health Agencies Superannuation Scheme (NHASS)

NHASS is a state plan administered, funded, and underwritten by the Department of Health. It is the Directors' understanding that the funds required in the future to pay pension benefits under the NHASS, will be reimbursed to the company in full by the Department of Health.

Therefore, the Directors have concluded that from the entity's perspective the NHASS is, in substance, a defined contribution scheme and that it is not necessary for the financial statements of the company to include any liability at the balance sheet date in respect of pension entitlements accrued to that date by employees of the company, nor the disclosure requirements of FRS 102 in respect of defined benefit schemes. The above issue is similar to that applying in the majority of publicly funded organisations. With effect from 31 December 2012 the Nominated Health Agencies Superannuation Scheme (NHASS) was closed to new members.

Single Public Service Pension Scheme (SPSPS)

With effect from 1 January 2013 the Single Public Service Pension Scheme (SPSPS) commenced. Most new employees will be members of the Single Public Service Pension Scheme (SPSPS) which will provide Consumer Price Index linked defined benefit pensions based on career average pay. The directors understand that the company's obligation under the SPSPS is to deduct pension contributions from employees who are members of the SPSPS and remit those pension contributions to the Department of Public Expenditure and Reform. The directors believe that the Department of Public Expenditure and Reform are responsible for payments under the SPSPS.

The following reports income arising from pension receipt provide by deduction from employees along with funding provided from the HSE income allocation to pay the associated pension related payroll costs.

Notes of the Financial Statements

10 Expenditure on charitable activities	Restricted	Unrestricted	Total	Total
	€	€	2023 €	2022 €
Pay	175,738,875	0	175,738,875	162,813,482
Non-Pay				
Drugs medical support	1,940,694	0	1,940,694	1,489,619
Catering	2,199,343	13,754	2,213,097	2,029,218
Heat, power, and light	2,670,920	33,333	2,704,253	2,412,186
Cleaning and washing	1,455,987	13,755	1,469,742	1,378,428
Furniture, Crockery and Hardware	801,663	0	801,663	755,675
Bedding and clothing	124,942	0	124,942	150,993
Maintenance	6,274,238	0	6,274,238	3,326,154
Transport and travel	490,139	6,812	496,951	371,213
Transport Patients	2,669,053	0	2,669,053	2,587,170
Vehicles Purchased	0	0	0	1,020
Bank Charges	10,067	0	10,067	24,927
Insurances	303,315	0	303,315	274,882
Rent and rates	1,796,798	0	1,796,798	1,717,541
Computer & Office Equipment	727,271	0	727,271	452,439
Professional services	965,565	88,256	1,053,821	811,740
Education and training	506,876	0	506,876	562,125
Psychiatric In-Hospital beds	6,572,456	0	6,572,456	6,355,822
Recruitment and Advertising	49,154	0	49,154	12,922
Office Expenses	1,332,427	0	1,332,427	1,167,269
Nursing Diploma	331,992	0	331,992	375,792
Charges from Group Entities	907,050	0	907,050	711,000
Fire and security alarms	779,105	3,570	782,675	711,809
Depreciation	980,992	0	980,992	818,802
Breakaway for clients	66,200	0	66,200	67,605
Swimming Pool	8,008	0	8,008	0
Donations Expenses	2,745	0	2,745	2,875
Miscellaneous	778,846	0	778,846	627,948
Support costs (Note 11)	6,569,053	0	6,569,053	6,775,589
Governance costs (Note 11)	160,297	0	160,297	174,822
	217,214,071	159,480	217,373,551	198,961,070

Notes of the Financial Statements

11 Analysis of governance and support costs	Charitable activities	Governance cost
	Support cost €	cost €
2023		
Pay - finance	2,226,232	0
Pay - human resources	1,236,254	0
Pay - information and communications technology	665,139	0
Computers and office expenses	849,950	0
Professional services	624,023	159,037
Transport and travel	22,356	1,260
Other support costs	945,099	0
	<u>6,569,053</u>	<u>160,297</u>
2022		
Pay - finance	2,240,079	0
Pay - human resources	1,552,480	0
Pay - information and communications technology	840,518	0
Computers and office expenses	1,228,708	0
Professional services	284,173	171,832
Transport and travel	66,620	2,750
Other support costs	563,011	240
	<u>6,775,589</u>	<u>174,822</u>

Support costs are all related to direct charitable activities, as there are no costs of raising funds included in these financial statements. Support costs have been determined by isolating the specific costs charged to the Finance, Human Resources and Management Information Systems cost centres across the various regions within St John of God Community Services clg.

Notes of the Financial Statements

12 Operating expenses	2023	2022
	€	€
The following operating expenses have been recognised:		
Directors' remuneration	0	0
Emoluments:		
- For services as directors	0	0
- For other services	0	0
Pension:		
- For services as directors	0	0
- For other services	51,109	44,075
Income shared services	(124,632)	(119,581)
Depreciation (note 14)	980,811	818,803

The pension for other services, are in respect of pensions to current Directors who were previously employees and relates to their period of employment with St John of God Community Services clg.

Auditors' remuneration

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

	2023	2022
	€	€
Audit of entity financial statements	131,435	132,639
Other non-audit services	0	0
	131,435	132,639

Notes of the Financial Statements

13 Employees and directors

(i) Employees

The average number of persons employed by the company during the financial year was 2,515 (2022: 2,462), the average number of agency staff used by the company during the financial year was 134.7 (2022: 94.9).

	2023 €	2022 €
Operating Staff costs comprise:		
Wages and salaries	151,458,469	143,717,548
Social insurance costs	16,333,135	15,118,760
Agency staff costs	12,074,897	8,610,251
Total Operating Staff costs	179,866,501	167,446,559

	Number of employees 2023	Number of employees 2022
Salary range (excluding pension contributions):		
60,000 – 69,999	437	401
70,000 – 79,999	272	220
80,000 - 89,999	89	75
90,000 – 99,999	33	23
100,000 – 109,999	21	11
110,000 – 119,999	5	2
120,000 – 129,999	4	2
130,000 - 139,999	3	3
140,000 - 149,999	0	0
150,000 - 159,999	0	0
160,000 - 169,999	1	1
170,000 - 179,999	1	0
180,000 - 189,999	0	0
190,000 - 199,999	1	0
200,000 – 209,999	1	2
210,000 - 219,999	1	4
220,000 - 229,999	3	3
230,000 – 239,999	1	5
240,000 - 249,999	4	1
250,000 – 259,999	4	1
260,000 - 269,999	3	0
270,000 - 279,999	1	1
290,000 - 299,999	0	1
300,000 – 310,000	0	0
310,000 – 319,999	3	0
	888	756

Notes of the Financial Statements

13 Employees and directors continued

	2023	2022
	FTE	FTE
Management/administration	186	176
Medical/dental	51	46
Nursing	530	530
Health and social care professionals	708	700
General support services	122	113
Other Patient and Client Care	918	897
	<u>2,515</u>	<u>2,462</u>

In calculating the average number of full-time equivalent persons (FTE), the amount of time the employee worked in the year is included in the calculation e.g., if worked for the full year they are include as 1, if they worked for six months they would be included as a 0.5 of a full time equivalent.

The salary bands include all payments to staff, including premiums and overtime in respect of all admin and front-line staff including those working nights and weekends.

ii) CEO Remuneration

St John of God Community Services clg, CEO, Clare Dempsey was paid an annual salary in 2023 of €136,808 (2022: €132,646), in accordance with approved Department of Health salary scale CEO band social care.

(iii) Directors/trustees

Directors received no remuneration (2022: €Nil) and incurred expenses of €1,260 (2022: €2,749) during the reporting period in carrying out their duties.

There were no loans advanced to directors/trustees during the year and no loans outstanding at 31 December 2023.

(iv) Key management compensation

Key management have been assessed as Board of Directors, who receive no compensation and the management team that includes five Regional Directors of Service along with seven members of the executive team led by the Chief Executive office.

The compensation paid or payable to key management for employee services is shown below:

	2023	2022
	€	€
Salaries and other short-term benefits	1,449,628	1,473,646
Post-employment benefits	0	0
Total key management compensation	<u>1,449,628</u>	<u>1,473,646</u>

Notes of the Financial Statements

14 Tangible fixed assets	Land and buildings	Motor vehicles	Total
	€	€	€
Cost			
At 1 January 2023	20,577,936	3,438,365	24,016,301
Additions	0	792,025	792,025
At 31 December 2023	20,577,936	4,230,390	24,808,326
Accumulated depreciation			
At 1 January 2023	2,880,910	1,151,381	4,032,291
Charge for year	411,558	569,253	980,811
At 31 December 2023	3,292,468	1,720,634	5,013,102
Net book value			
At 31 December 2022	17,697,026	2,286,984	19,984,010
At 31 December 2023	17,285,468	2,509,756	19,795,224

Up until December 2015 the Hospitaller Order of Saint John of God, West European Province held the beneficial ownership of all the land and buildings used by St John of God Community Services clg. The legal title of these assets is held by the Saint John of God Trust (Ireland). Similar to previous years, during the year ended 31 December 2023, the Hospitaller Order of Saint John of God, West European Province has continued to allow the use of certain of its fixed assets by St John of God Community Services clg.

On 22 December 2015, a number of directions were signed between the Order, the Trust, and St John of God Community Services clg which transferred the beneficial ownership of various properties which were previously in the beneficial ownership of the Order to St John of God Community Services clg for a nominal consideration.

St John of God Community Services clg continues to use certain assets which are owned by the Hospitaller Order of St John of God, West European Province or Saint John of God Hospitaller Services Group free of charge.

Notes of the Financial Statements

15 Debtors and prepayments	2023	2022
	€	€
Amounts falling due within one year:		
Debtors and prepayments	3,855,257	3,490,005
Amounts due from Department of Health	0	6,600,233
Amounts due from HSE	11,871,174	9,478,873
Amounts owed by affiliates and related parties (note 21)	192,936	124,945.00
	<u>15,919,367</u>	<u>19,694,056</u>

Amounts owed by related parties are unsecured, interest free, have no fixed date of repayment and are payable on demand.

16. Current liabilities - amounts falling due in less than one year	2023	2022
	€	€
Amounts falling due within one year – Operating activities:		
Trade creditors	1,117,085	2,633,535
Amounts in advance from HSE	16,633,201	18,593,522
Deferred funding from Department of Health	0	6,600,233
Amounts owed to affiliates and related parties (note 21)	1,309,624	1,015,527
PAYE and PRSI payables	4,760,336	6,551,112
VAT payable	9,098	0
Other Creditors	141,283	850,681
Accruals	8,767,715	4,567,883
Deferred income	6,793,070	3,460,880
	<u>39,531,412</u>	<u>44,273,373</u>
Amounts falling due within one year - Pension activities:		
PAYE and PRSI payables	153,152	228,603
Pension Related Accruals	2,537,498	2,062,784
Pension Related Deductions	321,516	568,812
	<u>3,012,166</u>	<u>2,860,199</u>
	<u>42,543,578</u>	<u>47,133,572</u>

Notes of the Financial Statements

17 Reconciliation of net incoming resources to net cash outflow from operating activities	2023	2022
	€	€
Net Incoming resources per SOFA	550,247	842,711
Adjustments for:		
Profit on sale of vehicle	0	1,543
Depreciation	980,811	818,803
Decrease/ (Increase) in debtors	3,774,689	(10,475,598)
(Decrease)/Increase in creditors	(4,589,994)	9,402,636
Write off of Investment	0	127
Decrease in Stocks	0	1,954
Net cash inflow from operating activities	<u>715,753</u>	<u>592,176</u>

18 Contingent liabilities, commitments and guarantees.

As detailed in Note 14 in 2015, assets were transferred from Hospitaller Order of Saint John of God, West European Province to Community Services at a nominal consideration. The assets transferred related only to assets which had previously been grant funded by a grant awarding body or capital donation. In advance of transferring the assets across from Hospitaller Order of Saint John of God, West European Province to Community Services, management considered whether there were any related grants, loans or other obligations attaching to the various assets, which might impact on the future use of the assets within Community Services.

There are encumbrance's, principally liens, noted in relation to the receipt of capital grants on certain properties, principally around the fact that a future sale of the asset within a specific time period would trigger an obligation to repay the grant to the funder. Of the total properties at end December 2023 with an historical cost of €20,577,936 (Net Book Value 31 December 2023, €17,285,468), properties with an historical cost value of €5,298,384 (Net Book Value 31 December 2023, €4,450,643) are encumbered by liens attaching to these assets securing the capital grants received. As at 31 December 2023 the unamortised value of these liens totals €710,428. It was agreed as part of the directions transferring the properties, that Community Services would take over the obligation in relation to any future claw backs arising as a result of any decision to sell the assets. These obligations are considered to be contingent liabilities and are therefore disclosed as same in this note to the financial statements.

19 Public Juridic Person (PJP)

The Charities Regulator registered Saint John of God Hospitaller Services Group as a charity on 30 April 2018, Registered Charity number (RCN): 20106515.

The Saint John of God Hospitaller Services Group took over the activities in relation to the provision of health and social care, public education particularly with regard to mental health, disability and social needs to the poor and marginalised in Ireland, Great Britain, and Africa; the provision of health and social services in developing countries; and sponsoring education and training of staff who work in these service areas from the Hospitaller Order of Saint John of God, West European Province with effect from 01 January 2019.

St John of God Community Services clg effectively became a subsidiary of that organisation with effect from 01 January 2019.

Notes of the Financial Statements

20 Ultimate Parent Company

The directors consider the Saint John of God Hospitaller Services Group (HSG) to be the Ultimate Parent Company of the company.

HSG provides a range of shared services with cost shared as set out in note 21.

21 Related party transactions and year end balances

At the end of the year, Saint John of God Community Services clg had the following balances with related parties.

a) Related party year end balances

	2023	2022
	€	€
Amounts receivable from related parties:		
Saint John of God Housing Association clg	0	37,357
Hospitaller Order of Saint John of God West Europe Province	191,461	87,588
Saint John of God Foundation clg	1,475	0
	<u>192,936</u>	<u>124,945</u>
Amounts payable to related parties:		
Saint John of God Housing Association clg	2,248	0
Saint John of God Hospitaller Services Group	868,452	72,714
St John of God Research Foundation	38,781	5,555
Saint John of God Hospital clg	400,143	937,258
	<u>1,309,624</u>	<u>1,015,527</u>

Notes of the Financial Statements

21 (b) Related party transactions

<u>Transactions with Saint John of God Hospital clg</u>	Hospital charge to Community Services 2023 €	Community Services charge to Hospital 2023 €
Purchase of beds at Hospital by Community Services	6,382,546	0
Provision of Specialist Nursing Care at Hospital to Community Services patients	288,582	0
Provision of Nursing Education Programme by Hospital on behalf of the State inclusive of Covid related payment to student nurses	331,992	0
Provision of Pension Administration by Community Services to Hospital	0	34,734
Portion of work completed for Hospital by medical staff paid for by Community Services	0	24,773
Portion of work completed for Hospital by medical staff in relation to Mental Health Act Administration for Community Services	56,695	0
NHASS is administered by Community Services as agent for HSE/Department of Health	0	1,307,414
Re-imbursement of costs incurred by Community Services on behalf of Hospital	0	23,878
Total for 2023	7,059,815	1,390,799
Total for 2022	6,353,658	1,562,257

<u>Transactions with Hospitaller Order of Saint John of God – West European Province</u>	Order charge to Community Services 2023 €	Community Services charge to Order 2023 €
Charge for salaries by Community Services to Order	0	175,197
Provision of administration by Community Services for Order (including retirement gifts)	0	12,580
Total for 2023	0	187,777
Total for 2022	0	175,294

Notes of the Financial Statements

<u>Transactions with Employ Ability clg</u>	Employ Ability charge to Community Services 2023 €	Community Services charge to Employ Ability 2023 €
Sub lease of property by Community Services to Employ Ability	0	0
Total for 2023	0	0
Total for 2022	0	1,400

<u>Transactions with Saint John of God Housing Association clg</u>	Housing charge to Community Services 2023 €	Community Services charge to Housing 2023 €
Provision of Shared Services by Community Services to Housing Association	0	18,225
Provision of Shared Services by Housing Association to Community Services	22,704	0
Total for 2023	22,704	18,225
Total for 2022	15,302	1,450

<u>Transactions with Saint John of God Hospitaller Services Group (HSG)</u>	HSG charge to Community Services 2023 €	Community Services charge to HSG 2023 €
Provision of Shared Services by HSG to Community Services	711,000	0
Provision of Shared Services by Community Services to HSG		280,599
Total for 2023	711,000	280,599
Total for 2022	711,000	321,785

In 2023 Saint John of God Hospitaller Services Group provided a grant of €501,142 (2022: €nil) to St John of God Community Services clg. The grant, called "Better Life" grant, is a restricted grant and may only be used for the particular purpose criteria specified in the grant.

Notes of the Financial Statements

<u>Transactions with Saint John of God Research Foundation clg</u>	Research charge to Community Services 2023 €	Community Services charge to Research 2023 €
Provision of Shared Services by Research Foundation to Community Services	36,522	0
Provision of Shared Services by Community Services to Research	0	2,293
Total for 2023	36,522	2,293
Total for 2022	54,981	5,000

<u>Transactions with Saint John of God Foundation</u>	Foundation to Community Services 2023 €	Community Services charge to Foundation 2023 €
Donation remitted	5,430	0
Total for 2023	5,430	0
Total for 2022	0	0

Notes of the Financial Statements

22 Post Balance Sheet Event

As set out under Note 1, Going Concern on page 32, the Board of St John of God Community Services clg, reached agreement with the HSE over the core funding required for service provision. This agreement also committed to pathways for funding objectives as set out in the Sustainability Impact Assessment (SIA) report.

23 Approval of financial statements

The financial statements were approved by the Board of Directors on 2nd August 2024 and were signed on its behalf on that date.