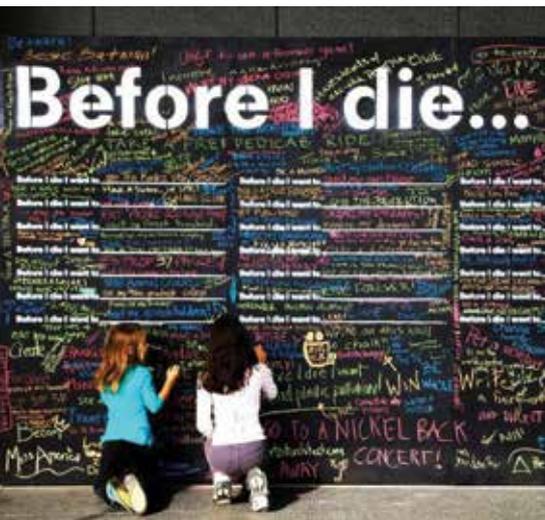




Annual Report 2015



2015 - A Year in Numbers



621

Entries in the IHF Book of Remembrance through the 'Never Forgotten' campaign

400

People attended IHF training on workplace grief.

70

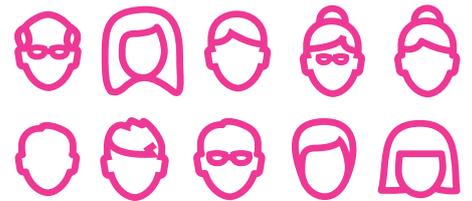
Nursing Homes or Residential Care settings signed up to the Journey of Change programme.

48

Hospitals have adopted the Hospice Friendly Hospitals Programme.

2,300

people received IHF training and education in 2015.



548

Families received support from Nurses for Nightcare.



The annual increase in demand for Nurses for Nightcare.

300

People attended the Forum on End-of-Life in September

48

Civil society organisations engaged with Think Ahead



Speak for Yourself

40,000

Think Ahead forms in circulation

Our Vision

No one should face death or bereavement without the care and support they need.

Our Mission

To strive for the best care at end of life, for all.

We believe

Everyone has the right to be cared for and die with dignity and respect in the care setting of their choice.

Death, dying and bereavement affect us all.

Everyone deserves the BEST care at the end of life.

Strategic Goals

1 Service Improvement:

Innovating excellence in palliative, end-of-life and bereavement care

2 Education & Training:

Enhancing end-of-life and bereavement care.

3 Debate and Policy Change:

Driving debate, awareness and change on issues related to dying, death and bereavement in Ireland.

4 Good Governance & Sustainability:

Maintaining our credibility, independence and long-term sustainability through good governance, financial independence and accountability, effective communications and a cohesive fundraising programme.

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Welcome from our Chairperson



The Irish Hospice Foundation's 2015 Annual Report is dedicated to our founder Dr. Mary Redmond who died on 6th of April 2015. Dr. Redmond was a renowned lawyer and philanthropist. She established the Irish Hospice Foundation (IHF) in 1986.

Today, the IHF remains loyal to her vision and strives for the best care at end-of-life, for everyone. We believe that everyone has the right to die with dignity and respect, wherever they live. This is Mary Redmond's legacy, which we have carried forward for 30 years.

Ar dheis Dé go raibh a hanam dílis

In addition to our normal activities, 2015 was also a year of achievements which we reflect on with pride:

- An Taoiseach Enda Kenny launched the IHF's 2016 commemorative programme and 30th anniversary celebrations in December;
- The Assisted Decision-Making (Capacity) Bill was enacted in December after many years of lobbying, setting a legal framework for Advance Healthcare Directives;
- The IHF gave its support to the 2015 International Colloquium on Palliative Care in Dublin, organised by the All Ireland Institute of Hospice and Palliative Care (AIHPC) in October;
- The remarkable 'sons+fathers' book, edited and produced by Kathy Gilfillan, was published;
- Hundreds of people remembered loved ones through our 'Never Forgotten' appeal by leaving messages in the IHF's annual Book of Remembrance.

We rely on the goodwill and generosity of the public and our corporate supporters to continue our work in a tough fundraising climate. In 2015 the IHF had surplus income over expenditure of €277,741. To each and every supporter, our heartfelt thanks.

We earn your trust by demonstrating excellence in governance, fundraising and robust financial oversight mechanisms - a 'triple lock approach'. In 2015, we fully adopted the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland, our fundraising team is guided by the 'Statement of Guiding Principles for Fundraising' and we continue to report our financial transactions in line with best practice. In 2015, our financial statements were prepared in accordance with FRS102 and the Charities SORP (FRS102).

Governed by an excellent voluntary board, we will continue to maintain these high standards. I would like to express my thanks to my fellow board members for their valued expertise and support. After 6 years, Dr. Liam O'Siorain retired from the Board and I would like to thank him for his invaluable expertise. The professionalism and dedication of our staff, under the guidance of the CEO Sharon Foley, is what makes the IHF the organisation it is today. I would like to extend my thanks to each and every one of you for the work you do for the IHF. Working together in partnership, the IHF will continue to help people live well to the end.

Jean McKiernan

Chairperson of the Board of Directors
The Irish Hospice Foundation



- 47.8%** Donations
- 5.7%** Legacies
- 25.4%** Other fundraising income
- 9.5%** Grants from Atlantic philanthropies
- 6.8%** Training and education programmes
- 4.6%** Other grants
- 0.2%** Deposit interest

Report of the CEO



2015 was another busy year for the Irish Hospice Foundation (IHF). Our staff and Board developed a new strategic plan to lead us through the years 2016 to 2019. This new strategy will increase the focus on innovation in healthcare, building on our current programmes in children's palliative care, nursing homes, in hospitals, homes and local communities nationally.

We are making a difference. For example, our Hospice Friendly Hospitals Programme has been adopted in 42 hospitals across the health service. This is one example of true success for the IHF where it seed funds an innovative, much needed service and works to build ownership of it from within the HSE over time. This approach allows us to focus our resources on other areas of need and to continue to innovate in the areas of end-of-life, palliative and bereavement care.

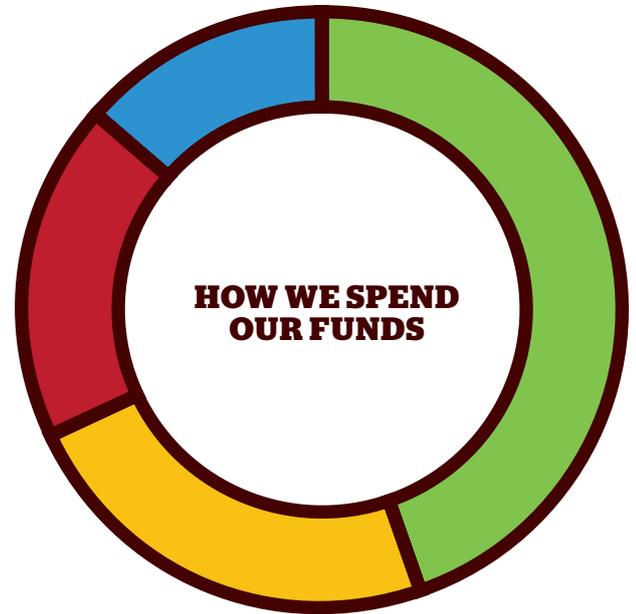
The demand for our services, especially for Nurses for Nightcare, which began in 2006 is growing. This programme provides a much valued adjunct to both primary and acute care. For more than a decade it has supported hundreds of patients with illnesses, other than cancer, to die at home. We are very proud of the service knowing the immense relief it provides families and their loved ones. Equally we are concerned about the rising costs. In 2015 we initiated talks with the Irish Cancer Society, our partner on the programme, on how we could advocate for state support for this service.

We value our partnerships with many groups and organisations and, in particular, our relationship with the voluntary hospice movement in Ireland. We proudly coordinate two fundraising campaigns on behalf of all hospice groups - Sunflower Days and Ireland's Biggest Coffee Morning which is also kindly supported by Bewley's. Together we have worked to strengthen relationships and improve both campaigns so that they deliver an increase in much-needed income to local hospice groups.

Our team works hard to deliver the human right so everyone can die with comfort and dignity. But inequality still exists in services. Pain and trauma, either physical or psychological, shatters lives. We will continue to advocate for change.

My heartfelt thanks to all the IHF staff who work tirelessly to change lives every day and the Board who give freely of their time and expertise.

Sharon Foley
Chief Executive Officer
The Irish Hospice Foundation



- 44.6%** Healthcare programmes
- 23.6%** Fundraising costs
- 18.3%** Education and training
- 13.5%** Public engagement

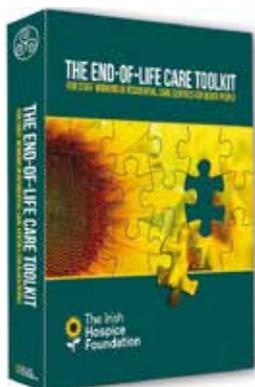
Healthcare Programmes

Our healthcare programmes are designed to support improvements in end-of-life care in all care settings and across all illnesses.

Palliative Care for All

We continued to develop information materials, guidance and support initiatives for people with diseases other than cancer to receive appropriate levels of palliative care. The report on the Action Research Project on Heart Failure and Palliative Care, which was based in the Mater Misericordiae University Hospital, was published. We produced a patient information leaflet, in conjunction with the Irish Heart Foundation, entitled 'Planning for the Future – Living with Advanced Heart Failure'. In collaboration with the Neurological Association of Ireland and Professor Orla Hardiman, Professor of Neurology, Trinity College Dublin, we published the report from the roundtable meeting on palliative care for people with advancing neurological disease.

Our Changing Minds programme continued to focus on the palliative care needs of people with dementia and their families. Three patient factsheets entitled 'Understanding late stage dementia', 'Loss and grief when a family member has dementia' and 'Grieving following the death of someone with dementia' were developed in association with the Alzheimer Society of Ireland and were launched as part of National Carers Week in June. The first of a series of seven guidance documents, supporting healthcare staff in addressing specific aspects of dementia palliative care, was published following a public consultation in July, along with an accompanying fact sheet. The remaining six guidance documents will be completed in 2016. Two dementia palliative care seminars were held in Waterford and Mullingar respectively, with over 300 delegates attending. Meanwhile our re-granting programme in 2015 focused on supporting developments in dementia and end-of-life with an emphasis on community settings.



The Journey of Change programme which promotes better end-of-life care in residential care settings finalised the components of its quality improvement model during the year. These components include the End-of-Life Care Toolkit, a system for reviewing and learning from deaths that take place in residential care settings, four customised workshops and a series of webinars. Seventy residential care sites in five pilot regions have engaged in this programme. The ongoing sustainability of Journey of Change is important and we were therefore pleased that the HSE agreed to co-fund a post for one year to introduce the programme in the Midlands region.

Primary Palliative Care

The Primary Palliative Care Programme has constantly advocated for GPs to be able to access specialist palliative care services 24 hours a day. The recent HSE Palliative Care Framework has recognised this need and it is recommended as one of their priority action areas.

Following the pilot and evaluation of sixty IHF developed out-of-hours palliative care handover forms in SouthDoc in Cork during 2014, the final version was approved by the Irish College of General Practitioners and is in use in several out-of-hours services across Ireland.

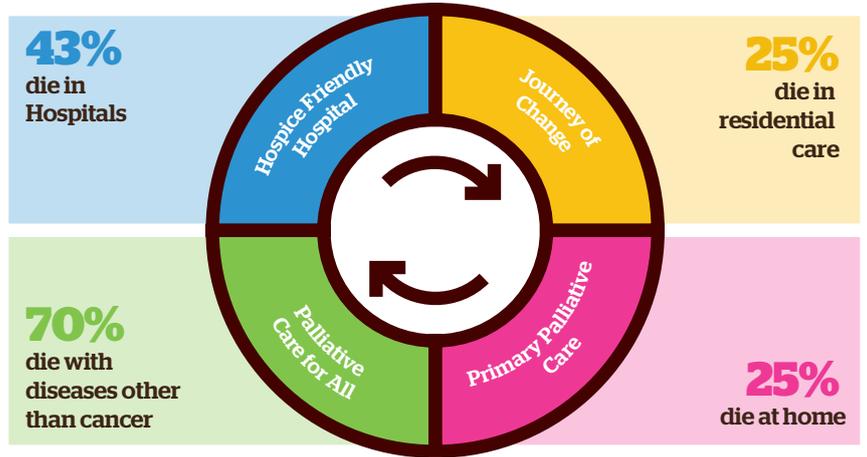
Hospice Homecare for Children

We estimate that there are 4,000 children, at any one time, with a life-limiting illness in Ireland and sadly, 350 of these children die every year. To ensure they, and their families, receive the support they need, we continued funding the county's only paediatric palliative care consultant along with two children's outreach nurses based in Dublin and the Midlands. We are delighted to report that three other outreach nurses posts, initially funded by the IHF in Drogheda, Limerick and Waterford, have now been regularized within the HSE.

The independent evaluation of the National Children's Palliative Care Programme, co-funded by ourselves and the Department of Health continued during the year and a final report is expected in 2016.

We also continued to contribute towards an oncology clinical nurse specialist position as well as supporting the nurse education programme entitled 'Caring for the Child with a Life-Limiting Condition' in Our Lady's Children's Hospital in Crumlin.

IHF HEALTHCARE PROGRAMMES



Nurses for Night Care

Our Nurses for NightCare service supports patients with life-limiting illnesses, other than cancer, to die at home. The service continued to grow during 2015 with 548 people receiving a total of 1,734 nights of nursing care. This represented a 15% increase on 2014. We participated in the independent evaluation of the service during the year and are working in partnership with the Irish Cancer Society and HSE to implement the recommendations.

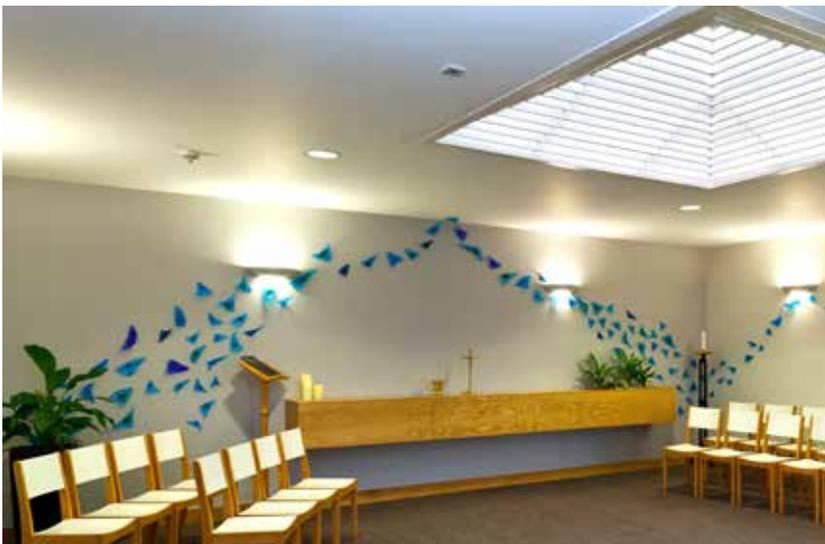
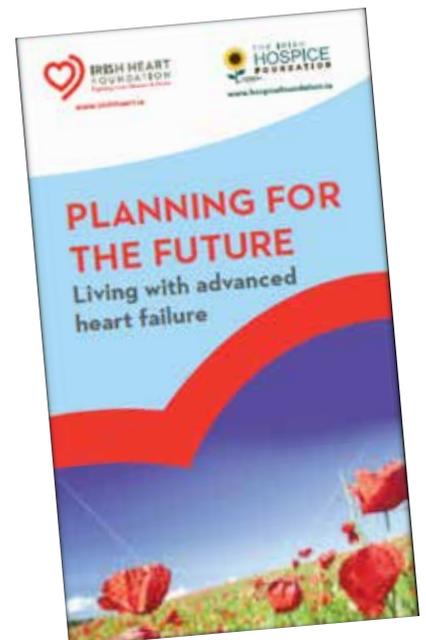
We would like to express our thanks to the Irish Cancer Society, our partner on this programme, which provides this service to people with cancer.

Hospice Friendly Hospitals Programme

We have campaigned strongly for the Hospice Friendly Hospitals programme to be embedded within the HSE and we were pleased to note that the HSE's Assistant National Director of Acute Services requested a palliative, end-of-life care and bereavement plan from all acute hospitals during the year. Two more end-of-life care coordinators were appointed in HSE South and in Saolta respectively, bringing the total number in post to seven. We continued to provide expert advice to the 48 participating hospitals in the programme, hosting meetings for both the acute and maternity networks and the end-of-life care coordinators.

The Design & Dignity Project, operated in partnership with the HSE, which aims to enhance and transform the physical environments of hospitals in relation to end-of-life care, continued to show progress in 2015. During the year, refurbished mortuaries in Sligo University Hospital and University Hospital Limerick, three family rooms in Mater Misericordiae University Hospital, Dublin, a family room and garden in Our Lady's Hospital, Navan and a bereavement and family room in the maternity unit of St Luke's General Hospital, Kilkenny were all officially opened.

Work also began on the refurbishment of mortuaries in St. James Hospital, Dublin; Roscommon County Hospital and Kerry General Hospital; family rooms in Beaumont Hospital, Dublin; Portiuncula Hospital, Ballinasloe, St. John's Hospital, Limerick and Roscommon County Hospital and a bereavement suite in Midwestern Regional Hospital, Ennis.



Mortuary at Beaumont Hospital, Dublin refurbished as part of the Design & Dignity Project

Bereavement, Education and Training

Education and training in bereavement and loss and the provision of bereavement resources continue to be core strategic goals and we built on our suite of programmes and initiatives during 2015.

End-of-life care education and training

Our bereavement outreach and in-house workshops were provided to almost 800 people and, as part of the Changing Minds programme, we continued our end-of-life staff development in residential care settings through the year, training over 1,000 staff. Two new workshops entitled 'Communicating with people with dementia' and 'Supporting families' were added to this programme with the latter designed to meet family members' needs for psychological support, for information and for education (needs identified by the European Association for Palliative Care Task Force on Family Carers). The workshops are for any partner, family member, or close friend of a resident in nursing home care.

We continued our postgraduate education programmes run jointly with the Royal College of Surgeons in Ireland with presentations to the Professional Certificate in Children and Loss graduates in June and the MSc in Bereavement Studies graduation in November.

Our e-learning, hosted on the IHF website, continues to attract new registrants with 276 individuals opting for this type of training during the year and we developed an animation entitled 'Delivering Bad News', which has been added to training programmes here and abroad.

Specialist training and supervision support for counsellors and therapists was rolled out through our Complicated Grief programme and we were pleased in July to welcome American bereavement expert, Dr. Katherine Shear, back to Ireland.

Over 400 people attended our education, training and support programmes focusing on the impact of grief on employees in the workplace. We delivered a range of programmes and supports that included information sessions on managing grief for managers and staff, skills development programmes for managers responding to bereaved employees, support sessions in workplaces and direct work with employees affected by grief. We also worked with the charity Cruse and the Labour Relations Commission in Northern Ireland on the development of their bereavement in the workplace guidance.

Irish Childhood Bereavement Network

The Irish Childhood Bereavement Network, supported by TUSLA the Child and Family Agency and hosted at the IHF, introduced the first Children's Grief Awareness Day in November which will become an annual event with the goal of helping adults, family and friends to be available for bereaved children, to speak to them in plain language about death and loss and to support them in a wide range of ways. The Network also developed a training animation to be used as a resource for teachers when a pupil has been bereaved. Senator Marie Louise O'Donnell, herself an educator, launched this resource entitled 'Listen with eyes, ears and heart' in May.



*The Irish Childhood
Bereavement Network*

'Living with Loss'
bereavement
information evening



MSc in Bereavement Studies graduation in November



Resources and information services

We disseminate other written information on loss and bereavement to services and organisations across the country with 50,000 bereavement leaflets distributed during the year.

Our website includes a professional information service for people working in palliative and bereavement care and provides access to our library catalogue as well as a range of digital resources.

Our public bereavement information evening held in November with the support of Fanagan’s Funeral Directors was, once again, very well attended. Jane McKenna, the founder of LauraLynn Children’s Hospice addressed the gathering and shared her own experience of living with the loss of her two daughters Lynn and Laura.

We continued to work on the Bereavement Taskforce of the European Association for Palliative Care which is co-chaired by Irish representatives Irene Murphy of Marymount University Hospice, Cork and Orla Keegan of the IHF. The aim is to develop guidance for the development of bereavement services.

Grants

We continued to grant fund the end-of-life education and training activities of professionals and organisations across Ireland with just over €40,000 used for this purpose in 2015. The second year of our Dr. Anne Merriman scholarship was awarded to Martha Rabwoni who started her final year of a BSc in Palliative Care in Uganda.

We were also delighted to share 10% of the proceeds of our sons+fathers book with Hospice Africa Uganda which continues to transform end-of-life care for patients in Africa.



'Delivering Bad News' animation

Professional Certificate Children and Loss Class of 2015 and IHF staff



Advocacy and Communications

We continued to engage at a high level with both the media and policy-makers to raise awareness of our work and maintain continued support.

Advocacy

We engaged with An Taoiseach Enda Kenny, government departments, and members of Government and opposition parties to raise awareness of the breadth, depth and importance of issues relating to end-of-life and the need for a national strategy on palliative care, end-of-life and bereavement, encompassing both health and other areas of public policy. As part of this advocacy, we prepared and circulated both pre-budget and election manifesto submissions.

In April, An Taoiseach asked Senator Marie Louise O'Donnell to undertake a review of end-of-life issues in policy and practice across government departments. Both the IHF and the National Council of the Forum on End of Life in Ireland were pleased to be asked to support this work with advice and expertise. The first part of Senator O'Donnell's report entitled 'Finite Lives' dealt with the internal procedures relating to dying, death and bereavement as they affect staff of the Civil Service and was published in December.

We welcomed the enactment of the Assisted Decision Making (Capacity) Bill 2015 at the end of the year following intensive advocacy across the political spectrum by IHF to ensure the inclusion of the provision for advance healthcare directives. We will continue to advocate for the relevant sections of the new Act to be brought into commission at the earliest possible date.

Cross party meetings with Deputies and Senators representing the midland counties of Laois, Longford, Offaly and Westmeath were followed by a well-attended public meeting in Mullingar, hosted by IHF, to try and progress the building of a specialist hospice in-patient unit to serve the four counties.



An Taoiseach Enda Kenny with Jean McKiernan and Sharon Foley at the launch of the 2016 commemorative programme in December.

Communications

Extensive media coverage in print, broadcast and online media showcased our work and supported our fundraising campaigns and public engagement.

Public relations campaigns around Sunflower Days, Ireland's Biggest Coffee Morning, our 'sons+fathers' book, the Christmas 'Never Forgotten' appeal and the Forum on End of Life, resulted in widespread national and regional coverage, including column inches in The Irish Times, Sunday Times, Irish Independent and interviews on The Late Late Show, Ireland AM, Radio 1, Newstalk and 2FM. Our Design & Dignity project was also the focus of a Nationwide episode on RTE 1.

Our social media presence continued to grow with an increase in followers across all platforms, building our level of digital public engagement. We launched the Irish version of the online publication ehospice.com as a platform for sharing news on end-of-life care in Ireland.

ehospice Palliative care news, views and inspiration from around the world

Forum on End of Life in Ireland

The Forum on End of Life in Ireland was created to explore and, where possible, to address a broad range of issues of importance to Irish people in relation to end-of-life. Two major initiatives were created in response: a biennial Forum which provides a space for conversation and engagement around end of life issues and Think Ahead, supported by Atlantic Philanthropies under the Changing Minds programme, which empowers the individual to ‘Think, Talk, Tell’ about their personal preferences for future medical, financial and personal care.

Forum 2015

Forum 2015 took place in Dublin Castle with the theme ‘Dying to Talk – Conversations about End-of-Life in Ireland’. The Forum was a tremendous success, attended by 350 people, with a much broader representation from the public than in previous years due, in part, to engagement through Think Ahead, and the inclusion of the Forum’s first Death Café on the day.

Keynote Speaker Dr. Katherine Sleeman of the Cicely Saunders Institute, Kings College London opened the conference with a presentation entitled ‘Let’s Talk About Death’ which emphasised the importance of health professionals discussing death openly and honestly with their patients. Mick Heaney, journalist and broadcaster, gave The Mary Holland Commemorative Lecture and was a very personal reflection entitled ‘My Father’s Famous Last Words’ which was later published in The Irish Times. The presentation by Wendy and Helen Coughlan entitled ‘Wicker coffins and other stories – our experience of Think Ahead and conversations about life and death’ was a truly inspirational reflection from a very courageous family about how Think Ahead had helped them in their journey. Finally a beautiful mosaic of photographs submitted by members of the public in tribute to their loved ones was unveiled and includes the famous last words of poet Seamus Heaney, ‘Noli Timere’.

Think Ahead

Think Ahead has continued to gather pace and there is a noticeable rise in its recognition as a positive, practical and empowering tool from civic societies, healthcare professionals and politicians. A total of 116 groups and organisations including Support and Advocacy for Older People (SAGE), Active Retirement Ireland, and the Irish Countrywomen’s Association as well as local politicians and the Department of the Taoiseach requested Think

Ahead presentations during the year and continue to engage with the initiative. More than 40,000 Think Ahead forms are now in circulation.

An online learning module was developed for GPs on how to introduce Think Ahead with patients and this is now part of the Irish College of General Practitioners Continuous Professional Development Programme. We continued to strengthen our partnership with Patients Know Best to develop an online platform for Think Ahead. The recruitment of nursing homes for the pilot was completed and the first training session took place in November. We also continued to share our learning internationally with colleagues at conferences in Bristol and Munich.

Members of the National Council of the Forum on End of Life in Ireland

- Mrs. Justice Catherine McGuinness**, Chairperson
- Dr. Brian Farrell**, Dublin City Coroner, Barrister-at-Law
- Ms. Sharon Foley**, CEO, Irish Hospice Foundation
- Ms. Ita Mangan**, Barrister
- Ms. Úna Marren**, former Deputy Director of Nursing, Mater Misericordiae University Hospital
- Mr. Gus Nichols**, Funeral Director, Director of Fanagan’s Funeral Directors.
- Mr. Diarmuid O’Coimin**, End of Life Coordinator, Mater Misericordiae University Hospital
- Ms. Sheilagh Reaper-Reynolds**, National Lead for Palliative Care, HSE
- Ms. Patricia Rickard-Clarke**, Solicitor, former Law Reform Commissioner
- Prof. David Smith**, Associate Professor of Health Care Ethics, Royal College of Surgeons Ireland
- Mr. Senan Turnbull**, former Director of Services, Community, Recreation and Amenities, Fingal Council
- Dr. Max Watson**, Consultant in Palliative Medicine at Northern Ireland Hospice

Fundraising

We receive no core funding from the State and while any grants received for specific purposes are greatly valued, we are primarily dependent on voluntary donations to continue our programmes.

Sunflower Days and Ireland's Biggest Coffee Morning

Every year we proudly coordinate two national fundraising events for the hospice movement in Ireland. Sunflower Days in June was kindly supported by RTE's Mary Kennedy and Ireland's Biggest Coffee Morning was held in September and generously supported once again by Bewley's.

Individual Giving

We continued to see growth in our direct marketing appeals and annual raffle and our Christmas 'Never Forgotten' appeal was a huge success. Our Door to Door team continued to generate funds for our programmes and we would like to thank them for their hard work. We are also very grateful to those who remembered The Irish Hospice Foundation in their wills with their support having a major impact on the work we do.

Annual Events

Our voluntary Special Events Committee enjoyed a very successful year in 2015 with their Race Day event, generously sponsored by Mercury Engineering, bringing over 600 people to Leopardstown. Kingspan once again sponsored our annual Cycle Challenge, with 54 cyclists completing the route from Genoa to Rome via the beauty (and hills) of Tuscany. In the summer, the 'God Box' production came to theatres in Dun Laoghaire and Limerick with proceeds generously donated to the IHF and Milford Care Centre. There were an increased number of IHF participants in the Dublin Women's Mini Marathon in June despite the challenging weather and we also benefitted from an increased number of community events across the country. Our thanks go to everyone who helps us to plan events and who supports them by getting involved.

Retail

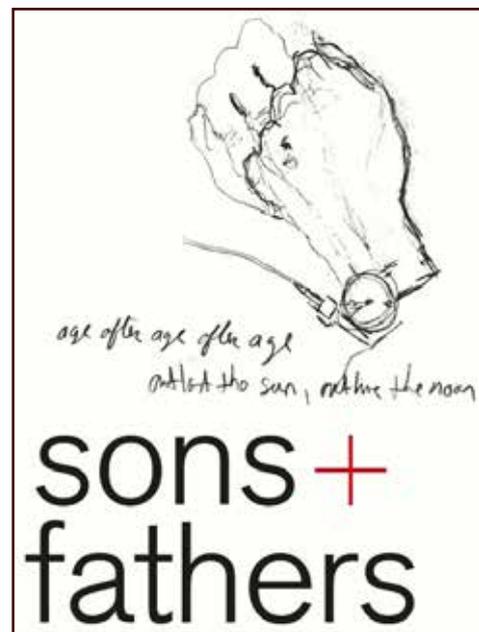
Our latest book, 'sons+fathers', which was created around Bono's drawings of his father towards the end of his life, was launched in the spring. Edited by Kathy Gilfillan, and supported by the Ardagh Group and Park Hyatt, the book is a collection of experiences of the unique bond between sons and fathers. Proceeds supported our Nurses for Night Care programme and Hospice Africa in Uganda. At Christmas, our cards and 'Reindeer Food' were sold nationwide through our partners John Hinde, Mace and Lloyds Pharmacy.

Partnerships

We once again benefitted from our committed corporate partners including GSK, Ulster Bank, Fanagan's Funeral Directors, Baxi Potterson Myson, Superdrug and The Society of Young Solicitors. Many other companies chose to donate to us through the year including Bank of America Merrill Lynch, Santander, Largo Foods and Janssen. We would also like to thank the Loreto Foundation Fund for their grant which supported the creation of a sustainable community based bereavement support group in Donaghmede.

2016 Campaign

We launched our 2016 'A Way to go' campaign' with An Taoiseach in December and we are very grateful to our corporate partners including founding partner Arthur Cox, launch partner eir and corporate partner KPMG for their very generous support. We would also like to thank our corporate sponsors on this campaign including Deloitte Ireland, FEXCO, LF Buckley and Associates and the Allergan International Foundation. We are also very grateful to our 2016 public engagement supporters Dublin City Council, Fingal County Council and South Dublin County Council and we would also like to acknowledge the individual philanthropists and those who have supported the campaign anonymously.



Our heartfelt thanks to all our donors, sponsors, event participants, committee members for their amazing support.

We really couldn't do what we do without you.

Financial Activities and Corporate Governance

The following summary accounts have been extracted from the statutory financial statements of The Irish Hospice Foundation for the year ended 31 December 2015.

The statutory financial statements, on which the auditors, JPAS Ltd. Chartered Accountants and Statutory Auditors, expressed an unqualified opinion, have been filed with the Companies Registration Office following the Annual General Meeting on 14th June 2016 where they were approved by the Members and signed on their behalf by Jean McKiernan, Chairperson and Denis Doherty, Director.

The detailed auditors report and financial statements are available to download from www.hospicefoundation.ie or from our office at Morrison Chambers, 32 Nassau Street, Dublin 2.

We are currently compliant with all provisions of the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland.

In accordance with the Code, our Finance Committee takes delegated responsibility, on behalf of the Board, to provide oversight of the financial and resource management of the organisation, ensuring that there is robust monitoring of the finances.

Our Audit, Risk and Governance Committee takes delegated responsibility, on behalf of the Board, to manage the audit relationship and to ensure that there is a strong framework for accountability and governance within the organisation, to examine and review all systems and methods of control, both financial and otherwise, including risk analysis and risk management and to ensure the charity is complying with all aspects of the law, relevant regulations and good practice.

An independent review, carried out during 2015, found that the governance arrangements and organisational structure in place were appropriate for a charity of the size of the IHF. A review of the Membership of the IHF also took place, reengaging with this important group of supporters.

We also subscribe to the Irish Charities Tax Research 'Statement of Guiding Principles for Fundraising' and we prepare our financial statements in accordance with FRS102 and the Charities SORP (FRS102).

Our available reserves at the end of 2015 were €2,325,202. The organisation has an agreed policy to monitor the adequacy of reserves via the Finance Committee.

The additional funds currently held, together with all fundraising initiatives over the coming years, are expected to be disbursed, inter alia, on the areas of Healthcare Programmes, Education and Training and Public Engagement.

In accordance with SORP recommendations, the number of higher paid employees was:

	2015	2014
€110,000 to €120,000	1	1
€80,000 to €90,000	1	2
€70,000 to €80,000	3	1
	5	4

Denis Doherty

Chair

Audit Risk and Governance Committee

Statement of Financial Activities for the financial year ended 31st December 2015

	2015 € Unrestricted Funds	2015 € Restricted Funds	2015 € Total Funds	2014 € Total Funds
Income				
Income from Donations and Legacies:				
Donations	2,173,158	151,792	2,324,950	2,233,313
Legacies	275,974	-	275,974	24,793
	2,449,132	151,792	2,600,924	2,258,106
Income from Charitable Activities:				
Grants	38,775	647,846	686,621	623,989
Income from Other Trading Activities:				
Other Fundraising Income	446,791	788,640	1,235,431	1,169,679
Training and Education Income	331,414	-	331,414	293,693
	778,205	788,640	1,566,845	1,463,372
Investment Income	11,038	-	11,038	38,013
Total Income	3,277,150	1,588,278	4,865,428	4,383,480
Expenditure				
Costs of Raising Funds:				
Fundraising Costs	(813,183)	(268,865)	(1,082,048)	(1,117,386)
Expenditure on Charitable Activities:				
Healthcare Programmes	(467,528)	(1,579,310)	(2,046,838)	(2,467,984)
Education and Training	(701,632)	(138,955)	(840,587)	(835,556)
Public Engagement	(473,192)	(145,022)	(618,214)	(602,282)
	(1,642,352)	(1,863,287)	(3,505,639)	(3,905,822)
Total Expenditure	(2,455,535)	(2,132,152)	(4,587,687)	(5,023,208)
Net Income/(Expenditure) and Net Movement in Funds in the Year	821,615	(543,874)	277,741	(639,728)

There are no recognised gains or losses other than the incomings/outgoings for the above two financial years.

Balance Sheet

as at 31st December 2015

	€	2015 €	€	2014 €
Fixed Assets				
Tangible Assets		69,179		106,751
Current Assets				
Debtors	274,265		488,940	
Cash at bank and in hand	3,164,004		2,594,684	
	3,438,269		3,083,624	
Creditors: Amounts falling due within one year				
	(648,061)		(547,743)	
Deferred Income	(534,185)		(595,171)	
Net Current Assets		2,256,023		1,940,710
Total Net Assets		2,325,202		2,047,461
Reserves and Funds				
Restricted Funds		347,258		891,132
Unrestricted Funds		1,977,944		1,156,329
		2,325,202		2,047,461

Board and Other Corporate Information

Board of Directors

We are governed by a Board of voluntary non-executive Directors, none of whom are paid. The Board of Directors met five times during the year.

Ms. Jean McKiernan (Chairperson)
Mr. Tony Condon
Mr. Denis Doherty
Professor Muiris X. FitzGerald
Ms. Mary Harney
Ms. Vivienne Jupp
Mr. Cormac Kissane (Resigned 19th April 2016)
Mr. Geoff Moore (Appointed 19th April 2016)
Ms. Margaret Nelson
Mr. Michael O'Reilly
Dr. Liam O'Siorain (Resigned 15th September 2015)
Mr. Jim Rhatigan

In 2015 there were four sub-committees of the Board: the Policy and Services Advisory Committee (chaired by Professor Muiris X. FitzGerald) which met three times, the Finance Committee (chaired by Mr. Cormac Kissane) which met five times, the Strategy and Innovation Committee (chaired by Ms. Vivienne Jupp) which met twice and the Audit, Risk and Governance Committee (chaired by Mr. Denis Doherty) which also met twice.

During the year it was decided that the role of Board nominations would be delegated to an ad-hoc sub-committee, comprised of three board members. When considering new Directors, the Board has regard to regional and gender mix as well as the requirement for any specialist skills necessary and seeks to include representatives from the hospice movement and palliative care.

Board Attendance

	10th Feb	14th Apr	9th Jun	15th Sep	8th Dec
Ms. Jean McKiernan	✓	✓	✓	✓	✓
Mr. Tony Condon	X	✓	✓	✓	✓
Mr. Denis Doherty	✓	✓	✓	✓	✓
Professor Muiris X. FitzGerald	✓	✓	✓	✓	✓
Ms. Mary Harney	X	✓	✓	✓	✓
Ms. Vivienne Jupp	✓	✓	✓	X	✓
Mr. Cormac Kissane	✓	✓	X	X	X
Ms. Margaret Nelson	✓	✓	X	X	✓
Mr. Michael O'Reilly	✓	✓	X	✓	X
Dr. Liam O'Siorain	X	X	X	N/A	N/A
Mr. Jim Rhatigan	✓	✓	X	X	✓

Other Corporate Information

Chief Executive

Ms. Sharon Foley

Company Secretary

Mr. Andy Caffrey

Company Number 114617

Charity Number CHY 6830

Registered Charity Number 20013554

Registered Office

Morrison Chambers
32 Nassau Street
Dublin 2

Auditors

JPAS Ltd.
Ardeen House
10/11 Marine Terrace
Dun Laoghaire
Co. Dublin

Bankers

Allied Irish Bank plc
Bank of Ireland
Ulster Bank

Solicitors

Eugene F. Collins
Temple Chambers
3 Burlington Road
Dublin 4





The Irish Hospice Foundation
Morrison Chambers (4th Floor)
32 Nassau Street
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