

The Carers Association

Annual Report 2009



www.carersireland.com
Charity Number CHY 10962

The Carers Association is Ireland's National Voluntary Organisation for and of Family Carers in the home. We aim to provide Family Carers with emotional and practical supports; to promote the interests of Family Carers and those receiving care in the home through effective partnership, lobbying and advocacy and to gain recognition and social justice for Carers invaluable contribution to Irish Society.

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Chairpersons Address

2009 seems to have been a very long year with equal mixtures of fear and anger, as we were inundated with the repercussions of severe national difficulties and possible cut backs in our sector. Within this atmosphere Carers continued to provide over 3.7 millions hours of caring work every week.

The cuts implemented by Government, resulting from bailouts to banks, hit Carers among many other sectors of society. The Half Rate Carers' Allowance, introduced by the late Minister Seamus Brennan, was under threat which was only averted through a concerted national lobby campaign. I want to thank our staff who worked very hard to bring the inevitable repercussions of this proposal on Carers to the attention of our elected representatives. This was a major achievement.

During 2009 Carers were seriously affected by:

1. the loss of the Christmas bonus payment
2. the cut back in Social Welfare Carers Allowance payments
3. the delayed admissions and early discharges of patients from hospitals, which resulted in extra work for Carers, due to a lack of additional supports in community/home care.

It was difficult for Carers to understand the Government's stance in not publishing the National Carers' Strategy, which they committed to do in the Social Partnership Agreement "Towards 2016". This was a serious breach of a commitment and good faith by the Minister, which should be addressed in 2010.

In addition it was deeply challenging to understand why the Government was cutting back on what was a declared priority and growth area within our society, the delivery of home care to adults and children, with severe illnesses and disabilities. This sector's interests should, at minimum, have been maintained and should be a declared priority area for future investment, in terms of employment and service provision. Carers continued to do their share and more by providing their labour, at a value to our economy of over €2.5 Billion in 2009.

On the positive side the investment in Carer training, with funds allocated by Government last year, was implemented this year. This will result in about 8,000 Carers receiving recognised skills training in caring during 2009 and 2010.

Throughout the year extensive lobbying was maintained, with involvement of Carers and staff meeting with elected representative at local and national venues. This

engagement and empowerment of Carers was an important part of our work which helped to represent Carers' priorities.

Our respite home care services continued to be in high demand and our Centre Managers and their staff deserve great credit for delivering this high quality service. This service is a core function of our association and is dependent on the quality of the relationship between our staff, the Carer and cared-for-person. Continued improvements in training, monitoring, reporting and implementing standards of accountability ensure a quality service and protection for Carers, their dependent relatives and our staff. In addition these processes ensure that we meet our responsibilities in terms of planning and external accountability. I have no doubt that we are now leaders in these areas. During 2009 fundraising continued to play an important role in many of our activities. Statutory financial contracts and core funding are the main sources of income; however, some of our services rely on voluntary contributions. At national level the continued support of Atlantic Philanthropies was important in developing the structures of our association and our strategic planning, including sectoral development partnerships with other voluntary bodies. Emergency Response continued the sponsorship of the Carers of the Year Awards and has committed to ongoing support in 2010. Abbott Laboratories has played a vital role in funding our membership drive throughout the year. These sponsors and many others who engaged to support us, working with our Centre Managers and funding staff, enabled us to provide Carers with more than basic supports and our thanks to all concerned.

The dynamic relationship within the Carers Association has continued to develop with Centre Managers working and consulting with Carers throughout the year, on both local and national interests. In Waterford the piloting of a branch provided a new initiative which may well prove very useful in some other areas. Consultations with Carers on specific issues were brought together at national level and became part of our national lobbying and representations. These consultations, with input from management and Board Members shaped the pre-budget submission. In this way we made sure that Carers priorities were accurately reflected at national level and that the focus of our association was maintained on Carers interests and priorities. Our Strategic Plan which runs from 2008 to 2013 was formulated with the involvement of Carers directly, as well as staff and other interested partners and its implementation continued to be monitored at every board meeting.

'At policy and strategic levels we continued to represent strongly the interest of carers'

The serious national financial situation effected our staff, management and services due to cutbacks, the need to work within a restricted budget and seek additional internal economies. Services to Carers are mainly through our staff and therefore service provision and staff numbers and conditions are strongly interlinked. Our thanks to all staff and the board for your continued commitment and approach to protecting Carers agenda in these times.

At policy and strategic levels we continued to represent strongly the interest of Carers through our involvement in; The Community and Voluntary Pillar of Social Partnership (which continued to engage with our social partners and to make representations to Government), Care Alliance, Older and Bolder (Strategic partnership to forward the interests of the older person's sector), Eurocarers (European Voluntary Body of Carer organisations and research institutions committed to forwarding the interests of Carers) and the EU Parliamentary Interest Group of MEPs, chaired by Marian Harkin MEP.

Finally I want to thank our staff at all levels for your commitment and support throughout the year and state that staff interests will continue as a priority for our board. Our thanks also to the Board Members for your dedication and support. I want to close by emphasising to all our members around the country that we will continue to use every opportunity to protect and enhance the situation of Carers and work to achieve a fair deal for Carers, based on equality and justice.

Frank Goodwin
Chairperson.



CEO's Introduction

It gives me great pleasure to introduce the Annual Report on the activities and performance of The Carers Association in 2009. The year was a demanding one, reflecting the difficult economic environment in which we now operate and the related challenges of meeting the growing service and support needs of Family Carers.

It was a year that witnessed the introduction of two budgets, unheard of in this Country since the 1980s. The first Supplementary Budget introduced on April 7th removed the Christmas bonus for social welfare recipients including those in receipt of Carers Allowance or Carers Benefit. This was followed by an intense period of uncertainty regarding what the December budget would bring. This uncertainty was escalated by the publication of the report of the Special Group on Public Service Numbers and Expenditure Programmes (An Bord Snip Nua) and the Commission on Taxation. Both of which set out recommendations that if implemented would decimate the social infrastructure created to support Family Carers, including phasing out the Half Rate Carers Allowance, reducing and taxing Welfare payments, means testing Home Care Packages and the suspension of tax relief on long-term care.

Great credit must go to all Family Carers who supported the Associations lobbying campaigns to prevent the implementation of these proposals. Including all those who participated in our backward marches to the Dáil brought attention to the real life experiences of Family Carers through the Care Bus visit and those who took part in our letter writing campaign contacting their local elected representative and Ministers to voice their concerns about Government proposals. These campaigns were also supported by the Community and Voluntary Pillars campaign to protect the most vulnerable and to implement an integrated social and economic recovery strategy. All this invaluable work helped to ensure that the Half Rate Carers Allowance was not removed in Budget 2010.

The year's greatest disappointment came in March with the announcement that Government would not to publish the long awaited National Carer's Strategy as committed to in Towards 2016 and the Programme for Government. Unfortunately, this decision once again reminds us that we still have a long way to go in achieving our mission to gain true and meaningful recognition for Family Carers. The development of a National Carers Strategy remains the number one strategic policy priority for The

Carers Association and all our efforts will continue to be invested in ensuring that this unnecessary decision is reversed.

On a more positive note, The Carers Association have continued to enjoy the support of Atlantic Philanthropies in helping us to build a Carers movement in Ireland and achieve greater social justice for Carers. Since April 2009, five grantees of the Atlantic Philanthropies' Ageing Programme in Ireland have been working together, looking at ways in which to collaborate for greater effectiveness, and working together to develop a strategic partnership. This collaboration initiative is now in its third 'phase'. At the end of Phase One, a Memorandum of Understanding was signed between the organisations, with a commitment to collaborate across five operational areas. Phase Two involved more detailed implementation planning for how the collaboration would work in practice. Phase Three was designed as a 'proof of concept' phase where the fruits of collaboration were beginning to be seen at a very practical and operational level. The intention is to continue to work together, testing the assumptions that have been developed in the previous phases, and working on the elements of collaboration that are providing meaningful benefits to the respective organisations and to the movement as a whole. In addition to supporting collaboration within the sector, Atlantic Philanthropies have also provided funding to promote capacity building within The Carers Association, with a particular focus on supporting member and advocacy services, developing information systems and assisting in the change process.

One of the highlights of 2009 was the official launch of The Carers Associations new National office in Tullamore by Taoiseach Brian Cowen. The launch is a significant endorsement of the Associations growth in recent years and demonstrates our commitment to continue to serve the needs of Irelands Family Carers.

Throughout 2009 The Carers Association have undertaken a rigorous review of our cost structures and have continued a process of maximising operating efficiencies while endeavouring to maintain our services for Family Carers. Efficiencies have been introduced by negotiating rent reductions in some of our local Resource Centres, travel expenses and other overhead reductions and reductions in material costs. However with the Irish economy in a continued state of decline The Carers Association will continue to operate within a much more stringent financial environment for the foreseeable future.

In conclusion, I would like to thank the staff of The Carers Association who continue to perform above and beyond the call of duty. Your efforts and talents have brought us the achievements we have enjoyed to date and will undoubtedly be what we rely on to take us through these difficult times. Equally I wish to thank the Board of Directors who continue to support both the operational and strategic objectives of the Association.

Finally, my sincerest thanks to all the Carers who have assisted us throughout the year with your time, ideas, suggestions, lobbying and media efforts. It is you that drives our organisation to continue to advocate for improvements in Carers health, wellbeing and financial security. In particular I want to thank Alison McKim and her son Zack for facilitating the Care Bus visit, for opening their home to us and giving politicians and the media a glimpse of the reality of being a Carer in Ireland. I also want to congratulate Paddy and Anne Peppard who were awarded the title of Carers of the Year for the lifetime of care they have provided to their son Leslie and to our outstanding Young Carer Maria Maher who has been caring for her mother Mary since she was just thirteen. You are an inspiration to us all.

'The development of a National Carers Strategy remains the number one strategic policy priority for The Carers Association and all our efforts will continue to be invested in ensuring that this unnecessary decision is reversed.'



Vision

The Carers Association:

- Aim to provide Family Carers with emotional and practical supports
- Promote the interests of Family Carers and those receiving care in the home
- Lobby and advocate in an effort to gain recognition and social justice for Carers' invaluable contribution to Irish society
- Work in partnership with other organisations to further the interests and welfare of Family Carers

Mission

The Carers Association aims to provide Family Carers with emotional and practical supports; to promote the interests of Family Carers and those receiving care in the home through effective partnership, lobbying and advocacy and to gain recognition and social justice for Carers' invaluable contribution to Irish society.



Support Services to Carers

In Home Respite

The role of the Family Carer, while rewarding can prove to be very stressful, which may take its toll on the physical and emotional well-being of the Carer. Our Home Respite Service provides flexible and practical support to Family Carers in the home.

Respite Workers engage with the Carer to help with caring duties such as moving and lifting, feeding and dressing. This allows the Carer to take a much needed break from their caring commitment which can be very stressful both physically and emotionally.

Home Care Support Scheme

The Home Care Support Scheme (also known as a Home Care Support Package) is an administrative scheme, operated by the HSE. This scheme is aimed primarily at persons aged 65 years, requiring medium to high level support to enable them to continue to live at home.

Each support package is tailored to the individual needs of Carer and cared for person.

Each HSE administrative area has responsibility for the operation of its own scheme. This means that schemes vary in different parts of the country depending on the local population, individual needs, the personnel available to deliver services and demand in your area.

In 2009, The Carers Association provided over 100 Home Care Packages across the country. As an organisation we take over the administration of the grant, including training, tax, PRSI, insurance and garda clearance for the employee providing respite care.

Resource Centres

The Carers Association's National Office is based in Tullamore, Co. Offaly. All of the Association's 16 resource centres and 2 Service Projects provide a range of information and support services for Family Carers.

Support Groups

The Carers Association resource centres hold monthly support group meetings which Carers can come together to share experiences, take a break from their caring role, relax and unwind, learn new skills that could include stress management, relaxation therapies and information provision. In addition to these meetings in the centres there are also a number of support groups held in the towns and villages surrounding a centre. For information on the nearest support group please contact your nearest resource centre.

National Careline

The Carers Association offers a confidential, friendly and supportive Care Line. Just Freefone 1800 24 07 24 to talk to our experienced and trained staff. They will listen to your concerns and offer practical advice on a range of topics. Lines are open Monday to Friday from 9am to 5.30pm.

Information Provision

Each of The Carers Associations resource centres provide Carers with the necessary Information on their rights and entitlements. The Carers Information Pack is also available from your local Carers Association resource centre. These contain leaflets on important services and supports available for Carers.

Training and Education

Our Care in the Home course is a City & Guilds accredited training programme for Carers and people working in the caring profession. The Carers Association also runs FETAC courses, Personal Development courses, Patient Moving and Handling Training, First Aid training and Back to Work Training.

Nationwide Service Provision January - December 2009

Home Respite	Total No of Hours	76,771
	Total No of Families	373
Home Care Packages	Total No of Hours	44,987
	Total No of Families	115
Fás Project	Total No of Hours	26,734
	Total No of Families	132
Other Respite Services	Total No of Hours	5,992
	Total No of Families	43
Support Groups	Total No Support Groups held	378
	Total No of Attendees	3,325
Resource Centre Usage	Total No of Carers on Database	13,180
	Total No of new Carers	2,393
	Total No of Carers- visiting centres	8,020
	Total No of Calls by Carers to Centres	14,961

Social Policy

The Carers Associations Social Policy unit aims to provide the Association, Government Departments, agencies and statutory bodies with the policy advice and information necessary to effectively support Family Carers and to ensure their inclusion in public policy formulation. Since its establishment in 2008, the Social Policy Unit has been supporting the strategic objectives of the Association, undertaking research, making policy submissions and pursuing key policy issues such as the publication of the National Carers Strategy and lobbying for the protection of Carers in Government budgets including the retention of the Half Rate Carers Allowance. During 2009 the Association undertook numerous research, policy and partnership initiatives.

Research

The Health of the Carer in Ireland Survey: The Carers Association and the Irish College of Psychiatrists

The *Health and the Carer in Ireland* survey is one of the first studies in Ireland and the UK to examine the impact of lay-caring on the mental and physical health of Carers, using a sample of 2,500 Family Carers. The study highlights the real challenges faced by Carers in their role and the effects these have on their mental and physical health. It provides an insight into what changes Carers would like to see addressed in present and future planning of services. Preliminary findings were released in late 2008 with the final results due for publication in December 2009.

Balancing Work and Care: A Survey of Working Carers Employed by Dublin City Council.

In January 2009, The Carers Association and Dublin City Council prepared a joint, online survey of working Carers and invited staff working within the Council to take part. The survey aimed to show the realities associated with the reconciliation of paid work and informal care and to identify what is needed to make paid employment more compatible with caring responsibilities, in a way that is valued by working Carers and their families. The report of the survey, entitled *Balancing Work and Care* is available from The Carers Association.

Carers in Ireland: A Statistical and Geographical Overview

This report was commissioned by The Carers Association in 2009 to provide a statistical profile of Family Carers and those who receive care at an EU constituency, national and county level. The information contained in the report is primarily derived from the Census of Population 2006, with supplementary information from the Department of Social and Family Affairs (now the Department of Social Protection), the OECD and The Carers Association. Information is presented in tabular, graph and map form supported by commentary. The report provides a comprehensive representation of the spatial and temporal patterns that are observed with regard to care related indicators. This report provides a valuable resource for the planning of care provision in Ireland in the foreseeable future and will help The Carers Association and organizations supporting Carers to provide more informed and targeted service to Family Carers. The report is available from The Carers Association website at http://www.Carersireland.com/library_census.php



ii. Policy Submissions

- Submission to the Department of Environment, Heritage and Local Government on the Housing Adaptation Grant Scheme.
- Submission to the Department of Health and Children and the Health Service Executive on the Draft National Guidelines for Service Users.
- Submission to the Department of Community, Rural and Gaeltacht Affairs on the Scheme of Community Supports for Older People.
- Submission to the Office for Older People on the National Positive Ageing Strategy. Submission made on behalf of The Carers Association and Care Alliance Ireland
- Submission to the Working Group on the Garda Siochana Strategy for the Older Person.
- Submission to the National Disability Authority on the Preparation of its Strategic Plan 2010 – 2012.
- Submission to the National Economic and Social Forum on the Implementation of Home Care Packages.
- Submission to the Joint Oireachtas Committee for Education and Science on Underachievement at Second Level – (focus on young Carers).
- Submission to Joint Committee on Social and Family Affairs, January 2009.

iii. Analysis of Government Reports / Legislation:

- Analysis of Fair Deal legislation
- EU Working Time Directive
- Special Group on Public Service Numbers and Expenditure Programmes (An Bord Snip Nua).
- Report of the Commission on Taxation.
- Analysis of Department of Health and Children Evaluation of Home

Care Packages 2009.

iv. Social Policy and Lobbying

- Member of the Community and Voluntary Pillar of Social Partnership and member of Health Linkage Sub-committee and Communications Sub-committee.
- National consultation with Family Carers in advance of Budget 2009 lobbying efforts.
- Prebudget Submission – Emergency Budget April 2009.
- Prebudget Submission December 2009

Social Partnership

Since 2002 The Carers Association has been a member of the Community and Voluntary (CV) Pillar of Social Partnership, giving Family Carers a voice in the national partnership process. The CV Pillar is one of five pillars of Social Partnership, alongside the Employers Pillar, Trade Union Pillar, Farmers Pillar and Environmental Pillar. The CV Pillar consists of seventeen organisations invited by Government to provide a voice and representation for vulnerable people and communities in developing Ireland's social and economic policies.

Throughout 2009 The Carers Association have been active members of the CV Pillar, attending Pillar meetings and press events, meeting Government Ministers to progress Carer issues, formulating joint policy, making submissions to Government and working with other Pillar members to ensure that commitments made by Government in Towards 2016 are developed and implemented. In addition to the Associations membership of the CV Pillar, The Carers Association is also represented on the Health Linkage and Communications Sub-committees.





National Carers Strategy

SCRAPPED!

A Backward Step!



Lobbying and Advocacy

Part of the mission of The Carers Association is to provide Family Carers with emotional and practical supports; to promote the interests of Carers and those receiving care in the home and to gain recognition and social justice for Carers. Carers can often find themselves in situations where their wishes and needs are not considered. It can sometimes take all their time and energy to get what they want for the person they are caring for, leaving them with little for themselves. A critical part of our work is highlighting the issues affecting Family Carers and advocating on their behalf to ensure they have a voice and can participate fully and equally in society. The Association advocates on behalf of Carers by:

- Empowering Carers by giving independent information which helps them know about and obtain their rights and entitlements;
- Supporting Carers who are experiencing difficulties by helping them find the best possible solution to their situation.
- Write letters, make phone calls or speak on their behalf;
- Giving Carers a collective voice through local Carer Support Groups.
- Consult with Carers to ensure that their needs are addressed and work towards raising awareness of Carers with health professional, services providers and statutory bodies.

The Carers Association also lobby at local, regional, national and international level to raise awareness and influence change for equality of treatment and opportunity for Family Carers. The Associations lobbying campaigns aim to ensure that all care related policy and legislation is informed by Carers; create greater recognition for Carers; track relevant policy issues; coordinate national and local Carer issues and lobby for increased investment and resources to be made available to Family Carers.

Lobbying Events

Backwards Protest March

On 2nd April, The Carers Association organised a protest march outside Dáil Éireann where 161 Family Carers marched backwards down Kildare Street symbolizing Government going 'backwards' in their support for Family Carers. The Association urged Government not to cut Carers income in the Supplementary Budget and to reconsider their decision not to publish the National Carers Strategy.

The Association held a similar backwards protest march on December 1st in advance of Budget 2010 to plead with Government not to suspend the Half Rate Carers Allowance or reduce Carer payments. The protest march served to warn Government of the cumulative effect of cuts on Family Carers who will not only experience a direct cut in their welfare payments and a reduction in front line services but are also faced with increased fuels costs, medicals expenses, and prescription charges.

Both protests attracted considerable media attention and helped protect Carer payments in both the Supplementary and December Budget.

The Care Bus

Following Government's decision not to publish the long-awaited National Carers Strategy, the Carers Association was particularly concerned that Government might eliminate or close to new applicants the Half Rate Carers Allowance in the budget 2010.

Therefore in conjunction with our Pre-budget submission the Carers Association invited Minister's, TD's and Senator's to visit Family Carer Alison McKim in her own home in Terenure on its '**Care Bus**'.

'A critical part of our work is highlighting the issues affecting Family Carers and advocating on their behalf'

Alison is a single mum who provides full-time care for her son Zack (17). Zack has Cerebral Palsy, epilepsy, asthma and is blind. He is completely dependent on Alison for all his needs. Alison receives the One Parent Family Payment and the Half Rate Carers Allowance, while Zack receives a disability payment.

"The Half Rate Carers Allowance makes a huge difference to our lives" says carer Alison McKim. That €110 per week goes on electricity, heat and the medical supplies Zack needs that are not covered on the medical card. If it is cut we will have to live in one room as I won't be able to afford the heat and electricity bills. Considering what it would cost to put Zack into full-time care, I think it's a disgrace that Government would consider cutting this payment."

While the number of politicians who travelled on the bus on the day was low, the event certainly grabbed media attention. Thankfully, following a vigorous campaign by the Association and Carers across the country, the Half Rate Carers Allowance was left untouched in Budget 2010. However there still remains a significant risk that this payment may be under threat in future budgets.

Pre-Budget Campaign

2009 was a difficult year for Ireland's 160,917 Family Carers. In March, Government announced that they would not publish the National Carers Strategy and in July and September respectively the report of the *Special Group on Public Service Numbers and Expenditure Programmes* (An Bord Snip Nua) and the Commission on Taxation set out numerous recommendations which, if implemented, would be detrimental to Carers, including phasing out the Half Rate Carers Allowance, the reduction of all Welfare payments by 3 to 5%, means testing Home Care Packages, the taxation of Social Welfare payments including Carers Allowance and the suspension of tax relief on long-term care. In addition to these proposals, the rapid decline of the Irish economy meant that Government was forced to hold two Budgets during 2009. The first Supplementary Budget took place on April 7th and outlined emergency actions which sought to bring stability to the public finances. The second budget took place on December 9th and outlined €4 billion in spending reductions. In response to the proposals set out in the report of An Bord Snip Nua and the Commission on Taxation and in advance of both the Supplementary Budget and Budget 2010, The Carers Association undertook an extensive lobbying campaign which included a letter writing campaign to local Councillors, TDs and Senators; meetings with Cabinet Ministers, protest marches, a Care Bus and various media awareness raising events. The Carers Association also launched and disseminated a prebudget submission to TDs and Ministers in advance of both April and December's budgets outlining the areas to be prioritized for Government action and spending in 2010.

Pre - Budget Submissions

The Carers Association presented two pre - budget submissions to Government during 2009. The first was in advance of the Supplementary Budget introduced on April 7th and the second in advance of Budget 2010 introduced on December 9th. The Supplementary Budget dealt mainly with increasing taxation, reducing social welfare benefits for young unemployed people, changes in Rent Supplement, further provisions for the education and training of jobseekers, the abolition of the Early Childcare Supplement and the Christmas bonus, changes in PRSI and a Government health levy.

The Carers Association launched their Budget 2010 Submission 'Equality and Justice for Family Carers: Can We Afford Them?' on November 11th 2009 at the Royal College of Physicians, Kildare Street Dublin. During the pre - budget briefing, the Association urged Government not to cut vital social welfare payments for Carers, to retain the Half Rate Carers Allowance and to proceed with the publication of the National Carers Strategy. The table opposite outlines the announcements made in Budget 2010 in relation to Carer payments.

Payment	Rate 2009	Changes in Budget 2010	New Amount	Starting
Carer's Allowance Aged under 66 years	€220.50	Reduced by €8.50 per wk	€212 per wk	January 2010
Carer's Allowance Aged over 66 years	€239	No change	€239 per wk	-
Half Rate Carers Allowance Aged under 66 years	€110.25	Reduced by €4.25 per wk	€106 per wk	January 2010
Half Rate Carers Allowance Aged over 66 years	€119.50	No change	€119.50	-
Respite Care Grant	€1,700	No change	€1,700 per annum	-
Carers Benefit	€221.20	Reduced by €8.20 per wk	€213 per wk	January 2010
Constant Attendance Allowance	€221.20	Reduced by €8.20 per wk	€213 per wk	January 2010
Weekly Income Disregard	€332.50 single €665 married	No Increase	€332.50 single €665 married	-

Training Unit of The Carers Association

The Training Unit of The Carers Association consists of the following staff:-

- Sharon Deering, Training Unit Manager
- Laura Barry, Training & Development Officer

Five new staff were recruited in 2009 to join the Training Unit. They are:-

- Agnes Durkin, Training Facilitator
- Helene Cannard, Training Facilitator
- Marie Byrne, Training Facilitator
- Anne Jacob, Training Facilitator
- Anita Garner, Training Facilitator

These Training Facilitator positions were funded through the Dormant Accounts Training of Carers Measure. The Training Facilitators will be responsible for delivering practical care skills training and topic specific workshops in response to the needs identified by Carers across the country. We are delighted to welcome them on board.

The theme for the Training Unit in 2009 could be summed up with two words – Preparation & Consistency. This theme pervaded all of our work as we consolidated work commenced in 2008 and started to apply the policies and procedures developed at the end of 2008 and beginning of 2009 and started to evaluate these and tailor these to meet the needs of our Association and the needs of Carers.

Dormant Accounts Training

2009 was a busy year for the Training Unit as the work began in earnest to prepare for the roll-out of Dormant Accounts Training. Recruitment Packs were developed and an interview panel formed to ensure that we secured the very best people for these positions. 127 applications were received, 24 were short-listed for interview and five people were eventually recruited following an arduous interview process. Every Training Unit policy and procedure was reviewed and updated. All supporting paperwork was designed to capture the learning through Dormant Accounts such as Tutor Feedback Forms, Pre Course

and Post Course Evaluation Forms and many others. Carer Training Registration Forms and Information Sheets were also produced and disseminated across the country to our Resource Centres, to other health professionals who may come into contact with Carers and to Carers themselves. A lot of support and assistance has been forthcoming from a range of health professionals across the HSE and other voluntary and community organisations in support of our work under Dormant Accounts and for this we are very grateful.

An extensive induction programme was planned to ensure that the Training Facilitators were given the very best start before training commenced. Useful training resources and materials were identified and secured to support the Training Facilitators in their work.

We called for proposals from external training organisations in regards to the delivery of Stress Management Workshops for Carers across the Country. We were looking for nationwide delivery capability, proven experience and expertise in delivering Stress Management Training and also consistency of course provision so that regardless of where the training was going to be delivered, every Carer would have the same experience. Proposals were submitted and evaluated and a suitable organisation selected. This training has commenced in 2010 and is proving very popular with Carers.

We have been working with the City & Guilds Institute with regards to an online learning personal development programme for Carers. We aim to launch this in Autumn 2010, to meet the needs of Carers who may be unable to attend the conventional classroom based training. The purpose of the Dormant Accounts Fund was to provide locally based training programmes for Family Carers that would up-skill Carers to provide the best care possible, to reduce the risk of injury to the Carer and to help them cope with the physical, emotional and psychological aspects of the caring role. Particular importance was given to training covering patient moving and handling, stress management, healthy lifestyle, safe caring, first aid and other care related topics. Priority was also given to accredited training. We have had unprecedented interest from Carers

in participating in FETAC Level 5 care related training. This is probably indicative of the move towards FETAC Level 5 training as the standard market requirement for employment in the sector. Having Carers participate in this training gives them not only the practical skills necessary to support them in their caring role but also provides them with valuable accreditation which could assist them in accessing paid employment in a caring role at some point in the future.

Benefit Funding (Computer Training)

A total of €57,600 of funding was secured from the Department of Communications, Energy & Natural Resources (Knowledge Society Division – Inclusion Section) to support training in computer skills for Carers.

The overall purpose of the fund was to provide opportunities for people to access computers, internet and other new technologies and particularly to raise awareness for these people of the benefits of continued use of these technologies. Our aim was to provide Carers with access to accredited training in computer skills so that they could confidently use computer technology on an everyday basis.

Carers set up their own email accounts, practiced sending and receiving emails, accessed information relevant to their needs using the internet, learnt how to book concert tickets or accommodation, liaised with other Carers and typed correspondence, saved documents and learnt other very practical uses of the technology. Some even got the opportunity to skype their relatives, sons or daughters abroad, which was hugely rewarding and beneficial. Certainly we removed the fear of new technology and Carers really enjoyed the training.

The training was delivered in a mobile training unit that was equipped for wheelchair access and was delivered by a competent tutor experienced in delivering training to those with no previous knowledge or experience of computer or internet technology.

A total of 98 Carers participated in a seven week programme of learning in a number of locations.





Responding to Internal Training Needs

The training needs of staff are of paramount importance to us and one of the most crucial pieces of training that is completed with internal staff is that of induction training.

A good induction should enable a new person to confirm to themselves that they have made the right decision in joining an organisation. Its purpose is also to help all new employees to settle into their new job committed, engaged and productive, knowing exactly how they fit into the organisation and what is expected of them. Induction also ensures the effective integration of new people into the organisation. Putting time and effort into induction will certainly have short, medium and long term benefits for both employers and employees.

Much work was done in 2009 by the Training Unit and the Human Resources Manager on formulating an Induction Pack for new staff. We decided to commence work on Induction Training Packs for new Respite Staff who represent the largest single cohort of staff within the organisation. Another important consideration was that of consistency, in that regardless of where a Respite Worker commenced employment, that their induction would cover the same information. In order to achieve this, a powerpoint presentation was developed by Laura Barry, Training & Development Officer which facilitated Centre Managers in taking a new Respite Worker through their induction. The Induction Pack contained supplementary information and all of the information that was relevant and required sign off by the Centre Manager and Respite Worker on commencement of employment. A number of Resource Centre Managers were selected to review and feedback on the initial presentation and induction pack to ensure it met their needs. Amendments were made and it has subsequently been launched in 2010.

The next step in 2010 is to produce a relevant pack for Induction of Administrative Support Staff at Centres and it is envisaged that in time there will be an Induction powerpoint presentation and Induction Pack for everyone from Respite Workers to Board Members.

Other training which was completed in 2009 for internal staff was as follows:-

Type of Course	Number of Courses	Numbers Trained
FETAC Level 5 Occupational First Aid Training	2	17
Fire Safety & Fire Warden Training	2	33
VDU Assessment Training	2	22
Bullying & Harassment Policy Training	2	24
Performance Management Framework Training for Appraiser & Appraisee (Phase 1) Senior Management & Resource Centre Managers	2	26

Other Training Delivered in 2009

In 2009, we also delivered the following training to Carers:-

Type of Course	Number of Courses	Numbers Trained
City & Guilds Care in the Home Training	23	342
FETAC Level 5 Modules	36	496
Various training such as Computer Training, Manual Handling, Arts & Crafts, Personal Development and many others	36	314

FETAC Monitoring

The Carers Association is a FETAC Quality Assured Training provider and has been delivering FETAC accredited training since the end of 2008. FETAC is responsible for the external monitoring of registered providers to evaluate the effectiveness of providers quality systems thereby assuring the integrity of FETAC awards. The monitoring of provider's quality assurance is a key component in the process of ensuring quality in further education and training.

The Carers Association was selected for monitoring which comprised of desk review and analysis of our certification and quality assurance documentation within FETAC. Following desk review, the FETAC Monitor undertook a site visit to our centre. This was informative, supportive and useful to the Training Unit in that on completion of the site visit, the Monitor completed a Monitoring Report identifying areas of good practice and areas for improvement in the context of our quality assurance system and for the benefit of all Learners.

The Quality Assurance process is dynamic and ever changing in response to needs identified, to our experience of working with our systems and procedures, to feedback from Learners, Tutors and our External Authenticator and to feedback from FETAC. We will be conducting an external self-evaluation process in June 2010 to further improve our delivery of training and this will be reported on next year.

'We called for proposals from external training organisations in regards to the delivery of Stress Management Workshops for Carers across the Country.'

National Office Launch

An Taoiseach, Brian Cowen T.D., officially opened The Carers Association's purpose-built Resource Centre and National Office in Tullamore, Co. Offaly on Friday 22nd May. The Centre will provide essential supports for local Carers and will serve as the national centre for the Association. Founded in 1987 The Carers Association has grown from a staff of just 1 to 257 employees, each of whom are fully committed to supporting Family Carers through in-home respite service, advocacy, information provision and training.

As well as providing office space, the Centre also contains meeting room facilities, a fully equipped training room, and a relaxation facility for Family Carers where they can de-stress and take a much needed break from their caring role. Staff at the Centre are also available to provide advice and information on supports and allowances available to Carers.

Over 160 people attended the official opening including Family Carers, business representatives, local and national political representatives and friends and supporters of The Carers Association.

Speaking at the event Enda Egan, expressed his sincere thanks to the HSE corporate for funding the development of the new Centre and also to the local HSE for their on going financial support for services. He also thanked FAS for their continued contribution and looked forward to working together with both organisations in supporting Family Carers in the future.

'As well as providing office space, the Centre also contains meeting room facilities, a fully equipped training room, and a relaxation facility for Family Carers where they can de-stress and take a much needed break from their caring role.'





Profiling Carers

Carers of the Year Awards 2009

One of the most important aspects of the work of The Carers Association is promoting an awareness of Family Carers and the difficulties they face on a daily basis. As part of our awareness raising efforts, The Carers Association host an annual Carer of the Year and Young Carer of the Year Awards event.

This was the third successive year of our Carers of the Year Awards and Young Carer of the Year Award and each year the number of nominations has grown significantly. All Carers nominated received a certificate in recognition of their tireless work and dedication to their loved one/s.

Following the launch of the awards by patrons of The Carers Association Mary Kennedy and Marty Whelan in May 2009, nomination forms were distributed nationwide with over 1200 returned. Four regional recipients were chosen along with a Young Carer of the Year.

The four regional recipients were Anne Kinsella, (Munster), Paddy & Anne Peppard, (Leinster), Mary McDevitt, (Connaught/Ulster) and Nicky Harris, (Dublin). The Young Carer of the Year 2009 was Maria Maher from Cork.

A special ceremony was held in The Westbury Hotel in Dublin where all our regional award recipients were invited to attend along with their family and friends to celebrate their achievements.

Carers of the Year 2009

Paddy and Anne Peppard were awarded the title of Carers of the Year for the lifetime care they have provided to their son Leslie.

Leslie (aged 42) suffered brain damage when he was knocked over by a car when he was just 4 years old. Leslie is wheelchair-bound, suffers from epilepsy and needs 24 hour care. They have been caring for him for 38 years and never leave his side. Sadly the Peppards lost six sons to Cystic Fibrosis when they were all infants. It was in between this time that Leslie had the accident. They now have three sons and one daughter.

Young Carer of the Year 2009

The Young Carer of the Year 2009 was Maria Maher who is 18 years of age. Maria was nominated by her mother Mary whom she has been caring for since she was 13 years of age. Mary is a permanent wheelchair user following an accident and requires help with all her daily needs such as washing, dressing and cooking. Maria successfully completed her Leaving Cert in June and is currently studying Food Science in UCC. Maria combines her caring role and studying and takes it all in her stride. She is a very positive young person and a great ambassador for Young Carers across Ireland.

Fundraising

Making ends meet: Thank you to our Donors

Keeping the doors open and the kettle on for the people who need our support is a constant challenge. Contributions to The Carers Association are very gratefully received and are used to meet the costs of running Carers Resource Centres around the country so that we can continue to extend our services locally. Successful proposals to grant agencies and private philanthropic foundations, corporate sponsorship and beneficiary wills and bequests – all help us to do more. We sincerely appreciate and gratefully acknowledge the generosity and kindness of all our supporters in helping to make ends meet.

Fundraising Events: Social, sporting, musical and recreational events held around the country are a tremendous help. We're hugely grateful to all the volunteers, staff, friends and family who have given their time and talent in community fundraising events like our Mini-Marathons in Kilkenny, Roscommon, Sligo, Dungarvan, Tralee and Portlaoise. We've had a Halloween "Thriller" Challenge in Tullamore, a "Shave to Care" in Cork, the Dublin Women's Mini Marathon, Church-gate collections, bag-packs, Christmas gift-wrapping and "Bears that Care" teddy raffles. None of this is possible without the wide support of the general public and the commitment of core volunteers and staff, we are deeply grateful for everyone's support and hard work.

"Good Company" Giving: There's a great deal of work still to be done in Ireland to build awareness of what the term "Family Carer" really means, and to outreach to those individuals so that they self-identify. There's even more work to do in building a movement of Carers in Ireland, galvanizing those voices so that we reach our vision of a better quality of life for Family Carers. With the financial and in-kind contributions of our "Good Company" partners, we're making progress all the time:

We're delighted to acknowledge the support of Abbott Nutrition, which has given vital support to our membership campaign by providing our benefits

package "There to Care – For You!" offered to new members. Emergency Response has again been the title sponsor of our Carers of the Year awards programme, enabling us to reach out to more Family Carers and build awareness of this special role. HSF health plan kindly supported a beautiful awards ceremony lunch, and PJT Insurance Services supported our outreach through a national radio campaign promoting Carers of the Year.

Grants and Awards: When people contact us, desperate for emergency in-home respite cover, it's wonderful to be in a position to help. Our sincere gratitude is extended to The Queen's Institute for District Nursing and The Community Foundation for Ireland for their support of emergency respite.

Nobody is born knowing how to be a Carer. Too often, Family Carers work for many years without the benefit of technical skills and knowledge that can help them in their daily role. Knowing simply how to lift a person without causing a back injury can give huge benefit to Carers and their loved-ones. The Dormant Accounts Fund created a special programme for training Carers and The Carers Association is delighted to be one of those organisations chosen to help with training up to 10,000 people over the next 2 years.

When Family Carers in crisis feel they would benefit from professional counselling, a grant from the Family Support Agency made it possible for us to arrange that. When our Resource Centres badly needed up-to-date equipment, the People in Need Trust supported our request for help. The Carers Association has been very fortunate to attract support from private foundations and grant-making agencies for specific projects like these, and we are sincerely grateful.

Thank you to all of our supporters for helping us to make ends meet and to do more for Family Carers.



Older and Bolder

History

Older and Bolder began when five NGOs came together in late 2006 to campaign for a commitment to the development of a National Strategy on Ageing and Older People. The original five NGOs, joined by three others, decided to continue to work together to secure the implementation of Government's promise to develop a National Positive Ageing Strategy.

Members

- Active Retirement • Age Action Ireland • Age and Opportunity
- Alzheimer Society of Ireland • Irish Hospice Foundation
- Irish Senior Citizens Parliament • The Carers Association
- Senior Help Line

Objectives

Older and Bolder's vision is of an Ireland that affirms ageing and the rights of all older people, enabling everyone to live with confidence and dignity as equal, respected and involved members of society as we age.

As an alliance, Older and Bolder champions the rights of all older people and combats ageism by acting as a catalyst for:

- Mobilising older people as active participants in developing and implementing an equality agenda for their own group and combating ageism in society
- Positively influencing and shaping beliefs and values, attitudes and opinion regarding ageing and older people
- Understanding the diversity of older people, including those with a disability
- Advocating for age-friendly public policy and practice informed by the expressed needs and preferences of older people and evidence-based research

Older and Bolder's campaign regarding the National Positive Ageing Strategy is our tool for working towards the attainment of an age friendly society.

Older and Bolder Campaigns

During 2009 Older and Bolder undertook a number of targeted campaigns aimed at protecting older people from cuts in their pensions and supports.

On the Doorstep Campaign:

Launched on April 15th, the 'On the Doorstep' campaign aimed to ensure that the needs of vulnerable older people were protected in both the Supplementary and December Budget. The campaign involved a nationwide roadshow of public meetings, an intensive media campaign and the distribution of thousands of canvass cards to older people so they could raise issues with political candidates when they canvassed at their doorstep.

Defend the State Pension Campaign:

Launched on November 11th the 'Defend the State Pension' campaign involved a multiple approach to raising awareness and promoting the importance of protecting the State Pension. The campaign involved a national billboard advertising campaign, a nationwide petition to show the level of support amongst the public to protect the State Pension, a lobby of TDs' and Government Ministers and the publication of a major research report on the impact of the recession on older people.



Financial Summary 2009

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Directors and Other Information

Directors

Stanley Warren
Ruth Margaret Walsh
Teresa Duignan
Aidan Walsh
Martin Duffy
Michael Browne
Reene O'Rourke Kelly
Bob Carroll
Maurice O'Connor
Sheila MacEvilly
Frank Goodwin
Moira Skelly
Pat Kelly (Appointed 3 October 2009)

Company Secretary

Moira Skelly

Registered Office & Business Address

Market Square
Tullamore
Co. Offaly

Auditors

deLoughry & O'Gorman
Registered Auditors
18 Vicar Street,
Kilkenny

Bankers

Bank of Ireland
2 College Green
Dublin 2

AIB

224 Rathmines Road Lower,
Dublin 6

Solicitors

Arthur Cox Solicitors
Earlsfort Centre
Earlsfort Terrace
Dublin 2

Charity Number

CHY 10962

Company number

210435

Director's Report Year ended 31ST Dec 2009

The directors present their report and the audited financial statements for the year ended 31 December 2009.

Principal Activity and Review of the Business

The main objective of The Carers Association Limited is for the sole charitable, and not for profit, purpose of alleviating the disadvantages and poverty suffered by Carers in the home, caring for persons who may have a severe disability, who are frail in age or terminally ill.

The Company is limited by guarantee not having a share capital.

Financial Results

The deficit for the year amounted to € (107,337) (2008 - € (7,022)).

Directors

The current directors are as set out on page 36.

There were no changes in shareholdings between 31 December 2009 and the date of signing the financial statements.

In accordance with the Articles of Association, the directors retire by rotation and, being eligible, offer themselves for re-election.

Auditors

The auditors, deLoughry & O'Gorman, have indicated their willingness to continue in office in accordance with the provisions of Section 160(2) of the Companies Act, 1963.

Books of Account

To ensure that proper books and accounting records are kept in accordance with Section 202 Companies Act, 1990, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerized accounting systems. The books of account are located at the company's office at Market Square, Tullamore, Co. Offaly.

Results

The results for the year are set out on page 8. This result does not keep us in line with our aim of maintaining reserves equal to at least 4 to 6 months of our average monthly turnover as advised by our auditors, unsecured lenders and capita consultants.

Signed on behalf of the Board:

Frank Goodwin
Director

Date: 21 May 2010

Martin Duffy
Director

Date: 21 May 2010

Statement of Directors' Responsibilities

The directors are responsible for preparing the financial statements in accordance with applicable Irish law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by Chartered Accountants Ireland.

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that year. In preparing these financial statements the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements are prepared in accordance with accounting standards generally accepted in Ireland and with Irish Statute comprising the Companies Acts 1963 to 2009, and all Regulations to be construed as one with those Acts. They 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.

Signed on behalf of the Board:

Frank Goodwin
Director

Date: 21 May 2010

Martin Duffy
Director

Date: 21 May 2010

Independent Auditors' report

We have audited the financial statements of The Carers Association Limited for the year ended 31 December 2009 which comprise the Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement, the Accounting Policies and the related notes. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with section 193 of the Companies Act 1990. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As described in the Statement of Directors' Responsibilities, the company's directors are responsible for the preparation of the financial statements in accordance with applicable law and the accounting standards issued by the Accounting Standards Board and promulgated by Chartered Accountants Ireland (Generally Accepted Accounting Practice in Ireland).

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, and are properly prepared in accordance with the Companies Acts 1963 to 2009. We state whether we have obtained all the information and explanations we consider necessary for the purposes of our

audit and whether the financial statements are in agreement with the books of account. We also report to you our opinion as to:-

- whether the company has kept proper books of account; and
- whether the Directors' Report is consistent with the financial statements;

We report to the members if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not given and, where practicable, include such information in our report.

We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatement within it.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error.

In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

We have undertaken the audit in accordance with the requirements of the APB Ethical Standards including the APB Ethical Standard, Provisions Available for Small Entities, in the circumstances set out in Note 1 to the financial statements.

Opinion

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of affairs of the company as at 31 December 2009 and of its results for the year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Acts 1963 to 2009.

We have obtained all the information and explanations that we consider necessary for the purposes of our audit. In our opinion proper books of account have been kept by the company. The financial statements are in agreement with the books of account.

In our opinion the information given in the directors' report is consistent with the financial statements.

Emphasis of Matter

This charity, in common with many others, derives a proportion of its income from voluntary donations which cannot be fully controlled until they are entered in the accounting records and are not therefore susceptible to independent audit verification. Our opinion is not qualified in this respect.

Emphasis of Matter - Going concern

In forming our opinion, which is not qualified, we have considered the adequacy of the disclosures made in note 16 to the financial statements concerning the company's ability to continue as a going concern. The company incurred a net loss of €107,337 during the year ended 31 December 2009. This condition, along with the other matters explained in note 16 to the financial statements, indicate the existence of a material uncertainty which may cast significant doubt about the company's ability to continue as a going concern. The financial statements do not include the adjustments that would result if the company was unable to continue as a going concern.

deLoughry & O' Gorman
Chartered Accountants
Registered Auditors
18 Vicar Street,
Kilkenny

Date: 21st May 2010

Income and Expenditure Account

Income and Expenditure Account for the year ended 31st December 2009

	Notes	Continuing Operations	
		2009	2008
		€	€
Income	2	5,978,070	6,166,457
Expenditure		(6,111,989)	(6,200,063)
Operating deficit	3	(133,919)	(33,606)
Interest receivable and similar income	4	26,582	26,584
Deficit for the year	13	(107,337)	(7,022)
Retained surplus brought forward		1,434,666	1,441,688
Retained surplus carried forward		1,327,329	1,434,666

The company has no recognised gains or losses other than the results for the year. The results for the year have been calculated on the historical cost basis. The company's income and expenses all relate to continuing operations.

Notes contained from page 45

Balance Sheet as at 31ST Dec 2009

Income and Expenditure
Account for the year ended
31st December 2009

	Notes	2009		2008	
		€	€	€	€
Fixed Assets					
Financial assets	7	9		9	
Current Assets					
Debtors	8	871,184		565,383	
Cash at bank and in hand		1,196,861		1,550,399	
		2,068,045		2,115,782	
Creditors: Amounts falling due within one year	9	((740,725))		(681,125)	
Net current assets			1,327,320		1,434,657
Total assets less current liabilities			1,327,329		1,434,666
Reserves					
Income and expenditure account	13		1,327,329		1,434,666
Members' Funds	14		1,327,329		1,434,666

Notes contained from page 45

Cash Flow Statement

Cash Flow Statement for the year ended
31st December 2009

	Notes	Continuing Operations	
		2009	2008
		€	€
Net cash outflow from operating activities	17	(419,128)	53,445
Returns in investments and servicing of finance	17	26,582	26,584
		(392,546)	80,029
Financing	17	39,008	(55,436)
Movement in cash in the year		(353,538)	24,593
Reconciliation of net cash flow to movement in net debt (Note 17)			
Movement in cash in the year		(353,538)	24,593
Net funds at 1 January 2009		1,550,399	1,525,806
Net funds at 31 December 2009		1,196,861	1,550,399

Notes contained from page 45

Accounting Policies

Basis of preparation

The financial statements have been prepared in accordance with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Acts, 1963 to 2009. They comply with the financial reporting standards of the Accounting Standards Board, as promulgated by Chartered Accountants Ireland. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

Income

The main objective of The Carers Association is for the sole charitable, and not for profit, purpose of alleviating the disadvantages and poverty suffered by carers in the home, caring for persons who may have a severe disability, who are frail in old age or terminally ill.

Income Policy

Grant income represents the total grants received during the year from Government Departments, the Health Service Executive (HSE) and other grant providers. Home care packages and training income represent the total invoice value of sales made during the year and arise from the provision of respite services, home care services and training courses falling within the company's ordinary activities. Fundraising income represents the total income received during the year from fundraising activities.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment - 15% straight line

Financial fixed assets

Investments held as fixed assets are stated at cost less provision for any permanent diminution in value. Income from other financial fixed asset investments together with any related withholding tax is recognised in the income and expenditure account in the year in which it is receivable.

Taxation

The company is a charitable body under S.207 of The Taxes Consolidation Act 1997 and is therefore exempted from the charge to corporation tax.

Pensions

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. Annual contributions payable to the company's pension scheme are charged to the income and expenditure account in the period to which they relate.

Notes to the Financial Statements

1. Provisions Available For Small Entities

In common with many other businesses of our size and nature, we use our auditors to prepare and submit some tax returns to the Revenue and to assist with the preparation of the financial statements.

2. Income

The income for the year has been derived from:-

	2009	2008
Income	€	€
HSE Income	4,603,083	4,786,760
Other project grants received	662,845	478,019
Unrestricted income	712,142	901,678
	5,978,070	6,166,457

The whole of the company's income is attributable to its market in Ireland and is derived from the principal activity of representing the interests and alleviating the disadvantages suffered by Ireland's carers in the home.

3. Operating Deficit

Operating deficit is stated after charging/(crediting):

Auditor's remuneration

	2009	2008
	€	€
	21,980	28,189

4. Interest Receivable & Similar Income

Bank Interest

	2009	2008
	€	€
	26,582	26,584

5. Employees and Remuneration

Number of employees

The average number of persons (incl. executive directors) during the year was:

	2009 Number	2008 Number
Full Time	36	35
Part Time	221	208
	257	243

Employment costs

	2009 €	2008 €
Wages and salaries	3,753,175	3,562,603
Pension costs	33,591	23,639
	3,786,766	3,586,242

6. Tangible Fixed Assets

	Fixtures, fittings & Equipment €	Total €
Cost		
At 31 December 2009	112,403	112,403
Depreciation		
At 31 December 2009	112,403	112,403
Net Book Value		
At 31 December 2009	-	-

7. Financial Fixed Assets

Investments Cost

At 31 December 2009

Net Book Value

At 31 December 2009

At 31 December 2008

Subsidiary undertak- ings shares €	Total €
9	9
9	9
9	9

7.1. Holdings of 20% or more

The company holds 20% or more of the share capital of the following companies:

Name	Nature of business	Details of investment	Proportion held by company	Proportion held by subsidiary
Subsidiary undertaking				
Caring in Dublin Ltd	Charity	Ordinary	100%	
Caring in Waterford Ltd	Charity	Ordinary	100%	
Caring in Offaly Ltd	Charity	Ordinary	100%	
Caring in Laois Ltd	Charity	Ordinary	100%	
Caring in Roscommon Ltd	Charity	Ordinary	100%	
Caring Louth Ltd	Charity	Ordinary	100%	
Caring in Kerry Ltd	Charity	Ordinary	100%	

All of the above companies are incorporated in the Republic of Ireland. The aggregate amount of capital and reserves and the results of these undertakings for the last relevant financial year were as follows:

	Year ended	Capital and reserves €	Profit for the year €
Caring in Dublin Ltd	31 Dec '09	3,591	(20,362)
Caring in Waterford Ltd	31 Dec '09	2,599	5,060
Caring in Offaly Ltd	31 Dec '09	11,578	45,665
Caring in Laois Ltd	31 Dec '09	1	-
Caring in Roscommon Ltd	31 Dec '09	1	-
Caring Louth Ltd	31 Dec '09	1	-
Caring in Kerry Ltd	31 Dec '09	1	-

In the opinion of the directors, the value to the company of the unlisted investments is not less than the book amount shown above.

8. Debtors

The income for the year has been derived from:-

	2009 €	2008 €
Trade Debtors	797,873	377,529
Amounts owed by group companies	38,817	77,825
Prepayments and accrued income	34,494	110,029
	871,184	565,383

9. Creditors

Amounts falling due within one year

	2009 €	2008 €
Trade creditors	97,585	152,105
Taxation and social welfare (Note 10)	95,351	79,330
Accruals and deferred income:		
Pension accrual	-	408
Other accruals	547,789	449,282
	740,725	681,125

10. Taxation And Social Welfare

The present membership of the board is listed on the 'Directors and other information' page 45.

	2009	2008
Creditors	€	€
PAYE / PRSI	95,351	79,330

11. Pension Costs - Defined Contribution

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. Pension costs amounted to €33,591 (2008 - €23,639)

12. STATUS

The Company is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members or within one year thereafter for the payment of the debts and liabilities of the company contracted before they ceased to be members and the costs, charges and expenses of winding up and for the adjustment of the rights of the contributors among themselves such amount as may be required, not exceeding €1.269738.

13. Income And Expenditure Account

	2009	2008
At 1 January 2009	€ 1,434,666	€ 1,441,689
Deficit for the year	(107,337)	(7,023)
At 31 December 2009	1,327,329	1,434,666

14. Reconciliation Of Movements In Members' Funds

	2009	2008
	€	€
Deficit for the year	(107,337)	(7,022)
Opening members' funds	1,434,666	1,441,688
Closing members' funds	1,327,329	1,434,666

15. Related Party Transactions

During the year the company transferred funds totalling €30,247 to Caring in Dublin Limited. The closing balance due to The Carers Association Limited is €15,373. Caring in Dublin Limited is a wholly owned subsidiary of The Carers Association Limited.

During the year the company transferred funds totalling €63,259 to Caring in Waterford Limited and received €17,872 from Caring in Waterford Limited. The closing balance due to The Carers Association Limited is €14,400. Caring in Waterford Limited is a wholly owned subsidiary of The Carers Association Limited.

During the year the company transferred funds totalling €72,307 to Caring in Offaly Limited and received €91,278 from Caring in Offaly Limited. The closing balance due to The Carers Association Limited is €9,044. Caring in Offaly Limited is a wholly owned subsidiary of The Carers Association Limited.

16. GOING CONCERN

As described in the directors' report on page 4, the company provides support services to carers in the home by caring for persons who may have a severe disability, who are frail in age or terminally ill. These activities are largely financed by the receipt of grant in aid from the Health Services Executive. In the year to 31 December 2009, the grant in aid amounted to €4,608,082, which equated to 77% of the company's total income (2008: €4,545,027: 77%).

The current difficult economic environment has resulted in a reduction in the level of exchequer funding made available to the Health Services Executive for funding the voluntary sector. Further reductions in exchequer funding for such activities are expected in 2011 and 2012. These developments may result in a reduction or abolition in the grant supports received by the company from the Health Services Executive in the future. The company has received verbal confirmation from the Health Services Executive that funding will be continued until 31 December 2010 but no such assurances can be provided in respect of periods after that date. The directors believe that it would be impossible for the company to continue in operational existence without the continued financial support of the Health Services Executive.

These circumstances create material uncertainties over the future of the company. Nevertheless, after making enquiries and considering the uncertainties described above, the directors have a reasonable expectation that the company will continue to receive an adequate level of financial support from the Health Services Executive to allow the company to continue to service its clients in the future. For these reasons, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

17. Cash Flow Statement

17.1 Reconciliation Of Operating Deficit To Net Cash Outflow From Operating Activities

	2009	2008
	€	€
Operating deficit	(133,919)	(33,607)
Movement in debtors	(344,809)	20,472
Movement in creditors	59,600	66,579
Net cash outflow from operating activities	(419,128)	53,444

17.2 Cash Flow Statement

Returns on Investments and Servicing of Finance

	2009	2008
	€	€
Interest received	26,582	26,584

Capital Expenditure

Payments to acquire tangible assets	-	(401,732)
Receipts from sales of tangible assets	-	401,732

Financing

Advances to subsidiaries/ group companies	39,008	(55,436)
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17.3 Analysis of Changes in Net Funds

	Opening Balance €	Cash Flows €	Closing Balance €
Cash at bank and in hand	1,550,399	(353,538)	1,196,861
Net funds	1,550,399	(353,538)	1,196,864

18. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 21 May 2010.



Centre Contact Details

Location	Address	Tel No.	Fax No.
Blanchardstown	Marian House, The Rise, Main Street, Blanchardstown, Dublin 15	01 8119555 01 8119564	01 8237517
Bray	7 Maple Square, Ardee St., Bray, Co Wicklow	01 2761760 01 2761778	01 2761640
Clonmel	8 Sarsfield Street, Clonmel, Co Tipperary	052 6170454 052 6170455	052 6170456
Clondalkin	Unit 3 Dolcan Mall, Tower Road, Clondalkin, Dublin 22	01 4670795 01 4670797	01 4670774
Cork	9 Tuckey Street, Cork	021 4806397	021 4806398
Ranelagh	Abercorn House, 57 Charleston Road, Ranelagh, Dublin 6	01 4968868 01 4968088	01 4904584
Kilkenny	Priors Orchard, Johns Quay, Kilkenny	056 7721424	056 7753531
Limerick	Unit 1, Steamboat Quay, Dock Road, Limerick	061 310434 061 310803	061 310456
Mullingar	5 St. John's Terrace, Blackhall, Mullingar, Co Westmeath	044 9347922	044 9347923
Newbridge	3 Canning Place, Newbridge, Co. Kildare	045 444012	045 444014
Portlaoise	HSE Community Stores, Mountmellick Development Association Business Park, Irishtown, Mountmellick, Co. Laois	086 7957086	
Sligo	3 Mail Coach Road, Sligo	071 9143123 071 9143128	071 9143135
Tullamore	Market Square, Tullamore, Co Offaly	057 9322920 057 9322664	057 9323623
Tralee	4 Clonmore Villas, Ballymullen, Tralee, Co Kerry	066 7121399	066 7123027
Waterford	No. 2 Grattan Quay, Waterford	051 857970	051 857937
Wexford	24 Henrietta Street, Wexford	053 9140511 053 9140512	053 9140513
Roscommon	Carnagh, Kiltoom, Athlone, Co Roscommon	090 6489296	

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