

The Irish Hospice Foundation
Directors' Report and Financial Statements
for the financial year ended 31st December 2018

The Irish Hospice Foundation

Company Information

Directors	Ms Jean McKiernan (Chairperson) Ms Jean Callanan (Appointed 1st October 2018) Mr Tony Condon Ms Mary Harney Ms Ita Mangan Mr Geoff Moore Dr Maeve O'Reilly (Appointed 21st January 2019) Prof Susan O'Reilly (Appointed 19th June 2018) Dr Brendan O'Shea Ms Gina Quin (Appointed 3rd August 2018) Ms Anne-Marie Taylor
Chief Executive	Ms Sharon Foley
Company Secretary	Mr Andrew Caffrey
Company Number	114617
Charity Number	CHY 6830
Charity Registration Number	20013554
Registered Office	Morrison Chambers Nassau Street Dublin 2
Auditors	Mazars Chartered Accountants and Statutory Audit Firm Block 3 Harcourt Centre Harcourt Road Dublin 2
Bankers	Allied Irish Banks plc Bank of Ireland Ulster Bank
Solicitors	Eugene F. Collins Temple Chambers 3 Burlington Road Dublin 4

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The Irish Hospice Foundation
Directors' Report
for the year ended 31st December 2018

The Directors submit their report and the audited financial statements for the financial year ended 31st December 2018.

STRUCTURE, GOVERNANCE & MANAGEMENT

The Irish Hospice Foundation (IHF or the Company) is a charity and hence the report and results are presented in a form which complies both with the requirements of the Companies Act 2014, and also with the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Legal Status

The Company was incorporated on 5th June 1986 under the Companies Acts. It is a Company Limited by Guarantee and does not have a share capital. The objects of the Company are charitable in nature, and it has established charitable status (CHY No. 6830) and is registered with the Charities Regulatory Authority (Registration No. 20013554).

Changes in Directors

Three new directors were appointed to the Board during the year (Prof Susan O'Reilly, Ms Gina Quinn and Ms Jean Callanan). Dr Maeve O'Reilly was appointed to the Board, following year end, on 21st January 2019. There were no resignations during 2018 or between 31st December 2018 and the date of signing the financial statements.

Organisation and Governance

The Company became compliant with all provisions of the Governance Code for Community, Voluntary and Charitable Organisations in Ireland in 2015. Compliance was reconfirmed by the Board in 2018 and is reassessed every three years with the next review due in 2021. The Company is also compliant with the 'Guidelines for Charitable Organisations on Fundraising from the Public', issued by the Charities Regulatory Authority. This compliance, along with compliance with the Charities SORP, means the Company is operating to Charities Institute Ireland's Triple Lock Standards - transparent reporting, good fundraising and governance. An initial review of the Charities Governance Code issued by the Charities Regulator in November 2018 was carried out and found that the Company was already materially compliant. A full review is scheduled and the Company expects to confirm full compliance in 2019.

The Chief Executive Officer reports to the Board of Directors and is employed to manage the Company's affairs. As at 31st December 2018 the Company employed an additional thirty five staff, including fourteen part-time, in the areas of healthcare programmes, education, training and bereavement, public engagement, fundraising and support and governance.

The Board makes all significant policy decisions including decisions on any borrowings, expenditure in excess of €50,000 and the allocation of funds and has specific responsibility to:

- protect the interests of stakeholders as a whole;
- review, approve and monitor the implementation of the Company's strategic and annual business plans;
- ensure that adequate resources are put in place to enable the Company to continue its work, and to ensure that these resources are utilised most effectively in the organisation's management;
- review financial performance against targets and to approve financial records for each financial year that give a true and fair view of the affairs of the Company;
- monitor the Company's performance in reducing risk;
- monitor legal, ethical and environmental compliance;
- ensure that policies and procedures are kept under review in order to ensure that they reflect the Company's objectives and to ensure that the Executive of the Company consistently adheres to and implements these policies and procedures; and
- select and recruit Directors and senior members of the Executive as appropriate, including the CEO.

The CEO is accountable for the Company's overall performance and has specific delegated responsibility to:

- implement the Board's policies and strategies;
- develop and present the strategic and annual business plans to the Board for approval;
- report regularly to the Board on progress against the strategic and annual plans;
- manage resources efficiently and effectively so as to achieve the Company's objectives;
- develop and implement a risk management plan;
- ensure that appropriate internal audit processes and procedures are in place;
- manage the Company's day-to-day operations;
- lead, manage, develop and motivate the Executive team;
- implement all policies and procedures; and
- take a leadership role in establishing and developing the Company's culture and values.

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Directors' Report for the year ended 31st December 2018

The Board of Directors met five times during the year.

There are four sub-committees of the Board which are all chaired by Board members and are comprised of Board members, IHF executives and, on occasion, external members. These sub-committees are appointed by the Board to take delegated responsibility for specific areas. The four sub-committees are the Finance and Remuneration Committee (chaired by Mr Geoff Moore), the Fundraising Committee (chaired by Ms Jean McKiernan), the Audit, Risk and Governance Committee (chaired by Mr Tony Condon) and the Education and Training Advisory Committee (chaired by Ms Gina Quin).

The Board reviewed the sub-committee structure during 2018 and agreed the creation of the new Education and Training Advisory Committee. The Policy and Services Advisory Committee was disbanded and will be replaced by a Research and Policy Advisory Committee from 2019.

The tenure of Directors and attendance at eligible meetings during 2018 is set out below:

	<i>Tenure as at 31st December 2018</i>	<i>Board</i>	<i>Finance and Remuneration</i>	<i>Fundraising</i>	<i>Audit, Risk and Governance</i>	<i>Education and Training</i>
Ms Jean McKiernan	8.1 years	5 of 5	5 of 5	5 of 5	-	-
Ms Jean Callanan	0.2 Years	1 of 1	-	-	-	-
Mr Tony Condon	4.7 Years	5 of 5	-	4 of 5	2 of 2	-
Ms Mary Harney	7.6 Years	4 of 5	-	1 of 5	-	-
Ms Ita Mangan	1.9 Years	4 of 5	-	-	-	-
Mr Geoff Moore	2.7 Years	4 of 5	5 of 5	-	-	-
Prof Susan O'Reilly	0.5 Years	2 of 2	-	-	-	-
Dr Brendan O'Shea	1.1 Years	5 of 5	-	-	-	0 of 1
Ms Gina Quin	0.4 Years	2 of 2	-	-	-	1 of 1
Ms Anne-Marie Taylor	1.9 Years	5 of 5	-	-	2 of 2	-

Board nominations are 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 the palliative care sector. A Director's term of office is three years and Directors may serve two terms. The Board may, in exceptional circumstances, appoint a Director for a third consecutive term of office. All new Directors undergo an orientation programme with the Company Secretary to brief them on the content of the Constitution, the committee and decision-making processes, the strategy, annual business plan and the recent financial performance of the Company.

Individual Directors are offered access to independent professional advice where they think it necessary to fulfil their responsibilities.

Directors are required to sign up to the Company's code of conduct on appointment. As part of this code, Directors are required to notify the Chairperson, at the outset of each Board meeting, of any conflicts of interest that may arise at that meeting. Unless decided otherwise, the Director must absent themselves from the meeting while the relevant matter is being discussed. Directors are also required to notify the Chairperson, at the outset of each Board meeting, of any conflict of loyalty that may arise at that meeting. If the Board decides that the issue is sufficiently serious, then it will be addressed in the same manner as a conflict of interest.

Risk Management

The Directors consider the management of risk in the organisation as a key corporate governance priority. The Board has delegated responsibility to the Audit, Risk and Governance Committee to ensure that processes, accountability and resources are in place to manage the Company's exposure to risk and to investigate any financial or administrative matter which may put the Company at risk. A risk register is maintained which sets out the risks to which the Company is exposed, in particular those related to the operations and finances of the organisation, and the systems that are in place to manage exposure to these risks.

Principal Risks and Uncertainties

Financial risk is heightened by the Company's reliance on fundraising income. State funding comprised just 10% of total income in 2018 leaving the Company exposed to fluctuations in other sources of income. The Company must maintain income and cash balances at a level to match planned expenditure and therefore seeks to maintain and develop existing and new income

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sources to manage the financial risk and to grow sustainable fundraising income streams.

Operational risk is managed using strong systems of internal controls, procedures and budget management covering all elements of financial, fundraising and operational activities. The controls are put in place to ensure the integrity of all financial information and to mitigate fraud or error. Controls are continually reviewed and improved as part of normal operational activities and risk management

Reputational risk may arise either through internal factors or the actions of a third party. The Company makes every effort to minimise this risk through a commitment to transparency, governance and accountability.

Transactions with Directors

The Directors were not paid and did not receive any other benefits from employment with the Company in the year. Details of directors' expenses are disclosed in note 11 to the financial statements.

Pay Policy for Senior Staff

The remuneration of the senior staff is reviewed annually and is benchmarked against pay levels in other similar organisations as well as against similar grades in the civil service and HSE. The Finance and Remuneration Committee carried out this review in 2018 and were satisfied that the Company's remuneration was in line with comparable organisations.

Directors' Expression of Thanks

The Directors would like to record their sincere thanks to the staff and all who worked so hard to further the aims and objectives of the IHF during the year, particularly all those who voluntarily devoted their time to the work of our committees and sub-committees. The Directors would also like to thank those who generously supported all of the activities of the IHF during the year and the many contributors without whom the work of the IHF would not be possible.

Events Since The Year End

There have been no significant events affecting the Company since the year-end.

Taxation Status

The IHF has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997, and is exempt from Corporation Tax, Income Tax, and Capital Gains Tax.

OBJECTIVES AND ACTIVITIES

The main objectives of the IHF are:

- Facilitating collaboration and fostering relationships with those working in the fields of hospice, palliative, end-of-life and bereavement care;
- Innovating and supporting improvements of all kinds in hospice, palliative, end-of-life and bereavement care;
- Providing and promoting education and training services in hospice, palliative, end-of-life, and bereavement care;
- Increasing awareness on issues relating to dying, death and bereavement; and
- Providing funds and grants for the development of hospice, palliative, end-of-life and bereavement care.

The strategies employed to achieve the Company's objectives are:

- Effective consultation, partnership and relationship-building with all, prioritising the voluntary hospice movement and the palliative, end-of-life and bereavement care sectors including the HSE and Department of Health;
- Fostering excellence in hospice, palliative, end-of-life and bereavement care through innovation, quality improvement and the development of our Healthcare Programmes;
- Enhancing end-of-life and bereavement care through our work in Education, Training and Bereavement, developing both our formal education programme, run in partnership with the Royal College of Surgeons in Ireland and our in-house and outreach programme of workshops aimed at training volunteers, staff and others from a range of settings and communities using a flexible responsive approach;
- Using effective Public Engagement to drive debate on dying, death and bereavement in Ireland. In particular, we strive to deepen the involvement of the general public in our work through our Think Ahead programme and linked initiatives. Our strong communications and advocacy programmes lead this work;
- Providing grants for the development of hospice and palliative care; and
- Maintaining our credibility, independence and long-term sustainability through good governance, financial independence and accountability and a cohesive fundraising programme.

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ACHIEVEMENTS AND PERFORMANCE

During 2018 we continued to work for more consistent palliative and end-of-life care services throughout the country, to deliver training for staff working with those facing death, to highlight and seek to address inadequacies in bereavement care and to promote more public conversation on dying, death and bereavement.

We were also delighted to be shortlisted, for the second year in a row, for the Carmichael Centre Good Governance Awards for Non-Profit Organisations in the €5 million to €15 million category.

Healthcare Programmes

Our healthcare programmes are designed to innovate and support improvements of all kinds in hospice, palliative and end-of-life care both directly and by providing funds and grants. We also seek to facilitate collaboration and foster relationships with those working in these areas.

Hospice Friendly Hospitals

With 43% of all deaths occurring in hospitals, the Hospice Friendly Hospitals (HFH) programme was set up to ensure that end-of-life, palliative and bereavement care are central to the everyday business of hospitals. We continued to provide expert advice, guidance and resources to staff working in hospitals through our support hub and we organised three acute hospital network meetings around the country with, on average, 30 hospitals represented at each meeting.

The work of the joint oversight group between the IHF and HSE to support the embedding of HFH within HSE structures continued with the publication of a new information booklet, 'When someone you care about is dying in hospital – what to expect', which was launched in September. The new booklet is the direct result of one of the key findings of the 2014 'A Good Death' report citing poor communication as a feature of each complaint received about end-of-life care. The oversight group also led the update of the 'Final Journeys' training programme which seeks to empower hospital staff to become more competent, confident and comfortable dealing with patients and families and enhance their communication skills so they are better able to support people nearing end-of-life. The revised programme will be rolled out across the country in 2019.

Six projects were formally opened as part of the third phase of Design & Dignity which seeks to improve the physical environment of hospitals and is operated by the IHF in conjunction with HSE Estates. A fourth phase of the project commenced in September and this aims to support a number of new projects across the country. University College Cork completed an evaluation of Design & Dignity during the year which highlighted the positive impact the programme has had on the end of life culture in acute hospitals and on families, staff and patients.

Nurses for Nightcare

The majority of people living in Ireland want to die at home and we enabled over 660 people to do this by providing a total of 2,013 nights of nursing care in 2018. As well as providing clinical expertise, compassion, comfort and continuity of care to people in the last few days of their life, this service also gives much needed relief and expert advice to family members in this period of grief and loss. The HSE have provided some funding towards this vital service since 2016 but we were disappointed at the reduction in funding to €100,000 in 2018 despite a recommendation in their Palliative Care Services Three Year Development Framework 2016 to 2019 for the provision of 50% statutory funding for the service.

We would like to thank our partners, the Irish Cancer Society, who deliver the service on our behalf.

Compassionate End of Life (CEOL)

Every year over 7,500 people in Ireland die in nursing homes and other residential care settings. CEOL is a quality improvement programme that provides staff in these settings with the skills to continuously review, reflect on and improve the care they provide at the end of life for residents, their families and the staff themselves. CEOL is now active in over 40 care centres and during 2018, we provided the CEOL programme and refresher training to 104 staff. An additional 185 staff from residential and intellectual care services received ongoing training and support through six regional network meetings held in Dublin and the Midlands.

Paediatric Palliative Care

To assist advocacy in Paediatric Palliative Care, the IHF hosted a full day roundtable meeting in March for an alliance of children's palliative care providers. Priorities for progress were agreed and following this, we led a delegation to meet the Minister for Health and presented a pre-budget submission. As a result of this meeting, we received a commitment to reform the National Development Committee on Paediatric Palliative Care to advance the identified priorities. Following significant advocacy, the appointment of Ireland's second paediatric palliative care consultant was confirmed in 2018 and Dr. Fiona McElligott will commence in Temple Street Children's University Hospital in February 2019. This position will be funded by the IHF for one year.

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Primary Palliative Care

For most people, the majority of healthcare is provided by community based health and social care professionals. Our Primary Palliative Care Programme seeks to address the delivery of palliative care as a core part of this service. In 2018, we continued to advocate with the HSE and Department of Health for the inclusion of palliative care into the new GP contract. We also continued to advocate for improved access to specialist palliative care advice outside normal working hours and we carried out a baseline audit of out of hours calls made by GPs to specialist palliative care consultants. The audit found that there were only ten calls in a six month period across two regions, suggesting that the provision of such a service is not overly onerous to specialist palliative care services.

Palliative Care for All

The Palliative Care for All Programme seeks to extend access to palliative care for people with life limiting illnesses other than cancer. We were delighted to launch two information booklets in 2018 that address planning ahead in the context of living with COPD and advancing neurological illnesses. 'Planning for the future with COPD' was developed in collaboration with COPD Support Ireland and a group of seven people living with COPD. We also partnered with the Neurological Alliance of Ireland and a person living with Multiple Sclerosis to launch the booklet 'Planning for the future - Information for people who have an advancing neurological illness'.

As a result of our collaboration with other illness specific organisations and our participation on the HSE subgroup to prepare codes of practice for advance healthcare directives, we held a seminar in October 2018 to explore issues in relation to the Assisted Decision Making (Capacity) Act 2015 and its impact on their work as health and social care professionals.

Grants

'Rosabel's Rooms' was established during 2018 by parents Suzanne McClean and Gary Monroe, in conjunction with the IHF, in memory of their beloved daughter Rosabel Monroe, who died suddenly and unexpectedly in 2017, aged sixteen months. The project aims to facilitate the development of family-friendly bereavement suites in hospital emergency departments around Ireland, to provide direct financial support to families, when a child dies and, over time, to ensure required therapeutic supports are made available for individuals impacted by child loss. Nine families received direct financial support during 2018 while work commenced on the provision of a family room in University Hospital Galway.

Many families experience financial hardship as a result of life-limiting illness and the IHF seeks to alleviate some of this burden through its hardship fund which can be accessed by hospice and palliative care professionals on behalf of their adult patients. Twenty two families across Ireland received financial support towards funeral expenses, heating expenses and nursing costs in 2018.

Education, Training and Bereavement

We seek to improve hospice, palliative, end-of-life and bereavement care through the provision and promotion of education and training as well as innovating, supporting improvements, facilitating collaboration and fostering relationships in bereavement care.

End-of-life care and bereavement training and education

We continued our extensive end of life and bereavement care outreach training programmes which included new work in supporting a number of homeless agencies and drug and alcohol support services around end-of-life care. During 2018 we trained 1,755 health and social care professionals in 137 workshops across 24 counties.

We continued working on existing national contracts with the HSE including communication training for the National Cancer Control Programme and bereavement training for the National Office for Suicide Prevention.

A total of 34 postgraduate students were enrolled on the MSc Loss & Bereavement programme Year 1 and Year 2 during 2018 and a further 30 students registered for the Professional Certificate in Children and Loss.

We welcomed 429 people to our training rooms at Nassau St to attend one of 21 workshops on aspects of loss and bereavement with 98% of participants rating the workshops as excellent or good. Outreach complicated grief training also continued through the year as did the supervision of previously trained therapists.

In honour of our founder, we have agreed with UCD's School of Nursing, Midwifery and Health Systems to sponsor the Dr Mary Redmond Medal which will be awarded to the postgraduate student, completing the Graduate Diploma in Palliative Care, with the highest grade on the 'Psychosocial, Spiritual and Therapeutic Issues in Palliative Care' module and we look forward to the inaugural award being presented in March 2019.

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Our support for palliative care education in Uganda continued with the completion of one Anne Merriman Scholarship and the awarding of a new one. The scholarship contributes to the training of a palliative care nurse. We also funded a palliative care nurse in Uganda via Hospice Africa Ireland.

Bereavement

Our Dublin 'Living with Loss' public information evening drew an audience of 350 people with guest speaker Niamh Fitzpatrick sharing her personal experience of the sudden death of her sister Dara and her first year of bereavement.

Bereavement information is a core bereavement support and we continued throughout the year to maintain our website www.bereaved.ie and we distributed 17,000 leaflets about bereavement across the country.

In July we held our Bereavement Forum, a gathering of 70 people representing 50 organisations, who provide bereavement supports from around the country. We presented the results of a commissioned study entitled 'Enhancing Bereavement Care in Ireland' which recommends that organisations work together under a common framework to make sure that society is more understanding of grief, and that when people need help they can access the most appropriate and best type of support.

The Irish Childhood Bereavement Network website (www.childhoodbereavement.ie) was transformed during 2018 and it continues to be a user-friendly resource for professionals and for families with any concern around children and young people who are bereaved. In advance of Bereaved Children's Awareness Week in November, we held a preparatory workshop in September and developed new materials. During the week itself, local events were held in 18 locations and we hosted a national seminar for 110 delegates in Dublin. We were delighted to include the voice of bereaved children through the O'Toole sisters who set up Jacinta's Smile, a sibling bereavement support service, and of bereaved fathers who sought to help their children with thanks to Tom Kennedy and John Fitzsimons. The seminar focused on ways to implement the 'Standards for Supporting Bereaved Children and Young People - an Improvement Framework'. Evaluations were outstanding with 100% of attendees agreeing that this was an excellent format to highlight the issue of children's grief.

Dr Anne Dodd graduated in 2018 having completed her PhD research under the Therese Brady Scholarship scheme funded by the IHF. Her research examined how Irish psychiatrists, psychologists, psychotherapists and counsellors approach the diagnosis and treatment of complicated grief. The research will help direct how support in this area develops in Ireland.

Our bereavement work was presented at a range of national and international conferences throughout 2018 including those hosted by the European Family Bereavement Network, the European Association of Palliative Care Reference Group on Public Health and Palliative Care, Everyday Compassion, the Institute of Guidance Counsellors, Kaleidoscope and the International Stillbirth Alliance.

Public Engagement

Our public engagement programmes seek to increase awareness on issues relating to dying, death and bereavement.

Advocacy

We secured eight meetings at Minister and Minister of State level to progress issues such as funeral poverty, Think Ahead, the Assisted Decision Making (Capacity) Act 2015, bereavement grants and the 'Finite Lives' report which examines State services around dying, death and bereavement. A further 32 meetings were held with other members of the Oireachtas. In June we launched our pre-budget submission and we also had had a strong presence at the Fine Gael Árd Fheis in November.

Engagement

The Clare Older Peoples Network, the Citizen's Information Board and the Retirement Planning Council of Ireland all engaged with us during the year. Their positive responses will facilitate wider dissemination of our public information including our Think Ahead form which aims to make it easier for people to record preferences for emergency or end-of-life care, funeral services and key information about legal and financial affairs. Almost 5,000 of these forms were distributed during 2018 with approximately 70,000 now in circulation across the country. Our final event of the year was a well-received Death Café Conversation for members of the Alliance of Age Sector NGOs, which we hope will lead to new collaborations.

Media

The IHF had a strong media presence across national and regional media throughout the year including significant coverage on Ireland AM, Newstalk, the Irish Independent and the Irish Times. IHF spokespeople and advocates shared powerful personal stories in the national media. These included Niamh Fitzpatrick at our 'Living with Loss' event and John Fitzsimons during Bereaved Children's Awareness Week. Our fundraising programmes continued to generate media interest with strong campaigns around our annual cycle, which was fronted by Paul Kimmage and the Camino Walk, endorsed by Aengus Mac Grianna.

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Digital

Our social media platforms added over 3,500 newly engaged followers during the year. Our Facebook followers exceeded 10,000 with double digit percentage growth while LinkedIn saw a 95% increase. We also commenced the redesign of the IHF's website which will refresh the look and feel of our web presence and provide a platform for aligned digital communications and marketing activities.

Research

To develop a credible and robust evidence base for the work of the IHF, we invested in a programme of research during 2018. Work commenced on the review of existing routine datasets to build a comprehensive data picture of dying, death and bereavement in Ireland. We also completed our first phase of a Grief at Work survey which found that compassion from employers and colleagues was the most important factor for employees with a personal bereavement.

Fundraising

We are hugely reliant on voluntary donations to enable us to continue our work. The generosity of the public, together with the funds we now receive from State agencies, means we can continue to make a difference across the country.

Individual Giving

We are fortunate to have thousands of people who choose to donate to us on a regular basis. Their combined income continues to be the backbone of our fundraising and we are grateful to each and every person that gives via their bank account, credit card or salary. In 2018, 647 new donors joined us to ensure we can maintain this vital, sustainable income channel. Many of our donors are also taxpayers and we continue to benefit from the Revenue Commissioner's Charitable Donation Scheme, which can increase individual donations by up to 45%.

Legacy giving continues to be an important part of our income and we were truly grateful to be remembered in a number of wills this year.

Our annual raffle saw over 91,000 tickets sold, and our thanks go to our sponsors the Marker Hotel and Marks and Spencer as well as everyone that bought and sold tickets on our behalf. Once again, our year ended with our 'Never Forgotten' campaign with 375 people remembering their loved ones. These messages will once again be handwritten into our beautiful memorial book. We are so grateful to journalist Laura Kennedy who shared her personal story for this campaign following the loss of her mother.

Events

Our biggest event of 2018 was our Cycle Challenge. 74 cyclists travelled a new route across Croatia, Slovenia and Italy. The event was once again sponsored by our long-standing friends in Kingspan while Paul Kimmage and his daughter Evelyn, drove our publicity campaign and pedaled all 600km with the rest of our cyclists. Our second Camino event saw 28 participants walk over 100km of the 'French Way'. Many walked in memory of others bringing a special poignancy to a wonderful week in Spain. Our voluntary Special Events Group worked hard throughout the year and brought us another successful Race Day at Leopardstown, a BBQ in Fitzwilliam Lawn Tennis Club and our second 'Never Forgotten' lunch at Christmas.

Supporters from all over the country continued to support us by fundraising in their own communities. These included Ger Crowley, Michael Dempsey and a team of 23 who rowed the length of the Shannon, the Club Land Rover challenge in Wicklow, an international Choral Evening in Dublin, the Cara Bundoran Run and Killian Devlin's challenge of running 100 marathons in 100 weeks. Our huge thanks to everyone that got involved with these events and all the raffles, cake sales, coffee mornings, sports days and other fun activities that were held.

Corporate Giving

Our corporate partners continued to support us and encourage staff, customers and clients to support our cause. The Kilkenny Group donated the proceeds of their Christmas wrapping service to us, Shaws Department Stores fundraised at their locations throughout the country, Boormalt Ireland held a family day and the Irish Travel Agents Association nominated us as their charity at their awards ceremony in Dublin's Mansion House. Fanagans once again sponsored our 'Living With Loss' event and generous donations were received from our friends Mason, Hayes and Curran, Deloitte, Fexco, the Shelbourne Hotel, the Ulster Bank Staff Charity Fund, EI Electronics, MACE, Lloyds Pharmacy and Eli Lilly. Volunteering is another important support for us and we would like to thank those at UPS, Airtricity, A&L Goodbody and Fidelity International and so many others for lending a hand when we needed it.

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Trusts, Foundations and Grants

We have seen increased support through grant-giving and philanthropy which comes both from within Ireland and overseas. This important income stream often supports specific programmes such as Nurses for Night Care. The State is also an important source of funding for us and we would like to thank our partners in the HSE, Tusla the Child and Family Agency, Pobal and the Department of Rural and Community Development for supporting our work.

Retail

We continue to sell a range of goods both online and in-store. Our partnership with Watermark Cards continued with our range of Christmas cards available in shops nationwide. Our sunflower wedding favours, handmade by volunteers, adorned the tables of nuptials across the country while our unique Reindeer Food kept Rudolph and his friends well fed over the Christmas period.

BUSINESS REVIEW AND FINANCIAL RESULTS

Overall, the IHF recorded net income for the year of €766,350.

Total income reduced by 18% on the prior year. Income from donations and legacies fell by 22% as a significant legacy of €1.3m was received in 2017. While a number of legacies were received during 2018, overall income from this source fell by €880,135. Grant income fell by 8% due to the scheduled termination of philanthropic funding for our Nurses for Nighcare programme. Other fundraising income fell by 18% due to the end of a successful three year retail partnership and the transfer of coordination of Sunflower Days to local hospice groups in 2017.

Total expenditure reduced by 0.5% on 2017. Expenditure on raising funds fell by 4% as there were no costs associated with the coordination of Sunflower Days in 2018. Healthcare Programmes' costs reduced by 3% as expected expenditure in Paediatric Palliative Care was deferred until 2019. This was partially offset by increased investment in staff to extend our Hospice Friendly Hospitals and CEOL Programmes. The annual review of the allocation of support and governance costs coupled with an increase in rent led to an 8% increase in expenditure on Education, Training and Bereavement while Public Engagement costs increased by 2% due to the commencement of our programme of research.

Results for the Year

The results for the year and the balance sheet are set out on page 16 and 17.

Reserves, Reserves Policy and Financial Position

At the year end the Company had assets of €5,422,821 (2017: €4,994,621) and liabilities of €276,100 (2017: €614,250). The net funds of the Company have increased by €766,350 (2017: €1,751,922). Of the net funds at 31st December 2018 of €5,146,721, €540,358 is attributable to restricted funds.

The IHF's unrestricted reserves at the end of the year were €4,606,363 of which €2,020,000 were designated by the Board for specific projects and that are, as a result, not available for general usage. The balance of €2,586,363 represents funds which are available for the general purposes of the IHF. The Company has an agreed policy to hold a minimum of the equivalent of six month's expenditure plus an additional €500,000 to manage cash-flow requirements within any given year in general unrestricted reserves. Based on 2018, the minimum level required in general unrestricted reserves is €2,368,433. The Finance and Remuneration Committee has considered the reserves level and has agreed that it is adequate for current purposes and in line with the reserves policy of the Company.

Investment Policy

The Company takes a prudent approach to any investments with cash reserves invested in fixed term deposits of less than twelve month's maturity. Capital volatility is not permitted and, as such, reserves are not invested in securities, commodities or other instruments carrying capital risk and are held in Euros to avoid currency risk. Reserves are at all times invested in at least two reputable financial institutions, subject to a maximum exposure of 75% of the total reserves balance per institution.

PLANS FOR FUTURE PERIODS

Our Strategic Plan 2016 to 2019 outlines how we will strive to achieve the best care at end-of-life for all by concentrating on four interlinked goals:

- Fostering excellence in palliative, end-of-life and bereavement care through innovation, quality improvement and development;
- Enhancing end-of-life and bereavement care through education and training;
- Driving debate on key issues related to dying, death and bereavement in Ireland; and
- Maintaining our credibility, independence and long-term sustainability through good governance, financial independence and accountability, effective communications and a cohesive fundraising programme.

The Irish Hospice Foundation

Directors' Report for the year ended 31st December 2018

In support of these goals in 2019, the Company will build on work already commenced and will seek to:

- Reposition the work of the IHF under two streams and build Centres for Innovation in Palliative and End of Life Care and Bereavement Care. As part of this, we will target new residential care sites to participate in our CEOL quality improvement programme and develop a support network in Muster to complement the existing networks in Dublin and the Midlands. We will also host an event for bereaved families as well as two additional public bereavement 'Living with Loss' events outside Dublin and extend our suite of bereavement leaflets;
- Roll out the updated 'Final Journeys' training programme in hospitals across the country to enhance staff communication with those at end-of-life and their families;
- Provide the initial year's funding for Ireland's second paediatric palliative care consultant;
- Increase the number of families supported through Rosabel's Rooms and our hardship fund;
- Formally review our education grant policy and reintroduce our education grant scheme to build capacity in the sector;
- Drive awareness of dying, death and bereavement by hosting our biennial public Forum on End of Life and five Café Conversation events; and
- Establish a routine dataset on dying, death and bereavement in Ireland to underpin our work with quantitative research.

We will conclude our current strategic cycle in 2019 and we will develop and launch a new three year strategic plan including an impact measurement process.

ACCOUNTING RECORDS

To ensure that proper books and accounting records are kept in accordance with Sections 281 to 285 of the Companies Act, 2014, the Directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The books and records are kept at Morrison Chambers, Nassau Street, Dublin 2.

STATEMENT ON RELEVANT AUDIT INFORMATION

In accordance with Section 330 of the Companies Act 2014:

- so far as each person who was a Director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware; and
- each Director has taken all steps that he or she ought to have taken as a Director in order to make himself or herself aware of the relevant audit information and to establish that the auditor is aware of that information.

DIRECTORS' RESPONSIBILITIES STATEMENT

The Directors are responsible for preparing the directors' report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the Directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and accounting standards issued by the Financial Reporting Council, including FRS 102 The Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland) and the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1st January 2015. Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Company as at the financial year end date and of the profit or loss of the Company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Irish Hospice Foundation

**Directors' Report
for the year ended 31st December 2018**

The Directors are responsible for ensuring that the Company keeps or causes to be kept adequate accounting records which correctly explain and record transactions of the Company, enable at any time the assets, liabilities, financial position and profit or loss of the Company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. 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.

AUDITORS

The auditors, Mazars, Chartered Accountants and Statutory Audit Firm, will continue in office in accordance with Section 383(2) of the Companies Act 2014.

ON BEHALF OF THE BOARD


Jean McKiernan


Geoff Moore

11th June 2019

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE IRISH HOSPICE FOUNDATION**Report on the audit of the financial statements*****Opinion***

We have audited the financial statements of the Irish Hospice Foundation for the year ended 31 December 2018, which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including the summary of significant accounting policies set out in note 3. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2018 and of its results for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' report is consistent with the financial statements; and
- in our opinion, the directors' report has been prepared in accordance with the Companies Act 2014.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE IRISH HOSPICE FOUNDATION

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by Sections 305 to 312 of the Act are not made.

We have nothing to report in this regard.

Respective responsibilities***Responsibilities of directors for the financial statements***

As explained more fully in the directors' responsibilities statement set out on pages 12 and 13, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

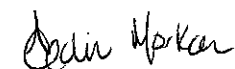
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf. This description forms part of our auditor's report.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Aedin Morkan

Date 11 June 2019

for and on behalf of Mazars

Chartered Accountants & Statutory Audit Firm

Harcourt Centre,

Block 3

Harcourt Road

Dublin 2

The Irish Hospice Foundation

Statement of Financial Activities
for the financial year ended 31st December 2018

	Notes	2018 € Unrestricted Funds	2018 € Restricted Funds	2018 € Total Funds	2017 € Total Funds
Income	4				
<i>Income from Donations and Legacies:</i>					
Donations		1,893,816	225,829	2,119,645	1,990,105
Legacies		444,321	38,265	482,586	1,362,721
		<u>2,338,137</u>	<u>264,094</u>	<u>2,602,231</u>	<u>3,352,826</u>
<i>Income from Charitable Activities:</i>					
Grants		50,000	553,569	603,569	659,218
<i>Income from Other Trading Activities:</i>					
Other Fundraising Income		371,462	562,858	934,320	1,141,719
Training and Education Income		360,968	-	360,968	349,539
		<u>732,430</u>	<u>562,858</u>	<u>1,295,288</u>	<u>1,491,258</u>
Investment Income		2,129	-	2,129	4,435
Total Income		<u>3,122,696</u>	<u>1,380,521</u>	<u>4,503,217</u>	<u>5,507,737</u>
Expenditure					
<i>Costs of Raising Funds:</i>					
Fundraising Costs	5	(914,884)	(269,801)	(1,184,685)	(1,232,217)
<i>Expenditure on Charitable Activities:</i>					
Healthcare Programmes	6	(505,712)	(859,807)	(1,365,519)	(1,405,311)
Education, Training and Bereavement	7	(733,909)	(39,065)	(772,974)	(713,981)
Public Engagement	8	(410,630)	(3,059)	(413,689)	(404,306)
		<u>(1,650,251)</u>	<u>(901,931)</u>	<u>(2,552,182)</u>	<u>(2,523,598)</u>
Total Expenditure		<u>(2,565,135)</u>	<u>(1,171,732)</u>	<u>(3,736,867)</u>	<u>(3,755,815)</u>
Net Income and net movement in funds for the year		557,561	208,789	766,350	1,751,922
Fund balances at beginning of year		4,048,802	331,569	4,380,371	2,628,449
Fund balances at end of year		<u>4,606,363</u>	<u>540,358</u>	<u>5,146,721</u>	<u>4,380,371</u>

There are no recognised gains or losses other than the income and expenditure as stated above for the two financial years.

The notes on pages 19 to 31 form part of these financial statements.

The Irish Hospice Foundation

Balance Sheet
as at 31st December 2018

	Notes	€	2018 €	€	2017 €
Fixed Assets					
Tangible Assets	17		13,417		7,110
Current Assets					
Debtors	18	325,442		392,020	
Cash at bank and in hand		5,083,962		4,595,491	
		5,409,404		4,987,511	
Creditors: Amounts falling due within one year	19	(250,334)		(561,283)	
Deferred Income	20	(25,766)		(52,967)	
Net Current Assets			5,133,304		4,373,261
Total Assets less Current Liabilities			<u>5,146,721</u>		<u>4,380,371</u>
Reserves and Funds					
Restricted Funds	14	540,358		331,569	
Unrestricted Funds	14	4,606,363		4,048,802	
		5,146,721		4,380,371	

The notes on pages 19 to 31 form part of these financial statements.

The financial statements were approved by the Board on 11th June 2019 and signed on its behalf by


Jean McKiernan


Geoff Moore

The Irish Hospice Foundation

**Statement of Cash Flows
for the financial year ended 31st December 2018**

	Notes	2018 €	2017 €
Cashflows from Operating Activities	21	<u>507,000</u>	<u>1,677,868</u>
Cashflows from Investing Activities			
Deposit Interest		2,129	4,435
Payments to Acquire Tangible Fixed Assets		<u>(13,115)</u>	<u>(1,919)</u>
		(10,986)	2,516
Change in Cash and Cash Equivalents in the Financial Year		<u><u>496,014</u></u>	<u><u>1,680,384</u></u>

**Reconciliation of Net Cash Flow to Movement in Net Funds
For the financial year ended 31st December 2018**

	Notes	2018 €	2017 €
Change in Cash and Cash Equivalents in the Year		<u>496,014</u>	<u>1,680,384</u>
Movement in Net Funds in the Year	22	496,014	1,680,384
Cash and Cash Equivalents at the Beginning of the Financial Year	22	<u>4,587,948</u>	<u>2,907,564</u>
Cash and Cash Equivalents at the End of the Financial Year	22	<u><u>5,083,962</u></u>	<u><u>4,587,948</u></u>

The Irish Hospice Foundation

Notes to the Financial Statements for the financial year ended 31st December 2018

1. General Information

These financial statements comprising the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes constitute the individual financial statements of The Irish Hospice Foundation for the financial year ended 31st December 2018.

The Irish Hospice Foundation is public benefit entity, a company limited by guarantee and not having a share capital, incorporated in the Republic of Ireland. The registered office is Morrison Chambers, 32 Nassau Street, Dublin 2, which is also the principal place of business of the Company. The nature of the Company's operations and its principal activities are set out in the directors' report.

The liability of the members of the Company to contribute towards its assets is limited to an amount not to exceed the sum of €1 for each member.

2. Statement of Compliance

The financial statements have been prepared in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102). The financial statements have also been prepared in accordance with Statement of Recommended Practice (SORP) (Revised 2015) 'Accounting and Reporting by Charities'.

3. Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Company's financial statements.

3.1 Basis of Preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention modified to include certain items at fair value. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland.

The financial statements are prepared in Euro which is the functional currency of the Company.

3.2 Income

Income is recognised when the Company has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income is deferred where the charity is limited by specific performance related conditions that are evident in the funding agreement, where there is a specification of a time period that limits the charity's ability to recognise the income until it has performed an activity and when there are specific terms or conditions within an agreement that have not been met and are not within the control of the charity at year end

(a) Grants

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

(b) Legacies

For legacies, entitlement is taken as the earlier of the date on which either: the Company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Company that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the Company or the Company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

(c) Donations

Public donations and similar income arising from fundraising events are accounted for when received. As with many similar charitable organisations, independent groups from time to time organise fundraising activities in the name of the IHF. However, as amounts collected in this way are outside of the control of the organisation, they are not included in the financial statements until they have been received.

The Irish Hospice Foundation

Notes to the Financial Statements for the financial year ended 31st December 2018

(d) Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company. This is normally upon notification of the interest paid or payable by the bank.

3.3 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the Company. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the Company's work or for specific projects being undertaken by the Company.

3.4 Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise the costs of fundraising and their associated support costs.
- Expenditure on charitable activities includes the costs of healthcare programmes, education, training and bereavement, public engagement and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

3.5 Allocation of support costs

Support costs are incurred on those functions that assist the work of the Company but do not directly undertake charitable activities. Support costs are analysed between cost of raising funds and expenditure on charitable activities. Where costs cannot be directly attributed, they are allocated in proportion to the benefits received. Salaries and associated costs which can be attributed to specific projects are charged accordingly.

3.6 Tangible Fixed Assets & Depreciation

Tangible fixed assets are stated at cost, less accumulated depreciation. Depreciation is calculated to write off the cost of fixed assets over their useful lives at the following annual rates:

Furniture and equipment	20% Straight Line
Computer Equipment	33.33% Straight Line
Leasehold Improvements	6.67% Straight Line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying amount may not be recoverable.

3.7 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

3.8 Cash and Cash Equivalents

Cash and cash equivalents include cash with a short maturity of twelve months or less from the date of acquisition or opening of the deposit or similar account.

3.9 Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The Irish Hospice Foundation

Notes to the Financial Statements for the financial year ended 31st December 2018

3.11 Employee Benefits

The Company provides a range of benefits to employees, including paid holiday arrangements and defined contribution pension plans.

(a) Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received. A provision is made for the estimated liability for annual leave as a result of services rendered by employees up to the end of the financial year.

(b) Pension

Retirement benefits are met by payments to a defined contribution pension fund. Contributions payable to the pension scheme are charged to the statement of financial activities as they fall due. The assets are held separately from those of the Company in an independently administered fund. Differences between the amount charged in the statement of financial activity and payments made to the pension fund are treated as assets or liabilities.

3.12 Critical Accounting Judgements and Estimates

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

(a) Going Concern

Based on the results for the year, the year-end financial position and the approved 2019 budget, the Board of Directors believes that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason the Board continues to adopt the 'going concern' basis in preparing the financial statements.

(b) Establishing useful economic lives for depreciation purposes of property, plant and equipment

Long lived assets, consisting primarily of leasehold improvements, comprise a significant portion of total assets. The annual depreciation charge depends primarily on the estimated useful economic life of this type of asset and estimates of residual value. The directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful economic lives is included in the accounting policies.

(c) Income Tax on Donations

The Company makes annual claims under the scheme of tax relief, operated by the Revenue Commissioners, for donations of money or designated securities made to eligible charities. Claims are submitted in the year following the year of donation and amounts receivable are dependent on the tax status of the donor which cannot be determined by the charity. Amounts receivable must therefore be estimated. This estimate is based on actual amounts received in relation to the previous five years. The estimated amount receivable in relation to 2018 is €138,000 (2017: €138,500).

The Irish Hospice Foundation

Notes to the Financial Statements for the financial year ended 31st December 2018

4. Income

	2018 € Unrestricted Funds	2018 € Restricted Funds	2018 € Total Funds	2017 € Total Funds
Donations				
General Donations	55,884	16,715	72,599	59,786
Campaigns	1,837,932	209,114	2,047,046	1,930,319
	<u>1,893,816</u>	<u>225,829</u>	<u>2,119,645</u>	<u>1,990,105</u>
Legacies (1)	<u>444,321</u>	<u>38,265</u>	<u>482,586</u>	<u>1,362,721</u>
Grants				
Atlantic Philanthropies	-	-	-	3,127
HSE (2)	-	312,772	312,772	307,792
TUSLA (3)	-	49,742	49,742	43,408
Pobal (4)	-	88,642	88,642	88,642
Other	50,000	102,413	152,413	216,249
	<u>50,000</u>	<u>553,569</u>	<u>603,569</u>	<u>659,218</u>
Other Fundraising Income				
Fundraising Events	322,461	562,858	885,319	946,691
Retail Income	49,001	-	49,001	101,945
Hospice Fundraising Events	-	-	-	93,083
	<u>371,462</u>	<u>562,858</u>	<u>934,320</u>	<u>1,141,719</u>
Training and Education Income	<u>360,968</u>	<u>-</u>	<u>360,968</u>	<u>349,539</u>
Deposit Interest	<u>2,129</u>	<u>-</u>	<u>2,129</u>	<u>4,435</u>
Total Income	<u>3,122,696</u>	<u>1,380,521</u>	<u>4,503,217</u>	<u>5,507,737</u>

(1) As at 31st December 2018, the Company had received notification of six residual bequests. The value of the bequests is uncertain and probate has not been granted in five cases. The remaining bequest is subject to court proceedings. Therefore no income has been recognised in these financial statements in relation to these bequests.

(2) HSE Grants include a contribution of €149,000 towards the cost of the Hospice Friendly Hospitals programme, €100,000 towards the cost of Nurses for Nightcare and €35,000 towards the cost of our work on adult bereavement. A further €19,962 was received from the Nursing and Midwifery Planning and Development Unit in Tullamore to continue to fund continuous quality improvement in end-of-life care in HSE residential care settings. €4,500 was received under the HSE's National Lottery Grant Scheme to fund the development of a handbook for use by participants on the CEOL programme while €4,310 was received towards the cost of an information leaflet about palliative care for people with advancing neurological illnesses from the same source.

(3) €49,742 was received from TUSLA to co-fund the Irish Childhood Bereavement Network.

(4) The Company was successful in its 2016 application under the Scheme to Support National Organisations in the Community and Voluntary Sector 2016-2019, funded by the Department of Rural and Community Development and administered by Pobal. This grant continued to fund 80% of the cost of the post of Head of Healthcare Programmes.

The Irish Hospice Foundation

Notes to the Financial Statements for the financial year ended 31st December 2018

5. Fundraising Costs

	Notes	2018	2018	2018	2017
		€	€	€	€
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Donations and Legacies		174,072	6,862	180,934	192,363
Costs of Fundraising Events		85,751	262,939	348,690	340,295
Retail Costs		11,521	-	11,521	11,945
Supporting Local Hospices		-	-	-	66,286
Direct Fundraising Salaries		384,320	-	384,320	338,186
Support/Governance Costs	9	259,220	-	259,220	283,142
		<u>914,884</u>	<u>269,801</u>	<u>1,184,685</u>	<u>1,232,217</u>

6. Expenditure on Healthcare Programmes

	Notes	2018	2018	2018	2017
		€	€	€	€
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Nurses for Nightcare		-	658,997	658,997	646,538
Design & Dignity		103,658	26,761	130,419	163,675
Paediatric Palliative Care		-	(181,315)	(181,315)	6,373
Paediatric Palliative Care – ICBN (1)		-	13,070	13,070	20,392
Hospice Friendly Hospitals		3,101	26,843	29,944	16,731
CEOL Programme		15,775	11,348	27,123	17,250
Other Projects		18,150	10,174	28,324	8,366
Rosabel's Rooms		-	13,341	13,341	-
Hardship Fund	16	2,737	8,000	10,737	9,397
Development Grants		-	-	-	(21,820)
Direct Programmes Salaries		172,673	205,817	378,490	313,925
Direct Salaries – ICBN (1)		-	30,553	30,553	22,839
Support/Governance Costs	9	189,618	36,218	225,836	201,645
		<u>505,712</u>	<u>859,807</u>	<u>1,365,519</u>	<u>1,405,311</u>

(1) Direct costs incurred in relation to the Irish Childhood Bereavement Network (ICBN), a programme co-funded by TUSLA.

7. Expenditure on Education, Training and Bereavement

	Notes	2018	2018	2018	2017
		€	€	€	€
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Direct Cost of Courses		85,969	-	85,969	92,937
Bereavement		21,729	8,301	30,030	35,393
AIHPC *	16	15,000	-	15,000	30,000
International Grants	16	10,169	-	10,169	2,489
Education Grants	16	1,250	-	1,250	1,400
Education & Training Salaries		375,667	20,839	396,506	417,420
Support/Governance Costs	9	224,125	9,925	234,050	134,342
		<u>733,909</u>	<u>39,065</u>	<u>772,974</u>	<u>713,981</u>

* All Ireland Institute of Hospice and Palliative Care

The Irish Hospice Foundation

**Notes to the Financial Statements
for the financial year ended 31st December 2018**

8. Expenditure on Public Engagement

Notes	2018 € Unrestricted Funds	2018 € Restricted Funds	2018 € Total Funds	2017 € Total Funds
Think Ahead/Other Public Projects	16,720	3,059	19,779	15,983
Forum on End of Life	152	-	152	16,910
Communications, Policy & Research	52,693	-	52,693	22,158
Thérèse Brady Library	14,842	-	14,842	15,110
Public Engagement Salaries	118,236	-	118,236	116,357
Support/Governance Costs	207,987	-	207,987	217,788
	<u>410,630</u>	<u>3,059</u>	<u>413,689</u>	<u>404,306</u>

9. Analysis of Support and Governance Costs

The Company initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. The table below outlines the basis for apportionment and the analysis of support and governance costs.

	€ General Support	€ Governance	€ Total	Basis of Apportion- ment
Wages and Salaries	354,650	92,083	446,733	Time
Audit	-	7,995	7,995	Governance
Rent and Service Charge	246,500	12,746	259,246	Headcount
Other Office Costs	202,247	10,872	213,119	Headcount
	<u>803,397</u>	<u>123,696</u>	<u>927,093</u>	

Support and governance costs are then apportioned across areas of expenditure, in a prudent manner, on the basis of time spent on that area (Wages and Salaries) and headcount (all other costs) as follows:

	2018 €	2017 €
Fundraising Costs	259,220	283,142
Expenditure on Healthcare Programmes	225,836	201,645
Expenditure on Education, Training and Bereavement	234,050	134,342
Expenditure on Public Engagement	207,987	217,788
	<u>927,093</u>	<u>836,917</u>

10. Net Income for the Year

	2017 €	2016 €
Net income for the year is stated after charging		
Depreciation	6,808	30,587
Rent of Premises	220,502	164,126
Auditor's Remuneration for external audit services	7,995	7,995
	<u>235,305</u>	<u>202,708</u>

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Notes to the Financial Statements for the financial year ended 31st December 2018

11. Analysis of Staff Costs, Director Remuneration and Expenses, and the Cost of Key Management Personnel

		2018	2017
	Notes	€	€
Wages and Salaries		1,500,328	1,419,917
Employers PRSI		159,420	151,002
Other Retirement Benefit Costs	25	95,089	95,983
		1,754,837	1,666,902

The Directors were not paid and did not receive any other benefits from employment with the Company in the year (2017: €nil). There was no reimbursement to Directors for vouched travel expenses to Board Meetings (2017: €291).

Key management personnel of the Company comprise the Directors, the Chief Executive Officer, the Head of Education and Bereavement, the Head of Finance and Corporate Support Services, the Director of Fundraising, the Head of Communications, the Head of Healthcare Programmes and the Head of Research, Knowledge and Policy. The CEO earns an annual salary of €111,958. The total employee benefits of the key management personnel of the charity were €550,574 (2016: €520,781).

No staff costs were capitalised during the year (2017: €nil).

12. Employees

The average number of employees during the year was 34 (2017: 32) analysed as follows:

	2018	2017
	Number	Number
Number of Employees		
Healthcare Programmes	7	6
Education, Training and Bereavement	10	9
Public Engagement	5	5
Fundraising	8	8
Support and Governance	4	4
	34	32

The number of higher paid employees whose emoluments for the year (including taxable benefits in kind but excluding employer pension costs) fell within the following bands was:

	2018	2017
€110,000 to €120,000	1	-
€80,000 to €90,000	-	1
€70,000 to €80,000	4	5
	5	6

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Notes to the Financial Statements
for the financial year ended 31st December 2018

13. Prior year Statement of Financial Activities

	2017 €	2017 €	2017 €
	Unrestricted Funds	Restricted Funds	Total Funds
Income			
<i>Income from Donations and Legacies</i>			
Donations	1,609,155	380,950	1,990,105
Legacies	1,342,721	20,000	1,362,721
	<u>2,951,876</u>	<u>400,950</u>	<u>3,352,826</u>
<i>Income from Charitable Activities:</i>			
Grants	-	659,218	659,218
<i>Income from Other Trading Activities:</i>			
Other Fundraising Income	703,157	438,562	1,141,719
Training and Education Income	349,539	-	349,539
	<u>1,052,696</u>	<u>438,562</u>	<u>1,491,258</u>
Investment Income	4,435	-	4,435
Total Income	<u>4,009,007</u>	<u>1,498,730</u>	<u>5,507,737</u>
Expenditure			
<i>Costs of Raising Funds:</i>			
Fundraising Costs	(950,565)	(281,652)	(1,232,217)
<i>Expenditure on Charitable Activities:</i>			
Healthcare Programmes	(400,397)	(1,004,914)	(1,405,311)
Education and Training	(693,668)	(20,313)	(713,981)
Public Engagement	(385,415)	(18,891)	(404,306)
	<u>(1,479,480)</u>	<u>(1,044,118)</u>	<u>(2,523,598)</u>
Total Expenditure	<u>(2,430,045)</u>	<u>(1,325,770)</u>	<u>(3,755,815)</u>
Net Income and net movement in Funds in the Year	1,578,962	172,960	1,751,922
Fund balances at beginning of year	2,469,840	158,609	2,628,449
Fund balances at end of year	<u>4,048,802</u>	<u>331,569</u>	<u>4,380,371</u>

There are no recognised gains or losses other than the income and expenditure as stated above.

The Irish Hospice Foundation

Notes to the Financial Statements for the financial year ended 31st December 2018

14. Analysis of Charitable Funds

	Balance 31/12/17 €	Income €	Cost of Generating Funds €	Charitable Activities Cost €	Transfers €	Balance 31/12/18 €
Restricted (1)						
Paediatrics	157,638	55,665	-	119,370	-	332,673
Night Nursing	169,483	802,265	(262,939)	(686,759)	-	22,050
HFH *	-	149,500	-	(149,500)	-	-
Rosabel's Rooms	-	204,449	(6,862)	(13,341)	-	184,246
Healthcare	-	88,642	-	(88,642)	-	-
Other Projects	-	8,473	-	(8,473)	-	-
CEOL	-	24,462	-	(24,462)	-	-
Hardship Fund	-	8,000	-	(8,000)	-	-
Bereavement	-	39,065	-	(39,065)	-	-
Think Ahead	4,448	-	-	(3,059)	-	1,389
	<u>331,569</u>	<u>1,380,521</u>	<u>(269,801)</u>	<u>(901,931)</u>	<u>-</u>	<u>540,358</u>
Unrestricted						
General Funds (2)	4,048,802	3,122,696	(914,884)	(1,650,251)	(2,020,000)	2,586,363
Designated Funds (3)	-	-	-	-	2,020,000	2,020,000
	<u>4,048,802</u>	<u>3,122,696</u>	<u>(914,884)</u>	<u>(1,650,251)</u>	<u>-</u>	<u>4,606,363</u>
	<u>4,380,371</u>	<u>4,503,217</u>	<u>(1,184,685)</u>	<u>(2,552,182)</u>	<u>-</u>	<u>5,146,721</u>

* Hospice Friendly Hospitals Programme

The funds carried forward at 31st December 2018 are:

Restricted funds

(1) Restricted funds are donations which the donor has specified are to be solely used for particular areas of the Company's work or for specific projects being undertaken by the Company. It is expected that a significant portion of restricted funds will be spent during 2019 on funding for Ireland's second paediatric palliative care consultant and the continuation of the Rosabel's Rooms project.

Unrestricted funds

(2) General funds are available to spend on activities that further any of the purposes of the Company. Where balances arise at the end of the year, these are generally utilised in the upcoming financial year.

(3) Designated funds are unrestricted funds of the charity which the Directors have decided at their discretion to set aside to use for a specific purpose. At 31st December 2018, these funds had been set aside to finance investment in new strategic projects including the proposed two new centres for innovation in palliative and end-of-life care and bereavement care.

15. Analysis of Net Assets between Funds

	Unrestricted Funds €	Restricted Funds €	Total €
Tangible Fixed Assets	13,417	-	13,417
Debtors	325,442	-	325,442
Cash at bank and in hand	4,543,604	540,358	5,083,962
Creditors	(250,334)	-	(250,334)
Deferred Income	(25,766)	-	(25,766)
	<u>4,606,363</u>	<u>540,358</u>	<u>5,146,721</u>

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Notes to the Financial Statements
for the financial year ended 31st December 2017

16. Grants

In line with its objectives, the Company provides funds and grants for the development of hospice, palliative, end-of-life and bereavement care.

	Grants to Individuals €	Grants to Institutions €	Total Grants €
AIHPC *	-	15,000	15,000
Rosabel's Rooms	12,000	1,341	13,341
Hardship Fund	10,737	-	10,737
International Grants	-	10,169	10,169
Education Grants	1,250	-	1,250
	<u>23,987</u>	<u>26,510</u>	<u>50,497</u>

The Company dealt with the following organisations in relation to grants:

Name of Organisation	Description	Total Grant €
AIHPC *	Core funding	15,000
Hospice Africa Ireland	Funding for Palliative Care Nurse	8,000
Hospice Africa Uganda	Anne Merriman scholarship in palliative care education	2,169
Other Grants		<u>1,341</u>
		<u>26,510</u>

* All Ireland Institute of Hospice and Palliative Care

17. Tangible Assets

	Leasehold Improvements €	Furniture & Equipment €	Computer Equipment €	Total €
Cost				
At 31st December 2017	397,430	138,736	88,260	624,426
Additions	-	5,835	7,280	13,115
Disposals	-	(6,667)	(2,026)	(8,693)
At 31st December 2018	<u>397,430</u>	<u>137,904</u>	<u>93,514</u>	<u>628,848</u>
Accumulated Depreciation				
At 31st December 2017	395,279	136,535	85,502	617,316
Charge for the Year	2,151	1,699	2,958	6,808
Depreciation on Disposals	-	(6,667)	(2,026)	(8,693)
At 31st December 2018	<u>397,430</u>	<u>131,567</u>	<u>86,434</u>	<u>615,431</u>
Net Book Value				
At 31st December 2017	<u>2,151</u>	<u>2,201</u>	<u>2,758</u>	<u>7,110</u>
At 31st December 2018	<u>-</u>	<u>6,337</u>	<u>7,080</u>	<u>13,417</u>

The Irish Hospice Foundation

**Notes to the Financial Statements
for the financial year ended 31st December 2018**

18. Debtors

	2018	2017
	€	€
Income Tax Refunds	266,769	280,137
Deposit Interest	430	2,515
Prepayments	39,247	59,916
Trade Debtors	18,996	49,452
	325,442	392,020

All debtors are due within one year. All trade debtors are due within the company's normal terms, which is thirty days. Trade debtors are shown net of impairment in respect of doubtful debts.

19. Creditors: Amounts falling due within one year

	2018	2017
	€	€
Bank Overdraft	-	7,543
Grants	-	5,000
Trade Creditors and Accruals	202,653	502,935
PAYE	25,290	24,521
PRSI	19,100	17,078
Value Added Tax	3,291	4,206
	250,334	561,283

The repayment terms of trade creditors vary between on demand and ninety days. No interest is payable on trade creditors.

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment at the rate of 0.0274% per day. No interest was due at the financial year end date.

The terms of the accruals are based on the underlying contracts.

Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

20. Deferred Income

	2018	2017
	€	€
At beginning of year	52,967	96,319
Released from prior year	(52,967)	(90,546)
Deferred in current year	25,766	47,194
At end of year	25,766	52,967

Deferred income comprised payments received for training in future periods of €13,766 (2017: €8,490) and grants where specified services contained in the grant agreement had not yet been delivered of €12,000 (2017: €44,477).

The Irish Hospice Foundation

**Notes to the Financial Statements
for the financial year ended 31st December 2018**

21. Reconciliation of Net Income to Net Cash Inflow from Operating Activities

	2018	2017
	€	€
Net Income for the Reporting Period (as per the Statement of Financial Activities)	766,350	1,751,922
Adjustments for:		
Depreciation Charges	6,808	30,587
Deposit Interest	(2,129)	(4,435)
(Decrease)/Increase in Deferred Income	(27,201)	(43,352)
Decrease/(Increase) in Debtors	66,578	(153,461)
(Decrease)/Increase in Creditors	(303,406)	96,607
Net Cash Inflow/(Outflow) from Operating Activities	507,000	1,677,868

22. Analysis of Cash and Cash Equivalents

	31/12/17	Cashflow 2018	31/12/18
	€	€	€
Cash at bank and in hand	4,595,491	488,471	5,083,962
Bank overdraft	(7,543)	7,543	-
Total Cash and Cash Equivalents	4,587,948	496,014	5,083,962

The equivalent disclosure for the prior year is as follows:

	31/12/16	Cashflow 2017	31/12/17
	€	€	€
Cash at bank and in hand	2,917,468	1,678,023	4,595,491
Bank overdraft	(9,904)	2,361	(7,543)
Total Cash and Cash Equivalents	2,907,564	1,680,384	4,587,948

23. Related Party Transactions

The daughter of the Chairperson Jean McKiernan was employed by the Company for a short period in 2018 to carry out a specific project. She was paid €762 for the work undertaken and no amounts were due at year end.

There were no other related party transactions during the year ended 31st December 2018.

24. Commitments

Total future minimum payments under non-cancellable operating leases in relation to leases for office space are as follows:

	2018	2017
	€	€
Within one year	220,502	220,502
Between two and five years	477,754	698,256
After five years	-	-
	698,256	918,758

The Irish Hospice Foundation

Notes to the Financial Statements for the financial year ended 31st December 2018

25. Retirement Benefits

The Company operates a defined contribution scheme for all qualifying employees who wish to participate. The assets of the scheme are vested in independent trustees for the sole benefit of the employees.


The total charge for 2018 was €95,089 (2017: €95,983) which represents contributions payable to this scheme by the Company. Pension costs which are attributable to a particular activity are allocated directly to that activity. Where pension costs are incurred to further more than one activity they are apportioned between the relevant activities based on the amount of staff time which each activity absorbs. At 31st December 2018 an accrual of €nil (2017 €nil), in respect of contributions to this scheme is included in creditors.

26. Subsequent Events

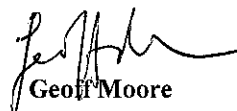
There have been no significant events affecting the Company since the financial year end.

27. Approval of Financial Statements

The financial statements were approved by the Board of Directors on 11th June 2019.



Jean McKiernan



Geoff Moore