

# IAPC

## Annual Report

### 2022/2023



Irish Association for Palliative Care

IAPC gratefully acknowledges the Scheme to Support National Organisations is funded by the Government of Ireland through the Department of Rural and Community Development 2022 – 2025. IAPC gratefully acknowledges HSE funding through Services for Older Persons January 2023 – December 2023. IAPC also gratefully acknowledge direct funding support of the Education & Research Seminar from the Hospital Saturday Fund.



Rialtas na hÉireann  
Government of Ireland





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Networking

Research

Governance

Challenge

Sharing & Learning

Representation

Collaboration



# 1. About IAPC

## 1.1 IAPC – The Voice of Palliative Care

Established in 1993 as an all island body with the purpose of promoting palliative care nationally and internationally, the Irish Association for Palliative Care (IAPC) is a multi-disciplinary membership non-government organisation. The intention of the founders was that IAPC would be identified by its inclusiveness and would encompass the whole island of Ireland.

The IAPC membership reflects the entire spectrum of all those who work in or have a professional interest in the provision of palliative care, i.e. doctors, nurses, social workers, chaplains and pastoral carers, pharmacists, psychologists, physiotherapists, occupational therapists, dietitians, as well as executive staff and academics and educationalists. Membership also includes clinicians and allied health professionals working in related areas such as geriatrics, oncology, psycho-oncology, paediatrics, and pain management. Membership is also open to clinicians and health and social care professionals from areas aligned to palliative care such as:

- Gerontology
- Oncology
- Psycho-oncology
- Paediatrics
- Pain management
- Intellectual disabilities
- Mental health
- Neonatology

Those working with people with chronic non-malignant life limiting illness such as, but not exclusively, cardiology, respiratory care and neurology.

The IAPC is organised around a number of working groups designed to create forums for shared best practice and learning opportunities, and for members to further their professional development, education and research.

The Association pursues its objectives through providing structured opportunities for:

- Networking,
- Sharing and learning,
- Educational offerings,
- Promoting evidence-based research,
- Publications,
- Representation on national bodies and influencing the development of national policy.



Internationally it is strongly aligned with the European Association for Palliative Care (EAPC). At an international level, the IAPC is a member of the EAPC and supports its work through attendance at conferences, seminars and by contributing to international policy development of palliative care.

The IAPC Working Groups inform the strategic direction and policy decisions of the Board, thereby creating a strong foundation for the IAPC's position as the primary collective voice for palliative care in Ireland. Currently the IAPC have four (4) active forums that are supporting the work of the organisation and its membership. As part of the ongoing review and development of the various fora, there will be continuous discussion on each fora and its relevance to the future outcomes of the Strategic Plan.

- IAPC Education and Research Forum - active
- IAPC Nursing Forum - active
- IAPC Ethics Forum - active
- IAPC Pharmacy Forum – active

The Board of the IAPC have agreed to monitor, evaluate and review the workings of each Forum and its contribution to the overall IAPC Strategic Plan. Following the review, the Board will make decisions on which Forum to re-active going forward.

- IAPC Psychology Group - to be discussed
- IAPC Older Person Care Special Interest Group - to be discussed
- IAPC Primary Palliative Care Special Interest Group - to be discussed
- IAPC Spirituality in Palliative Care Special Interest Group – to be discussed
- IAPC Children's Palliative Care Special Interest Group - to be discussed

The IAPC were successful in obtaining POBAL funding from July 2022 to June 2025 to cover the salaries of all three part time staff. We also receive project funding through the HSE which contributes to the overall funding of the IAPC offices. We are a registered charity and a company limited by guarantee. A plan for funding the Organisation and allowing it to continue to meet its objectives, will form part of the ongoing sustainability of the Organisation.

## 1.2 IAPC Constitution

A voluntary committee drew up the Constitution for the Association which was ratified in 1993. The IAPC has amended its Constitution over the years to reflect the changes to Company Law and the changing needs of the organisation.

### 1.3 Vision –

The Vision of  
the IAPC is using  
our collective expert voice  
to advance palliative care  
in Ireland.





## 1.4 Mission Statement

The mission of the IAPC

**As a multi-disciplinary membership organisation, the Irish Association for Palliative Care brings practitioners together in order to influence palliative care policy and practice.**

We do this:

- By engagement with our members;
- By supporting education and research in palliative care;
- By working through special interest groups within the membership i.e. the Forums
- Through collaboration and involvement with the palliative care community, service users and others.

## 1.5 Our Values informing our Strategic Goals

- Challenge** The Irish Association for Palliative Care will **challenge** whenever it is appropriate, both internally and externally, to ensure good palliative care policy and practice.
- Collaboration** The Irish Association for Palliative Care will **collaborate** with others to ensure good palliative care policy and practice.
- Independence** The Irish Association for Palliative Care will seek to remain independent of any vested interests in order to help it ensure good palliative care policy and practice.
- Governance** The Irish Association for Palliative Care will ensure that it is accountable and transparent in its working and decision-making.
- Multi-disciplinary** The Irish Association for Palliative Care will encourage the participation and development of all relevant healthcare disciplines in order to ensure good palliative care policy and practice.
- Valuing all voices** The Irish Association for Palliative Care work to hear and **value** the perspectives of all participants in order to ensure good palliative care policy and practice.



## 2. Governance of the IAPC

The Governing Body of the Organisation is the Board of Directors, in accordance with the Companies Act 1963, and comprises:

- Ten elected membership members, “members” as outlined in the Constitution; of which there will be Four Officers. The four Officers constitute the Officer Board and includes the Chairperson, the Vice-Chairperson, the Honorary Secretary, and the Honorary Treasurer.
- And up to five additional co-opted Directors.
- The Board shall not exceed 15 Directors.

The Board of Directors, take on the responsibilities of Governance in conjunction with the CEO, to continually interrogate and update policies and procedures in line with current legislation. To develop and maintain a strong and sustainable organisation the Board of Directors has to possess the capacity and willingness to use their expertise to assist the organisation in meeting its policy and operational functions.

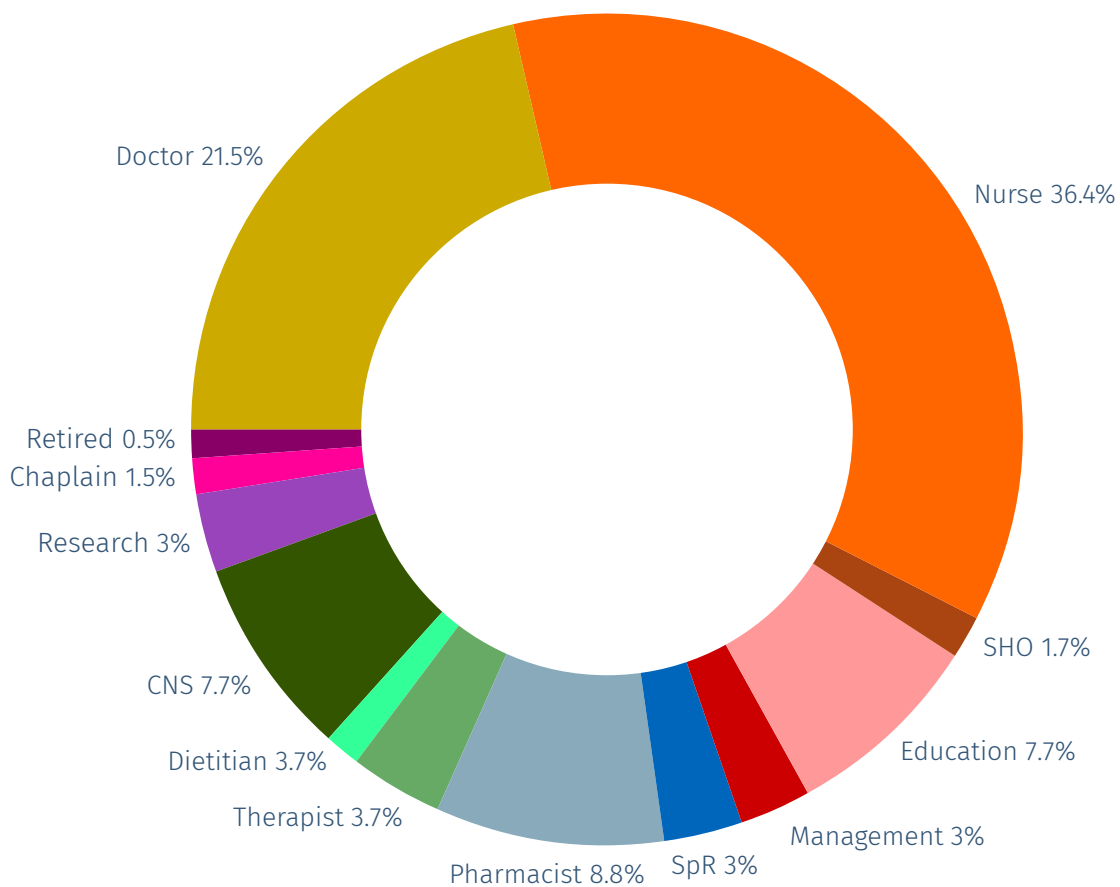
The key role of the Board of IAPC is to provide efficient and effective leadership for the Organisation within a framework of practical controls. The Board performs three roles. It firstly provides strategic direction to IAPC based on listening to, understanding and representing the needs of the members and relevant stakeholders. Secondly it has specific oversight responsibilities in respect of executive functions and thirdly it self-regulates and evaluates to ensure the Board functions efficiently and effectively.

In 1995 the Committee on Standards in Public Life (The Nolan Committee) drew up seven principles of conduct. The principles which are now widely used in relation to the directors of charitable organisations are: Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership (Nolan, 1995). These principles are the bedrock of excellent governance and should be practised to ensure the governance of IAPC is continually striving to achieve the pinnacle of success.



### 3. IAPC Membership

With over 270 members from the broad spectrum of palliative care provision in Ireland the IAPC regards its membership as a key resource which provides the organisation with a frontline, authentic reflection of the multi-disciplinary teams working in the sector. The membership profile comprises a rich mix of professionals who work in or individuals who are deeply involved or have a special interest in the development of palliative care in Ireland. Our members are genuinely involved in and committed to the concept of equal palliative care for all in need. IAPC affords its members a unique space to meet and reflect on how provision for people with palliative care needs can be improved.





## 4. Chair Report 2022/23

– Dr. Hannah Linane

I would like to welcome you all to the IAPC's 13th AGM.

I will deliver a brief overview of the work which has been carried out by the Board and staff team over the past year.

The Irish Association for Palliative Care continues to go from strength to strength. As a multidisciplinary board we work to represent the needs and voice of our membership. We work closely with our CEO and staff team to achieve the Association's mission and goals. We are delighted to welcome our new Communication and Digital Marketing Officer, Zara O'Reilly Dempsey to the team.

The Board and CEO have committed to reviewing the organisation and its work streams on a bi-yearly basis. Our most recent Strategic Plan is set to run from January 2023 to June 2025.

As part of our strategic plan our four goals included the aims to:

### **Harness and further develop new opportunities for members to network**

One of goals of the IAPC is to provide opportunities for our membership to network and collaborate. Our annual Education and Research Seminar continues to provide an excellent opportunity for members to learn and disseminate their work. This coming year will see the seminar return to an in person event. This opportunity to network face to face is very welcome and I wish to commend the Education and Research Forum for the excellent work they have done and are continuing to do to facilitate the running of the seminar.

The nursing, pharmacy and ethics fora also represent wonderful opportunities for our membership to meet, discuss and support one another in the work that we do.

### **Promote the IAPC, communicate with members and grow membership.**

One of the overarching aims of the association is to enhance communication with our membership. We are delighted to coincide this event with the launch of our updated website. Further developments are planned for the website to ensure ease of navigation and access to useful resources for our members.

The monthly newsletter continues to update our members about the Association's activities and it is hoped that the recruitment of our new Communications and Digital Marketing Officer will enhance our communications to membership through other channels such as social media.



Collaborative work continues to take place between the IAPC and other stakeholders in the field of palliative care.

We have an ongoing relationship with the **European Association of Palliative Care**. EAPC Board Member Prof. Sonja McIlfratrick contributed a piece to our most recent strategic plan.

Our relationship with the **All Ireland Institute of Hospice and Palliative Care** was enhanced through collaboration on Palliative Care Week and representation of the IAPC on the Children's Palliative Care Conference Organising Committee.

The Irish Palliative Medicine Consultants Association has representation on our IAPC board.

We have engaged with the **Irish Hospice Foundation** to assess potential for collaborative work going forward, to enhance the resources available to the public and professionals working in palliative care.

We plan to strengthen the relationships with the relevant stakeholders in the HSE going forward.

### **Advocate influence and grow.**

The IAPC fora continue to develop and we will continue to support them in their goals and vision.

#### **Ethics Forum**

The ethics forum has worked to develop the Association's Position Paper on Assisted Dying in response to the ongoing discussions in the Joint Committee on Assisted Dying in the Oireachtas. The conclusions of this Committee will influence healthcare care and society as a whole in Ireland. The IAPC ethics forum presented to the Committee earlier this month on behalf of the Association.

#### **Pharmacy Forum**

The Pharmacy forum has been discussing and addressing practice and challenges that pharmacy professionals face in the palliative settings nationwide.

#### **Nursing Forum**

The established nursing forum continues to meet, with the aim of leading out on issues relating to nursing within the palliative care environment.



## Ensure the efficient delivery of the strategic objectives

### Governance

We met our regulatory requirements by hosting the 2022 AGM in November. This event coincided with the IAPC Lecture Series, which was presented by Dr. Katheryn Mannix. She gave a thought provoking presentation about “Tender Conversations” which is applicable to both our professional and personal lives.

As part of the ongoing growth and development we hope to continue with recruitment of multidisciplinary members to the IAPC board.

The IAPC staff team have demonstrated their hard work, dedication and commitment to ensuring the strategic goals are delivered.

Progress on the implementation of the strategic plan is regularly reviewed at board meetings.

I wish to sincerely thank the Board and staff of the IAPC for all of your input, hard work, support and dedication. I would also like to thank the members for your continued support of the Association.



## 5. CEO Update

As we are part way through the new strategic plan it gives me great pride to see how we have progressed areas of work within the four key goals. The following report will give you an update on that work that has been ongoing throughout this time.

In 2023 we engaged in a lengthy recruitment process for a communications and digital officer and were successful in recruiting Zara O'Reilly Dempsey. Zara joined us in September and I look forward to the communications plan being rolled out over the next year and a half of the strategic plan.

Cathy Herbert has been with the organisation since 2021 and has maintained the accounting system for the IAPC, looks after membership fees, and all other administration duties including event organisation. Cathy has expanded her role to include the maintenance of the Ex-Ordo platform and the administration supporting the Education and Research Forum. I would like to thank Cathy for her commitment and efficiency in all areas of her work.

As you know one of the largest projects we undertook was the development of the new IAPC website. Myself, Cathy and Zara put a tremendous amount of work into the website to get it to the stage its at now, however work will continue on the website to ensure it remains up to date and relevant.

We engaged two external companies to provide us with the IT and Video production that we required. EurAv (Declan Cassidy) very kindly visited a number of Hospice and Hospitals to take photo imagery and to take video footage of our members. This material will form a large part of our promotional activity including the website and social media campaigns. Little Blue Studios, who also selected us as their CSR partner for 2023, provided us with the design and IT support for the website development.

I would also like to thank the following organisations who worked with EurAV to develop the content for our promotional materials:

- LauraLynn Childrens Hospice
- Crumlin University Hospital
- St. Francis Hospice Raheny
- St. Francis Hospice Blanchardstown

It is finally being launched at the AGM 2023, we really hope it meets your expectations.

There are a number of Board members who are rotating off this year. I would like to sincerely thank them for their time, dedication and hard work, that they committed to the IAPC.

I am looking forward to the next phase of development and growth of the organisation, together with the excellent staff and working with new and existing board members.



# Strategic Goals





## 6. Four Key Strategic Goals 2022 - 2025

### 1. Harness and further develop spaces for members

#### 1.1 Reach In

### 2. Promote the IAPC, Communicate with members and grow membership

#### 2.1 Connect

### 3. Advocate influence and grow

#### 3.1 Reach Out

### 4. Ensure the efficient delivery of the strategic objectives

#### 4.1 Governance

### 4.A Implement and evaluate the Strategic Plan

#### 4.A.1 Governance Implementation



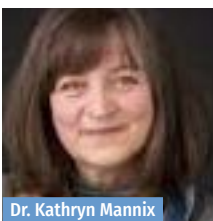
## 7. Goal No. 1

### Harness and further develop spaces for members

#### 1.1 Reach In

##### 1.1.2 Lecture Series 2023

In November 2022 the IAPC invited **Dr. Kathryn Mannix** to give a presentation on her experiences and expertise in the field of palliative Care. Dr. Mannix delivered a thought provoking and interesting presentation to 85 of our members. This allowed participants to take stock on the importance of the difficult conversations that take place on a daily basis and how best to manage the impact this has. Kathryn's presentation was titled *"Tender Conversations"* and was based on her recent publication called *"Listening, How to find the words for those tender conversations"*



Dr. Kathryn Mannix

Dr. Kathryn Mannix has spent her medical career working with people who have incurable, advanced illnesses. Starting in cancer care and changing career to become a pioneer of the new discipline of palliative medicine, she has worked as a palliative care consultant in teams in hospices, hospitals and in patients' own homes, optimising quality of life even as death is approaching. She is passionate about public education, and having qualified as a Cognitive Behaviour Therapist in 1993, she started the UK's (possibly the world's) first CBT clinic exclusively for palliative care patients, and devised 'CBT First Aid' training to enable palliative care colleagues to add new skills to their repertoire for helping patients.

Kathryn's words:

*I am on a mission to reclaim public understanding of dying.*

*I have helped to care for thousands of people at the very end of their lives and have seen first-hand the harm done by the Taboo of Death. Instead of dying, people 'pass away'. They are not 'dead', but 'late,' 'lost' or 'departed'.*



### 1.1.3 Education and Research Seminar Plenary Speaker

As part of the Education and Research Seminar, the plenary speaker was **Prof. Mark Taubert**, Consultant in Palliative Medicine and Honorary Prof. School of Medicine, Cardiff University. The topic of his discussion was on Advance and Future Care Planning in Wales delivered to over 90 attendees.



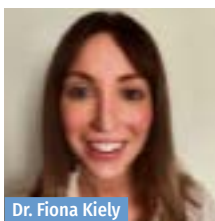
Prof. Mark Taubert

Prof. Mark Taubert is a palliative medicine hospital consultant and clinical director at Velindre University NHS Trust. His teaching and research activities at Cardiff University include advance care planning, acute palliative care, technology and new media and DNACPR decision making. He is the founder of [TalkCPR.com](http://TalkCPR.com) and has a national lead role to improve public understanding on topics relevant to care in the last years of life and at the extreme ends of medicine. He has delivered a Ted Talk on subtleties in language that are relevant to modern healthcare delivery, and writes for international news outlets like the Washington Post, where his article was a [top pick](#) for 2019.

Mark took part in a BBC Horizon programme alongside the presenter Kevin Fong, and has also done extensive media work with television, theatre and radio. He has talked about medical topics at the Edinburgh Fringe Festival, at Hay Literary Festival and the Science Museum in London. He has also featured on two BBC Listening Projects, and has talked at [Green Man Festival](#). A few years ago he wrote a public letter to the singer David Bowie, which discussed the importance of good palliative care. It went viral online and in global newsrooms and was read out by the likes of Benedict Cumberbatch and Jarvis Cocker.

### 1.1.4 Research: Past, Present and Future

Also as part of the education and research seminar we heard from **Dr. Fiona Kiely** on the necessity of innovative and unique research topics in palliative care. Dr. Kiely in her presentation allowed participants to reflect on previous research and how it influences policy, and instigates change in the delivery of palliative care. The topic was: Research: Past, Present and Future



Dr. Fiona Kiely

Dr. Fiona Kiely, a winner of the Education and Research Platform presentation in 2011. Topic: *End of Life Care - What information do we need? A survey of Irish family doctors*. Dr. Kiely is a Consultant in Palliative Medicine at Marymount University Hospital and Hospice, Cork, Ireland and Senior Clinical Lecturer, University College Cork, Ireland.



### 1.1.5 Membership Update

Another new addition to our programme was the delivery of three (3) information workshops on the development of the new fora within the IAPC. The new forums have been created to facilitate a representative voice from sections of our membership. To reflect on the continued growth of the IAPC it was felt that members would benefit from an awareness of ongoing initiatives such as the Ethics Forum, Nursing Forum and Pharmacy Forum. To facilitate this, during the seminar a number of breakout rooms were created, one for each forum, which participants could self-select, and come and go as they wished. Overall numbers for each forum breakout room are provided below:

- Ethics Workshop – 26 participants
- Pharmacy – 8 participants
- Nursing – 14 participants

### 1.1.6 Mindfulness - Stop and Breathe



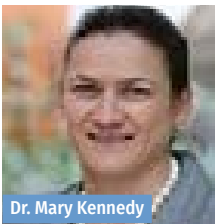
As the past number of years have been difficult in the healthcare sector, with COVID, staff shortages and staff sick leave, it was decided to invite a presenter to speak to participants about the importance of self care, and how to actually do this throughout their working day.

Presenter: Bryan Nolan: M.A .Healthcare Chaplaincy DCU , Certified Healthcare Chaplain, End of Life and Grief and loss specialist, Training and facilitation expert. Formerly the Communications Manager and Training Manager with the Irish Hospice Foundation



## 1.1.7 Education and Research Workshops

As part of the Education and Research Seminar the IAPC developed workshops to further provide another opportunity for membership education in collaboration with related stakeholders. These workshops were held virtually one week each following the seminar.



Dr. Mary Kennedy

### Workshop 1:

Topic: **The importance of patient and public involvement in Palliative Care Research**

Chair: Dr. Mary Kennedy

Presenter: Prof. Veronica Lambert, Head of School, School of Nursing, Psychotherapy and Community Health, DCU

Cancelled due to a clash of dates

### Workshop 2

Topic: **Updates and Overviews in Paediatric Palliative Care**

Chair: Dr. Stacey Power

Presenters: Dr. Maeve O'Reilly and Dr. Marie Twomey, Specialist palliative care consultants at St Luke's Radiation Oncology Centre, Rathgar.

Paediatric palliative care team at Children's Health Ireland, Crumlin:  
Dr. John Allen, Valerie Jennings, Imelda Hurley, Caoimhe Wade

### Workshop 3

Topic: **The National Office for Research Ethics Committees - ethical insights and learnings**

Chair: Dr. Hannah Linane

Presenters: Dr. Emily Vereker and Susan Quinn, National Office for Research Ethics Committees



## 1.1.8 Membership workshop

As part of our ongoing education and training the following workshop was delivered on the 19th of October 2023. The workshop aimed to discuss and explore the “Role of Telehealth in Palliative Care”. Exploring how telehealth is transforming end of life care, improving accessibility and ensuring compassionate support. It was very well received by over 25 participants and following the event, there were a number of requests for the workshop recording.

Presenter:

**Dr. Ciara McGrath,**

*Secretary IAPC, Post CSCST Fellow in Telehealth in Palliative Medicine, Marymount University Hospital and Hospice*

Title:

*The Role of Telehealth in Palliative care*

## 1.1.9 IAPC Forums

### 1.1.a. Education and Research Forum

- **Dr. Claire Kruger**

It is with great pride that we reflect on another successful Education and Research Seminar. We had several new members of the Education and Research forum in 2023 who worked really well alongside established members of the forum. Members of the forum worked with the staff of the IAPC to deliver an excellent programme for 2023.

The forum and staff met nine times from September 2022, and forum members received induction training on the workings of ExOrdo and the processes of reviewing abstracts in July of 2022. The 2023 IAPC Education and Research (E&R) Seminar was titled ‘Fás agus Forbairt’ which translates to “*growth and development*”. The title was to acknowledge the growth and development in the IAPC as an organisation but also to reflect that research conducted which aims to grow a body of evidence, to influence policy and promote change.

The Seminar was held virtually again this year, the virtual platform facilitates clinical staff to attend, and was overwhelmingly well received by attendees, who rated the event highly in terms of content, programme, and organisation. This year we had a continuous attendance on the day of approximately 90 people who actively engaged in the Q and A sessions making for a very enjoyable and interactive day.

We also noted this year there was a very high standard of presentations submitted to the Forum for selection. There was a total of 85 submissions and of these submissions there were 73 accepted for consideration as a poster or platform presentation, of the 12 that



were not accepted, 2 were incomplete; 3 withdrawn and 7 rejected. Following review by the Forum members, 13 abstracts were chosen as oral presentations, with the remaining 60 as poster presentations.

The oral presentations were very varied with presentations from the broad multidisciplinary team and included primary research, audits, a quality improvement project and a case study. The winner was **Dr. Cian Lannon**, with his audit on *'Antimicrobial Stewardship in End-of-Life Care'*. Dr. Lannon is a Palliative Care Registrar at Galway University Hospital. In recent years, the E&R Seminar broadened its remit to accept audits, criteria were developed and this is the first time that an audit was successful as the winner of the platform presentations. As part of the prize for the winning platform presentation, the article has been submitted for publication in the BMJ Supportive and Palliative Care journal.

The posters were all submitted electronically and displayed as a PowerPoint slide show during the Seminar breaks. In addition, a printed version of each poster presentation was included on the Ex Ordo website available to all participants in advance of and during the Seminar. The poster winner was **Dr. Cian Lannon** with his poster presentation – *'When secretions reach drowning point: Somatostatin analogues for management and prevention of recurrent aspiration pneumonia'*.

The education and research workshops that followed the seminar were equally well received by attendees. Attendees also appreciated the quality of the content and the level of engagement in the sessions. Attendees also highlighted the importance of the seminar in facilitating networking opportunities and sharing experiences despite the virtual nature of the event.

We hope to continue to grow and develop the forum. We plan to expand our focus on Quality Improvement projects and to continue offering online workshops. In the future we will be firmer with submissions regarding consent forms and submission deadlines to facilitate an efficient delivery of the seminar.



## Education and Research Forum Members 2023/2024

**Dr. Claire Kruger, Chair,**  
*Registrar Milford Hospice, Limerick*

**Aishling Ní hAonghusa, Co Vice Chair,**  
*Speech and Language Therapist, Marymount Hospital and Hospice, Cork*

**Esther Beck, Co Vice Chair,**  
*Lecturer in Nursing, Ulster University*

**Dr. Tom Hefferon, Secretary,**  
*SHO, University Hospital Galway -*

**Dr. Maeve Brassil,**  
*Registrar in Palliative Medicine, Galway University Hospital*

**Dr. David Murphy,**  
*Palliative Registrar, Galway University Hospital.*

**Dr. Felicity Hasson,**  
*Senior Lecturer,  
School of Nursing and Paramedic Science Ulster University*

**Ray Elder,**  
*Strategic Lead Palliative Care, and Haematology, Southeastern H&SC Trust, Belfast*

**Dr. Thomas Cahill,**  
*Palliative Medicine Registrar, Millford Care Services, Limerick*

**Dr. Lauren Boland,**  
*Senior Occupational Therapist, St Francis Hospice, Dublin*

**Dr. Niamh Cleary,**  
*Registrar St Francis Hospice, Dublin*

**Barbara Sweeney,**  
*Head of Education, St Francis Hospice, Dublin*

**Dr. Sarah Ruthledge,**  
*Registrar, Marymount Hospital and Hospice, Cork*

**Dr. Elaine Cunningham,**  
*Registrar, Marymount Hospital and Hospice, Cork*

**Dr. Rianna Minogue,**  
*Registrar, University Hospital Galway*

**Dr. Alison Hay,**  
*Consultant Emergency Medicine, Tallaght Hospital, Dublin*

**Dr. Julie Donnellan,**  
*Registrar, Marymount Hospital and Hospice, Cork*

**Joanne Callinan,**  
*Librarian, Milford Care Centre, Limerick*





## 1.1.b Pharmacy Forum

IAPC staff and Board continue to support the work of the Pharmacy forum. This forum was established to provide a networking opportunity for pharmacists working in palliative care. The forum gives a valuable space to discuss challenges that are facing pharmacists in the delivery of care, particularly medication shortages, the hardship scheme, and ongoing community access. Since the first meeting in September 2022 there has been five meetings completed with another planned for the 29th of November 2023. This forum will be evaluated along with other forums and the IAPC to ensure that it is aligned with the strategic plan goals.

**Annalisa Mullan,**

*one year's leave*

**Grainne Tipping,**

*one year's leave*

**Claire Kavanagh,**

*long term career break, Our Lady's Hospice*

**Orla Fahy,**

*changed job to UCGH*

**Ann Carmichael, Chair,**

*Chief II Pharmacist, Marymount University Hospital*

**Claire Kavanagh,**

*Our Ladys Hospice*

**Eilin Grant,**

*Senior Pharmacist, Milford Care Centre*

**Eimear O'Dwyer,**

*Chief Pharmacist, Our Lady's Hospice*

**Eimear McGowan,**

*Chief Pharmacist !!, University Hospital Waterford*

**Emma Stodart, Secretary,**

*Senior Pharmacist, Milford Care Centre*

**Karen McKee,**

*Galway Hospice*

**Maedbh Flannery,**

*Marymount University Hospital*

**Marie Wright,**

*Chief II Pharmacist, Milford Care Centre*

**Niall Manktelow, Vice Chair,**

*Chief II Pharmacist, Galway Hospice*

**Oisín Ó hAlmhain,**

*Superintendent Pharmacist, St. Francis Hospice and Blanchardstown*



**Olivia Buckley,**  
*Galway Hospice*

**Paula Reynolds,**  
*Pharmacist*

**Sharon M. Byrne,**  
*Our Lady's Hospice*

**Aoife Harrington,**  
*Senior Pharmacist, LauraLynn Ireland's Children's Hospice*

## 1.1.c Ethics Forum

The Ethics forum was established in September 2022 and has met twelve times. The focus of the work was on the upcoming Assisted Dying Legislation. The outcome of this work was the development of an IAPC position paper. This paper has been widely disseminated and was very well received by members and stakeholders alike. The IAPC provided public relations training which facilitated the members of the forum to develop the key messages of this position paper and how best to deliver them. The IAPC received an invitation from the Joint Oireachtas Committee and Dr. Hannah Linane and Dr. Una Molly Advanced Nurse Practitioner, represented the IAPC membership and its response to upcoming legislation.

### Ethics Forum members

**Hannah Linane, Chair,**  
*Chair - IAPC, Fellow in Adolescent and Young Adult Palliative Medicine*

**Bernadette Brady, Vice Chair,**  
*Consultant in Palliative Medicine in Our Lady's Hospice, Harold's Cross*

**Miriam Colleran, Resigned,**  
*Consultant Palliative Care*

**David Smith**  
*Ass Prof. of Health Care Ethics and Director of the MSc in Health Care Ethics and Law in RCSI*

**Una Molloy, Secretary**  
*Clinical Nurse Specialist*

**Niall Manktelow, Resigned,**  
*Chief Pharmacist*

**Gillian Ruftim, Resigned,**  
*End of Life Co-Ordinator, Nurse and Midwife, MSc in healthcare ethics and law in RCSI*

**Elisabeth Koch,**  
*Occupational Therapist*

**Daniel Nuzum,**  
*Adjunct lecturer in the Department alongside his work as a healthcare chaplain*



### 1.1.d. Nursing Forum

The nursing forum was established in March of 2023, and have met 4 additional times since then. There was a brief hiatus due to the leadership of the forum being on leave, however that has been addressed and work will continue to progress. One of the outcomes that the forum will pursue, is the development of collaborative training and conferences with ICS and IHF, in an effort not to duplicate work streams. Many thanks to Dr. Stacey Power, Bettina Korn, Julie Goss and Lasarina Maguire who formed the leadership working group to establish the forum. Below you will find a breakdown of representation on the Nursing Forum





## **Nursing Forum Members**

### **Aislinn O Rourke,**

*Clinical Nurse Specialist, St. Francis Hospice Dublin*

### **Bettina Korn,**

*End of Life Care Coordinator, St. James Hospital*

### **Caoimhe Wade,**

*Clinical Nurse Specialist, CHI (Crumlin) LauraLynn Hospice*

### **Cathy Killeen,**

*Night Nursing Education Development Co-ordinator, Irish Cancer Society*

### **Deborah Murphy,**

*Clinical Nurse Specialist, University Hospital Waterford*

### **Eimear Hallissey,**

*Clinical Nurse Manager, Kerry Community Services PC*

### **Geraldine Purcell,**

*Lecturer in Nursing, South East Technological University*

### **Julie Goss,**

*Advanced Nurse Practitioner, Our Lady's Hospice Dublin*

### **Lasarina Maguire,**

*Night Nurse, Irish Cancer Society*

### **Linda Rogers,**

*Advanced Nurse Practitioner Specialist, Naas General Hospital*

### **Mary Burke,**

*Clinical Nurse Specialist, Galway University Hospital*

### **Paula Ward,**

*Palliative Care Advanced Nurse Practitioner, Midland Regional Hospital*

### **Shauna Munir,**

*Advanced Nurse Practitioner, Our Lady's Hospice, Dublin*

### **Stacey Power,**

*Lecturer/Ass Prof. in Nursing Childrens, University College Dublin*

### **Tina Bolger,**

*Clinical Nurse Specialist, Kerry Hospice*

### **Valerie Walsh,**

*Palliative Care Clinical Nurse Specialist, Wicklow Hospice*

### **Zara Fay,**

*Clinical Nurse Specialist / Ass Prof. in Palliative Care, St. Francis Hospice/Trinity College*



## 8. Goal No 2.

### Promote the IAPC, Communicate with members and grow membership

#### 2.1 Connect

- In June of 2023 Stephen Cogan left the organisation to pursue his own marketing company and we were very fortunate to have a successful recruitment process, resulting in the employment of Zara O'Reilly Dempsey in September. I look forward to the communications strategy growing and improving over the current strategic plan.
- Development of the website is well under way and will be launched at the 2023 AGM. This has taken a lot of time and hard work to get the website to where it is, however there will be follow up work to finalise following the AGM. The website will form a large portion of our communications with members. When finalised, the website will be continually monitored and updated, as an ongoing work stream.
- Our IAPC newsletter continues to be widely read and contains updates on all of the IAPC ongoing work streams. We also endeavour to keep members up to date on upcoming events and conferences, together with any new policy developments. This keeps our members informed of the work that is being carried out on their behalf. We intend to re-vamp the newsletter with a view to making it more interactive and accessible.
- Over the course of the current strategic plan, we intend to carry out an extensive membership recruitment process. This will strengthen our voice and will further embed our association as a multi-disciplinary representative of palliative care professionals.



## IAPC X (formally Twitter) Page Annual Report January – November 2023

The annual review of the IAPC Twitter page for the period of January to November 2023 provides an overview of key performance indicators, revealing trends in audience engagement and content interaction.

### Key Performance Indicators:

**Overall Impressions:** The Twitter page experienced variations in impressions throughout the year, peaking at 23.3K and later decreasing to 12.6K. November recorded 6.1K impressions.

**Engagement Rates:** Engagement rates displayed fluctuations, reaching a high of 6.2% and later stabilizing at 3.1% in the most recent period.

**Link Clicks:** Link clicks remained consistent, averaging 2 per day across reported periods, indicating sustained interest in shared content.

**Retweets without Comments:** Instances of retweets without comments remained nominal, indicating a steady but limited engagement in content amplification.

**Likes:** Likes showed variability, peaking at 132 and subsequently stabilizing at 90.

**Replies:** Interactions via replies were limited, indicating a consistent but modest level of direct engagement. This is something we hope to grow in 2024.

## IAPC Mailchimp report January-November 2023

This report conducts a thorough examination of the marketing and communications metrics for the Irish Association for Palliative Care from January-November 2023.

### Key Metrics (over the previous 9 months):

**Recipient Engagement:** A monthly average of 271 recipients.

**Deliverability:** An average of 99.1% successful deliveries per month.

**Open Rates:** An average of 164 opens per month, translating to a 60.6% open rate.

**Click-Through Rates:** An average of 63 clicks per month, resulting in a 38.6% click-through rate.

**Unsubscribed:** No instances of unsubscribed recipients.



## 9. Goal No. 3. Advocate, influence and grow

### 3.1 Reach Out

IAPC continue to engage with relevant and related stakeholders in the palliative care environment. We forged new relationships with stakeholders and continued to collaborate with our existing partners.

- An extensive membership recruitment process will commence in 2024 with a view to ensuring our multi-disciplinary voice is reflected within the membership
- As the website is almost finalised we will have the outputs outlined in the Strategic plan up and running by the end of this year.
- A new section on the website will direct the public to organisations that can assist them while seeking information on Palliative Care provision.
- Ethics forum have completed a position paper on Assisted Dying to respond to the upcoming legislation. This paper was widely disseminated and was a welcome addition to the policy discussion on Assisted Dying.
- Ethics forum members presented to the Joint Oireachtas Committee on Assisted Dying on the 21st of November 2023.
- Due to lack of staffing and other internal events, IAPC was not represented at conferences or seminars. This should improve substantially in 2024.
- IAPC will develop social media outlets in the coming year.



## 10. Goal No. 4

### Ensure the efficient delivery of the strategic objectives

#### 4.1 Governance

##### 4.1.1 Secretary's Report 2022/2023 – Dr. Ciara McGrath

- The Secretary who served from November 2021 is Dr. Ciara McGrath, and who will step down at the 2023 AGM. The Directors and Secretary had no interests in the share capital of the company at the beginning and end of the year. In accordance with the Constitution, the Directors retire by rotation and, being eligible offer themselves for re-election. It must be noted that a great thanks is due to all members of the Board for their huge contribution to the steady growth and development of the organisation.
- Governance: All policies and procedures all fully up to date and have been maintained throughout the year.
- Staffing As previously mentioned the IAPC were one of the successful applicants for funding of the organisation through POBAL. The funding is granted for three years for three part-time employees.
- Staff of the IAPC 2021/2022 Ms. Jacinta Cuthbert, CEO Ms. Cathy Herbert, Accounts and Administration Officer Ms. Zara O'Reilly Dempsey, Communications and Digital Marketing Officer (joined in September 2023).
- Discussions for the recruitment of the new CEO will commence in the new year, with a succession plan completed by September 2024.
- Staff and Board members have, throughout the year, received relevant training to enhance their position. The Ethics Forum together with the Board received specialist training in communications. This was to assist in the delivery of media questions and presentation to the Joint Oireachtas Committee on Assisted Dying. All new board members must attend the training delivered through Carmichael on the "Role of Board Members".





- The CEO was successful in increasing the overall funding streams for the organisation in 2022/23. Receiving POBAL funding to June 2025 for three part-time positions which substantially increased the overall funding streams. Funding for the license for the Ex-Ordo platform was also obtained through Hospital Saturday Fund. In developing the website plan, we also obtained funding through HSE/Lotto funds to cover most of the costs of the website development. Our website developer Little Blue Studios also named IAPC as their CSR Partner for 2023, resulting in a much reduced rate for the website development. We have also received funds through Paypal and other donations. Staff will continue to research and apply for additional funding to ensure the delivery of a sustainable work plan.

#### 4.1.2 Treasurers Report – Dr. Maria Walsh

##### **Financial support:**

In addition to its membership subscriptions, it is essential to the sustainability of the IAPC, to continue to research additional funding strands. The association would like to acknowledge the funding it receives through Health Service Executive (HSE), POBAL SSNO, Carmichael training grant for Board Members, Hospital Saturday Fund for support of the Exordo platform for the Education and Research Seminar 2023 and HSE/Lotto for providing the IAPC with a grant that has supported the development of the new website. We would also like to acknowledge Little Blue Studios who developed our website and selected the IAPC as their CSR partner for 2023.

##### **Grant-Aid:**

The IAPC is funded and its financial viability guaranteed by grant-aid. POBAL have granted the IAPC funding until June 2025 for the three part time staff. The Health Service Executive (HSE) has continued to provide the IAPC with an untied operational grant in 2023. Its continued provision by HSE Primary Care and Services for Older Persons requires an annual assessment and reporting by the CEO and the Treasurer. The continuation of this grant is of critical importance in order to facilitate the ongoing work of the IAPC. The IAPC are very grateful for the ongoing and continued funding received through our funders.

You will notice that the income level has increased which is predominantly due to the POBAL funding and an increase in membership fees. There is a large increase in expenditure, mostly due to the increased number of staff and related regulatory payments.

Reserves Policy IAPC has set a reserves policy and account, that requires reserves to be maintained at a level that ensures that the organization can continue to provide a stable and quality service and to cover unrestricted expenditure for a set period. Together with all contractual obligations and any other associated costs that would arise from the winding up of the organisation, in the event that this was necessary. It is also there for any large unexpected costs defending the charity's interests that may arise.

I would like to thank the IAPC staff for ensuring the continued fiscal efficiency of the association. I would also like to thank our Auditor Kelly Kelliher and Company who have provided the IAPC with excellent financial support.



## 11. Goal 4.A Implement and evaluate the Strategic Plan

### 4.A.1 Governance Implementation

#### **Board Meetings:**

The Board met seven times during the financial year. As agreed, as part of the strategic plan September 2021/December 2022 the Board by the year end will also have held two review meetings, conducted by an external facilitator. These review meetings are to assess and score our outputs by comparison to our goals. To ensure accessibility, it has been agreed that all meetings were to be held in a virtual capacity. The AGM is being held today 23rd of November and will follow with a meeting of the new Board.

#### **Review/Strategic Plan**

As you are aware the IAPC underwent a strategic consultation and engaged an external facilitator to assist with this work. We developed the new strategic plan “Reach in – Reach out” which covers the period January 2023 to June 2025. As we now have three members of staff, we will strive to achieve all of our goals by the end of the strategic planning period.

- Workplans have been developed in line with the strategic plan for each member of staff and are reviewed at board meetings.
- IAPC have engaged an external facilitator who works with the staff and board to bi-annually review the work of the organisation and to ensure we are maintaining our objectives and goals through outputs.
- The IAPC have and will continue to prepare annual reports and financial statements to be presented to the membership at the AGM.
- Annual reports together with financial statements are submitted in a timely manner to our funders POBAL, HSE, HSF and Lotto. We are very grateful for the continued support we have received which allows us to continue our work in line with the strategic plan.
- The CEO and staff team will continue to seek additional funding to further enhance the foundation of the association.

# 12. Annual Accounts 2022

Company registration number: 475267

## Irish Association for Palliative Care

(A Company Limited by Guarantee and not having Share Capital)

## Financial statements

for the financial year ended 31 December 2022



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## Directors and other information

|                   |  |
|-------------------|--|
| Directors         | Hannah Linnane Chair<br>Bettina Korn Vice Chair<br>Maria Walsh Treasurer<br>Eimear O'Dwyer<br>Julie Goss<br>Ciara McGrath<br>Stacey Power Walsh<br>Aidan McKiernan<br>Lasarina Maguire<br>Daniel Nuzum<br>Lauren Boland<br>Cliona Lorton<br>John Allen<br>Elizabeth O'Donoghue |
| Secretary         | Ciara McGrath  |
| Company number    | 475267   |
| Registered office | Carmichael House<br>4 Brunswick Street North<br>Dublin 7   |
| Auditor           | Kate Kelly FCA<br>129 Upper Main Street<br>Castleisland<br>Co. Kerry   |
| Accountant        | Kelliher Kelly & Co.<br>129 Upper Main Street<br>Castleisland<br>Co. Kerry   |
| Bankers           | Bank Of Ireland<br>Smithfield<br>Dublin 7  |



Irish Association for Palliative Care

(A Company Limited by Guarantee and not having Share Capital)

## Directors' report

The directors present their annual report and the audited financial statements of the company for the financial year ended 31 December 2022.

### Directors

The names of the persons who at any time during the financial year were directors of the company are as follows:

Hannah Linnane Chair  
Bettina Korn Vice Chair  
Maria Walsh Treasurer  
Eimear O'Dwyer  
Julie Goss  
Ciara McGrath  
Stacey Power Walsh  
Aidan McKiernan  
Lasarina Maguire  
Daniel Nuzum

### Principal Activities

The principal activity of the company is to promote palliative care nationally and internationally through education, publication and representation on national and international bodies. The organisation is a registered charity with the registration number CHY14939.

### Dividends

During the financial year the directors have not paid any dividends or recommended payment of a final dividend.

### Accounting Records

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at the registered office of the company.



## Relevant Audit Information

In the case of each of the persons who are directors at the time this report is approved in accordance with section 332 of Companies Act 2014:

- so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

This report was approved by the board of directors on 23 May 2023 and signed on behalf of the board by:

Hannah Linnane,  
Director,  
Chair

Maria Walsh,  
Director,  
Treasurer



## Directors' Responsibilities Statement

The directors are responsible for preparing the directors report and the financial statements in accordance with applicable 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" applying Section 1A of that Standard, issued by the Financial Reporting Council. 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 judgments and accounting 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 directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, 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.





## Independent Auditor's Report to The Members

### Opinion

I have audited the financial statements of Irish Association for Palliative Care (the 'company') for the financial year ended 31 December 2022 which comprise the profit and loss account, statement of income and retained earnings, balance sheet and notes to the financial statements, including a 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 my opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2022 and of its profit for the financial 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 prepared in accordance with the requirements of the Companies Act 2014.

### Basis for opinion

I conducted my audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. I am independent of the company in accordance with the ethical requirements that are relevant to my audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.



### Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require me 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 my auditor's report thereon. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

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

I 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, I report that:

- in my opinion, the information given in the directors' report is consistent with the financial statements; and
- in my opinion, the directors' report has been prepared in accordance with applicable legal requirements.

I have obtained all the information and explanations which I consider necessary for the purposes of my audit.

In my opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and 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, I have not identified material misstatements in the directors' report.

The Companies Act 2014 requires me to report to you if, in my opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. I 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, 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 the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the 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

My 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 my 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.

As part of an audit in accordance with ISAs (Ireland), I exercise professional judgment and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If I conclude that a material uncertainty exists, we are required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



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

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

Kate Kelly FCA

Kate Kelly FCA  
129 Upper Main Street  
Castleisland  
Co. Kerry

23 May 2023



## Profit and Loss Account

Financial year ended 31 December 2022

|                                | Note | 2022<br>€ | 2021<br>€ |
|--------------------------------|------|-----------|-----------|
| <b>Income</b>                  |      |           |           |
|                                |      | 115,329   | 90,929    |
| <b>Gross surplus</b>           |      | 115,329   | 90,929    |
| Distribution costs             |      | (3,097)   | (7,476)   |
| Administrative expenses        |      | (97,987)  | (65,935)  |
| <b>Operating surplus</b>       |      | 14,245    | 17,518    |
| <b>Surplus before taxation</b> |      | 14,245    | 17,518    |
| Tax on surplus                 |      | -         | -         |
| Surplus for the financial year |      | 14,245    | 17,518    |

The company has no other recognised items of income and expenses other than the results for the financial year as set out above.



## Statement of Income and Retained Earnings

*Financial year ended 31 December 2022*

|  | 2022    | 2021    |
|--|---------|---------|
|  | €       | €       |
| Surplus for the financial year                       | 14,245  | 17,518  |
| Retained Earnings at the start of the financial year | 115,008 | 97,490  |
| Retained Earnings at the end of the financial year   | 129,253 | 115,008 |



## Balance Sheet

As at 31 December 2022

The notes on pages 11 to 16 form part of these financial statements.

|  | Note | 2022<br>€ | 2021<br>€ |
|--|------|-----------|-----------|
| <b>Fixed Assets</b>                          |      |           |           |
| Tangible assets                              | 7    | 997       | 1,298     |
|  |      | 997       | 1,298     |
| <b>Current Assets</b>                        |      |           |           |
| Debtors                                      | 8    | 5,285     | 3,861     |
| Cash at bank and in hand                     |      | 131,280   | 116,381   |
|  |      | 136,565   | 120,242   |
| <b>Creditors:</b>                            |      |           |           |
| amounts falling due within one year          | 9    | (8,309)   | (6,532)   |
|  |      |           |           |
| <b>Net Current Assets</b>                    |      | 128,256   | 113,710   |
| <b>Total assets less Current Liabilities</b> |      | 129,253   | 115,008   |
|  |      |           |           |
| <b>Net Assets</b>                            |      | 129,253   | 115,008   |

## Capital and Reserves

|                                |  |         |         |
|--------------------------------|--|---------|---------|
| Income and Expenditure account |  | 129,253 | 115,008 |
| <b>Members funds</b>           |  | 129,253 | 115,008 |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with Section 1A of FRS 102 Financial Reporting Standard applicable in the UK and Republic of Ireland'.

These financial statements were approved by the board of directors on 23 May 2023 and signed on behalf of the board by::

Hannah Linnane,  
Director,  
Chair

Maria Walsh,  
Director,  
Treasurer





# Notes to the financial statements

*Financial year ended 31 December 2022*

## 1. General information

The company is a private company limited by guarantee, registered in Ireland. The address of the registered office is Carmichael House, 4 Brunswick Street North, Dublin 7.

## 2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102 Section 1A, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

## 3. Accounting policies and measurement bases

### Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

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

### Turnover

Turnover is measured at the fair value of the consideration received or receivable for goods supplied and services rendered, net of discounts and Value Added Tax.

Revenue from the sale of goods is recognised when the significant risks and rewards of ownership have transferred to the buyer, usually on despatch of the goods; the amount of revenue can be measured reliably; it is probable that the associated economic benefits will flow to the entity and the costs incurred or to be incurred in respect of the transactions can be measured reliably.

When the outcome of a transaction involving the rendering of services can be reliably estimated, revenue from the rendering of services is measured by reference to the stage of completion of the service transaction at the end of the reporting period.

When the outcome of a transaction involving the rendering of services cannot be reliably estimated, revenue is recognised only to the extent that it is probable the expenses recognised will be recovered.



## Tangible assets

Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in profit or loss. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in profit or loss.

## Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

- If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

## Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.



Notes to the financial statements (continued)  
Financial year ended 31 December 2022

## Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the company will comply with the conditions attaching to them and the grants will be received.

Government grants are recognised using the accrual model and the performance model.

Under the accrual model, government grants relating to revenue are recognised on a systematic basis over the periods in which the company recognises the related costs for which the grant is intended to compensate. Grants that are receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the entity with no future related costs are recognised in income in the period in which it becomes receivable.

Grants relating to assets are recognised in income on a systematic basis over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income and not deducted from the carrying amount of the asset.

Under the performance model, where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.



## Financial instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

Where investments in non-convertible preference shares and non-puttable ordinary shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in profit or loss.

All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in profit or loss, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss immediately.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised in profit or loss immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.



## 4. Limited by guarantee

The organisation is a charitable company and is limited by guarantee not having a share capital. Consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on the winding up such amounts as may be required not exceeding one euro (€).

## 5. Staff costs

The average number of persons employed by the company during the financial year, including the directors was 3 (2021: 2).

The aggregate payroll costs incurred during the financial year were:

|                        | 2022   | 2021   |
|------------------------|--------|--------|
|                        | €      | €      |
| Wages and salaries     | 67,361 | 45,134 |
| Social insurance costs | 6,839  | 4,395  |
|                        | 74,200 | 49,529 |

## 6. Appropriations of profit and loss account

|                                    | 2022    | 2021    |
|------------------------------------|---------|---------|
|                                    | €       | €       |
| At the start of the financial year | 115,008 | 97,490  |
| Surplus for the financial year     | 14,245  | 17,518  |
| At the end of the financial year   | 129,253 | 115,008 |



## 7. Tangible assets

|  | Fixtures fittings<br>and equipment<br>€ | Total<br>€ |
|--|---|------------|
| <b>Cost</b>                            |   |            |
| At 1 January 2022 and 31 December 2022 | 2,408                                   | 2,408      |
| <b>Depreciation</b>                    |   |            |
| At 1 January 2022                      | 1,110                                   | 1,110      |
| Charge for the financial year          | 301                                     | 301        |
| At 31 December 2022                    | 1,411                                   | 1,411      |
| <b>Carrying amount</b>                 |   |            |
| At 31 December 2022                    | 997                                     | 997        |
| At 31 December 2021                    | 1,298                                   | 1,298      |

## 8. Debtors

|               | 2022<br>€ | 2021<br>€ |
|---------------|-----------|-----------|
| Trade debtors | 205       | 2,060     |
| Other debtors | -         | 1,049     |
| Prepayments   | 5,080     | 752       |
|               | 5,285     | 3,861     |

## 9. Creditors

### Amounts Falling Due Within One Year

|  | 2022<br>€ | 2021<br>€ |
|--|-----------|-----------|
| Amounts owed to credit institutions                | 76        | 362       |
| Other creditors including tax and social insurance | 5,753     | 4,705     |
| Accruals   | 2,480     | 1,465     |
|  | 8,309     | 6,532     |



## 10. Approval of financial statements

The board of directors approved these financial statements for issue on 23 May 2023.



The following page does not form part of the statutory accounts.

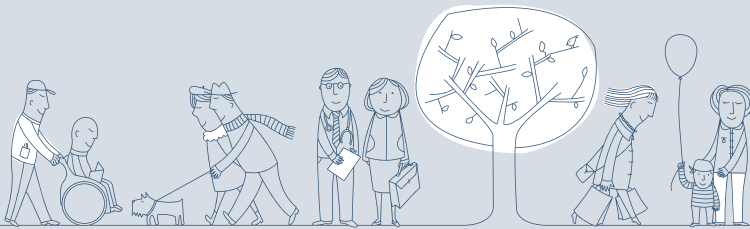




## Detailed profit and loss account

Financial year ended 31 December 2022

|                                 | 2022      | 2021     |
|---------------------------------|-----------|----------|
|                                 | €         | €        |
| <b>Income</b>                   |           |          |
| Membership                      | 10,410    | 6,920    |
| Education and Research Seminar  | 4,700     | 4,440    |
| HSE Grant                       | 23,482    | 23,482   |
| Pobal Grant                     | 73,189    | 51,539   |
| Other Grants                    | 3,500     | 4,500    |
| Other income                    | 48        | 48       |
|                                 | 115,329   | 90,929   |
| Gross surplus                   | 115,329   | 90,929   |
| Gross surplus percentage        | 100.0%    | 100.0%   |
| <b>Overheads</b>                |           |          |
| <b>Conference Costs</b>         |           |          |
| Annual Seminar (E Forum)        | (3,097)   | (7,476)  |
| <b>Administrative Expenses</b>  |           |          |
| Wages and salaries              | (67,361)  | (45,134) |
| Employer's PRSI contributions   | (6,839)   | (4,395)  |
| Rent payable                    | (5,246)   | (4,164)  |
| Insurance                       | (638)     | (891)    |
| Photocopying and postage        | (3,731)   | (2,841)  |
| Stationery and office supplies  | (1,386)   | (1,309)  |
| Telephone                       | (1,366)   | (957)    |
| Computer costs                  | (1,966)   | (1,823)  |
| Travelling and subsistence      | (758)     | -        |
| Recruitment cost                | -         | (90)     |
| Representation                  | (1,686)   | (910)    |
| Co Secretary/Consultancy fees   | -         | (938)    |
| Audit and Accountancy Fees      | (2,480)   | (1,373)  |
| Bank charges                    | (579)     | (413)    |
| Board Expenses                  | (650)     | (395)    |
| Bad debts                       | (3,000)   | -        |
| Depreciation of tangible assets | (301)     | (302)    |
|                                 | (101,084) | (73,411) |
| Operating surplus               | 14,245    | 17,518   |
| Operating surplus percentage    | 12.4%     | 19.3%    |
| Surplus before taxation         | 14,245    | 17,518   |



Established in 1993 as an all-island body with the purpose of promoting palliative care nationally and internationally, the Irish Association for Palliative Care (IAPC) is a multidisciplinary membership non-government organisation. The intention of the founders was that IAPC would be identified by its inclusiveness and would encompass the whole island of Ireland.

The IAPC membership reflects the entire spectrum of all those who work in or have a professional interest in the provision of palliative care. This includes doctors, nurses, social workers, chaplains and pastoral carers, pharmacists, psychologists, physiotherapists, occupational therapists, dietitians, as well as executive staff, academics and educators. Membership also includes clinicians and allied health professionals working in related areas such as geriatrics, oncology, psycho-oncology, paediatrics, and pain management.

The IAPC is organised around a number of working groups designed to create forums aimed at promoting best practice, professional development, research and learning in palliative care. education and research.

## Irish Association for Palliative Care

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[www.iapc.ie](http://www.iapc.ie) for more information and on-line membership application