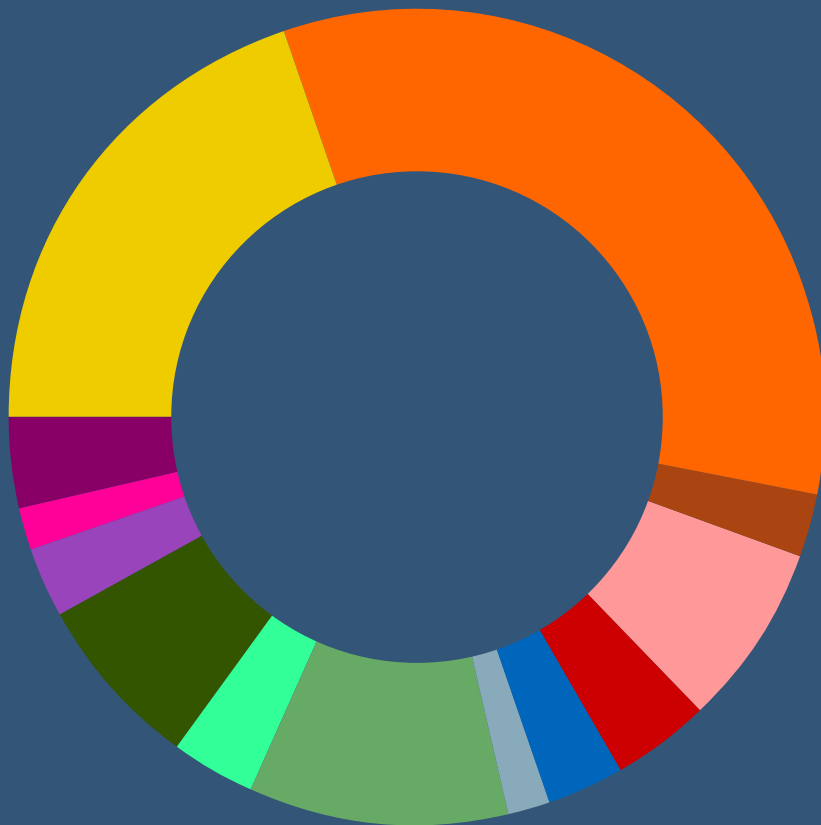


IAPC Annual Report 2023/2024



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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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 Ethics Forum** - *active*
- **IAPC Nursing 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 health care 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.

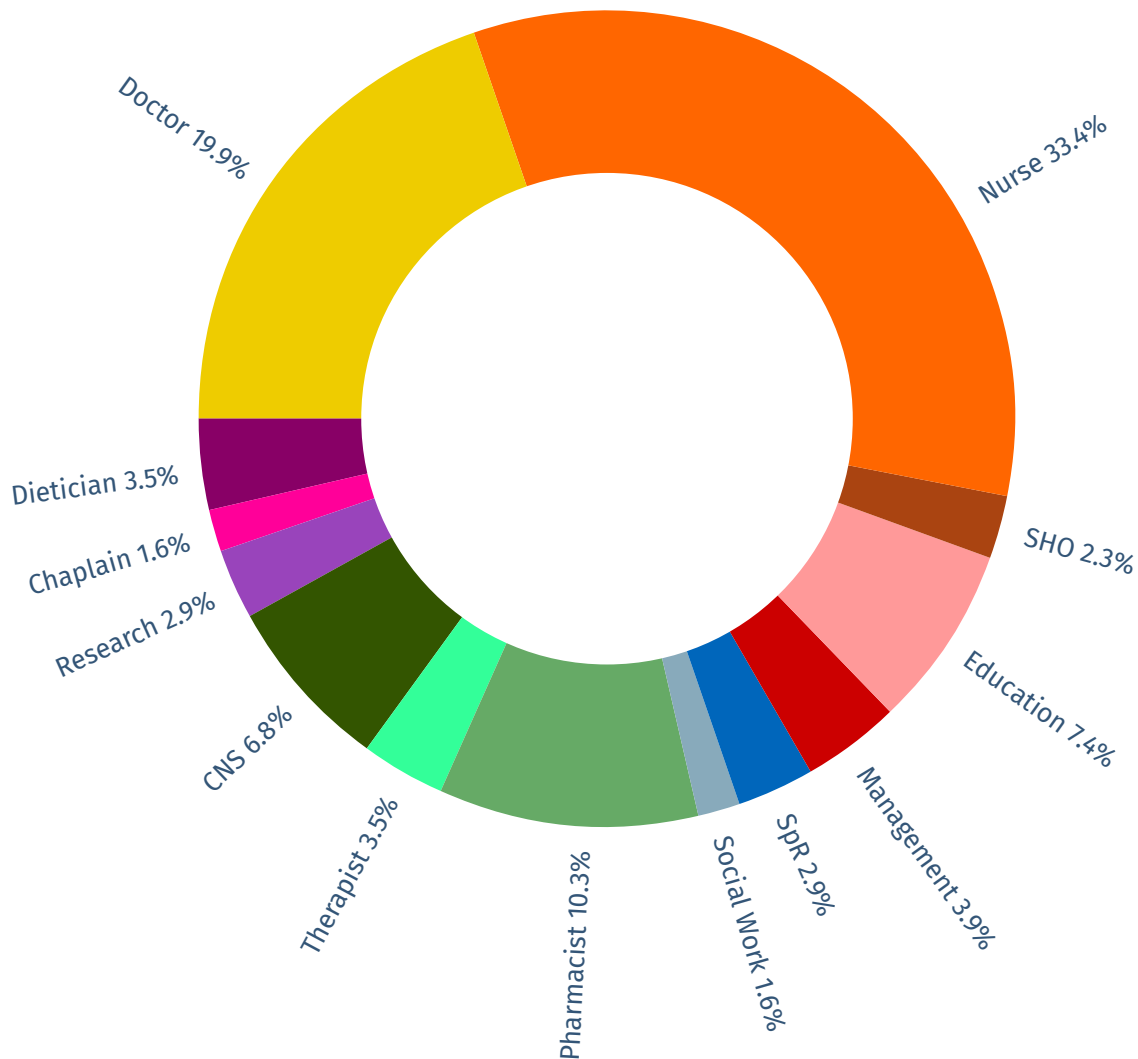
The key role of the Board of IAPC is to provide efficient and effective leadership for the Organisation within a framework of practical controls. The Board performs three roles. It firstly provides strategic direction to IAPC based on listening to, understanding and representing the needs of the members 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 2023/4

With 300 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.



INTERACTIVE MAP

Local Services

LOCATIONS:

- Antrim
- Carlow
- Cavan
- Clare
- Cork
- Donegal
- Dublin
- Galway
- Kerry
- Kildare
- Kilkenny
- Laois
- Leitrim
- Limerick
- Longford





4. Chair Report

– Dr. Hannah Linane

I would like to welcome you all to the 14th AGM of the Irish Association for Palliative Care.

The IAPC represents a membership and community of professionals working to deliver excellent palliative care across the island of Ireland. It serves as a vehicle to deliver information and collegial support to one another. It represents an opportunity for our membership to have a voice in service developments and ethical issues affecting palliative care in Ireland.

The board and the CEO continue to steer the associations activities in a way that fulfils the goals of our most recent strategic plan (January 2023 to June 2025).

Goal No. 1

To harness and further develop new opportunities for members to network

Fora

Our thanks to the Education and Research Forum who organised and delivered on our Education and Research Seminar in 2024. The event was extremely well received and provided a key opportunity for members to network and share learning. The nursing, pharmacy and ethics fora provide a platform to discuss topical and relevant issues that impact on the delivery of palliative care across the island.

All Island focus

We hope to further enhance our collaboration with services in the North of Ireland in order to enhance learning and clinical service provision for all.



Goal No. 2

Promote the IAPC, communicate with members and grow membership

Communication

The IAPC has developed a new website facilitating ease of navigation and inclusion of useful resources. Our monthly newsletter and social media presence continues to update our members about events and activities in the Association.

Collaboration

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). EAPC Board Member Prof. Sonja McIlpatrick contributed a piece to our most recent strategic plan. Our relationship with the All Ireland Institute of Hospice and Palliative Care (AIHPC) was enhanced through representation of the IAPC on the Children's Palliative Care Conference Organising Committee. The Irish Palliative Medicine Consultants Association (IPMCA) has representation on our IAPC board. We have engaged with the Irish Hospice Foundation (IHF) 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.

Goal No. 3

Advocate influence and grow

The IAPC fora continue to develop and we will continue to support them in their goals and vision. This annual report will facilitate updates from the chairs of the respective fora.

Goal No. 4

Ensure the efficient delivery of the strategic objectives

Governance

The 2023 AGM in November fulfilled regulatory requirements. It coincided with our IAPC Lecture Series in which Dr. Rebecca Tiberini delivered an excellent presentation on an interprofessional approach to rehabilitative palliative care.

To Conclude

It has been my absolute pleasure to act as Chairperson of the Board of the IAPC. I am delighted to welcome Dr. Esther Beck as the new Chairperson and wish her every success in the role. I want to thank our dedicated board, our staff and our membership. Your handwork, dedication and support have been invaluable to the Association throughout the duration of my time as Chair.



IAPC Board of Directors

Dr. Hannah Linane, *Chair IAPC, Locum Palliative Medicine Consultant and PhD Candidate*

Dr. Esther Ruth Beck, *Senior Lecturer in Nursing, Associate Post Graduate Tutor*

Dr. Cliona Lorton, *Secretary, Consultant in Palliative Medicine, Our Lady's Hospice & Care Services, Wicklow Hospice*

Ms. Liz O'Donoghue, *Treasurer, Referrals Development Coordinator, LauraLynn Children's Hospice, Dublin*

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

Dr. John Allen *Consultant in Paediatric Palliative Care, Children's Health Ireland at Crumlin*

Dr Daniel Nuzum, *Pastoral Care and Education, Cork University Hospital and Marymount University Hospital and Hospice, Adjunct Lecturer, College of Medicine and Health, University College Cork.*

Dr Stacey Power Walsh, *Assistant Professor at University College Dublin.*

Mr. Jide Afolabi, *Clinical Specialist physiotherapist in palliative care, Our Lady's Hospice and Care Services, Harold's Cross with supervisory roles on the Blackrock and Wicklow campuses.*

Dr. Mary Ann Larkin, *Consultant in Palliative Medicine, Milford Care Centre and HSE Mid-West Region.*

Ms. Eimear Hallissey, *CNM3, Kerry Specialist Palliative Care Services*

Dr. Felicfty Hasson, *Senior Lecturer in the Institute of Nursing Research at Ulster University*

Ms. Deirdre Hickson, *CNM3, Roscommon Community Palliative Care*



5. CEO Update

It's hard to believe it's this time of the year again, it is now my 6th and final AGM with the IAPC. As you are aware I will be leaving the IAPC in June of 2025 as I believe it is time for a new person, with new ideas and passion to take on the mantle. I would like to take this opportunity to thank you for all the support I have received over those years. I would especially like to acknowledge the hard and consistent work that was provided by our team Cathy and Zara, they have developed the IAPC into a professional and efficient organisation. I know they will provide the same support and continued professionalism to the new incumbent.

As you will see from the following report, the year has been an extremely busy and productive one. We have continued to support the Fora which in turn supports our members. It is a large part of the work of the organisation and has been extremely fruitful and productive.

The seminar was in person this year and provided a well needed opportunity for our members to network and to showcase their research to their peers. We will ensure that future seminars continue to provide that space. The organisation of the seminar is approximately 10 months so it does represent a significant portion of the staff team workplan. However given it's relevance to our members through networking and showcasing, it is vital that it remains supported and developed.

As you know, we launched the new IAPC website at the AGM last year, however there were still a number of issues to iron out. We finalised the website in February of this year and it has proven to be a valuable resource to both professionals in health care and the general public. It is our intention to ensure that the website remains relevant through constant upgrading.

The Governance of the organisation, including all regulatory requirements are maintained and reported in a timely fashion. As a small charity it is of vital importance to maintain our current compliance standards.

I look forward to the next few months and the recruitment of a new CEO for the IAPC, it is exciting times for the organisation and will without doubt ensure the continued growth and development of the organisation.

Thank you

Jacinta

IAPC Strategic Goals

1

To harness and further develop new opportunities for members to network

2

Promote the IAPC, communicate with members and grow membership.

3

Advocate influence and grow

4

Ensure the efficient delivery of the strategic objectives



6. Goal No. 1

Harness and further develop spaces for members

6.1 Reach In

6.1.1 Lecture Series



Plenary Speaker: **Rebecca Tiberini**

Topic: **Rehabilitative Palliative Care -
an interprofessional approach**

Rebecca is the Strategy and Integration Director at St Michael's Hospice in Hastings. As a Clinical Director and specialist palliative care physiotherapist by background, Rebecca leads the strategic development of clinical palliative care services with a focus on interdisciplinary initiatives and integrated partnership opportunities.

Rebecca is passionate about enabling people to live fully until they die and is the lead author of Hospice UK guidance for best practice Rehabilitative Palliative Care. This seminal work has influenced the adoption and implementation of Rehabilitative Palliative Care by hospices and palliative care services across the UK and abroad.

With over 17 years of experience, the IAPC was delighted to welcome Rebecca Tiberini as our Plenary Speaker in November 2023. . As a specialist physiotherapist and lead author of 'Rehabilitative Palliative Care – A Challenge for the 21st Century', published by Hospice UK, she passionately advocates for the role of allied health professionals. Chairing the European Association of Palliative Care Rehabilitation Taskforce, Rebecca's influence extends globally. Her commitment to person-centered care is evident in her consultancy and educational roles, guiding individuals and leaders in adopting Rehabilitative Palliative Care.



6.2 2024 IAPC Education and Research Report

Plenary Speaker: **Dr. Peter May**

Topic: **Ready for the future?
Projected palliative care needs, healthcare costs and outcomes
among people aged over 50 in Ireland**



Dr. Peter May

Peter May is Senior Lecturer in Health Economics at the Cicely Saunders Institute of Palliative Care, Policy and Rehabilitation in King's College London, and Adjunct Associate Professor of Health Economics at the School of Medicine, Trinity College Dublin. He specialises in quantitative analysis of palliative and end-of-life care: how many people will live and die with serious illness, what are the most (cost-)effective treatments for this population, what are the wider implications for families and societies? He works with teams in the UK, European Union and United States conducting research on the economics of serious illness and disability, including randomised trials, quasi-experiments in big data, and decision modelling. Prior to joining King's in 2023, Dr. May worked for more than ten years at Trinity and The Irish Longitudinal Study on Ageing (TILDA). Dr. Peter May's plenary session gave us a fascinating insight into the future of palliative care in Ireland.



6.3 Education and Research workshops

To further enhance the Education aspect of the Seminar, three workshops were held to support the theme of Ensuring Dignity: Ethical reflections in Palliative Care'. These workshops were held one week each following the seminar:

Workshop 1

Topic: **Assisted Decision Making (Capacity) Act: Implications for Palliative Care**

Chair: **Dr. Thomas Hefferon**

Presenter: **Prof. Shaun O' Keeffe,**
Consultant Geriatrician and Honorary Personal Professor

Workshop 2

Topic: **Assisted Dying, How Can we Protect our Specialty?**

Chair: **Dr. Esther-Ruth Beck**

Presented by: **Dr. Mathew Dore,**
Palliative Care Consultant, Northern Ireland Hospice

Workshop 3

Topic: **Palliative Care, Dignity and Intellectual Disability**

Chair: **Barbara Sweeney**

Presented by: **Dr. Owen Doody,**
Registered Nurse Intellectual Disability



6.4 Platform Presentation Winner

Dr. Lauren Boland's presentation on **"Empower: An Occupational Therapy Self-Management Anxiety Group Programme for Community Based Palliative Care Patients"**, highlighting proven innovative approaches to care.

There were also highly commended platform presentations, as the competition was so high:

→ Platform Highly Commended

Author: **Dr. Noreen O'Shea**

Topic: **Defining the Palliative Care Needs of People with Tauopathies: A Cross-Sectional Study**

Author: **Ms. Zhuangshuagh Li**

Topic: **Exploring Chinese Diaspora Understanding and Experiences of Advance Care Planning: A Qualitative Study**

Author: **Dr. Jennifer Hayes**

Topic: **Does Simulation have a Role to Play in End-of-Life Medical Education?**

Platform Presentations Feedback

- *'Platform presentations were really good. Very informative and very diverse topics. many thanks to all presenters'*
- *'Pain amongst older people in Ireland - thought that it was very impactful to see the data among the pain prevalence'*
- *'Empower presentation was excellent to educate myself'*
- *'TILDA Study, Ambulatory Care Service Development, EMPOWER'*
- *'Each short presentation was excellent - deserved a question opportunity -excellent variety and quality of posters - being with people'*
- *'Overall great seminar. well done on variety of speakers. only area that could have been improved is timing and making sure the programme sticks to the agenda'*



6.5 The Poster Winner

Dr. Barry Coffey's exploration of **"Audit of Opioid Prescribing in a Palliative Medicine Inpatient Unit"** reflected attention to clinical practice improvement.

→ Poster Highly Commended:

Authors: **O' Mahony, Eglinton, Finnerty**

Topic: **A Tale of Successful Subcutaneous antibiotics**

6.6 Membership Workshops:

The IAPC (Nursing Forum led) held discussions with the Irish Hospice Foundation about education sessions for our members and we were delighted to collaborate with them on the following workshops. These workshops were presented on the 10th of September with over 250 participants and following the vent the recording has had a further 100 views.

→ Advance Care Planning Involves Everyone

Valerie Smith, Public Engagement Lead, Irish Hospice Foundation

→ Palliative Care across Community Settings

Marie Cantwell, Development Coordinator for General Practice Nursing, HSE

<https://hospicefoundation.ie/healthcare/palliative-care-week-ihf-webinar/>

→ Webinar

The IAPC in collaboration with MS Ireland hosted a webinar, presented by Trevis L. Gleason. The event featured a panel of international experts discussing the more serious and rare complications associated with multiple sclerosis (MS). "Unspeakable Bits" Webinar was hosted on the October 24th at 7:30pm, focused on the topic of "MS and the End of Life."

The panel featured the following experts:

Prof. Alessandra Solari

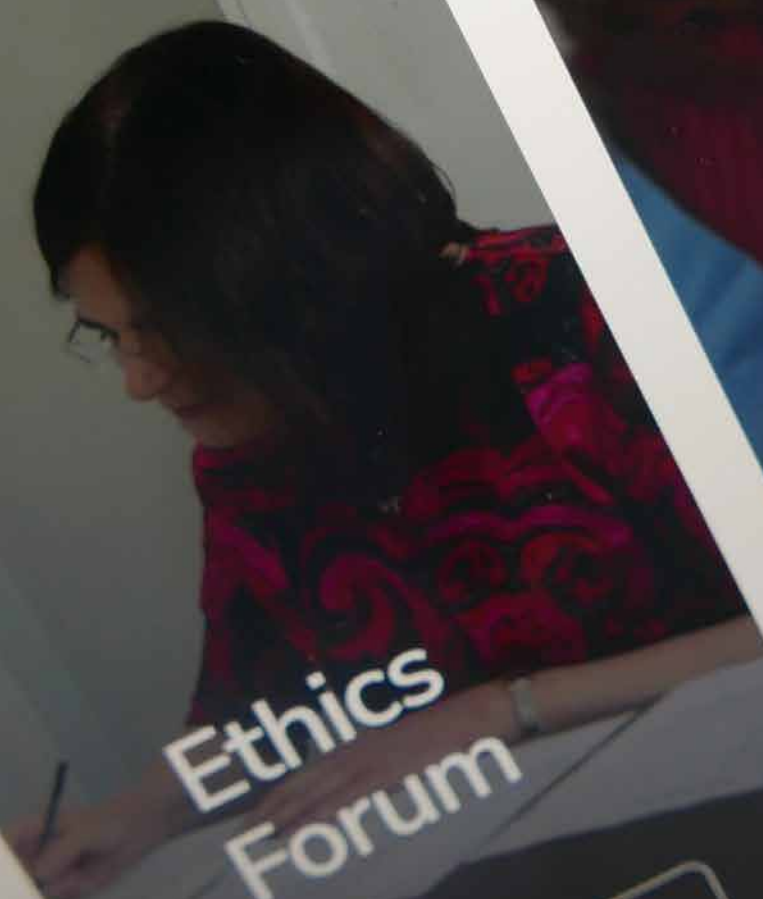
– Head of Neuroepidemiology Services, Istituto Neurologico Carlo Besta, Milan, Italy

Dr. Rosalind Kalb, PhD

– Clinical Psychologist with nearly 40 years of experience in MS care and education

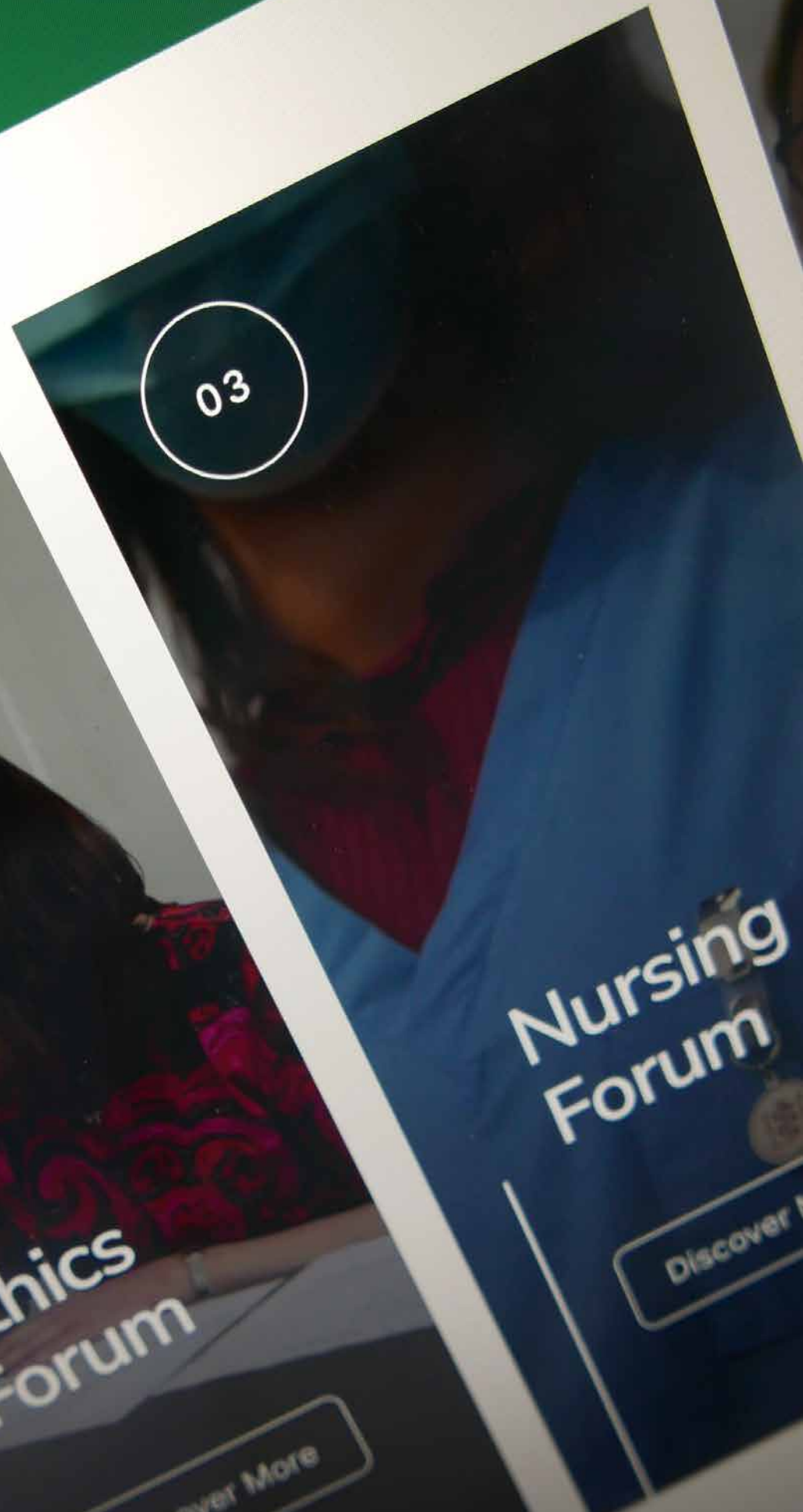
Dee Hickson

– Palliative Care Nurse Manager and Board Member of the Irish Association of Palliative Care



Ethics Forum

Discover More



Nursing Forum

Discover More



6.7 IAPC Forums

6.7.1 Education and Research Forum

Dr. Claire Kruger - Education and Research Chair 2023/24

I am glad to report on the success of the 2024 IAPC Education and Research Seminar: 'Ensuring Dignity: Ethical reflections in Palliative Care'. This seminar represented our return to in-person events after several years of COVID restrictions and was greatly enjoyed by all attendees.

With 95 submissions for both platform presentations and poster display, the selection chosen showcased the diverse research efforts within palliative care.

While awaiting the results of the platform and poster judging, the participants were treated to The Forever Young Choir, made up of over 60 years olds who gave the audience renditions of a wide range of modern music. Ending the day on a high note.

With 120 participants in attendance, interest remained consistently high throughout the day, signalling a notable increase from our previous virtual events and reaffirming the value of face-to-face interaction and knowledge exchange to our attendees.

Attendees expressed satisfaction with the calibre of speakers and the breadth of topics covered, both in presentations and poster displays. Throughout the event, anecdotal feedback highlighted appreciation for the organisation by IAPC staff, underscoring the event's significance for researchers, practitioners, and educators in the field of palliative care.

The diverse and engaging topics, coupled with engaged in-person Q&A sessions, were particularly well-received by the audience. Shorter presentation durations effectively maintained momentum and sustained interest levels during the comprehensive program. Moreover, the relevance and timeliness of the topics resonated with the palliative care community, reflecting ongoing advancements in the field.



Irish Association for Palliative Care is a multi-disciplinary membership organisation

View More



There were some minor issues in the process of this return. Space was more limited than expected for the posters but with the help of the venue staff this was resolved quickly. The timing of lunch provided also took longer than expected causing a minor delay in the return to presentations. However, this did not disrupt the flow of the day, and we had good feedback from those who attended.

In summary, the overwhelmingly positive feedback from both the in-person seminar and virtual workshops underscores the IAPC's commitment to facilitating another successful Annual Education and Research Seminar. These efforts align closely with the organisation's broader objectives of fostering growth and collaboration among Palliative Care Professionals across Ireland.

I would like to extend my heartfelt congratulations to the winners, and sincere thanks to all members of the forum for their hard work in arranging this event.

→ IAPC Education & Research Forum Members 2023/2024

Dr. Claire Kruger, *Chair of Education and Research Forum, Registrar, Milford Hospice, Limerick*

Dr. Esther Beck, *Co-Vice Chair of Education and Research Forum, Lecturer, Ulster University*

Dr. Aishling Ni hAonghusa, *Co-Vice Chair of Education and Research Forum*

Dr. Tom Hefferon, *Secretary of Education and Research Forum, SHO, Galway University Hospital, Galway*

Dr. Ray Elder, *Strategic Lead, Southeastern H&SC Trust, Belfast*

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

Dr. Thomas Cahill, *Registrar, Milford Care Services*

Dr. Niamh Cleary, *Speech & Language Therapist, Marymount Hospital & Hospice, Cork*

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

Dr. Maeve Brassil, *Registrar, Galway University Hospital, Galway*

Dr. Felicity Hasson, *Lecturer, Ulster University*

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

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

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

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

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

Dr. Joanne Callinan, *Librarian, Milford Care Centre*

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



6.8 Ethics Forum

Over the past year, the Ethics Forum has met four times. The group successfully developed the Assisted Dying position paper on behalf of the IAPC membership which was published in May 2024. Following the final report of the Joint Committee on Assisted Dying, the Forum issued a press release in response which can be found on our website www.iapc.ie. The Voluntary Assisted Dying Bill 2024 is currently before Dáil Éireann. The IAPC policy document was widely disseminated and received media attention, which Dr. Hannah Linane and Dr. Una Molloy responded to on behalf of the membership.

The Forum is currently working on a position paper relating to the challenges of clinically assisted nutrition/artificial feeding in palliative care. We hope to have this available before the year end. It will be published and disseminated to our members, and other interested stakeholders in the palliative care environment.

Since the AGM last year, there has been changes in membership of the Ethics forum. Dr. Miriam Colleran, Dr. Bernadette Brady and Dr. Daniel Nuzum stepped down from the forum, due to work commitments. We wish to thank them for their hard work, support and dedication during their time on the ethics forum. An expression of interest was called for new members to join the ethics forum and we are delighted to welcome Dr. Frances O'Mahony, Dr. Niall Galligan, Dr. Maeve Brassil and Dr. Johnathan Clarke to the Forum.

The work on policy documents will continue with dedication and hard work being carried out by the forum members.

→ Ethics Forum Members

Dr. Hannah Linane – Chair IAPC/ Locum Palliative Medicine Consultant and PhD Candidate

Dr. Niall Galligan – Principal Psychologist / Head of Service (Psychology) involves responsibility for service development and governance of psychological aspects of specialist palliative care in OLH&CS.

Dr. Jonathan Clarke – Paediatric Specialist Registrar in a tertiary Paediatric hospital Dublin

Dr. Maeve Brassil – Palliative Medicine SpR currently working in SFH Raheny

Ms. Elisabeth Koch – Senior Occupational Therapist, Kerry Specialist Palliative Care Service | University Hospital Kerry

Dr. Una Molloy – Advanced Nurse Practitioner, St Francis Hospice Dublin

Dr. Frances O'Mahony – SpR currently working in St Vincent's University Hospital

Dr. David Smith – Assistant Prof. of Health Care Ethics and Director of the MSc in Health Care Ethics and Law in RCSI



6.9 Nursing Forum

Nursing Forum – Julie Goss Chair

The IAPC Nursing Forum was re-established in 2023 with representation from nursing members from across the country working in direct clinical care, research and education, in a variety of specialties.

The Forum met four times in 2024.

Roles were established as follows:

Chair: **Julie Goss,**

Vice Chair: **Geraldine Purcell**

Secretary: **Linda Rogers.**

The Mission and Vision statements were developed by the group and agreed as follows:

Vision: To develop and promote palliative care nursing through education, advocacy, research, leadership and peer support, ensuring equitable patient centred care is at the forefront of service provision.

Mission: The nursing forum aims to :

- Deliver educational opportunities specific to the needs of our members
- Create a platform for sharing knowledge, best practices and passion for palliative care nursing
- Provide opportunities for representation on national and international committees to influence policy



Nursing Forum Updates

The Nursing Forum identified learning needs in relation to key current palliative care nursing topics and skills and are looking forward to working with stakeholders in 2025 to deliver on these.

- The CEO (as agreed with the Nursing Forum) worked closely with the Irish Hospice Foundation to develop two webinars held on the 10th of September 2024.
 - **Advance Care Planning Involves Everyone**
Valerie Smith, Public Engagement Lead, Irish Hospice Foundation
 - **Palliative Care across Community settings**
Marie Cantwell, Development Coordinator for General Practice Nursing, HSE
- <https://hospicefoundation.ie/healthcare/palliative-care-week-ihf-webinar/>

The Forum has begun to serve as a platform to share knowledge, best practices and to discuss contemporary issues in palliative care nursing both via the meetings and the IAPC newsletters.

The IAPC will facilitate a meeting area for Palliative Care nurses to convene at the annual Education and Research Forum on February 11th 2025, to further support the Nursing Forum's Mission and Vision.

It remains important to the Forum to have wide representation from nurses working in varying roles and disciplines in both specialist and non- specialist palliative care.

We will work closely with the new Chair of the IAPC Dr. Esther Beck who is part of the Nursing Forum NI to explore new ways of engagement

An expression of interest for new members will be released in January 2025.



→ Nursing Forum Members

Aislinn O Rourke, *Clinical Nurse Specialist, St. Francis Hospice Dublin*

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 Marguire, *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*

Tina Bolger, *Clinical Nurse Specialist, Kerry Hospice*

Valerie Walsh, *Palliative Care Clinical Nurse Specialist, Wicklow Hospice*

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



6.10 Pharmacists Forum

– Ann Carmichael, *Chair Pharmacists Forum*

The IAPC pharmacists' group was set up as a support network over 20 years ago and since then the group has been involved in many projects promoting the importance of the pharmacist as part of the palliative care multidisciplinary team and our role in optimising patient care. We would encourage other healthcare disciplines to consider setting up similar networks and to benefit from the support which come from affiliation with the IAPC.

The IAPC Pharmacists' Group, formed of pharmacists from the five hospices in Ireland in existence at the time, first met up in the early 2000's. We aimed to meet once a year to exchange ideas and thrash out solutions to topical issues, both professional and clinical. As most of us were single handed practitioners, tasked with setting up pharmacy services to both in-patient units and community palliative care teams, the group provided both professional support and a social network. This was at a time when there were significant changes occurring in pharmacy legislation with the introduction of the Pharmacy Act in 2007, affecting the regulation of individual pharmacists and registered pharmacy businesses. The benefit of being able to share ideas and knowledge with colleagues in a similar professional role cannot be understated.

In 2010, the group was invited to join the IAPC, supporting the IAPC in its role as the expert and representative body responsible for shaping improvements in the provision of palliative care in Ireland; in promoting palliative care through education and through representation on national bodies. More recently, meetings included an education focus in the form of a 'journal club' considering the legal requirement of pharmacists to undertake and document their continuing professional development.

Meetings initially took place in the different hospices on a rotational basis, but latterly meetings were held in the offices of the IAPC in Dublin. Covid obviously had a big impact on the group's ability to meet face to face and many projects which had been in the work plan, were stalled during the pandemic. However, as a group and supported by the IAPC, meetings (albeit virtual) recommenced in the Autumn of 2022.

As pharmacists working in palliative care, one of our key roles is as a patient advocate and with this in mind many of the projects undertaken have centred around ensuring equitable access to medications required for optimal symptom control for all patients receiving palliative care. Representatives from the group have held several meetings over the years with representatives from the Primary Care Reimbursement Service (PCRS), the division of the HSE responsible for deciding which medications are reimbursable on a GMS prescription and hence routinely available to patients in the community.



The Pharmacists' group was successful in having the 'hospices' added to the recognised list of 'hospitals' so that patients discharged from a hospice can have their discharge prescription dispensed by their community pharmacy without first having the medication transcribed onto a GMS prescription by their GP. In addition, with the support of a number of palliative care consultants, the group lobbied the PCRS and several medications which were routinely used in palliative care, but which did not have a GMS code for reimbursement, were added to the reimbursement list.

There is still much work to be done in this area, particularly in terms of improving access for patients to those medications which at present can only be funded by an application through the archaic 'Hardship' scheme.

More recently, one of the areas of focus has been the increased frequency of medication shortages which can have a significant impact on patient care, as has been highlighted in the media.

The pharmacist's group has been in communication with manufacturers, the HSE Acute Hospitals Medicines Management Programme and the Health Products Regulatory Authority (HPRA) to highlight the importance of certain specific medicines in palliative care practice and advocating to ensure continuity of supply of these medications for hospitals, hospices and community pharmacies.

Representatives from the group, have over the years, had an important role in the development of national guidelines fulfilling our role in promoting best practice in palliative care.

One of the pharmacists formed part of expert working group convened by the HPRA in 2016 to assist with the review of the potential medicinal use of cannabis; as part of the work programmes of the National Clinical Effectiveness Committee, two clinical pharmacists were involved in the development of the National Clinical Guideline on Pharmacological Management of Cancer Pain in Adults, with another member of the group being involved in the development of the National Guideline on Constipation Management

Lastly, as a professional group we appreciate the importance of advancing pharmacy practice and ensuring the role and expertise of pharmacists in providing specialist palliative care is recognised at a national level and is adequately resourced.

In 2014 the group was involved in the development of the HSE Palliative Care Competence Framework document designed to inform academic curricula and professional development programmes, thus enhancing the care of people with a life-limiting condition, fostering greater inter-professional collaboration in palliative care provision.

The group also nominates a pharmacist as a member of the working group of the National Clinical Programme for Palliative Care. Most recently the group was afforded the opportunity to make a submission in relation to pharmacy workforce planning as part of the National Adult Palliative Care Policy, published by the Department of Health in September 2024.



→ Pharmacists Forum Members

Ann Carmichael, *Chair, Chief II Pharmacist, Marymount University Hospital*

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

Carina O'Brien, *Senior Pharmacist, St. Johns Hospital*

Claire Kavanagh, *Senior Pharmacist, Our Ladys Hospice*

Darren Walsh, *Pharmacist, University Hospital Waterford*

Eilin Grant, *Senior Pharmacist, Milford Care Centre*

Eimear O'Dwyer, *Chief Pharmacist, Our Lady's Hospice*

Emma Stodart, *Secretary, Senior Pharmacist, Milford Care Centre*

Georgina Browne, *Senior Pharmacist, University Hospital Kerry*

Kerrie Finian, *Pharmacist, Letterkenny University Hospital*

Maedhbh Flannery, *Senior Pharmacist, Marymount University Hospital*

Marie Wright, *Chief II Pharmacist, Milford Care Centre*

Niall Manktelow, *Vice Chair, Chief II Pharmacist, Galway Hospice*

Niamh Kavanagh, *Senior Pharmacist, Sligo University Hospital*

Oisín Ó hAlmhain, *Superintendent Pharmacist, St. Francis Hospice & Blanchardstown*

Paula Reynolds, *Pharmacist, St. Francis Hospice, Blanchardstown*



7. Goal No. 2

Promote the IAPC, Communicate with members and grow membership

7.1 Connect

7.1.1 Website

Overview

This report evaluates the IAPC website (www.iapc.ie), focusing on its strengths, particularly in graphics, traffic trends, and the accessibility of information. The analysis aims to highlight areas that contribute positively to user experience and engagement while providing insights for potential improvements. The new and improved Website for the IAPC was launched in November 2022 and went fully live in February 2024, therefore these metrics represent the progress from February-November 2024.

→ Visual Design and Graphics

Professional Aesthetic: The IAPC website features a clean, professional design that aligns well with its mission in palliative care.

High-Quality Images: The website incorporates high-quality images that are relevant to the content, effectively capturing the essence of palliative care. These visuals not only break up text-heavy sections but also help to engage visitors on an emotional level, fostering a deeper connection with the content.

Infographics and Icons: Strategic use of infographics and icons simplifies complex information, making it more digestible for users. This is particularly important in healthcare communication, where clarity and ease of understanding are crucial for diverse audiences.

→ Traffic Trends

Increasing Visitor Traffic: Recent analytics indicate a steady increase in website traffic over the past year. This growth reflects the IAPC's successful outreach efforts and the relevance of its content to its target audience.

Engaged User Base: The rising traffic trends suggest that users are not only visiting the site but also spending time engaging with the content. This is evidenced by metrics such as lower bounce rates and higher page views per session, indicating that visitors find the information valuable and are willing to explore further.

Organic Search Performance: The website appears to perform well in organic search results, which is attributed to effective SEO practices. Optimised content, along with targeted keywords related to palliative care, helps drive traffic from search engines, increasing visibility to a broader audience.



→ Accessibility of Information

User-Friendly Navigation: The IAPC website features a well-organised navigation structure that allows users to easily find relevant information. Key sections are clearly labelled, and a search function is available, making it convenient for visitors to locate specific resources.

Comprehensive Resource Availability: The site offers a wealth of resources, including educational materials, event information, and guidelines on palliative care. This breadth of accessible information serves both healthcare professionals and the general public, enhancing the organisation's role as a leading authority in palliative care.

Responsive Design: The website is optimised for various devices, ensuring accessibility for users on desktops, tablets, and smartphones. This responsiveness is crucial in today's digital landscape, where users access information from multiple platforms.

Accessibility Features: The site includes accessibility features, such as alt text for images and readable font sizes, which cater to users with disabilities. This commitment to inclusivity reflects the IAPC's dedication to serving all members of the community.

Successes

The IAPC website excels in several key areas, including the use of high-quality graphics, increasing traffic trends, and the accessibility of information. These strengths significantly enhance user experience and engagement, contributing positively to the IAPC's mission.

Opportunities for Further Improvement:

- **Content Updates:** Regularly updating content and adding new resources can help maintain user interest and encourage repeat visits.
- **Enhanced Interactive Features:** Implementing more interactive elements, such as webinars, forums, or Q&A sections, could further engage users and build community among visitors.
- **Feedback Mechanism:** Introducing a feedback mechanism could provide valuable insights from users about their experiences and suggestions for improvement.

Overall, the IAPC website serves as a strong platform for disseminating important information about palliative care and effectively engages its audience through thoughtful design and accessible resources.



7.1.2 Newsletter

The IAPC newsletter is an essential communication tool designed to keep healthcare professionals, researchers, and the general public informed about the organisation's activities and key developments in Palliative Care. It regularly features updates on research, advocacy efforts, and upcoming events, such as annual seminars and educational forums. By targeting a diverse audience within the palliative care community, the newsletter plays a crucial role in fostering engagement and promoting participation in the organisation's initiatives

The newsletter also tailors content to different professional groups within palliative care, such as nursing and pharmacy, making it a valuable resource across sectors. To maintain engagement, the newsletter is published regularly, ensuring stakeholders stay updated on research and education initiatives. Its consistency, combined with specialised content for various forums, enhances the IAPC's outreach and strengthens its role in advocating for palliative care advancements in Ireland. Tracking engagement metrics will further demonstrate the newsletter's value and effectiveness in annual reports.

The IAPC Mailchimp newsletter analytics from January to November 2024 highlight strong engagement across key metrics. With an average deliverability rate of 97%, our messages reached a substantial monthly audience of 302 recipients. The newsletters maintained a high open rate of 76.7%, averaging 196 opens per month, indicating ongoing interest in our content. Click-through rates were also positive, with a 37.5% average and approximately 69 clicks each month, reflecting recipient engagement with links and resources. The interest rates peaked in February 2024, in-keeping with our Annual Research Seminar and dipped in August 2024, before levelling out with the announcement of Abstract Submissions in September. Additionally, popular content such as the IAPC Seminar 2025 Exordo link and the Dublin Certificate in Evidence-Based Palliative Care garnered over 185 and 156 total clicks, respectively. These insights underscore the newsletter's effectiveness in driving engagement and fostering connections with our audience.

Additionally we plan to develop and enhance the visual design and integrating more interactive elements – such as polls or feedback forms to give the IAPC another form of communicating with our members. We also want to bring a more personalised touch to the newsletter with real life stories from members working in the palliative care environment.



Successes:

- **IAPC-Related Content:** Posts related to the Irish Association for Palliative Care (IAPC) emerged as the most successful, with the video and abstract submissions content demonstrating high engagement and substantial impressions. This highlights a strong connection between our audience and palliative care-related content.
- **Link Clicks:** Consistent link clicks throughout the year signal sustained interest in the resources shared, indicating that the audience values the content being provided.
- **Peak Interaction Times:** Identifying the 4-8 PM window as our peak interaction period offers a clear opportunity to refine scheduling strategies for optimal reach and engagement.

Areas for Improvement:

- **Audience Engagement:** Although impressions and link clicks were steady, replies and direct interactions were modest, signalling an opportunity to increase conversational engagement through interactive content, such as polls or question-based posts.
- **Engagement Rate Consistency:** While the engagement rate peaked at 5.6%, the stabilisation at 2.8% indicates room to explore new engagement strategies, such as incorporating multimedia content or targeted campaigns during peak interaction hours.
- **Likes and Retweets:** With variability in likes and limited retweets without comments, efforts to encourage more audience interaction through retweet prompts or engagement-focused messaging could enhance content visibility and interaction.

Overall, the data reveals several strengths in content performance and highlights areas where engagement strategies can be optimised for continued growth and interaction.



7.1.3 Twitter (X)

The annual review of the IAPC Twitter page for the period of January to November 2024 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 24.2K and later decreasing to 11.6K. October recorded 17.1K impressions.
- **Engagement Rates:** Engagement rates displayed fluctuations, reaching a high of 5.6% and later stabilizing at 2.8% in the most recent period.
- **Audience Metrics:** Our peak audience interaction times are between 4-8 PM, Monday to Friday, providing an ideal window to schedule tweets for maximum visibility and engagement, allowing us to reach a more active and responsive audience during these hours.
- **Content Analytics:** Upon reviewing our content performance on Platform X, IAPC-related posts emerged as the most successful. The top-performing post was a video titled "What Palliative Care Means to Us," which generated substantial engagement. The second highest-performing post focused on promoting abstract submissions. Both posts achieved over 2,000 impressions, reflecting strong audience interest in our palliative care initiatives and related content.
- **Likes:** Likes showed variability, peaking at 441 and subsequently stabilizing at 84.
- **Replies:** Interactions via replies were limited, indicating a consistent but modest level of direct engagement.

Observations:

- **Overall Impressions:** The Twitter page experienced notable fluctuations in impressions, with a peak of 24.2K, followed by a reduction to 11.6K. October impressions reached 17.1K, highlighting periodic audience engagement spikes across the year.
- **Engagement Rates:** Engagement rates varied, achieving a high of 5.6% before stabilising at 2.8% in the latter period, demonstrating the audience's dynamic



7.1.4 Analysis of IAPC Mailchimp Report

This analysis provides a detailed review of the Irish Association for Palliative Care's (IAPC) marketing and communications performance via Mailchimp from January to November 2024. The report evaluates recipient engagement, campaign performance, content optimisation, and benchmarks against industry standards.

- **Recipient Engagement**

The IAPC maintained a consistent audience engagement with an average of 302 recipients per month. This demonstrates a stable and targeted outreach, essential for maintaining relevance and connection with the organization's primary stakeholders. With only 3 unsubscribed recipients over the 9-month period, the retention rate is strong, indicating that the content delivered resonates well with the audience.

- **Deliverability**

The 97% average deliverability rate reflects the effectiveness of IAPC's email list management and the reliability of its communication channels. This high rate of successful deliveries suggests that the association's audience is not only active but also engaged in receiving communications, with minimal issues related to bounce rates or incorrect email addresses.

- **Open Rates**

An average open rate of 76.7%, with 196 opens per month, is well above the industry benchmark, demonstrating a high level of interest and relevance in the content shared. This open rate signifies that IAPC is effectively reaching its audience with messages that capture their attention, an essential factor for fostering ongoing engagement and building trust within the community.

- **Click-Through Rates**

The click-through rate (CTR) stands at 37.5% with 69 clicks per month on average. This indicates that the content not only interests the recipients but also compels them to take action, such as registering for events or accessing further information. This engagement metric is a strong indicator that IAPC's calls-to-action (CTAs) are effective, helping drive recipients towards desired outcomes.



- **Top Links Clicked**

The most clicked links during this period were:

- IAPC Seminar 2025 Exordo: 185 total clicks
- Dublin Certificate in Evidence-Based Palliative Care: 156 total clicks

These figures highlight a significant interest in educational opportunities and future events, suggesting that the IAPC's audience is highly engaged in professional development and palliative care advancements. This information could help tailor future content towards event promotions and educational materials, capitalising on the audience's evident interest in these areas.

- **Campaign Benchmarking**

The IAPC's campaign performance, with a benchmark of 72.3%, compares favorably with similar non-profit organisations. This is a positive indicator of the organisation's standing in the industry, suggesting that its outreach efforts are well-targeted and effective in comparison to other nonprofits.

- **Content Optimization**

The Content Optimizer analysis provides insight into how well the IAPC's emails are constructed for engagement:

- Skimmability (0.3/3) indicates that the emails could benefit from shorter, more easily digestible content to improve readability.
- Text & Visuals (2/3) suggests a good balance between written content and visual aids, but there is room for incorporating more engaging visuals to enhance the user experience.
- Typography (7/8) shows that font choices and layouts are largely optimized, contributing to a professional and easily readable presentation.
- Links & CTA's (2/3) reflects the success of the click-through rate but also suggests that the organization could make minor improvements to CTA placement or frequency for further engagement.
- These results suggest that while the overall structure of the email campaigns is strong, there is room to improve skimmability and visuals to better capture the audience's attention at a glance.

- **Average Campaign Performance**

The IAPC maintained an average campaign performance score of 62.7%, which reflects a solid performance in terms of engagement and effectiveness. While this score indicates that the campaigns are generally effective, there is room for improvement, particularly in optimising engagement rates, skimmability, and interaction with the audience.



Successes

- The IAPC's email campaigns are highly effective in maintaining a strong connection with its audience, as evidenced by the high open and click-through rates. The high deliverability rate and minimal unsubscribe numbers further support the success of these campaigns.

Opportunities for Improvement:

- Improving skimmability and enhancing the use of visuals could significantly boost engagement and help retain the attention of recipients. Additionally, focusing on interactive elements, such as surveys or more engaging CTAs, could encourage more direct replies and discussions.
- Strategic Focus: Given the high interest in event-related content, future campaigns should continue to emphasise professional development and educational opportunities while refining content to cater to the preferences of the predominantly female, 35+ demographic.
- interaction with content over time.
- Audience Interaction: Peak interaction times were consistently identified between 4-8 PM, Monday to Friday, presenting an ideal opportunity to maximise tweet visibility and engagement during these key hours.
- Content Performance: IAPC-related content performed exceptionally well, with the highest engagement observed on the video "What Palliative Care Means to Us." Another high-performing post related to abstract submissions also drew significant attention, with both posts surpassing 2,000 impressions.



7.2 Membership Recruitment and Growth Strategy

The (IAPC) has a dynamic and growing membership base, consisting of healthcare professionals, academics, and advocates in the field of palliative care. Membership plays a central role in fulfilling IAPC's mission of advancing education, research, and clinical practice in palliative care across Ireland. By fostering collaboration through its various forums, including Nursing, Pharmacy, and Ethics Forums, the organisation supports cross-disciplinary learning and engagement, while also offering members opportunities to participate in critical discussions on policy and clinical developments.

Earlier this year the staff team met with members of the Board to establish a strategy on membership recruitment. It was agreed that the Communications Officer would act upon the strategy in the Autumn of 2024. At time of print the increase in members has been insignificant, so going forward a more targeted approach may be required. This will be continued up to Christmas and will be reviewed in the new year.

To ensure continued growth, IAPC plans to enhance its recruitment efforts. Leveraging digital platforms—such as webinars, virtual networking events, and improved mobile access to its educational materials—will help expand outreach and increase engagement among a more diverse demographic. Further improvements can be made by integrating data analytics to track membership engagement metrics, allowing the IAPC to refine its communication strategies and better meet the needs of its members.



8. Goal No. 3 Advocate influence and grow

8.1 Reach Out

The IAPC continues to engage with external stakeholders, meetings and collaborations this year includes:

1. All Ireland Institute of Hospice and Palliative Care (AIHPC) and IAPC relationship was enhanced through representation of the IAPC on the Children's Palliative Care Conference Organising Committee.
2. The Irish Palliative Medicine Consultants Association (IPMCA) has representation on our IAPC board
3. Dr. Hannah Linane as Chair of the IAPC represented the association at the EAPC 13th World Research Congress May 2024. Maintaining close relationships with our European counterpart is one of our Strategic Goals and will continue into our next strategic plan. Dr. Hannah Linane, Chairperson of the IAPC presenting on two topics; "Clinical Heterogeneity of Adolescent and Young Adults Referred to Specialist Paediatric Palliative Care" and "Advance Care Planning for (AYA) with Life-Limiting or Life-Threatening Illness; A Scoping Review." A number of our members were also in attendance and had submitted poster abstracts.
4. We held exploratory meetings with the IHF to identify areas of collaboration, the outcome was 2 very successful webinars held in September 2024
5. We held exploratory meetings with Nursing Homes Ireland with a view to collaboration and recruitment of membership, this work will be ongoing into our next strategic plan
6. Our meetings with the All Ireland Institute continue to be part of our strategic aims, a number of meetings were held during the year to exchange information and identify areas of collaboration and keep abreast of each others work
7. Prior to the publication of the National Clinical Palliative Care Policy in September, IAPC held meetings with Dr. Feargal Twomey Clinical Lead and Maurice Dillion, HSE National Lead for Palliative Care, Integrated Operations – Planning. These meetings were held to garner information on the Policy document and also to establish how this aligns with the IAPC strategic plan
8. Held exploratory meetings with MS Ireland to identify areas of collaboration, The outcome of these meetings was a workshop which took place on the 24th October 2024.
9. Invited the attend CARU networking meeting, unfortunately due to sick leave we were unable to attend. Our intention is to strengthen this relationship in 2025.



9. Goal No. 4

Ensure the efficient delivery of the strategic objectives

9.1 Governance 4.A Implement and evaluate the Strategic Plan

9.1.1 Secretary Report

– Dr. Cliona Lorton

The Secretary who served from November 2023 is Dr. Cliona Lorton, and who will continue as Secretary till the AGM 2025. 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.

- Governance: All policies and procedures all fully up to date and have been maintained throughout the year.
- During 2023 the Auditors for IAPC announced they were retiring. The IAPC underwent a procurement process to engage a replacement auditor. I am pleased to inform you that Kiely & Co agreed to undertake the 2023 audit which was successfully completed in May 2024.
- 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. The funding will cease in June of 2025, a further application for funding will be submitted to POBAL.
– Staff of the IAPC 2023/2024: Ms. Jacinta Cuthbert, CEO; Ms. Cathy Herbert, Accounts and Administration Officer; Ms. Zara O'Reilly Dempsey, Communications & Digital Marketing Officer.
- Staff and Board members have, throughout the year, received relevant training to enhance their position. All new board members must attend the training delivered through Carmichael on the “Role of Board Members”.
- 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.
- Thank you to the Staff of the IAPC, who have ensured the outputs from the Strategic Plan have been successfully implemented.
- I would like to thank Dr. Hannah Linane for leading the Board for the past four years and wish her well in the future.



9.1.2 Treasurers Report

Liz O'Donoghue

Financial support:

Membership support fell last year due to none payment of fees and resulting in members being removed in line with audit practice.

In addition to its membership subscriptions, it is essential to the sustainability of the IAPC, to continue to research additional funding strands.

Received POBAL funding to June 2025 for three part-time positions which substantially increased the overall funding of the association.

The Health Service Executive (HSE) has continued to provide the IAPC with an untied operational grant in 2023. The continuation of this grant is of critical importance in order to facilitate the ongoing work of the IAPC.

An application was submitted to the Hospital Saturday Fund to fund the licence of the ExOrdo platform which is part of the processing IT required for the E & R Seminar abstracts. The IAPC were successful in receiving the funding to part cover this licence fee.

In developing the website plan, we also obtained funding through HSE/Lotto funds of €10,000 to cover some of the costs of the website development. We have also received funds through Paypal and other donations.

The IAPC are very grateful for the ongoing and continued funding received through our funders. Staff will continue to research and apply for additional funding to ensure the delivery of a sustainable work plan.

Grant-Aid:

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

Reserves Policy:

The 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, should that arise.



Additional Notes:

As Treasurer since November 2023, I am confident to say that all income and expenditure has been recorded in line with good Governance. I have received the outgoings of the organisation to approve and to date have not had any reason to question any individual payment as the report is sent to me in a clear and timely fashion.

You will note from the accounts that the IAPC was in deficit for (€52).

- There was an increase in Salaries due to a full year of three members of staff and related regulatory payments.
- The website costs were double the grant received
- There was an increase in Printing & Stationery, most of this cost is related to E&R Printing, the Strategic Plan Printing, Assisted Dying Policy printing and Plain English printing.
- There was an increase in Accountants fees as the IAPC changed accountants during 2023.
- There was a significant increase in Board training, this related to the once off PR Training provided to the Board to respond to the Assisted Dying bill.
- All other expenditure remained relatively similar to 2022

I would like to thank the IAPC staff for ensuring the continued fiscal efficiency of the association.

I would like to thank our Auditor Deirdre Kiely & Co who have provided the IAPC with excellent financial support.



9.2 Governance Implementation

9.2.1 Board Meetings:

The Board met seven times during the financial year and the Officer Board met four times during the same period. As agreed, as part of the strategic plan Sep 2022/June 2025 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.

9.2.2 Succession Planning:

Discussions for the recruitment of the new CEO has commenced and a job description has been developed. A succession plan has been completed and recruitment will commence in March 2025.

9.2.3 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.
- The CEO and staff team will continue to seek additional funding to further enhance the foundation of the association.
- The CEO will apply for continued funding through POBAL to ensure that support of staff salaries is maintained for the coming three year period.
- The ongoing review of the organisation will assist in preparing the 2025 – 2028 Strategic Plan, dependant on funding.

We are very grateful for the continued support we have received which allows us to continue our work in line with the strategic plan.

Irish Association for Palliative Care

Company Limited By Guarantee

Annual Report and Financial Statements

for the financial year ended 31 December 2023

Company Number: 476267



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Directors and Other Information

Directors Hannah Linane, *Chair*
Bettina Korn, *Vice Chair*
Maria Walsh, *Treasurer*
Eimear O'Dwyer
Julie Goss
Ciara McGrath
Stacey Power Walsh
Lasarina McGuire
Daniel Nuzum
Lauren Boland
Cliona Lorton
John Allen
Elizabeth O'Donoghue

Company Secretary Ciara McGrath

Company Number 475267

Charity Number 20050092

Registered Office and Business Address Carmichael House
4 Brunswick Street North, Dublin 7

Auditors Kiely & Co
Statutory Audit Firm
26 Pembroke Street Upper, Dublin 2

Bankers Bank of Ireland
Smithfield, Dublin 7



Directors' Report

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

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

There has been no significant change in these activities during the financial year ended 31 December 2023.

Financial Results

The (deficit)/surplus for the financial year after providing for depreciation amounted to €(52) (2022 - €14,245).

At the end of the financial year, the company has assets of €143,518 (2022 - €137,562) and liabilities of €14,317 (2022 - €8,309). The net assets of the company have decreased by €(52).

Directors and Secretary

The directors who served throughout the financial year were as follows:

Hannah Linane, *Chair*
Bettina Korn, *Vice Chair*
Maria Walsh, *Treasurer*
Eimear O'Dwyer
Julie Goss
Ciara McGrath
Stacey Power Walsh
Lasarina McGuire
Daniel Nuzum
Lauren Boland
Cliona Lorton
John Allen
Elizabeth O'Donoghue

The secretary who served throughout the financial year was Ciara McGrath.

There were no changes in shareholdings between 31 December 2023 and the date of signing the financial statements.

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



Future Developments

The company plans to continue its present activities and current trading levels. Employees are kept as fully informed as practicable about developments within the business.

Post Balance Sheet Events

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

Auditors

Kiely & Co, (Statutory Audit Firm), were appointed auditors by the directors to fill the casual vacancy and they have expressed their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate 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 accounting records are located at the company's office at Carmichael House, 4 Brunswick Street North, Dublin 7.

Signed on behalf of the board

Hannah Linane, *Chair Director*
Date: 18/7/2024

Maria Walsh, *Treasurer Director*
Date: 16/8/2024



Directors' Responsibilities Statement

for the financial year ended 31 December 2023

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 surplus or deficit 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 for the company financial statements and then apply them consistently;
- make judgements 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 surplus or deficit 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 readily and properly 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.



Disclosure of Information to Auditor

Each persons who are directors at the date of approval of this report confirms that:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Signed on behalf of the board

A handwritten signature in blue ink, appearing to be 'HL'.

Hannah Linane, Chair Director
Date: 18/7/2024

A handwritten signature in blue ink, appearing to be 'MW'.

Maria Walsh, Treasurer Director
Date: 16/8/2024



Independent Auditor's Report

to the Members of Irish Association for Palliative Care Company Limited By Guarantee

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Irish Association for Palliative Care Company Limited By Guarantee ('the company') for the financial year ended 31 December 2023 which comprise the Income and Expenditure Account, the Balance Sheet and the related notes to the financial statements, including the summary of significant accounting policies set out in note 2. 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", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

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 2023 and of its deficit 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", applying Section 1A of that Standard; 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 below 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 the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) 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

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

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

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



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.

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 course of 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

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report have been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are 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 requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. 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 page 6, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that 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, if 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 operation, 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.

Further Information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We 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 our 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 company's 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 we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our 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.

We 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 we identify during our audit.

Other matters which we are required to address

The financial statements for the financial year ended 31 December 2022 were audited by Kate Kelly FCA who expressed an unmodified opinion on those financial statements on the 23 May 2023.

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 any 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.

Deirdre Kiely
for and on behalf of Kiely & Co.
Statutory Audit Firm
Date: 16/8/2024



Income and Expenditure Account

for the financial year ended 31 December 2023

	Notes	2023 €	2022 €
Income		135,385	115,329
Expenditure		(135,437)	(101,084)
(Deficit)/surplus before tax		(52)	14,245
Tax on (deficit)/surplus			
(Deficit)/surplus for the financial year		(52)	14,245
Total comprehensive income		(52)	14,245
Retained surplus brought forward		129,253	115,008
Retained surplus carried forward		129,201	129,253

Approved by the board on 16/8/2024 and signed on its behalf by:

Hannah Linane, *Chair Director*

Maria Walsh, *Treasurer Director*



Balance Sheet

as at 31 December 2023

	Notes	2023 €	2022 €
Fixed Assets			
Tangible assets	7	696	997
Current Assets			
Debtors	8	9,701	5,285
Cash at bank and in hand		133,121	131,280
		142,822	136,565
Creditors: amounts falling due within one year	9	(14,317)	(8,309)
Net Current Assets		128,505	128,256
Total Assets less Current Liabilities		129,201	129,253
Reserves			
Income and expenditure account		129,201	129,253
Members' Funds		129,201	129,253

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

Approved by the board on 16/8/2024 and signed on its behalf by:

Hannah Linane, *Chair Director*

Maria Walsh, *Treasurer Director*



Notes To The Financial Statements

for the financial year ended 31 December 2023

1. General Information

Irish Association for Palliative Care Company Limited By Guarantee is a company limited by guarantee incorporated and registered in Ireland. The registered number of the company is 475267. The registered office of the company is Carmichael House, 4 Brunswick Street North, Dublin 7 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 financial statements have been presented in Euro(€) which is also the functional currency of the company.

2. Summary of Significant 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.

Statement of compliance

The financial statements of the company for the financial year ended 31 December 2023 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. 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" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102.



Income

Revenue comprises of income received in the form of grants, membership fees and from hosting education and research seminars. It is exclusive of trade discounts. The company is not registered for value added tax.

Tangible assets and depreciation

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

Fixtures, fittings and equipment	15% 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 value may not be recoverable.

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Borrowing costs

Borrowing costs relating to the acquisition of assets are capitalised at the appropriate rate by adding them to the cost of assets being acquired. Investment income earned on the temporary investment of specific borrowings pending their expenditure on the assets is deducted from the borrowing costs eligible for capitalisation. All other borrowing costs are recognised in profit or loss in the period in which they are incurred.

Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.



Employee benefits

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The company also operates a defined benefit pension scheme for its employees providing benefits based on final pensionable pay. The assets of this scheme are also held separately from those of the company, being invested with pension fund managers.

Taxation and deferred taxation

Current tax represents the amount expected to be paid or recovered in respect of taxable income for the financial year and is calculated using the tax rates and laws that have been enacted or substantially enacted at the Balance Sheet date.

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more tax in the future, or a right to pay less tax in the future. Timing differences are temporary differences between the company's taxable income and its results as stated in the financial statements.

Deferred tax is measured on an undiscounted basis at the tax rates that are anticipated to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the Balance Sheet date.

Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Balance Sheet date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Income and Expenditure Account.

3. Departure from Companies Act 2014 Presentation

The directors have elected to present an Income and Expenditure Account instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.



4. Going Concern

The company reports a deficit (surplus) of €52 (2022: €14,245). The directors, having reviewed the budgets, are confident that the company has sufficient resources to continue operations and to discharge liabilities when they fall due. Post-year-end the company continues receiving those Grants which are the principal source of income.

5. Operating (Deficit)/Surplus

Operating (deficit)/surplus is stated after charging:

Depreciation of tangible assets

	2023	2022
	€	€
	301	301

6. Employees

The average monthly number of employees, including directors, during the financial year was 3 (2022 - 3).



7. Tangible Assets

	Fixtures, fittings and equipment €	Total €
Cost		
At 1 January 2023	2,408	2,408
At 31 December 2023	2,408	2,408
Depreciation		
At 1 January 2023	1,411	1,411
Charge for the financial year	301	301
At 31 December 2023	1,712	1,712
Net book value		
At 31 December 2023	696	696
At 31 December 2022	997	997

8. Debtors

	2023 €	2022 €
Trade debtors	50	205
Prepayments	9,651	5,080
	9,701	5,285



9. CREDITORS

Amounts falling due within one year

	2023	2022
	€	€
Amounts owed to credit institutions	20	76
Taxation	10,827	5,753
Other creditors	395	-
Accruals	3,075	2,480
	<hr/>	<hr/>
	14,317	8,309

10. Taxation

	2023	2022
	€	€
Creditors:		
PAYE	10,827	5,753

11. Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the company's liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 2.



12. Capital Commitments

The company has no material capital commitments at the financial year-ended 31 December 2023.

13. Post-Balance Sheet Events

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

14. Approval of Financial Statements

The financial statements were approved and authorised for issue by the board of directors on 16/8/2024



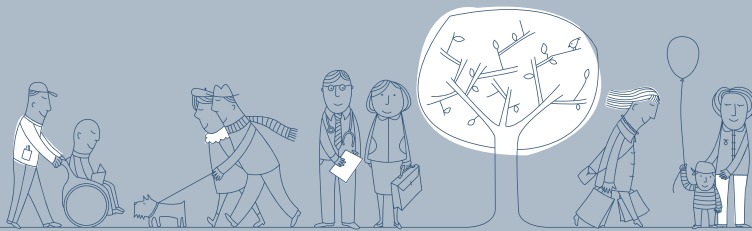
Supplementary Information Relating to The Financial Statements for the financial year ended 31 December 2023

Not covered by the auditors report

The following information does not form part of the audited financial statements

Detailed Income and Expenditure Account for the financial year ended 31 December 2023

	2023	2022
	€	€
Income		
Membership	8,440	10,410
Education and Research Seminar	4,732	4,700
Other income	2,341	48
HSE Grant	23,482	23,482
Pobal Grant	85,390	73,189
Other Grants	11,000	3,500
	135,385	115,329
Expenditure		
Wages and salaries	72,155	67,361
Social welfare costs	7,445	6,839
Annual Seminar	4,726	3,097
Rent payable	6,235	5,246
Insurance	702	638
Printing and Stationery	10,278	5,117
Website costs	19,394	-
Telephone	1,469	1,366
Computer costs	1,853	1,966
Representation	1,175	1,686
Membership costs	984	-
Accountancy and Audit Fees	3,954	2,480
Bank charges	602	579
Board Expenses and training	3,213	650
Bad debts	-	3,000
General expenses	951	758
Depreciation	301	301
	135,437	101,084
Net (deficit)/surplus	(52)	14,245



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 for more information and on-line membership application