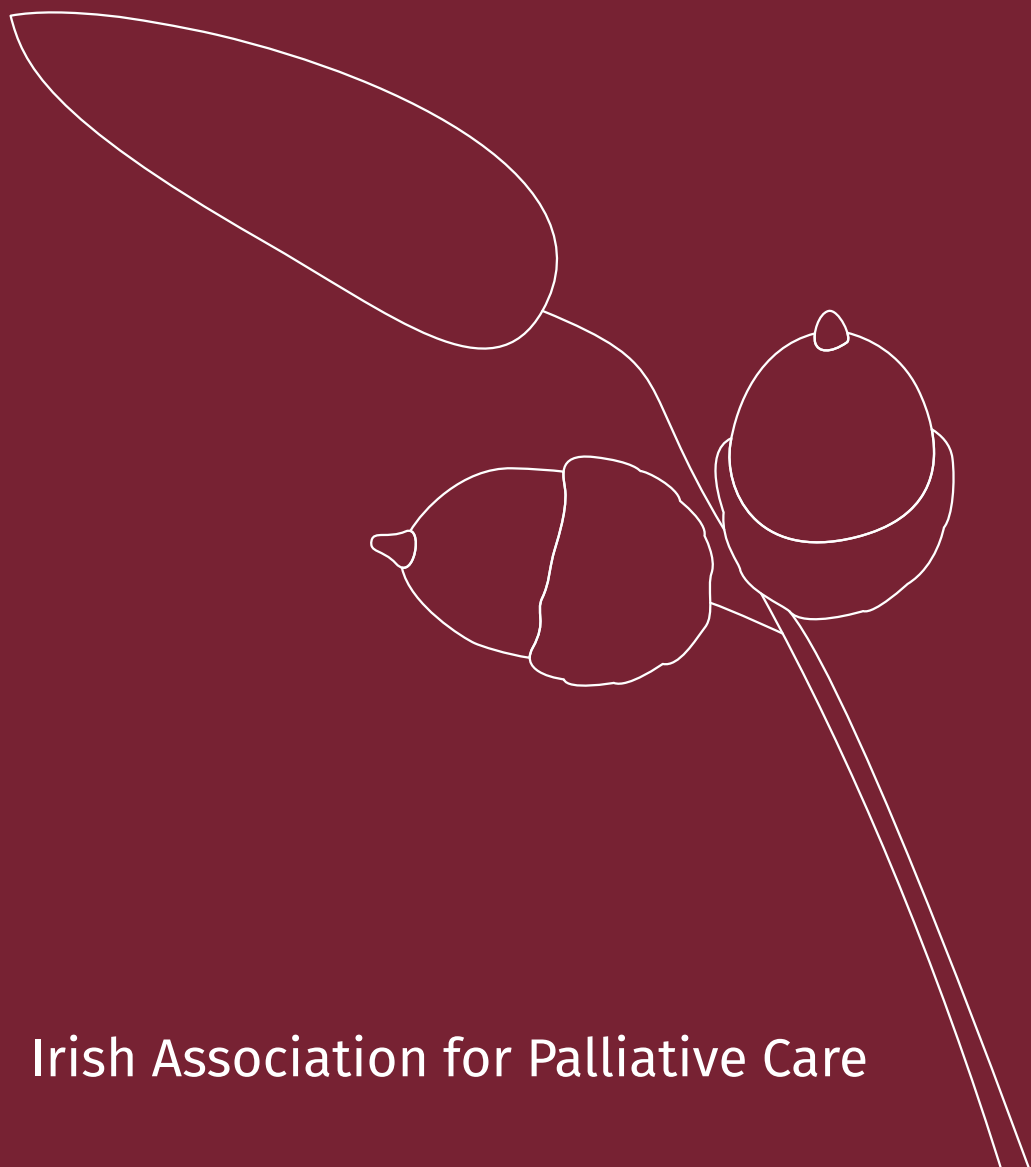


IAPC

Annual Report

2024/2025



Irish Association for Palliative Care

IAPC gratefully acknowledges the Scheme to Support National Organisations is funded by the Government of Ireland through the Department of Rural and Community Development 2022 – 2025. IAPC gratefully acknowledges HSE funding through Services for Older Persons January 2024 – December 2024. IAPC also gratefully acknowledge direct funding support of the Education and 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.

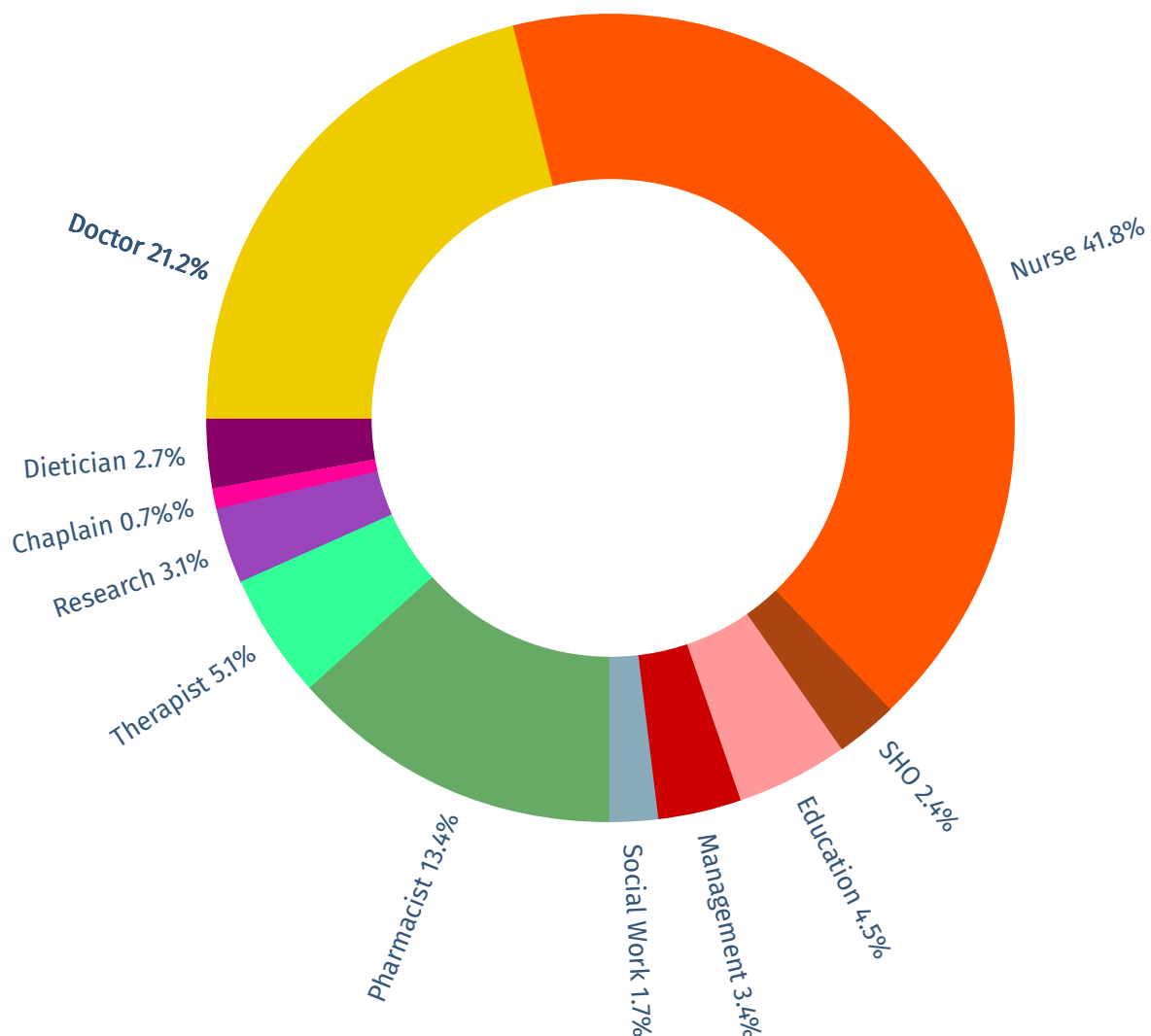
The key role of the Board of IAPC is to provide efficient and effective leadership for the Organisation within a framework of practical controls. The Board performs three roles. It firstly provides strategic direction to IAPC based on listening to, understanding and representing the needs of the members 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 2024/2025

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





4. Chair Report

– Dr. Esther Beck

I would like to welcome you all to the 15th AGM of the Irish Association for Palliative Care.

We are living in a flux of change in terms of palliative care delivery and strategic direction across the Island of Ireland. In the Republic we have seen the launch of the National Adult Palliative Care Policy, highlighting 25 recommendations for the future of palliative care in Ireland, In the North we have had national inquiry that will shape and change the landscape of palliative care in this region.

The IAPC continues to represent 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, allowing for vital collaboration across the Island. It represents an opportunity for our membership to have a voice in service developments and ethical issues affecting palliative care in Ireland, both North and South.

I feel proud to represent the clinical voice of palliative across the Island of Ireland, and to chair and represent your voices on the board. I am delighted that the IAPC is truly demonstrating its' vision and innovation by electing the first chair from the North of Ireland. As such, I hope to foster and enable greater collaboration across the Island, through our shared goals and desire to see palliative care on the Island continue to thrive as a speciality.



As a board we are delighted to welcome our new CEO to his role and want to wish him the very best in guiding the organisation in the coming years. We also want to thank our outgoing CEO, Mrs Jacinta Cuthbert, for her leadership and dedication over the past 6 years. She has left an indelible mark on the organisation. The current board and the new CEO continue to steer the associations activities in a way that fulfils the goals of our most recent strategic plan (January 2023 to December 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 2025. 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

As the current Chair I have a particular interest in driving forward further collaborations across the Island. We are a small Island, and working together for the betterment of those we care of at end of life is vital. We hope to further enhance our collaboration with services in the North of Ireland to enhance learning and clinical service provision for all.

Goal No. 2

Promote the IAPC, communicate with members and grow membership

Communication

The IAPC's new website has facilitated 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 highlighting the key role the organisation has in influencing palliative care across the Island. The ethics position statements on Assisted Dying and Artificial Nutrition have been cited at a national and international level. We have an ongoing relationship with the European Association of Palliative Care (EAPC). We continue to have a strong relationship with the All Ireland Institute of Hospice and Palliative Care (AIHPC) and the Irish Hospice Foundation.



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

Governance

The 2024 AGM in November fulfilled regulatory requirements. It coincided with our IAPC Lecture.

To Conclude

It has been my honour to complete my first year as Chair of the IAPC, As a proud nurse from the North of the Island, I am particularly honoured to hold this role. I want to thank our dedicated board, our staff and our membership. Your hard work, dedication, passion and support have been invaluable to the Association throughout my first year of my time as Chair. I would also like to offer Dr Monika Pilch, our new vice chair, a warm welcome to her role. It is my vision that the IAPC will continue to represent the clinical voice of palliative care across the Island, and I look forward to working with you in the coming years.

Dr. Esther Beck, Chair
Irish Association for Palliative Care



CEO Update – Annual General Meeting

I'm honoured to present my first CEO update for the IAPC. As many of you know, I have taken over from Jacinta, who led the organisation with dedication and vision since 2018. I would like to extend my sincere thanks to Jacinta for her invaluable support during my transition, and for her lasting contribution to the IAPC.

I also want to acknowledge the consistent and committed work of our Board, the members of our Fora — Ethics, Pharmacy, Nursing, and Education and Research — and our exceptional executive team, Cathy and Zara. Your efforts have been instrumental in driving our mission forward.

As outlined in the following report, this past year has been both busy and productive. We have continued to actively support the Fora, which play a vital role in engaging and empowering our members. Their work remains a cornerstone of the IAPC's impact and relevance.

A key highlight of the year was our annual E+R seminar, which was once again an in person event. It provided a much-needed opportunity for members to connect, share insights, and showcase their research. The seminar requires approximately ten months of planning and preparation, representing a significant portion of both the Forum's board and our staff's annual workplan. Given its importance in fostering professional development and collaboration, we remain committed to supporting and enhancing this event in the years ahead.

In 2024 we launched the IAPC website which is now a valuable resource for both healthcare professionals and the public. We are committed to keeping the website current and relevant through ongoing updates and improvements.

Governance remains a top priority. We continue to meet all regulatory requirements and maintain compliance standards, ensuring transparency and accountability across all aspects of our operations.

Finally, I would like to once again thank Jacinta for her leadership and dedication. Her legacy will continue to inspire us as we move forward.



Sean McCrave, CEO
Irish Association for Palliative Care

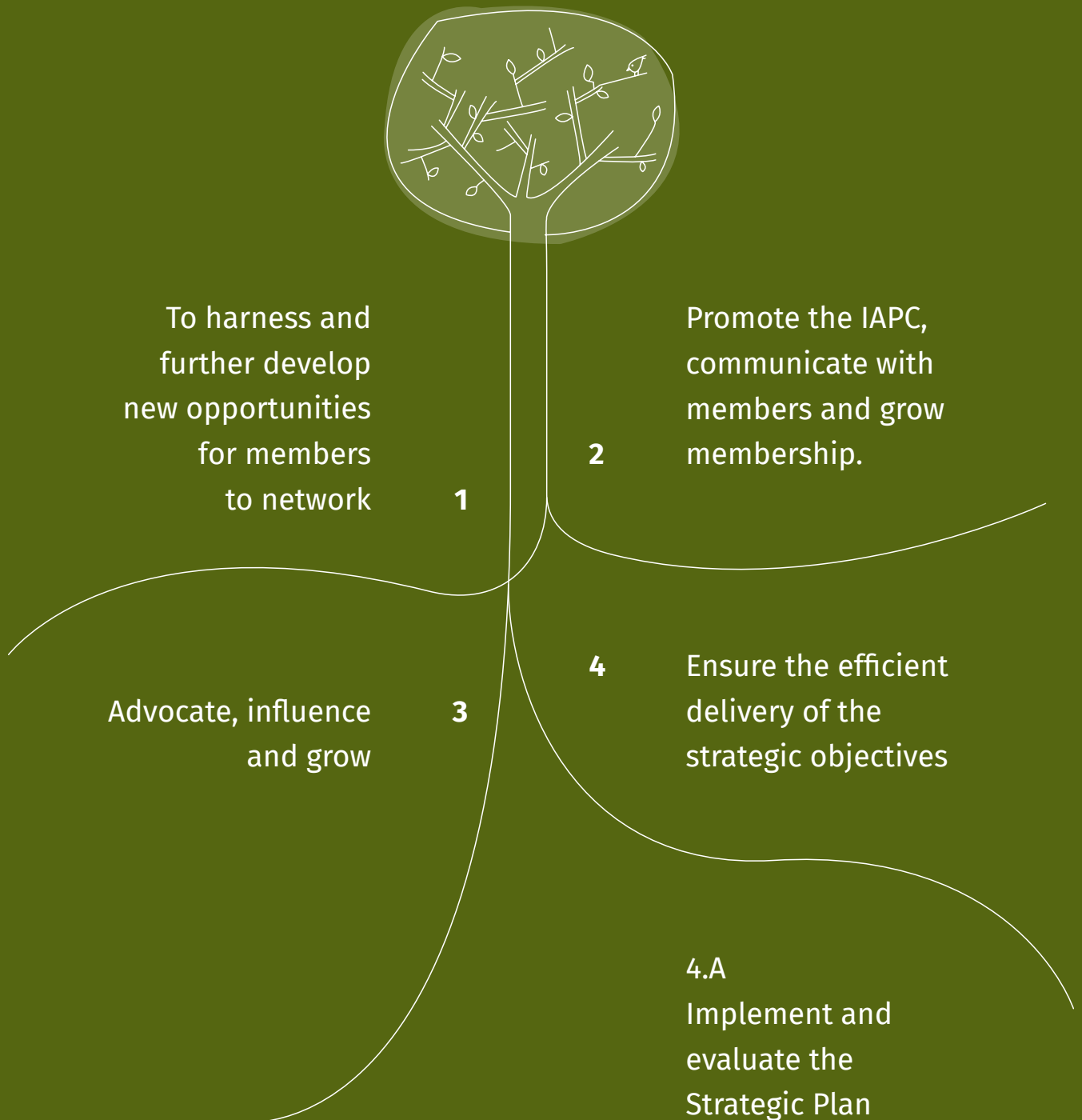


IAPC Board of Directors

Directors	Hannah Linane, <i>Chair</i>
	Elizabeth O'Donoghue, <i>Treasurer</i>
	Mary Ann Larkin
	Geraldine Purcell
	Felicity Hasson
	Esther Ruth Beck
	Stacey Power Walsh
	Deirdre Hickson
	Daniel Nuzum
	Eimear Hallissey
	Cliona Lorton
	John Allen
	Babajide Afolabi
	Niall Manktelow (<i>Appointed 8 May 2024</i>)
Company Secretary	Noreen O'Shea (<i>Appointed 7 November 2024</i>)
	Monika Pilch (<i>Appointed 7 November 2024</i>)
	Cliona Lorton (<i>Appointed 1 October 2024</i>)
	Ciara McGrath (<i>Resigned 1 October 2024</i>)

IAPC

Key Strategic Goals





6. Goal No. 1

To harness and further develop new opportunities
for members to network

Education and Research Forum

24th Education and Research Seminar

Integration and Innovation Across the Lifespan

On February 11, 2025, the Irish Association for Palliative Care (IAPC) hosted its highly successful 24th Education and Research Seminar, bringing together clinicians, researchers, and healthcare professionals from across Ireland.

Themed “Integration and Innovation Across the Lifespan,” the seminar provided an invaluable platform to discuss groundbreaking research, clinical advancements, and best practices in palliative care.

Opening Address

The event began with a warm welcome from **Dr. Esther Beck**, *Chairperson of the IAPC* and **Dr. Thomas Cahill**, *Vice Chair of the IAPC Education and Research Forum*. Both emphasised the importance of collaboration, education, and research in shaping the future of palliative care—particularly in the context of new policy developments and the growing demand for **innovative, patient-centred approaches** across Ireland.

Research Presentations

This year’s seminar featured eleven platform presentations, each offering valuable insights into emerging trends and challenges in palliative care. Research topics explored:

- Advances in clinical treatments and symptom management
- The experiences and wellbeing of healthcare professionals
- Models of interdisciplinary collaboration
- Innovations to improve patient safety and quality of care

These presentations underscored the depth of expertise and commitment across the Irish palliative care community.



Plenary Lecture

A highlight of the day was the plenary lecture by **Dr. Feargal Twomey**, titled: *“The Most Dangerous Phrase in the Language.”*

Dr. Twomey challenged attendees to question assumptions and traditional practices, calling for innovation, adaptability, and evidence-based decision-making. His compelling address resonated deeply with participants, sparking meaningful dialogue on the future direction of palliative care and how the field can continue evolving to meet the complex needs of patients and families.

Poster Exhibition

Alongside the platform presentations, the poster exhibition featured over 60 research projects, covering a broad spectrum of case studies, audits, quality improvement initiatives, and clinical research.

Topics included medication safety, symptom management, interdisciplinary collaboration, and innovations in palliative care delivery.

Some notable posters examined:

- Diabetes management at the end of life
- Deprescribing practices
- The impact of blood transfusions on fatigue and breathlessness
- Improving communication between palliative care teams and general practitioners
- Enhancing transitions of care
- Experiences of family caregivers supporting loved ones with Motor Neurone Disease

Quality improvement initiatives were also well represented, with studies evaluating:

- The effectiveness of hospital discharge processes
- Specialist palliative care resources
- Strategies to reduce emergency hospital admissions for palliative patients

The poster session provided attendees with an invaluable opportunity to engage directly with researchers, exchange ideas, and explore potential applications of these findings in clinical practice.



Awards and Recognitions

Best Platform Presentation Award

Congratulations to **Dr. Nessa Keane** for her presentation:

“Improving Prescribing Accuracy of PRN Medications for Haematology/Oncology Patients to Improve Safety and Efficacy.”

Her research highlights a critical area of practice, focusing on safer and more effective medication management for patients.

Poster Presentation Recognition

Congratulations to **Dr. Geena Kelly** for her poster: *“Exploring Associations Between Transfusion of Red Cell Concentrate and Changes in the Symptoms of Fatigue and Breathlessness in the Palliative Care Setting.”*

Her work contributes valuable insights into symptom management and supports the advancement of evidence-based practice.

Conclusion

The IAPC 24th Education and Research Seminar was a resounding success, fostering collaboration, knowledge exchange, and inspiration across the palliative care community. By focusing on integration and innovation across the lifespan, the seminar reinforced the association's commitment to advancing care, supporting professionals, and improving outcomes for patients and families.

I want to extend a sincere thanks to all speakers, researchers, and participants who contributed to making this seminar an outstanding event. I would also like to offer a special thank you to our sponsors, Nutricia, for their generous support, and to Siel Bleu, whose work in promoting physical well-being continues to make a meaningful impact.

Dr Thomas Cahill

IAPC E&R Forum Chair 2025



Ethics Forum

Over the past year, the Ethics Forum of the Irish Association of Palliative Care has made significant progress in advancing ethical reflection and guidance within the field of palliative care through the publication of several key position papers.

Among its most notable achievements was that they successfully completed and published the IAPC Position Paper on Nutrition and Decision-Making in Palliative Care, a comprehensive and evidence-informed document addressing one of the most complex ethical areas in clinical practice. This paper provides practical and ethical guidance for healthcare professionals navigating decisions around clinically assisted nutrition and hydration, ensuring that patient autonomy, comfort, and quality of life remain central considerations. The publication has been nationally recognised as an essential and informative point of reference for palliative care professionals across Ireland, and it continues to inform policy discussions, education, and clinical decision-making. Its release represents a major achievement for the Forum, reflecting a rigorous process of ethical analysis, consultation, and collaboration across the palliative care community. Both publications underscore the Forum's ongoing dedication to promoting ethical excellence, reflective practice, and compassionate care at both national and international levels.

Additionally, the Ethics Forum also developed a statement of support for palliative care professionals working in war-torn and conflict-affected regions. This document was created in recognition of the profound ethical, emotional, and clinical challenges faced by healthcare providers delivering care under such extreme and often dangerous conditions. The statement reflects the IAPC's commitment to global solidarity, compassion, and advocacy for the rights and safety of palliative care practitioners and the patients they serve. The publication also reinforced the IAPC's reputation as a thoughtful, values-driven organisation that actively supports colleagues across borders who work to uphold dignity and comfort amidst immense adversity.

Since last year's AGM, there have been changes in Forum membership. Due to professional commitments, Dr. Una Molloy and Dr. Hannah Linane have stepped down. We sincerely thank them for their commitment, expertise, and valuable contributions throughout their tenure. The Forum remains committed to advancing its policy work through continued collaboration, diligence, and thoughtful engagement from all its members.



Nursing Forum

The Nursing Forum membership has increased to 41% of total membership of IAPC this year. The forum hosted significant events consistent with their vision of developing and promoting palliative care nursing through education, advocacy, research, leadership and peer support.

In June we were privileged to host an inspiring and energising workshop with Marie Cooper, an international palliative care nurse advisor and co-leader of the Global Palliative Care Nursing Network. Marie facilitated an interactive workshop which provided a space for over 60 nurses from the Island of Ireland to reflect on the what makes palliative care nursing so powerful and profoundly human and on how our knowledge, experience and expertise shape care at the most vulnerable times of life. This session also challenged attendees to reflect on the quiet strength of nursing and triggered rich discussion about harnessing the professional voice and leadership within nursing.

This session was engaging and interactive and highly evaluated by attendees. We are very grateful to Marie who provided her time and expertise to facilitate this session and to all of our community who took part.

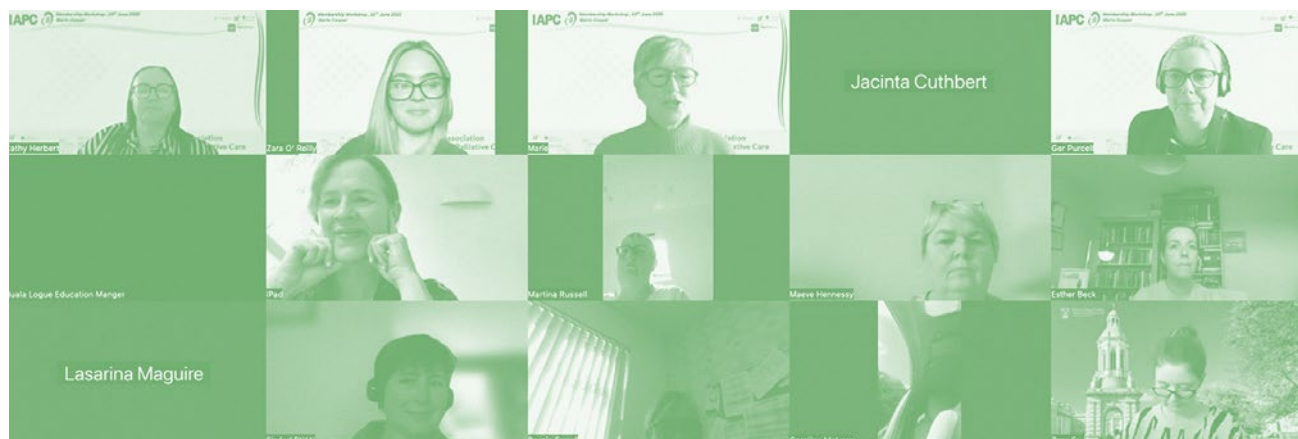
The Nursing Forum this year also set up and hosted a training course in Cognitive Behavioural Therapy (CBT) in Palliative Care with Kathryn Marnix, Palliative Medicine Consultant and Kathy Burns, Clinical Nurse Specialist, both of whom are experienced palliative care clinicians and CBT therapists. The course consisted of two in-person days at Our Lady's Hospice & Care Services and two further half days online. Participants had opportunity to practice and receive feedback on the applied skills in between sessions. Twenty six attendees from palliative nursing, medicine, occupational therapy and social work attended.

We are extremely grateful to the Queens Institute of District Nursing who provided a grant towards the costs of running this training, making it accessible for attendees. We are also grateful to the management of Our Lady's Hospice and Care Services for providing support with the training venue. This interdisciplinary training was very highly rated by participants citing the value of the practical skills and also interactive nature of the workshops as highly beneficial.

As the demand for places was high and the feedback from attendees so positive, we are currently evaluating the feasibility of running another training in Spring of 2026.

In other developments, the Chair of the Nursing Forum will also be included from this year on a distribution list for relevant communication updates from the Nursing representatives from the National Clinical Programme for Palliative care. This is an important part of our mission and will be of great significance as the National Adult Care Policy is implemented in the upcoming year.

The Nursing Forum are looking forward to continue strengthening our community in 2026 by further developing and broadening our representation to reflect the widening nature of generalist and specialist palliative care delivery in Ireland. Finally, we would like to thank Jacinta for all her support and hard work over the past year and we wish her all the best in the future.



Nursing Forum Workshop

Tuesday 10th June 2025

**Reclaiming the Voice of Palliative Care Nursing:
Shaping End of Life Care with Insight, Authority and Compassion**

Presenter: Marie Cooper

On 10 June 2025, the Irish Association for Palliative Care (IAPC) hosted a virtual Membership Workshop facilitated by Marie Cooper, Senior Nurse Advisor at St Christopher's Hospice and leader of the Global Palliative Nursing Network (GPNN). Drawing on her experience in clinical leadership, education, and global collaboration, Marie delivered a focused session exploring the evolving role of nurses in palliative care and the importance of professional visibility, leadership, and interdisciplinary collaboration.

Participants included healthcare professionals from across Ireland, representing a range of disciplines and care settings. Eighty people registered for the event, with peak attendance reaching 37 participants during the workshop. The workshop provided a structured opportunity for shared learning, discussion, and professional engagement.

This interactive workshop was a chance to pause, reflect, and share with what makes nursing in end-of-life care both powerful and profoundly human. Together, participants explored how their knowledge, experience, and presence shape care at the most vulnerable moments of life. They also considered how to reclaim something vital—their professional voice and authority. In a world that often overlooks the quiet strength of nursing, this was a space to stand tall in our insight, our skill, and our authority to lead.

Marie Cooper



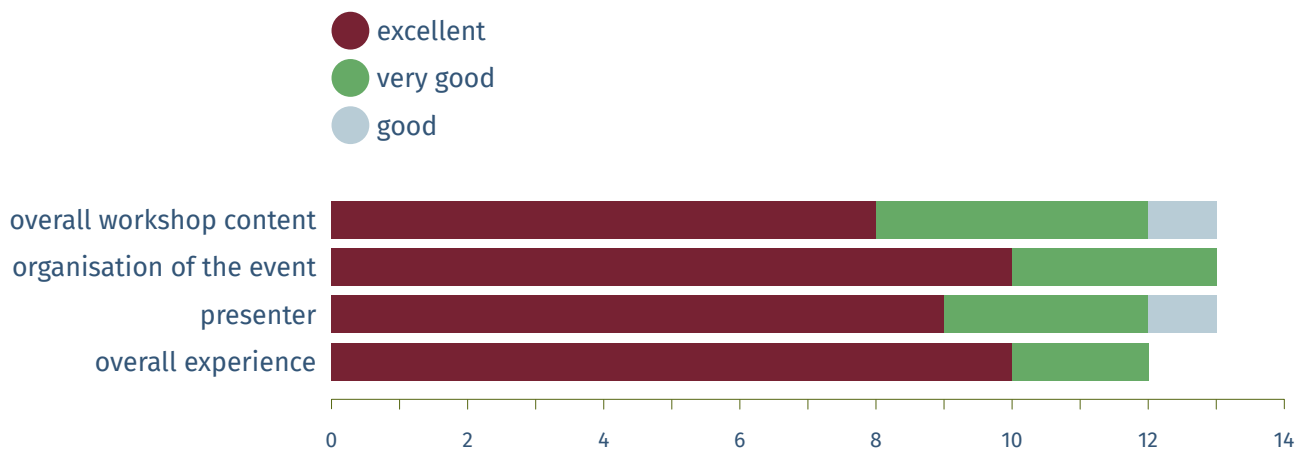
Marie is a nurse with many years' experience of clinical leadership across a range of care settings. From 2014 to June 2019, Marie was Practice Development Lead for Hospice UK, which enabled her to work with hospice executive clinical leaders and national organisations to champion the delivery of high quality, accessible palliative care. Since June 2019, Marie works freelance with several organisations including St Christopher's Hospice where her role is as Senior Nurse Advisor. In this role she co leads with Heather Richardson the Global Palliative Nursing Network the GPNN launched in 2023. Marie is also an accredited coach and mentor and loves collaborating with colleagues to improve end of life care and the strengthen the voice of nursing.



The following breakdown is based on responses from an evaluation form, with the majority of the data being qualitative.

Quantitative Data

The quantitative data, as presented below, offers an overall positive reflection of both the event and the Irish Association for Palliative Care (IAPC). The feedback indicates strong satisfaction with the workshop's content, delivery, and relevance, underscoring the value these events provide to members.



Qualitative Data

Workshop Content and Themes

Marie Cooper addressed several key themes relevant to palliative nursing, including:

- The changing scope of nursing roles in complex care environments
- The need to strengthen the professional voice and visibility of nursing
- Frameworks to support reflection and development, including the Four Pillars of Practice and the LANTERN model
- The value of global perspectives and shared learning
- The importance of self-care and resilience in sustaining quality care

The workshop combined structured presentation with participant interaction, encouraging reflection and the exchange of ideas.



Participant Experience

Attendees highlighted the interactive elements of the workshop as particularly valuable. Breakout sessions enabled focused discussion and peer connection. Participants commented that they “felt engaged and had a voice”, and found the format useful for “networking and sharing ideas.” Several noted the value of “open engagement in breakout rooms” and described the group discussions as supportive and constructive.

Marie Cooper’s presentation was described as “outstanding,” and “well-structured,” with one participant noting appreciation for a “beautiful presentation”, and another reflecting on “the importance of self-care in ensuring we are able to care for patients and families.” The LANTERN model and the discussion of nursing leadership and identity were also cited as highlights.

Relevance to Palliative Care in Ireland

When asked whether events like this support the palliative care community in Ireland, responses were strongly positive. One participant stated that the workshop “allowed the voice of nursing practice to be heard,” while another commented that “shared expertise, experiences, and networking opportunities enhance the palliative care community.”

A number of attendees emphasised the benefit of connecting with peers across regions. One respondent noted the importance of wider inclusion, stating that “there needs to be greater engagement from nursing homes, district hospitals, practice nurses, and public health nurses in the Republic of Ireland.”

This feedback indicates that these workshops serve both as valuable professional development opportunities and as platforms for broader system engagement.



Recommendations for Future Workshops

Attendees provided a number of suggestions for future topics, reflecting a desire for continued learning and practical relevance. Key recommendations include:

Professional Development and Role Clarity

- Nursing leadership, empowerment, and motivation
- Role development across community and specialist settings
- Regional differences in roles (e.g. ANPs, CNSs), remit, and referral pathways
- Ethical practice and governance

Communication and Decision-Making

- Communication skills in clinical and interdisciplinary contexts
- Understanding and applying the Assisted Decision-Making Act
- Advance and future care planning

Collaboration and Knowledge Sharing

- Regional collaboration on end-of-life care in the community
- Supporting nurses to present and publish research
- Presentations from national and international experts
- Sharing exemplars from practice to inform innovation

These recommendations will inform the planning of future IAPC Membership Workshops and support the ongoing development of a connected, well-informed palliative care workforce.

Conclusion:

The June 2025 IAPC Membership Workshop provided an opportunity for professional development, dialogue, and reflection. Through expert input and peer engagement, the workshop supported the ongoing advancement of nursing within palliative care in Ireland.

The session reaffirmed the value of structured, accessible forums where professionals can share knowledge, strengthen networks, and contribute to the development of practice and policy. The IAPC remains committed to providing opportunities that support the growth and leadership of its members.

We extend our thanks to Marie Cooper and all participants for their contributions and look forward to future workshops that continue to strengthen the palliative care community in Ireland.



Nursing Forum Members 2024/2025

Julie Goss, *Chair, Advanced Nurse Practitioner, Our Lady's Hospice, Dublin*

Geraldine Purcell, *Vice-Chair, Lecturer in Nursing, South East Technological University*

Linda Rogers, *Secretary, Advanced Nurse Practitioner Specialist Naas General Hospital*

Caoimhe Wade, *Clinical Nurse Specialist, Irish Cancer Society*

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

Deborah Murphy, *Clinical Nurse Specialist, University Hospital Waterford*

Lasarina Marguire, *Night Nurse, Irish Cancer Society*

Mary Burke, *Clinical Nurse Specialist, Galway University Hospital*

Paula Ward, *Palliative Care Advanced Nurse Practitioner, Midland Regional Hospital*

Tina Bolger, *Childrens Clinical Nurse Specialist, Kerry Hospice*

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



Pharmacists Forum

The Pharmacy Forum within the IAPC was set up to provide a support network for pharmacists working in specialist palliative care settings, as a means of sharing knowledge and experience in both professional and clinical matters and to foster communication and collaborative practice.

One of our members sits (in a voluntary capacity) on the working group of the HSE National Clinical Programme for Palliative Care, ensuring that practice issues pertinent to pharmacists and medicines management are raised at a national level, and to advocate for equity in access to specific medications for patients referred for palliative care.

During the last 12 months, the Forum has met on a bi-monthly basis and has focused significant attention on the following areas relevant to pharmacy practice:

- Contribution to the development of a database of information for healthcare professionals on accessing palliative care medicines in the community, acknowledging the challenges with the current system of medicines reimbursement.
- Advocating for a funded post for a pharmacist on the working group of the HSE National Clinical Programme.
- Sharing experience and knowledge in managing shortages of medicines critical to palliative care, given the ongoing challenges in this area and the potential impact on patient care.
- Sharing information on changes in practice related to the implementation of extended duration continuous subcutaneous infusions.
- Information sharing and group feedback into the roll out of the HSE Hospital Medicines Management System (HMMS) and Community Connect, the Clinical Management System for Specialist Palliative Care, which will include an electronic prescribing and medication management facility.

The pharmacists working in the many specialist units around Ireland who make up the Forum are grateful to the IAPC for their ongoing support. We would particularly like to thank Jacinta for her work over the years in encouraging us to continue with regular meetings, her assistance in developing agendas and promoting communication, and for her support of all palliative care professionals in Ireland. We wish Jacinta all the best in the future.



7. Goal No. 2

Promote the IAPC, Communicate with members and grow membership

X (Twitter)

The annual review of the IAPC X (formerly Twitter) page for January–November 2025 provides an overview of key performance indicators, reflecting continued growth in audience engagement, reach, and interaction compared with the previous year.

Key Performance Indicators

- **Overall Impressions:** The page demonstrated steady performance throughout 2025, with impressions peaking at 24.9K (up 2.9%) before later moderating to 11.9K. October achieved 17.6K impressions, maintaining a consistent mid-year engagement level.
- **Engagement Rates:** Engagement rates fluctuated modestly, reaching a high of 5.8% (up 3.5%) before stabilising at 2.9% in recent months, suggesting consistent audience interaction across varying content types.
- **Audience Metrics:** Peak engagement times remained between 4:00–8:00 PM, Monday to Friday. This time window continues to offer the strongest opportunity for post visibility and audience interaction, supporting optimal scheduling strategies for future campaigns.
- **Content Analytics:** Reviewing 2025 content performance on X reveals that IAPC-related posts remained the most engaging.
 - The top-performing posts: signups for the *Marie Cooper Nursing workshop* achieved over 3,824 impressions and strong engagement.
 - A secondary high-performing post: *promoting abstract submissions* attracted over 2,050 impressions, reinforcing the ongoing audience interest in educational and advocacy-focused content.
- **Likes:** Likes peaked at 454 (up 3%) before stabilising at 86, reflecting sustained follower appreciation for content.
- **Replies:** Reply levels remained steady but modest, representing consistent direct engagement that offers room for future growth through interactive posts.



Observations

- **Overall Impressions:** Impressions peaked at 24.9K, with periodic engagement spikes throughout the year. May maintained strong traction at 17.6K impressions.
- **Engagement Rates:** Varied between 5.8% and 2.9%, illustrating steady audience interest over time.
- **Audience Interaction:** Engagement remained strongest during weekday evenings (4–8 PM), confirming the optimal scheduling window.
- **Content Performance:** IAPC-related posts continued to dominate engagement metrics, particularly video and event-focused content surpassing 2,000 impressions.

Successes

- **High-Impact Content:** IAPC-themed posts, including the “What Palliative Care Means to Us” campaign, performed exceptionally well, reaffirming the community’s connection with palliative care initiatives.
- **Sustained Link Clicks:** Consistent link click activity demonstrates continued interest in resources and event promotions.
- **Optimised Engagement Times:** The 4–8 PM weekday slot remains the prime engagement period for maximum visibility.

Areas for Improvement

- **Direct Engagement:** Replies and comments remain modest, suggesting opportunities for growth through polls, Q&A posts, and discussion prompts.
- **Engagement Rate Stability:** Although engagement peaked at 5.8%, maintaining higher consistency will require a mix of multimedia content and strategic timing.
- **Likes and Retweets:** Encouraging more interactive reposting and quote-tweets could help broaden reach and strengthen audience participation.

The IAPC X page continues to show upward trends in impressions and engagement, with targeted improvements in interactivity expected to yield further growth in 2025–2026.



IAPC Mailchimp Report — January to November 2025

This report examines IAPC's email marketing performance from January–November 2025, highlighting improved deliverability, open rates, and engagement metrics that reflect consistent audience interest and effective outreach.

Key Metrics

- **Recipient Engagement:** Average of 309 recipients per month (up 2.3%).
- **Deliverability:** Maintained a strong 99% success rate (up 2%).
- **Open Rates:** Averaged 201 opens per month, translating to a 78.9% open rate (up 2.2%).
- **Click-Through Rates:** Averaged 71 clicks per month, achieving a 38.5% CTR (up 2.6%).
- **Unsubscribed:** 7 unsubscribed recipients across the 9-month period.

Top Links Clicked

- **IAPC Seminar 2026 (Exordo):** 190 total clicks (↑ 2.7%).
- **Dublin Certificate in Evidence-Based Palliative Care:** 160 total clicks (↑ 2.6%).

Campaign Benchmarking

Benchmark performance improved to 74.3% (up 2%), exceeding the average for comparable non-profit organisations (via Mailchimp data).

Content Optimiser

- **Skimmability:** 0.3/3 remains a development focus.
- **Text and Visuals:** 2.1/3 showing improvement in visual balance.
- **Typography:** 7.2/8 consistent professional readability.
- **Links and CTAs:** 2.1/3 continued opportunity for more strategic call-to-action placement.

Industry and Audience

- **Sector:** Non-profit.
- **Audience:** Predominantly 67% female, aged 35+ (↑ 2%).

Average Campaign Performance

64.2% overall performance (↑ 2.4%), reflecting incremental improvement in engagement and impact.



Analysis

Recipient Engagement

The IAPC's average monthly audience rose to 309 recipients, indicating a modest but meaningful expansion of its subscriber base. The minimal unsubscribe rate reinforces the newsletter's relevance and content quality.

Deliverability

With a 99% deliverability rate, the email system remains highly effective, ensuring consistent reach and minimal bounce rates.

Open Rates

An impressive 78.9% open rate demonstrates that IAPC's email content remains highly appealing and valuable to subscribers.

Click-Through Rates

The 38.5% CTR reflects increased engagement with links to seminars, courses, and publications, showing strong interest in professional development resources.

Top Links Clicked

Interest remains concentrated on education and event-based content, underscoring IAPC's leadership in professional development offerings.

Benchmarking

The 74.3% benchmark positions IAPC above the nonprofit average, signaling highly effective campaign strategy and execution.

Content Optimisation Insights

While typography and visuals continue to perform strongly, skimmability and CTA structure remain areas for improvement. Introducing concise text blocks, stronger headlines, and interactive buttons will help maintain engagement and encourage more frequent actions.

Successes

- High open and click-through rates.
- Excellent deliverability and retention.
- Clear audience interest in event and education-focused campaigns.

Opportunities

- Improve skimmability and visual storytelling.
- Introduce interactive CTAs, polls, or feedback forms to encourage active participation.
- Continue optimising timing and segmentation for targeted outreach.



IAPC Website Report (www.iapc.ie) — February to November 2025

Following the relaunch in early 2024, the IAPC website has continued to expand in traffic, visibility, and engagement throughout 2025, reflecting improved usability and strong SEO performance.

Visual Design and Graphics

- The website maintains a professional, contemporary design aligned with IAPC’s mission.
- High-quality, relevant imagery enhances emotional resonance with visitors.
- Use of infographics and icons continues to make complex topics more accessible.

Traffic Trends

- **Visitor Traffic:** Increased by approximately 3% year-over-year, reflecting growing engagement.
- **Engaged Users:** Average session duration and page views per session rose slightly, indicating deeper exploration.
- **Organic Search Performance:** Improved keyword ranking for terms related to “palliative care Ireland,” driving more organic visits.

Accessibility of Information

- **Navigation:** Clear structure and intuitive design aid user journey.
- **Resources:** Comprehensive educational and professional materials remain accessible and up-to-date.
- **Mobile Optimisation:** Fully responsive across devices.
- **Accessibility:** Continued compliance with accessibility standards, including readable fonts and alt-text use.

Successes

- Growth in overall site visits and engagement metrics.
- Strengthened SEO visibility.
- Consistently positive user experience feedback.

Opportunities

- Introduce interactive features (webinars, discussion forums, Q&A sections).
- Add feedback tools to gather user insights.
- Increase content refresh frequency to maintain momentum.



IAPC Newsletter — 2025 Review

The IAPC newsletter continues to be a cornerstone of organisational communication, reaching healthcare professionals, researchers, and the public with news on education, advocacy, and research developments.

Highlights

- Regular publication frequency maintained.
- Consistent inclusion of calls to action for event registrations, abstract submissions, and membership sign-ups.
- Targeted content for specialised groups (nursing, pharmacy, ethics, etc.) continues to strengthen relevance and engagement.
- The “Spotlight” series in our newsletter has been very well received by readers, offering a personal and engaging look into the everyday experiences of professionals working in palliative care. These features have helped humanise the field, foster stronger connections within our community, and highlight the dedication and compassion that drive our members’ work. Building on this positive response, we aim to make the “Spotlight” a regular monthly feature in 2026, inviting current IAPC members to share their insights, stories, and reflections from their day-to-day practice in palliative care.

Engagement Metrics

- Open rates and click-through rates rose by an estimated 2.5%, reflecting increased reader interaction.
- Conversions to membership and event registrations also showed modest growth.

Opportunities

- Increase use of metrics-driven content planning to further tailor newsletter topics.
- Enhance visual appeal and include interactive elements (polls, short surveys).



Membership and Growth Strategy — 2025 Outlook

The Irish Association for Palliative Care (IAPC) continues to strengthen its membership base, with growth of approximately 3% over the past year.

Key Developments

- Expanded membership among healthcare professionals and academics.
- Increased participation across the Nursing, Pharmacy, and Ethics Forums.
- Improved access to webinars, online learning, and digital materials.
- Engagement with our recent Nursing Forum workshop, led by Marie Cooper, was a notable success, drawing strong participation and positive feedback from attendees who valued the practical insights and collaborative discussions it offered. The session reinforced the importance of peer learning and professional connection within the nursing community. In addition, our ongoing CBT (Cognitive Behavioural Therapy) training, running through October 2025, has continued to attract significant interest, reflecting a growing demand for evidence-based approaches in palliative care practice. Both initiatives have strengthened professional development opportunities for members and will be further expanded in 2026 to reach a wider audience and support continued learning across disciplines.

Strategic Focus

- Leverage digital engagement tools to attract a more diverse membership demographic.
- Use data analytics to track member engagement and refine communication strategies.
- Expand outreach nationally to amplify IAPC's policy influence and educational leadership in palliative care.

Conclusion

The 2024–2025 period marks continued growth and stability for IAPC's communication platforms. Across social media, email marketing, the website, and newsletters, the organisation achieved measurable progress in reach, engagement, and professional visibility. With modest but consistent upward trends across all metrics (2–3% growth), IAPC remains well-positioned to further expand its influence, improve content interactivity, and strengthen connections within Ireland's palliative care community.



8. Goal No. 3

Advocate influence and grow

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

Treasurers Report

Liz O'Donoghue

Financial support:

Membership support increased last year, in 2023 a number of members were removed due to non payment, in 2024 we increased membership resulting in higher membership income..

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. POBAL extended the funding to December 2025 for the three roles, which will include the new CEO to the year end.

The Health Service Executive (HSE) has continued to provide the IAPC with an untied operational grant in 2024. The continuation of this grant is of critical importance in order to facilitate the ongoing work of the IAPC.

We were successful in a grant from the Hospital Saturday Fund to fund the licence of the ExOrdo platform which is part of the processing IT required for the Education and Research Seminar abstracts.

We received a payment from Nautricia which paid for the Education and Research Bursary winners.

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 from 2023 to 2024 has remained static.

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 a surplus at the end of 2024 was €13942

1. There was an increase in Salaries and subsequent PRSI contributions were due to annual increments.
2. There was a substantial increase in the E & R Seminar costs, this was due to 2023 being held online whereas in 2024 the event was held in person and resulted in additional costs being incurred
3. The printing and Stationery has decreased as all seminar costs went into the E & R Seminar heading
4. There was an increase in Representation costs, The Chair of the organisation was supported in her attendance at the EAPC Congress
5. You will note the decrease in Board training for 2024, this is related to the once off training received by the Board for PR training to represent IAPC at the Dail hearing.
6. There was a large recruitment cost that will appear in the 2025 accounts.
7. All other expenditure remained relatively similar to 2023

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. Goal No. 4A

Governance Implementation

Board Meetings

The Board met six times during the financial year and the Officer Board met three times during the same period. There will also be another Board meeting held at the AGM. 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. One evaluation meeting took place in July and another to take place before they year end.

Succession Planning:

The new CEO was appointed during July and commenced on 1st September 2025, this resulted in an increase in expenditure, which will be noted in the 2025 accounts.

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 POBAL extended the funding to IAPC to December 2025, the Board agreed to also extend the strategic plan until December 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.
- IAPC is fully compliant with all reporting requirements, CRO, RBO, Charities regulator, Revenue Commissioners, Funders : POBAL, HSE, HSF
- Annual reports together with financial statements are submitted in a timely manner to our funders POBAL, HSE, HSF and Lotto and any other ad hoc funder.
- 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 2026 – 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 2024

Company Number: 476267



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Directors and Other Information

Directors Hannah Linane, *Chair*
Elizabeth O'Donoghue, *Treasurer*
Mary Ann Larkin
Geraldine Purcell
Felicity Hasson
Esther Ruth Beck
Stacey Power Walsh
Deirdre Hickson
Daniel Nuzum
Eimear Hallissey
Cliona Lorton
John Allen
Babajide Afolabi
Niall Manktelow (*Appointed 8 May 2024*)
Noreen O'Shea (*Appointed 7 November 2024*)
Monika Pilch (*Appointed 7 November 2024*)

Company Secretary Cliona Lorton (*Appointed 1 October 2024*)
Ciara McGrath (*Resigned 1 October 2024*)

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 2024.

Principal Activity and Review of the Business

To promote Palliative Care nationally and internationally through education, publications, representation on national and international bodies.

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 2024.

Financial Results

The surplus/(deficit) for the financial year after providing for depreciation amounted to €13,942 (2023 - €(52)).

At the end of the financial year, the company has assets of €151,262 (2023 - €143,518) and liabilities of €8,119 (2023 - €14,317). The net assets of the company have increased by €13,942.



Directors and Secretary

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

Hannah Linane, *Chair*

Elizabeth O'Donoghue, *Treasurer*

Mary Ann Larkin

Geraldine Purcell

Felicity Hasson

Esther Ruth Beck

Stacey Power Walsh

Deirdre Hickson

Daniel Nuzum

Eimear Hallissey

Cliona Lorton

John Allen

Babajide Afolabi

Niall Manktelow (*Appointed 8 May 2024*)

Noreen O'Shea (*Appointed 7 November 2024*)

Monika Pilch (*Appointed 7 November 2024*)

The secretaries who served during the financial year were:

Cliona Lorton (*Appointed 1 October 2024*)

Ciara McGrath (*Resigned 1 October 2024*)

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

The auditors, Kiely & Co, (Statutory Audit Firm) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.



Membership and Grant Income

Membership Income: The company has a membership base of approximately 200 lifelong members, generating an income of €40 per member per annum, amounting to a total recognized income of €10,920 for the year.

Educational Seminar: In 2024, the company conducted the 23rd Education and Research Seminar titled Ensuring Dignity: Ethical Reflections in Palliative Care. The seminar, held in person, generated a total income of €11,390, supporting the company's education and professional development initiatives.

Funding and Grants: The company received various grants during the year to support its activities:

Pobal Grant: The directors confirm that the company received a Pobal grant under the Scheme to Support National Organisations, totalling €88,928 for the year ended 31 December 2024. This funding supports the operational activities of the company, including administration, advocacy, and educational projects related to palliative care.

HSE Grant: The company received a grant of €23,482 from the Health Service Executive (HSE) for the provision and promotion of palliative care services.

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: 23/5/2025

Elizabeth O'Donoghue, *Treasurer*
Director

Date: 30/5/2025



Directors' Responsibilities Statement

for the financial year ended 31 December 2024

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;
- 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 lo establish that the company's auditor is aware of that information.

Signed on behalf of the board

Hannah Linane, *Chair*
Director

Date: 23/5/2025

Elizabeth O'Donoghue, *Treasurer*
Director

Date: 21/5/2025



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 2024 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 2024 and of its surplus 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 the Provisions Available for Audits of Small Entities, in the circumstances set out in note 6 to the financial statements, 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 has 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.

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: 30/5/2025



Income and Expenditure Account

for the financial year ended 31 December 2024

	2024	2023
	€	€
Income	135,435	135,385
Expenditure	(121,493)	(135,437)
Surplus/(deficit) for the financial year	13,942	(52)
Total comprehensive income	13,942	(52)
Retained surplus brought forward	129,201	129,253
Retained surplus carried forward	143,143	129,201

Approved by the board on 30/5/2025 and signed on its behalf by:

Hannah Linane, *Chair*
Director

Elizabeth O'Donoghue, *Treasurer*
Director



Balance Sheet

as at 31 December 2024

	Notes	2024 €	2023 €
Fixed Assets			
Tangible assets	9	395	696
Current Assets			
Debtors	10	8,227	9,701
Cash at bank and in hand		142,640	133,121
		150,867	142,822
Creditors: amounts falling due within one year	11	(8,119)	(14,317)
Net Current Assets		142,748	128,505
Total Assets less Current Liabilities		143,143	129,201
Reserves			
Income and expenditure account		143,143	129,201
Members' Funds		143,143	129,201

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 30/5/2025 and signed on its behalf by:

Hannah Linane, *Chair*
Director

Elizabeth O'Donoghue, *Treasurer*
Director



Notes To The Financial Statements

for the financial year ended 31 December 2024

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 2024 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.

Government grants

Grants are recognised at fair value of the asset receivable using the accruals model when there is reasonable assurance that the grant will be received and all attaching conditions will be complied with. Grants towards capital expenditure are credited to deferred income and are released to the profit and loss account over the expected useful life of the related assets, by equal annual instalments. Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred.

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	12.5% Straight line
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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.

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.

Taxation

As the company received Charitable Status from the Revenue Authorities it is exempt from taxation and therefore no provision is necessary.



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.

Financial instruments

The Company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities such as trade debtors and trade creditors.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Profit and loss Account.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

Financial assets and liabilities are offset and the net amount reported in the Balance sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

3. Significant Accounting Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. There are no estimates and assumptions used that would have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.



4. 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.

5. Going Concern

The company reports a surplus (deficit) of €13,942 (2023: €(52)). 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.

6. Provisions Available for Audits of Small Entities

In common with many other businesses of our size and nature, we use our auditors to assist with the preparation of the financial statements.

7. Operating Surplus/(Deficit)

	2024 €	2023 €
Operating surplus/(deficit) is stated after charging		
Depreciation of tangible assets	301	301



8. Employees

The average monthly number of employees, including directors, during the financial year was 3, (2023 - 3).

9. Tangible assets

	Fixtures, fittings and equipment €	Total €
Cost		
At 1 January 2024	2,408	2,408
At 31 December 2024	2,408	2,408
Depreciation		
At 1 January 2024	1,712	1,712
Charge for the financial year	301	301
At 31 December 2024	2,013	2,013
Net book value		
At 31 December 2024	395	395
At 31 December 2023	696	696

10. Debtors

	2024 €	2023 €
Trade debtors	1,225	50
Prepayments	7,002	9,651
	8,227	9,701

All debtors are due within one year.



11. CREDITORS

Amounts falling due within one year

	2024	2023
	€	€
Amounts owed to credit institutions	–	20
Taxation	4,100	10,827
Other creditors	329	395
Accruals	3,690	3,075
	14,317	8,309

12. 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 debts and 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.

13. Capital commitments

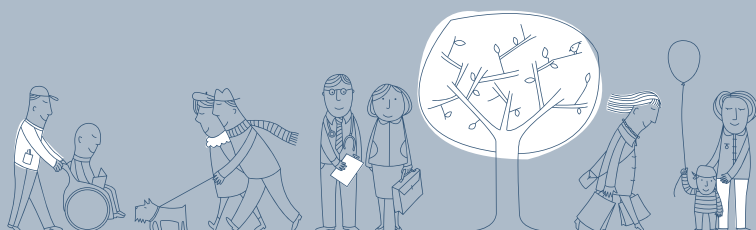
The company had no material capital commitments at the financial year-ended 31 December 2024.

14. Post-Balance Sheet Events

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

15. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 30/5/2025.



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.

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www.iapc.ie for more information and on-line membership application