

National Rehabilitation Board | Bord Athshlánúchain | Annual Report 1998



BUILDING THE FUTURE

NRB

NRB's mission is, on behalf of the State and in consultation with people with disabilities, to enable and empower people with disabilities to live the life of their choice to their full potential.



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## CHAIRWOMAN'S STATEMENT

"The blueprint with which we are all working will lead us to a new millennium where society will be fairer and more just" ...



So said Mr. Brian Cowen, TD, Minister for Health and Children, about **Building a Future Together**, the report of the Establishment Group charged with responsibility for setting up the new institutional arrangements for delivering effective services to people with disabilities. Mr. Cowen was speaking at the October 1998 meeting of the Board of NRB.

## CHAIRWOMAN'S STATEMENT

Throughout his remarks the Minister emphasised the role and contribution of NRB in bringing about the exciting and challenging new scenario into which we are now proceeding. "Without your valuable input and co-operation, and this includes the efforts of all the staff of NRB, not least the Chief Executive, we would not have reached the stage we are at now – improving, advancing and reshaping the State's apparatus for the delivery of services for people with disabilities", he said.

This acknowledgement from the highest level of NRB's role in shaping the future was gratifying and timely. Minister Cowen noted that the role expected of NRB has altered dramatically in recent times and that the tasks it performs have become more complex and demanding. Issues of change and flexibility are considered the greatest challenges facing modern organisations and NRB has been diligent, creative and enthusiastic in its embracing of these concerns and its determination to play a full part in ensuring that the future builds on the achievements of the past.

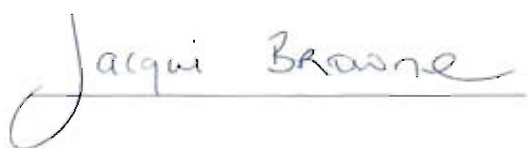
This annual report describes some of these achievements in 1998, ranging from greater choice and efficiency in hearing services to joint projects with other Government departments and agencies. While NRB personnel made a huge contribution to task groups and working parties hammering out the details of the proposed new arrangements services and standards in the organisation were not just maintained but surpassed. Some 25% more people with disabilities used the occupational guidance service in 1998 than in the previous year. Telephone queries to the National Disability Resource Centre rose by a similar proportion, those relating to access to the built environment were up by 16% and Library enquiries rose by 21%. Some 20% more hearing aids were fitted in 1998 than in 1997. NRB has certainly not been standing still.

For 31 years NRB has worked to ensure the highest standards of service for people with disabilities. That work was acknowledged in 1998 by the attendance at NRB events of many Government Ministers – as well as Minister Cowen the Tanaiste, the Minister for Education and Science, the Minister for Social, Community and Family Affairs, the Minister for Tourism, Sport and Recreation and the Minister for Justice, Equality and Law Reform all paid tribute to NRB by participating in various initiatives. The Minister of State at the Department of Justice, Equality and Law Reform, whose work is bound up intimately with that of NRB, launched two important NRB publications in 1998.

These acknowledgments of NRB's role and contribution go far in assuring the organisation that its expertise and ethos will constitute the bedrock of the new arrangements. In the very near future hearing services will begin to be delivered through the mainstream health structures, training and employment services through FÁS and information and personal support services through Comhairle, the new structure to be created through the merger of the NSSB with part of NRB. Overarching it all the National Disability Authority will be determining national policy and progressing the mainstreaming agenda. It is a matter of satisfaction for the Board of NRB that these new arrangements will be founded on the solid history of the organisation over 31 years of development and change.

In his remarks at the Board meeting Minister Cowen stated simply that NRB's "distinguished record stands for itself". He added that "it is a credit to you, the Board, and all of the staff, past and present, that my colleague...Mary Wallace can now forge ahead with solid plans to build a more inclusive society". As Chairwoman of the Board I can only echo these remarks and add my personal appreciation of the vital contribution everyone associated with NRB has made to the shaping of that inclusive society. I would also like to acknowledge the contribution of all those outside individuals and organisations whose support and assistance have helped NRB to achieve its goals, including the Minister for Health and Children, the Minister for the Environment and Local Government, the Minister and Minister of State at the Department of Justice, Equality and Law Reform and their officials, and staff of the many other Government Departments and governmental and non-governmental agencies with which NRB works. NRB also acknowledges the assistance of the EU Commission and its officials.

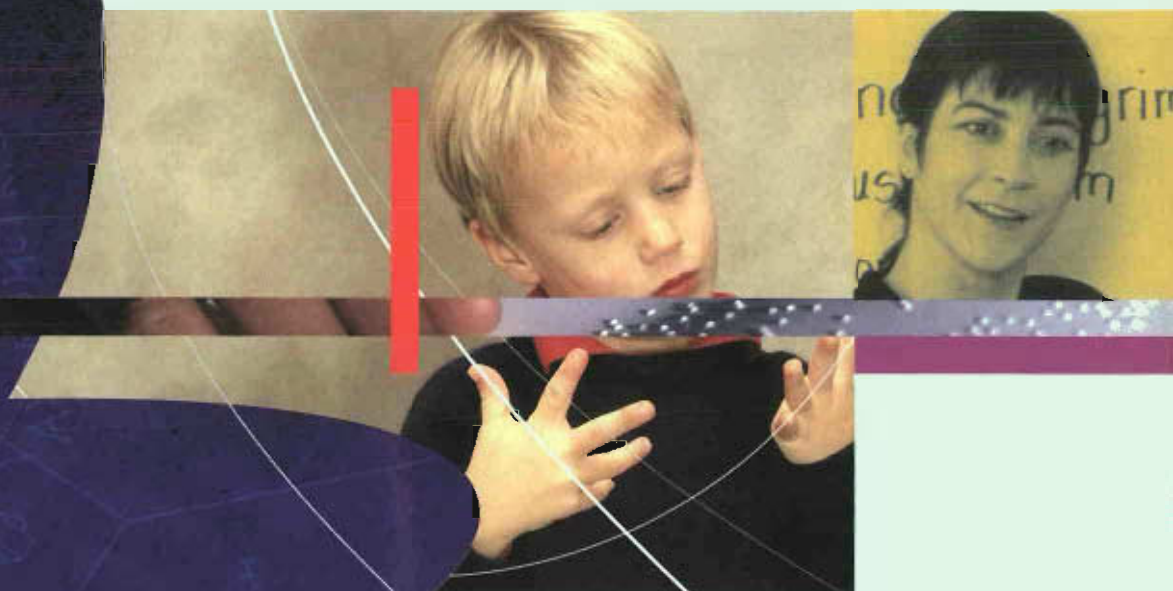
At a time of challenge and change it is of enormous comfort to be assured of the dedication, professionalism and effectiveness of staff and to be certain that standards will be maintained and even surpassed as events unfold. Irish people with disabilities can be confident that their best interests are uppermost in NRB's thinking and that the organisation will be doing its utmost to ensure that the promise of the report of the Commission on the Status of People with Disabilities becomes a reality in 1999.

A handwritten signature in blue ink that reads "Jacqui Browne". The signature is written in a cursive, flowing style. Below the signature is a thin horizontal line.

Jacqui Browne  
Chairwoman



# PART 1 NRB advises Government and other key decision makers on disability policy...



In 1998 NRB contributed significantly to the mainstreaming of policy on issues of concern to people with disabilities by undertaking a range of initiatives in partnership with mainstream governmental and non-governmental organisations. A national policy-setting conference, submissions and research publications served to ensure that disability issues were placed high on the agendas of key decision-makers.



## PART 1

**Making It Clear** was the title – and the core message – of the national consultative conference on the information service requirements of people with disabilities organised in early 1998 by NRB on behalf of the Department of Social, Community and Family Affairs (DSCFA) and the National Social Services Board (NSSB). Ten local level groups of people with disabilities, their families and advocates set the participative tone of the conference by presenting their experience of seeking and accessing information. This was continued in active working groups as well as lively debates after the formal inputs from key officials of DSCFA and the Department of Justice, Equality and Law Reform. The conference attracted around 200 delegates including people with disabilities, their families and advocates, representatives of Government Departments and agencies, health boards and the Ombudsman's office, representatives of disability organisations, the Library Council, Citizens' Information Centres, Area Partnerships and other groups.

The recommendations for information providers and other outcomes of the conference were published in a report which concluded that "the ideas and recommendations made at **Making It Clear** will be very helpful in making sure that the DSS [now Comhairle] meets the needs it is being set up to deal with". The report was also brought to the attention of other Government Departments by the Minister for Social, Community and Family Affairs, Mr Dermot Ahern, TD.

In another initiative involving a key mainstream organisation NRB co-operated with a working group of IBEC's Consultative Committee on Disability in preparing guidelines for companies on the employment of people with disabilities. The guidelines will be published by the Irish Business and Employers' Confederation in 1999.

**NRB's Research Department** published five research reports and briefs in 1998:

- **Costs of Disability 2: Poverty among People with Disabilities**
- **Costs of Disability 3: Caring for People with Disabilities**
- **Respite Care Facilities for People with Disabilities**
- **Monitoring of Training Outcomes: Follow-up Survey of ESF and TOPs 1996 Leavers** (report and research brief published)

Work began on a number of projects due for publication in 1999.

Three research scholarships were awarded in 1998 to post-graduate students undertaking studies of benefit to people with disabilities:

- Gearoid Tuohy (TCD), to supply a genetic-based therapy to halt photoreceptor death in retinal tissue associated with retinitis pigmentosa (RP) and other degenerative conditions of the eye that lead to complete blindness
- Magdalen Rodgers (TCD), to identify the factors that lead to difficulties in marital relationships following traumatic head injury
- Joanne McCarthy (UCC), to identify popular perceptions of blindness in Ireland.

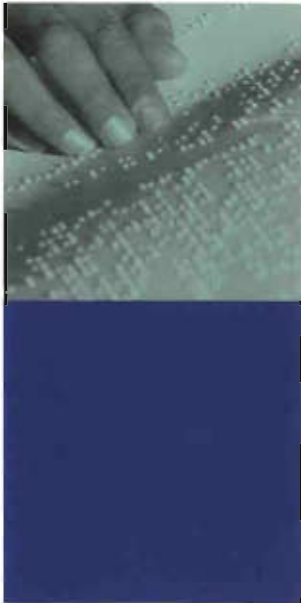
In 1998 NRB sent 17 **submissions** to governmental and professional think-tanks and bodies, almost three times the level of such activity in 1997, reflecting the increase in interest in disability issues and the trend towards consultation in the public sector. Public libraries and information policy were the subject of two submissions each. Three were on the subject of arts policy and a further two examined child abuse guidelines and the law on sexual offences. Two submissions in the field of access examined heritage buildings and proposals for LUAS. A submission to the Oireachtas Sub-Committee on Human Rights investigated these issues as they affect people with disabilities worldwide. Others concerned the Green Paper on the community and voluntary sector, sports provision for people with disabilities and the Council of Europe's Social Charter.

**Buildings for Everyone**, NRB's comprehensive guide to achieving excellence in accessibility in the built environment, was published in May 1998, representing the culmination of several years of dedicated work. National and regional launches, focussed mailshots and inserts in such journals as **Irish Architect** and **Plan** ensured a high level of publicity for the book. By year end sales topped 1100.

NRB's **Access** Service carried out an access audit of all FÁS training centres and employment services offices in the first half of 1998. FÁS is using the resulting report to establish priorities for upgrading its premises. Other significant activities in 1998 included:

- **Supporting the Department of the Environment and Local Government** in various matters arising from the Building Regulations, including preparatory work for the extension of Technical Guidance Document Part M to cover housing, scheduled for mid-1999





- Prestigious **access auditing** and improvement projects, including at Waterford Crystal, the Four Courts, the Bar Council and at Dublin City University, where a protocol for ensuring accessibility on campus was developed in 1998. Excluding site visits carried out as part of the FÁS project, NRB Access staff conducted 213 audits in 1998, up by 38% from the previous year
- Access promotion activities in the field of **tourism**, including involvement in the RTE TV programme, **Streetwise**, on the availability of self-catering accommodation for people with disabilities. A presentation to the Irish Farm Holidays Association resulted in that organisation proposing a system of self-assessment and focussed information aimed at improving standards for guests with disabilities. Presentations were also made to other key organisations such as Tourism Quality Services and the Accommodation Services Managers' Association. A joint initiative with the Central Fisheries Board and the Spinal Injuries Association will result in higher standards of provision and information in this growth area
- Work to influence the field of **transport**, including supporting Aer Rianta to develop standards for accessible airports and co-operating with CIE's Light Rail Project office in developing standards of access for LUAS. Support was also given to Iarnród Éireann as it developed a guide for disabled customers and a protocol for stationmasters on access and management issues. Through reports and submissions and its representation on the Taxi/Hackney Consultative Forum NRB worked consistently to improve taxi services for people with disabilities. NRB is also represented on the Consultative Panel of the Dublin Transportation Office
- **Designer education**, including lectures for students and design professionals and presentations at seminars and conferences. NRB is represented on the steering committee of a project which aims to mainstream the teaching of universal design in the School of Architecture in UCD
- **Policy development**, including representation on the Task Group on Policy for the Promotion of Public Awareness on Architecture, set up by the Department of Arts, Heritage, Gaeltacht and the Islands, which is due to report in 1999
- **International involvement**, notably hosting a meeting of a group aiming to promote the European Concept of Access.

In the field of the **arts** NRB worked closely with the Arts Council in 1998, supporting the organisation to develop an Arts and Disability Handbook, to be completed and launched in 1999, and taking an active



role in the consultation process for a new Arts Plan. NRB is represented on the Arts Council's arts and disability committee. NRB also joined with the Fire Station Artists' Studios in piloting a studio award for an artist with a disability.

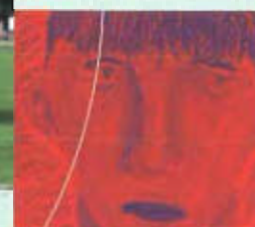
In 1998 NRB developed and piloted a training programme in **disability awareness** and accommodation of people with disabilities for Teagasc instructors. This project resulted in agreement that the training will be extended to all Teagasc instructors and that the organisation will explore how to improve access for people with disabilities to its certificate programmes. Other disability awareness initiatives undertaken by NRB in 1998 included training programmes with eight Positive to Disability employers, five inputs into the FÁS Customer Care course and sessions with schools, colleges and other organisations.

During 1998 NRB contributed to **international developments in disability policy and practice** in a number of ways. In his capacity as President of Rehabilitation International (RI) the Chief Executive participated in formal and informal discussions with governmental and non-governmental agencies in several countries. In a separate development NRB won a contract to advise the government of the Republic of Botswana on access to education and training for people with disabilities. Resulting from this the first systematic and comprehensive training programme for people with disabilities in Botswana will be operational in summer 1999. Aimed initially at people aged 16 to 25 who have learning disabilities, the programme will later be extended to older people and those with other impairments.

NRB was also nominated by CEEP (European Centre of Enterprises with Public Participation) to take part in a working group of the Social Dialogue Committee in order to produce a compendium of good practice in the employment of people with disabilities. The draft compendium was presented as part of the Social Partners' contribution to the European Summit on Employment held in Vienna at the end of 1998. It will be launched formally early in 1999.



## PART 2 NRB monitors and co-ordinates what's going on in key areas...



In the field of specialised training and employment NRB aims to ensure that service standards are at least as high as those in mainstream services. NRB also works with mainstream organisations to maximise opportunities for people with disabilities.

## PART 2

By year end 32 employers were accredited as reaching agreed standards in their employment practice concerning people with disabilities through NRB's **Positive to Disability** scheme.

In the system designed to ensure that all ESF-funded centres providing specialised training for people with disabilities reach agreed standards of service, some 40 centres gained **accreditation** in 1998. Four of these were accredited as centres of excellence, while two failed to reach the required standard. The first awards ceremony was held in autumn 1998, officiated by the Tanaiste, Ms Mary Harney, TD. An independent evaluation of the accreditation process was begun in autumn 1998 and is due for completion in summer 1999.

**Service Standards** were also agreed for **Employer-Based Training** (S2/98), building on the work of the National Accreditation Committee Sub-Committee on Employer-Based Training, the Employer Resource Initiative and NRB's Regional Services Interim Guidelines. This is the first time that any form of accreditation for this type of training is being offered in either mainstream or specialised services.

Access to nationally recognised **certification** for trainees in specialised training was enhanced in 1998. A further 55 courses were approved or verified and 376 trainees from 38 centres received certification through the Integrated Assessment System, a national standards-based system of assessment and certification for introductory level skills. An additional 48 trainees received certification under the City and Guilds Joint Certification Agreement. During 1998 almost 2800 people with disabilities, up by around 12% from the previous year, started on specialist training courses.

To ensure that trainers in specialised training derive the maximum benefit from funds available through the EU **Training of Trainers** measure NRB, in conjunction with the Irish Management Institute, developed a Training Needs Analysis programme aimed at centre managers. It was piloted in NRB's South East region and will be available throughout the country in 1999.

Trainers with extensive training experience and/or who have attended relevant short-term training programmes gained accelerated access to the **Certificate in Training (Special Needs)** in 1998 through the introduction of the Accreditation of Prior Educational Learning (AP(e)L) version of the course. The Certificate gained NUI certification in 1998, thus providing trainers in specialised training with a specific nationally recognised third level qualification. In addition, NRB and NUI



Maynooth, through whose auspices the Certificate course is run, developed a Diploma in Arts (Training Special Needs) in 1998, in order to provide opportunities for trainers who have completed the Certificate and who wish to progress their studies further.

A pilot project designed to enable people with disabilities to acquire or extend their facilitation skills began in autumn 1998. The programme tutors for the taught part of the project, which begins in 1999, include personnel from the Irish Management Institute and community development organisations from both the Republic and Northern Ireland.

In 1998 NRB was invited to join the National Consortium for a new initiative aimed at establishing a national network to support the training of trainers in Ireland. NRB's participation represents an opportunity to ensure that trainers in specialised training can contribute to the policy and direction of trainer training in general. The initiative is funded through the EU ADAPT programme.

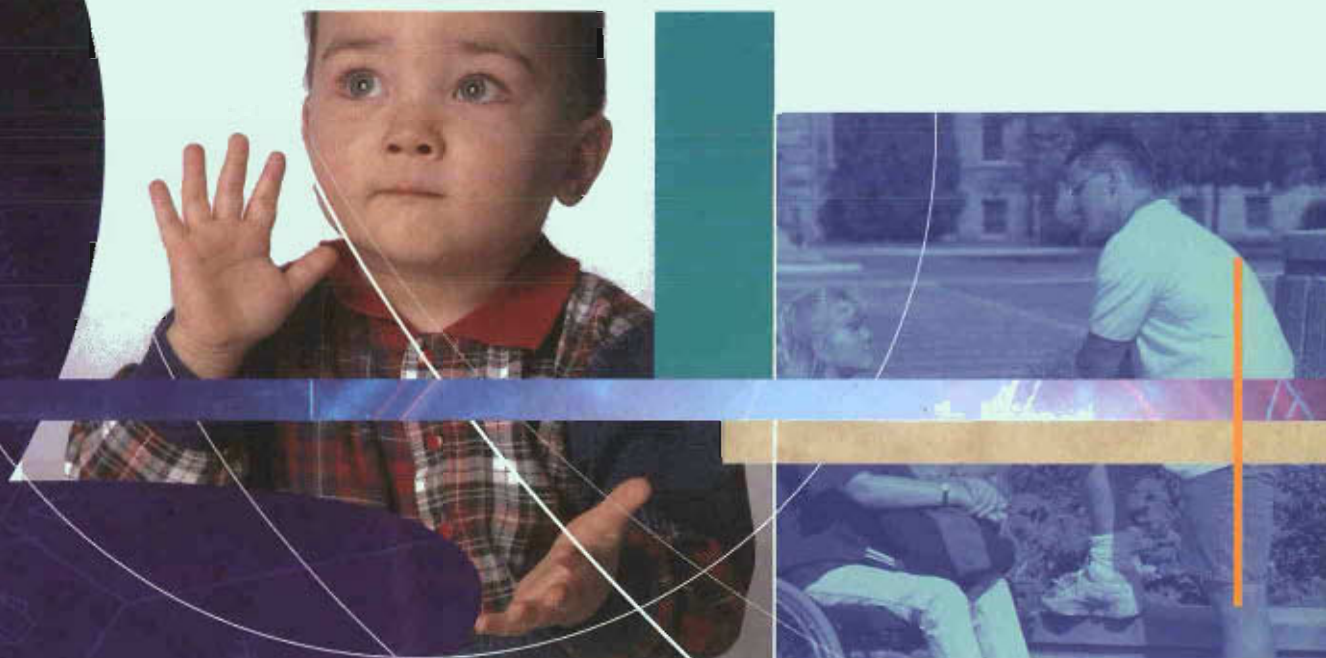
NRB is also represented on the Accreditation and Certification Support Mechanism (ACSM) of **Youthcert**, a unique project which aims to broker a process of accreditation and certification and to develop quality assurance principles for the delivery of youth work training in Ireland. The resulting mechanism is intended to benefit youth work organisations and certifying bodies alike.

During 1998 the **European Social Fund** (ESF) Human Resources Development Programme contributed around £18m for the vocational training of people with disabilities. This support was co-ordinated by NRB, with approximately 3700 trainees with disabilities in some 48 agencies benefitting. The level of structural funds available for training people with disabilities in Ireland is expected to change after 1999. In 1998 NRB instigated a national consultation process to gather views on the format of any post-1999 Operational Programme.

**NRB also provides the National Support Structure** for the Horizon strand of the Employment Initiative, an EU programme which funds the development of innovative projects aimed at increasing the employment of people with disabilities. In 1998 NRB advised, monitored and provided back-up to some 40 projects, which between them received around £4m during the year.



## PART 3 NRB acts as a resource and provides information, support and services directly to people with disabilities...



New users of NRB's flagship **occupational guidance** service topped 5000 for the first time in 1998. At 5143, numbers were up by over 25% from the previous year and represent an increase of nearly two thirds in four years. This is largely due to the rise in the number of new registrants over the age of forty (representing nearly half of the total in 1998, up from 34% in 1996). The rise in self-referrals has been striking (from 11% in 1990 to 59% in 1998), while the proportion of people with physical disabilities has also gone up significantly (from 43% of registrants in 1995 to 56% in 1998).

## PART 3

NRB's programme of continual service improvement, particularly the move to the use of a less prescriptive and more facilitative and customer-focussed occupational guidance methodology, has done much to attract a new type of customer. People who see themselves as job-seekers (rather than as requiring specific skills training) have been attracted by the possibility of working on Community Employment schemes. As these customers are not users of traditional referring agencies their knowledge of what NRB has to offer has been greatly enhanced by the move, over the last few years, of NRB Disability Resource Centres to improved, strategically located premises. NRB expects the expansion in its customer base to continue to increase in 1999.

Primarily as the result of the interests of this newer customer group there was an increase of almost a third in users of NRB services taking up positions in FÁS and other mainstream work programmes in 1998 (1058 people, up from just over 800 in 1997). While the number of people gaining jobs in open employment was constant, at around 950, there was an increase of 8.8% in those choosing supported or sheltered settings (658, up from just over 600 in 1997). In total nearly 2600 people with disabilities using NRB services gained some kind of employment or work option in 1998, an increase of 8.8% on 1997. During 1998 work began on the creation of an Internet-based Job Seekers Register which will allow users to find out about jobs available through both NRB and FÁS.

At the end of the year there were 419 people with disabilities working in open employment with the assistance of the **Employment Support Scheme**, the NRB programme which gives financial support to companies to encourage them to offer opportunities to disabled workers. This total represented an increase of nearly 8% from 1997. **NRB Job Clubs** again proved to be a valuable tool for accessing open employment, with some 38% of attendees finding jobs in the open market and a further 31% entering Government supported work schemes.

NRB's **Workplace/Equipment Adaptation Grants** scheme proved in 1998 to be another effective way of ensuring that people with disabilities can give of their best in open employment. Over 100 grants were made, worth almost £184,000, up by 12% from 1997. Almost 70 Job Interview Interpreter Grants were awarded in 1998, covering the cost of sign language interpretation for deaf job applicants.

The **educational assessment and guidance service** run by NRB psychologists provided a service to over 330 young people with physical and/or sensory disabilities in 1998, up by 8% from the previous year. This figure represents about 10% of Irish schoolchildren



with disabilities. About 70% of the work of NRB's psychologists in 1998 was concerned with disabled children, including providing support to specialised and mainstream schools and running support groups for disabled teenagers. These focussed on empowerment issues and developing independence. In addition, following the success of similar events in recent years, two workshops were run to offer an opportunity for the brothers and sisters of disabled young people to explore and share their experiences and feelings. Parenting skills courses for the mothers and fathers of children with disabilities were held in Tallaght and in Mullingar.

As well as working with children with disabilities and their families, NRB psychologists also co-operated closely with the occupational guidance service in 1998, seeing over 170 customers for detailed assessment. Short-term counselling was provided for almost 60 people, in order to assist in the resolution of personal and family issues.

NRB's **Hearing Service** held more than 29,000 individual clinical appointments in 1998. This represents an increase of 23% from 1995. Almost 9000 hearing aids were supplied, up by over 20% from 1997. Of these, nearly a third were all-in-the-ear aids, which have proved to be very popular with adult users. Many people who would previously opted to go to the private sector to choose a cosmetically attractive aid are now coming to NRB. The policy of direct referral, rather than having to attend a hospital first, has had the effect of speeding up the service and has resulted in a high degree of customer satisfaction.

Queries to NRB **Library** rose by 21% in 1998, with the areas of employment and legislation being the most popular topics. Services for readers with disabilities were significantly improved, with the introduction of a new streamlined Braille system, more sophisticated scanning facilities and accessible hardware and software. The successful addition of the Internet to the Library's services brought in its first e-mail enquiries and also enabled the use of the World Wide Web as a potent instrument for sourcing information and resources throughout the globe.

NRB's own **website** went live in 1998, receiving over 1000 visitors by year end. The website contains information on the breadth of NRB activities, a history of the organisation, current awareness listings and disability awareness materials and offers links to other websites of interest. Using the website browsers can gain access to NRB research briefs and directories and to Discovery, the newsletter of the National Disability Resource Centre. The website is expected to develop further in 1999.



NRB's **specialised information services** were also busy in 1998. NRB Access Service handled almost 2300 queries, up by more than 16% from the previous year. About 22% of enquiries came from design professionals, with people with disabilities accounting for another 20% and local authorities for almost 15%. Largely as a result of the publication of **Buildings for Everyone**, design criteria accounted for over half of all queries, up from a third in 1997. Tourism continued to be a popular subject, with about 20% of all queries being related to this subject.

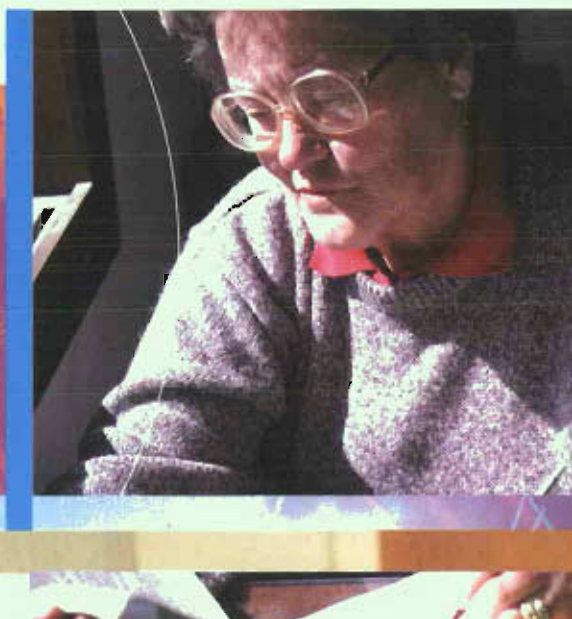
NRB's **National Disability Resource Centre** (NRDC), responded to almost 6000 queries in 1998, with telephone enquiries up by 26%, at over 4600. Eight new factsheets were added to the NDRC range, half of them dealing with the subject of toys for children with disabilities. A **Toys for All** theme day was held in Kilkenny, while 60 carers of people with disabilities attended manual lifting courses in Dublin. Several display areas in the centre were re-equipped and upgraded and weekly general tours for first-time visitors were introduced. Four editions of **Discovery**, NDRC's newsletter, were sent to around 3000 customers during the year.

In addition, NRB continued to administer the **Disabled Drivers Board of Appeal**. Some 136 people used the service, up by 40% from 1997, and this trend is expected to continue in the future.



# PART 4

## NRB structure and resources



Due to persistent serious operational difficulties two NRB **disability resource centres**, Tullamore and Sligo, were the subject of detailed surveys. Decisions on taking the radical action required were deferred until the question of the new ownership of the premises has been settled.

The process of **organisational change** provided a focus for a major training programme for all staff. Consultants were engaged to design and deliver a series of workshops on change management skills and career planning. This programme will continue in 1999. Information flow in the organisation, particularly crucial in times of change, was enhanced by the regular meetings of NRB's Staff Participation Group. Meanwhile, NRB's continued participation in LIONRA, the network of equality officers, kept the organisation informed of the latest developments and best practice in this area and also kept disability issues high on the network's agenda.



## PART 4

### Prompt Payments of Accounts Act 1997 - Section 12 Statement

The Prompt Payments of Accounts Act, 1997 applies to the NRB and came into effect on 2 January 1998. It is NRB's policy to comply with the Act and to pay suppliers within the terms of the Act.

To ensure compliance, NRB's payments system was adjusted to ensure that no invoices greater than 45 days old would remain in the system unpaid. It was not considered necessary at the time to adjust the computerised part of the payments system to calculate automatic interest and to insert a date invoice received field.

In the period under review the vast majority of invoices were paid on time, no complaints were received from suppliers, and no requests were received from suppliers for interest on late payments. Because of inadequacies in the payments system, however, some invoices were paid late, but it was not possible to quantify the number and value of late payments in excess of £250, as required by the guidelines published by the Department of Enterprise, Trade and Employment. Since becoming aware of the system inadequacy, payment runs have been increased from one to two per month and the interval for automatic selection in the creditors' ledger has been adjusted to 25 days. This should ensure that a cheque is raised within 40 days and payment received by the creditor within 45 days.

### Prompt Payment of Accounts Act, 1997 National Rehabilitation Board

*Report of the Comptroller and Auditor General pursuant to Section 13 of the Prompt Payment of Accounts Act, 1997*

#### **Responsibilities of the Board and of the Comptroller and Auditor General**

The Board is obliged to comply with the Act and, in particular, is required to ensure that it

- pays its suppliers within the payment periods specified in the Act

- pays penalty interest on late payments and furnishes information on such interest to suppliers as laid down in the Act
- submits a report on its payment practice as set out in Section 12 of the Act.

Under Section 13 of the Act, it is my responsibility, as Auditor of the Board, to report on whether, in all material respects, the Board has complied with the provisions of the Act.

### **Basis of Opinion**

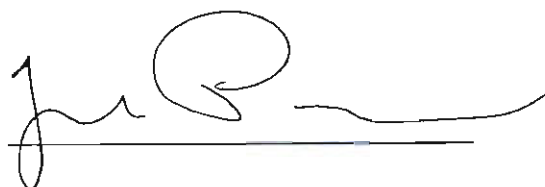
My examination included a review of the payment systems and procedures in place and checking, on a test basis, evidence relating to the operation of the Act by the Board during the year.

I obtained all the information and explanations which I considered necessary for the exercise of my function under Section 13 of the Act.

While the Board did introduce some amendments to its payment procedures in 1998 to ensure compliance with the Act, these were not sufficient to ensure that all payments were made within the time periods specified in the Act, and that payments made outside of the periods specified in the Act were brought to light so that the interest due could be paid. No late payments were detected by the Board and no interest in respect of late payments was paid during the year. In a sample of 39 payments amounting to £471,000 selected during the audit, 4 payments amounting to £17,992, or 3.8% of the total, were late. I have been informed that the Board has in 1999 further amended its payment procedures to ensure that all invoices are paid in accordance with the Act.

### **Opinion**

Other than the matters referred to above, nothing came to my attention which in my opinion indicated that the Board had not complied in all material respects with the provision of the Act during the year ended 31 December 1998.



John Purcell  
Comptroller and Auditor General

30 November 1999



# NRB Centres

## North West

### Sligo

The Lodge, Knappagh,  
Strandhill Road, Sligo  
Tel: (071) 62809/62459  
Fax: (071) 69716

### Letterkenny

Port Road,  
Letterkenny, Co. Donegal  
Tel: (074) 21103  
Fax: (074) 23019

## West

### Galway

10 Ely Place, Sea Road,  
Galway  
Tel: (091) 583567 / 582111  
Fax: (091) 582114

### Castlebar

Humbert Mall, Main Street,  
Castlebar, Co. Mayo  
Tel: (094) 22834  
Fax: (094) 21963

## Mid-West

### Limerick

Perycourt, Upper Mallow Street,  
Limerick  
Tel: (061) 319779 / 314270  
Fax: (061) 412977

## South West

### Cork

101 North Main Street, Cork  
Tel: (021) 272762 / 270423  
Fax: (021) 272935

### Tralee

3 Bridge Lane, Tralee,  
Co. Kerry  
Tel: (066) 7123292  
Fax: (066) 7124810







### HEAD OFFICE

25 Clyde Road,  
Ballsbridge,  
Dublin 4  
Tel: (01) 608 0400  
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### Dublin City & Fingal

44 North Great George's Street,  
Dublin 1  
Tel: (01) 874 7503  
Fax: (01) 874 7490

### Midlands/North East

#### Mullingar

The Manse, Castle Street,  
Mullingar, Co. Westmeath  
Tel: (044) 40219/41056  
Fax: (044) 42897

#### Cavan

Magnet House  
Farnham Street, Cavan  
Tel: (049) 4362533  
Fax: (049) 4332525

### South East

#### Kilkenny

4 The Parade, Kilkenny  
Tel: (056) 65176 / 64212  
Fax: (056) 64211

#### Clonmel

2-3 Emmet Street, Clonmel,  
Co. Tipperary  
Tel: (052) 23486 / 23211  
Fax: (052) 26214

### National Disability Resource Centre

44 North Great George's Street,  
Dublin 1  
Tel: (01) 874 7503  
Fax: (01) 874 7490

### Dublin South & Mid-East

Hainault House, The Square,  
Tallaght, Dublin 24  
Tel: (01) 462 0444  
Fax: (01) 462 0494

#### Dundalk

4 Adelphi Court, Long Walk,  
Dundalk, Co. Louth  
Tel: (042) 9332913  
Fax: (042) 9337081

#### Tullamore

High Street,  
Tullamore, Co. Offaly  
Tel: (0506) 41262  
Fax: (0506) 51523

#### Waterford

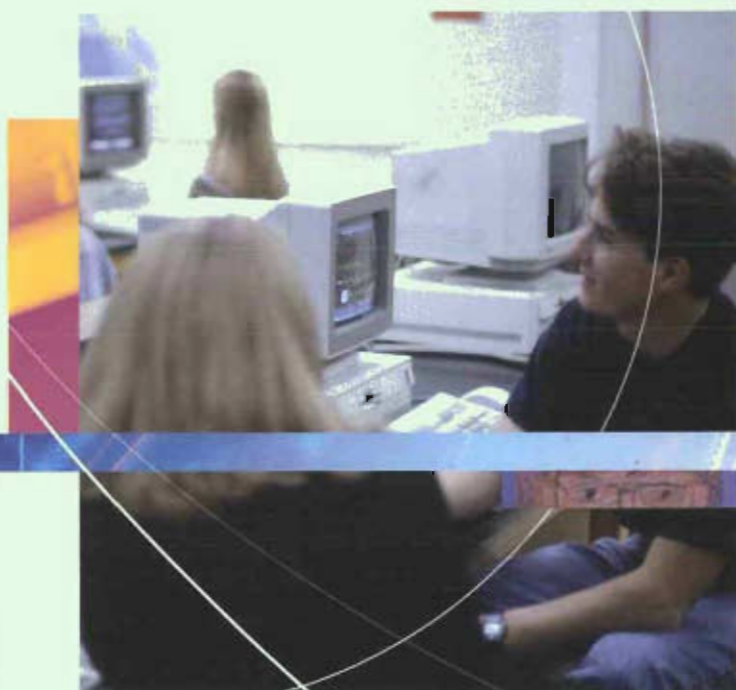
14 Gladstone Street, Waterford  
Tel: (051) 850998 / 872431  
Fax: (051) 876575

#### Wexford

100 North Main Street, Wexford  
Tel: (053) 24363 / 24354  
Fax: (053) 46319

# FINANCIAL STATEMENTS

For the year ended 31 December 1998



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## Board Members and other information

Ms. J. Browne

Mr. R. Butler

Mr. R. Byrne

Ms. C. Caden

Mr. J. Cody

Mr. J. Collins

Term expired 21.07.98

Ms. M. Daly

Mr. J. Fallon

Cllr. J. Flannery

Mr. P. Halley

Mr. B. Ingoldsby

Appointed 22.07.98

Mr. L. Kavanagh

Ms. A. Leahy

Ms. N. Mullane

Ms. O. Rhodes

Dr. M. Timms

Dr. Arthur O'Reilly

Chief Executive

Solicitors:

Overend McCarron & Gibbons  
9 Upper Mount Street  
Dublin 2

Bankers:

Bank of Ireland  
Upper Leeson Street  
Dublin 4

Auditors:

Comptroller & Auditor General  
Dublin Castle  
Dublin 2



# Statement of Board Members' Responsibilities

**For the year ended 31 December 1998**

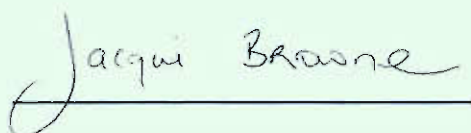
The Board is required by the National Rehabilitation Board (Establishment) Order, 1967 to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the National Rehabilitation Board and the income and expenditure for that period.

In preparing these statements, the Board is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- disclose and explain any material departures from applicable accounting standards;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the National Rehabilitation Board will continue in existence.

The Board is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the National Rehabilitation Board and to enable it to ensure that the financial statements comply with the Order. It is also responsible for safeguarding the assets of the National Rehabilitation Board and hence for taking reasonable steps for the prevention and the detection of fraud and other irregularities.

On behalf of the Board

A handwritten signature in dark ink, reading "Jacqui Browne", written over a horizontal line.

Chairwoman

A handwritten signature in dark ink, reading "Brenden Ingoldsby", written over a horizontal line.

Member of the Board

# Report of the Comptroller and Auditor General

I have audited the financial statements on pages 31 to 46.

## **Responsibilities of the Board and of the Comptroller and Auditor General**

The accounting responsibilities of the members of the Board are set out in the Statement of Board Members' Responsibilities on page 29. It is my responsibility under Section 5 of the Comptroller and Auditor General (Amendment) Act, 1993 to audit financial statements presented to me by the Board and to report on them. As the result of my audit I form an independent opinion on the financial statements.

## **Basis of Opinion**

In the exercise of my function as Comptroller and Auditor General I plan and perform my audit in a way which takes account of the special considerations which attach to State bodies in relation to their management and operation.

An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements and also includes an assessment of the significant estimates and judgements made in the preparation of the financial statements.

My audit was conducted in accordance with auditing standards which embrace the standards issued by the Auditing Practices Board and in order to provide sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement whether caused by fraud or other irregularity or error. I obtained all the information and explanations that I required to enable me to fulfil my function as Comptroller and Auditor General and, in forming my opinion, I also evaluated the overall adequacy of the presentation of information in the financial statements.

## **Opinion**

In my opinion proper books of account have been kept by the Board and the financial statements, which are in agreement with them, give a true and fair view of the state of affairs of the Board at 31 December 1998 and of its income and expenditure and cash flow for the year then ended.



John Purcell  
Comptroller and Auditor General  
30 November 1999

# Statement of Accounting Policies

1. The Financial Statements have been prepared in accordance with the historical cost convention. In 1998 the format of the Income and Expenditure Account was changed to reflect ESF income and ESF grant payments. The comparative figures for 1997 have been restated accordingly.

## **2. Department of Health and Children Grants**

Grants for NRB operations (excluding grant schemes) are the amounts allocated by the Department in respect of the year.

Department of Health and Children funding for grant schemes is accounted for on the basis of grants paid to beneficiaries during the year. Details of amounts received from the Department and amounts paid to beneficiaries are shown in note 11 to the financial statements.

## **3. European Social Fund (ESF) Grants**

The NRB is the designated authority in Ireland for the co-ordination and monitoring of ESF funding for training programmes for disabled persons, and received funding from ESF in respect of grants paid to qualifying organisations, costs incurred in administering grants, and direct training costs incurred.

Monies received towards training programmes and the administration costs incurred are accounted for on a cash receipts basis.

Funding for grant schemes is accounted for on the basis of grants paid to beneficiaries during the year. Details of amounts received from the ESF and paid to beneficiaries are shown in note 9 to the financial statements.



#### **4. Fixed Assets**

(i) Fixed Assets are reported at cost or valuation.

(ii) Depreciation is provided on such assets at rates calculated to write off cost over their expected useful lives at the following rates:

<b>Premises</b>	<b>Reducing Balance</b>	<b>2.5%</b>
<b>Furniture</b>	<b>Straight Line</b>	<b>10%</b>
<b>Office Equipment</b>	<b>Straight Line</b>	<b>20%</b>
<b>Medical and Technical Equipment</b>	<b>Straight Line</b>	<b>20%</b>
<b>Computer Equipment</b> (including software)	<b>Straight Line</b>	<b>20%</b>
<b>Audiology Equipment</b>	<b>Straight Line</b>	<b>33.3%</b>

#### **5. Capital Fund**

The Capital Fund represents the unamortised value (including revaluations) of funding used for capital purposes.

#### **6. Stocks**

Stocks mainly comprise hearing aids which the Board distributes to qualifying persons free of charge. These stocks are valued at cost. Hearing aids in stock for more than one year are written off and used for emergencies and spare parts.

#### **7. Bank interest**

Bank interest receivable in the year is credited to the Income and Expenditure Account.

#### **8. Pensions**

No provision has been made in respect of benefits payable under the Local Government Superannuation Scheme and Spouses and Childrens Schemes, as the liability is underwritten by the Minister for Health and Children. Contributions from employees who are members of the schemes are credited to the Income and Expenditure Account when received. Pension payments under the schemes are charged to the Income and Expenditure Account.


# Income and Expenditure Account

For the year ended 31 December 1998

	Notes	1998 IRE	1997 IRE
<b>Income</b>			
Dept of Health & Children Grants	1a	13,829,347	13,440,320
ESF Grants	1b	19,175,517	17,855,583
Other	1c	1,003,801	585,340
		34,008,665	31,881,243
<b>Less : Expenditure</b>			
Pay and Pensions	2	5,184,120	4,772,539
Other Administrative Costs	3	2,061,856	2,216,499
Services	4	1,304,976	1,542,136
Employment Support Scheme	13	1,257,558	1,172,778
Grant Schemes - ESF funded	10	16,472,344	15,215,592
Grant Schemes - DoH&C funded	12	6,926,347	6,860,454
		33,207,201	31,779,998
Surplus (Deficit) on Operating Activities		801,464	101,245
Profit on sale of Assets		40,500	-
Surplus (Deficit) for year		841,964	101,245
Balance at 1 January 1998		63,545	(37,700)
Balance at 31 December 1998		905,509	63,545

The statement of accounting policies and the notes on pages 36 to 46 form part of these Financial Statements.

On behalf of the Board

  
Chairwoman

  
Member of the Board

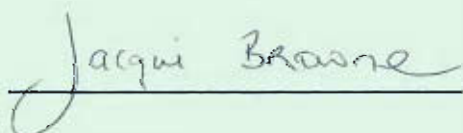
# Balance Sheet

as at 31 December 1998

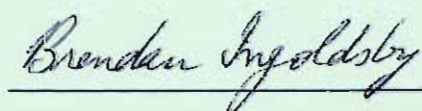
	Notes	1998 IRE	1997 IRE
<b>Fixed Assets</b>	6	5,316,125	5,581,045
<b>Current Assets</b>			
Stocks		24,769	71,584
Debtors & Prepayments		1,436,554	1,429,267
Bank Balances & Cash	15	615,108	70,478
		<u>2,076,431</u>	<u>1,571,329</u>
<b>Current Liabilities</b>			
Creditors & Accruals	7	1,170,922	1,507,784
		<u>1,170,922</u>	<u>1,507,784</u>
<b>Net Current Assets</b>		<u>905,509</u>	<u>63,545</u>
		<u>6,221,634</u>	<u>5,644,590</u>
<b>Capital Fund</b>	8	5,316,125	5,581,045
<b>Income and Exp. Account</b>		<u>905,509</u>	<u>63,545</u>
		<u>6,221,634</u>	<u>5,644,590</u>

The statement of accounting policies and the notes on pages 36 to 46 form part of these Financial Statements.

On behalf of the Board



Chairwoman



Member of the Board



# Cash Flow Statement

For the year ended 31 December 1998

	Notes	1998 IRC	1997 IRC
Net Cash Inflow (Outflow) from Operating Activities	14	533,018	247,389
<b>Return on Investments &amp; Servicing of Cash</b>			
Interest Received	1c	52,756	30,016
<b>Investing Activities</b>			
Payments to Acquire Tangible Fixed Assets		(126,955)	(226,961)
Receipts for Sales of Tangible Fixed Assets		85,811	—
Net Cash Outflow from Investing Activities		(41,144)	(226,961)
Net Increase/(Decrease) in Cash and Cash Equivalents	15	544,630	50,444

# Notes to the Accounts

for the year ended 31 December 1998

	Notes	1998 IR£	1997 IR£
<b>1 Income</b>			
<b>1a Department of Health and Children Grants</b>			
Services and administration		6,675,000	6,440,866
Capital Grants payable to other agencies		200,000	139,000
National Lottery Funds – Signlink		28,000	0
Grant Schemes	11	<u>6,926,347</u>	<u>6,860,454</u>
		13,829,347	13,440,320
<b>1b ESF Grants</b>			
Grant Schemes	9	16,472,344	15,215,592
Administration and direct training costs	9	2,360,461	2,182,112
Horizon - Administrative Support	9	151,019	202,717
Pilot Projects	9	<u>191,693</u>	<u>255,162</u>
		19,175,517	17,855,583
<b>1c Other</b>			
Contributions to Superannuation Schemes		244,946	208,243
Bank Interest Received		52,756	30,016
Certification Programme		144,333	65,522
Accreditation Programme		45,797	0
Sundry Income		183,924	89,969
Dept. of Education & Science -Hearing Service		<u>67,125</u>	<u>48,268</u>
		738,881	442,018
Transfer (to)/from Capital Fund	8	<u>264,920</u>	<u>143,322</u>
		1,003,801	585,340
		<u>34,008,665</u>	<u>31,881,243</u>
<b>2 Pay and Pensions</b>			
Vocational		2,580,260	2,235,655
Central Services		576,214	588,605
Audiology		518,577	499,375
Psychology		289,412	280,884
Independent Living and National Disability Resource Centre		306,131	286,116
Planning, Development and Standards		327,731	360,883
EU Affairs		218,933	206,894
Pensions and Lump Sums		<u>366,862</u>	<u>314,127</u>
		<u>5,184,120</u>	<u>4,772,539</u>

# Notes to the Accounts

for the year ended 31 December 1998

	Notes	1998 IRE	1997 IRE
<b>3 Other Administrative Costs</b>			
Accommodation and Establishment	5	827,991	849,176
Travel and Subsistence		453,871	471,586
Maintenance		162,156	187,705
Bank Interest and Charges		2,050	1,784
Professional Fees		65,040	78,056
Training and Recruitment		131,748	163,142
Insurance		39,040	38,889
Board Members' Expenses		34,786	39,047
Audit Fees		8,750	10,000
Legal Fees		2,833	6,831
Bad debt provision - writeback		(12,973)	0
Depreciation		346,564	370,283
		<u>2,061,856</u>	<u>2,216,499</u>
<b>4 Services</b>			
Audiology		836,191	847,367
Development and Standards		103,159	238,534
Job Clubs		39,703	40,241
Adaptations to Workplaces		168,963	169,093
Psychology		18,404	17,125
Independent Living		35,091	75,160
Sheltered Initiative		0	132,939
Accreditation		46,150	0
Signlink		35,589	0
Other		21,726	21,677
		<u>1,304,976</u>	<u>1,542,136</u>
<b>5 Accommodation and Establishment</b>			
Telephones		211,155	191,142
Stationery & Office Supplies		156,109	138,813
Rent & Rates		130,943	120,228
Canteen & Cleaning		120,564	142,469
Light & Heat		62,140	62,552
Postage		75,515	72,047
Seminars		17,199	40,565
Subscriptions		40,590	43,573
Security		11,819	28,783
Miscellaneous		1,957	9,004
		<u>827,991</u>	<u>849,176</u>



# Notes to the Accounts

for the year ended 31 December 1998

## 6 Fixed Assets

	<i>Premises</i>	<i>Furniture &amp; Equipment</i>	<i>Total</i>
<b>COST</b>	<i>IR£</i>	<i>IR£</i>	<i>IR£</i>
Balance at 1 January 1998	6,189,511	3,042,953	9,232,464
Add: Additions	21,900	105,055	126,955
Less: Disposals	(64,766)	0	(64,766)
Balance at 31 December 1998	<u>6,146,645</u>	<u>3,148,008</u>	<u>9,294,653</u>
Accumulated Depreciation			
Balance at 1 January 1998	1,131,738	2,519,681	3,651,419
Charge for the Year	125,808	220,756	346,564
Less: Depreciation on Disposals	(19,455)	0	(19,455)
Balance at 31 December 1998	<u>1,238,091</u>	<u>2,740,437</u>	<u>3,978,528</u>
Net Book Value			
Balance at 31 December 1998	<u>4,908,554</u>	<u>407,571</u>	<u>5,316,125</u>
Balance at 31 December 1997	<u>5,057,773</u>	<u>523,272</u>	<u>5,581,045</u>

# Notes to the Accounts

for the year ended 31 December 1998

	Note		1998 IR£		1997 IR£
<b>7 Creditors and Accrued Expenses</b>					
<b>Grant Schemes</b>					
ESF funded	9	319,407		352,122	
Dept. of Health & Children funded	11	<u>154,762</u>		<u>120,109</u>	
			474,169		472,231
Trade Creditors and Accrued Expenses			<u>696,753</u>		<u>1,035,553</u>
			<u>1,170,922</u>		<u>1,507,784</u>
<b>8 Capital Fund</b>					
Balance at 1 January 1998			5,581,045		5,724,367
Transfer to Income & Expenditure					
Capital Expenditure in year			126,955		226,961
Less: Amortisation for the year			(346,564)		(370,283)
Funds released on Disposals in year			<u>(45,311)</u>		<u>0</u>
			<u>(264,920)</u>		<u>(143,322)</u>
Balance at 31 December 1998			<u>5,316,125</u>		<u>5,581,045</u>

# Notes to the Accounts

**for the year ended 31 December 1998**

## **9. Grant Schemes - ESF funded**

The NRB operates three programmes funded by the ESF under which grants are payable to qualifying organisations. ESF grants are subject to a maximum of 75% of eligible expenditure and grantees must obtain the balance from other sources. Details of the programmes are as follows:

### **Human Resources Development Operational Programme (HRDOP)**

The NRB is the designated authority in Ireland for the co-ordination and monitoring of ESF funding for vocational training programmes for persons with a disability. Details of the amounts received from the ESF and the amounts paid to qualifying organisations are shown below.

In addition to the amounts shown below, NRB also received funding of IR£2,360,461, of which IR£2,265,669 was in respect of administration costs incurred in administering the grant schemes, and IR£94,792 was for direct training costs.

### **Horizon**

Horizon is a Community Initiative of the European Union to combat social exclusion. Funding was made available for the funding of innovative projects involving transnational partners and promoting the exchange of experience as a basis for future programmes. In 1998 payments were made directly by the Department of Enterprise, Trade & Employment, although NRB continues to administer the programme on their behalf and received IR£151,019 in respect of these administrative costs.

### **Pilots**

Pilot funding was made available to support projects of an innovatory nature to explore new techniques and activities which are considered to have potential for the development of new mainstream activities. A small balance of funds is due from the EU, which in addition to the IR£5,855 from below, is payable to 5 organisations.

NRB income shown in note 1b represents IR£50,278 as the final payment on the Establishment of an Accreditation System for Disabled Training, IR£45,519 as the final payment on the Employer Resource Initiative and IR£95,896 in respect of Technical Assistance.



Details of amounts received and paid in 1998 are summarised below

	H.R.D.O.P. IR£	Horizon IR£	Pilots IR£	Total IR£
Balance unexpended at 1 January 1998	345,861	406	5,855	352,122
Receipts in 1998	16,439,629	0	0	16,439,629
Payments in 1998 - Note 10	16,472,344	0	0	16,472,344
Balance unexpended at 31 December 1998	<u>313,146</u>	<u>406</u>	<u>5,855</u>	<u>319,407</u>
Income brought to account in 1998	<u>16,472,344</u>	<u>0</u>	<u>0</u>	<u>16,472,344</u>

# Notes to the Accounts

for the year ended 31 December 1998

## 10. Summary ESF Funded Grants 1998

	Human Resources Development O. P. IRE	Human IRE	Pilots IRE	Total ESF Payments IRE
<b>Health Boards</b>				
Eastern Health Board	794,154			794,154
Midland Health Board	193,108			193,108
Mid-Western Health Board	549,174			549,174
North Eastern Health Board	25,432			25,432
North Western Health Board	309,656			309,656
South Eastern Health Board	13,738			13,738
Southern Health Board	4,347			4,347
Western Health Board	453,235			453,235
<b>Subtotal</b>	<b>2,342,844</b>	<b>0</b>	<b>0</b>	<b>2,342,844</b>
<b>Rehabilitation Services Agencies</b>				
National Training and Development Institute	9,943,953			9,943,953
Ability Enterprises	105,103			105,103
Brothers of Charity Services	325,485			325,485
Central Remedial Clinic	176,440			176,440
Central Technical Institute Waterford	34,343			34,343
Centre for Independent Living	4,600			4,600
Charleville and District Association for the Mentally Handicapped	3,252			3,252
Cheeverstown House Ltd	42,779			42,779
City Arts Centre	56,422			56,422
Cluain Training and Enterprise Centre Ltd	150,073			150,073
CoAction West Cork	1,773			1,773
Cope Foundation	148,336			148,336
County Wexford Community Workshop - New Ross	81,803			81,803
County Wexford Community Workshop - Enniscorthy	108,555			108,555
Co. Kildare Association of Parents & Friends of the Handicapped	225,271			225,271
Daughters of Charity Service	268,249			268,249
Disability Equality Training	27,474			27,474
Drumlin House Vocational Training Centre for the Handicapped	411			411
Fingal Training Workshop	147,241			147,241
Galway Association for Mentally Handicapped Children	503			503
Headway - The National Head Injuries Association	93,038			93,038
Hospitaller Order of St John of God	94,329			94,329
Institute of Technology - Sligo	16,499			16,499
Irish Congress of Trade Unions	9,790			9,790
Irish Epilepsy Association	105,474			105,474
Irish Society for Autism	2,324			2,324
Irish Wheelchair Association	79,715			79,715
Lavanagh Training Centre Cork	1,105			1,105
Leamore Park Industries Ltd	25,719			25,719
National Association for Cerebral Palsy	43,641			43,641
National Association for the Deaf	31,437			31,437
National Council for the Blind of Ireland	72,538			72,538
National Rehabilitation Hospital	31,150			31,150
National Specialised Equestrian Centre	101,998			101,998
North West Computers Ltd	16,499			16,499
Order of Malta Enterprises	183,989			183,989
Polio Fellowship of Ireland	425,609			425,609
Sisters of the Bon Saveur	84,816			84,816
SOS Kilkenny	3,482			3,482
St Cronan's Workshop Association Ltd	69,473			69,473
Stewarts Hospital	101,201			101,201
Sunbeam House Services	124			124
The Threshold Foundation	84,752			84,752
Tipperary Community Training Centre Ltd	108,372			108,372
Tralee VEC	21,998			21,998
WAVE Training Project Waterford	122,759			122,759
Western Care Association	23,219			23,219
Worklink - Schizophrenia Association of Ireland	322,384			322,384
<b>Subtotal</b>	<b>14,129,500</b>	<b>0</b>	<b>0</b>	<b>14,129,500</b>
<b>TOTAL PAYMENTS ALL AGENCIES</b>	<b>16,472,344</b>	<b>0</b>	<b>0</b>	<b>16,472,344</b>
<b>TOTAL NUMBER OF AGENCIES</b>	<b>56</b>	<b>0</b>	<b>0</b>	<b>56</b>

# Notes to the Accounts

for the year ended 31 December 1998

## 11. Grant Schemes - Department of Health and Children Funded

Grants received from the Department of Health and Children, to provide funding for employment and training programmes in 1998, were paid to Agencies under the Programme for Employment (PEP) and the Training Opportunities Programme (TOPS).

Details of amounts received and paid in 1998 are summarised below:

	<i>TOPS</i> <i>IR£</i>	<i>PEP</i> <i>IR£</i>	<i>Total</i> <i>IR£</i>
Balance unexpended at 1 January 1998	113,109	7,000	120,109
Receipts in 1998	5,386,000	1,575,000	6,961,000
Payments in 1998 - Note 12	5,405,752	1,520,595	6,926,347
Balance unexpended at 31 December 1998	<u>93,357</u>	<u>61,405</u>	<u>154,762</u>
Income brought to account in 1998	<u>5,405,752</u>	<u>1,520,595</u>	<u>6,926,347</u>



# Notes to the Accounts

for the year ended 31 December 1998

## 12. Summary Department of Health and Children Funded Grants

	<i>TOPS IRE</i>	<i>PEP IRE</i>	<i>Total IRE</i>
<b>Health Boards</b>			
Eastern Health Board	503,742		503,742
Midland Health Board	94,684		94,684
Mid-Western Health Board	177,425		177,425
North Eastern Health Board	67,021		67,021
North Western Health Board	221,728		221,728
South Eastern Health Board	74,906		74,906
Southern Health Board	154,555		154,555
Western Health Board	493,460		493,460
<b>Subtotal</b>	<b>1,787,521</b>	<b>0</b>	<b>1,787,521</b>
<b>Rehabilitation Services Agencies</b>			
National Training and Development Institute	633,652		633,652
Gandon Industries		1,470,795	1,470,795
Barretstown Gang Camp Fund	21,544		21,544
Brothers of Charity Services	323,359		323,359
Central Remedial Clinic	58,921		58,921
Charleville and District Association for the Mentally Handicapped	102,408		102,408
Cheeverstown House Ltd	73,651		73,651
Cluain Training and Enterprise Centre Ltd	102,520		102,520
CoAction West Cork	81,016		81,016
Cope Foundation	433,653		433,653
County Wexford Community Workshop - New Ross	44,190		44,190
County Wexford Community Workshop - Enniscorthy	44,302		44,302
Co. Kildare Association of Parents & Friends of the Handicapped	155,474		155,474
Delta Carlow	35,907		35,907
Donegal Cheshire Apartments	50,269		50,269
Drumlin House Vocational Training Centre for the Handicapped	58,921		58,921
Fingal Training Workshop	66,397		66,397
Galway Association for Mentally Handicapped Children	51,555		51,555
Headway - The National Head Injuries Association	36,937		36,937
Hospitaller Order of St John of God	243,048		243,048
Irish Society for Autism	22,463		22,463
Irish Wheelchair Association	36,937		36,937
Lavanagh Training Centre Cork	124,543		124,543
Leamore Park Industries Ltd	73,283		73,283
National Specialised Equestrian Centre		49,800	49,800
Order of Malta Enterprises	67,316		67,316
Sisters of the Bon Saveur	29,460		29,460
SOS Kilkenny	44,190		44,190
St Cronan's Workshop Association Ltd	220,657		220,657
Stewarts Hospital	189,982		189,982
Sunbeam House Services	80,832		80,832
Tipperary Community Training Centre Ltd	22,463		22,463
Western Care Association	88,381		88,381
<b>Subtotal</b>	<b>3,618,231</b>	<b>1,520,595</b>	<b>5,138,826</b>
<b>TOTAL PAYMENTS ALL AGENCIES</b>	<b>5,405,752</b>	<b>1,520,595</b>	<b>6,926,347</b>
<b>TOTAL NUMBER OF AGENCIES</b>	<b>39</b>	<b>2</b>	<b>41</b>

# Notes to the Accounts

for the year ended 31 December 1998

## 13. Employment Support Scheme

Grants amounting to IR£1,257,558 were paid out to employers in respect of the employment of 412 people with disabilities.

## 14. Reconciliation of Operating Surplus to Cash from Operating Activities

	1998 IR£	1997 IR£
Surplus (Deficit) for the Year	841,964	101,245
Adjust Non-Operating Items		
Depreciation for Year	346,564	370,283
Profit on sale of fixed assets	(40,500)	0
Transfer to Capital Account	(264,920)	(143,322)
Interest Received	(52,756)	(30,016)
 (Increase)/Decrease      Stocks	 46,815	 27,526
(Increase)/Decrease      Debtors	(7,287)	(9,285)
Increase/(Decrease)      Creditors	(336,862)	(69,042)
 Net Cash Inflow (Outflow) from Operating Activities	 <u>533,018</u>	 <u>247,389</u>

## 15. Movement in Cash and Cash Equivalents

Cash on Hand and at Bank	615,108	70,478
 Increase/(Decrease) Cash	 <u>544,630</u>	 <u>50,444</u>

# Notes to the Accounts

## **for the year ended 31 December 1998**

16.NRB is alerted to possible risks and uncertainties associated with systems changeover to Year 2000, and our plans address the Year 2000 issues as they relate to our organisation. Year 2000 issues as they relate to our suppliers, clients and others appear not to be material. The total cost of our Year 2000 programme will be approximately £80,000 and the Department of Health and Children has promised £76,000 towards this.

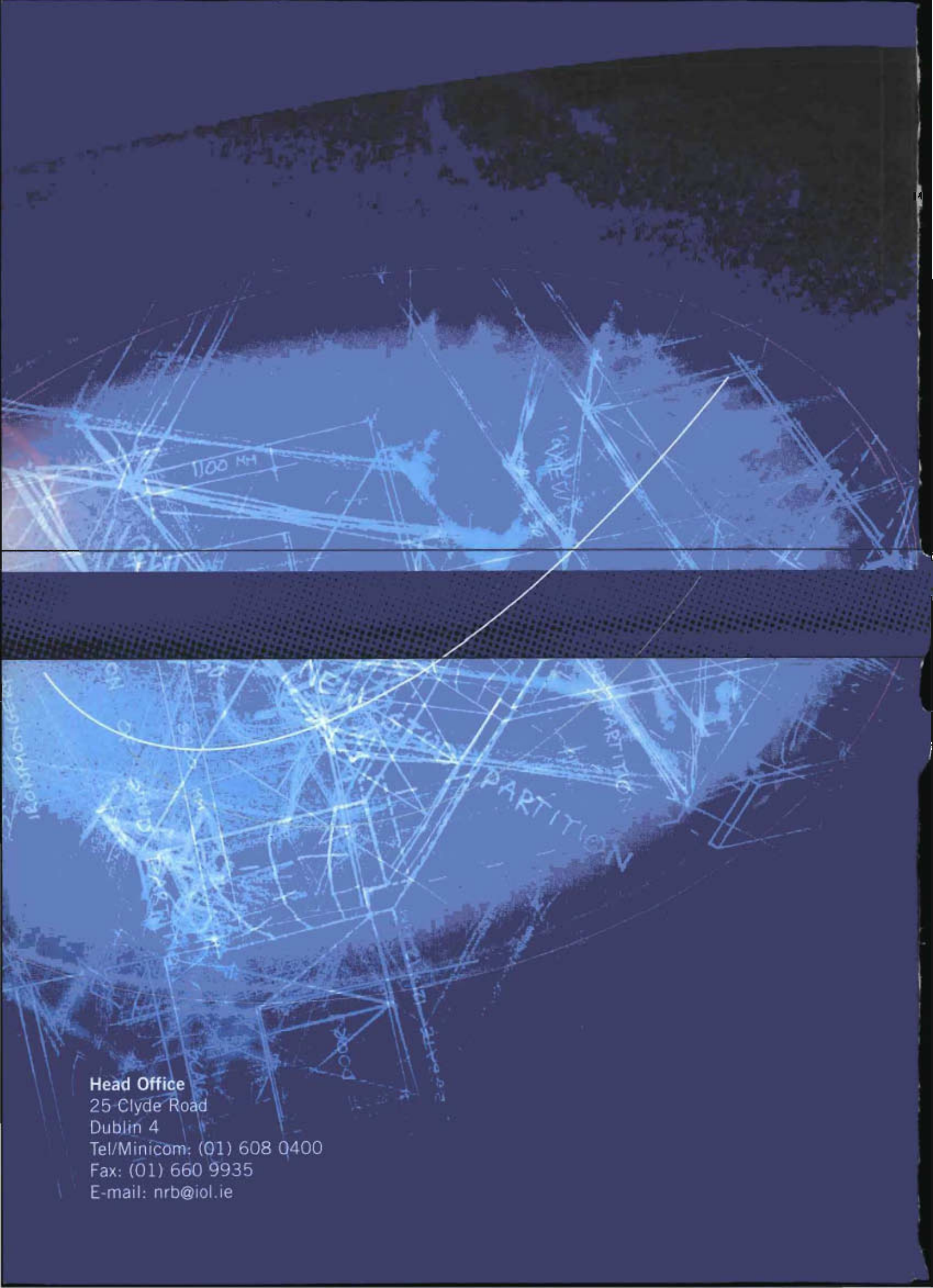
17.It is proposed by Government that NRB be dissolved and its functions transferred to the proposed National Disability Authority, Comhairle, FÁS and other bodies within the Health Service. Legislation setting up the NDA has been passed in 1999 and an implementation date has yet to be decided. Legislation setting up Comhairle is due to be introduced before end 1999.

## **18. Approval of Financial Statements**

The financial statements were approved by the members of the Board on 4.11.99.



Designed at Language



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