

The Irish Hospice Foundation
Directors' Report and Financial Statements
for the financial year ended 31st December 2016

The Irish Hospice Foundation

Company Information

Directors	Ms Jean McKiernan (Chairperson) Mr Tony Condon Mr Denis Doherty Professor Muiris FitzGerald (Resigned 13th December 2016) Ms Mary Harney Ms Vivienne Jupp Mr Cormac Kissane (Resigned 19th April 2016) Ms Ita Mangan (Appointed 14th February 2017) Mr Geoff Moore (Appointed 19th April 2016) Ms Margaret Nelson (Resigned 27th June 2016) Mr Michael O'Reilly (Resigned 20th September 2016) Mr Jim Rhatigan Ms Anne-Marie Taylor (Appointed 14th February 2017)
Chief Executive	Ms Sharon Foley
Company Secretary	Mr Andrew Caffrey
Company Number	114617
Charity Number	CHY 6830
Charity Registration Number	20013554
Registered Office	Morrison Chambers Nassau Street Dublin 2
Auditors	JPAS Ltd. Ardeen House 10/11 Marine Terrace Dun Laoghaire Co. Dublin
Bankers	Allied Irish Banks plc Bank of Ireland Ulster Bank
Solicitors	Eugene F. Collins Temple Chambers 3 Burlington Road Dublin 4

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Directors' Report for the year ended 31st December 2016

The Directors submit their report and the audited financial statements for the financial year ended 31st December 2016.

STRUCTURE, GOVERNANCE & MANAGEMENT

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

Legal Status

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

Companies Act 2014

The Company adopted a new constitution, passed by special resolution, at an EGM held on 20th September 2016. On the 15th October 2016, the name of the Company was changed to The Irish Hospice Foundation (previously The Irish Hospice Foundation Ltd.).

Directors

Ms Ita Mangan and Ms Anne-Marie Taylor were appointed as Directors on 14th February 2017. There were no other changes in Directors or Secretary between 31st December 2016 and the date of signing of the financial statements.

Organisation and Governance

The Company is currently compliant with all provisions of the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland and we also subscribe to the Irish Charities Tax Research's 'Statement of Guiding Principles for Fundraising'.

The Chief Executive Officer reports to the Board of Directors, and is employed to manage the Company's affairs. As at 31st December 2016 the Company employed an additional thirty one staff, including fifteen part-time, in the areas of education and training, bereavement, healthcare programmes, advocacy, communications, administration and fundraising.

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

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

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

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

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The Board of Directors met five times during the year.

There are four sub-committees of the Board which are all chaired by Board members and are comprised of Board members, IHF executives and, on occasion, external members. These sub-committees are appointed by the Board to take delegated responsibility for specific areas. The four sub-committees are the Policy and Services Advisory Committee (chaired by Professor Muiris FitzGerald), the Finance and Remuneration Committee (chaired by Mr Geoff Moore), the Innovation and Fundraising Committee (chaired by Ms Vivienne Jupp) and the Audit, Risk and Governance Committee (chaired by Mr Denis Doherty).

Attendance at eligible meetings during 2016 is set out below:

	<i>Board</i>	<i>Policy and Services Advisory</i>	<i>Finance and Remuneration</i>	<i>Innovation and Fundraising</i>	<i>Audit, Risk and Governance</i>
Ms Jean McKiernan	5 of 5	1 of 2	5 of 6	3 of 3	-
Mr Tony Condon	5 of 5	-	-	2 of 3	-
Mr Denis Doherty	4 of 5	2 of 2	-	-	2 of 2
Professor Muiris FitzGerald	4 of 5	2 of 2	-	-	-
Ms Mary Harney	4 of 5	1 of 2	-	1 of 3	-
Ms Vivienne Jupp	4 of 5	-	-	3 of 3	-
Mr Cormac Kissane	2 of 2	-	2 of 2	-	-
Mr Geoff Moore	2 of 3	-	4 of 4	-	-
Ms Margaret Nelson	0 of 2	-	-	0 of 2	-
Mr Michael O'Reilly	2 of 4	-	-	-	1 of 2
Mr Jim Rhatigan	4 of 5	2 of 2	-	-	-

Board nominations are delegated to an ad-hoc sub-committee, comprised of three Board members. When considering new Directors, the Board has regard to regional and gender mix as well as the requirement for any specialist skills necessary and seeks to include representatives from the hospice movement and palliative care sector. All new Directors undergo an orientation programme with the Company Secretary to brief them on the content of the Constitution, the committee and decision-making processes, the strategy, annual business plan and the recent financial performance of the Company.

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

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

Principal Risks and Uncertainties

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

The loss of significant philanthropic funding from Atlantic Philanthropies following the completion of the Changing Minds programme means that the Company will need to increase statutory funding, fundraising income and fees from training and education to maintain our programmes. We successfully negotiated funding from the HSE for our Nurses for Nightcare service for the first time in 2016 and we will advocate for this to continue and increase, to support this and other vital national services.

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The risk of financial impropriety, error or misstatement is mitigated against by strict cash management, authorisation limit and procurement policies, regular reviews of reports on financial spend coupled with an annual budgeting and five year forecasting process.

Recent scandals have highlighted the reputational risk that may arise through actions of a third party. The Company makes every effort to minimise this risk through our commitment to transparency and accountability.

Transactions with Directors

The Directors were not paid and did not receive any other benefits from employment with the charity in the year. Details of directors' expenses are disclosed in note 9 to the financial statements.

Pay Policy for Senior Staff

The remuneration of the senior staff is reviewed annually and is benchmarked against pay levels in other similar organisations as well as against similar grades in the civil service and HSE. The Finance and Remuneration Committee carried out this review in 2016 and were satisfied that the Company's remuneration was in line with comparable organisations. No pay increases were awarded during 2016 to senior staff.

Directors' Expression of Thanks

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

Events Since The Year End

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

Taxation Status

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

OBJECTIVES AND ACTIVITIES

The main objectives of the IHF are:

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

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

- Effective consultation, partnership and relationship-building with all, prioritising the voluntary hospice movement and the palliative, end-of-life and bereavement care sectors including the HSE and Department of Health;
- Fostering excellence in hospice, palliative, end-of-life and bereavement care through innovation, quality improvement and the development of our healthcare programmes including Palliative Care for All, Changing Minds, Nurses for Nightcare, Hospice Friendly Hospitals, Primary Palliative Care and Hospice Homecare for Children;
- Enhancing end-of-life and bereavement care through education and training, developing both our formal education programme, run in partnership with the Royal College of Surgeons in Ireland and our in-house and outreach programme of workshops aimed at training volunteers, staff and others from a range of settings and communities using a flexible responsive approach;
- Using effective public, political, civic and NGO engagement to drive debate on death, dying and bereavement in Ireland. In particular, we strive to deepen the involvement of the general public in our work through our Think Ahead programme and linked initiatives. Our strong communications and advocacy programmes lead this work;
- Providing grants for the development of hospice and palliative care in the areas of dementia and education as well as through our Design & Dignity project; and
- Maintaining our credibility, independence and long-term sustainability through good governance, financial independence and accountability and a cohesive fundraising programme.

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ACHIEVEMENTS AND PERFORMANCE

We launched our new Statement of Strategy 2016 to 2019 during the year. This strategic plan builds on the our evolving agenda, and maps out our direction until 2019 under the headings of Healthcare Programmes, Education and Training, Public Engagement and Fundraising. Our three year Changing Minds programme, aimed at promoting excellence in end-of-life care for people living with dementia in Ireland, came to an end during 2016 and we would like to thank our co-funders, Atlantic Philanthropies, for their support. Our specific achievements and performance in each strategic area are outlined below.

Healthcare Programmes

Our healthcare programmes are designed to support improvements in end-of-life care in all settings and across all diseases.

Palliative Care for All

70% of people who die every year in Ireland have diseases other than cancer and for the past eight years, our Palliative Care for All programme has sought to improve access to palliative care for people suffering from these diseases. We have done this by directly supporting service development, sponsoring education programmes, developing guidance documents, advocacy work and most recently with the development of patient information leaflets.

In 2016, we successfully co-hosted a conference on heart failure and palliative care with the Mater Misericordiae University Hospital, and we welcomed Dr. Fliss Murtagh, a palliative care consultant from Cicely Saunders Institute, London, as the keynote speaker. University College Cork published guidelines for professional healthcare workers on the assessment and management of palliative care needs in Parkinson's disease which was the culmination of a two year development project funded by the IHF. The challenges posed for those with end-stage kidney disease were illustrated with the publication by the Irish Kidney Association of a patient information booklet entitled 'Conservative Care of Kidney Failure', which was also funded by the IHF. Separate patient information leaflets on future planning for people with COPD and advancing neurological disease are in preparation with relevant representative bodies.

We were also invited to participate in the development of the National Cancer Strategy. Following a series of meetings and public consultation, this report is due for publication in early 2017.

Changing Minds

Our three year Changing Minds programme, co-funded by Atlantic Philanthropies, successfully concluded in 2016. The programme enabled a concentrated focus on the palliative care needs of people with dementia which was achieved through awareness raising videos, research into understanding components of care for people dying at home with dementia, and comprehensive guidance and education for staff. Of particular highlight was our publication of seven guidance documents on palliative care for people with dementia.

Every year approximately 7,500 people die in residential care settings in Ireland and there was no national programme to support continuous quality improvement in end-of-life care in these settings until we commenced the Journey of Change initiative. This programme completed its three year pilot phase in 2016 having engaged with over 100 residential care settings in six pilot regions across Ireland. The Journey of Change seminar held in Tullamore in October enabled participating sites to demonstrate how the programme has enabled them introduce more compassionate care into their work setting for residents, families and staff primarily by using Compassionate End of Life Care (CEOL) reviews that take place following the death of the resident. The independent evaluation of the programme entitled 'We Do Death Differently Now' concluded that when all elements of the programme were implemented, significant changes in practice in relation to end of life care were demonstrated, with staff less likely to transfer patients to hospital at end-of-life.

While the Journey of Change programme continues to be implemented by the HSE in the Midlands and the North-East, we are refining its content and management, based on the recommendations of the evaluation, to support its sustainability and introduction into further sites in 2017.

Nurses for Nightcare

This year the service continued to grow, with 600 people receiving a total of 2,027 nights of nursing care. As well as giving clinical expertise, compassion, comfort and continuity of care to people in the last few days of their life, this service also gives much needed relief and expert advice to family members in this period of grief and loss. The cost for operating this service in 2016 was €649,000, an increase of 17% on 2015. In recognition of the vital need for night nursing, we are happy to report that, for the first time, the HSE contributed towards the cost of the service with a grant of €88,000.

Hospice Friendly Hospitals

The Hospice Friendly Hospitals national conference was held in Limerick in collaboration with the University Of Limerick Hospital Group. Nearly 200 delegates attended with several from overseas and the majority of presentations, workshops and

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posters were based on research and quality improvement projects in hospitals that are members of the Hospice Friendly Hospitals Network. Feedback from the delegates and speakers demonstrated the passion and commitment to progressing the work of Hospice Friendly Hospitals, so that all patients and families who are facing death and bereavement in hospitals receive compassionate and dignified care, and staff can access an evidence based framework of resources and education to enable them do their work. The agreement with the HSE late in the year to establish a joint oversight group and enter a combined service level agreement with us was very welcome and signaled a strong strategic focus on this work in 2017.

Design & Dignity Project

The Design and Dignity Project, operated in partnership with the HSE, aims to enhance and transform the physical environments of hospitals in relation to end-of-life care. In 2016, the steering committee prepared a strategic report outlining its work and detailing the 24 projects awarded funding to date. The third call for projects was announced and in total, 18 applications were received. It is envisaged that 8 to 10 of these will be awarded grants in 2017.

Primary Palliative Care

Acknowledging and developing the role of GPs and Primary Care teams in the delivery of palliative care is one of our long term priorities. In 2016, in addition to advocating for improved access to out-of-hours specialist advice, we facilitated and supported the campaign for a GP Palliative Care Scheme. Such a scheme would formalise the structure for GPs to respond to their patients who have life limiting illnesses, and would assist in the continuity of care in the community at end-of-life.

Hospice Homecare for Children

The independent evaluation of the National Children's Palliative Care Programme was published in 2016 and underlined the huge success of this programme, which has improved the quality of life for children with life limiting illnesses and their parents in a wide range of ways. The IHF is proud to have provided 85% of the funding for the first stage of this programme since 2011.

During the year we continued to support an oncology clinical nurse specialist position and a nurse education programme in Our Lady's Children's Hospital in Crumlin. In April, we were delighted to be a partner for Ireland's 2nd International Children's Palliative Care Conference which focused on how to build a united palliative care service and a greater understanding of family care needs.

Education, Training and Bereavement

Education and training in loss and bereavement and innovation in bereavement care continue to be core strategic goals and we built on our suite of programmes and initiatives during 2016.

End-of-life care training and education

During 2016, a major focus was our outreach training offering to residential care settings, hospitals and other organisations, supported by Atlantic Philanthropies under the Changing Minds programme. New course offerings included 'Planning Ahead' which deals with advance care planning and advance healthcare directives reflecting changing legislation in Ireland and 'Staying Well at Work' which focuses on resilience and staff support in end-of-life care.

We continued to help organisations to support their bereaved staff and this year we also trained over 80 pharmacists who meet people coping with serious illness, loss and bereavement on a daily basis.

Over 400 participants attended our 20 in-house bereavement workshops between January and June while 27 students received their Professional Certificate in Children and Loss and 7 students graduated with an MSc in Bereavement Studies at the Royal College of Surgeons in Ireland. We also began a review of our postgraduate programmes and look forward to a redesign for 2017/2018 academic year.

In partnership with the Irish Association for Counselling and Psychotherapy, we ran complicated grief training days in a number of different locations across the country and we gave a keynote presentation on complicated grief at their annual conference. We also participated in the TedxUCD 2016 event with a talk entitled 'Grief, it's complicated....10% of the time'.

Bereavement

In July we hosted an event for over 30 organisations working in bereavement care across Ireland. Speakers from Scotland, England and Ireland shared how support for bereaved people has developed over time and discussed the benefits of working together. We aim to build on this collaboration in 2017.

We continued to support the set-up of a sustainable community based bereavement support group service in Dublin 13 and were delighted to receive funding of €3,320 from the Loreto Foundation for this purpose.

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During the summer we welcomed the launch of the HSE's 'National Standards for Bereavement Care Following Pregnancy Loss and Perinatal Death' having participated on the steering committee for this work.

John McAreavey generously and touchingly talked on the theme of 'Living with Loss' at our annual public information evening in November. We would like to thank all the voluntary bereavement services who hosted information stalls during the event as well as Fanagans who, once again this year, sponsored the evening.

We continue to work on the European Association for Palliative Care (EAPC) bereavement taskforce and presented this work in June at the 9th World Research Congress of the EAPC in Dublin. This was the first time this international conference was held in Ireland. In November, we attended the International Working Group on Death, Dying and Bereavement which met in Scotland.

Irish Childhood Bereavement Network

The Irish Childhood Bereavement Network is hosted by the Irish Hospice Foundation and supported by Tusla. The Network once again ran Bereaved Children's Week in November with local events in Dublin, Galway, Limerick, Portlaoise, Cork, Drogheda, Arklow, Wexford and Kilkenny.

Standards for the care of bereaved children were launched for consultation at our successful Dublin conference. These standards aim to improve care for bereaved children across Ireland. International speakers at the conference included Sir Al Aynsley-Green, Elke Barber, Liz Koole and Liz Rolls.

Grants

We continued to grant fund the end-of-life education and training activities of professionals and organisations across Ireland with just over €19,000 used for this purpose in 2016. We also supported the All Ireland Institute for Hospice and Palliative Care with a grant of €30,000. The third year of our Dr. Anne Merriman scholarship was awarded to Sylvia Adhiambo Otieno for her final year of a BSc in Palliative Care in Uganda.

Public Engagement

We continued to engage at a high level with policy makers, our stakeholders and the media to raise awareness of our work and maintain continued support.

Advocacy

At the start of 2016 we actively engaged with Government Departments, the Taoiseach, members of Government and all candidates standing in the general election on our manifesto 'Dying is Everyone's Business' which called for an overarching strategy on palliative, end-of-life and bereavement care. In addition it advocated for an end to inequalities in hospice care, the extension of children's palliative care, sustainable funding for Nurses for Night Care and it urged the State to support, enable and encourage people to plan for end of life needs – to 'Think Ahead'. Many of the issues we highlighted are now contained in the 'Programme for a Partnership Government' including commitments to address the lack of hospice development in the Midland and North East regions of the country.

We met with the Minister for Health to highlight the need for a new framework for palliative care and to reiterate other strategic priorities. We welcomed the commencement of two important parts of the Assisted Decision-Making (Capacity) Act 2015 during the year and we continue to advocate for the commencement of the rest of the Act as soon as possible. The full commencement of this Act requires the development of the Codes of Practice to support its implementation and we participated on the HSE's Assisted Decision-Making Capacity Act national steering group and Advance Healthcare Directives multidisciplinary working group.

In August we made a comprehensive submission to the Oireachtas Committee on the Future of Healthcare which is tasked with achieving cross-party consensus on a new direction for the health service, including a funding model. We also made a pre-budget submission and a submission on strategic priorities to the Department of Social Protection. In November we were invited by Deputy John Curran and Senator Jerry Buttimer to make a presentation on Think Ahead and other end-of-life issues in Leinster House to members of the Oireachtas. Both presentations were well attended and cross party interest expressed is being followed up.

'Have Your Say' Campaign

The 'Have Your Say' Campaign, devised as part of our 30th anniversary celebrations, in collaboration with Milford Care Centre's Compassionate Communities programme, aims to develop a charter for dying, death and bereavement in Ireland. We distributed an online and hard copy survey and hosted four Death Café Conversations to gather feedback from members of the public. Over 2,500 responses were received and the main themes that emerge will inform the Charter. The Death Café

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Conversations (held in Cork, Mullingar, Tallaght and Dublin City Centre) were diverse and lively, each adding a unique insight into how dying, death and bereavement affect peoples' lives.

Think Ahead

Our Think Ahead project, supported by Atlantic Philanthropies under the Changing Minds programme, aims to empower an individual to 'Think, Talk, Tell' about their personal preferences for future medical, financial and personal care. Our Think Ahead form was updated in December 2016 to ensure it is fully compliant with the Assisted Decision-Making (Capacity) Act 2015. Demand for the form remains strong with over 60,000 now in circulation. On average two presentations were made each month to groups which included the Irish Countrywomen's Association, HIQA, religious congregations, GP faculties, the Society of Friends, a Compassionate Communities conference in Derry and an international conference in Budapest. Think Ahead is one of the flagship projects initiated by the Forum on End of Life in Ireland. We would like to thank the members of the National Council of the Forum on End of Life who continued to give so generously of their time and expertise.

Communications

PR campaigns around our events resulted in widespread national and regional coverage, including features in The Irish Times, Sunday Times, Irish Independent, Irish Examiner, Image Magazine and interviews on The Pat Kenny Show and Newstalk. Memorable coverage was also generated in the Irish Times, The Last Word and Sean O'Rourke Show around Bereaved Children's Week, highlighting that children grieve too. Our work in bereavement support, the impact of Design & Dignity projects and the launch of Dementia Palliative Care Guidance documents were also all highlighted in regional and national media.

Our social media presence continues to flourish with significant increases in followers across all platforms, building our public awareness digitally. Twitter highlights included trending number one in Ireland for #Coffee4Hospice on the day of Ireland's Biggest Coffee Morning and also trending for #HaveYourSay on 8th October. We also extended our social media platform by joining Instagram and we continued to develop our online publication, ehospice.com, as a platform for sharing news on end-of-life care in Ireland.

To mark our 30th anniversary, the Library and Information service created a digital archive spanning the three decades of the Irish Hospice Foundation. The archive, which features over 2,000 digitised documents, images, audio recordings and video clips preserves the legacy of the IHF in a free online resource. Collections include documents from our founder, Dr. Mary Redmond on the establishment of the IHF as well as the origins of ground breaking programmes like Hospice Friendly Hospitals and Nurses for Night Care. It also features items related to some of our high profile events, publications and the well-known personalities from the worlds of music, poetry, literature, broadcasting and politics who have supported us over the years. The archive can be browsed at <http://archives.hospicefoundation.ie/>.

Fundraising

While we do receive some limited funding from the State and grants received for specific purposes are greatly valued, we are primarily dependent on voluntary donations to continue our programmes.

Partnerships

Once again we benefitted from corporate partners who kindly supported our work through donations, staff fundraising, matched giving and Give As You Earn. MACE, Lloyds Pharmacy, Fanagans, Baxi Potterton Myson, Superdrug and Ulster Bank were just some of our partners in 2016 and we are so grateful for the fundraising they do for us and the presence they give us in store, branch and office.

30th Anniversary Celebrations

Our 30th year was marked by our 'A Way to Go' campaign supported by Arthur Cox, eir, KPMG, Deloitte, FEXCO, LF Buckley & Associates and the Allergan International Foundation. We are also very grateful to our 2016 public engagement supporters Dublin City Council, Fingal County Council and South Dublin County Council and we would also like to acknowledge those who supported the campaign anonymously.

Riverdance held a 24 hour 'Dance-a-thon' for us outside the Gaiety in the summer and in October over 500 guests joined us at the stunning InterContinental Hotel for an unforgettable night when we hosted a Gala Dinner to mark this special year for us and to honour our founder, Dr. Mary Redmond.

Trusts, Foundations and Grants

Income from trusts and foundations increased substantially from 2015. Programmes including Nurses for Night Care, the Irish Childhood Bereavement Network, Design & Dignity and our advocacy work benefited from the support of many organisations. We would like to thank the JP McManus Benevolent Fund, Baxter International Foundation, the Clara E. Burgess Charity, the

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Iris O'Brien Foundation, the UPS Foundation, the Hospital Saturday Fund, HSE National Lottery Grants, Pobal and the Department of Housing, Planning, Community and Local Government for their support.

Events

With the help of our voluntary Special Events Committee we enjoyed another great day at the races in April 2016 with over 500 people joining us in Leopardstown for a sell-out event. The IHF Annual Cycle Challenge took place in June and was a huge success. Fifty-six participants took on the challenge of cycling over 600km from Roussillon in France to Barcelona in Spain. The event was generously supported by Kingspan and we were delighted to welcome Kingspan CEO Gene Murtagh on to the cycle for the first time.

We had fantastic support from our Community Fundraisers in 2016 who raised money in a range of wonderful ways including trekking to the summit of Mount Elbrus in Russia and running the length of the Grand Canal.

We are hugely grateful to all of our supporters and to everyone who helps us to plan and organise these events.

Individual Giving

The raffle this year was a huge success and we enjoyed working with our partners Volkswagen Ireland who provided us with a Volkswagen Polo. Thank you to all who bought and sold tickets for this event.

Our door to door team worked extremely hard signing up over 800 new donors in 2016. We are so grateful to everyone who gives monthly to IHF providing us with vital sustainable income for our many programmes.

We continued to have a good response to our direct marketing appeals. Our 'Never Forgotten' appeal at Christmas again proved very popular with our donors with hundreds of touching tributes for our Book of Remembrance.

Sunflower Days and Ireland's Biggest Coffee Morning

We were proud to support the local hospices in Ireland raising much needed funds for their incredible services. Mary Kennedy lent her support again for Sunflower Days and we worked closely with our sponsors Bewleys to deliver superb results for Ireland's Biggest Coffee Morning. Huge thanks to everyone who supported these campaigns.

BUSINESS REVIEW AND FINANCIAL RESULTS

Overall, the IHF recorded net income for the year of €303,247.

At the year end the Company had assets of €3,191,805 (2015: €3,507,448) and liabilities of €563,356 (2015: €1,182,246). The net funds of the Company have increased by €303,247 (2015: €277,741) and the Directors are satisfied with the level of retained reserves at the year end. Of the net funds at 31st December 2016 of €2,628,449, €158,609 of this is attributable to restricted funds.

Results for the Year

The results for the year and the balance sheet are set out on page 15 and 16.

Reserves, Reserves Policy and Financial Position

The IHF's available reserves at the end of the year were €2,628,449. The Company has an agreed policy to monitor the adequacy of reserves via the Finance and Remuneration Committee. The Finance and Remuneration Committee has considered the reserve level and has agreed that it is adequate for current purposes.

The funds currently held, together with all fundraising initiatives over the coming years, are expected to be disbursed, inter alia, on the areas of Healthcare Programmes, Education and Training and Public Engagement.

Investment Policy

The Company takes a prudent approach to any investments with cash reserves invested in fixed term deposits of less than twelve month's maturity. Capital volatility is not permitted and, as such, reserves are not invested in securities, commodities or other instruments carrying capital risk and are held in Euros to avoid currency risk. Reserves are at all times invested in at least two reputable institutions, subject to a maximum exposure of 60% of the total reserves balance per institution.

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PLANS FOR FUTURE PERIODS

During the next four years, we will strive to achieve the best care at end-of-life for all by concentrating on four interlinked goals:

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

In support of these goals in 2017, the Company will build on work already commenced and will seek to:

- further embed our Journey of Change programme in residential care settings throughout Ireland;
- publish two patient information leaflets focusing on COPD and advanced neurological disorders;
- secure long term state funding for our Nurses for Nightcare, Hospice Friendly Hospitals and Think Ahead programmes;
- develop an agreed approach towards a national network and standards in adult bereavement care;
- relaunch our new format MSc in Bereavement Studies;
- build on our external programme of workshops which enhance communication, compassion and competence in end-of-life and bereavement care;
- progress work around the Assisted Decision-Making (Capacity) Act 2015 including the provision of information workshops to healthcare staff, the publication of support materials and advocating for the commencement of all sections of the Act;
- launch the electronic online version of our Think Ahead form; and
- host our biennial public Forum on End of Life and develop a national charter on dying death and bereavement.

ACCOUNTING RECORDS

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

STATEMENT OF RELEVANT AUDIT INFORMATION

In accordance with Section 330 of the Companies Act 2014:

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

DIRECTORS RESPONSIBILITIES STATEMENT

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

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

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

The Irish Hospice Foundation

**Directors' Report
for the year ended 31st December 2016**

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

AUDITORS

The Auditors, JPAS Ltd., Chartered Accountants, continue in office in accordance with section 383(2) of the Companies Act, 2014.

ON BEHALF OF THE BOARD


Jean McKiernan
13th June 2017


Geoff Moore

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE IRISH HOSICE FOUNDATION COMPANY LIMITED BY GUARANTEE

We have audited the financial statements on pages 15 to 27. These financial statements have been prepared under the accounting policies set out in the statement of accounting policies on page 18. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by Chartered Accountants Ireland (Generally Accepted Accounting Practice in Ireland), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1st January 2015.

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

Respective Responsibilities of directors and auditors

As explained more fully in the directors' responsibilities statement set out on page 12 the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the directors' report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:


- give a true and fair view of the assets, liabilities and financial position of the Company as at 31st December 2016 and of its surplus for the financial year then ended; and
- have been properly prepared in accordance with the relevant reporting framework and, in particular, the requirements of the Companies Act 2014.

Matters on which we are required to report by the Companies Act 2014

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' Report is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the provisions in the Companies Act 2014 which require us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by law are not made.


Jill Percival
For and on Behalf of
JPAS Ltd.
Chartered Accountants and Statutory Audit Firm
Ardeen House
10/11 Marine Terrace
Dun Laoghaire
Co. Dublin

19th June 2017

The Irish Hospice Foundation

Statement of Financial Activities
for the financial year ended 31st December 2016

	Notes	2016 € Unrestricted Funds	2016 € Restricted Funds	2016 € Total Funds	2015 € Total Funds
Income	2				
<i>Income from Donations and Legacies:</i>					
Donations		2,196,253	176,208	2,372,461	2,324,950
Legacies		35,647	10,000	45,647	275,974
		<u>2,231,900</u>	<u>186,208</u>	<u>2,418,108</u>	<u>2,600,924</u>
<i>Income from Charitable Activities:</i>					
Grants		4,920	684,258	689,178	686,621
<i>Income from Other Trading Activities:</i>					
Other Fundraising Income		517,966	635,598	1,153,564	1,235,431
Training and Education Income		285,904	-	285,904	331,414
		<u>803,870</u>	<u>635,598</u>	<u>1,439,468</u>	<u>1,566,845</u>
Investment Income		8,046	-	8,046	11,038
Total Income		<u>3,048,736</u>	<u>1,506,064</u>	<u>4,554,800</u>	<u>4,865,428</u>
Expenditure					
<i>Costs of Raising Funds:</i>					
Fundraising Costs	3	(1,066,853)	(242,163)	(1,309,016)	(1,316,419)
<i>Expenditure on Charitable Activities:</i>					
Healthcare Programmes	4	(555,501)	(1,261,372)	(1,816,873)	(2,046,838)
Education and Training	5	(640,905)	(105,596)	(746,501)	(825,710)
Public Engagement	6	(293,581)	(85,582)	(379,163)	(398,720)
		<u>(1,489,987)</u>	<u>(1,452,550)</u>	<u>(2,942,537)</u>	<u>(3,271,268)</u>
Total Expenditure		<u>(2,556,840)</u>	<u>(1,694,713)</u>	<u>(4,251,553)</u>	<u>(4,587,687)</u>
Net Income/(Expenditure) and Net Movement in Funds in the Year		<u>491,896</u>	<u>(188,649)</u>	<u>303,247</u>	<u>277,741</u>

There are no recognised gains or losses other than the incomings/outgoings for the above two financial years.

The Irish Hospice Foundation

Balance Sheet
as at 31st December 2016

	Notes	€	2016 €	€	2015 €
Fixed Assets					
Tangible Assets	14		35,778		69,179
Current Assets					
Debtors	15	238,559		274,265	
Cash at bank and in hand		<u>2,917,468</u>		<u>3,164,004</u>	
		3,156,027		3,438,269	
Creditors: Amounts falling due within one year	16	(467,037)		(648,061)	
Deferred Income	17	<u>(96,319)</u>		<u>(534,185)</u>	
Net Current Assets			2,592,671		2,256,023
Total Net Assets			<u>2,628,449</u>		<u>2,325,202</u>
Reserves and Funds					
Restricted Funds	11		158,609		347,258
Unrestricted Funds	11		<u>2,469,840</u>		<u>1,977,944</u>
			<u>2,628,449</u>		<u>2,325,202</u>

The notes on pages 18 to 27 form part of these accounts.

The financial statements were approved by the Board on 13th June 2017 and signed on its behalf by


Jean McKiernan


Geoff Moore

The Irish Hospice Foundation

**Cash Flow Statement
for the financial year ended 31st December 2016**

	Notes	2016 €	2015 €
Cashflows from Operating Activities	18	<u>(192,209)</u>	<u>546,396</u>
Cashflows from Investing Activities			
Deposit Interest		8,046	11,038
Payments to Acquire Tangible Fixed Assets		<u>(3,760)</u>	<u>(5,188)</u>
		4,286	5,850
Change in Cash and Cash Equivalents in the Financial Year		<u>(187,923)</u>	<u>552,246</u>

**Reconciliation of Net Cash Flow to Movement in Net Funds
For the financial year ended 31st December 2016**

	Notes	2016 €	2015 €
Change in Cash and Cash Equivalents in the Year		<u>(187,923)</u>	<u>552,246</u>
Movement in Net Funds in the Year	19	(187,923)	552,246
Cash and Cash Equivalents at the Beginning of the Financial Year	19	<u>3,095,487</u>	<u>2,543,241</u>
Cash and Cash Equivalents at the End of the Financial Year	19	<u>2,907,564</u>	<u>3,095,487</u>

The Irish Hospice Foundation

Notes to the Financial Statements for the financial year ended 31st December 2016

1. Statement of Accounting Policies

The IHF is a public benefit entity incorporated in Ireland with a registered office at Morrison Chambers, Nassau Street, Dublin 2.

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

1.1 Accounting Policies

The financial statements have been prepared in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and with generally accepted accounting principles in Ireland and Irish Statute comprising the Companies Act 2014.

Basis of Preparation

The financial statements are prepared on a going concern basis, under the historical cost convention, and comply with the financial reporting standards of the Financial Reporting Council, as promulgated by Chartered Accountants Ireland.

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

1.2 Income

Income is recognised when the Company has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

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

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

1.3 Donations

Monies received or raised for a specific activity are set aside in a separate restricted fund to be applied thereto.

1.4 Interest Receivable

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

1.5 Fund accounting

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

1.6 Expenditure and irrecoverable VAT

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

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

The Irish Hospice Foundation

Notes to the Financial Statements for the financial year ended 31st December 2016

1.7 Expenditure and irrecoverable VAT (continued)

- Other expenditure represents those items not falling into any other heading.

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

1.8 Allocation of support costs

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

1.9 Tangible Fixed Assets & Depreciation

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

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

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

1.10 Stocks

Stock comprises consumable items and goods held for resale. Stocks are included at the lower of cost and net realisable value. Cost is calculated on a first in, first out basis and includes invoice price, import duties and transportation costs. Cost comprises expenditure incurred in the normal course of business in bringing stocks to their present location and condition. Net realisable value comprises actual selling price, less all future costs to completion or to be incurred in marketing, selling and distribution.

1.11 Debtors

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

1.12 Cash at Bank and in Hand

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

1.13 Creditors and Provisions

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

1.14 Pensions

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

1.15 Critical Accounting Judgements and Estimates

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

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

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

The Irish Hospice Foundation

Notes to the Financial Statements for the financial year ended 31st December 2016

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

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

(b) Income Tax on Donations

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

2. Income

	2016 €	2016 €	2016 €	2015 €
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Donations				
General Donations	56,597	5,563	62,160	76,821
Campaigns	2,139,656	170,645	2,310,301	2,248,129
	<u>2,196,253</u>	<u>176,208</u>	<u>2,372,461</u>	<u>2,324,950</u>
Legacies	<u>35,647</u>	<u>10,000</u>	<u>45,647</u>	<u>275,974</u>
Grants				
Grants from Atlantic Philanthropies	-	372,136	372,136	463,090
HSE Grants (1)	-	132,034	132,034	92,421
TUSLA Grants	-	35,000	35,000	35,000
Pobal Grants (2)	-	44,321	44,321	-
Other Grants (3)	4,920	100,767	105,687	96,110
	<u>4,920</u>	<u>684,258</u>	<u>689,178</u>	<u>686,621</u>
Other Fundraising Income				
Fundraising Events	341,997	614,007	956,004	745,353
Retail Income	32,150	21,591	53,741	319,811
Hospice Fundraising Events	143,819	-	143,819	170,267
	<u>517,966</u>	<u>635,598</u>	<u>1,153,564</u>	<u>1,235,431</u>
Training and Education Income				
	<u>285,904</u>	<u>-</u>	<u>285,904</u>	<u>331,414</u>
Deposit Interest				
	<u>8,046</u>	<u>-</u>	<u>8,046</u>	<u>11,038</u>
Total Income	<u><u>3,048,736</u></u>	<u><u>1,506,064</u></u>	<u><u>4,554,800</u></u>	<u><u>4,865,428</u></u>

(1) HSE Grants include €5,000 towards the cost of developing a DVD to support healthcare staff to carry out compassionate end-of-life reviews in residential care homes.

(2) The Company was successful in its application under the Scheme to Support National Organisations in the Community and Voluntary Sector 2016-2019, funded by the Department of Housing, Planning, Community and Local Government and administered by Pobal. The grant will fund 80% of the position of Head of Healthcare Programmes for a three year period.

(3) Other grants include €3,320 from the Loreto Foundation to fund the set-up of a sustainable community based bereavement support group service in Dublin 13 and €10,000 from the National Lottery to support the Design & Dignity project.

The Irish Hospice Foundation

Notes to the Financial Statements
for the financial year ended 31st December 2016

3. Fundraising Costs

	2016 €	2016 €	2016 €	2015 €
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Donations and Legacies (1)	200,041	6,506	206,547	166,355
Costs of Fundraising Events	97,876	231,815	329,691	331,726
Retail Costs	3,611	3,842	7,453	35,264
Supporting Local Hospices	87,032	-	87,032	129,623
Direct Fundraising Salaries	349,631	-	349,631	353,653
Support/Governance Costs	7 328,662	-	328,662	299,798
	<u>1,066,853</u>	<u>242,163</u>	<u>1,309,016</u>	<u>1,316,419</u>

(1) Some fundraising benefits of these campaigns may materialise in future years.

4. Expenditure on Healthcare Programmes

	2016 €	2016 €	2016 €	2015 €
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Nurses for Nightcare	-	649,171	649,171	555,019
Paediatric Palliative Care	-	166,145	166,145	447,440
A Journey of Change	38,701	38,701	77,402	43,740
Design & Dignity	43,530	27,915	71,445	22,287
Dementia Projects	16,191	16,192	32,383	18,214
Development Grants	12 16,120	16,120	32,240	66,389
Hospice Friendly Hospitals	17,949	4,268	22,217	8,738
Hardship Fund	12 7,056	-	7,056	2,325
Other Projects	18,299	1,534	19,833	32,490
Direct Programmes Salaries	204,844	284,210	489,054	568,098
Support/Governance Costs	7 192,811	57,116	249,927	282,098
	<u>555,501</u>	<u>1,261,372</u>	<u>1,816,873</u>	<u>2,046,838</u>

5. Expenditure on Education and Training

	2016 €	2016 €	2016 €	2015 €
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Direct Cost of Courses	82,834	8,439	91,273	121,124
AIHPC *	12 30,000	-	30,000	-
Education Grants	12 24,014	-	24,014	40,835
Bereavement Resource Centre	15,157	6,535	21,692	41,487
International Grants	12 4,941	-	4,941	30,342
Education & Training Salaries	330,862	82,378	413,240	395,767
Support/Governance Costs	7 153,097	8,244	161,341	196,155
	<u>640,905</u>	<u>105,596</u>	<u>746,501</u>	<u>825,710</u>

* All Ireland Institute of Hospice and Palliative Care

The Irish Hospice Foundation

Notes to the Financial Statements
for the financial year ended 31st December 2016

6. Expenditure on Public Engagement

	2016 €	2016 €	2016 €	2015 €
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Think Ahead	21,050	21,049	42,099	59,024
Forum on End of Life	684	-	684	16,949
Thérèse Brady Library	15,325	-	15,325	14,877
Advocacy & Research Costs	12,878	1,723	14,601	18,991
Public Engagement Salaries	72,961	62,810	135,771	118,953
Support/Governance Costs	7 170,683	-	170,683	169,926
	<u>293,581</u>	<u>85,582</u>	<u>379,163</u>	<u>398,720</u>

7. Analysis of Support and Governance Costs

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

	€ General Support	€ Governance	€ Total	Basis of Apportion- ment
Wages and Salaries	495,292	59,750	555,042	Time
Audit	-	7,688	7,688	Governance
Rent and Service Charge	131,558	14,618	146,176	Usage
Other Office Costs	181,537	20,170	201,707	Usage
	<u>808,387</u>	<u>102,226</u>	<u>910,613</u>	

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

	2016 €	2015 €
Fundraising Costs	328,662	299,798
Expenditure of Healthcare Programmes	249,927	282,098
Expenditure on Education and Training	161,341	196,155
Expenditure on Public Engagement	170,683	169,926
	<u>910,613</u>	<u>947,977</u>

8. Net Income/(Expenditure) for the Year

	2016 €	2015 €
This is stated after charging		
Depreciation	37,161	42,760
Rent of Premises	116,902	119,120
Auditor's Remuneration	7,688	7,000
	<u>161,751</u>	<u>168,880</u>

The Irish Hospice Foundation

Notes to the Financial Statements
for the financial year ended 31st December 2016

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

	2016 €	2015 €
Wages and Salaries	1,666,857	1,743,743
Employers PRSI	171,412	179,427
Other Retirement Benefit Costs (see note 22)	104,469	98,163
	<u>1,942,738</u>	<u>2,021,333</u>

The Directors were not paid and did not receive any other benefits from employment with the Company in the year (2015: €nil). One Director was reimbursed a total of €303 for vouched travel expenses to Board Meetings (2015: €97).

The key management personnel of the Company comprise the Directors, the Chief Executive Officer, the Head of Education, Research and Bereavement, the Head of Healthcare Programmes, the Head of Finance and Corporate Support Services, the Director of Fundraising and the Communications and Public Affairs Programme Manager. The total employee benefits of the key management personnel of the charity were €554,558 (2015: €527,994). The year-on-year increase was due to one member of staff being in post for a full year during 2016.

10. Employees

	2016 Number	2015 Number
Number of Employees		
The average monthly number of employees during the year was	<u>39</u>	<u>40</u>

The employees are engaged in activities throughout the organisation, including Healthcare Programmes, Education and Training programmes and Fundraising.

The number of higher paid employees was

	2016	2015
€110,000 to €120,000	1	1
€80,000 to €90,000	1	1
€70,000 to €80,000	4	3
	<u>6</u>	<u>5</u>

11. Analysis of Charitable Funds

	Balance 01/01/16 €	Incoming Resources €	Cost of Generating Funds €	Charitable Activities Cost €	Balance 31/12/16 €
Restricted					
Paediatric Palliative Care	329,474	100,841	(5,987)	(265,719)	158,609
Changing Minds	-	391,860	-	(391,860)	-
Design and Dignity	17,784	10,133	(2)	(27,915)	-
Nurses for Nightcare	-	943,890	(236,174)	(707,716)	-
HfH *	-	4,268	-	(4,268)	-
Healthcare Salaries	-	45,015	-	(45,015)	-
Bereavement	-	10,057	-	(10,057)	-
	<u>347,258</u>	<u>1,506,064</u>	<u>(242,163)</u>	<u>(1,452,550)</u>	<u>158,609</u>
Unrestricted					
Other Activities	1,977,944	3,048,736	(1,066,853)	(1,489,987)	2,469,840
	<u>2,325,202</u>	<u>4,554,800</u>	<u>(1,309,016)</u>	<u>(2,942,537)</u>	<u>2,628,449</u>

* Hospice Friendly Hospitals Programme

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**Notes to the Financial Statements
for the financial year ended 31st December 2016**

12. Grants

	Grants to Individuals €	Grants to Institutions €	Total Grants €
AIIHPC	-	30,000	30,000
Development Grants	-	32,240	32,240
Hardship Fund	7,056	-	7,056
Education Grants	19,294	4,720	24,014
International Grants	-	4,941	4,941
	<u>26,350</u>	<u>71,901</u>	<u>98,251</u>

13. Grants (continued)

Grants to institutions were

Name of Institution	Description	Total Grants €
All Ireland Institute of Hospice and Palliative Care	Core funding and evaluation of Design & Dignity project	30,000
University College Cork	Implementation of dementia palliative care guidance documents	20,000
Castleross Nursing Home	Introduction and evaluation of palliative care resources for people with dementia and older people	12,000
Hospice Africa Uganda	Anne Merriman annual scholarship in palliative care education	4,941
Other Grants		<u>4,960</u>
		<u>71,901</u>

14. Tangible Assets

	Leasehold Improvements €	Furniture & Equipment €	Computer Equipment €	Total €
Cost				
At 1st January 2016	397,430	137,836	86,978	622,244
Additions	-	-	3,760	3,760
Disposals	-	-	-	-
At 31st December 2016	<u>397,430</u>	<u>137,836</u>	<u>90,738</u>	<u>626,004</u>
Accumulated Depreciation				
At 1st January 2016	345,151	131,204	76,710	553,065
Charge for the Year	26,495	2,988	7,678	37,161
Depreciation on Disposals	-	-	-	-
At 31st December 2016	<u>371,646</u>	<u>134,192</u>	<u>84,388</u>	<u>590,226</u>
Net Book Value				
At 31st December 2015	<u>52,279</u>	<u>6,632</u>	<u>10,268</u>	<u>69,179</u>
At 31st December 2016	<u>25,784</u>	<u>3,644</u>	<u>6,350</u>	<u>35,778</u>

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Notes to the Financial Statements
for the financial year ended 31st December 2016

14. Tangible Assets (continued)

In respect of prior year

	Leasehold Improvements €	Furniture & Equipment €	Computer Equipment €	Total €
Cost				
At 1st January 2015	397,430	142,667	107,964	648,061
Additions	-	1,304	3,884	5,188
Disposals	-	(6,135)	(24,870)	(31,005)
At 31st December 2015	<u>397,430</u>	<u>137,836</u>	<u>86,978</u>	<u>622,244</u>
Accumulated Depreciation				
At 1st January 2015	318,658	132,170	90,482	541,310
Charge for the Year	26,493	5,169	11,098	42,760
Depreciation on Disposals	-	(6,135)	(24,870)	(31,005)
At 31st December 2015	<u>345,151</u>	<u>131,204</u>	<u>76,710</u>	<u>553,065</u>
Net Book Value				
At 31st December 2014	<u>78,772</u>	<u>10,497</u>	<u>17,482</u>	<u>106,751</u>
At 31st December 2015	<u>52,279</u>	<u>6,632</u>	<u>10,268</u>	<u>69,179</u>

15. Debtors

	2016 €	2015 €
Fundraising Events	2,518	9,960
Income Tax Refunds	129,000	118,000
Deposit Interest	2,186	1,501
Prepayments	38,203	87,525
Trade Debtors	66,652	57,279
	<u>238,559</u>	<u>274,265</u>

16. Creditors

	2016 €	2015 €
Amounts falling due within one year:		
Bank Overdraft (1)	9,904	68,517
Grants	14,500	32,000
Trade Creditors and Accruals	380,865	489,774
PAYE	36,610	20,462
PRSI	22,067	32,112
VAT	3,091	5,196
	<u>467,037</u>	<u>648,061</u>

(1) The bank overdraft is repayable on demand

The Irish Hospice Foundation

Notes to the Financial Statements
for the financial year ended 31st December 2016

17. Deferred Income

	2016	2015
	€	€
At 1st January 2016	534,185	595,171
Movement for year	<u>(437,866)</u>	<u>(60,986)</u>
At 31st December 2016	<u>96,319</u>	<u>534,185</u>

Deferred income comprises grants, received in advance, that are subject to performance-related conditions that were not met at year end and training income, received in advance, related to workshops which will take place in 2017.

18. Reconciliation of Net Income/(Expenditure) to Net Cash Inflow from Operating Activities

	2016	2015
	€	€
Net Income/(Expenditure) for the Reporting Period (as per the Statement of Financial Activities)	303,247	277,741
Adjustments for:		
Depreciation Charges	37,161	42,760
Deposit Interest	(8,046)	(11,038)
(Decrease)/Increase in Deferred Income	(437,866)	(60,986)
Decrease/(Increase) in Debtors	35,706	214,675
(Decrease)/Increase in Creditors	<u>(122,411)</u>	<u>83,244</u>
Net Cash Inflow/(Outflow) from Operating Activities	<u>(192,209)</u>	<u>546,396</u>

19. Analysis of Cash and Cash Equivalents

	01/01/16	Cashflow 2016	31/12/16
	€	€	€
Cash in Hand and at Bank	3,095,487	(187,923)	2,907,564
Total Cash and Cash Equivalents	<u>3,095,487</u>	<u>(187,923)</u>	<u>2,907,564</u>

The equivalent disclosure for the prior year is as follows:

	01/01/15	Cashflow 2015	31/12/15
	€	€	€
Cash in Hand and at Bank	2,543,241	552,246	3,095,487
Total Cash and Cash Equivalents	<u>2,543,241</u>	<u>552,246</u>	<u>3,095,487</u>

20. Related Party Transactions

There were no related party transactions to note during the year ended 31st December 2016.

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**Notes to the Financial Statements
for the financial year ended 31st December 2016**

21. Commitments

Operating lease commitments payable during the next twelve months amount to €164,286 (2015: €119,120) and are payable in relation to property leases for office space which expire as follows:

	2016	2015
	€	€
Within one year	-	-
Between two and five years	-	4,120
More than five years	164,286	115,000
	<u>164,286</u>	<u>119,120</u>

The Irish Hospice Foundation has committed to providing funding of €291,000 to HSE Estates for the Design and Dignity project. €50,000 was paid during 2016 with €140,000 payable in 2017 and the balance payable in 2018.

22. Retirement Benefits

	2016	2015
	€	€
Retirement Benefits	104,469	98,163
Ex Gratia Pension Costs	-	-
	<u>104,469</u>	<u>98,163</u>

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

The total charge for 2016 was €104,469 (2015: €98,163) which represents contributions payable to this scheme by the Company. Pension costs which are attributable to a particular activity are allocated directly to that activity. Where pension costs are incurred to further more than one activity they are apportioned between the relevant activities based on the amount of staff time which each activity absorbs. Defined contribution pension costs are paid from unrestricted funds.

At 31st December 2016 an accrual of €nil (2015 €nil), in respect of contributions to this scheme is included in creditors.

23. Comparative Amounts

Certain comparative figures have been restated where necessary to conform with current period presentation.

24. Guarantee Liability

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

25. Approval of Financial Statements

The financial statements were approved by the Board of Directors on 13th June 2017.


Jean McKiernan


Geoff Moore