



**ACQUIRED
BRAIN INJURY**
IRELAND

**Service
Development
& Delivery**

**Organisational
Effectiveness**

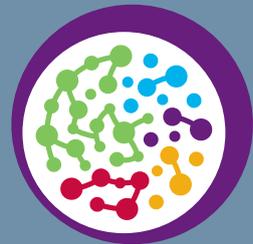
**ANNUAL
REPORT
2014**

**Awareness
Education
& Training**

Advocacy

**Evidence
Based
Research**





ABI Ireland is a dedicated provider of Community-based Neuro-Rehabilitation services for people with an ABI (acquired brain injury). As a brain injury can affect a person's ability to manage their own life, ABI Ireland works in communities across Ireland to support and empower people to rebuild their lives. ABI Ireland also campaigns, educates, and advocates for the rights and needs of this hidden group in society.

ABI Ireland 2014

The images shown highlight some of the many individual and group achievements of the past year. Further information about these positive outcomes is reflected in this report and on our website www.abiireland.ie

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ABI Ireland's Mission is to enable people with Neuro-Rehabilitation needs to lead meaningful lives in the community by providing personalised quality rehabilitation and support

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Photographs opposite show:

Left, top to bottom: Building site visit to ABI Ireland's new residential property in Letterkenny, Bake For Brain Injury 2014, An Taoiseach, Enda Kenny, T.D., visits ABI Ireland's Vocational Assessment Project (Work4you), Castlebar, Co.Mayo

Right, top to bottom: Raising awareness of Concussion in Sport at Leinster House, Dun Laoghaire Day Resource Member receives Fetac Award, Previewing ABI Ireland's new Clubhouse facility in Wexford (Opens 2015)

The abbreviations used throughout this report include:

ABI: Acquired Brain Injury

ABI Ireland: Acquired Brain Injury Ireland

ACBIS: Academy of Certified Brain Injury Specialists

BMW: Border, Midlands & West

BIAA: Brain Injury Association of America

CARF: Commission on Accreditation of Rehabilitation Facilities

DFI: Disability Federation of Ireland

HSE: Health Service Executive

HIQA: Health Information and Quality Authority

IRP: Individual Rehabilitation Plan

NAI: Neurological Alliance of Ireland

RA: Rehabilitation Assistant

UL: University of Limerick

WHO: World Health Organisation

Note: Some names may have been changed or omitted in this report to protect the identity of persons served and their families

Letters from our Chairman & our Chief Executive



Chairman's Letter

I wish to acknowledge the great progress that has been made by the CEO, the management team and staff in 2014 in implementing ABI Ireland's strategic objectives in what has been a challenging year for the organisation. The funding environment continues to be difficult. In 2014 ABI Ireland incurred a significant operating deficit which is a major concern for the Board. The year on year cuts in our core funding has depleted our reserves and threatens our ability to continue to deliver all of our services. The Board in 2014 and into 2015 have undertaken a programme of measures to tackle the operating deficit, including urgent engagement with the HSE to have the historic under funding of our core costs addressed and to have the organisation put on financially sustainable footing. Thankfully, we managed yet again to minimise the impact of the difficult financial position on services and clients availing of them, while at the same time experiencing some growth in our services.

Adherence to good governance practice continues to be a focus of ABI Ireland. In 2014 we commissioned an external evaluation of our governance policies and structures to ensure that we adhere to the best standards of governance. I would like to thank my fellow board members for the commitment and expertise they continue to give to ABI Ireland and for the support that they have given to me in my role as Chair.

Diarmaid Ó Corrbuí

Chairperson, Acquired Brain Injury Ireland

Chief Executive's Letter

In 2014 ABI Ireland's staff, management, and board of directors worked tirelessly to ensure that our organisation delivered on its mission to '*provide personalised quality rehabilitation and support*'. This work was carried out against a background of significant financial challenges. Despite ABI Ireland's total income increasing on 2013, spending to meet identified client need rose and, this coupled with a fall in fundraising income resulted in a significant deficit at year-end.

Notwithstanding the above, 2014 saw positive developments in a number of service including Day Resource/Clubhouse Services and Facilities in Counties Tipperary, Kerry, Longford and Wexford. A Residential Rehabilitation building project is progressing well in Donegal and one is starting in Waterford - with the aim of having residents in their new homes by 2015/16.

In 2014, ABI Ireland took over responsibility for the Community Brain Injury Team (CBIT) in Carlow/Kilkenny from the HSE. Some other good news was the recognition of our specialist staff training programme CBIS which won an award from the Irish Institute of Training and Development.

Achievements like these, in the context of our commitment to clients, are a testament to dedication and professionalism, and are made possible through effective team-work, collaborations, and partnerships.

In 2015, ABI Ireland will continue to develop services, raise awareness, advocate for appropriate resources, and continue to meet individual and family needs. Thank-you to everyone who works with us to achieve these vital objectives.

Barbara O'Connell

Chief Executive Officer, Acquired Brain Injury Ireland

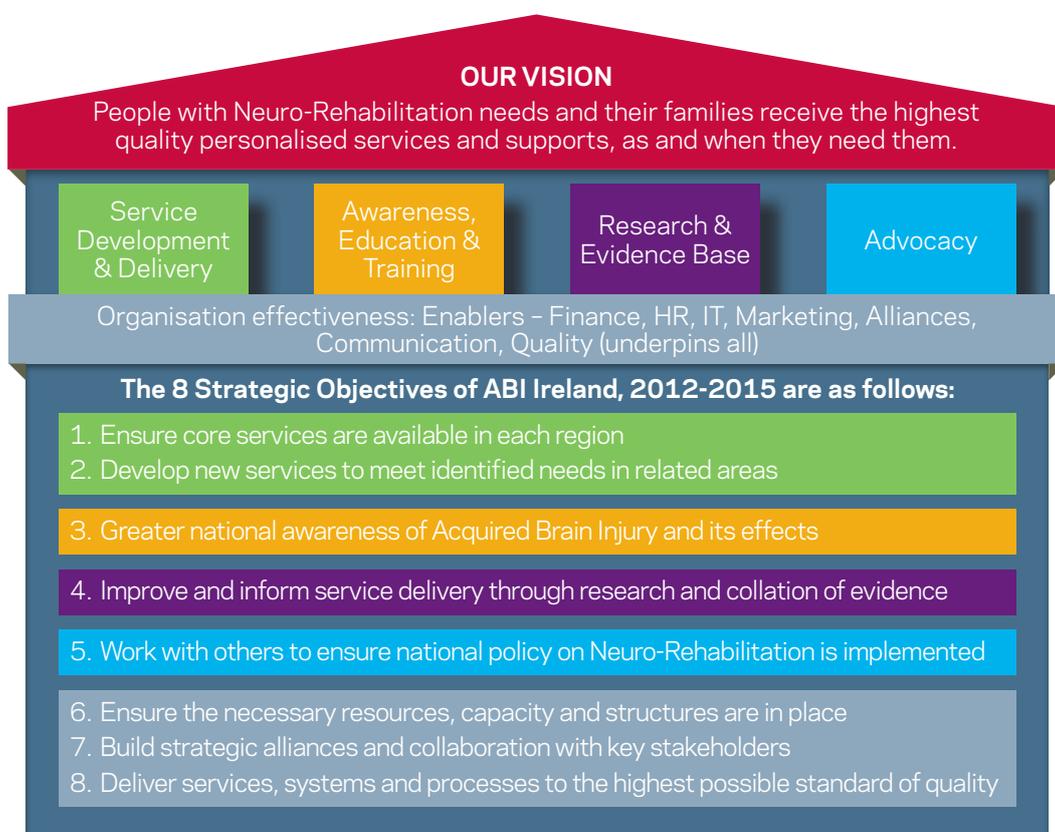


Organisational Priorities

"Deliver services, systems and processes to the highest possible standards of quality"

Objective 8, ABI Ireland Strategic Plan 2012-15

ABI Ireland's Strategic Priorities (2012-15)



A key factor for any organisation in ensuring the highest standards of quality in service provision is its ability to develop and deliver on a robust Strategic Plan. ABI Ireland developed and introduced its plan in 2012 and during the interim period has made excellent progress in achieving many elements of its eight main priorities. These achievements were made under four priority areas, which are underpinned by organisational effectiveness, as illustrated above. Updates on ABI Ireland's strategic priorities are presented in this report under four priority areas as follows:

- Service Development and Delivery
- Awareness, Education & Training
- Research & Evidence Base
- Advocacy

Community-Based Neuro-Rehabilitation

“Neuro-rehabilitation is a clinical and social process to aid recovery after a brain injury. It is about relearning, compensating and regrowth so the person lives a life of their own choosing”

Yvonne Rossiter, National Director of Rehabilitation Programmes & Services

ABI Ireland supports people with ABI and their families through a Bio-Psychosocial model of service; combining Biological, Psychological and Social aspects of rehabilitation. Our core services include:



ABI Ireland's Core Services

Our Neuro-Rehabilitation Teams include Regional and Local Services Managers, Rehabilitation Assistants, Team Leaders and Key Workers. Services are supported by a Clinical Neuro-Rehabilitation Team which includes Clinical Psychologists, Occupational Therapists and Social Workers.

Additional Support Services are also provided and include:

- ABI Information, Education & Training
- Psychology (Cognitive Behaviour Therapy & Family Therapy)
- Social Work (Family Support Service)
- Neuro-Rehabilitation Support
- Vocational Assessment Service² (Work4you)

¹ Formally known as the Peter Bradley Foundation, ABI Ireland was founded by Barbara and Maurice O'Connell in direct response to Barbara's brother Peter's particular situation. For Peter's Story and full information on ABI Ireland see www.abiireland.ie

² Work4you: A service provided for people with an ABI living in any of the 13 counties of the Border, Midlands & West region; supported by the European Social Fund and Department of Social Protection Disability Activation Project and managed by Pobal (2012-15)

ABI Ireland Core Services 2014 - by County

In 2014 ABI Ireland's Core Services included the following:

- Clinical Neuro-Rehabilitation Teams
- Home & Community Rehabilitation
- Case Management
- Residential Rehabilitation
- Day Resource /Clubhouse facilities
- Transitional Living

ABI Ireland supports people with an ABI and their families through a Bio-Psychosocial model of service; combining both a medical model of practice and a social model of service. The range of ABI Ireland services available in each county varies, with service development depending on both locally identified need and resources available. The map shows the number of ABI Ireland services available nationally, at year end 2014.



*** Includes new services developments 2014

**** Joint ABI Ireland & HSE Community Brain Injury Team (CBIT)

The figures above include ABI Ireland's Vocational Assessment service (WORK4YOU) which was awarded funding for 2012-15, through the Disability Activation Project (DACT) to support Counties Cavan, Donegal, Galway, Laois, Leitrim, Longford, Louth, Mayo, Monaghan, Roscommon, Offaly, Sligo & Westmeath

Service Development & Delivery

“The person with an ABI is gradually supported by the Neuro-Rehabilitation team to regain skills, adapt to the environment, and learn new ways to cope with day-to-day life”

Yvonne Rossiter, National Director of Rehabilitation Programmes & Services

ABI Ireland provides a range of Neuro-Rehabilitation services across Ireland. The availability of these services varies from region to region¹ and is dependent upon identified local needs and access to resources, particularly funding. Listed below, by county, are ABI Ireland’s existing services together with those which commenced in 2014 as well as services currently being developed.



Case Management

- **Carlow***
- **Kilkenny***
- **South Tipperary***
- **Cavan***
- **Monaghan***
- **Dublin** – East Coast Area, Northern Area, South Western Area
- **Louth***
- **Meath***
- **Midlands** – (Offaly, Laois, Longford, Westmeath)
- **West** – (Galway, Roscommon, Mayo)

Home & Community Rehabilitation

- **Carlow/Kilkenny** (new service 2014¹)
- **Clare**
- **Cork** – North Cork & West Cork
- **Donegal**
- **Dublin** – East Coast Area, Northern Area, South Western Area
- **Kerry**
- **Limerick** – Limerick / East Limerick & North Tipperary
- **Midlands** – Laois, Offaly, Longford & Westmeath
- **Sligo/Leitrim**
- **South Tipperary**
- **Waterford**
- **Wexford**

Residential Rehabilitation

- **Clare** – Clarecastle (2 houses)
- **Cork** – Macroom
- **Donegal** – Letterkenny (new build 2014/15 to replace rental property)
- **Dublin** – Dun Laoghaire, Glasnevin, Glenageary (2 houses), Lucan (in planning phase), Tallaght
- **Limerick** – Dooradoyle
- **Louth** – Drogheda
- **Offaly** – Mountbolus (Neuro-Rehabilitation Centre)
- **Waterford** – Waterford
- **Wexford** – Ballymurn



* These services are provided through a joint ABI Ireland /HSE CBIT arrangement.



Day Resource / Clubhouse

This service includes Day Resource, Clubhouse, Day Facilities and ABI Rehabilitation Groups. There are ongoing changes and developments in the range and style of activities associated with these services; reflecting both the needs of the people who access them and the availability of resources. In 2014 ABI Ireland had Day Resource /Clubhouse services in the following counties:

- **Cashel** (new service 2014)
- **Clare**
- **Clonmel** (new service 2014)
- **Cork**
- **Donegal** - Letterkenny (Day Rehab)
- **Donegal** - Killybegs (Day Rehab)
- **Dublin** - Dunlaoghaire
- **Dublin** - East Coast/Wicklow
- **Dublin** - Northern Area (*Heads Up Social Group*)
- **Dublin** - South/Western Area
- **Galway** - Galway City
- **Kerry** - Castleisland (new premises planned 2015/16²)
- **Limerick** - Limerick/East Limerick/North Tipperary
- **Laois** - Portlaoise
- **Longford** - Edgeworthstown (new service 2014)
- **Mayo** - Castlebar
- **Offaly** - Mountbolus (includes Laois, Longford & Westmeath)
- **Roscommon**: Roscommon Town (new service 2014)
- **Sligo** - Sligo Town (Day Rehab moved premises 2014³, includes Sligo, Leitrim & West Cavan)
- **Waterford** - Waterford City (Belong Clubhouse & New Beginnings Social Club)
- **Westmeath** - Mullingar
- **Wexford** - Wexford Town (new premises 2014/15⁴)

Transitional Living

Co Sligo - Located in Sligo town (Incorporates Assessment, Residential, Day Rehabilitation, Home & Community & Respite options for Counties Sligo, Leitrim & West Cavan)

¹ In 2014 responsibility for the Community Brain Injury Team transferred from the Health Service Executive to ABI Ireland (as per page 6)

² Funding raised through Ring of Kerry Cycle 2014. www.ringofkerrycycle.ie

³ Funded through the generosity of community fundraising initiatives

⁴ Funded through the generosity of BNY Mellon. www.bnymellon.com

ABI Awareness, Education & Training

"ABI Ireland was delighted to receive an IITD (Irish Institute of Training & Development) National Training Award for Medium Sized Enterprises in March 2014."

Carol Rogan, Training Manager, ABI Ireland

In 2014, ABI Ireland continued to deliver a broad range of training and education events for staff in all regions. In addition to this, a number of staff from external organisations attended our Certified Brain Injury Specialist (CBIS) programmes during the year. We ran four Certified Brain Injury Specialist (CBIS) Programmes in 2014 with 39 ABI Ireland staff and 30 staff from external organisations completing the programme. This intensive training programme builds on learner's prior knowledge and experience in the field of brain injury, enhancing competency, and building capacity within the organisation. ABI Ireland was awarded the ACBIS Platinum award in 2014 as 25% of its eligible staff has achieved their CBIS qualification.

In March 2014 ABI Ireland won the IITD (Irish Institute of Training & Development) National Training Award for Medium Sized Enterprises. This award was in recognition of our organisation's work on the development of the Irish edition of the Certified Brain Injury Specialist (CBIS) Programme and associated textbook, the *Essential Brain Injury Guide (Irish Edition)*. The award was presented by Ciaran Cannon TD, Minister for Training and Skills at an awards ceremony held in Killashee House Hotel, Naas, County Kildare.



ABI Awareness, Education & Training

“The planning, delivery and evaluation of training helps to ensure the continued commitment and capacity of ABI Ireland staff and results in positive outcomes for all”

Barbara O’Connell, Chief Executive, ABI Ireland

Throughout the year a wide range of mandatory training was delivered which included First Aid, Manual Handling, Fire Safety and Food Hygiene, as well as four new Staff Induction Programmes, which were held in Dublin and Cashel. ABI Ireland’s Clinical Psychologists continued to deliver service-specific training on ‘*Rehabilitation of Behaviour That Challenges*’ to regional staff. ABI Ireland worked collaboratively with the Health Service Executive to ensure that specific staff were upskilled in areas such as *Children First*¹ and ASIST²

During 2014 a new HR (Human Resources) Information Management System was introduced in ABI Ireland and a number of online staff training modules were developed and delivered with the help of a specialist e-learning company. This enabled frontline staff to access the training at a time convenient to themselves, and in addition classroom based training sessions were held for Managers and Team Leaders who required a higher level knowledge of the system. The software used to develop the online training modules is now available in-house, giving ABI Ireland the capacity to develop more e-learning modules in the future.

In the last quarter of the year, a number of training and development sessions were provided to Managers and Team Leaders with input from external HR specialists. This included a two-day Management Training Programme and a one-day Development Programme, as well as the provision of a number of one day Competency Based Interviewing Technique sessions.

A total of 192 days of training took place in 2014 with 1,246 attendees recorded. This equates to an average of 8 training days per employee for the year.



Supporting ABI Carers

Brain Aware, ABI Ireland’s Carer training course was re-evaluated during 2014, resulting in both an adjusted programme and delivery of the module. In addition, work started on the development of a *Guidebook for Carers* and plans for its publication in 2015.

Unfortunately ABI Ireland, like a number of other organisations providing services for people with disabilities, was unsuccessful in securing funding for ABI Carer services and supports for this programme under SSNO³ during the year. However in order to address identified needs, the Department of the Environment, Community & Local Government made *bridging* finance available until the end of June 2015.

ABI Ireland remains focused on informing and educating ABI carers through *Brain Aware*, and a range of other relevant services and supports. We continue to work to secure resources to achieve this objective.

¹ Children First Training provided by the HSE/TUSLA

² Applied Suicide Intervention Skills training provided by the HSE

³ SSNO : Scheme to Support National Organisations. ABI Ireland was supported in its appeal of this decision by the Disability Federation of Ireland and the Neurological Alliance of Ireland .The outcome of this appeal was not known at year end 31/12/14.

PJ Kane's Story

"Before my accident I was completely unaware of what an ABI injury was. I am now acutely aware of brain and head injuries and how serious and life-changing they can be"

PJ Kane¹, ABI Survivor and beneficiary of ABI Ireland's services

After our busy period at work in autumn 2014, we went for our annual night out – a meal at the dogs, on to a bar, and then decided that some dancing was in order. Unfortunately I did not get as far as the dance floor because en route to the night club I had a bad fall down a flight of stairs.

I don't remember anything from that point on until a number of weeks later. I had become unconscious and was taken by ambulance from the nightclub to the local hospital. My wife was called to the Accident & Emergency Unit and told I had suffered a fractured skull and had developed a large extradural haematoma. I had been put asleep² by the local hospital, and was transferred to Dublin's Beaumont Hospital to remove the haematoma. My entire family was called due to the severity of my injury. While Dr McNally's team successfully removed the haematoma, I also suffered a TBI³, and spent a further two weeks in Beaumont, before returning home to Ardee in County Louth.

My wife contacted Beaumont for advice and support, as she was missing the support that we received when I was an in-patient. We had no understanding of what an ABI (acquired brain injury) was and what impact it would have on our lives. We felt quite lonely in the early stages after leaving the hospital - it was a mixture of fear and lack of knowledge.

Then we were then referred to Fiona Barrett, our HSE/ Acquired Brain Injury Ireland Case Manager, who in turn informed us about the Work4You Vocational Assessment Project. Maurice and Caitlyn, Occupational Therapist and Rehabilitation Facilitator on the project, provided us with constant support along my road to recovery. They carried out home and work visits, workplace assessments and made many phone calls along the way!



We also attended an ABI Ireland Information Day, which gave us the knowledge we craved. Now, while I have no physical symptoms, I still need to take daily naps, recognise when I need some *time-out*, and use IT and a note pad as reminders. This was all discussed at the information event and has helped me to manage my symptoms.

Before my accident I was completely unaware of what an ABI was. I am now acutely aware of brain and head injury and how serious and life changing they can be. I can only be grateful for my good recovery so far, which would not have been possible without all the amazing people I have met along the way.

PJ Kane

¹ PJ Kane is pictured above (centre)

² Induced coma

³ TBI: Traumatic Brain Injury

Peter Connolly's Story

"It is 10 years since I first took ill – and now I'm moving on!"

Peter Connolly, ABI Survivor & current Home & Community Rehabilitation & beneficiary of ABI Ireland's Services



On the 30th of November 2004 I was brought by ambulance to the James Connolly Memorial Hospital in Dublin. Three months later, on the 24th of February 2005, I woke up, my sister Mary and my nurse-aid Mary were beside me. I had contracted Meningitis. On the 8th of June 2005 I was transferred to Dun Laoghaire's National Rehabilitation Hospital. I was there three months, under the care of Dr Mark Delargy. On 23rd December 2005 I moved into ABI Ireland's residential service in Adelaide Road, Glenageary. I was using crutches at that time; couldn't even write or drive and didn't like noise.

Eventually, with support, and to rebuild my skills, I joined the National Learning Network in Sandymount and ABI Ireland's Resource Service in Dun Laoghaire. Once I started to regain my independence and socialised regularly with friends, I left Adelaide Road and moved into a self-contained apartment on Rochestown Avenue, Dun Laoghaire. By 2013 I was in Dun Laoghaire College of Further Education, studying to become a Healthcare Assistant. Unfortunately I wasn't fit enough to complete the course, but I'm glad I tried it!

I have just moved into an apartment in my hometown of Manorhamilton, Co. Leitrim. It's the huge step I have wanted for ages. I appreciate the help I've received from all the ABI Ireland staff, in both Adelaide Road and Rochestown Avenue, and look forward to my new life.

“ Peter worked with members of the Community Brain Injury Team (CBIT), based in Sligo, and made a great transition back to Leitrim - and to living independently **”**

Teresa O'Boyle, Local Services Manager,
ABI Ireland North-West Region

Evidence Based Research

"Improve and inform service delivery through research and collation of evidence"

Objective 4, ABI Ireland's Strategic Plan 2012-15

One of ABI Ireland's strategic objectives is to improve and inform service delivery through research. To achieve this goal the organisation not only carries out its own research but also works in collaboration with external research bodies; ensuring that relevant qualitative and quantitative research is carried out, analysed and used effectively.

In May 2014 ABI Ireland employed a Policy and Research Manager, Gráinne McGettrick, to oversee all Policy and Research related issues associated with the organisation. This role includes chairing ABI Ireland's Ethics Committee, which works to ensure that any research ABI Ireland is involved with meets the highest possible standards in international research practice.

ABI Ireland Ethics Committee

The ABI Ireland Ethics Committee reviews all research applications on behalf of the organisation, to deem them to be ethical. The review process is open to scrutiny, accountability and independent of the research itself, and is conducted according to international best practice.

In 2014 members of this ABI Ireland Committee were:

- Dr. Brian McClean, Senior Clinical Psychologist
- Gráinne McGettrick, Policy and Research Manager & Chairperson of the Ethics Committee
- Ms. Barbara O'Connell, Chief Executive Officer
- Mr. Steve Orme, West/North West Regional Manager and Quality Lead
- Dr. Brian Waldron, Senior Clinical Psychologist

ABI Ireland's Research Projects 2014

During 2014 ABI Ireland supported a range of researchers and research projects including the following:

Memory and ABI

Dr. Elaine Kinsella is a post-doctoral researcher in the University of Limerick (Centre for Social Research Issues). She is working with ABI Ireland's Mid-West region and is carrying out research which is looking at Creating Community Re-integration Rehabilitation Programmes into the Future. This work is funded by the Irish Research Council (Enterprise Partnership Scheme) and ABI Ireland. It is a two year project which aims to gain a better understanding of how people with an ABI can better re-integrate back into their families and communities.

Social identity and ABI

Dr. Stephen Walsh is in the final year of his PhD research through the University of Limerick. His study is focused on exploring the issue of Social Identity and ABI; to advance an integrated model which combines social, psychological, and neuro-psychological approaches to the understanding of ABI. It has received a grant from the Irish Research Council to look at how people with an ABI make sense of who they are in a social context; which appears to be an important factor in the rehabilitation process.

Cognitive Rehabilitation

Carol Rogan¹ worked on a research project which examined the Effectiveness of a Cognitive Group Intervention on cognitive and psychosocial outcomes following ABI; through the Department of Psychology in Maynooth University. Research participants were people attending ABI Ireland's 12-week Cognitive Programme. Participants completed neuro-psychological tests (for attention, memory, and executive functioning) and questionnaires (examining distress, satisfaction with life, community integration, and knowledge of brain injury). Results were then compared with those from a 'control group' who have not yet completed the Cognitive Programme. It is hoped that the study's findings will provide supporting evidence for the effectiveness of the Cognitive Programme, and provide an opportunity for investigating alternative cognitive interventions for people with an ABI.

¹ Carol Rogan, Training Manager, ABI Ireland Ireland (2007- 2015)

Quality Assurance

"Quality is at the very heart of the services provided by ABI Ireland"

Steve Orme,
West/North West Regional Manager &
Quality Lead ABI Ireland



CARF: ABI Ireland first gained international recognition as a provider of quality community based Neuro-Rehabilitation services in 2003, through CARF¹. Over the past 12 years our board of directors, management, and staff teams have remained focused on building upon this valued reputation. ABI Ireland's current CARF accreditation remains valid until 2015, and reflects a recognised quality mark, which signals that the services we provide meet or exceed international best practice.

HIQA: In 2014, the first HIQA² monitoring inspections were carried out at ABI Ireland's Residential Rehabilitation sites; formal registration of these services is expected to start in 2015. ABI Ireland is committed to working with HIQA, to ensure that our services are fully compliant with the regulatory framework and achieve full registration certification.

Customer Satisfaction Surveys

To ensure customer satisfaction with ABI Ireland's service delivery (by meeting identified need and achieving positive outcomes) a range of surveys were completed, evaluated, and acted upon in 2014. This included:

Surveying People with an ABI *ū·spēq* is ABI Ireland's annual national client satisfaction survey which assesses a range of service delivery areas. The 2014 survey was completed in September. The response rate of almost 65.6% and the results showed that the services had maintained a high level of satisfaction across the areas surveyed.

Surveying Family Carers: During the annual quality assurance process, ABI Ireland conducts surveys with family members and/or carers of people with an ABI accessing services. 277 postal questionnaires were sent out through the four regional hubs in 2014 and recipients were asked to rate their level of satisfaction with their

loved ones service from 'poor to excellent'. The 40% response rate indicated very strong overall satisfaction with the services.

Surveying Funders: The survey was sent by email to 18 HSE representatives (Disability Managers) with only six surveys returned - reflecting a 31% response rate. Year-on-year the response rate in this category of customers is very low, however a slight improvement on was experienced in 2014.

Surveying ABI Ireland Staff: During the year every staff member in ABI Ireland was invited to take part in an on-line survey. Over 67% of people employed returned the questionnaire, which reflected the same level of return when a similar survey was carried out in 2008. The information gained from this survey will be used to inform the 2016 ABI Ireland Strategic Plan.



¹ CARF: Commission on Accreditation of Rehabilitation Services www.carf.org

² HIQA: Health, Information & Quality Authority www.hiqa.ie

Advocacy

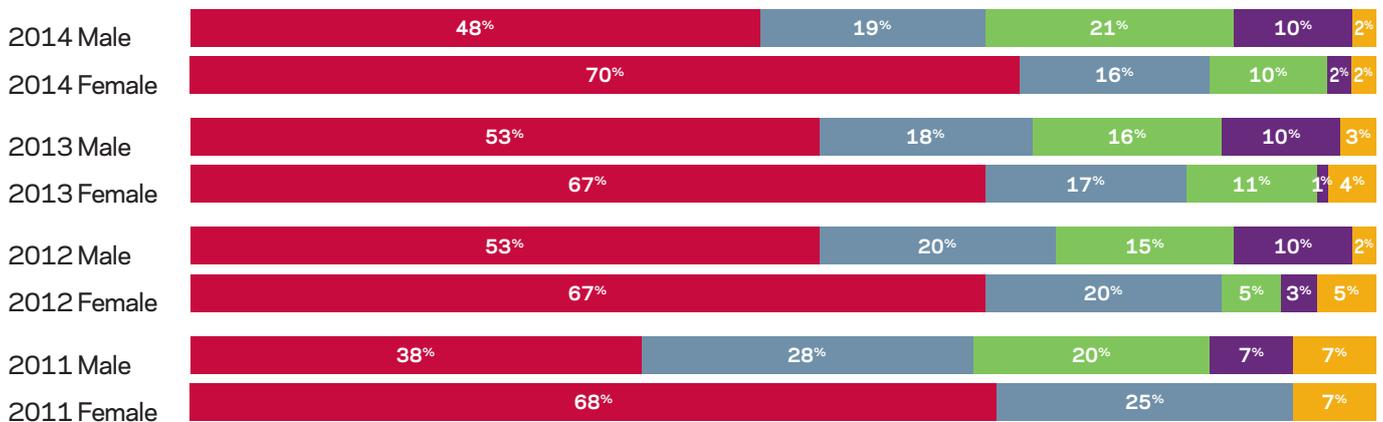
"After my accident I had to learn to live again. Rehabilitation was crucial. I was lucky - many others like me are not and it shouldn't be about luck"

ABI Survivor, Beneficiary of ABI Ireland's Services & ABI Advocate

Referrals by Gender



Referrals by Cause



Causes ■ Non-Traumatic¹ ■ Road Traffic Accident (RTA)² ■ Fall ■ Assault ■ Other³

Referrals by Region

Region	% Referrals
East /North East	28%
Mid-West /South	14%
West/North-West	14%
Midlands/South-East	44%



¹ Non-traumatic includes: tumours, viral infections, toxic insults, brain haemorrhage & stroke

² RTA includes: cars, trucks, motorbikes & bicycles

³ Other includes: eating disorders & attempted suicide

Communications

“One of ABI Ireland’s key objectives is to establish greater national awareness of ABI and its effects on the individual, their family and their friends. We continue to achieve this goal by delivering on an effective Communication strategy ”

Karen O’Boyle, Communications Manager, ABI Ireland

Throughout the year ABI Ireland coordinated or participated in a variety of local, regional, and national communication activities. This helped to raise awareness of ABI as a condition and also showcased the work of ABI Ireland as a community based Neuro-Rehabilitation service provider.

Some key events in the 2014 Communication’s Calendar were:

Brain Awareness Week 2014

ABI Ireland’s fourth annual national awareness and fundraising campaign, *Bake for Brain Injury*, raised vital funds to support people with an ABI. The campaign was aired on national radio and was effective in attracting a number of influential sponsors and supporters. Irish Comedian Mario Rosenstock was the face of this campaign along with ABI survivor Niamh Cahill. Bake for Brain Injury runs each year in March during Brain Awareness Week.



Concussion Campaign

ABI Ireland is one of the main campaign drivers of *Concussion Education* in Ireland. In October 2014, the organisation was invited to address the Joint Dail Committee on Health and Children in Leinster House to present on the implications of concussion in sport. ABI Ireland is calling on the Department of Health and Children to address the issue of concussion in sport - making concussion a public health issue by:



Concussion Education App

During 2014 ABI Ireland’s Communication’s Manager worked in collaboration with Q4PR¹ and Digital Marketing Agency Isobar, to develop a Concussion Education App. The App will be launched in 2015 and has been made possible through significant sponsorship funding provided by Covidien² the Medical Technology & Services Company.

Visual Identity

The Not-for-Profit sector is constantly growing with more and more organisations competing for space and support from the general public. In 2013 ABI Ireland identified, through an organisational review, that our visual identity did not accurately portray the work we do in a visual icon (logo), which could be easily identified by the public. As a result 2014 saw the rebrand of the organisation; introducing the new logo and brand guidelines to all marketing, promotional, educational materials; along with ensuring our old brand identity was transitioned out in a timely and consistent manner. It also brought about the redesign and development of a new website in 2014, which will be launched in 2015.

¹ Public Relations company appointed by Covidien to manage and co-ordinate the project

² Covidien & Medtronic merged in 2014. www.medtronic.com

Grant Funding & Fundraising 2014

“Event Fundraising rose by 121%, due to the impact of the Ring of Kerry Cycle”

Joan O'Dwyer, Corporate Services Director, ABI Ireland



In 2014, ABI Ireland co-ordinated or participated in a variety of communication and fundraising events through alliances, collaborations and partnerships. These events and activities helped to raise awareness of ABI as a condition and to raise vital funds to meet identified local need. They were also creative initiatives which showcased the work of ABI Ireland in general and reinforced the importance and value of working as communities, to achieve common goals for individuals and families affected by brain injuries.

ABI Ireland would like to express sincere thanks to the many individuals, groups and organisations who worked effectively with our staff teams locally, nationally and internationally during the past year. This continuing interest, expertise and financial investment year-on-year supports vital ABI service development and influences positive outcomes for the population ABI Ireland serves.

Grant Funding 2014

Every year ABI Ireland seeks funding, from both statutory and non-statutory sources, to resource its national community based Neuro-Rehabilitation services and supports. In 2014 a variety of grant applications were prepared and submitted to potential funders. A number of submissions/bids were successful and, while it is not possible to reflect full details of these, the table below highlights some key achievements of the year.

Funder /Investor	Amount	Purpose
Department of Social Protection / European Social Fund (ESF)	€497,874 (2014 allocation of 2012-15 project funding)	Maintain and develop Work4you ¹ , ABI Vocational Assessment Service
Department of Environment, Community & Local Government ²	€41,448	ABI Carer Support Nationally
Department of Health Lottery	€18,000	Part-funded a vehicle for Co. Clare
Health Service Executive (HSE) National Lottery & Respite	€92,273	Part or fully funded a variety of national projects including: Flexible Respite, Day Resource/Clubhouse activities/facilities, hoist equipment, vehicle & audio-visual learning aids, gardening tools
BNY Mellon (via UWW ³)	€14,816	Further development of Wexford's ABI Clubhouse ⁴ through the provision of funding for a Team Leader role

Fundraising 2014

ABI Ireland's programme of fundraising events 2014 included:

- **Bake for Brain Injury:** Fourth annual awareness & fundraising campaign took place during Brain Awareness Week in March. Monies raised in a region support local ABI services.
- **Ring of Kerry Cycle:** This successful fundraising event raised very significant monies to support the development of Day Resource facilities in Castleisland, Co. Kerry.
- **A series of successful community activities** across County Sligo, which resulted in the development and opening of a new ABI Clubhouse in Sligo city.

For further information on ABI Ireland's regional fundraising see www.abiireland.ie (Publications/**ABI**lity Matters)

¹ Work4you: Supporting people living in the Border, Midlands & West (2012- 15), see www.abiireland.ie

² Through the Scheme to Support National Organisations (Jan - June 2014) & 'Bridging Funding' (July - Dec 2014)

³ UWW: United Way Worldwide www.unitedway.org

⁴ BNY Mellon via UWW has supported this service since 2009

Corporate Services

*"Supporting and empowering staff
in a challenging financial climate"*

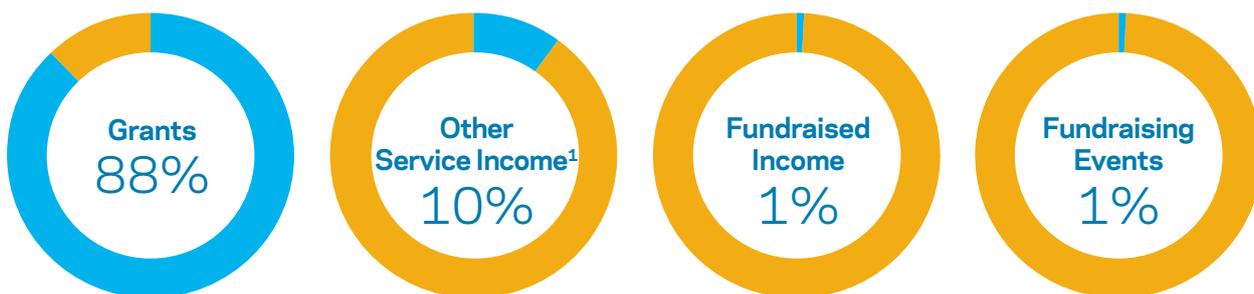
Joan O'Dwyer, Corporate Services Director, ABI Ireland

Finance

2014 was another year of significant financial challenge for ABI Ireland. As shown below, the greatest part (88%) of ABI Ireland's income came in the form of Grants, from the HSE and other statutory agencies.

Total income for the year ended December 2014 grew by 3% on the previous year, to €12.4 million. Direct service grants and other income grew by 2% year on year. Fundraised Income fell by 13%, reflecting the continuing difficulties in a very competitive environment. However, ABI Ireland had a very successful year in the context of income from fundraising events. Income from 'Fundraising Events' increased significantly. In particular, as ABI Ireland was very fortunate in being selected as a nominated charity in the 2014 Ring of Kerry Cycle.

2014 Income



Expenditure on service provision grew by 6% to €12.9 million for the same period. This expenditure ensured that the organisation continued to work effectively to deliver the appropriate services to meet identified client need.

Human Resources & Information Technology

During 2014 ABI Ireland employed an average of 267 staff. In addition, an average of 15 volunteers supported the national work of the organisation.

2014 saw the successful national implementation of the new HR information and resource management system (HaRIS). The system, which was developed in 2013, is now fully operational and delivers the following benefits and efficiencies to the organisation:

- A smart phone enabled clock-card system
- Automated timesheets
- An HR management database

This embedding of HaRIS across the organisation resulted in significant changes to the work processes in the HR (Human Resources) Department.

Property Management

ABI Ireland manages 27 owned or leased properties nationally, which are used to provide national rehabilitation services, day resource provision and administration support. A further four properties are provided to the organisation by Anvers Housing Association and are used for Residential Rehabilitation services. During 2014, construction commenced on a new residential service located in Donegal. Planning began for a similar development in Waterford, on a site secured through NAMA². Both houses are designed to replace leased premises, which do not meet the long term needs of the residents.

In addition, a significant investment was made in seven existing properties, to improve energy efficiency and comfort levels for residents. This was made possible by working in conjunction with Retrofit Energy Ireland Ltd. A grant of 74% was secured from the SEAI (Sustainable Energy Authority of Ireland) Better Energy Communities Programme to cover the cost of a range of measures; external insulation, cavity and attic insulation, new heating boilers, electronic controls and putting in low energy lighting. Further savings were secured by selecting a single energy Utility provider for the organisation.

¹ Other Service Income 2014 came from 'Ward of Courts' fund, privately funded clients, client contributions, small grants & miscellaneous income.

² NAMA: National Asset Management Agency

Income & Expenditure Account

for the year ended 31 December 2014

	2014 €	2013 €
Income	12,375,934	12,068,673
Expenditure	12,964,907	12,238,573
(Deficit)/Surplus before Taxation	(588,973)	(169,900)
Taxation	-	-
(DEFICIT)/SURPLUS FOR THE YEAR	(588,973)	(169,900)

STATEMENT OF RECOGNISED GAINS & LOSSES

(Deficit)/ Surplus for the year	(588,973)	(169,900)
TOTAL RECOGNISED (LOSSES)/GAINS FOR THE YEAR	(588,973)	(169,900)

Balance Sheet

as at 31 December 2014

	2014 €	2013 €
Tangible Assets	1,923,436	1,953,402
Current Assets		
Debtors: amounts falling due within one year	390,117	385,976
Cash at bank and in hand	915,473	1,595,849
	1,305,590	1,981,825
Current Liabilities		
Creditors: amounts falling due within one year	(920,278)	(804,798)
Net Current Assets	385,312	1,177,027
Total Assets less Current Liabilities	2,308,748	3,130,429
Creditors: amounts falling due after more than one year	(998,371)	(1,129,356)
Net Assets	1,310,377	2,001,073
Total Reserves including Capital Reserves	1,310,377	2,001,073

The accounts were approved on the 24th September 2015

Diarmaid Ó Corrbuí
Director

Martin Quaid
Director

Board of Directors 2014

"The Board of Directors of ABI Ireland is fully committed to maintaining the highest standards of Corporate Governance and believes that this is a key element in ensuring the proper operation of ABI Ireland's activities."

Diarmaid Ó Corrbuí, Chairman, ABI Ireland

Acquired Brain Injury Ireland's Board of Directors met eight times in 2014. During the year Niamh Cahill resigned and Martin Quaid was nominated to the board.

Name	Position	Area of Expertise
 Diarmaid Ó Corrbuí Attended 7/8 meetings	Chairman of ABI Ireland's Board of Directors	Strategy, Organisational Structures, Corporate Governance in the context of Public Service, Healthcare and Community & Voluntary Sectors
 Barbara O'Connell 'In Attendance' 8/8 meetings	Company Secretary, Chief Executive Officer and Co-Founder ABI Ireland	Health/Neurological Conditions, Business Administration (Healthcare), Social Enterprise, Quality & Standards, Occupational Therapy in Medical & Community Settings
 Niamh Cahill Attended 6/8 meetings	Resigned December 2014	Company Secretary, Law (including Commercial Law & Courts), Electricity, Renewable Energy in the Public & Private Sectors
 Michael Flanagan Attended 8/8 meetings	Chairman of the Remuneration Sub-Committee	Human Resources, Employee Relations, Change Management and Psychology
 Miriam Johnston Attended 8/8 meetings	Chairperson of Strategy, Governance & Risk (SGR) ¹ Sub-Committee	Public Sector Law, Management, Adult Literacy
 Tony Keville Attended 6/8 meetings		Banking, Business Development, Marketing, Customer Relationship Management (CRM), Sales Management, Corporate Social Responsibility (CSR), Community & Voluntary Sector
 Laurie Mannix Attended 7/8 meetings		Communications (Public Relations & Public Affairs) associated with Corporate, Technology, Agri-business, Government and Community & Voluntary Sectors
 Seamus Moore Attended 7/8 meetings		Environmental Health and Health Management in the Public Sector
 Maurice O'Connell Attended 7/8 meetings	Co-founder ABI Ireland	Management, Psychology, Education, Aging & Dementia / Alzheimers Disease in the Community & Voluntary Sector
 Martin Quaid Attended 5/8 meetings	Chairperson of the Finance & Audit Sub-Committee Appointed March 2014	Business Planning, Financial Governance and Process Development

Upon appointment Directors receive Induction Training and Corporate Governance Training, together with comprehensive briefing documents relating to brain injury and ABI Ireland's services, supports and activities. Each Director is appointed for an initial period of three years, with the option of being reappointed for a further three years. In 2014 there were three Sub-Committees of the Board of ABI Ireland, as outlined on page 20 of this report.

¹ SGR Sub-Committee was renamed Quality, Safety & Risk Sub-Committee in 2014

Board Sub-Committees

“During 2014 ABI Ireland had three Sub-Committees of its Board with clear ‘Terms of Reference’. This assists the organisation to ensure good governance and to achieve strategic priorities”

Diarmaid Ó Corrbuí, Chairman, ABI Ireland

Finance & Audit Sub-Committee

The Finance & Audit Sub-Committee makes recommendations to the ABI Ireland Board of Directors, as appropriate. During 2014 it met seven times. Key aspects of the work of this group is to advise directors about the quality of the company's financial statements, to work with the appointed external auditors, and to make sure the company's financial statements reflect its financial position fairly and accurately. Members of this committee are Martin Quaid (Chairperson), Tony Keville, Maurice O'Connell and Evelyn Fitzpatrick**. ABI Ireland's CEO and Corporate Services Director attend meetings but are not members. Two representatives of the firm of external Auditors, Duignan Carthy O'Neill, were also in attendance at the meeting held in May 2014.

**Ex-Officio member & external expert in Finance.

Quality, Safety & Risk Sub-Committee¹

This Sub-Committee met four times in 2014 and its role is to oversee the following:

- Development, implementation and evaluation of the 3-5 year Strategic Plan for ABI Ireland, as well as the development, implementation and evaluation of annual Business/Operations Plans. The drafting of these plans is the responsibility of the CEO and the management team.
- Development, implementation and evaluation of an Organisational Development Plan; to ensure that ABI Ireland has the appropriate structures, systems, staffing and skills to enable it to deliver on its mission, meet its strategic goals and comply with its statutory requirements and obligations.
- Development of a Succession Plan covering the Board, CEO and key management personnel.
- Compliance with CARF accreditation requirements and HIQA² guidelines.
- Compliance with *Governance Code* for Community, Voluntary & Charitable organisations; including development and implementation of best practice corporate governance policies.
- Assessment of ABI Ireland's strategic, operational and clinical risk, and the development of a Risk Register and Business Continuity Management Plan.
- Development, implementation and regular evaluation of ABI Ireland's Health and Safety Framework and the organisation's levels of safety regulatory compliance.

The Committee reviews its 'Terms of Reference' and its effectiveness annually, and proposes any necessary changes to the Board. Committee members during the year were Miriam Johnston and Michael Flanagan. The Chief Executive Officer, Barbara O'Connell, was in attendance and on occasion members of ABI Ireland staff and management team were invited to share expertise.

Remuneration Sub-Committee

The Remuneration Sub-Committee met once in 2014. There was no change in the salary of the Chief Executive Officer. Michael Flanagan was Chairman of the Remuneration Sub-Committee 2014. Michael Flanagan (Chairman), Seamus Moore, Diarmaid Ó Corrbuí and Denise Lloyd**

** An ex-officio member and external expert

Ethics Committee

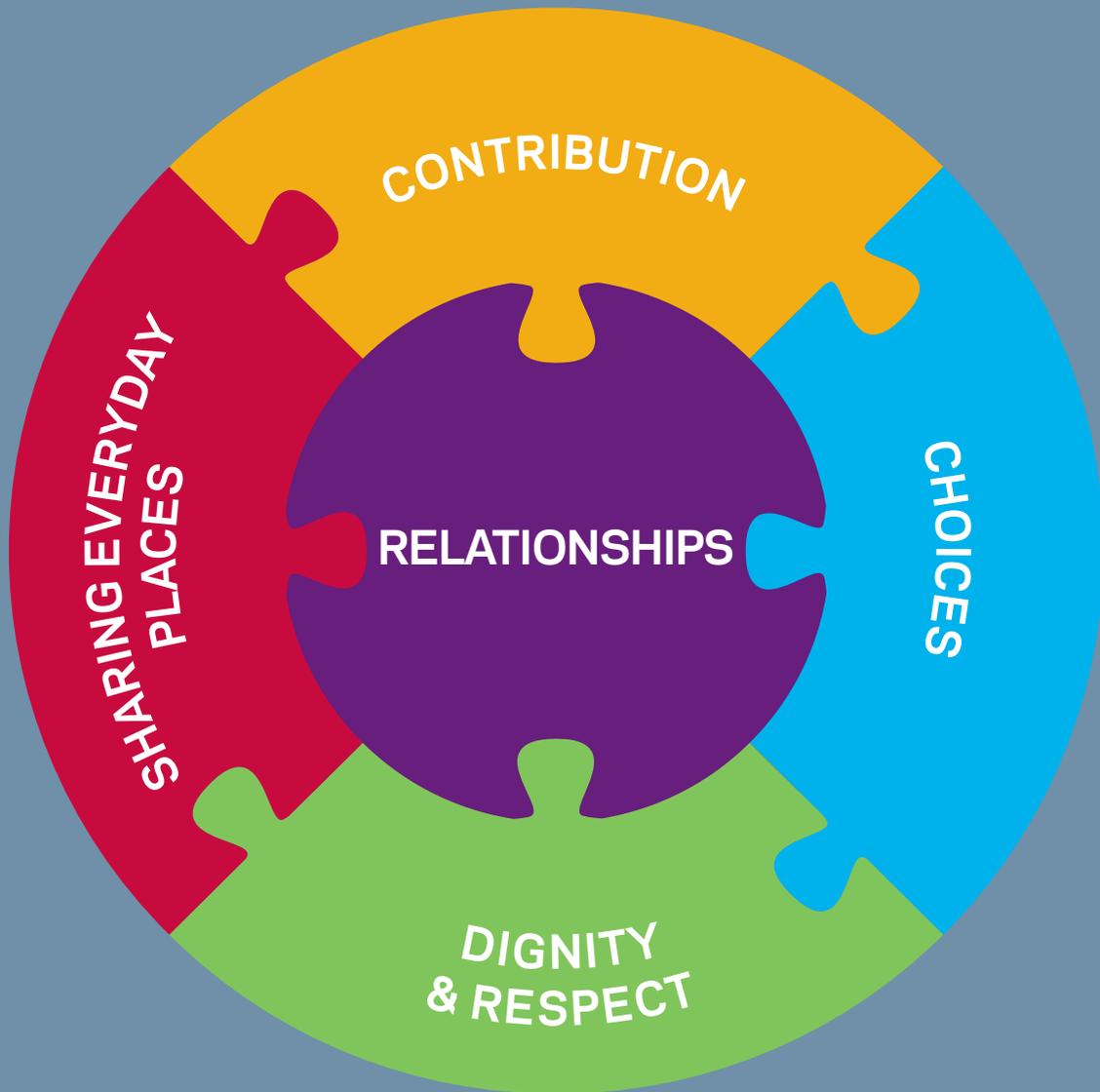
This is not a Sub-Committee of the board. However it plays a vital role in ensuring best practice in research related matters. See page 12 of this report.

¹ Sub-Committee was formerly called Strategy, Governance & Risk (SGR)

² HIQA: Health Information & Quality Authority

ABI Ireland's ethos places relationships at the heart of the work. The values that drive this ethos include promoting the person's dignity and respect, enabling choice, and valuing everyone's contribution in everyday life.

Our Values



"Neuro-Rehabilitation is about supporting the person to do everyday activities for themselves. Ordinary things like making a cup of tea in their kitchen, doing the shopping, going to work or taking part in community life. It's about working together to support someone to live a life of their choosing"

Dr. Brian McClean, Snr. Clinical Psychologist, ABI Ireland

ABI Ireland

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Log on to:

www.abiireland.ie

Company Registration No. 334659
Charity Registration No. CHY 14289

Registered Office: 43 Northumberland Avenue, Dun Laoghaire, Co Dublin

Bank: Allied Irish Bank, Cornelscourt, Dubln 18

Auditors: Duijgan Carthy O'Neill, Chartered Accountants & Registered Auditors
84 Northumberland Road, Ballsbridge, Dublin 4

Solicitors: TP Robinson, 94 Merrion Square West, Dublin 2

Acquired Brain Injury Ireland is a business name of Peter Bradley Foundation Limited