

ANNUAL REPORT

2022



www.gheel.ie



01-6291596

CHAIRPERSON REPORT

I am happy to be reporting on another successful financial year for Gheel in 2022 despite it being another extremely busy year. From a financial perspective, the situation remains positive. Gheel generated a surplus of €603,178 for the 2022 financial year. This surplus has been achieved as a result of strong cost control measures, streamlining of services and a very good relationship with our main funding provider, the Health Service Executive (HSE). The surplus funds will be utilised for investment in developing responses to new and emerging needs for supports and services that make a difference to people who access Gheel services.

Gheel's mission is to support autistic people in an inclusive and independence focused approach. At the end of 2022 Gheel supported 264 people in the service. This is an increase of 44 people on the previous year with the biggest increase in day supports.

We currently employ 217 people, equating to 185.38 whole time equivalents (WTEs), an increase of 13 (5.5%) staff in 2022. There are also 73 people, increase of 2 people on the relief panel. Recruitment in the social care sector continues to remain very challenging due in part to the COVID-19 pandemic, people making different career choices, Section 39 agencies lower salaries and competition in the employment market. In 2022 Gheel continued to develop its profile on social media as part of the recruitment strategy with good success.

While Covid remained challenging in 2022 again I can report that Gheel continued to deliver a quality service throughout 2022 with minimal interruptions. The HIQA inspections carried out in 2022 in three Living Options locations went very well with the re-registration of all three locations on foot of satisfactory compliance plans. Reports can be accessed [here](#).

The Board receives regular HR information, including staff survey data, recruitment data, and turnover and sick leave indicators. In 2022 the HR department reported that while there was the roll out of new Performance Management Process, the emphasis this year has been more on positive engagement with staff and encouraging a performance improvement focus. Referrals to the Employee Assistance Programme - Spectrum Life has been beneficial in supporting staff and reducing absences.



CHAIRPERSON REPORT

In 2022, the Senior Management team undertook a comprehensive review of the 2019-2021 Gheel strategic plan through a wide consultation process. The focus in this strategy was on developing systems and structures with the objective of modernising Gheel to prepare for the future direction of the organization. Of the 28 objectives, 16 were fully accomplished and seven were partly completed.

As part of the strategic plan a review of our HR programme by external consultants was carried out in 2021 and a new governance structure was recommended which was implemented 2022. In addition we carried out a review of our community-based services to consider an alternative service model. Gheel engaged with the Dutch community services with the purpose of exploring developing services in line with the Buurtzorg model which is based on the concept of self-managed teams.

Gheel's intranet GRASP which was launched last year had further enhancements and additions during 2022. The key benefit of the intranet is that all current policies, service information/documents will be accessible to staff in one location. In addition, Gheel continues to develop the ICT programme with the purchase of laptops and iPads for the community teams to ensure timely access to information and completion of documentation. Web security training for staff was launched in 2021 and this training is ongoing for all staff employed with Gheel.

The new Motor Fleet and Management system is proving to be effective and adding value in that staff have more contact time with people supported as they no longer have to follow up on vehicle maintenance/service issues. Gheel now has a total motor fleet of 36 vehicles. Gheel has 52 properties to maintain and this continues to be a challenge as Gheel is not funded for property maintenance, however, progress was made with developing a robust property maintenance system in 2022.

I would like to acknowledge the work and commitment of my fellow Board members who as volunteers give of their time so freely and I would particularly like to thank those who resigned from the Board during 2022 for their invaluable contribution to our service. Lastly on behalf of the Gheel Board I would like to thank the staff and management of Gheel for their professionalism and continued dedication to their work in making a difference in the lives of the people we support.

Tony McMahon

CEO REPORT



With the start of 2022 we continued to be challenged by Covid. There were a total of 41 people suspected/confirmed COVID cases which equates to 16% of people supported. Staff isolation due to Covid, with over 30% testing positive challenged the service in all areas of delivery especially in the first quarter of 2022, however, with staff flexibility and a robust contingency plan, rosters were covered where staff were isolating or ill with Covid. Blended working continues in order facilitate staff working from home or onsite in Gheel where it is feasible to do so.

The Covid vaccination programme for people we support was co-ordinated between HSE and Gheel staff, in addition, many people supported accessed local clinics in pharmacy and GP surgeries in accordance with people's will and preference.

In 2022, we conducted a review of the 2019-2021 strategic plan which had focused on putting structures and systems in place to modernise Gheel and prepare for the future strategic direction of the organisation. Of the 28 objectives, 16 were fully achieved, 7 objectives were almost complete and 2 objectives were deemed to be no longer relevant. Feedback on the strategy was sourced from families, people supported and staff. The feedback informed the approach to the 2022 strategic plan in Gheel which was all about embedding our values (namely Empowerment, Leadership, Innovation, Teamwork and Learning) into the real-life world of practice and support. Through the engagement of strategic planning partners, teams were supported to set team objectives based on the values framework. The Spotlight into Practice magazine was launched to showcase many exciting and innovative goals that are being worked on across the organization.

The GRASP site continued to be developed with the addition of the Housing Support site and IPC site. Team locations across Gheel commenced the process of migrating their file data from Microsoft teams to individualised GRASP files.

The Housing Strategy progressed further in 2022. The Self- Directed Living database was set up to capture data on people supported who are registered for social housing.

The Positive Ageing strategy steering committee was established to oversee the implementation of the recommendations of the 2021 strategy document.

CEO REPORT

The launch of the organic recruitment videos to accompany job advertisements has been very successful as a recruitment strategy. Online interviews with prospective employees continued during 2022 in addition to the induction programme for new employees.

Training also was delivered through Microsoft teams in order to deliver mandatory training. The Practice Development Course was recommenced in person in accordance with HSE guidelines for face to face meetings. The Training Committee approved ----- to support staff to pursue further education and qualifications.

Section 39 pay restoration & pay parity discussions continued throughout 2022 with the pay restoration being initiated by the HSE which Gheel is fully committed to implementing. Engagement with representatives of the Buurtzorg Dutch community service innovators continued with a representative group of Gheel stakeholders to explore further the development of Gheel services in line with the Dutch Buurtzorg model.

We were delighted to receive funding from Pobal to fund our IMPACT (Inspiring Meaningful Progressive Autistic Career Transition) programme. The Programme will focus on autistic people requiring some additional support in an individualised approach to career planning, career change and with an ultimate goal in starting a job and building a career. From Jan 2022 to 2023 the actual number of participants who have required paid employment is 20 surpassing the target of 16. A total of 43 participants went on to pursue employment skills training and employment activation activities.

None of the achievements outlined in my report could have happened without the hard work and commitment of all Gheel staff and managers across all service locations.

Paudie Galvin, CEO

COMPANY INFORMATION

Company Profile

Gheel Autism Services is a Company Limited by Guarantee, not having any share capital, under the Companies Act 2014. It was incorporated on 11th December 1975 and is registered at the Companies Registration Office under number is 53565. Gheel Autism Services CLG was granted charitable status for taxation purposes by the Revenue Commissioners and is registered under number CHY7345. We are also registered with the Charities Regulatory Authority; number CRA 20015787. All income is exclusively used to promote the charitable objectives of the company as set out in the Articles and Memorandum of Association

Registered Office

1/2 Marino Mart, Fairview, Dublin 3, D03 T3P1

Auditors

Grant Thornton, Chartered Accountants & Statutory Audit Firm, Mill House, Henry Street, Limerick

Solicitors

St. John Solicitors, 6 Manor Park, Manor Street, Dublin 7

Bankers

Allied Irish Banks, PLC, 40/42 Ranelagh, Dublin 6

Directors (Serving in 2022)

Amanda Evans, Colm O'Neill, John Boland, Mary Maher (resigned in Sept. 2022), Rachel O'Malley (resigned in April 2022), Toni Donnelly, Tony McMahon (Chairperson), Regina Buckley, Aaron Cullen (appointed 26th Sept. 2022).

PEOPLE SUPPORTED



STAFF REVIEW



FEEDBACK

In 2022, we conducted a review of the 2019 - 2021 Strategic Plan which had focused on putting structures and systems in place to modernise Gheel and prepare for the future direction of the organisation. Feedback on the strategy was sourced from families, people supported and staff.

FEEDBACK

from people supported

**more help with
anxiety**

**support to access
mental health
services**

**social groups and
making new friends**

**access to jobs - some
people don't
understand autism**

**raising awareness
within educational
institutions**

**a lack of awareness of Gheel
and the supports they
provide. More autistic people
could benefit**

FEEDBACK

from families supported

future supported living for clients

My son would benefit from regular respite

planning for the future

Keeping staff long term at Gheel

accept the differences of special needs person by educating society including public and law enforcement

a wider range of groups and projects to address collective and personal goals as well as broadening social connections

helping more people, growing the service and building the network

FEEDBACK

from staff

Link with other services to share resources or link together for activities

promoting and facilitating regular reflective practice

Staff development days

Greater communication with employees

actively seek more community links through novel ways such as fundraising, autism awareness evenings, getting the general public and businesses to participate

invest in autism specific research and develop a unique model of support

need for a full multidisciplinary team including a social worker and SLT

A YEAR IN REVIEW

just a flavour of the stories...

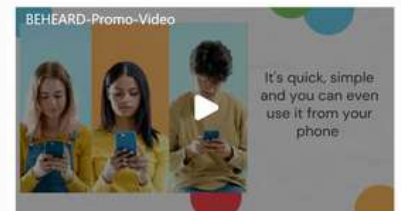


Congratulations to our Special Olympics Bowling team who did amazing at the finals this year. First year of competing! A great experience for building strength, friendships and team work!



We hosted our first Coffee with Colleagues event in August. It gave Location & Regional Managers an opportunity to meet one another, share stories and resources and get to know each other over a coffee and a scone.

The BEHeard function went live on GRASP which is a platform on our Intranet for staff to submit ideas for improvement and give their feedback on what is going really well and areas that could be going better.



Rob, our Programme Manager for the IMPACT programme represented Gheel at Kerry Europe's HQ to discuss neurodiversity in the work place, with their global team.



People living in North Circular road took part in a Community Cleanup throughout the year where they worked hard to keep their local streets tidy for all. "Our Block" community initiative was a huge success thanks to everyone's hard work.

A YEAR IN REVIEW

just a flavour of the stories...



The Bungalow team starting working alongside Next Steps SLT to introduce Aided Language Input as a new communicative strategy to support and respect peoples' existing communication needs.



New job alerts in Maxi Zoo & Insomnia for a 2 people supported on the Kildare Transition Teams. Huge congrats!

Consultation with people supported, staff and families on the 2023-2027 Strategic plan commenced providing everyone with a chance to share their own ideas of what's important to strive for in Gheel over the next 5 years.



The Self-Directed Living Database was set up to capture data on people supported who are registered for social housing. This is a live database which will be updated to capture the status of registrations.



A person supported in the Community Support South Dublin Team hosted a street party for his neighbours in Ranelagh. This was more than a party, it was about connecting to his immediate community on a personal and social level.

FINANCIAL STATEMENTS

Statement of financial activities

For the financial year ended 31 December 2022

	Note	2022 Unrestricted €	2022 Restricted €	2022 Total €	2021 Total €
Income from:					
Donations and legacies		547	4,953	5,500	5,432
Charitable activities	4	-	15,467,924	15,467,924	13,805,726
Other trading activities	5	-	-	-	718
Total		547	15,472,877	15,473,424	13,811,876
Expenditure on:					
Charitable activities	6	-	14,870,246	14,870,246	13,563,615
Total		-	14,870,246	14,870,246	13,563,615
Surplus on ordinary activities		547	602,631	603,178	248,261
Transfer between funds		-	-	-	-
Net movement in funds		547	602,631	603,178	248,261
Reconciliation of funds:					
Total funds carried forward		5,649	6,748,928	6,754,577	6,506,316
Total funds brought forward		6,196	7,351,559	7,357,755	6,754,577

Income and surplus on ordinary activities relate to continuing activities.

This statement of financial activities includes all gains and losses recognised in the financial year

The notes on pages 16 to 30 form part of these financial statements.

FINANCIAL STATEMENTS

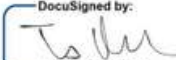
Gheel Autism Services Company Limited by Guarantee


Statement of financial position

As at 31 December 2022

	Note	2022 €	2021 €
Fixed assets			
Tangible assets	12	<u>5,197,638</u>	<u>4,941,735</u>
		5,197,638	4,941,735
Current assets			
Debtors: amounts falling due within one year	13	1,026,861	669,136
Bank and cash balances	14	<u>2,337,003</u>	<u>2,348,761</u>
		3,363,864	3,017,897
Current liabilities			
Creditors: amounts falling due within one year	15	<u>(1,203,747)</u>	<u>(1,205,055)</u>
Net current assets		2,160,117	1,812,842
Net assets		<u>7,357,755</u>	<u>6,754,577</u>
Funds			
Unrestricted funds	17/18	6,196	5,649
Restricted funds	17/18	<u>7,351,559</u>	<u>6,748,928</u>
Total funds		<u>7,357,755</u>	<u>6,754,577</u>

The financial statements were approved and authorised for issue by the board on its behalf by:

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