

Eastern Vocational Enterprises Limited

The Opportunity Network

Annual Report 2006

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EVE Limited

EVE Limited is a subsidiary of the Health Service Executive. We provide a range of person-centred community services in Dublin, Wicklow and Kildare on behalf of the Local Health Offices. There are currently 23 locations catering to the needs of 1,000 participants in training programmes, occupational services and clubhouses annually. The majority of people who come to the services experience mental health difficulties and need varying degrees of support to enable them live productively in their communities. EVE also caters for people who experience intellectual disabilities and a range of physical disabilities. EVE has also developed a unique training and day service for those who experience Aspergers Syndrome.

Mission Statement

“EVE Limited, through the empowerment of its participants, promotes respect, independence and inclusiveness through the provision of a quality service.”

Vision

EVE Limited strives to provide services which are responsive to the varying needs of people who come to us requiring support at different times in their lives. We aim to provide a range of programmes which can respond to those needs throughout the lifecycle of the individual.

Ultimately, the success of the service will be judged by the participant. Our vision is to ensure that their evaluation reflects the fact that they have been treated with respect at all times, that they have been assisted to achieve increased levels of independence and that they have been facilitated to integrate more fully into their community. This vision will be achieved through the partnership of staff, participants and the community in the delivery of quality person-centred programmes.

Core Values:

When the participants and staff of EVE Limited were asked to identify the core values for the organisation, the following were prioritised.

Partnership:

EVE Limited is committed to supporting and enabling a culture of partnership and equality throughout the organisation.

Quality Services for Improved Quality of Life:

EVE Limited is dedicated to delivering choice and developing quality services designed to offer opportunities to its participants to improve their quality of life.

Community Integration:

EVE Limited will strive to ensure that the services available afford maximum opportunities for participants to achieve full and effective integration in their local community.

CHAIRPERSONS REPORT

I am very pleased to be able to report on a year of steady progress in 2006 in working towards the objectives set out in our Strategic Plan for 2004-2007. With one year to go to its completion, we are very much on track to achieving our aim of aligning all of our services with the vision of accessible, responsive and recovery-oriented provision formulated in the plan. Progress is outlined in detail in the body of this report, but it was particularly gratifying for me as Chairman to participate in the Review Day held in Stewart's Hospital in Palmerstown in October and to hear clients, staff and funders give their views on how services were developing, how they impacted on participants' lives, and the views of all stakeholders on what still needed to be achieved. It was most encouraging to see that, as we approach the end of the four-year period, there is still a strong commitment to the achievement of accessible, responsive, person-centred and recovery-oriented services, as envisioned in that plan.

2006 was not of course without challenges for the company, and operating within a rapidly-changing health management environment required hard work by our Management Team in establishing new funding and reporting relationships, as well as ensuring that EVE retains and develops its place within the overall nexus of statutory and voluntary services for persons with mental health needs. In this context, the publication of "A Vision for Change" will also impact significantly on how we orient our services, although I think it is safe to say that, resources permitting, EVE will have little difficulty implementing the principles laid out in that document.

I would like to compliment our Management Team and staff for their efforts on behalf of our clients during the year, they have proven again and again their willingness to go the extra mile in pursuit of service improvement, and the atmosphere of friendliness and camaraderie which exists in our many centres is due, in no small part, to the personal qualities which our staff give to their daily work with our clients. I would also like to thank the many clients who welcomed me and my fellow Board members to their training centres, workshops and clubhouses and took time out to explain their activities and to answer our questions with patience and courtesy. I would also like to thank my fellow Board members for their active participation in all of the Board's deliberations during the year and for taking time out from already busy working lives to assist in ensuring high standards of corporate governance in the company.

On a personal note, as this is my last report as chairman, and as I will be standing down from the Board in January 2007, I would like to extend my thanks to Dr. Margaret Webb and her team, the staff and clients of all our facilities and my fellow Board members for their unfailing courtesy and kindness to me during my almost eight years in the chair. I hope that I was able to add some value to the company's direction and management and I am confident that with the team now at the helm, EVE will continue to go from strength to strength.

Go raibh maith agaibh.

Joe Cahill
Chairperson
EVE Limited

GENERAL MANAGERS INTRODUCTION

2006 will be remembered as the year in which the Government launched its new Mental Health policy, "A Vision for Change" and bravely proposed a framework that is based on the values and principles of recovery. At the same time, the Mental Health Commission launched their discussion paper entitled "A Vision for a Recovery Model in Irish Mental Health Services".

The Disability Act 2005, as part of the wider Disability Strategy, is also driving a progressive positive agenda for change adopting a person-centred approach at its core which will impact on public policy and service provision.

As a community, EVE has intuitively gravitated toward the delivery of person-centred services based on its core values and principles which assert the rights of the person who uses our services regardless of their disability. Our own mission statement which we developed together with our participants highlights EVE's role in "empowering its participants, promoting respect and inclusiveness". Whilst we all acknowledge that change will take time, it is reassuring to know that our own approach is entirely consistent with the national mood for change.

Over the past year we have demonstrated our commitment to internal consultation internally and developing our policy and operational plans consistent with our shared vision and our core values. We are taking these concepts and ensuring that they become real in EVE. Yes! This is a challenge. But it is made all the easier knowing that we all agree on the fundamental principles.

As General Manager of EVE, I wish to extend my thanks to those who support and inspire this organisation, the participants, the staff, the management team and the Board of Directors. In particular, I wish to thank all of those who have been willing to get involved in our working groups, those who share their experiences and wisdom and those who ensure that the tasks we have set for ourselves are achieved.

This is a team effort and an evolving partnership.

Go raibh míle maith agaibh.

Dr. Margaret Webb
General Manager
EVE Limited

REFLECTIONS ON 2006 BY PARTICIPANTS, STAFF AND SOCIAL PARTNERS

"I understand more about what EVE Ltd can do for me and the Strategic Plan shows me how they will do this"

(PARTICIPANT)

Firstly I felt included because it is not often my opinion is sought, from this I have a sense of belonging and ownership"

(PARTICIPANT)

"I feel safe, because I can express myself without judgement, EVE Ltd is responsible for that"

(PARTICIPANT)

"Through the Partnership Forum there has been considerable achievements in 2006. Issues discussed included "Towards 2016" and "Non Core Working Arrangements". Over ninety percent of the issues discussed were resolved through meaningful discussion and negotiation which have benefited both all staff members and the service of EVE Limited. We look forward to continuing our work with an approach that is both co-operative and trusting"

(SIPTU)

"More community involvement is vital to help to remove stigma and prejudice."

(STAFF)

STRATEGIC PLAN - PROGRESS TO DATE

The ongoing evaluation of the Strategic Plan 2004-2007 is co-ordinated by the Strategic Planning Working group. Our evaluation of progress for 2006 confirms that we have built on our achievements in 2005 and continue to drive the changes necessary to deliver our goal of a quality person-centred service. Whilst a formal monitoring exercise is conducted annually, we also provided opportunities to canvas opinions at our annual event entitled *"Where we are now, EVE Strategic Plan review 2004-2007"*.

The highlight of the day was a shared podium session in which staff, participants and our social partners SIPTU expressed their views on current service delivery and the challenges we face together in order to meet the objectives of our plan. Topics covered by staff included looking at the impact of a quality focus on the development of service, career opportunities and progression in EVE. Our participants reflected on their experience of community integration, participant representative committees, moving to independent living with support, quality of life before and after EVE. Finally, SIPTU shared their views on the topic of partnership in EVE.

Feedback from this session was powerful and pointed to the shared responsibilities and expertise of staff, participants and our social partners in delivering a successful change process within the organisation. Jim Ryan, HSE Lead LHM with responsibility for EVE, responded to these presentations by congratulating the community of EVE for their astute and heart warming observations and their demonstrated commitment to the core values and vision articulated in the EVE Strategic Plan.

As part of the day, a range of workshops were convened which afforded the opportunity to consider the implications of adopting Quality Assurance models in EVE, to review the Strengths model (Charles Rapp 2nd Edition 2006) and to look at the issue of Employment. The Strategic Planning Working Group convened a workshop to establish the views of participants and staff on the implementation of the Strategic Plan from their personal perspective, in the context of their location and the corporate environment. In addition, we considered the challenge of drafting the next strategic plan and sought recommendations.

Overall, the feedback on the day was both constructive and complementary affirming the positive results of the monitoring report. There was overwhelming support for the view that we should develop our next strategic plan in 2007 and have continuity with the present plan. Most importantly, the view was shared that the momentum of change within the organisation should be maintained and we should continue to drive the change process as articulated in our three strategic priorities. The value of this annual event has been acknowledged and it is now firmly in the EVE calendar for the future.

STRATEGIC PRIORITY 1

Promote Advocacy and Partnership in Service Development and Delivery

Promoting advocacy and partnership in our service development and delivery has been a central theme in the operational planning and activity throughout 2006. In the latter years EVE has established working groups to engage our participants and staff in addressing issues within the company. This has proven an extremely successful strategy as it has devolved responsibility within the company to its key resource its staff and participants and drawn on their expertise and perspectives in designing solutions. It has also made us more aware of the necessity to develop a better understanding of the concept of "partnership" and what it truly implies for participants and staff within the organisation. However challenging this task is, we are unanimous that the value to be derived from operating in a culture of partnership far outweighs the effort involved in implementing change.

- **Establish an EVE Participant Representative Group**

During 2006, we focussed on consolidating our representative groups in centres and provided follow up training to those groups who requested it. We are committed to seeking independent facilitation for the groups however, there is limited capacity at present within local communities to provide this. We are working toward the goal of establishing an organisation wide representative forum and hope that the local representative groups will be ready to get involved in 2007.

- **To Develop Clubhouses**

EVE currently has four Clubhouses and is the main provider of Clubhouse services nationally. Since the establishment of Conaí Clubhouse in 2005, we have focussed on consolidating our progress within our own Clubs through the EVE Club Forum and preparing for accreditation. Platinum Clubhouse was successfully re-accredited by the International Centre for Clubhouse Development and provides an excellent example of quality recovery-oriented service delivery.

EVE's Clubhouses were cited in "A Vision for Change" (2006) and recommended as an "additional option for community support for service users and should be utilised by the CMHT (community mental health team)" p.248. We continue to chair the Irish Clubhouse Coalition and are seeking funding for the establishment of a Development Officer role to support the development of new Clubhouses at national level.

- **To Enable Partnership and Promote Participation in EVE**

EVE Limited is making positive strides towards enabling a culture of partnership and equality within the organisation by working towards an agreed partnership model. There have been many initiatives identified in the past year that have gone some way toward enabling a culture of partnership and equality.

One initiative which has contributed to our developing a culture of partnership and equality was the inception and development of the 'Equality Policy' for the organisation, staff members and participants. This was initiated by means of a grant funding venture in January 2006. Two briefing and focus group sessions were facilitated by Vialone on behalf of the Equality Authority and proved to be extremely lively debates and were greeted with great enthusiasm by participants and staff alike. The recommendation of these focus groups was that training in Equality & Diversity be implemented in all service locations and departments in the coming year.

This in turn has led to research into the topic of partnership in EVE. A Partnership working group will be established to focus on supporting representation of staff and participants at all levels of the organisation, including board level.

STRATEGIC PRIORITY 2

Raise Awareness of EVE's Services

Raising the profile of EVE and the awareness of its services has been addressed through a combination of activities both at a corporate and local level. The dissemination of information about EVE has been a priority and was achieved by local community based presentations, hosting and attending open days and by presenting at national conferences.

- **To Develop Promotional Material**

The new corporate image that was developed for EVE will now be used in all of our promotional material. During the year we refined the image and have incorporated it in our new documentation. This task was undertaken on a staged basis and we anticipate that by 2007 we will have the full suite of material available.

- **To Establish a Website for EVE**

EVE launched its new website in November 2006 at the annual planning day with staff and participants. The website is designed in the new corporate image and meets the WC3 accessibility standards (to date). It is our intention that to develop an area that is accessible only to staff & participants. This area will host information confidential to the organisation and provide an internal communication tool for both staff and participants. We hope this new provision will engender an atmosphere of community within the various EVE locations and keeping people informed of local developments, issues and initiatives throughout the EVE network. This area will be ready in 2007.

- **To Raise Awareness Through Community Networking Activities**

EVE has continued to focus on developing partnerships within communities through a range of activities which include community placements for participants, sitting on local partnership boards and community groups, engaging in community activities and using community resources. This activity has resulted in greater community engagement and awareness of the local EVE service. The availability of our 7-seater fleet of vehicles has been invaluable in achieving this level of community participation and we are indebted to the National Lottery for providing the funding to purchase this resource.

- **To Establish a "Network News Magazine"**

In August 2005 we launched our first Network News magazine which was greeted with much enthusiasm throughout EVE. Unfortunately, we experienced some difficulties producing the magazine in 2006 due to operational constraints however, we are confident that the magazine will re-commence production in 2007. The introduction of local centre based magazines has been a great success and will be supported.

STRATEGIC PRIORITY 3

Develop and Deliver Quality Person-Centred Services

When EVE agreed to develop and deliver quality person-centred services, we were aware of the scale of the task we had set for ourselves and set about to systematically approach the task. In partnership with staff and participants, we have reviewed and agreed actions in the areas of programme development, curriculum development, accommodation, finance, personnel, and staff training and development. We anticipate that our systems review and change programme will require the full duration of the strategic plan to achieve and are focussed on ensuring that the core of our quality person-centred service is solid and evidence-based. In 2006 we developed our relationship with Excellence Ireland Quality Association (EIQA) and committed ourselves toward our goal of achieving nationally recognised quality assurance mark for our services. An initial three project areas have been nominated for assessment which include, Staff Engagement, Communications and Human Resource Development. We have completed the preparatory work involved to commence these projects and will roll out the quality assessment model in 2007.

- **To Design and Deliver Person-Centred Programmes**

Accreditation of EVE's services is still one of the main key independent measures used to evaluate the effectiveness of our programmes in meeting the needs of participants in relation to the agreed programme specification for each style of service. During 2006, the National Accreditation Committee experienced difficulties scheduling visits for our Rehabilitative Training programmes. EVE Limited New Horizon & EVE Limited New Dawn were awarded accreditation for their rehabilitative training programmes 2006. The remaining centres due for accreditation this year have been deferred by the National Accreditation Committee (NAC) until new structures have been established.

The Vocational Training programmes have been subject to regular local monitoring by FAS and will be subject to the formal accreditation process to be implemented as part of the FAS Quality Standard in the coming year.

Platinum Clubhouse EVE Limited received accreditation from the International Centre for Clubhouse Development (ICCD) in 2006. This is the second ICCD accreditation visit for Platinum. The ICCD accreditation process in Clubhouse highlights EVE's commitment to the delivery of person-centred programmes, using peer-review methodology, as the accreditation team includes members with self-experience of mental health difficulties. Phoenix Clubhouse EVE Limited and Suaimhneas Clubhouse EVE Limited have both applied for their first accreditation visits and are currently awaiting visit dates.

Whilst we await the review of Sheltered Occupational Services and the introduction of the Draft Standard for Sheltered Occupational Services, we have continued to run alternative approaches to programme delivery in our Occupational Services centres based on the findings of the pilot programmes run in 2005. Modules in Community Placement, Leisure and Recreation and Information Technology etc. have been introduced to replace the historical exclusive focus on industrial skills activities. Participant feedback has been extremely positive and has re-affirmed our commitment toward the implementation of more holistic and varied programmes in these settings.

In preparation of an appropriate form of accreditation for the Occupational Services, we have focused on establishing robust systems locally, which will meet the demands of any accreditation system and our own aspiration to a Quality Assurance award. The Quality Assurance Department has piloted a 'Quality Systems Audit', which implements all accreditation and quality mark criteria, in our Sheltered Occupational service and this was received quite warmly. This has highlighted areas of need that require extensive preparatory work in order to bring the services up to the highest standards possible.

- **To Develop the Tools and Supports to Facilitate the Running of Person-Centred Programmes**

In 2006, EVE conducted a literature review of person-centered planning systems, in order to ensure compatibility with its aspiration towards best practice recovery-oriented and strengths-based models of practice. The Strengths Model (e.g. Rapp 2006) was selected on the basis that its evidence-based approach focuses on developing services that build on the strengths of the individual and on his or her immediate community. It is concerned with supporting people to clarify their aspirations, to define their goals and to work towards achievement. Staff members collaborate with the person to assist them in acknowledging their strengths and resources and in identifying supports within the community. The process encourages the person to continue to grow, learn and develop. Following a successful preliminary trial in both a Training and Occupational Service location, a decision was made to formally pilot the model, subject to appropriate training.

- **To Source the Finance to Resource the Delivery of Person-Centred Programmes**

Financial governance in EVE Limited is subject to the current agreed protocols of the Health Services Executive and is annually audited by the Comptroller and Auditor General. Funding is co-ordinated through the HSE's offices in Millennium Park with development funding for new initiatives sourced via the Local Health Offices. Following the establishment of the HSE, it was agreed that the current system of funding would remain in place.

In the past year, we have sought to build our relationship with Local Health Managers at both strategic and operational levels. To that end, we have contributed to strategic reviews of mental health and disability services in local areas and met with Local Health Managers to articulate our need for financial support where it is required.

- **To Ensure Centre Accommodation is Appropriate to the Needs of the Participants and Staff**

Following the review of centre accommodation, undertaken as part of the Health and Safety review in 2005, we prioritised a number of locations for attention, in particular the Estuary Centre. This centre had been the subject of an application to the HSE for funding to facilitate relocation to new premises. During the year we worked closely with the Local Health Manager who supported our application for funding. We await an outcome of this application. In the interim, every effort is being made to ensure that the comfort and safety needs of both participants and staff on the current site are addressed to the best of our ability.

The need for additional space was also identified in EVE Limited Larine, Harvest Centre, Goirtin and Plantmarket and every effort is being made to source the funding required to meet local needs.

- **To Ensure Staff are Equipped with the Skills Required to Deliver Person-Centres Services**

Throughout the history of EVE, we have prioritised investment in the area of training and development initially targeting staff and more recently including participants. The Schedule of Training Events for 2006 included 23 programmes available to all grades of staff during the year. To achieve the delivery of person-centred service, we recognise the imperative to equip staff with the necessary skills and to provide opportunities to continually update skills in a changing environment. Equally we acknowledge the need to enrich our programmes by creating opportunities for shared learning with staff and participants.

The development of shared training has to date been limited to the "Primary Food Hygiene" programme and the Fire Safety Course. We hope to develop this style of training most particularly in our rehabilitation practice sessions building on partnership at every level in the organisation.

We are also committed to developing an interview skills course for service users for those participants who will join interview boards for staff recruitment. This need was identified by Clubhouse members who have been actively and successfully involved in interviewing staff for posts since the inception of the first Clubhouse Platinum in 1999. This is currently happening informally and we would hope to have a course available shortly.

Courses covered the range of areas identified by staff and included programmes on health and safety, rehabilitation practice and information technology etc. This year 1,086 staff and participants availed of the opportunity to complete a range of external programmes in the areas of Training and Development, with staff also availing of funding through the EVE Private Study programme. As a consortium member of the Mental Health Quality Initiative (MQI), EVE focused on supporting the development of a FETAC level 5 accredited Certificate in Mental Health Studies and Recovery.

During the year MQI ran a FETAC Level 5-"Training of Trainers" programme for people recommended by the consortia members. This initiative focused on the tutors involved in the delivery of the proposed course and was delivered to 12 students.

In our goal to develop and deliver a full FETAC award, EVE agreed to pilot the first three course modules in January 2007. Preparation for this included approval from FETAC for the module descriptors and developing the modules. The modules include 'Mental Health Treatment Approaches', 'Advocacy and Independence in Mental Health' and 'Recovery'. They have been developed using a distance learning format wherein students will receive a full folder with all materials required to complete the course and achieve FETAC certification.

The pilot programme has recruited 20 students from EVE, HSE, IAN and NLN and will commence in January 2007. This is a major achievement for the consortium and represents a significant development in the design and delivery of a recovery-oriented training programme.

- **To Ensure Staff Supports are Available to Enable the Delivery of Person-Centred Services**

A three strand approach has been adopted in supporting staff deliver our person-centred services. We have focussed on creating appropriate up-skilling opportunities for staff through our training and development programme. In addition, we have developed the resources available to staff from our Quality Assurance Department and our Participant Assistant and Support Service (PASS). And in collaboration with our social partners we are pursuing a dialogue as part of "Towards 2016" (the national partnership agreement) which is looking at the skills mix required in the organisation to meet our delivery needs. This dialogue also is reviewing the area of minimum qualifications for new staff in order that we can be responsive to emerging needs and will address the need to facilitate simultaneous internal and external competitions. It is anticipated that agreements will be reached on these issues in 2007.

Service Users on Interview Boards

During 2006, we continued to pursue our ambition to have trained service users on all interview boards in EVE. Since establishing our first Clubhouse in 1999, interview boards have included our Clubhouse members, people with self experience of mental health difficulties. In the long term, we would anticipate that service users would receive appropriate interview skills training and a panel of service users would be established to join interview boards for all available posts in EVE. Discussions are ongoing and having arranged agreement we hope this will be introduced in 2007 as part of our Toward 2016 modernisation agenda. It is essential that sufficient preparation time is provided to achieve this goal as it is closely linked to the development of an EVE Participant Forum an important strand in EVE's overall Partnership strategy.

Staffing Structures within Centres

During 2005 we achieved our commitment, under the original review of EVE, to ensure that all centres would have a supervisor-in charge post established at grade 5. Since then, we have ensured adherence to this new staffing structure. EVE will continue to review matching staffing levels to needs within our programmes and services.

Staff Minimum Qualifications

Discussions regarding staff minimum qualifications are ongoing with our social partners under the terms of "Toward 2016". There is recognition by all parties that minimum qualifications are desirable to ensure services are delivered to the highest possible standards by competent staff having a range of skills. We are totally committed to our existing staff and will provide complementary investment in continuing professional development aimed at up-skilling staff in a rapidly changing environment.

Staff Handbook and Induction

The staff handbook was successfully developed in 2006 however editing was required to incorporate changes in legislation, HSE policy and practice. The handbook was also subject to an internal consultative process which included both staff and social partners. This resource will be rolled out in 2007 and we propose to adopt the HSE Induction protocol which is due to be finalised and implemented in 2007.

Staff Performance Management Systems

As part of "Toward 2016", we will seek the introduction of an agreed performance management system. EVE will implement the nationally agreed HSE system consider opportunities to adopt a partnership approach with our service users in this area.

Policy and Procedures

EVE's corporate policy and procedures are subject to on-going review. We seek to ensure that we achieve compliance with statutory and legislative requirements, with the demands of our accrediting bodies and our funders. In addition, we have also initiated a review of our policy and procedures which is examining our partnership principles in the corporate governance structures of the company.

RESEARCH INITIATIVES

Recovery Research Project

Our recovery research project entitled: 'Understanding Recovery in Context' continued to progress during the year. The study is being conducted by EVE Limited and supported by the Health Service Executive, The Irish Advocacy Network and the School of Psychology, University College Dublin. It seeks to categorise the environmental dimensions of recovery into standards and practices that Delphi study panellists, representing stakeholders in Ireland and the United Kingdom consider to be present or absent in recovery-promoting or inhibiting environments. This context measure, entitled the 'Recovery Context Inventory', will provide mental health service users, family members/carers and mental health service providers with a practical tool to assess interpersonal, service and wider community recovery-orientation and contextual factors. It aims to make a useful contribution to the individual recovery process and increase our understanding of the recovery-orientation and recovery-context concepts.

The study is based on an ecological conceptualisation of the personal recovery process in which recovery is understood to occur, not just as a solitary endeavour but in the context of, and supported by, wider environmental factors. It adopts a multi-perspectival and consensually based epistemological and methodological approach in recognising that whilst recovery is ultimately a unique and personal process, the perspectives of other stakeholders can make a valuable contribution to our general understanding of recovery and recovery-orientation.

GOVERNANCE AND FINANCE

Governance Structures

During 2006, on behalf of EVE, the General Manager reported to Jim Ryan, LHO Manager, Area 1, Lead LHO for Mental Health. We continue to deliver our services throughout Dublin, Wicklow and Kildare in our training, occupational services centres and Clubhouses and receive our monies from the HSE in Naas.

The membership of the Board of EVE is as follows: -

- Mr. Joe Cahill, Chairman
- Ms. Catherine Brogan, Director of Mental Health & Addiction Services, HSE Dublin Mid-Leinster
- Ms. Carol Cuffe, Disability Manager, HSE Dublin Mid-Leinster
- Ms. Vanessa Shaw, Disability Manager, HSE Dublin North East
- Ms. Shira Mehlman, Director of Social Inclusion, FAS

The Board of Directors meet on a monthly basis and are seeking to broaden the membership of the board. Discussions continue with both SIPTU and IMPACT to agree a methodology whereby a worker director can be elected to the Board of Directors. We are hopeful that this will be achieved in 2007 as the principle is agreed.

The Board of Directors have expressed their commitment to ensuring that both the staff and participants of EVE Limited should assume an active role at Board level and we hope that this will be achieved by the end of the Strategic Plan in 2007.

In 2005, the board of EVE unanimously agreed to open board membership to a service user representative. Since then, discussions have taken place on how this can be facilitated in a manner that recognises the significant responsibilities and commitments associated with being a company director. In response, as part of our ongoing review of partnership initiatives in EVE, we have agreed to formally canvas views on this topic from participants, staff and the Board of Directors and include focused questions on the issue of board membership. Using this partnership approach we hope to inform our actions by the views of all our stakeholders to ensure that we progress this issue in a comfortable manner.

In 2006 there were nine meetings of the Board of Directors, three of which were held in EVE centres.

Date:25th January 200622nd February 200626th April 200630th May 200626th July 200623rd August 200627th September 200620th October 200629th November 2006**Venue:**

EVE Administration

EVE Limited Westpoint

Platinum Clubhouse EVE Limited

EVE Administration

HSE Swords

EVE Limited New Century House

EVE Administration

EVE Administration

EVE Administration

The Board of Directors completed Health and Safety training in January 2006.

FINANCE

Eastern Vocational Enterprises Limited
INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 December 2006

	NOTE	2006 €	2005 €
GRANT - HSE		6,895,841	7,556,930
REHABILITATIVE TRAINING FUNDING	1	3,278,666	3,302,758
FAS FUNDING	2	1,691,807	1,559,652
LOTTERY GRANT		179,930	233,300
SALES		1,381,355	1,471,912
MISCELLANEOUS INCOME	3	260,334	280,756
LESS TRANSFER TO CAPITAL ACCOUNT	8	(164,161)	(813,222)
TOTAL INCOME		<u>13,523,773</u>	<u>13,592,086</u>
EXPENDITURE			
WAGES AND SALARIES	5	7,331,959	6,883,390
GRANT - TOLCO LIMITED	1	1,573,084	1,458,863
OVERHEAD EXPENSES	4	5,301,583	5,064,257
DEPRECIATION		372,540	383,207
AMORTISATION	8	(372,540)	(383,207)
TOTAL EXPENDITURE		<u>14,206,626</u>	<u>13,406,510</u>
(DEFICIT)/SURPLUS FOR YEAR		(682,853)	185,576
Balance brought forward 1 January		2,049,872	1,864,296
Balance carried forward 31 December		<u>1,367,019</u>	<u>2,049,872</u>

The Company has no gains or losses in the financial year or the preceding financial year other than those dealt with in the income and expenditure account. The results for the year relate to continuing operations.

DIRECTOR 

DIRECTOR 

The statement of accounting policies and notes 1 to 16 form part of these financial statements.

Eastern Vocational Enterprises Limited
BALANCE SHEET AS AT 31 December 2006

	NOTE	2006 €	2006 €	2005 €	2005 €
FIXED ASSETS	6		1,447,788		1,656,167
 CURRENT ASSETS					
STOCK		143,946		170,442	
DEBTORS	11	635,772		728,129	
BANK		825,267		1,104,411	
CASH		5,069		2,429	
GRANTS ACCRUED		223,000		223,000	
		<u>1,833,055</u>		<u>2,228,411</u>	
 CURRENT LIABILITIES					
CREDITORS & ACCRUALS	12	644,251		356,756	
		<u>644,251</u>		<u>356,756</u>	
NET CURRENT ASSETS/(LIABILITIES)			1,188,804		1,871,655
NET ASSETS			<u>2,636,592</u>		<u>3,527,822</u>
 REPRESENTED BY					
ORDINARY SHARE CAPITAL	7		3		3
CAPITAL ACCOUNT	8		1,269,568		1,477,947
REVENUE ACCOUNT			1,367,021		2,049,872
			<u>2,636,592</u>		<u>3,527,822</u>

DIRECTOR 

DIRECTOR 

The statement of accounting policies and notes 1 to 16 form part of these financial statements.

ACTIVITY LEVELS

EVE Limited, at present, has 23 centres (26 services) and offers 27 programmes in its Training, Occupational Services and Clubhouse services. Approximately 865 individuals attend services provided by the EVE network. In 2006, there was a Whole-time Equivalent allocation of RT/VT/DOH training places of 294.

Over the period of 2006, the core client group within EVE continued to access our services in Dublin, Wicklow and Kildare. The network principle applies and we continue to offer the service which best meets the needs of the individual independent of geographic location.

- **Referral Patterns:**

Referrals into EVE Limited's services are facilitated by direct contact with the locations and through the EVE Central Advisory Group for individuals who are unsure of their requirements. The Advisory Group continued to meet individuals who wished to discuss their rehabilitation and vocational options throughout the year 2006. Members of the Advisory Group include Centre Managers, Supervisors in Charge and a Guidance Officer from the RTG services. During 2006 two additional staff completed the Adult Guidance Theory & Practice Certificate from NUI Maynooth to support the delivery of a quality advisory service.

There were 275 new entrants to programmes as a direct referral to the EVE centre during the year with 27 applications processed by the Advisory group and placed 27 into EVE services.

Referral patterns to our services have indicated a higher level of complex needs with risk assessments required. The Participant Assistant and Support Service (PASS) has commenced a review of this issue and is looking at the implications for EVE in relation to our stated core client group, our capacity to meet emerging needs, the supports required for successful placement, specific care packages, and clinical governance protocols.

SUBMISSIONS MADE IN 2006

A variety of submissions were made over the course of 2006 focussing in the main on contributing our expertise in the area of mental health. In particular, EVE was invited by the National Economic and Social Forum (NESF) to contribute to their review of Mental Health and Social Inclusion. We also made a submission to the Mental Health Commission in response to their discussion document entitled "A Vision for a Recovery Model in Irish Mental Health Services" which was launched for consultation in January 2006.

Also, submissions were made for additional funding with varying levels of success.

- National Lottery funding
- Comhairle Advocacy Funding
- Dublin Bus
- Go for Life
- Equality Authority
- St. Steeven's Green Trust
- ACCESS Funding
- Department of Justice, Equality & Law Reform
- Kildare County Council
- Dublin Rural Leader
- B&Q
- Action South Kildare
- The Ireland Funds
- Pobal funding
- Sports Council
- Kildare Nationalist
- Capital funding - EVE Estuary
- Recovery Context Inventory Research Project

EVE, also represented the interests of people with mental health difficulties on the national groups established to make submissions to the Department of Health & Children's Disability Review and the Expert group on Mental Health.

- DOH&C Expert Group Sub-group on Enduring Mental Illness & Rehabilitation
- DOH&C – Disability Review – Mainstreaming
- DOH&C – Disability Review – Mental Health
- DOH&C – Disability Review – Training & Employment
- DOH&C – Disability Review – Severe Disabilities
- NDA Mental Health Advisory Committee

MEMBERSHIP OF COMMITTEES

Throughout 2006, the staff of EVE actively participated in a variety of committees at local and national level.

- FAS – Mental Health Employment & Training Consultative Forum
- Mental Health Quality Initiative (MQI)
- Irish Clubhouse Coalition (formerly the National Clubhouse Development Committee)
- Cneasta
- Irish Association for Supported Employment (IASE)
- Irish Association for Rehabilitation Professional (IARP)
- SWAB Consultative Forum
- EQUAL I
- EQUAL II
- Supported Employment Consortia
- Local Area Partnerships
- Psychology Society of Ireland Rehabilitation Special Interest Group
- Association of Occupational Therapists in Ireland Special Interest Group

CONFERENCE PRESENTATIONS

During 2006, EVE were invited to present at the following conferences.

- **Schizophrenia Ireland Bi-Annual Conference – Athlone**

Title: Recovery & Research: What Research is teaching us about Recovery.

Presenter: Tom O'Brien

- **Psychology Society of Ireland Annual Conference – Galway**

Title: Recovery-Oriented Mental Health Services - What's in it for Psychologists?

Presenter: Margaret Webb & Tom O' Brien

ACKNOWLEDGEMENTS

EVE is ultimately a community of people with varying responsibilities. In our shared roles, we would like to acknowledge and thank all of those who support us, the individuals, the communities, the voluntary groups and statutory agencies. With this help we are able to deliver quality programmes and services to meet needs and achieve improved quality of life.

In particular, we wish to acknowledge the commitment and dedication of our staff who demonstrate on a daily basis their belief in the vision of this organisation to the delivery of a quality person-centred service. During the year, we sadly said goodbye to participants and friends who passed on. Their contributions to the spirit of the organisation will live on.

STAFF

Management Team

- Dr Margaret Webb General Manager
- Ms Jackie Ryan Finance Manager
- Mr Frank Cameron Regional Manager
- Mr Raymond Fenton Regional Manager
- Ms Regina Halpin Regional Manager
- Ms Carmel D'Arcy Quality Assurance Manager
- Mr Tom O' Brien Principal Psychologist / Pass Team Leader

Finance & Administration Department

- Imelda Hartney
- Fiona Osborne
- Carol Kelly
- Patrick Kells
- Amanda Reid Madden
- Betty Farrell
- Judy Kavanagh

Quality Assurance Department

- Aoife Lawler, Quality Systems Co-ordinator
- Roisin O' Brien, Quality Systems Co-ordinator
- Louise Coonagh, Senior Quality Systems Facilitator
- Theresa Ahearne, Quality Systems Facilitator
- Theresa Hall, Quality Systems Support

Participant Assistant Support Service (PASS)

- Caroline Lydon, Senior Occupational Therapist
- Anna Campbell, Senior Psychologist
- Ken Murphy, Research Assistant
- Avril Carroll, Research Assistant

CONTACT DETAILS

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