

ANNUAL REPORT 2013



RehabGroup

Investing in People, Changing Perspectives

RehabGroup

Investing in People, Changing Perspectives

Legal Status

Company Data

The Rehab Group is a company limited by guarantee and not having a share capital

Registered Office

Roslyn Park, Sandymount, Dublin 4, Ireland

Company Secretary

Keith Poole, BBS, FCA

Bankers

Allied Irish Bank plc, Bank of Ireland, Barclays Bank plc, Royal Bank of Scotland and HSBC

Solicitors

McCann FitzGerald (Ireland), Withers (England and Wales), McClure Naismith (Scotland)

Auditor

PricewaterhouseCoopers

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About Rehab

The Rehab Group is an independent international group of charities and public benefit companies which work towards a world where every person has the opportunity to achieve their potential.

The people who currently use the Group's services include young people and adults with physical, sensory and intellectual disabilities, people with mental health difficulties, people with autism and people with an acquired brain injury. A range of essential services is also provided to older people, carers and others who are marginalised.

Rehab provides high-quality education, training, health and social care and employment services directly to thousands of people.

These services enhance the quality of people's lives, by supporting them in fulfilling personal goals, in accessing new opportunities and in playing a more active role in their communities. The Group enables people to make the most of their skills and talents, to take up employment or further education, and to live more independent lives.

The Group works with leaders and policymakers across the jurisdictions in which it operates to deliver positive change in the lives of the people who access its services, and has consultative status as a non-governmental organisation at the Economic and Social Council of the United Nations.



Kiera Joyce at the opening of an art exhibition by RehabCare Resource Centre Castlebar.



ENGLAND

MOMENTUM
REHAB LOTTERIES
TBG LEARNING
THE CHASELEY TRUST

SCOTLAND

MOMENTUM
REHAB LOTTERIES

IRELAND

NATIONAL LEARNING NETWORK
REHABCARE
REHAB ENTERPRISES
REHAB LOTTERIES

WALES

REHAB LOTTERIES
TBG LEARNING

THE NETHERLANDS

REHAB ENTERPRISES

POLAND

REHAB ENTERPRISES

SAUDI ARABIA

NATIONAL LEARNING NETWORK

MAKING A DIFFERENCE

SOME SOCIAL IMPACTS

The Rehab Group is all about making a difference – making a difference to people's lives and providing the support necessary so that they can learn new skills, live independently, get a job, or follow whatever their dream may be. Here are just some of the ways in which thousands of people and families benefited from the services provided by the Group.



Jim Rohan who uses the resource centre and supported accommodation services provided by RehabCare in Kilkenny at work in Super Valu.

10,747

achieved a recognised qualification with TBG Learning.

170

people were employed by Haven, more than 90 per cent of whom have a disability.

5,718

qualifications were awarded to people completing National Learning Network training programmes and participating in continuous professional development training.

27,420

started on a contract with TBG Learning in the year.

238

A total of 238 people benefited from Applied Suicide Intervention Skills Training (ASIST) (121 people) and SafeTalk (117 people) suicide prevention courses.

22,756

hours of individualised supports were provided through the outreach programme, supporting people to engage in their local communities.



Brendan O'Carroll, winner of a 2013 People of the Year award.

354

people with a disability, over 60 per cent of the workforce, were employed across Rehab Enterprises and Haven in Ireland, the United Kingdom and Europe.

475

people were supported in securing or retaining employment by RehabCare.

28,709

people have been reached by the HeadsUp text service since its launch in August 2007 – 1,133 of these in 2013.

1,505

people availed of RehabCare's community-based resource centre services.

91

91 people were honoured in 2013 at the People of the Year Awards in Ireland, both locally and nationally, for their outstanding contribution to our communities.

440

people gained employment and the chance to start a new life as a result of the training and employment support provided at National Learning Network.

2,854

people in Ireland were directly supported by Rehab's Advocacy service to meet.

707

training events over 1,032 training days were delivered for 5,861 participants in 2013.

12,054

the number of jobs and work placements TBG Learning filled during 2013.

90 per cent

of people who completed programmes at National Learning Network training centres progressed to employment or higher levels of training and education.



Loretto College Foxrock students with their teacher Carmel McGettrick launching the HeadsUp Acts of Random Kindness Schools Campaign to mark World Mental Health Day.



Chairman's Statement

This is my first report as Chairman of the Rehab Group, and it looks back on the activities of 2013. The report chronicles the successes of the people who use the services of Rehab's divisions, showing how Rehab supports them to live the lives that they choose. It also conveys some of the challenges that the organisation is now facing in 2014.

The lives of thousands of people with disabilities, people with mental health difficulties, older people and people who are distant from the labour market have been enhanced by coming into contact with Rehab's training, education, health and social care and employment services, as well as advocacy supports. The core focus of everyone involved in Rehab is on ensuring that the people who rely on us receive the best possible services.

From late 2013 a public focus on the charity sector in Ireland brought to the fore some aspects of Rehab's governance and management which did not meet the high standards which all of our stakeholders have the right to expect.

On behalf of Rehab, the Board has expressed its deep regret at these failings, and Rehab is committed to changing for the better. We have, at the time of writing, an organisation that is in the process of significant and positive reform. I believe the changes that are underway will bring about a stronger, more transparent organisation. We need to work hard to reassure all those who place their trust in us that we can continue to deliver our services to a high standard and improve in those areas where we have fallen short, meeting and exceeding the legal, regulatory and best practice standards both of our services and of the charity sector.

In recent years Rehab has invested considerable effort in enhancing its quality systems and in the

achievement of external awards and standards in its service delivery. We now need to put the same effort into ensuring best practice in governance. The Board has committed to this and Rehab has started on the road to adoption of the fundraising code for charities and the governance code for voluntary organisations in Ireland. Rehab has also committed to publishing its accounts in line with the Statement of Recommended Practice for Charities (SORP) from 2014.

This report contains the full consolidated accounts of the Rehab Group. They reflect the many sources of income of the Group and are filed with the appropriate authorities in Ireland, the UK and Poland. These accounts are presented in line with Irish GAAP, as required under the Companies Acts.

Rehab receives considerable funding from the Irish State, through the purchase of services by the HSE, SOLAS and other public bodies. UK Public bodies also contract with Rehab and we also enjoy considerable support from the Scottish Government, particularly in the area of social enterprise. We also have a wide range of private sector bodies among our customers in our employment services. Rehab is extremely grateful for all of this support and we extend our sincere thanks to all of these partners.

The public also provides direct support for Rehab's work through donations and through the purchase of lottery or bingo products. Rehab is acutely conscious of the trust that is put in it by the people who use

our services and the public who donate or participate in our fundraising games. We rely on this support to fund capital projects, development work, research and advocacy as well as making a contribution to necessary but non-funded areas such as marketing, administration and governance. We are committed to providing the public with as much information as possible as to how money from fundraised income is spent, and this will also be published annually as part of the SORP accounting standards.

This year sees the retirement of many of the Board members who have served on the Board of the Rehab Group for many years. All of the retiring board members have had deep personal commitments to Rehab, and have given large amounts of time and effort to the organisation, many serving as officers and also as directors of the subsidiary boards. I would like to thank them for their long service to Rehab and wish them well in the future, with particular thanks to my predecessor as Chairman, Mr Brian Kerr.

As part of the process of change, a Transitional Nominations Committee has spent a number of months undertaking a process to find new board members for the Rehab Group. I would like to thank the members of this committee for their work. The committee will present its recommendations at the Board meeting on the day this report is published and the names and biographies of new members elected by the Board will be published on the Rehab website at www.rehab.ie.

My involvement with Rehab began in late May 2014 when the opportunity arose to put myself forward as chairman of the Rehab Group. I took on this role because of my own interest in rehabilitation, my conviction that the work of Rehab is worth supporting, and in the belief that I could help the organisation in a difficult time. As I have got to know the services and our people, I am convinced that the work of Rehab is essential, and that the organisation can overcome its challenges and progress to best practice not only in its services but in governance and accountability.

I would like to thank all those involved in Rehab, and particularly, those who work across all of our services, in every part of the organisation. I have been impressed with the calibre of people that I have met and with the dedication and conviction that our people bring to their work.

I welcome the appointment of the new Board members, and look forward to the appointment of a new chief executive and to working with the newly constituted board and everyone working in Rehab in 2014 and beyond.

Seán Egan
Chairman

Rehab Group Boards of Directors

THE REHAB GROUP

Philomena Cremin
Declan Doyle
Seán Egan *appointed Chair 26/05/2014
Frank Flannery *resigned 10/03/2014
Noreen Gildea
Hugh Governey
Andrew Heron
Liam Hogan
Brian Kerr *resigned as Chair 26/05/2014
Gene Lambert
Padraig Lydon
Jeff Smith
Don Tallon

REHABCARE

Noreen Gildea
Angela Kerins *resigned 4/04/2014
Gene Lambert
Keith Poole
Don Tallon

NATIONAL LEARNING NETWORK LTD

Philomena Cremin
Frank Flannery *resigned 10/03/2014
Angela Kerins *resigned 4/04/2014
Padraig Lydon
Clíodhna O'Neill
Keith Poole

REHAB ENTERPRISES LTD

Declan Doyle
Seán Egan *appointed 8/07/14
Hugh Governey
Angela Kerins *resigned 4/04/2014
Brian Kerr
Keith Poole

TBG LEARNING LTD

Shona Boyne
Frank Flannery *resigned 10/03/2014
Andrew Heron
Marie Kelly
Angela Kerins *resigned 4/04/2014
Clíodhna O'Neill
Keith Poole

MOMENTUM SCOTLAND

Shona Boyne
Frank Flannery *resigned 10/03/2014
Douglas Gentleman
Andrew Heron
Angela Kerins *resigned 4/04/2014
Keith Poole

THE CHASELEY TRUST

Richard Bugler
Sarah Jane Dillon
Karen Fanneran
Jeremy Howes
Laura Keane
Keith Poole
John William Smith

REHAB LOTTERIES LTD

Frank Flannery *resigned 10/03/2014
Angela Kerins *resigned 4/04/2014
Brian Kerr
John McGuire
Keith Poole
Jeff Smith

NEWGROVE HOUSING ASSOCIATION LTD

Shona Boyne
Pat Costelloe
Hugh Governey
Gene Lambert
Clíodhna O'Neill
Keith Poole
Jeff Smith
Rachel Thurlby

POLIO FELLOWSHIP OF IRELAND

Marie Kelly
Michelle McEvoy
Keith Poole

REHAB GLASSCO LTD

Damian Cooper
Séamus Clancy *resigned 3/02/2014
Paudie Murphy *appointed 14/07/14
Zeki Mustafa
Keith Poole

REHAB JOBFIT LLP

Peter Brammall
Marie Kelly
Angela Kerins *resigned 4/04/2014
Peter Leahy
Keith Poole
Dougie Sutherland
Bob Vince

Rehab Group Management Team

Transformational Change Director

Liz Bayfield, PhD, PgD

Director of Human Resources

Shona Boyne, BA, Dip HRM, FCIPD

Chief Operations Officer (England and Wales)

Peter Brammell, BA, ACIB

Director of Policy and Service compliance

Sarah Jane Dillon, BSc OT, MBA

Director of Lotteries and Fundraising

John Fleming, BComm, MBS, Mgt Dip (IMI)

Director of Health and Social Care Services (Ireland)

Laura Keane, MSc, Dip COT

Director of Education, Training and Employment Services, Ireland and Saudi Arabia

Marie Kelly, MBA, CGMA, ACMA, MAAT

Chief Information and Technology Officer

Gary Merrigan, MSc Mgt Ops, BSc Comp Apps, MICS, MACM

Chief Operations Officer Rehab Enterprises

Paudie Murphy

Director of Public Affairs and Communications

Clíodhna O'Neill, BL, BA (Intl), H Dip DD

Director of Finance

Keith Poole, BBS, FCA

Chief Operations Officer (Scotland)

David Whyte, BAcc, CA

N.B. These titles are current at time of publication

Senior Management Teams

REHAB GROUP

Group Financial Controller
Mick Cronin, FCCA

Group Internal Auditor
Tom Connaughton, CMIIA, FCCA

Group Property Manager
Pat Costelloe, MIPFMA, PG Dip Proj Mgt

Head of Communications
Karl Richardson, BA, MA

Head of Public Affairs and Advocacy
Sonya Felton, BA, MBS

Divisional Financial Controller, Enterprises
Edward Hardy, FCCA

Divisional Financial Controller, Health and Social Care
Michelle McEvoy, ACMA

Divisional Financial Controller, Training and Employment Services
Tom Dunne, BAcc, ACA, TMITI

Divisional Financial Controller, Fundraising
Wayne Doyle, ACA

Senior Human Resources Operations Manager
Karen Fanneran, BBS, MCIPD

Resourcing Manager
Diane Jackson, MMII (Grad), MCIPD

Human Resources Manager, Enterprises
Niamh Byrne, MSc, BSc, FCIPD

Human Resources Manager, Health and Social Care
Claire McKenna, BA, MCIPD

Human Resources Manager, Training and Employment Services
Yolanda Cuadrado, BSc, MSc, MCIPD

Clinical Risk Specialist
Seamus Dillon, MBA, H Dip, BSc

Information Technology Manager (Ireland)
Robert Younger, MSc, MIS, BSc Syst Inf, MICS, MACM

Information Technology Manager (United Kingdom)
Ian Stockley

NATIONAL LEARNING NETWORK

Director of Operations
Bernard Smith, BE, MBA

Director of Strategic Development
Lucianne Bird, BA, MA, Dip SVR

Head of Accreditation, Standards and Supports
David Muldoon, BComm, MEd

Regional Director, Dublin, Wicklow and North-East
Cyril Gibbons, MSc, Dip SVR, MMII (Grad), Grad CIPD

Regional Director, South West, Mid West and South East
Ursula Collins, MSoc Sc, Dip HR Mgt

Regional Managers for Midlands, West and North West
Adrian Stewart, BBS (Hons.), Dip. Soc. Voc., MSc
Sean D'Arcy, BA, Training & Education

Senior Psychologists
Mary Hughes, MSc, Reg Psychol., Ps.S.I.

Orlaith McManus, BA, MA, Reg Psychol., Ps.S.I.

Environmental, Health and Safety Manager
Paul Dempsey, BSc, CMIOSH

REHAB ENTERPRISES

Director of Recycling
Richard Jordan

General Manager Smiles Newsagents
Nicola Mullett

Quality Manager
Mike Maguire, BSc, Dip Prod Eng, Cert Ind Eng

Environmental, Health and Safety Manager
John Crummy, MBS, BSc, GMIOSH

REHABCARE

Director of Operations

Rachael Thurlby, BA Eur Bus

Head of Business Development

Kevin Clancy, Dip HCM

Head of Change Management

Peter McKevitt

Head of Quality and Controls

Michael O'Connor, BA Mgt, MBS

Principal Clinical Psychologist

Armien Abrahams, MA ClinPsych, MSc Adult Psychotherapy

Home-based Services Manager

Kris Dhondt, BSc, Dip App SS, Dip Mgt

Health and Safety Manager

Yvonne Fallon, MSc, BSc, RGN, CMIOSH

TBG LEARNING

Head of Operations – TBG Learning

Julie Dyer

Head of Business Development

Simon O'Connell, BA

Financial Controller and Corporate Services Manager

Adrian Fantham, ACMA

Health and Safety Manager

Muhammad Javed, BA, Tech IOSH

Marketing and Communications Manager

Ben Upton, BSc (Hons)

MOMENTUM

Head of Operations, Momentum Care

Steve Black, DMS, MBA

Head of Operations, Momentum Skills

Dougie Taylor, MA, Dip Ed

Human Resources Business Partner

Katherine Wainwright, BA, PG Dip, MCIPD

Health and Safety Manager

Paul McCormick, GMIOSH

Fundraising Manager

Sue Norman, MinstF (Cert)

THE CHASELEY TRUST

Chaseley Home Interim Registered Manager

Steve Black, DMS, MBA

REHAB LOTTERIES and FUNDRAISING

Business Support Manager

Aileen Masterson, BA

Business Development Manager

Joanne Eakins

Campaigns and Fundraising Executive

Kerry Houlihan

N.B. These titles are current at time of publication

RehabCare supports people with disabilities, older people and people with mental health difficulties to live their lives in the way that they choose. A range of community-based services is provided across every county in Ireland, which includes residential, supported accommodation, day resource centre, respite, outreach and home-based services. More than 3,000 people and their families are supported to achieve their true potential through a quality, person-centred approach.

Service Users

The number of service users utilising RehabCare's services continues to grow on an annual basis. In 2013 the percentage of service users increased by five per cent since the previous year.

RehabCare Service Users			
2010	2011	2012	2013
2,690	2,836	2,999	3,143

RehabCare staff supported 133 people to live in supported accommodation services.

Service User Pathway

RehabCare continued to refine its Service User Pathway plan, which incorporates support planning, person-centred planning, community-based delivery, regular review and outcome measurement. RehabCare's Service User Pathway was awarded overall winner for innovation at the National Disability Authority's 2013 Annual Conference's poster competition.

RehabCare has also implemented iplanit, a unique web-based, person-centred planning system for service users, their families and significant others. Over 20 service users now have their own web-based accounts housing their individual support plans/person-centred plans, which they can access at all times.



Cian Walsh

Cian was diagnosed with autism when he was three years old. Living in Thurles with no extended family support, we, his family, found it difficult to access services to provide for his own personal development and support us, his parents, and three brothers. Cian is 26 now, and lives in the new residential apartments in Stradavoher in Thurles. He shares with two other young men and he loves having his own place, especially one with all the mod cons! Cian now calls it his home. It's his place.



Employee Training and Development

RehabCare proactively monitors the completion of mandatory training undertaken by staff members, including regular refresher training, as a key performance indicator. RehabCare has developed a number of training courses 'in-house' such as Child and Adult Protection, Safe Administration of Medication, and Fetac Level 5 Care Skills. This development enables RehabCare to deliver more cost-effective training.

In addition, the number of employees trained as internal 'trainers' or 'assessors' within their specialist areas has been increased significantly. These specialist areas include courses externally accredited at FETAC Level 5, with 79 employees now able to conduct this training – an increase from 33 employees in 2012.

Quality Assurance and Standards

RehabCare continues to work towards achieving compliance with relevant regulations and standards, in particular compliance with Health Service Executive Service Arrangements and the Health Act 2007 (Care and Support of Residents in Designated Centres for Persons (Children and Adults) with Disabilities) Regulations 2013.

RehabCare continued to benchmark its resource centre services against European Quality Assurance Systems and, in 2013, achieved the European Quality in Social Services award – EQUASS Assurance – in all 48 resource centres.

RehabCare also received a Business Category Award from the National Irish Safety Organisation (NISO) in 2013. This award is presented to organisations who have met a minimum high standard (distinction) for their safety management systems and who are best within their business category.

**396 children and adults
availed of RehabCare
centre-based respite
services, which provided
over 7,300 nights of
respite, as well as after-
school and day respite.**

CareLink, RehabCare's home-based services, provided more than 190,000 hours of personal supports to people with disabilities and the older person in their own homes, enabling them to live more independently.

Service Improvements

Despite the challenging economic environment, several existing facilities were upgraded and major capital projects completed. The development at Parnell Place in Limerick of a new resource centre and 35 units of accommodation, including apartments and shared housing, is a particular highlight. RehabCare also developed new resource centres in Dundalk and Longford, new housing units in Sligo and Longford, and refurbished premises in Castlebar, Castlerea, Galway and Dublin.

RehabCare Dundalk

More than 50 actors with disabilities took part in the production of a feature-length movie produced by Encore Productions Dundalk, which premiered in Dundalk on 12 December amid great fanfare. The movie had its genesis in the actors receiving support in writing their own script, which was then blended into a full-length movie.

79 employees have been trained as trainers/assessors in areas such as Nonviolent Crisis Intervention (NCI), administration of medication, child and adult protection, mental health first aid, and ASIST (Applied Suicide Intervention Skills Training).

246 community contact and awareness sessions were facilitated by RehabCare services in 2013.



Fiona Power who uses the service provided by RehabCare at Stradavoher with her support worker Mary Kiely and then Minister for Public and Commuter Transport, Alan Kelly TD pictured at the official opening of a new resource centre and supported accommodation in Stradavoher, Thurles for people with autism, intellectual disabilities and mental health difficulties by RehabCare and Newgrove Housing Association.

The cast and crew of RehabCare Dundalk's Encore Productions at the premiere in Dundalk of their feature length film 'The Dream Machine'.



Laura Keane, Director, Health and Social Care Services, Rehab Group speaking at the EPR Annual Conference 2013 hosted by RehabCare and held in Dublin.



Managers from RehabCare Resource centres around the country receiving their European Quality in Social Services awards – EQUASS Assurance, a top European quality honour in recognition of the standard of the services that it provides.

TheChaseleyTrust

Supporting People with Disabilities

The Chaseley Trust operates two registered nursing homes, which provide care and multi-disciplinary therapy services for people with significant physical disabilities. Chaseley Bungalows provides residential accommodation for 13 residents, while Chaseley Home provides residential accommodation to 55 people as well as respite care, day care and the Activate community gym.

Activate, the only accessible gym for wheelchair users in the Eastbourne area, continued to grow as a valuable community resource in 2013. The gym provides a supported environment to allow both wheelchair users and those with restricted mobility an opportunity to exercise. The gym was expanded during the year, with updated equipment and space made available to manage the increased demand. Under the guidance of gym instructors and following a full induction programme, tailor-made packages are designed to suit individual requirements, whether the user is exercising for the first time or wishes to keep fit and healthy.

The Trust maintained its contract with East Sussex Healthcare NHS Trust to provide outpatient physiotherapy services to 35 people from the community.

The Trust also continued its partnership with East Sussex Outpatient Services (ESOPS) to deliver 40 outpatient clinics and facilitated the venue for these NHS consultant-led clinics across a range of specialties, including urology, orthopaedics, musculoskeletal medicine, gynaecology, general surgery, gastroenterology, ENT, dermatology and colorectal surgery.



James Jenner



Katrina Davis



Robert Dickson

"Following a cycling accident in 2012, I suffered serious injuries which meant I was paralysed from the neck down. I was initially treated in Salisbury Hospital and came to the Chaseley Trust in March 2013, which is in my home town of Eastbourne. At Chaseley, I attend physiotherapy four days a week where I use the tilt table to stand and the Thera trainer for upper and lower limb exercises. I have to use a chin controlled wheelchair and linked to my mobile phone is an environmental control system, which allows me to access equipment in my room. My goal with the support of the team in the Chaseley Trust is to move to the Chaseley bungalows, which will offer me a greater degree of independence."



The Chaseley Trust supported 49 residents across its two locations within the year, providing day services to approximately 20 services users from the community.

40 permanent wheelchair users with significant disabilities living in the community have benefited from the opportunity to improve their health and fitness through exercise at the Activate gym.



National Learning Network

Investing in People, Changing Perspectives

National Learning Network provides an extensive range of services to support individuals to succeed in the areas of training, education and employment services. This includes the provision of supported education and training centres delivering levels 1-6 on the Irish National Framework of Qualifications, and education support services in further training and third-level education colleges and universities. National Learning Network also provides psychological assessment and support services, specialist education at primary level, community rehabilitation, wellness and recovery services, labour market activation and employment access services in Ireland.

National Learning Network's specialist expertise is primarily in providing services to individuals who are distant from education, training and/or the labour market. These services are delivered via a network of more than 50 locations across Ireland through a person-centred key worker approach. We work closely with all our stakeholders and in particular potential employers to ensure our services and approach are always relevant to our students and in line with labour market demands.

2013 Activity Report

Looking back at 2013, we can best characterise the year by the delivery of training, and the significant and positive impact that our services have brought to people's lives through partnership, business development and community involvement.

Close partnerships were developed at local, national and international levels, with National Learning Network providing specialist training expertise in diverse areas such as nursing care, equine studies, sailing, social media in business, career change, Information Technology and sport. A new service for people with a diagnosis on the Autism Spectrum was established in Co. Mayo and those with acquired brain injury, their carers and families can access new local drop-in services in Mayo and Roscommon.

National Learning Network also began to provide training services under the Irish Department of Social Protection's new Momentum funding stream. This training enabled people who are long-term unemployed to gain qualifications in social care, with work experience and subsequent employment opportunities provided through a network of nursing homes and care centres.

Through funding from GENIO, National Learning Network also introduced ConnectABILITY, a self-managed personal budget model. This model is one of the ways individuals with disabilities can manage their budgets from funding bodies to access their chosen community participation programme. Individualised funding allows flexibility and choice for the individual in providing for their support needs. The funding body uses a designated Community Connection or Broker to assist individuals in managing the supports and services that they access.

90 per cent of people who completed programmes at National Learning Network training centres progressed to employment or higher levels of training and education.



Joe Tobin NLN Bantry

"I worked for years as a tyre fitter until 2006 when I was paralysed from the waist down after an illness. I had a long rehabilitation and in 2008, I was able to start thinking about getting back into work. I had already completed the Junior Certificate but it wasn't until 2011 that I discovered National Learning Network could help me. I enrolled in a computer skills course with them in Bantry and went on from there to complete a FETAC Level 5 Major Award in Office Administration and also got work experience. It opened new doors for me. I needed these courses, like ECDL, to lead me into something new, to get myself busy again. National Learning Network is a fantastic service and I am now back able to work."



2013 was a busy year in relation to the development of inclusive education services provided by National Learning Network. On two third-level campuses, the Institute of Technology, Blanchardstown and the National University of Ireland, Maynooth, almost 1,500 students benefitted from National Learning Network's academic support services comprising of a range of academic, social, wellness and organisational supports. In response to the large increase in students with mental health conditions accessing third level education, the National Learning Network has also been providing a confidential psychology support service in Maynooth University since September 2012 for students experiencing mental health difficulties, autism spectrum disorders and attention deficit disorders. Over 83% of students attending both services felt that their grades improved and over 95% would recommend the service to their friends.

Salus

National Learning Network worked in partnership with Action Mental Health in Northern Ireland to deliver workshops on mental health and wellness to schools, youth organisations and parent groups under the cross-border Salus project. During 2013 workshops were delivered to over 1,200 young people in counties Donegal, Derry, Cavan and Fermanagh.

Learning Environment for Disabled User (LED)

In 2013 National Learning Network was a partner in the LED project supported by the EU Lifelong Learning Programme. The project set out to develop

98 per cent of students in training centres said that they were satisfied or very satisfied with the training service provided.

a best practice training model to support people with disabilities towards integration into the labour market, with four other participant organisations from Italy, Northern Ireland, Germany and Slovenia.

Connexions Programme

National Learning Network participated in the Connexions programme, a joint a cross-border initiative funded by Interreg to develop social and community networks for people with disabilities. The programme supported people who experience isolation to take part in social networks. It focused on encouraging peer support and enabling user-led networking. These networks provided support and advice to participants and enabled people with disabilities to explore social opportunities available in their local communities. The project was run in Louth, Down, Donegal and Derry in partnership with the Cedar Foundation in Northern Ireland.

5,718 qualifications were awarded to people completing National Learning Network training programmes and participating in continuous professional development training.

National Learning Network Bantry – Cumasú

Cumasú is a community-based project that is being undertaken by the HSE West Cork, Cork South Mental Health Services, in partnership with National Learning Network, RehabCare, West Cork Development Partnership and other service user groups. At the heart of this project is a mobile unit, affectionately known as 'The Wellness Bus', which travels throughout the West Cork area to deliver its services and assisted 800 people and their families in their recovery. Cumasú partners with local community groups to provide physical, mental and social well-being services for the whole community through initiatives rooted in recovery and social inclusion.

Excellence Ireland Quality Association (EIQA)

In 2013 National Learning Network was delighted to be awarded the EIQA 'Q' Award for all of its training centres. The assessors stated that National Learning Network excelled at working with students to help them explore and understand their needs and their potential, and providing outcome-driven customised programmes. The assessor recognised the shared values, vision and ethics visible, practised and embedded within all National Learning Network activities.

E-learning

During the year National Learning Network continued to develop its state-of-the-art e-learning platform where instructors can design and build their own online training to support their programmes. As well as comprehensively covering all relevant certification and training requirements, these complete online subjects play an important role in assisting staff to deliver consistent, quality assured and flexible training to our students. Overall, the use of e-learning as a standard

National Learning Network has delivered 45 contracts across Ireland under SOLAS contracted training, helping more than 758 students to complete their training and achieve certification, with many progressing into either full-time or part-time employment or into further education and training.

training tool by National Learning Network staff grew substantially and by the end of 2013 the system had over 3,000 user accounts.

Psychological Services

Twenty Rehabilitation Psychologists and two Assistant Psychologists continued to provide person-centred rehabilitation, recovery and support services across all our services. The psychologists provide professional assessment, psychological support and interventions to all students and potential students. National Learning Network also provided academic therapy and disability support services on third-level campuses, which were supervised by an educational psychologist.

Kingdom of Saudi Arabia

National Learning Network commenced delivery of consultancy services within the Kingdom of Saudi Arabia. National Learning Network is the technical partner of the Human Resource Development Fund (HRDF) bringing subject-matter expertise in disability issues to the development of inclusive employment services, and pre-employment and employment initiatives for jobseekers of all abilities, including jobseekers with disabilities. National Learning Network provided training to HRDF professional staff to enhance skills, knowledge and competencies in design and delivery of truly inclusive and person-centered services for people with disabilities.

440 people gained employment and the chance to start a new life as a result of the training and employment support provided at National Learning Network.



Managers from National Learning Network centres in the Southwest pictured with their Excellence Through People awards — Ireland's national standard for human resource development. Every National Learning Network centre across the country received the award.

Jan O'Sullivan TD, then Minister of State, Dept of Environment, Community and Local Government at a certification ceremony for students from National Learning Network's Jutland centre in Limerick.



National Learning Network in Letterkenny, County Donegal was named as the country's 'Best Training Centre' at the National Service Users Executive (NSUE) annual awards. Pictured: Front Row (left to right): Mark McClafferty, student; Eleanor Campbell, instructor; Mura Herron, manager, National Learning Network in Letterkenny. Back Row (left to right): Sean D'Arcy, regional manager, National Learning Network; Seamus Mc Dermott, student; John Dooley, student; Caroline Baird, instructor; Martin Doran, student; and Martin Friel, student.

Rehab Enterprises

Investing in People, Changing Perspectives

Rehab Enterprises' logistics, retail and recycling businesses employ over 400 people, 195 of whom have a disability. With a turnover of €30 million, its ongoing success is due to customer satisfaction through providing professional, high-quality, innovative and value-for-money services to its blue chip customer base.

Rehab Enterprises is the largest non-state employer of people with disabilities in Ireland and remains one of Europe's leading private sector employers of people with disabilities in a range of business sectors.

Rehab Enterprises

Following the restructuring of its businesses in 2012, Rehab Enterprises continued with a programme of realignment of its services in 2013. This was necessary to adjust to the changing market place for its operations in the logistics, retail and recycling sectors.

The upgrading of business management systems for accounts, time and attendance, and customer relationship management in 2013 has placed Rehab Enterprises in a strong position to manage its future.

The Slí Nua programme, which was introduced in 2012, has continued to provide a system of support for all employees. Families and next-of-kin have been actively encouraged by Rehab Enterprises to participate in the programme, with the consent of individual employees. The programme creates individualised performance plans and future management plans for all employees to assist in managing all personnel's current and long-term needs. During 2014 work will continue to support each employee to reach their potential and ensure that Rehab Enterprises is a truly inclusive organisation.

Rehab Recycle

Rehab Recycle is among Ireland's largest post-consumer waste recyclers, recycling in excess of 100,000 tonnes of waste in 2013, from its glass, bring banks and waste electrical and electronic recycling (WEEE) to its plastic and paper recycling businesses. Rehab Glassco – a joint venture in which Rehab Group is the majority shareholder – operates a state-of-the-art recycling facility from its base in Naas, Co. Kildare. It produces recycled glass cullet to the highest worldwide standards for sale into the glass manufacturing industry, in addition to metal, can and PET (Polyethylene Terephthalate) recycling.

354 people with a disability, over 60 per cent of the workforce, were employed across Rehab Enterprises and Haven in Ireland, the United Kingdom and Europe.



Rosietta McEvoy Portlaoise

"I work in Rehab Logistics in Portlaoise as a general operative. My confidence has grown over the years from working here. I have learnt new responsibilities and new skills. I have made friends. I love the work and the people that I work with are lovely as well. I get on really well with the staff and my bosses are great. This is why I have stayed working here and why I want to stay here in the future."



Rehab Recycle has other facilities in Tallaght, Ballymount and Ballyfermot, Cork, Galway and The Netherlands, offering a total recycle solution to its customers.

Rehab Logistics

Rehab Logistics, based in Kilkenny, Meath, Laois, Galway, Limerick and Poland, provides a range of packaging, assembly, storage and dispatch services for electronics, pharmaceutical, telecommunications and food sectors.

Rehab Logistics' customers include Dell; Microsoft; Thermo King; Becton, Dickenson & Company; Eircom; An Post and DuPont. 2013 saw an expansion of Rehab Logistics facilities in Poland where it provides sub-contract turnkey services to Foxconn; this led to the employment of 12 more people, of whom six are people with disabilities.

Rehab Retail

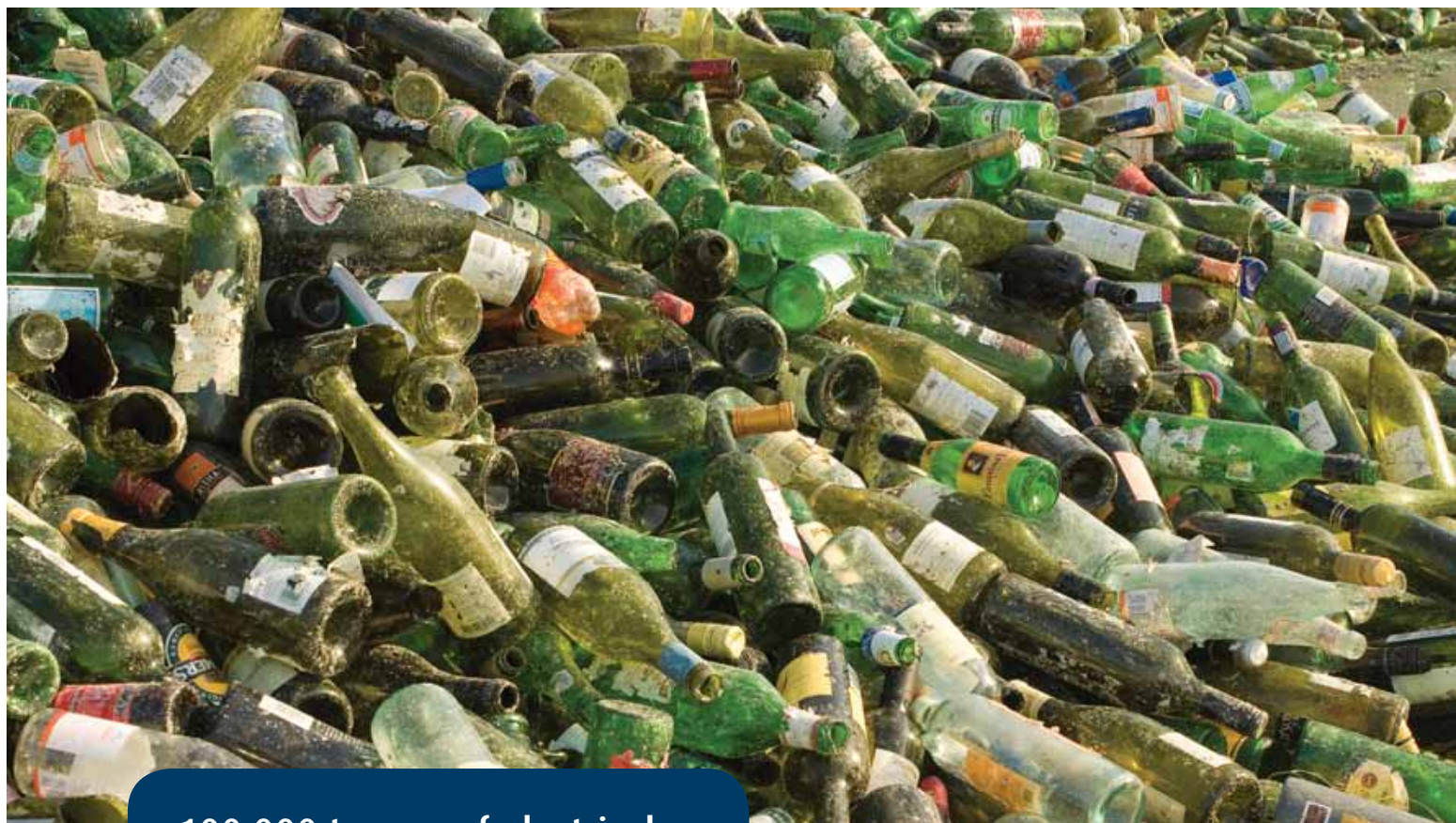
Rehab Retail has ten Smiles stores offering a range of retail services for staff and visitors. These outlets, which are based within clients' premises in Dublin, allow for integration of people with disabilities in the working and community environment. Staff members are supported by management and employment officers, enabling our people to achieve their maximum potential.

Employment Services

Rehab Enterprises works to promote the employment of people with disabilities. It is currently Ireland's largest non-governmental employer of people with disabilities, and a key objective is to retain and grow employment numbers each year. Rehab Enterprises provides specially trained counsellors to support staff in ensuring that their employment is a success through WorkPath, a programme developed for those with a disability and integrated in the Slí Nua programme. This support includes work activity training, adapting working environments to suit employee needs, facilitating supervision and management, as well as support in personal assistance in areas such as independent living skills, mental health awareness, money management and recreational activities.

Working in Partnership

Rehab Enterprises works with a range of public and private sector partners in providing dynamic business solutions, which are independently assessed and certified to European and industrial standards and resourced to deliver world-class performances. In Ireland, Rehab Enterprises receives assistance from the Government's Wage Subsidy Scheme operated by the Department of Social Protection and in the UK from the Department of Work and Pensions as an employer of people with disabilities. Rehab Enterprises also enjoys strong support from businesses and communities in the countries in which we operate.



100,000 tonnes of electrical, paper and glass waste were recycled in 2013, reducing CO₂ emissions and contributing to the safeguarding of the environment.



Pictured at the opening of Rehab Recycle's Eco Village - a new bring site for commercial recyclable and reusable material in Cork city and county - are Aidan Geary, Account Manager, Rehab Recycle; Cllr. John Buttimer, Mayor of Cork; Martin Reddy, Commercial Manager, Rehab Recycle. The Eco Village on Monahan Road in Cork is the first business amenity site of its kind in Ireland.

Rehab Enterprises presented eight companies from the Mid-west with certificates of appreciation for supporting the employment of people with disabilities, at an event to mark International Day of People with Disabilities (3 Dec) at their facility in Raheen.



David Farrelly, Rehab Glassco (right) pictured presenting the Repak Best Practice Award – Hospitality sponsored by Rehab Glassco to Ursula Tolosa and Dymphna Corish, Westin Hotel Dublin at the 2013 Repak Recycling Awards The Westin Dublin. Also pictured are: Minister for the Environment Phil Hogan (middle) and Repak Interim General Manager Bill Collins (left).

In England and Wales, the Rehab Group operates through TBG Learning, Acorn Training and Rehab JobFit. TBG Learning operates direct-delivery centres for training and employability skills in four locations in England and Wales. Acorn Training delivers training and learning in 7 locations in Derbyshire and the midlands.

10,747 achieved a recognised qualification with TBG Learning.

Rehab JobFit operates a supply chain network of over 100 sites through its joint venture with Interserve plc, which delivers Work Programme services. During 2013 over 16,000 people attended a TBG Learning or Acorn Training directly-delivered programme, with a further 59,342 people attending services of Rehab JobFit, which are overseen by TBG Learning in its contract-management role.

Rehab Jobfit, the welfare-to-work division, which holds the prime contracts for delivering the Work Programme in both Wales and the south-west of England, continued to make significant improvements in delivering long-term sustainable jobs. The key division was particularly focused on supporting the hardest-to-help client groups. Significant investment was made, resulting in an increase in the achievement of good quality jobs. The Work Programme is delivered to people who are long term unemployed through the Rehab Jobfit supply chain network of 19 providers.

During the year investment was made through our Innovation fund to help support the hardest-to-help clients. The funding was awarded to worthwhile projects delivered by CAIS and Tydfil Training in Rehab JobFit's Welsh delivery chain.

Acorn Training ended the year by being awarded its first direct contract with the Skills Funding Agency – the European Social Fund contract, which focuses - on the delivery of training to young people who are NEET (not in education, employment or training), for which Acorn Training had previously been a very successful sub-contractor. This contract offers Acorn Training the opportunity to expand further on its excellent work of engaging with schools and young people who are NEET.

Acorn Training also successfully delivered the Work Study Programme to 104 young people in Ripley in England. The programme offers seven vocational route ways, which include music, construction and sport, all of which have proved successful in preparing young people for greater opportunity.

27,420 started on a contract with TBG Learning in the year.



In partnership with TBG Learning in Swindon, BG Automotive (BGA) gave 13 long-term unemployed people the chance to build a career with the firm. The company worked with TBG Learning to help strengthen its team and welcomed the new recruits who were enrolled with the organisation during 2013. Pictured – left to right – are former TBG Learning Clients and new BG Automotive employees Josef Lenafowski, Katie Jones and Craig Maynard.

Jamie McGregor, a TBG Learning client, took his place at the finals of the ERSA Employability Awards after being shortlisted in the Significant Achievement Award category. Pictured – left to right – are Jamie with UK Minister for Employment, Esther McVey, and fellow finalists Rhiannon Rees-Jones and Rory Smyth.



“

Lian Kerry Aberdare, Wales

“I struggled to find work for eight years but secured a job as a field technician at A1 Electrical Appliances, after receiving employment support from TBG Learning. My initial placement as a driving assistant with A1 Electrical was a great experience as it allowed me to ease back into a working environment. I am extremely grateful for the support I gained from TBG Learning as without that I would probably be still at home struggling to find a job. My advisor helped to restore my confidence as well as providing support on how to improve my job skills. It is a fantastic feeling to be back in work after struggling to find a job for so long.”

Pictured – left to right – are Dave Turner, Lian Kerry (A1 Electrical) and Sonia Marshall (TBG Learning).

Momentum

Investing in People, Changing Perspectives

Momentum provides services for disabled people, older people and those who are socially excluded to realise their own potential and fulfill their ambitions to work and fully participate in their local community. Through its three operating bodies – Momentum Skills, Momentum Care and Haven – it delivers real change and support to more than 4,200 people, their families and carers, providing them with the opportunity and skills to progress to employment or further education, inclusion and greater independence.

Momentum Skills

Momentum Skills focuses on providing vocational training and rehabilitation services; employability development, personal and practical skills development and community engagement for service users. It works with people who have a disability or health condition which affects their ability to fully participate in their communities or gain and stay in employment, delivering services from 15 centres across Scotland and the North of England and a further 28 subcontractor locations covering the North of Scotland. In 2013, in partnership with subcontractors on the Department of Work and Pensions' Work Choice programme, it supported more than 3,000 people to achieve their goals, enter employment and play a more active part in their communities. Momentum Skills ended the year at the top of the Department of Work and Pensions' prime contractor performance league tables.

Momentum Skills started a new mental health support service, in partnership with North Ayrshire Council. The organisation also won a tender from the Scottish Government's Employability Fund, which helps to support young people into employment. Momentum Skills continued to develop new initiatives in response to changes in the funding environment and began to deliver the Versatility service. This service is aimed at people with learning difficulties and adopts a new funding model based on self-directed support budgets. With support from the Big Lottery and Moffat Trust, Momentum Skills has also started an outdoor activities business.

During 2013 a restructuring of services began with the aim of ensuring that Momentum Skills continues to provide high-quality and cost-effective services to our clients.



Erick Mason

"In 2005, I had a serious motorbike accident and suffered brain damage. This left me with memory difficulties and mood swings. I wasn't able to stay in my old job. I joined Momentum Skills' brain injury programme in Newcastle in September 2012. The support that I've had from them has been invaluable. With their help, I got a work placement in the motor industry which has turned into a permanent job. I also volunteer with Momentum Skills by supporting other people with a brain injury. I'm particularly proud of my role as service user representative. I have shared the same experience as the people using the service. It's just my way of saying thanks to the service for saving me and enabling me to get on with my life again with my wife and three children."



Momentum Care

Momentum Care continued to deliver health and social care services in Glasgow, East Dumbartonshire, Coventry and the North East of England. Momentum Care provided a range of community-based day care and care-at-home services for older people, adults with learning disabilities, and adults with brain injury and associated conditions.

During 2013 Momentum Care supported more than 200 people and continued to work closely with local authorities and Clinical Commissioning Groups in the United Kingdom. The Irish Government's Emigrant Support Programme provided funding support once again to Momentum Care's Coventry service, which was used to deliver health and social care support to older people of Irish origin. The organisation continued to develop its services in line with the ongoing personalisation agenda in the United Kingdom.

200 people were supported by Momentum Care to maintain their independence and have a better quality of life.

Haven

In 2013 Haven successfully fulfilled its core objective of providing long-term employment opportunities to people with a disability. The number of roles supported increased from 150 to 159 with the addition of two new businesses, both of which had their origins in the former Remploy organisation. Haven PTS produces work wear, protective clothing and industrial textiles from a base in Stirling, and Redrock offers document scanning and archive services from locations in Wigan and South Wales.

410 people were supported by Momentum Skills and its subcontractors into employment. An additional 136 people secured voluntary work, and 138 progressed into further education or training.

Haven's packaging operation has maintained its presence and excellent service delivery in contract packing for the whisky industry, highlighted by its Hillington operation achieving a third successive Gold Award in 2013 from the Edrington Group for outstanding service.

Haven Recycle continued to increase both the activity and the range of services from its dedicated premises in Glasgow with a highly successful partnership with Computacenter, providing a logistics base for the provision of IT equipment to Glasgow City Council's schools and offices.

Haven's Complementary Workforce continued to offer Haven employees outplacement opportunities in a number of companies in production, packaging, software and facilities roles, significantly extending the variety and location of employment roles its workforce is able to experience.

170 people were employed by Haven, more than 90 per cent of whom have a disability.



Alison Rydlewicz was one of a number of Momentum Skills service users exhibiting their work at the "Welcome to my World" photography and art exhibition which depicts images representing individual's experiences of life following an acquired brain injury.

Service users held a 'Question Time' style event during a visit to Momentum Skills' centre in Aberdeen by Leader of the Scottish Liberal Democrats, Willie Rennie MSP. (Pictured centre) The group prepared a range of questions for the MSP to answer, covering the 'Bedroom Tax' to gender equality.



Former Momentum service user Rhian Johns (right) and her mother Iris reached a new milestone of £65,000 with their ongoing fundraising efforts for Momentum Skills.

Rehab Group Fundraising

The Rehab Group's fundraising and lottery activities play a very important role in the development of new and existing services within the Group throughout Ireland and the United Kingdom. Some changes were made in 2013 to further strengthen the Group's position and allow it to concentrate on areas of fundraising that are most cost-effective.

Fundraising in Ireland

With Covidien as a main sponsor, Rehab's services hosted the fourth annual 1 Day for Rehab fundraiser. The theme was 'Afternoon Tea' with many services hosting coffee mornings and cake sales. Covidien's sites in Dublin, Galway, Athlone and Tullamore got involved too and hosted their own 1 Day for Rehab events.

Thirty-seven brave people took part in the 2013 Five Peaks Challenge for HeadsUp, Rehab's project to promote positive mental health among 15–24 year olds and reduce the number of suicides among young people in Ireland. The climbers were faced with the worst conditions a HeadsUp group has experienced yet. With high winds and continuous rain, they still managed to reach the summit of the five highest peaks in Ireland, Northern Ireland, Scotland, England and Wales, with Carrauntoohil, Slieve Donard, Ben Nevis, Scafell Pike and Snowdon all conquered in one weekend.

For the third year running, Rehab has remained the charity of choice for EUROSPAR. From a percentage of the sales from home-branded products along with counter coin boxes in each store, Rehab raised close to €40,000 in 2013 for local services.

Rehab was delighted to be chosen as one of the 14 charity partners to benefit from Ulster Bank's One Week in June initiative, a fundraising project to raise much-needed funds for the charities they support. A total of €250,000 was raised in just one month which was then matched by Ulster Bank, generating a total of €500,000 which was distributed across all of the recipient charities.

Rehab's services across Ireland continue to run their own local fundraising activities with support from local businesses and the families of service users. This fundraising is fundamental to the enhancement of local services and meeting the needs of service users. Examples of events that took place include the Meath Coast Run, the Edward Cosgrave Tractor Run, also in Meath, and the Soap Star soccer fundraiser in Sligo.

Fundraising in the United Kingdom

A total £51,800 was raised in donations from Trusts and companies, with £16,000 of this amount going towards restricted projects in local services. £27,000 was received in public donations, including Home Money Box and Direct Debit supporters, for restricted and unrestricted projects.

In February the Rehab Parliamentary Pancake Race took place in Victoria Tower Gardens, Westminster, to raise funds for and awareness of Rehab's services in the UK. The race, which has been on the parliamentary calendar for 16 years, involves members of the House of Commons, the House of Lords and political correspondents competing in teams in a relay race while flipping pancakes. The 2013 race, officiated by Sky News Anchor Lorna Dunkley, was won by the MPs' team for the second year in a row.

221 people across Ireland were lucky winners in Rehab's monthly Bonanza Draw.



Róisín Fitzgerald, CPAT pictured with Ulster Bank staff at the One Week in June inter-provincial GAA tournament in Croke Park.

Participants in the Five Peaks Challenge in aids of HeadsUp pictured at the base of Ireland's highest mountain Carrauntoohil.



Radio presenter Nicky Byrne presenting Joe Prendergast with the Joint Young Person of the Year award at the 2013 People of the Year Awards in Citywest Hotel, Dublin.

€3.7 million was the total amount won by the public from playing Rehab's lottery games in Ireland and the UK.

The annual Moor Park Golf Classic event celebrated its 21st consecutive year with 26 teams taking part in a very successful event, which raised £27,000. Rehab is extremely grateful to all of the companies that support this event year after year – some having attended every event since it began.

Black-tie charity balls took place in Aberdeen in Scotland and in Hinckley in England. The 'Top Hats & Tiaras' themed event in Aberdeen was the third event in five years and raised £15,000. The ball in Hinckley, which was also on its third consecutive year, raised £3,500. The funds raised were distributed to local services in each area.

In June and October, 15 people took part in the Forth Rail Bridge Abseil across two events and the Clyde Bridge Abseil across five events, raising money for Momentum services in Scotland. Places for these events are organised by larger charities, helping to reduce administration costs.

In April a total of £2,600 was raised by a single runner as one entry was allocated to Rehab. Our congratulations and thanks to Jeanne Masterson who took part.

A huge thank you must go to Rehab's many supporters who organised their own events this year, including entry into the Bupa Great Birmingham Run, Edinburgh half marathons and the Baker Hughes 10k. Several centres across England and Scotland also held their own small community events, from coffee mornings to zip slides.

Funds were also generated from the sale of advertising in various Rehab publications, including *Re-New*, the *Brain Injury Handbook*, *Right2Work*, the *Rehab Diary* and the *Parliamentary Pancake Race* programme.

RehabLotteries

Rehab's lottery games are popular with players around Ireland and the United Kingdom, and we would like to thank all of our players, retail partners and local radio station partners for supporting us in 2013.

Scratch cards: A range of €1 or €2 scratch cards were on sale in 900 shops across the country in 2013, with every player having a one-in-four chance of winning a prize. Rehab's lottery products struggle to compete in a market that is dominated by Ireland's national lottery. A significant proportion of the funds from tickets sold are returned on prizes and spent on necessary costs, such as printing and security of tickets, yielding a relatively low return. The money that is raised from these ticket sales is important to Rehab, and so the games are offered on an ongoing basis as part of the overall package of lottery products. Every effort is made to keep costs as low as possible and increase sales in order to maximise the funds available to Rehab for service enhancements.

Radio Bingo: This game is offered in conjunction with local radio stations across the country and has a very loyal player base across the communities served by Rehab. 15 radio stations participated in 2013.

Bonanza Draw: This monthly draw has an €8 subscription and gives the player the chance of winning a car or a holiday as well as other prizes. It performed well in 2013, generating income of €350,000 for Rehab, which was applied to the building of local Rehab centres, research and development, and the costs associated with the improvement of services and governance.

Online games: Two sites, RehabBingo.com and RehabNetGames.com, offer a fun online environment for players and the chance to win big prizes while also supporting Rehab's work.

Scratch cards and other fundraising in the UK raised a surplus of over €250,000.



Pictured at the launch of Rehab's national fundraising day, 1 Day for Rehab, sponsored by Covidien, are (left to right) Grainne Duffy, Monnina McCarthy and Brandon Bradley from Rehabcare Resource Centre in Dundalk.



Ulster Bank staff and GAA stars Karl Lacey, Finian Hanley and Tommy McElroy, dressed as a rock-star, golfer and chef, respectively, with Ulster Bank's chief executive, Jim Brown, at the launch of the bank's month-long fundraising initiative, 'One Week in June' of which Rehab was one of benefitting charities.

TV presenter Stephen Byrne, Keith Lynch, Sligo Weekender; and Fair City actor Dave O'Sullivan at the RehabCare Charity match in Sligo where a team of Irish celebrities took on a team of UK Soapstars.



Services users from RehabCare Resource Centre in Kildare joined Kerry Houlihan, Rehab Fundraising (left), high performance swimmer Bethany Carson (third from left) and Olympic swimmer Barry Murphy (middle) in the National Aquatic Centre, Blanchardstown to launch the Rehab Swimathon which was supported by Swim Ireland and the Irish leisure industry body ILAM.

Advocacy and Engagement

Supporting the people who access Rehab's services to have their voices heard on issues that are important to them is an essential part of Rehab's work. Rehab's advocacy structures and supports have three main aims: to empower people to speak out about the services they are receiving and ensure that their views are listened to and acted on; to speak out on laws and policies impacting on them, whether nationally or in their communities and to effect change where necessary; and the provision of one to one advocacy – supporting people with challenges they have in their lives. The structures provide individuals and groups of people using our services with support to develop their self-advocacy skills and to act as representatives at local, regional and national level.

2013 was another busy year. Through RehabCare and National Learning Network's representative structures, more than 2,850 people were facilitated by Rehab's advocacy service, to meet together and with people working in Rehab, to discuss issues that impact on them and propose enhancements and solutions.

Early in 2013, 120 National RehabCare Advocacy Council (NRAC) members from every RehabCare centre met in Dublin to elect their 12 new representatives for the NRAC National Committee. This committee, made up of people using RehabCare's services, makes sure that issues affecting people at local, regional and national level are communicated and acted on in RehabCare. In 2013, NRAC also wrote a pre-budget submission to Government highlighting the impact of social welfare cuts on people with disabilities.

National Learning Network has a vibrant student representative structure at local and regional level. In 2013, student representatives from centres around the country attended regional meetings with regional managers raising a wide range of matters of importance ranging from transport, buildings and IT facilities, training and other allowances as well as the range of training courses available. Local committees are supported by the Rehab advocacy service and 101 visits took place in 2013 to support people to better understand the role of the local committee and how it should be elected as well as identifying issues of importance and meaningfully engaging with NLN in relation to them.

In the United Kingdom, services work closely with people accessing supports to ensure that they are satisfied with the service they are receiving and to enable them to play a central role in how the service is delivered.

In Momentum Care, advocacy supports focus on ensuring that people are happy with the service they are receiving and, in 2013, a service user forum was held and a questionnaire was distributed to service users, carers and staff. Feedback was used to enhance the service that people receive.

In 2013, Momentum Skills carried out regular customer interviews with people accessing its Work Choice and Momentum Skills grant -funded programmes to ensure that programmes are meeting their needs and wishes. Momentum Skills also began to use online tools to seek the views of its learners during their training programmes.

In 2013, work continued to ensure that Chaseley's residents play a central role in the service they receive. This is very important because the service plays such a large part in their lives. Resident representatives meet with managers on a monthly basis and attend every meeting of the Board of Trustees, playing a meaningful role in strategic decision making in the Trust. In addition, Chaseley commissioned an external review of service user engagement to be completed in 2014.

TBG Learning is committed to working with its learners to ensure that its training courses are meeting their needs. In 2013, TBG Learning commissioned a very satisfaction survey to gauge the attitudes of its learners. The survey had a 73% response rate and 92% of those surveyed stated that they were satisfied or very satisfied with the service they received. In addition, learners were invited to a number of 'Learner Voices' focus groups, feedback from which directly influenced service provision.

Human Resources

Just over 3,200 people work in the Rehab Group and its divisions at present, in a wide variety of roles that reflect the diversity of our services. Our people have an array of qualifications, from certificate to Post-doctoral level and a wide breadth of work and life experiences which enrich our services and workplaces.

The HR department has responsibility for strategic management of our human resources, supporting each division in adapting to changing models and environments and in delivering excellent services. The department works to ensure that our recruitment and training practices provide the high calibre of staff we need and to support all employees to perform their role to the highest standards.

The greatest number of people employed in Rehab are in roles working directly with the people who use our services. These roles are supported by colleagues in support, specialist, clinical, administrative, governance and technical roles. All of our people contribute to the overall aims of the Group, supporting the delivery of our services and products to our clients, their families and our customers.

707 training events over 1,032 training days were delivered for 5,861 participants in 2013, supporting our people to perform with excellence in their roles.

Resourcing

In 2013 the Human Resources department supported divisions to ensure the organisation can compete for service contracts in tendering processes put in place by government bodies in Ireland and the UK. Its support and input helped to position the organisation to adapt, expand and diversify into new areas of activity and create new areas of expertise. A new business model was put into place for the set-up of Saudi Rehab Group Services, and staff were recruited and deployed to Riyadh, Saudi Arabia in support of this new area of delivery.

The number of employees throughout the Rehab Group decreased during 2013 from 3,527 in December 2012 to 3,339 in December 2013. This was a result of some contracts ending and Rehab ceasing its involvement in certain activities in the UK. The company endeavoured to support people during this transition and successfully transfer staff to other providers during these processes.

Learning and Development

Rehab is committed to ensuring that all employees have the training that they need to perform their roles safely and competently, and the opportunity to grow and develop their skills. The HR team continued to implement learning and development strategies to support and strengthen the organisation. New training delivery methods were introduced enabling choice between training courses, short modules, technology-based distance learning and workplace coaching.

Compliance and Consistency

The HR department ensures that employees have access to a range of clear policies and processes to support them in their work environment. The department reviewed, developed and implemented a large volume of policy and procedures in 2013 to ensure compliance with new and revised legislation. As far as possible, HR policies and procedures have been standardised, across all Group divisions.



Over 400 new posts, which were not in place in 2012, were created across Group divisions in 2013.

HR Management Information System

As part of the HR management information system project, a learning development module was introduced in Ireland, and an employee self-service portal became available to all employees in Ireland, enabling them to access their employee data on-line and make defined changes to personal data. Planning commenced for the implementation of the time and attendance module across all Irish divisions, with successful implementation in Rehab Enterprises. The implementation of this MIS system also commenced in the UK with TBG Learning, with plans to implement this further in 2014. Changes were also made to the online recruitment process, with investment in an online applicant tracking system, the Monster Talent Management Suite which allows us to leverage our position on social media to attract candidates to the organisation. This was delivered in TBG Learning in May 2013 and in Ireland in September 2013.

Policy and Service Compliance

It is the aim of the Rehab Group that its services meet and exceed the requirements of all relevant legislation and regulation, and comply with best practice. The Policy and Service Compliance Department supports this through the development and operational oversight of an internal audit function, a policy framework, a clinical risk framework, a health and safety management system and a risk management system. These group-wide systems support our people to manage positively the risks inherent in the services and businesses that they deliver, so that they can be provided in a way that delivers the best possible outcomes for the people who use our services. It also has responsibility for the HeadsUp suicide prevention service aimed at young people.

Group Policy

Group policies are developed in partnership between the divisions and the policy and coordination department, to ensure that people have the necessary tools to provide services safely and to a high standard. During the year nine policies were reviewed and eight new policies implemented, bringing the total number to 81, covering areas such as safeguarding, protection, financial management, HR practices, risk management, property and fundraising among others.

Internal Audit

The Group's Internal Auditor joined the team in late 2013, following a review of the scope of the function, and work commenced on developing a new integrated compliance and audit model. The Internal Auditor has a direct content reporting line into the Rehab Group Audit Committee.

Service Compliance

The team works with each operational team to identify regulatory and best practice requirements for each service, and to assist our people to actively support service users' positive outcomes, while managing organisational risk where possible. Issues addressed in partnership include medication, admissions and behaviours that challenge. During the year 13 service validation audits were completed, a collaborative, clinical support log was further developed. Processes and policies relating to service compliance and risk management were refined, all supporting services to achieve improved standards.

28,709 people have been reached by the HeadsUp text service since its launch in August 2007 – 1,133 of these in 2013.

A total of 238 people benefited from Applied Suicide Intervention Skills Training (ASIST) (121 people) and SafeTalk (117 people) suicide prevention courses.

Health and Safety

Health and safety management is an inherent part of the Rehab Group's services and is supported by dedicated resources at Group and divisional level. A Group-wide health and safety management system and comprehensive incident management system have been put in place to support all service users and employees. A full review was undertaken in 2013 to ensure the safety management system meets the needs of services and reflects the requirements of all relevant standards and legislation.

All people are encouraged to report incidents and near misses through a positive reporting culture. 4,104 incidents were reported across the Group of which 52 were reported and managed as incidents reportable to the relevant authority. A comprehensive health and safety training strategy is in place, and in 2013 e-learning modules were developed and successfully piloted for managers' health and safety refresher training. RehabCare received a major quality award from the National Irish Safety Organisation for the implementation of its health and safety management system.

Risk Management

A fundamental element of every staff member's working day is the positive management of risk; at individual level, in the achievement of service users' goals and aspirations, and business service risks. The Group continues to operate and evolve its risk management system in line with the international standard ISO 31000:2009 .

A total of 172 internal health and safety audits/site visits were completed in 2013 - an increase in activity of 72 per cent on 2012.



HeadsUp, Rehab's national suicide prevention project aimed at young people had another challenging year due to the impact of funding restrictions. Despite this, several key achievements were recorded. Eleven Raising Boys for Fathers courses were delivered in community, school, workplace and prison settings. A second successful Leaving Cert results webcast was delivered as part of the Result Survival campaign. On World Mental Health Day, HeadsUp extended its Acts of Random Kindness campaign with the development of an online resource toolkit for schools, enabling them to run Acts of Random Kindness campaigns to suit the specific needs of their own school.

The HeadsUp website had 53,731 website users and 62,056 visits, representing a significant increase in activity from 2012. Peak periods of engagement occurred during exams time and at exam results, and from October to December. As part of its awareness raising and stigma reduction campaign, HeadsUp was featured in 124 newspaper articles – 17 national and 107 local – and on 18 radio interviews.

98 staff members completed Institution of Occupational Safety and Health (IOSH) Managing Safely training and 85 staff completed the IOSH Working Safely course or an equivalent.

Finance

In 2013 the Rehab Group reported an operating surplus of €1.1 million, up from the €0.2 million reported in 2012.

Turnover fell by three per cent to €178 million, from €183 million in 2012. This is the sixth year in a row that there has been a reduction from the peak of €216 million in 2008. For the second year in a row, net cash at year-end fell: by €3.9 million in 2013 and €1.2 million in 2012, and the Group continues to closely manage working capital. The net cost of servicing debt rose to €349,000.

In Ireland, businesses focussed on the employment of people with disabilities had another difficult year; however, following some restructuring and refocusing, the situation did improve on the previous year. All services in Ireland operated within their allocated funding and whilst significant savings have been made across the Group in non-pay costs, the whole area of cost control and reduction remains a key focus.

In the United Kingdom, TBG Learning unfortunately lost a significant contract following a poor Office for Standards in Education, Children's Services and Skills inspection. This resulted in the closure of 11 centres and associated with this 150 staff members were made redundant. The joint venture with Interserve plc, Rehab Jobfit performed well. Regrettably the Chaseley Trust has also suffered following the suspension of new referrals to this service. Every effort is being made to address the issues leading to this suspension.

The Board's Audit Committee, chaired by Liam Hogan, oversaw the work plan for the internal audit function in 2013 and formally approved the work plan for 2014.

As a not-for-profit organisation, resources are committed to services for people with disabilities and other socially-disadvantaged groups. As the organisation has a staff of over 3,200, and with a

substantial number of people and their families benefiting from the services provided annually, the Group needs to create and hold reserves to support itself as an independent, viable undertaking.

Whereas it is the Group's aim that its core services should be self-financing, some services are currently operating with deficits. Moreover, the Group continues to invest in a capital programme. Historically, the Group developed ancillary activities, such as pools, lotteries and fundraising activities, to ensure that deficits are covered and to contribute to the capital programme, and also to allow for unfunded innovation in certain service areas. Fundraising is a very competitive business and the Group continues to look at different ways of raising funds. Most of the Group's fundraising is now event-driven rather than traditional donation.

The winding down of the Irish Government's Charitable Lottery Fund will mean a significant reduction in funds available for capital projects in the coming years.

The Group acknowledges with gratitude the contribution by the public authorities both in Ireland and in the United Kingdom to the development of its services. During the year €4.5 million was spent on capital expenditure (€7.8 million in 2012), which was funded in part by way of capital grants of €2.1 million (€3.4 million in 2012) from various agencies, with the balance coming from fundraising and the Group's own resources. Finally, movement in the €/£Stg exchange rate during the year had a negative impact on reserves of €317,000; however, a revaluation of tangible assets on a depreciated replacement cost basis led to an uplift of €4.2 million.

(Extracts from Consolidated Financial Statements)**Consolidated Revenue Account & Statement of recognised gains & losses**

	2013 €000's	2012 €000's
Turnover	178,130	183,039
Surplus attributable to the group	1,117	217
Taxation	(176)	(74)
Actuarial loss in respect of pension scheme	(34)	(27,133)
Net gain from curtailment of pension scheme	0	51,909
Revaluation of tangible assets	4,201	4
Foreign currency translation adjustments	(317)	312
Total recognised (losses) & gains since last annual report	4,791	25,235

Consolidated Balance Sheet as at December 31st

	2013 €'000	2012 €'000
Fixed Assets	122,962	120,646
Current Assets		
Stocks	857	1,065
Debtors	20,342	19,115
Bank	32,767	37,064
	53,966	57,244
Creditors - amounts falling due within one year	(36,916)	(39,100)
Net current assets	17,050	18,144
Total assets & less current liabilities	140,012	138,790
Provision for liabilities and charges	(4,796)	(5,603)
Creditors - amounts falling due after more than one year	(54,426)	(57,426)
Net Assets	80,790	75,761
Capital & Reserves	80,790	75,761
Total reserves	80,790	75,761

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Directors and Other Information

Board of Directors

BW Kerr (R) (Chairman)
A Heron (A) (Vice Chairman)
P Cremin
D Doyle (R)
N Gildea (AN)
H Governey (R)
L Hogan (ANR)
G Lambert
P Lydon
D Tallon
F Flannery (A - resigned 10 March 2014)
J Smith

A – member of audit committee

R – member of remuneration committee

N – member of nominations committee

Secretary and Registered Office

K Poole
Roslyn Park
Sandymount
Dublin 4

Registered Number

14800

Charity Number

CHY4940

Chief Executive

A Kerins (resigned 4 April 2014)

Auditors

PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
One Spencer Dock
North Wall Quay
Dublin 1

Solicitors

Ireland

McCann Fitzgerald
Riverside One
Sir John Rogerson's Quay
Dublin 2

Philip Lee Solicitors
7/8 Wilton Terrace
Dublin 2

UK

Withers Solicitors
16 Old Bailey
London EC4M 7EG

McClure Naismith
292 St Vincent Street
Glasgow
G25TQ

Bankers

Allied Irish Banks plc
Bank of Ireland
Barclays Bank plc
Royal Bank of Scotland
H.S.B.C.

Directors' Report

The directors present their report and the audited financial statements of the group and parent company for the year ended 31 December 2013.

Directors' responsibilities for financial statements

The directors are responsible for preparing the annual report and the financial statements in accordance with applicable Irish law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland.

Irish company law requires the directors to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the group and the parent company and of the surplus or deficit of the group and parent company for that period. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements are prepared in accordance with accounting standards generally accepted in Ireland and Irish statute comprising the Irish Companies Acts 1963 to 2013 and the European Communities (Companies: Group Accounts) Regulations, 1992. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Books of account

The measures taken by the directors to secure compliance with the company's obligation to keep proper books of account are the use of appropriate systems and procedures and employment of competent persons. The books of account are kept at Roslyn Park, Sandymount, Dublin 4.

Subsidiary companies

The information required by section 158 of the Companies Act, 1963 in respect of subsidiary companies is given at note 28 of the financial statements.

Principal activities

The Rehab Group is a not for profit organisation, which provides high quality education, training, development, employment, job creation and social care services for those experiencing social and economic exclusion.

In addition the Group engages in various fund-raising and commercial activities and lottery promotions in support of its main objective.

Business review and future developments

The results for the Group show a surplus for the year of €0.9m (2012 surplus before exceptional item: €0.2m). The Group had net cash at year end of €14.9m versus net cash at 31 December 2012 of €17.6m. Net cash outflow before financing costs amounted to €2.7m versus an outflow of €0.6m in 2012.

Towards the end of the year, the group lost a significant contract in the UK. This led to the closure of 12 learning centres and associated redundancy costs being incurred in the year.

Business review and future developments (continued)

In April 2014, the Chief Executive took the decision to retire. The Board have appointed an independent external change management consultant to lead a root and branch review into the governance and structures of the Rehab Group and how it conducts its affairs. The objective of this review is to ensure that the Rehab Group achieves the highest level of confidence and trust of the people using its services, the staff, the funders both in Ireland and overseas, and all stakeholders. In addition the Board have decided to adopt the Statement of Recommended Practice for Accounting and Reporting by Charities for the year ended 31 December 2014.

In December 2012, The Rehab Group gave formal notice to the Trustees of its intention to cease its sponsorship of the defined benefit pension scheme in accordance with the scheme's rules. The Trustees notified members of their decision to wind up the scheme with effect from 17 March 2013. As at 31 December 2013, the wind up process was still ongoing but well advanced.

The business of the Group is quite diverse and complex however the directors believe there are opportunities for further growth and consolidation of services over the coming number of years both in Ireland and the UK.

Surplus and reserves

	€'000
Group	
Balance at beginning of year	75,761
Surplus for the year after taxation	941
Actuarial loss in respect of pension schemes	(34)
Revaluation of tangible assets	4,201
Foreign currency translation	(317)
Balance at end of year	<u>80,552</u>

Movement in reserves are disclosed in notes 18 and 19 to the accounts.

Principal risks and uncertainties

The current economic conditions are putting considerable pressure on all funders and this resulted in further cuts in funding in 2013. We envisage further cuts in 2014. Management continue to work to improve and streamline structures for risk management, and the Group is committed to a culture of continuous improvement.

Key performance indicators

The directors of The Rehab Group manage the group's operations on a divisional basis. For this reason, the directors believe that analysis using key performance indicators for the group and the company is not necessary or appropriate for an understanding of the development, performance or position of the business of The Rehab Group.

The Board received and formally approved a business plan and budget for 2014 at its meeting in December 2013.

The development, performance and position of the divisions of The Rehab Group, which includes the company, is discussed in the group's annual report which does not form part of this report.

Research and development

The Rehab Group continues to progress its research into best practice in the provision of its services. The drive to monitor and evaluate services has increased with information received from client feedback becoming an integral part of such evaluations.

Subsequent events

Other than as disclosed above, there have been no significant events affecting The Rehab Group since the year end.

Directors' Report (continued)

Directors

The names of the persons who were directors at any time during the year ended 31 December 2013 are set out below. Unless indicated otherwise they served as directors for the entire year.

BW Kerr (Chairman)

A Heron (Vice Chairman)

HD Cashell (deceased 6 October 2013)

P Cremin

D Doyle

F Flannery (resigned 10 March 2014)

N Gildea

H Governey

L Hogan

G Lambert

P Lydon

ME Marren (deceased 8 March 2013)

J Smith

D Tallon

Auditors

The auditors, PricewaterhouseCoopers, will be re-appointed in accordance with section 160(2) of the Companies Act, 1963.

On behalf of the board

BW Kerr

L Hogan

26 May 2014

Independent Auditors' Report the Members of the Rehab Group

We have audited the group and parent company financial statements of the Rehab Group for the year ended 31 December 2013 which comprise the Group consolidated Income and Expenditure account, the Group Statement of Total Recognised Gains and Losses, the Group consolidated Balance Sheet, the parent company Balance Sheet, the Group consolidated Cash Flow Statement, the Accounting Policies and the related notes. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

Respective responsibilities of directors and auditors

As explained more fully in the Directors' Responsibilities Statement set out on page 3, the directors are responsible for the preparation of the financial statements giving a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with Section 193 of the Companies Act, 1990 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Scope of the audit of the financial statements

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

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the state of the group's and of the parent company's affairs as at 31 December 2013 and of the group's surplus and cash flows for the year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Acts 1963 to 2013.

Matters on which we are required to report by the Companies Acts 1963 to 2013

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion proper books of account have been kept by the parent company.
- The Parent Company Balance Sheet is in agreement with the books of account.
- In our opinion the information given in the Directors' Report is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the provisions in the Companies Acts 1963 to 2013 which require us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by law are not made.

John Dunne

for and on behalf of PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Dublin
28 May 2014

Accounting Policies and Estimation Techniques

The significant accounting policies and estimation techniques adopted by the Group and parent company are as follows:

Basis of preparation

The financial statements have been prepared in accordance with accounting standards generally accepted in Ireland and Irish statute comprising the Companies Acts 1963 to 2013 and the European Communities (Companies: Group Accounts) Regulations, 1992. Accounting standards generally accepted in Ireland in preparing financial statements giving a true and fair view are those issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland.

The consolidated financial statements of The Rehab Group incorporate the results of The Rehab Group and all of its subsidiaries, and its share of the results of associate and joint venture undertakings for the year ended 31 December 2013. The results of subsidiaries are included from the effective date of acquisition. Acquisition accounting principles are followed in respect of all subsidiaries acquired.

Historical cost convention

The financial statements are prepared under the historical cost convention modified by the revaluation of certain land and buildings.

Tangible fixed assets

Land and buildings, with the exception of leasehold properties and leasehold improvements, are recorded at valuation less accumulated depreciation since the date of the previous valuation. Leasehold properties and leasehold improvements are recorded at cost less accumulated depreciation.

Plant and machinery, fixtures and fittings, computer equipment and motor vehicles are stated at cost less accumulated depreciation.

Depreciation

Buildings are depreciated on a straight line basis at a rate of 2 - 4% per annum on both cost (without deduction of capital based grants) and valuation.

All other assets are depreciated on a straight line basis at such rates as will write off the cost of these assets over the period of their expected useful lives.

Grants

- i) Grants from public authorities, the European Social Fund, and other agencies both in Ireland and the United Kingdom, are credited to the income and expenditure account in the year to which they relate.
- ii) Grants received towards capital expenditure are treated as deferred credits, which are credited to the income and expenditure account on the same basis as the related fixed assets are depreciated.
- iii) Grants are recognised when their receipt can be foreseen with virtual certainty.

Revenue

Turnover comprises fees for the provision of care, employment and training services and income from the sale of goods and services supplied by the Group's commercial enterprises and from fundraising activities and the sale of lottery products in support of its main objective.

With the following exceptions all revenue items are credited to the income and expenditure account for the year to which they relate:

- Income from fundraising activities is recorded in the income and expenditure account when the cash is received or the amount receivable has been determined with certainty.
- Income from the Charitable Lottery Fund is recognised on a cash receipts basis.

Stocks

Stocks and work in progress have been valued at the lower of cost (which is comprised of suppliers' invoice price of materials) and net realisable value.

Net realisable value comprises the actual or estimated selling price (net of trade but before settlement discounts), less all costs to be incurred in marketing, selling and distribution.

Financial fixed assets

Investments in associated undertakings, where the Group has a long-term strategic interest, are recorded using the equity method of accounting. Under this method the Group's current year share of post-acquisition profits less losses is included in the income and expenditure account and added to the carrying value of the investments in the balance sheet.

The group's share of turnover and results of joint ventures, which are entities in which the group holds an interest on a long-term basis and which are jointly controlled by the group and one or more other ventures under a contractual arrangement, are equity accounted from the dates on which the joint venture agreements are finalised.

Interests in subsidiary undertakings are stated in the company's balance sheet at cost, less provision for any permanent diminution in value.

Accounting for partnership interests

These financial statements include the results of TBG Learning Limited, and its share of the results of the Rehab Jobfit LLP. In accordance with FRS 9, the group has included its share of assets, liabilities and profits from the 51% share held in Rehab Jobfit LLP. Rehab Jobfit LLP is a limited liability partnership between The Rehab Group, TBG Learning Limited, and interserve PFI 2009 Limited. The partnership is jointly controlled by both parties. The Rehab Group has a 51% interest in the profits, assets and liabilities of the partnership. This interest has been assigned to TBG Learning Limited by The Rehab Group. TBG Learning Limited has been appointed to the partnership as a corporate member. The partnership remains under the joint control of The Rehab Group and Interserve PFI 2009 Limited. There is no restriction on the distribution of the partnership's profits and reserves.

Goodwill

Goodwill, representing purchased goodwill, being the difference of the cost of acquisition of new subsidiaries, joint ventures and associates over the fair value of the net tangible assets acquired, is capitalised as an intangible asset and amortised over a certain period. The period chosen is the directors' best estimate of the goodwill's useful life. Goodwill on acquisitions prior to the introduction of FRS 10 "Goodwill and Intangible Assets" was eliminated against reserves.

Leases

Where tangible assets are financed by leasing agreements which give rights approximating to ownership ("finance leases") they are treated as if they had been purchased outright at the present values of the minimum lease payments and the corresponding leasing liabilities are shown in the balance sheet as finance leases.

Depreciation on leased assets is calculated on a straight line basis over the estimated useful lives of the individual assets. Interest arising on finance leases is charged to the income and expenditure account in proportion to the amounts outstanding under the leases.

All operating lease rentals are charged to the income and expenditure account on a straight line basis.

Pensions

The Rehab Group operates defined contribution and defined benefit (currently being wound up) pension schemes. The pension entitlements are secured by contributions by the Rehab Group to separately administered pension funds. A defined benefit plan is a pension plan that defines an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and remuneration. A defined contribution plan is a pension plan under which the Rehab Group and employees pay a fixed percentage of the employee's salary as a contribution into a separate fund. Under such plans, the Rehab Group has no further payment obligations once the contributions have been paid.

Accounting Policies and Estimation Techniques (continued)

The costs arising in respect of the Rehab Group's defined contribution schemes are charged to the income and expenditure account in the period in which they are incurred.

The operating charge arising in respect of the Rehab Group's defined benefit pension scheme is recognised in the income and expenditure account of the Rehab Group in the period. It includes current service costs representing the increase in the present value of the scheme liabilities expected to arise from employee service in the current period, and past service costs arising in the current period as a result of the introduction of or improvement to, retirement benefits earned from past service and these are recorded as an expense in the income and expenditure account.

The amount recognised as a finance cost in the income and expenditure account of the Rehab Group in the period represents the expected return on the pension scheme assets less the interest cost related to the increase in the present value of the scheme liabilities as a result of the passage of time.

Any gains or losses arising from the curtailment or settlement of employee retirement benefits are recognised immediately in the income and expenditure account of the Rehab Group.

Actuarial gains or losses arising in the period because events have not coincided with the actuarial assumptions made for the last valuation period or because the actuarial assumptions have changed are recorded in the Statement of Total Recognised Gains and Losses of the Rehab Group.

Within subsidiary companies the contributions to the defined benefit scheme are charged to the income and expenditure account in the period in which they are incurred as the directors have availed of the multi-employer exemption outlined in paragraph 9 (b) of the amended FRS17 - Retirement benefits and have accounted for the contributions to the scheme as if it were a defined contribution scheme.

Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rates ruling at the balance sheet date and revenues, costs and non-monetary assets at the exchange rates ruling at the dates of the transactions.

Profits and losses arising from foreign currency translations and on settlement of amounts receivable and payable in foreign currency are dealt with in the income and expenditure account.

Monetary assets are monies held and amounts to be received in money; all other assets are non-monetary assets.

The balance sheets of foreign subsidiary undertakings, joint ventures and associates are translated into Euro using the closing rate method and profit and loss accounts are translated using the average rate for the period. Exchange differences arising from the translation of the opening net investment together with the difference between the profit and loss translated at the average rate and closing rate are dealt with as adjustments to reserves.

Consolidated Income and Expenditure Account

Year Ended 31 December 2013

	Notes	2013 €'000	2012 €'000
Turnover including share of joint venture		178,130	183,039
Less: share of joint venture turnover		(5,059)	(4,722)
Group turnover	1	173,071	178,317
Operating deficit – parent and subsidiary undertakings	2	(511)	(181)
Operating surplus – associated and joint venture undertakings	10	1,997	1,727
Operating surplus after associates		1,486	1,546
Loss on sale of fixed assets		(20)	(1)
Surplus before finance costs		1,466	1,545
Net finance costs	5	(349)	(1,328)
Surplus before exceptional item		1,117	217
Exceptional items			
Net gain from curtailment of defined benefit scheme	4	-	51,909
Surplus for financial year before taxation		1,117	52,126
Taxation	6	(176)	(74)
Surplus for year attributable to the group		941	52,052

Turnover and surplus arose solely from continuing activities.

Note of Historical Cost Surplus

Year Ended 31 December 2013

	2013 €'000	2012 €'000
Surplus for the year	941	52,052
Difference between the historical cost depreciation charge and the actual depreciation charge for the year calculated on the revalued amount	681	631
Historical surplus for the year	1,622	52,683

On behalf of the board

BW Kerr

L Hogan

Statement of Total Recognised Gains and Losses

Year Ended 31 December 2013

	<i>Notes</i>	2013 €'000	2012 €'000
Surplus attributable to the group		941	52,052
Actuarial loss in respect of pension scheme	4(b)	-	(26,995)
Net share of actuarial loss in respect of associates pension scheme	10	(34)	(138)
Revaluation of tangible assets	18	4,201	4
Currency translation differences on foreign currency net investments	20	(317)	312
Total recognised gains recognised since last annual report		4,791	25,235

Consolidated Balance Sheet

31 December 2013

	Notes	2013 €'000	2012 €'000
Fixed assets			
Intangible assets - goodwill	8	869	749
Intangible assets - negative goodwill	8	(423)	(477)
Tangible assets	9	120,326	118,789
Financial assets			
Investments:			
Investment in joint venture:			
Share of gross assets		5,842	5,911
Share of gross liabilities		(4,065)	(4,389)
		1,777	1,522
Other investments		108	-
Investment in associates		305	63
	10	2,190	1,585
Total fixed assets		122,962	120,646
Current assets			
Stocks	11	857	1,065
Debtors	12	20,342	19,115
Cash at bank		32,767	37,064
		53,966	57,244
Creditors - amounts falling due within one year	13	(36,916)	(39,100)
Net current assets		17,050	18,144
Total assets less current liabilities		140,012	138,790
Creditors - amounts falling due after more than one year	14	(54,664)	(57,426)
Provisions for liabilities and charges	15	(4,796)	(5,603)
Net assets		80,552	75,761
Capital and reserves			
Donated asset reserve		330	330
Capital reserve	18	62,286	58,085
Revenue reserve	19	17,936	17,346
Total reserves		80,552	75,761

On behalf of the board

BW Kerr

L Hogan

Company Balance Sheet

31 December 2013

	Notes	2013 €'000	2012 €'000
Fixed assets			
Tangible assets	9	84,675	81,793
Financial assets	10	381	139
		85,056	81,932
Current assets			
Debtors	12	6,356	4,160
Cash at bank		11,512	9,862
		17,868	14,022
Creditors - amounts falling due within one year	13	(6,186)	(4,538)
Net current assets		11,682	9,484
Total assets less current liabilities		96,738	91,416
Debtors - amounts falling due after more than one year	12	5,029	5,491
Creditors - amounts falling due after more than one year	14	(35,523)	(38,688)
Provisions for liabilities and charges	15	(2,818)	(2,951)
Net assets		63,426	55,268
Capital and reserves			
Donated asset reserve		330	330
Capital reserve	18	56,957	51,971
Revenue reserve	19	6,139	2,967
Total reserves		63,426	55,268

On behalf of the board

BW Kerr

L Hogan

Consolidated Cash Flow Statement

Year Ended 31 December 2013

	Notes	2013 €'000	2012 €'000
Net cash inflow from operating activities	22	257	3,969
Returns on investments and servicing of finance			
Interest received	5	282	492
Interest paid	5	(631)	(549)
Net cash outflow from returns on investments and servicing of finance		(349)	(57)
Taxation			
Corporation tax paid		(48)	(48)
Capital expenditure			
Purchase of tangible fixed assets	9	(4,506)	(7,831)
Sale of fixed assets		136	7
Capital grants received	17	2,156	3,428
Net cash outflow from capital expenditure		(2,214)	(4,396)
Acquisitions and disposals			
Acquisition of investment/minority interest-joint ventures		(336)	(64)
Net cash outflow from acquisitions and disposals		(336)	(64)
Net cash outflow before financing		(2,690)	(596)
Financing			
Decrease of borrowings	24	(1,163)	(622)
Net cash outflow from financing		(1,163)	(622)
Decrease in cash	24	(3,853)	(1,218)

Notes To The Financial Statements

1 Group turnover

Turnover is comprised of:

Manufacturing products and retail
Training and employment activities
Day activity and care services
Fund-raising and lottery income
Charitable Lotteries Fund

By geographical location:

Republic of Ireland
United Kingdom
Other

2013 €'000	2012 €'000
19,324	19,033
86,816	87,724
51,512	53,998
12,713	13,449
2,706	4,113
173,071	178,317
117,863	118,363
49,424	54,618
5,784	5,336
173,071	178,317

The Rehab Group (Holding Company) received €2,581,293 from The Charitable Lotteries Fund in 2013.

This amount is included in the €2,706,185 shown above.

2 Operating deficit - parent and subsidiary undertakings

Turnover
Staff costs (note 3)
Raw materials, consumables and prizes
Freight and duty
Operating lease charges:
- Land and building
- Other
Other operating charges
Depreciation (note 9)
Amortisation of capital grants (note 17)
Amortisation of goodwill (note 8)
Other operating income
Decrease in stocks of finished goods and WIP (note 11)
Operating deficit

The above surplus for the year has been arrived at after charging:

Auditors' remuneration - group
- Statutory audit of group and subsidiaries' accounts
- Other assurance services
- Tax advisory services

2013 €'000	2012 €'000
173,071	178,317
(99,098)	(99,677)
(14,157)	(15,771)
(636)	(313)
(2,887)	(3,850)
(3,047)	(3,375)
(49,800)	(51,473)
(6,803)	(6,808)
2,439	2,511
(63)	(62)
262	254
208	66
(511)	(181)
301	299
41	38
69	72
411	409

2 Operating deficit - parent and subsidiary undertakings (continued)

	2013 €'000	2012 €'000
Auditors' remuneration - company		
- Statutory audit	16	16
- Tax advisory services	23	21
	39	37

3 Staff costs

The average number of persons employed by the group during the year 2013 was 3,450 (2012: 3,410).

	2013 €'000	2012 €'000
Surplus for the year has been arrived at after charging:		
Staff costs:		
- wages and salaries	85,392	84,511
- social welfare costs	8,039	7,868
- defined benefit pension scheme current service cost	660	2,640
- other pension costs	5,007	4,658
	99,098	99,677

4 Pensions

The Group operates a number of pension schemes for employees of a number of group companies. The pension schemes include both defined benefit and defined contribution schemes and the assets are all held in separate trustee administered funds. Details of the principal schemes are outlined below.

(a) Defined benefit schemes

In December 2012 the Rehab Group gave formal notice to the Trustees of their intention to cease its sponsorship of the Defined Benefit Scheme with an effective date of 31 December 2012, in accordance with the scheme rules. Given this decision the Trustees informed members of their decision to wind-up the scheme with effect from 17th March 2013.

The wind-up of the scheme was known at 31 December 2012 and constituted a curtailment event under FRS 17 and was treated as such in the actuarial valuation report at 31 December 2012. As agreed with the Scheme Trustees as part of the final settlement obligation, an additional contribution of €1,143,576 was paid by the company in 2013 based on a pro-rata of 2012 contribution rate. The balance of the final settlement obligation, agreed with the scheme's Trustees, which was payable at 31 December 2013, amounted to €5.4m. The majority of the schemes assets and liabilities were discharged in 2013. The scheme retains assets (and therefore liabilities) of €1,703,000 at 31 December 2013 which are held in cash in the trustee bank account. The remaining assets and liabilities are expected to be discharged fully by 31 December 2014.

Notes To The Financial Statements

(continued)

4 Pensions (continued)

(b) Financial Reporting Standard 17 'Retirement Benefits' disclosures

The amounts recognised in the balance sheet at 31 December 2013 and 31 December 2012 were measured in accordance with the requirements of Financial Reporting Standard 17 and were as follows:

	2013 €'000	2012 €'000
Total market value of assets	1,703	67,270
Present value of scheme liabilities	(1,703)	(67,270)
Net deficit in the scheme	-	-
Related deferred tax liability	-	-
Net pension deficit	-	-

The following amounts have been recognised in the performance statements for the year ended 31 December 2013 and 31 December 2012 under the requirements of FRS 17.

	2013 €'000	2012 €'000
Operating surplus		
Current service cost	660	2,640
Past service cost	-	-
Settlement loss recognised	484	-
	1,144	2,640
Other finance expense		
Expected rate of return on pension scheme assets	-	3,524
Interest on pension scheme liabilities	-	(4,795)
	-	(1,271)
Curtailment gain	-	58,991
Statement of recognised gains and losses		
Actual return less expected return on pension scheme assets	-	2,928
Experience gains and losses arising on the scheme liabilities	-	(1,751)
Changes in assumptions underlying the present value of the scheme liabilities	-	(28,172)
Actuarial loss recognised in the statement of total recognised gains and losses	-	(26,995)

The actual return on plan assets was:

	2013 €'000	2012 €'000
Actual return on plan assets	-	6,453

4 Pensions (continued)

(b) Financial Reporting Standard 17 'Retirement Benefits' disclosures (continued)

	Pension assets €'000	Pension liabilities €'000	Pension deficit €'000
Movement in scheme assets and liabilities - 2013			
At 31 December 2012	67,270	(67,270)	-
Current service cost	-	(660)	(660)
Employer contributions	1,144	-	1,144
Plan settlements	(66,711)	66,227	(484)
At 31 December 2013	1,703	(1,703)	-

Movement in scheme assets and liabilities - 2012

At 31 December 2011	56,664	(89,514)	(32,850)
Current service cost	-	(2,640)	(2,640)
Interest on scheme liabilities	-	(4,795)	(4,795)
Expected return on scheme assets	3,524	-	3,524
Actual less expected return on scheme assets	2,929	-	2,929
Actuarial loss	-	(29,923)	(29,923)
Plan participants' contributions	840	(840)	-
Benefit payments	(1,322)	1,322	-
Premiums paid	(129)	129	-
Employer contributions	4,764	-	4,764
Plan curtailments	-	58,991	58,991
At 31 December 2012	67,270	(67,270)	-

All of the scheme liabilities above arise from schemes that are wholly or partly funded.

Risks and rewards arising from the assets

At 31 December 2013 the residual assets relating to the scheme were held entirely as cash due to the wind up of the scheme.

	2013 %	2012 %
(as a percentage of total scheme assets)		
Equities	-	2.69
Bonds	-	0.60
Property	-	1.84
Other - mainly consisting of cash	100	94.87

Scheme assets do not include any of the Rehab Group's own financial instruments, or any property occupied by The Rehab Group.

Notes To The Financial Statements

(continued)

4 Pensions (continued)

(b) Financial Reporting Standard 17 'Retirement Benefits' disclosures (continued)

Expected rate of return

	2013 %	2012 %
Expected long-term rate of return on assets overall	-	-
Consists of:		
- Equities	-	-
- Bonds	-	-
- Property	-	-
- Other	-	-

The main actuarial assumptions used in the valuation were:

	2013	2012
31 December:		
Rate of increase in salaries	-	2.00%
Rate of increase in pensions in payment	-	2.00%
Discount rate	-	3.90%
Inflation assumption	-	2.00%

Assumptions regarding future mortality are based on advice from published statistics and experience.

The assumed life expectations of retirement at age 65

	2013	2012
1 Retiring today (member age 65)	N/A	23.30
2 Retiring in 20 years (member age 45 today)	N/A	25.80

4 Pensions (continued)

(b) Financial Reporting Standard 17 'Retirement Benefits' disclosures (continued)

Experience gains and losses for the year ended 31 December 2013

	2013 €'000	2012 €'000	2011 €'000	2010 €'000	2009 €'000
Present value of the defined benefit obligation	(1,703)	(67,270)	(89,514)	(78,778)	(70,133)
Fair value of plan assets	1,703	67,270	56,664	55,368	47,352
Net pension deficit	-	-	(32,850)	(23,410)	(22,781)
Difference between the expected and actual return on scheme assets	-	2,929	(6,534)	1,595	2,554
Percentage of scheme assets	-	4%	(11.53%)	2.88%	5.39%
Experience gains and losses on scheme liabilities	-	(1,751)	2,245	4,605	(1,232)
Percentage of the present value of the scheme liabilities	-	(3%)	(2.50%)	(5.85%)	1.76%
Total recognised in statement of total recognised gains and losses	-	(26,995)	(11,196)	(436)	8,790
Percentage of the present value of the scheme liabilities	-	40%	12.51%	0.55%	12.5%

(c) Defined Contribution Schemes

For certain Group employees, the pension entitlements are secured by defined contribution schemes. The defined contribution pension charge for the year was €5,007,000 (2012: €2,326,000). The amount payable at the year end was €1,756,805.

5 Finance costs

	2013 €'000	2012 €'000
This interest was in respect of:		
Interest receivable	282	492
Interest payable:		
Borrowings wholly repayable within five years	(576)	(528)
Borrowings not wholly repayable within five years	(55)	(21)
	(349)	(57)
Other finance costs re pension scheme:		
Interest on scheme liabilities	-	(4,795)
Expected return on scheme assets	-	3,524
	-	(1,271)
Total charge	(349)	(1,328)

Notes To The Financial Statements

(continued)

6 Taxation

	2013 €'000	2012 €'000
Corporation tax:		
Overseas corporation tax on profit in the current year	(176)	(74)

The Group's operations are substantially not for profit and accordingly avail of the Charities exemption from corporation tax. The remainder of operations which are subject to corporation tax have, where possible, utilised tax losses brought forward to derive a nil charge for tax. The charge above relates to the activities of the Polish and Netherlands branches of Rehab Enterprises Limited.

7 Company surplus for the financial year

In accordance with Section 148(8) of the Companies Act, 1963 and Section 7(1A) of the Companies (Amendment) Act, 1986, the company is availing of the exemption from presenting its individual revenue account to the Annual General Meeting and from filing it with the Registrar of Companies. The company's surplus for the year before exceptional item is €3.2m (2012: deficit of €5,720,000).

8 Intangible assets

	Goodwill on Redrock and Acorn acquisitions €'000	Goodwill on joint venture €'000	Negative goodwill €'000	Total 2013 €'000	Total 2012 €'000
At beginning of year	58	691	(477)	272	285
Currency adjustments	(2)	-	12	10	(15)
Goodwill on joint venture					-
Additions	227	-	-	227	64
Amortised during year	(6)	(99)	42	(63)	(62)
At end of year	277	592	(423)	446	272

In 2001 the Group took control of the Chaseley Trust by virtue of the fact that Rehab Holdings Limited controls the composition of the majority of its Trustees. This goodwill is amortised over 25 years as it arose primarily on a property acquired.

In December 2009 Rehab Enterprises transferred its glass and can recycling business into a new joint venture with another recycling company Glassco Recycling Limited. The joint venture company is called Rehab Glassco Limited and Rehab Enterprises holds 51% of its issued share capital. The directors have decided to amortize the goodwill arising on this transaction over 10 years.

In 2012 the Group acquired 100% of the shares of Acorn Training Consultants Ltd through its subsidiary TBG Learning Limited. The directors have decided to amortise the goodwill arising on this transaction over 10 years.

8 Intangible assets (continued)

In December 2013 the Group acquired the share capital of Redrock Document Processing Services Limited. This acquisition was made by Haven Products Limited which is a wholly owned subsidiary of The Rehab Group.

	Goodwill on acquisition Of Redrock Document Processing Services Limited '000
Fair value of net assets acquired	53
Consideration (including deferred consideration)	280
Goodwill arising	227

9 Tangible assets

	Land and buildings €'000	Plant and machinery €'000	Fixtures and fittings €'000	Computer equipment €'000	Motor vehicles €'000	Total €'000
Group						
Cost or valuation						
At 1 January 2013						
- valuation	102,171	-	-	-	-	102,171
- cost	24,485	13,449	11,585	11,456	5,027	66,002
	126,656	13,449	11,585	11,456	5,027	168,173
Revaluations	(4,737)	(6)	(2)	(1)	(1)	(4,747)
Translation adjustment	(222)	(47)	(83)	(88)	(5)	(445)
Additions	2,968	374	299	692	173	4,506
Disposals	(80)	(34)	(122)	(133)	(485)	(854)
At 31 December 2013	124,585	13,736	11,677	11,926	4,709	166,633
- valuation	89,579	-	-	-	-	89,579
- cost	35,006	13,736	11,677	11,926	4,709	77,054
	124,585	13,736	11,677	11,926	4,709	166,633
Accumulated depreciation						
At 1 January 2013	12,906	12,539	10,246	9,152	4,541	49,384
Revaluations	(8,942)	(5)	(2)	-	-	(8,949)
Translation adjustment	(51)	(36)	(68)	(73)	(4)	(232)
Charge for the year (note 2)	4,699	342	478	1,048	236	6,803
Disposals	(75)	(22)	(71)	(123)	(408)	(699)
At 31 December 2013	8,537	12,818	10,583	10,004	4,365	46,307
Net book amounts						
At 1 January 2013	113,750	910	1,339	2,304	486	118,789
At 31 December 2013	116,048	918	1,094	1,922	344	120,326

Notes To The Financial Statements

(continued)

9 Tangible assets (continued)

Group (continued)

Included above are the following amounts in respect of assets held under finance leases.

	2013 €'000	2012 €'000
Net book amount	-	-
Depreciation charge for year	-	-

The estimated useful lives of fixed assets by reference to which depreciation is calculated are as follows:

Freehold and leasehold buildings	25 - 50 years
Plant and machinery	3 - 10 years
Fixtures and fittings	3 - 10 years
Motor vehicles	5 - 7 years
Computer equipment	3 - 5 years

The properties included in freehold land and buildings were valued in Ireland by Lisney, 24 St Stephens Green, Dublin 2 at 31 December 2013 on the depreciated replacement cost basis. These valuations are included above.

	2013 €'000	2012 €'000
If these buildings had not been revalued, they would have been shown at the following amounts:		
Cost	98,673	96,007
Accumulated depreciation	(33,896)	(30,004)
Net book amount	64,777	66,003

Certain freehold and leasehold land and buildings are charged as security for the company's bank advances and loans.

9 Tangible assets (continued)

	Land and buildings €'000	Plant and machinery €'000	Motor vehicles €'000	Fixtures and fittings €'000	Computer equipment €'000	Total €'000
Company						
Cost or valuation						
At 1 January 2013						
- valuation	84,514	-	-	-	-	84,514
- cost	5,557	268	66	345	2,151	8,387
	90,071	268	66	345	2,151	92,901
Revaluations	(3,540)	-	-	-	-	(3,540)
Additions	1,650	14	-	2	44	1,710
Disposals	(64)	-	-	-	-	(64)
At 31 December 2013	88,117	282	66	347	2,195	91,007
- valuation	82,388	-	-	-	-	82,388
- cost	5,729	282	66	347	2,195	8,619
	88,117	282	66	347	2,195	91,007
Accumulated depreciation						
At 1 January 2013	9,197	187	38	273	1,413	11,108
Revaluations	(8,526)	-	-	-	-	(8,526)
Charge for the year	3,460	33	14	20	287	3,814
Disposals	(64)	-	-	-	-	(64)
At 31 December 2013	4,067	220	52	293	1,700	6,332
Net book amounts						
At 1 January 2013	80,874	81	28	72	738	81,793
At 31 December 2013	84,050	62	14	54	495	84,675

There are no assets held under finance leases.

If the company buildings had not been revalued, they would have been shown at the following amounts:

	2013 €'000	2012 €'000
Cost	68,352	66,766
Accumulated depreciation	(26,774)	(24,104)
Net	41,578	42,662

Notes To The Financial Statements

(continued)

9 Tangible assets (continued)

The Rehab Group has received capital grants from the Health Service Executive and local authorities in respect of various property developments. In addition certain properties are provided as security to financial institutions. Legal charges have been registered against the related properties as a result, details of which are set out below:

Property	Amount secured €'000	Person entitled	Nature of charge	Effective period
Roslyn Park, Sandymount, Dublin 4	* note	Allied Irish Bank	Mortgage	26 February 1985
Unit 2, Parkmore Business Park, Galway	* note	Bank of Ireland	Deed of mortgage	18 September 1998
Clash, Co. Kerry	59	Kerry County Council	Indenture of mortgage	2 April 1998
Roseville, Clonmel, Tipperary & Faythe, Wexford	1,132	South Eastern Health Board	Mortgage	22 December 1998
The Ramparts, Dundalk, Co. Louth	520	North Eastern Health Board	Mortgage	29 September 1999
Raheen Industrial Estate, Limerick	668	Mid Western Health Board	Mortgage and charge	22 December 1999
Liosbaun, Galway	1,270	Western Health Board	Charge	13 November 2001
Cootehill Road, Drumlee, Cavan	546	North Eastern Health Board	Charge	14 February 2003
Kylemore Road, Ballyfermot, Dublin 10	2,729	Eastern Regional Health Authority	Charge	31 December 2004
St. Anne's, Charleville Road, Tullamore, Co. Offaly	349	Midland Health Board	Mortgage	21 February 2002
Model Farm Road, Cork	1,570	Southern Health Board	Mortgage and charge	6 November 2000
Blennerville, Tralee, Kerry	311	Southern Health Board	Mortgage and charge	6 November 2000
Clash, Tralee, Kerry	381	Southern Health Board	Mortgage and charge	10 November 1999
Dromleigh South, Bantry, Cork - charge satisfied 15 April 2013	454	Cork County Council	Charge	13 November 2001
Grafton Court, Longford	549	Midland Health Board	Mortgage and charge	21 September 2000
Mullaghboy Industrial Estate, Navan, Co. Meath	265	North Eastern Health Board	Mortgage	25 June 1999

* note: All sums due or hereafter due from the company

9 Tangible assets (continued)

There are a number of legal charges in place over the related properties as a result of the grants received within Newgrove Housing Association details of the charges registered are set out below:

Property	Amount secured €'000	Person entitled	Nature of charge	Effective period
16 Glenina Heights, Dublin Road, Galway	339	The Mayor Alderman and Burgesses of the County Borough of Galway	Mortgage	28 June 2001
Site at Kill Abbey, Deansgrange, Co. Dublin	634	Dun Laoghaire Rathdown County Council	Mortgage	1 May 2002
Apts 1,2 and 3, Cootehill Road, Drumalee, Cavan	600	Cavan County Council	Mortgage	30 April 2003
No 12 and 14 Clonleigh Park, Lifford, Co. Donegal	347	Donegal County Council	Mortgage	13 May 2003
Graifen, Leopardstown Road, Foxrock, Dublin 18	977	Dun Laoghaire Rathdown County Council	Mortgage	5 August 2003
Highfield House, Knockloughlin, Co. Longford	444	Longford County Council	Mortgage	13 October 2003
Townland of Clybaun, Galway Folio 2837	397	Galway County Council	Mortgage	9 November 2004
74-76 Wingfield, Enniskerry Road, Stepside, Co. Dublin	425	Dun Laoghaire Rathdown County Council	Mortgage	16 June 2005
20 Balreask Manor, Navan, Co. Meath	673	Meath County Council	Mortgage	16 October 2006
19 Oaklands Green, Ardnacassagh, Longford	381	Longford County Council	Mortgage	8 November 2006
Property at Folio 7276F, Waterford	1,798	Waterford County Council	Mortgage	20 March 2007
24 Heathergrove, Mervue, Galway	1,256	Galway City Council	Mortgage	18 February 2008
Lands in Townland of Kilnamack West, Folio 7176F	140	Health Service Executive (South East)	Mortgage	18 August 2008
No 22 The willows, Oakleigh Wood, Tulla Road, Ennis, Co. Clare	611	Clare County Council	Mortgage	4 February 2009
Apps. 10, 22, 37, 51 St. Johns Well, Old Kilmainham Road Dublin 8	694	Dublin City Council	Charge	21 April 2010
No 1 The Boulevard, Grangerath, Drogheda, Co. Louth	899	Meath County Council	Charge	22 April 2010

Notes To The Financial Statements

(continued)

9 Tangible assets (continued)

There are also charges in place in relation to properties in Newgrove Housing Association Ltd which are not registered in the CRO as set out below:

Property	Amount secured €'000	Person entitled	Nature of charge	Effective period
No 4 & 5 Claragh Glen, Tonnaphubble, Sligo	401	The Mayor Alderman and Burgesses of the County Borough of Sligo	Mortgage	28 February 2002
No 15 Rosog, Ballinamore, Co Leitrim	245	Leitrim County Council	Mortgage	19 September 2002
No 13 Ripley Hills, Killarney Road, Bray, Co Wicklow	476	Wicklow County Council	Mortgage	30 April 2002
No 2 Castle Oaks, Dark road, Nenagh, Co. Tipperary	397	North Tipperary County Council	Mortgage/charge	6 December 2010
Stradavoher, Co Tipperary	1,397	North Tipperary County Council	Mortgage/charge	9 December 2010
No. 57 The Oaks, Turlough Rd, Castlebar, Mayo	386	Mayo County Council	Mortgage	29 May 2012
Sexton Street, Limerick	3,328	Limerick City Council	Mortgage/charge	15 February 2012
No 13 Rosog, Ballinamore Co Leitrim	253	Leitrim County Council	Mortgage	31 May 2006
No 5 Belfry Grove, Avenue Road, Dundalk, Co Louth	482	Louth County Council	Mortgage	25 May 2009
Ballard House, Clara Road, Tullamore, Co Offaly	519	Offaly County Council	Mortgage	6 February 2008
No 1 Cluain Mhuilleán, Tyone, Nenagh, Co Tipperary	342	North Tipperary County Council	Mortgage	18 July 2005
Larissa, Trandhill Road, Sligo	583	Sligo Borough Council	Mortgage/charge	4 February 2013
Regent House Apts, William Street, Kilkenny	2,734	Kilkenny County Council	Mortgage/charge	22 March 2013

In the UK legal charges are in place over the properties noted below:

Property	Amount secured €'000	Person entitled	Nature of charge	Effective period
The Chaseley Trust, South Cliffe Eastbourne, East Sussex	1,900	H.S.B.C.	Mortgage	18 December 2009
Pavillion 7, Watermark Park, 325 Gowan Road, Glasgow	1,300	R.B.S.	1st standard security	28 October 2008
Pavillion 7, Watermark Park, 325 Gowan Road, Glasgow	293	Social Investment Scotland	2nd standard security	19 June 2009

10 Financial assets

	Investment in joint venture €'000	Investment in associates €'000	Other investments €'000	2013 Total €'000	2012 Total €'000
Group					
Balance at beginning of year	1,522	63	-	1,585	1,463
Net share of profits and losses	255	1,742	-	1,997	1,727
Net share of actuarial losses on pension	-	(34)	-	(34)	(138)
Additions	-	-	108	108	-
Distributions received	-	(1,466)	-	(1,466)	(1,467)
Balance at end of year	1,777	305	108	2,190	1,585

FRS 17 "Retirement Benefits" has been adopted by associates in the year and the investment in associates includes the group's share of the net pension deficit of associates.

In December 2009, the Rehab Group entered into a joint venture arrangement. The Group has joint control over the financial and operating policies of Rehab Glassco Limited. The financial assets value represents the Group's share of the assets and liabilities of Rehab Glassco Limited.

During 2011, The Rehab Group entered into a limited liability partnership with Interserve plc. This led to the formation of Rehab Jobfit LLP. The Rehab Group owns 51% of the shares in Rehab Jobfit LLP and the Group's share of results and assets and liabilities are reported through TBG Learning Limited who are also party to the partnership agreement. There were no capital costs incurred.

	2013 €'000	2012 €'000
Company		
Balance at beginning of year	139	162
Net share of profits and losses	1,742	1,582
Net share of actuarial losses on pension	(34)	(138)
Distribution received	(1,466)	(1,467)
Balance at end of year	381	139

The information in respect of subsidiary and associate companies is given in note 28.

Notes To The Financial Statements

(continued)

11 Stocks

	2013 €'000	2012 €'000
Group		
Raw materials and consumables	381	490
Work in progress	35	-
Finished goods	441	575
	857	1,065
Decrease during the year (note 2)	(208)	(66)
Foreign exchange adjustment	-	-
	(208)	(66)

Replacement cost of stocks does not significantly differ from the amounts included above.

12 Debtors

	2013 €'000	2012 €'000
(a) Amounts falling due within one year		
Group		
Trade and public authority debtors	13,396	13,762
Prepayments and accrued income	4,973	2,681
European Social Fund grants due	1,547	1,918
Amounts owed by group companies	373	720
Corporation tax refund	53	34
	20,342	19,115
Company		
Amounts owed by subsidiary companies	4,229	4,047
Prepayments and accrued income	2,114	88
VAT	13	25
	6,356	4,160
(b) Amounts falling due after more than one year		
Company		
Amounts owed by subsidiary companies	5,029	5,491

13 Creditors - Amounts falling due within one year

	2013 €'000	2012 €'000
Group		
Accruals	21,975	22,232
Trade creditors	5,559	6,556
Deferred income - capital grants (note 17)	2,516	2,502
PAYE/Social insurance	2,330	2,321
Payment on account	1,823	3,282
Bank loan (note 16) (secured)	822	751
Other creditors	697	-
Bank overdrafts (secured)	590	1,034
VAT	446	416
Corporation tax	134	6
Amounts owed to group companies	24	-
	36,916	39,100
Creditors for taxation and social welfare included above	2,910	2,743
Company		
Accruals	3,024	1,101
Deferred income - capital grants (note 17)	1,411	1,358
Bank loan (secured) (note 16)	500	433
Amounts owed to group companies	502	200
Trade and other creditors	414	639
PAYE/social insurance	185	173
Bank overdraft	150	634
	6,186	4,538
Creditors for taxation and social welfare included above	185	173

Notes To The Financial Statements

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14 Creditors - Amounts falling due after more than one year

	2013 €'000	2012 €'000
Group		
Deferred income - capital grants (note 17)	34,267	34,566
Bank loan (secured) (note 16)	16,414	17,629
Accruals	3,983	5,212
Other loans	-	19
	54,664	57,426
Company		
Deferred income - capital grants (note 17)	17,223	18,276
Bank loan (secured) (note 16)	14,317	15,200
Accruals	3,983	5,212
	35,523	38,688

15 Provisions for liabilities and charges

	Onerous leases €'000's	Other €'000's	2013 €'000's	2012 €'000's
Group				
As at 1 January 2013	4,338	1,265	5,603	6,563
Foreign currency	-	(12)	(12)	-
Charged to income and expenditure	-	151	151	48
Utilised during year	(522)	(424)	(946)	(1,008)
As at 31 December 2013	3,816	980	4,796	5,603
Company				
As at 1 January 2013	2,951	-	2,951	1,914
Transfers during year	-	-	-	1,143
Utilised during year	(133)	-	(133)	(106)
As at 31 December 2013	2,818	-	2,818	2,951

16 Term loans

	2013 €'000	2012 €'000
Group		
Bank loans	17,236	18,380
The bank loans are repayable in the following periods:		
Within one year	822	751
After one year	16,414	17,629
	17,236	18,380
Company		
Bank loans	14,817	15,633
The bank loans are repayable in the following periods:		
Within one year	500	433
After one year	14,317	15,200
	14,817	15,633

Security

Group

At the year end the overdraft facilities and long term loans with Allied Irish Banks plc of €17.8m, of which €14.8m was drawn down at year end, were secured by a debenture creating a fixed charge over the premises at Roslyn Park, Sandymount.

Overdraft facilities with Bank of Ireland in the amount of €0.8m are secured by way of a first legal charge over Unit 2, Parkmore Business Park, Galway.

An overdraft facility of Stg£250,000 with Royal Bank of Scotland (RBS) is secured by a bond and floating charge over the assets of Momentum Scotland Limited and its direct subsidiaries Momentum Care Limited and Haven Products Limited.

Momentum Scotland Limited has two term loans with RBS for Stg£488,367 which were used to purchase the new Momentum head office at Pavilion 7, Watermark Park, 325 Govan Road, Glasgow G51 2SE and are secured by way of a floating charge over the assets of Momentum Scotland Limited and its subsidiaries and a standard charge on the new head office.

Momentum Scotland has a loan with Social Investment Scotland totalling Stg£100,000. This loan is secured by a charge over the premises at Pavillion 7, Watermark, Gowan Road, Glasgow, G51 2SE.

The Chaseley Trust has a term loan of Stg£1.4m with HSBC to assist with the purchase of care bungalows. This loan is secured by way of a legal mortgage over the freehold property of the Chaseley Trust known as South Cliff, Eastbourne, East Sussex. In addition HSBC holds a floating charge over the assets of the Chaseley Trust.

The Group has net cash including cash at bank and overdrafts of €14.9m (2012: net cash €17.6m). The Group's practice is to match the maturity profile of debt used to finance significant capital projects with the inflows from those projects. In addition the Group normally fixes a portion of debt at fixed rates for periods of up to one year thus securing a stable borrowing cost for each financial year.

Notes To The Financial Statements

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16 Term loans (continued)

The main foreign exchange risk arises from the management of the Group's results and net investments in the United Kingdom. This is managed on a non speculative basis. The Group does not hedge currency translation exposures. The Group did not enter into foreign exchange contracts during the year.

The Rehab Group has given guarantees to the Bank of Ireland of €4.7m on behalf of Rehab Glassco Limited. These guarantees cover facilities which have been used to finance the expansion and upgrading of the Glass recycling facility in Naas, County Kildare, and are secured by:

- A floating debenture over the assets and undertakings of Rehab Glassco Limited.
- First legal mortgage/charge over the property at recycling facility Osberstown, Naas, Co. Kildare comprising 2.47 acres registered in the name of Rehab Glassco Limited.
- First legal mortgage/charge over the property at Unit 2, Parkmore Industrial Estate, Galway, registered in the name of the Rehab Group.

Company

The overdraft facilities and long term loans with Allied Irish Banks plc of €17.8m of The Rehab Group of which €14.8m was drawn down at year end, are secured by a legal charge over premises at Roslyn Park, Sandymount Dublin 4.

The company has given guarantees in relation to the €0.8m overdraft facility with Bank of Ireland and €3m overdraft with Allied Irish Banks plc.

17 Deferred income - capital grants

	Company €'000	Group €'000
Balance at beginning of year	19,634	37,068
Translation adjustment	-	(2)
Received in year	448	2,156
Amortised during year	(1,448)	(2,439)
Balance at end of year	18,634	36,783
Creditors - Amounts falling due within one year (note 13)	1,411	2,516
Creditors - Amounts falling due after one year (note 14)	17,223	34,267
	18,634	36,783

Notes To The Financial Statements

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20 Foreign currency

	2013 €'000	2012 €'000
Capital reserves (note 18)	(4)	4
Revenue reserves (note 19)	(313)	308
	(317)	312

21 Operating leases

Group

Operating leases charged in arriving at the surplus attributable to the group amounted to €5.9m (2012: €7.2 million).

Obligations payable in 2014 on operating lease agreements in place at 31 December 2013, amounted to €4.3m (2012: €5.4 million) analysed as follows:

	2013 €'000	2012 €'000
Leases expiring less than 1 year	1,957	2,019
Leases expiring two to five years	2,028	3,061
Leases expiring after five years	303	296
	4,288	5,376

22 Net cash inflow from operating activities

	2013 €'000	2012 €'000
Operating deficit - parent and subsidiary undertaking	(511)	(181)
Net curtailment gain	-	51,909
Depreciation charge	6,803	6,808
Amortisation of capital grants	(2,439)	(2,511)
Distributions received from Associate company	1,466	1,467
Decrease in provision for liabilities and charges	(807)	(960)
Difference between pension charge and cash contributions	-	(61,115)
Amortisation of goodwill	63	62
Decrease in stocks	208	66
(Increase)/decrease in debtors	(1,227)	2,577
(Decrease)/increase in creditors	(3,182)	5,813
Non cash foreign exchange	(117)	34
Net cash inflow from operating activities	257	3,969

23 Analysis of changes in net funds/(debt)

	31 December 2012 €'000	Cash flow €'000	Non-cash changes €'000	31 December 2013 €'000
Cash				
Cash at bank and in hand	37,064	(4,297)	-	32,767
Overdrafts	(1,034)	444	-	(590)
	36,030	(3,853)	-	32,177
Debt and finance leases				
Loans due within one year	(751)	(71)	-	(822)
Loans due after one year	(17,629)	1,215	-	(16,414)
Finance leases and other loans	(19)	19	-	-
	(18,399)	1,163	-	(17,236)
Net cash	17,631	(2,690)	-	14,941

24 Reconciliation of net cash flow to movement in net funds

	Total cashflow €'000
Decrease in cash during period	(3,853)
Reduction in debt and lease financing	1,163
Movement in net cash for period	(2,690)
Net cash at start of year	17,631
Net cash at end of year	14,941

25 Contingent liabilities

Capital grants

The Group receives grants towards capital expenditure. Such grants are treated as deferred credits and are shown in creditors (note 17).

If certain circumstances occur (the most significant of which is that the Group company which received the grants ceases to use the assets to which the grants relate), a certain proportion of these grants could be repayable. The amount repayable should these circumstances have arisen at 31 December 2013 would have been €29.3m (2012: €32.5m).

Notes To The Financial Statements

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26 Directors' remuneration, loans and shareholdings

	2013 €'000	2012 €'000
Directors' remuneration		
The Rehab Group		
Emoluments	-	-
Through subsidiary companies		
Emoluments		
- for services as directors	-	-
	-	-

Consultancy services to the value of €65,000 (2012: €66,000) were provided by Frank Flannery to the Rehab Group and subsidiary companies. Also professional services to the value of €8,000 (2012: €12,000) were provided to the Rehab Group by Gene Lambert, a director.

€7,478 (2012: €7,653) has been paid to directors during the year as reimbursement of expenses. No other transactions took place between the directors and the Group. No directors hold shares in any of the Group companies. No loans have been granted by the Group to any of the directors.

27 Guarantees

Group and company

The company has granted irrevocable guarantees to two of the company's Irish subsidiaries; Rehab Foundation Limited and Rehab Lotteries Limited in respect of their liabilities and losses referred to in Section 5 (c) of the Companies Amendment Act, 1996 which may arise or are likely to arise in respect of the financial year of each of the subsidiary companies commencing on 1 January 2013 and ending on 31 December 2013 and to include those liabilities and losses which will only become apparent between the balance sheet date and the date on which the financial statements are signed in pursuance of Section 156 of the Companies Act, 1963.

Rehab Foundation Limited and Rehab Lotteries Limited are consolidated in these financial statements and are availing of the exemptions granted under Section 17 of the Companies (Amendment) Act, 1986.

The Rehab Group, has given a guarantee to Allied Irish Banks plc in respect of a global overdraft facility of €3.0m on behalf of certain Irish subsidiary companies.

The Rehab Group has given guarantees to the Bank Ireland of €0.8m on behalf of its subsidiary company Rehab Enterprises Limited.

The Rehab Group has given guarantees to the Bank of Ireland of €4.7m on behalf of Rehab Glassco Limited. These guarantees cover facilities which have been used to finance the expansion and upgrading of glass recycling facilities in Naas, County Kildare.

The Rehab Group has given a guarantee to The Secretary of State for Work and Pensions in the United Kingdom guaranteeing due performance of a contract engaging its subsidiary Momentum Scotland Limited as a prime contractor to deliver a Work Choice Contract CPA1, Highlands, Islands, Clyde Coast and Grampian.

The Rehab Group has given a guarantee to the Chief Executive of Skills Funding and the secretary of State for Education funding in respect of delivery of Education and Training Services by its subsidiary Acorn Training Consultants Limited.

27 Guarantees (continued)

Group and company

The Rehab Group is a joint guarantor with the Central Remedial Clinic on a lease relating to the offices of its associate company, The Care Trust, comprising part of a premises at College Road, Blackrock, Co. Dublin. The annual rent is €48,000 and the lease term is due to expire on 31 May 2017.

Rehab Jobfit LLP is jointly owned by The Rehab Group and Interserve plc. and is a prime contractor with the Secretary of State for Work and Pensions in the United Kingdom. As a part of the contract Interserve plc has entered into a deed of guarantee under which Interserve guarantees certain obligations of the prime contractor. In support of this guarantee The Rehab Group has indemnified Interserve plc in respect of 50% of any losses arising under this guarantee.

28 Investment in group undertakings

	Shareholdings		Principal activity
	Direct%	Through subsidiary %	
Incorporated in the Republic of Ireland			
Rehab Holdings Limited	100	-	Holding
National Learning Network Limited	100	-	Services
Rehab Enterprises Limited	100	-	Manufacturing/services
RG Recycle Holdings Limited	-	51	Holding
Rehab Glassco Limited	-	51	Glass recycling
RehabCare (a company limited by guarantee and not having a share capital. The Rehab Group controls the composition of its board of directors)	-	-	Services
Newgrove Housing Association Limited (a company limited by guarantee and not having a share capital. The Rehab Group controls the composition of its board of directors)	-	-	Housing association
Rehab Foundation Limited	100	-	Fund-raising
Rehab Lotteries Limited	100	-	Lottery promotions
Rehab Net Games Limited	-	100	Lottery promotions
The Care Trust Limited	-	50	Lottery promotions
Conquer & Care Lotteries Limited	-	50	Lottery promotions
The Polio Fellowship of Ireland (a company limited by guarantee and not having a share capital. The Rehab Group controls the composition of its board of directors)	-	-	Services
Stepping Out (Athlone) Limited (a company limited by guarantee and not having a share capital)	-	-	Services
Clashganna Mills Trust Limited (a company limited by guarantee and not having a share capital)	-	-	Dormant

Notes To The Financial Statements

(continued)

28 Investment in group undertakings (continued)

	Shareholdings		Principal activity
	Direct%	Through subsidiary %	
Incorporated in the UK			
Momentum Scotland (a company limited by guarantee and not having a share capital. Rehab Holdings Limited controls the composition of its board of directors)	-	-	Services
Haven Products Limited	-	100	Manufacturing/services
Momentum Care Services (a company limited by guarantee and not having a share capital)	-	-	Services
Rehab Group Services Limited	100	-	Holding
Rehab UK (a company limited by guarantee and not having a share capital. Momentum controls the composition of its board of directors)	-	-	Dormant
Rehab (a company limited by guarantee and not having a share capital).	-	-	Fund-raising
TBG Learning Limited	-	100	Training
The Chaseley Trust (a Trust not having a share capital. Rehab Holdings Limited controls the composition of the majority of its board)	-	-	Holds property in trust
The Chaseley Trust (a company limited by guarantee and not having a share capital. Rehab Holdings Limited controls the composition of the majority of its board)	-	-	Services
Rehab Scotland Limited	-	100	Dormant
Conquer and Care (Northern Ireland) Limited	-	50	Dormant
Rehab JobFit LLP	51	-	Training and employment service
Acorn Training Consultants Limited	-	100	Training
Protective Technology Solutions Limited (incorporated 26 July 2013)	-	100	Manufacturing/services
Redrock Document Processing Services Limited	-	100	Manufacturing/services
Incorporated in the Kingdom of Saudi Arabia			
Saudi Rehab Group Services Co. LLC	-	100	Services

28 Investment in group undertakings (continued)

The registered office of the subsidiaries and related companies in the Republic of Ireland is Roslyn Park, Sandymount, Dublin 4, except as noted below and the registered offices of UK subsidiaries are noted below:

The Care Trust Limited	71-73 College House, Rock Road, Blackrock, Co Dublin
Rehab Glassco Limited	Unit 4, Osberstown Business Park, Carragh Road, Naas, Co. Kildare
Conquer and Care Lotteries Limited	Park House, Stillorgan Grove, Stillorgan, Co Dublin
Momentum Scotland Limited	Pavilion 7, Watermark Park, 325 Govan Road, Glasgow, G51 2SE
Haven Products Limited	Pavilion 7, Watermark Park, 325 Govan Road, Glasgow, G51 2SE
Momentum Care Services Limited	Pavilion 7, Watermark Park, 325 Govan Road, Glasgow, G51 2SE
Rehab Scotland Limited	Pavilion 7, Watermark Park, 325 Govan Road, Glasgow, G51 2SE
Redrock Document Processing Services Limited and Protective Technology Solutions Limited	Pavilion 7, Watermark Park, 325 Govan Road, Glasgow, G51 2SE
Conquer and Care (Northern Ireland) Limited	50 Bedford Street, Belfast BT2 7FW
Rehab Group Services Limited	145 Great Charles Street, Birmingham B3 3LP
TBG Learning Limited	145 Great Charles Street, Birmingham B3 3LP
The Chaseley Trust	Chaseley, South Cliff, Eastbourne, East Sussex, BN20 7JH
Rehab UK	145 Great Charles Street, Birmingham B3 3LP
Rehab	145 Great Charles Street, Birmingham B3 3LP
Rehab JobFit LLP	Interserve House, Ruscombe Park, Twyford, Reading, Berkshire, RG10 9JU
Acorn Training Consultants Limited	145 Great Charles St., Birmingham B3 3LP
Saudi Rehab Group Services Co. LLC	Riyadh, Kingdom of Saudi Arabia

29 Capital commitments

Capital expenditure approved at 31 December 2013 and not provided in these financial statements are estimated at €2.0m (2012: €2.4m), of which €2.0m (2012: €1.9m) had been contracted at the balance sheet date and for which it is anticipated to receive capital grants and bequests of €0.5m (2012: €1.9m).

30 Related party transactions

The directors have availed of the exemption under financial reporting standard No.8 "Related Party Disclosures" which permits qualifying subsidiaries of an undertaking not to disclose details of transactions between group entities that are eliminated on consolidation. Transactions with directors are disclosed in note 26.

There is a balance receivable from Rehab Glassco Limited at year end amounting to €372,931 (2012: €720,000).

The Rehab Group has a limited liability partnership with Interserve plc which is operated through Rehab Jobfit LLP. During the year TBG Learning Limited entered into a number of transactions with Rehab Jobfit LLP. TBG Learning Limited is a 100% subsidiary of The Rehab Group and it acts as a sub-contractor in respect of services provided by Rehab Jobfit LLP. In respect of these sub-contracts £1,339,412 (2012: £1,847,209) was recorded as revenue by TBG Learning Limited in the year. In addition, TBG Learning Limited operate a management services agreement with Rehab Jobfit LLP in respect of the provision of specified services to Rehab Jobfit LLP, including finance, premises, quality, health and safety services. Amounts charged by TBG Learning Limited under this agreement during the year amounted to £831,417 (2012: £1,103,406). Amounts due from Rehab Jobfit LLP at 31 December 2013 were £272,684 (2012: £Nil).

31 Comparatives

Certain comparatives have been re-group and re-stated where necessary for classification and comparative purposes.

32 Approval of financial statements

The members of the board of directors approved the financial statements on 26 May 2014.

Rehab Group Addresses

Rehab Group

www.rehab.ie

Head Office

Roslyn Park,
Beach Road,
Sandymount,
Dublin 4
Tel: 01 205 7200
Fax: 01 205 7211
info@rehab.ie

National Learning Network

www.nln.ie

Head Office

Roslyn Park,
Beach Road,
Sandymount,
Dublin 4
Tel: 01 205 7200
Fax: 01 205 7211
info@nln.ie

RehabCare

www.rehabcare.ie

Head Office

Roslyn Park,
Beach Road,
Sandymount,
Dublin 4
Tel: 01 205 7200
Fax: 01 205 7211
info@rehabcare.ie

Rehab Enterprises

www.rehabenterprises.ie
www.rehabglassco.ie
www.rehabrecycle.ie
www.rehablogistics.ie
www.smilesnewsagents.ie

Head Office

Roslyn Park,
Beach Road,
Sandymount,
Dublin 4
Tel: 01 205 7200
Fax: 01 205 7211
info@rehabenterprises.ie;
info@rehabglassco.ie;
info@rehabrecycle.ie;
info@rehablogistics.ie

Rehab Lotteries

www.rehablotteries.ie
www.rehabfundraising.ie
www.RehabBingo.com
www.RehabGames.com

Head Office

Park House,
Stillorgan Grove,
Stillorgan,
Co. Dublin
Tel: 01 210 0510
Fax: 01 210 0511
info@rehablotteries.ie
fundraising@rehab.ie

Momentum

www.momentumuk.org.uk

Head Office

Pavilion 7,
Watermark Park,
325 Govan Road,
Glasgow,
G51 2SE
Tel: 0141 419 5299
Fax: 0141 419 0821
headoffice@momentumuk.org.uk

Haven

www.havenproducts.co.uk
www.havenrecycle.co.uk

Head Office

Pavilion 7,
Watermark Park,
325 Govan Road,
Glasgow,
G51 2SE
Tel: 0141 419 5299
Fax: 0141 419 0821
info@havenproducts.co.uk;
info@havenrecycle.co.uk

TBG Learning

www.tbglearning.com

Head Office

Lombard House,
145 Great Charles Street,
Birmingham B3 3LP
Tel: 0121 200 1140
Fax: 0121 233 0573
headoffice@tbglearning.com

The Chaseley Trust

www.chaseley.org.uk

Head Office

South Cliff,
Eastbourne,
East Sussex,
BN20 7JH
Tel: 01323 744 200
Fax: 01323 744 208
info@chaseleytrust.org

The Rehab Group
Roslyn Park
Beach Road
Sandymount
Dublin 4
Ireland

Tel: +353 1 205 7200

Fax: +353 1 205 7211

Email: info@rehab.ie

Web: www.rehab.ie

Facebook: www.facebook.com/rehab25

Twitter: www.twitter.com/rehabgroup

YouTube: www.youtube.com/therehabgroup

