

Saint John of God Hospital clg
(A company limited by guarantee, not having a share capital)

Annual Report

Financial Year Ended 31 December 2024

CONTENTS

	Page(s)
DIRECTORS AND OTHER INFORMATION	1
DIRECTORS' REPORT	2 - 5
TRUSTEES' REPORT	6 - 22
INDEPENDENT AUDITORS' REPORT	23 - 25
STATEMENT OF FINANCIAL ACTIVITIES	26 - 27
BALANCE SHEET	28
STATEMENT OF CHANGES IN FUNDS	29
CASH FLOW STATEMENT	30
NOTES TO THE FINANCIAL STATEMENTS	31 - 60

DIRECTORS AND OTHER INFORMATION

Board of directors

David Pierce
John Lennion (Brother Ronan)
Patrick McCrory (Brother Gregory)
Kieran Murphy
Rory Shelley
Elaine Collins
Laura Cuddihy
Ronan McGoldrick
Margaret Heneghan
Gillian Cooney
Ronan O'Neill

Solicitors

10 Clare Street
Dublin 2
Porter Morris & Co

Secretary and registered office

Ciaran Cuddihy
"Granada"
Stillorgan
Co Dublin

Bankers

Bank of Ireland
College Green
Dublin 2

Chief Executive Officer

Damien O'Dowd

Company number: 430743

Charity tax exemption number: CHY 18282

Charity reg. number: 20069858

Independent Auditors

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

DIRECTORS' REPORT

The directors present their report and the audited financial statements for the financial year ended 31 December 2024.

Statement of directors' responsibilities

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

Irish law requires the directors to prepare financial statements for each financial year giving a true and fair view of the company's assets, liabilities and financial position at the end of the financial year and the profit or loss of the company for the financial year. Under that law the directors have prepared the financial statements in accordance with Irish Generally Accepted Accounting Practice (accounting standards issued by the UK Financial Reporting Council, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland and Irish law*).

Under Irish law, the directors shall not approve the financial statements unless they are satisfied that they give a true and fair view of the company's assets, liabilities and financial position as at the end of the financial year and the profit or loss of the company for the financial year.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards and identify the standards in question, subject to any material departures from those standards being disclosed and explained in the notes to the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to:

- correctly record and explain the transactions of the company;
- enable, at any time, the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy; and
- enable the directors to ensure that the financial statements comply with the Companies Act 2014 and enable those financial statements to be audited.

The directors 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.

Principal activities and business review

The company operates three services, Saint John of God Hospital, Saint Joseph's Centre Shankill and Mental Health First Aid Ireland. The hospital is an independent mental health service provider regulated and approved by the Mental Health Commission. Inpatient, outpatient and day services are provided from a 180-bed facility located in Stillorgan, Co. Dublin; Mental Health First Aid training is delivered at multiple sites across the country both in-person and using remote delivery models. The hospital is a university teaching hospital delivering research, education and training to undergraduate and post graduate levels. Saint Joseph's Centre delivers residential, day and respite services to older people who have a diagnosis of dementia. The Centre is regulated by the health information and Quality Authority and operates a designated centre for older people from a 61-bed unit in Shankill, Co. Dublin. Treatment programs are also delivered in virtual format with clinicians working in Stillorgan and Shankill facilitating remote access to mental health and dementia services. The Trustees' Report (pp. 6-22) describes the company's structure, objectives and activities in detail.

DIRECTORS' REPORT - continued

Financial review

The financial results as set out in the statement of financial activities on page 26 - 27 show the company reported a surplus €1,249,171 for the year ended 31 December 2024 compared to a deficit €1,867,041 in the preceding year. The trustees report (pp. 6 - 22) contains a detailed review of the financial results (pp. 17 - 21) and the closing financial position of the company as of 31 December 2024 is set out in the Balance Sheet on page 28.

Principal risks and uncertainties

The Board and management are mindful that risks are dynamic. Therefore, its risk management systems have been designed so that they can be continually reviewed in the light of experience of hazards, risks and incidents. In a dynamic environment such as Saint John of God Hospital clg, it is acknowledged that some risks are so spontaneous that they are impossible to plan for or prevent. Other risks are foreseeable, but timing and impact are unpredictable and are therefore planned for. The hospital has a Clinical Risk Management Policy in place setting out how clinical risks are managed across the hospital. Non-Clinical risks are monitored by the business committee.

Saint John of God Hospital is dependant for much of its income on private health insurers. Any loss of support by the insurers either for mental health services in general or for Saint John of God Hospital in particular and any delays in payments by the insurers represent significant financial risks to the hospital. Any loss of confidence by patients and referring doctors in the quality of healthcare provided is also a principal risk to the hospital.

Saint Joseph's Centre derives income primarily from the Nursing Home Support Scheme (the "Fair Deal" Scheme) the rates for which are negotiated with the National Treatment Purchase Fund (NTPF). Staffing levels in the centre are monitored by the Health Information and Quality Authority (HIQA). A failure to obtain a rate sufficient to fund the required staffing levels presents a significant financial risk to the Centre and the Company. To mitigate some of this risk HSE Community Healthcare East have committed to contributing to the enhanced costs of running a dedicated dementia unit.

Both services continually require new entrants and experienced staff in allied, medical and nursing professions.

Both services are subject to statutory regulation, the hospital is subject to Mental Health Commission (MHC) regulation and HIQA regulate Saint Josephs. The hospital is also a registered charity and therefore subject to regulation by the Charities Regulatory Authority. The company aims to comply with all applicable regulations and standards. Any failure to meet the standards represents a reputational risk. Both regulatory authorities have an ultimate sanction available of withholding re-registration as an approved service provider. The company has been granted charitable tax exemption by the Revenue Commissioners; the loss of this status is a financial risk.

The continuing financial stability of the company is also a function of related businesses, in particular Private Health Insurers, to maintain continuity of service.

Geo-political events, in particular the ongoing invasion of Ukraine by Russia and the conflict in the middle east associated imposition of sanctions are impacting on the global economy. To date the company has absorbed the inflationary impact which is most pronounced in Catering Supplies but is also apparent across major category spends e.g. Nursing supplies, IT costs and other professional services. The trustees will continue to monitor the situation regarding forthcoming energy supply constraints and on-going inflationary pressures.

Accounting records

The measures taken by the directors to secure compliance with the company's obligation to keep adequate accounting records are the use of appropriate systems and procedures and employment of competent professional persons. The accounting records are kept at Saint John of God Hospital, Stillorgan, Co Dublin.

Events since the end of the financial year

There were no post balance sheet events with an impact on the Financial Statements that took place after the year end.

DIRECTORS' REPORT - continued

Political donations

The company did not make any political donations during the financial year.

Research and development

The company carries out some on-going research to achieve optimum care for clients. Research costs are recognised as an expense when incurred.

Directors

The names of the persons who were directors at any time during the year ended 31 December 2024 are set out below. Unless indicated otherwise they served as directors for the entire year:

David Pierce	Chairman	Laura Cuddihy
William Cunningham	(resigned 28/2/2025)	Elaine Collins
John Lennon		Ronan McGoldrick
Patrick McCrory		Margaret Heneghan
Kieran Murphy		Rory Shelley
Gillian Cooney	(appointed 29/11/2024)	
Ronan O'Neill	(appointed director after the year end on 26/09/2025)	

Attendance at Board and Board Committee Meetings

The attendance of the Board of Directors and Board Committee members at meetings is as follows:

2024	Board meeting		Board Finance and Audit Committee		Clinical Governance, Quality & Safety Committee		Governance, Nominations and Performance Committee	
	Eligible	Attended	Eligible	Attended	Eligible	Attended	Eligible	Attended
Director								
William Cunningham	8	7	6	5	-	-	-	-
David Pierce	8	7	6	6	-	-	-	-
John Lennon	8	7	-	-	-	-	4	2
Patrick McCrory	8	4	-	-	6	-	-	-
Kieran Murphy	8	5	-	-	6	6	-	-
Rory Shelley	8	7	-	-	6	5	-	-
Elaine Collins	8	8	6	5	-	-	-	-
Laura Cuddihy	8	8	6	6	-	-	-	-
Ronan Mc Goldrick	8	6	-	-	-	-	4	3
Margaret Heneghan	8	7	-	-	-	-	4	3

Directors and secretary's interests

The directors and secretary and their families had no interests in the company or any other related companies at any time during year ended 31 December 2024 (2023: Nil).

Going concern

The financial statements have been prepared on the going concern basis which assumes that the company will be able to continue in operational existence for the foreseeable future. The 2024 operating results have significantly improved from prior years due to management focus on strategic cost optimization, enhanced operational efficiency, and targeted investments in clinical services. The net operating result for the year ended 31 December 2024 was a €1.24m surplus (2023: €1.87m deficit) being a hospital surplus of €1.4m (2023: €1.0m deficit) and a Saint Joseph's deficit of €0.2m (2023: €0.88m deficit). The company had net current assets of €1.2m (2023: net current liabilities of €577k) and total net assets of €2.2m (2023: €969k).

At the date of signing the forecast indicates inflationary pressures, new ICT investments and potential deficits in St Josephs not covered by HSE supports. The Company's operating result projection for 2026 remains positive, pending upward adjustments in pricing and further funding from the HSE for the St Joseph's service may require cashflow support from Saint John of God Hospital Services Group. Saint John of God Hospital Services Group have provided written confirmation that such support will be forthcoming in the event it is required.

DIRECTORS' REPORT - continued

Going concern- continued

Having reviewed the budgets and results to date for 2025 and having examined the projected cashflows and cash availability to the end of 2025 the directors have a reasonable expectation the assumptions regarding incremental costs are reasonable and the company will have adequate resources and sufficient liquidity to continue to operate for the foreseeable future. On that basis the directors have continued to adopt the going concern basis of accounting in preparing these financial statements.

Legal status

The company was incorporated in Ireland on 29 November 2006 as a company limited by guarantee, not having a share capital. The company's registered number is 430743, its charity tax exemption number is CHY 18282, and its registered charity number is 20069858.

Disclosure of information to auditors

The directors in office at the date of this report have each confirmed that:

- as far as he/she is aware, there is no relevant audit information of which the company's statutory auditors are unaware; and
- he/she has taken all the steps that he/she ought to have taken as a director in order to make himself/herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Independent Auditors

The auditors, PricewaterhouseCoopers, will continue in office in accordance with Section 383(2) of the Companies Act 2014.

On behalf of the board



David Pierce

28/11/2025



Elaine Collins

28/11/2025

TRUSTEES' REPORT

STRUCTURE GOVERNANCE & MANAGEMENT / REFERENCE & ADMINISTRATIVE DETAILS

Saint John of God Hospital clg is a not-for-profit organisation delivering mental health and dementia services by way of direct clinical care, education programmes, and training and social support. The governing form of the company which is registered in Ireland as Company Number 430743 is a "Company Limited by Guarantee" (CLG). It is a subsidiary company of Saint John of God Hospitaller Services Group clg - registered in Ireland as Company Number 568740. The governing document is a Memorandum and Articles of Association, and the company is registered as a charity with the Charities Regulatory Authority - Registration Number 20069858. The principal office and place of business is at Saint John of God Hospital, Stillorgan, Co. Dublin, Ireland. The directors of Saint John of God Hospital clg provide their services voluntarily and are the trustees:

Etaine Collins	Patrick McCrory (Brother Gregory)
Laura Cuddihy	Ronan McGoldrick
William Cunningham (resigned 28/02/2025)	Kieran Murphy
Margaret Heneghan	David Pierce
John Lennon (Brother Ronan)	Rory Shelley
Gillian Cooney (appointed 29/11/2024)	
Ronan O'Neill (appointed director after the year end on 26/09/2025)	

The board is authorised to appoint directors subject to confirmation by HSG and ratification by the sole member at the general meeting. Once appointed, an induction process is available for directors to familiarise them with the company's mission, values, current issues and their duties and responsibilities as directors under law, in particular under the Companies Act 2014 and the Charities Act 2009. The term of office for directors is three years renewable for a maximum of three terms. There is a schedule of powers and matters reserved for the board alone and a clear scheme of delegations to the Chief Executive and, through him, to staff across Saint John of God Hospital clg.

Operational decision making is delegated to the Chief Executive and Management Team of Saint John of God Hospital clg. Non-executive directors contribute their services voluntarily and are not in receipt of remuneration or benefits for their services. Key management remuneration is benchmarked to health sector consolidated pay scales by matching with the equivalent role. The Saint John of God Hospitaller Services Group (HSG clg) provides IT Infrastructure, software application services, property services and company secretarial services to the Company for which a fee is paid. The Hospitaller Order of St John of God own the Land and Buildings in Stillorgan and Shankill out of which the Hospital and St Joseph's operate — currently only the hospital service pays a rental. The management team is evolving focused on driving operational performance and their areas of responsibilities are:

Chief Executive

Damien O'Dowd

Head of Operations & Quality & DPO – and DPO for St Joseph's Shankill

Stephen Boyle Services Manager

Clinical Director, Medical & Allied, Stillorgan

Prof. Jennifer Hoblyn

Director of Nursing and Person in Charge Saint Joseph's Shankill

Sinoy Allyboccus

Director of Nursing, Stillorgan

Geraldine Corr

Head of Finance - Stillorgan & Shankill

Alastair Muir – act. Interim Finance Director Jan 2024,
appt. Chief Financial Officer April 2024

Head of Human Resources - Stillorgan & Shankill

Nicola Doran – act. Jan 2024 to June 2024
Michelle O'Neill appt July 2024

TRUSTEES' REPORT – continued

STRUCTURE GOVERNANCE & MANAGEMENT / REFERENCE & ADMINISTRATIVE DETAILS – continued

Three sub-committees assisted the main board in 2024:

Business Finance Committee

The Board Business Finance Committee assists the Board of Directors in its oversight responsibilities relating to the financial management of Saint John of God Hospital clg. This includes advice and assistance on the integrity and presentation of the financial statements, range, scope and adequacy of external audit, the effective use of accounting and internal control systems, the management of corporate risk, compliance with regulatory and statutory obligations, business development review and the use of ICT Infrastructure. The committee meets up to six times per annum and receives financial reports and supporting operational metrics which are reviewed with the Executive at each meeting. The non-executive director members of the Board Business Finance sub-committee are:

David Pierce	(Chairperson)	Laura Cuddihy
Elaine Collins		William Cunningham

Board Clinical Governance, Quality & Safety Committee

The Board Clinical Governance, Quality & Safety Committee assists the Board of Directors in its oversight responsibilities to ensure the appropriateness and quality of the services provided at Saint John of God Hospital clg. It reviews clinical risk and evaluates the consistency of clinical governance practice and procedures in line with regulatory and statutory obligations, good professional practice and guidelines, and in accordance with the philosophy, ethos and values of and the policies and procedures of Saint John of God Hospitaller Service Group. The non-executive director members of the Board Clinical Governance, Quality & Safety Committee are:

Kieran Murphy	(Chairperson)	Rory Shelley
Patrick McCrory		

Governance Nominations and Performance Committee

The Board Governance, Nominations and Performance Committee supports the Board of Directors to maintain and promote governance standards in the company. It ensures that the company is served by suitably qualified persons and oversees nominations to the board as well as reviewing the effectiveness of the Board's operations. In addition, this committee has responsibility to implement a performance related system for and ensure the orderly succession in the senior roles of Chief Executive and Clinical Director whenever a vacancy arises.

Margaret Heneghan	(Chairperson)	Ronan Mc Goldrick
John Lennon		

TRUSTEES' REPORT – continued

OBJECTIVES AND ACTIVITIES

The main object of the company is to respond, in the manner of Saint John of God our founder, to the needs of people requiring mental health and dementia services. Through the provision of a range of mental health and social services, individuals are supported and empowered on their recovery journey and to live the best possible life that they can. In addition, the company provides education and training to healthcare professionals and the wider community.

During 2024 the organisation continued on a strategic planning process to establish the vision for the next three years and what we want to achieve during that time within our mental health and dementia services. We determined that rather than having two separate strategies that we will have one overarching strategy that will cover the three services of the Hospital, Saint Joseph's Shankill and Mental Health First Aid Ireland. The strategy 2024 to 2026 has been approved by the board of directors and business plans for the three services are in place.

During 2024 the process was underway to look at the facilities on the campus in Stillorgan and this has resulted in a draft Master Plan for the site which includes plans for the inpatient mental health facility. These beds will replace the existing bed stock that were built in 1882, 1986 and 2002, respectively. The next steps required are to define the funding mechanism for the new build and to proceed to preparation of detailed drawings for a planning application. A Steering Committee is overseeing the project and will decide during 2025 as to how matters will progress.

The Hospital maintained its affiliation with University College Dublin and to reflect this affiliation during 2025 the hospital has officially been renamed as the Saint John of God University Hospital and not limited to affiliations with Trinity College Dublin, Royal College of Surgeons in Ireland, the College of Psychiatrists of Ireland, Dublin City University, and the University of Limerick for undergraduate and postgraduate healthcare professional programmes for medical, nursing, occupational therapy, pharmacy and psychology and we continued to provide essential training and clinical placements for these professions.

The voice of those who use our services is extremely important and in both the Hospital and Saint Joseph's Shankill we are very fortunate to have several active fora that make an essential contribution to how we plan and operate the services.

The Hospital's Consumer & Carer Council continues to make a very significant contribution to the development of the services and works with various departments to advise and give feedback in relation to various areas of development that are in progress over the year. The hospital continues to acknowledge the unique role of the Council and values the significant contribution of members to the development of the services. The Council also works with various departments to advise and give feedback in relation to various areas of development that are in progress; examples include the new patient handbook and, more recently, the patient safety literature for use in the hospital. The Council works closely with the clinical staff to ensure that the programmes that are changing or are being introduced meet the needs of people availing of them.

In Saint Joseph's Shankill, the Residents' Committee plays an important role. It receives updates on service plans and gives feedback on various issues, developments and matters pertinent to the quality of life of the residents living there.

Advocacy services were provided through support in response to the impact of mental ill-health on individuals and their families through individual work, group work, family work, advocacy and through liaison with statutory and voluntary agencies such as the Irish Advocacy Network (adult inpatient mental health service) and YAP Ireland (child and adolescent inpatient mental health service) throughout 2024. This necessary service to adults and young people in the inpatient services at the Hospital and the feedback from advocates is used to ensure that the voice of those currently in the hospital is heard and that their feedback is used to improve our services.

During 2024 we were delighted to appoint two key clinical psychiatrists within the hospital to support our Child and Adolescent services and our Psychiatry for later Life and General Adult services together with their multidisciplinary teams (MDT) who now make up our permanent Consultant Team of ten Consultants. We

TRUSTEES' REPORT – continued

OBJECTIVES AND ACTIVITIES – continued

also began working with operational colleagues to understand our Inpatient work needs, particularly after the reopening of eleven beds in the Riversdale unit. We also continue to plan to understand further, the changing demands for our Outpatient services. April 2025 we were delighted in partnering with UCD, to unveil the rebranding of the hospital as the Saint John of God University Hospital.

In 2024, the Addiction Service maintained its position as a leading provider of addiction treatment in Ireland. Outlining strong demand for addiction services at St John of God Hospital in 2024.

Our Child and Adolescent unit provide services for young patients with mental health issues. Referrals are received from healthcare professionals including, General Practitioners, Child and Adolescent Mental Health Service (CAMHS), liaison, or private psychiatrists seeking inpatient admission for assessment, crisis stabilisation or interventions for patients who have not responded to outpatient care. During an admission, young people can access the expertise of an MDT.

Adolescent inpatient units play a crucial role in managing mental health presentations with young people's outcomes enhanced by access to MDT supports. Effective treatment involves a collaborative multi-disciplinary approach ensuring that all aspects of a young person's health - emotional, psychological, physical, and educational - are addressed. A structured therapeutic environment that provides safety, routine, and clear expectations helps adolescents feel secure and promotes recovery. Engaging activities that are both therapeutic and recreational are critical to maintaining patients' motivation and involvement. Ginesa continues to assist young people with a range of activities and a comprehensive therapeutic timetable.

The unit continues to provide assessment and treatment through MDT formulation and access to evidence-based specialised treatment programmes. While the Ginesa Suite primarily focuses on inpatient services, there is ongoing consideration and planning in place for the development of outpatient services.

The clinical teams were actively involved in the education of medical and nursing students from UCD, providing regular teaching sessions as part of their commitment to academic excellence.

In May 2024 with the opening of Riversdale Suite and the increased availability of 12 beds, allowing the teams to tackle its clinical waiting list.

In August 2024, our clinical consultant who runs our Adult Psychosis programme was made Honorary Clinical Senior Lecturer at RCSI University of Medicine and Health Sciences. We were delighted to be joined in the hospital by the appointment of our Marketing & Communications Manager, and we were able to plan and restart our well-respected lecture series for our colleagues in General Practice. We also appointed our Quality and Compliance Manager who was instrumental in continuing to strive for our best person-centred and compliant services.

Finally, the year 2024 was successful in the development of the new TMS (Transcranial Magnetic Stimulation) service, which was launched on 17th February 2025 making SJOGH the first hospital in Ireland to provide this service.

The past year has seen several achievements from a marketing perspective. A major milestone was the redevelopment of the hospital's website, which recorded over 23,000 active users from May 2024 to January 2025. The site's improved visibility and accessibility were underscored by the 20,000 visits from organic search, 16,000 direct visits, and the fact that 65% of users accessed it via mobile devices. These metrics reflect the need to modernise the hospital's digital presence and create a valuable resource hub for patients, referrers, and the wider community. The hospital's social media experienced positive results, with Instagram engagement increasing by 2,000% and Facebook engagement by 505.2%.

A major area of focus in 2024 was GP engagement. GPs participated in a hospital focused survey, providing invaluable feedback on perceptions of the hospital and its services. This informed the department's targeted AdMailer campaigns, which reached 1,000 GPs nationwide via post and email, improving awareness of hospital services and referral pathways. Additionally, the department hosted its first virtual CPD event in

TRUSTEES' REPORT – continued

OBJECTIVES AND ACTIVITIES – continued

November, focusing on Depression & Aging: Identifying, Treating, and Managing Depression in Older Patients. The event attracted over 200 attendees, with 81% rating it a perfect 5/5 for relevance and practicality. Feedback highlighted the session's clarity and applicability to real-life practice, with one attendee describing it as "refreshing and incredibly helpful."

The Pastoral Care Department is an important element of our services in both the Hospital and Saint Joseph's Shankill. The team continues to foster spiritual care which reflects the example set for us by our founder Saint John of God and which was a support to patients, residents and their families and staff in times of need during 2024. This is a key objective of Saint John of God Hospital clg and is in line with our ethos, mission and philosophy of care as the spiritual health of an individual is just as important as their mental and physical health.

In addition to the residential services provided in Stillorgan and Shankill, the Hospital and Saint Joseph's also provide non-residential services.

The Hospital provides face-to face, telephone and online virtual clinical services from Stillorgan. These take the form of outpatient and day services and can be provided by psychiatrists, psychologists, nurses, occupational therapists, social workers and other professionals.

Saint Joseph's provides a day service for people living with dementia who continue to reside in their own homes. Saint Joseph's Day Care Centre 'The Club' offers an essential service & support to those living with dementia and their families in south Dublin and north Wicklow and is a Butterfly Accredited Day Service with Meaningful Care Matters (MCM). Staffing changes at the end of 2023 meant that by October the Day Care Centre offered 24 places per day in 2024 to the locality versus 16 earlier in 2023.

Research activities continued across our services, all of which contribute to enhancing the treatment, care and services that we provide, and it helps us to make changes which improve our services. In addition, colleagues from various departments in the Hospital and Saint Joseph's Shankill presented at national and international conferences during the year.

In 2024, The PROGRESS collaboration (Psychosis Recovery Optimisation through Guidelines and Research-based Evidence in Service Strategies) commenced lead by The Principal Investigator, St Vincent's University Hospital, Saint John of God University Hospital and University College Dublin. The aim is to develop and enhance pharmacological treatment guidelines for psychosis and test implementation strategies. This year we began the project in February and had our first publication by the end of 2024. The team led the development of decision support tools and completed work on dyslipidaemia management. The first guideline output was well received with medical media attention and a long duration as the 'most read' paper in Schizophrenia Bulletin. We contributed to the Taper Consortium, James Lind Alliance priority setting partnership to identify research questions relevant to the process of discontinuing psychotropic medicines. This is led by researchers in Trinity College Dublin

Several peer review publications either commenced or were completed or are ongoing in the hospital and Saint Joseph's Shankill. These include:

- Metformin for the prevention of antipsychotic-induced weight gain: guideline development and consensus validation. Identifying priorities for future research on reducing and stopping psychiatric medication: results of a James Lind Alliance priority-setting partnership.
- The time has come for revising the rules of clozapine blood monitoring in Europe. A joint expert statement from the European Clozapine Task Force. European Psychiatry.
- Enhancing the Outcomes of Mental Health Education for Health Undergraduates: A Realist Review of Effective Approaches.

During 2024, St. Catherine's House was refurbished and made available for critical staff. The house caters mainly for nursing personnel who require accommodation for a short period of time. The house, together with the attached annex, has a bed capacity of 7 bedrooms in total. At the Hospital the renovation of St Pauls Suite design and fit-out was undertaken and not limited to renovation of the main hospital reception and main corridors was completed which has added significant value to all our visitors, patients and Staff who attend the premises.

TRUSTEES' REPORT – continued

OBJECTIVES AND ACTIVITIES – continued

The Catering Department undertook projects in alignment with the hospital's Strategic Plan. The Catering Department established a renewed Vision and Mission Statement to clearly define its purpose, goals and values as a promise in excellence in all we do. Our new Head Chef onboarded in 2024 and investment in replacing equipment and upgraded kitchen has elevated our offerings, refining the menu with enhanced dishes and new options. As part of Digital Transformation and Sustainability we installed a Digital HACCP Monitoring System. This system allows for complete accuracy and has significantly reduced the use of paper contributing to the carbon footprint.

Continued collaboration with Dublin and Dun Laoghaire Education and Training Board in their Skills for Work Programme which gives access to QQI Level 6 courses, are but two of the many ways that colleagues can access support to further training. In both the hospital and Saint Joseph's Shankill, colleagues were supported with funding to pursue further educational opportunities at 3rd Level for Certificates, Diplomas, Degree, master's courses and PHD's, as well as support to attend short training courses, seminars, workshops and conferences.

In 2024 we are delighted to have been reaccredited under the new enhanced IBEC KeepWell Mark framework. Maintaining this nationally recognised accreditation demonstrates our commitment to employee wellbeing and continued development of our people agenda.

From the ten directors who serve voluntarily on our Board of Directors, to the members of our Consumer & Carer Council (Hospital) and Residents and Representatives Committee (Saint Joseph's Shankill) to the fundraising volunteers and the volunteers who visit the hospital and Saint Joseph's, Volunteers play a crucial role in supporting our work. Each volunteer shares their unique and individual talents and experience to enhance the lives of patients, residents, families and staff daily.

The most wonderful gift that we can give anyone is the gift of our time and attention. All our volunteers give of their precious time for the benefit of others. We acknowledge their contribution internally and publicly. Their efforts and those of our colleagues who co-ordinate volunteering activities is very much appreciated by us, patients, residents and the families and supporters of those who use our services. In renewing our volunteers accreditation in 2023, we aligned the future development of our volunteer programme with the new Investing in Volunteers award framework. A new Volunteer Charter has been developed by our Volunteer Committee, and this outlines the journey of a volunteer in our organisation and how they are supported and recognised.

Improvements in facilities across the hospital and St Josephs Shankill included refurbishment, minimisation of ligatures works and upgrades to a number of Adult Inpatient Suites (mainly Delgany Lodge, Suite St Josephs, St Pauls suite and Hospital Premise refurbishment).

In Stillorgan, we maintained reliable results in the annual DGSA (Dangerous Goods Safety Audit). This audit monitors our management of dangerous items such as clinical waste, specimens, pharmacy waste, medical gases, chemicals and chemical waste, in line with EU and Irish legislation and regulations. Throughout 2024, within each of our three services, colleagues continued to innovate and strived to provide world class treatment and care in the case of the Hospital and Saint Joseph's Shankill and the best training in terms of MHFA Ireland.

TRUSTEES' REPORT – continued

ACHIEVEMENTS AND PERFORMANCE

During the year the hospital had 1,322 (2023: 1,278) residential admissions treating 522 (2023: 534) unique individuals. First admissions accounted for 39% (2023: 42%) with the gender mix being Male 45% Female 55% (2023: Male 42% Female 58%). The diagnostic profile of inpatients, measured using recorded primary discharge diagnosis, remains relatively consistent with recent years with substance dependency reducing offset by anxiety, eating and psychiatric disorder diagnosis increasing e.g. the 3 most frequently occurring discharge diagnoses account for 44% to 54% of the total.

(ICD) International Classification for Diseases		2024	2023
F10-F14, F19	Alcohol and Other Substance Dependency	29%	36%
F32	Depressive episode	15%	14%
F31	Bipolar affective disorder	10%	8%
F33	Recurrent depressive disorder	7%	10%
F20	Schizophrenia	4%	7%
F25	Schizoaffective disorders	5%	3%
F60	Specific personality disorders	5%	4%
F41	Other anxiety disorders	6%	4%
F50	Eating disorders	4%	2%
F43	Reaction to severe stress/adjustment disorders	2%	3%
Various	All Other Discharge Diagnosis	4%	4%
F42	Obsessive-compulsive disorder	1%	1%
F00,F01,F02,F03	Dementia, Alzheimer & Others	1.5%	0.4%
F23	Acute & Transient Psychotic disorders	2%	1%
F22	Persistent Delusional disorders	2%	0.4%
F84	Pervasive Developmental disorders	0.4%	0.5%
F30	Manic episode	1%	1%
F90	Hyperkinetic disorders	0.3%	0.2%
F29	Unspecified nonorganic psychosis	0.6%	0.3%
F39	Unspecified mood [affective] disorder	0.2%	0.2%
		100%	100%

TRUSTEES' REPORT – continued

ACHIEVEMENTS AND PERFORMANCE – continued

The number of unique attenders in various non-residential settings ranging from traditional one to one outpatient to group programs run over a number of interventions increased to 3,270 (2023: 3,054). With an increase in total Outpatient attendances by 524 to 12,243. There was a decrease largely in virtual attendances being 265 for the year down from 390. In person attendances increased by 649 to 11,978 (2023 11,329). The gender mix changed slightly; Male 42% Female 58% (2023: Male 46% Female 54%). Of the 3,270 unique individual attending outpatients 667 (20%) also had an inpatient episode in 2024. This remains consistent with prior years (2023: 684 out of 3,054 unique = 22%), (2022: 618 out of 2,946 unique = 21%)

	Dublin	Virtual	2024	%	2023	%	2022	%
Psychiatry	8,106	141	8,247	67%	7,622	65%	7,413	69%
Psychology	2,067	47	2,114	17%	2,099	18%	1,656	16%
Other	1,805	77	1,882	15%	1,998	17%	1,573	15%
	11,978	695	* 12,243	100%	*11,719	100%	10,642	100%

* Note: Outpatients who were admitted and underwent sessions as an inpatient during the year 2024: 1,487 (2023: 1,326)

Activities are primarily undertaken at two locations i.e., Saint John of God Hospital in Stillorgan, Co. Dublin and Saint Joseph's Shankill, Co. Dublin. Mental Health First Aid Ireland provides training from Stillorgan but also in locations across the Republic of Ireland and virtually. In 2024 we delivered in person appointments, day services and face to face training but retained the hybrid options for those whom virtual access suited better.

Both the hospital and Saint Joseph's have residential facilities. While the hospital is a national service, for over fifty years, it has responded to the inpatient requirements of the Cluain Mhuire Community Adult Mental Health Service which is based in Dublin Southeast and serves a population of over 348,000 on behalf of the Health Service Executive (HSE). The Cluain Mhuire Service accesses an average of 29 inpatient admission beds per day each year but retains the flexibility to respond immediately to acute demand with caseloads spanning the range minimum 22 to maximum 40 during 2024 (2023: Min 21: Max 35)

The hospital has 180 beds which are sub-divided into eight suites, all of which accept acute inpatient admissions.

Ginesa Suite	12 beds, adolescent mental health (13 – 17 years)
St Brigid's Suite	24 beds, adult, including, psychosis, anxiety, mood disorders, suicidality, self-harm, personality disorders, specialist eating disorder recovery programme
St Joseph's Suite	28 beds, adult including psychosis, anxiety, mood disorders, suicidality, self-harm, personality disorders
St Paul's Suite	34 beds, adult, including psychosis, anxiety, mood disorders, suicidality, self-harm, personality disorders, CMS admissions
St Peter's Suite	16 beds, plus two seclusion rooms, adult, including anxiety, mood disorders, suicidality, self-harm, personality disorders, CMS admissions
St Camillus' Suite	27 beds, adult, primarily used by the addiction recovery programme
Carrig Fergus Suite	28 beds, later life, including psychosis, anxiety, mood disorders, suicidality, self-harm, personality disorders
Riversdale Suite	11 beds, adult acute admissions including psychosis, anxiety, mood disorders, suicidality, self-harm, personality disorders. Riversdale reopened in May 2024 due to service demand and investment in suitably qualified registered psychiatric nursing (RPN) staff.

TRUSTEES' REPORT – continued

ACHIEVEMENTS AND PERFORMANCE – continued

The hospital is regulated by the Mental Health Commission (MHC). Since 2019, to cater for a differential regulatory framework, two approved centres operate from the hospital. Each approved centre was separately inspected in 2024. Adult mental health services were inspected over four days from the 11th to the 14th of June 2024 and achieved a compliance rating of 80% (2023: 70%) with findings of compliance for 28 out of the 35 applicable regulations and codes of practice. Inspection reports may be reviewed at <https://www.mhcirl.ie/sites/default/files/2025-03/AC0126%20St%20John%20of%20God%20Hospital%20Annual%20Report%202024.pdf>

Ginesa, the adolescent unit was inspected from 23rd to 26th of April 2024 and received a compliance rating of 94% (2023: 94%) with findings of compliance for 30 out of 32 applicable regulations and codes of practice. Inspection reports may be reviewed at <https://www.mhcirl.ie/sites/default/files/2024-11/AC0212%20Ginesa%20Suite.pdf>

At the start of 2024 Saint Joseph's Shankill had sixty-one residential beds divided into six lodges. Residents of each lodge are cared for in a welcoming home-like environment along with others who are living with the same stage of dementia. Dementia is an umbrella term for many illnesses, of which the two most common are Alzheimer's disease and Vascular Dementia. Dementia, whatever the type, is a terminal illness. There is no known cure and the period from diagnosis to death can be anything from six months to twenty years. The design and layout of Saint Joseph's encourages social interaction and friendships and reflects current best practice in residential dementia care.

The residents live in Lodges, with each lodge meeting the needs of those living there in accordance with the stage of dementia that they are experiencing. The six Lodges are as follows:

Lodge / Home	Type of resident
Rathmichael	10 beds Early Experience - people living with the early experience of dementia, who will be aware of losses, appear to be orientated but try to hide and/or deny that they have memory loss and other symptoms often associated with dementia.
Kilcronee	8 beds Repetitive Emotion - people who express feelings through repetitive sounds, words or actions to communicate their feelings. The emotion is in the motion.
Carrigeen	13 beds Repetitive Emotion - people who express feelings through repetitive sounds, words or actions to communicate their feelings. The emotion is in the motion.
Avoca	10 beds Different Reality - people experiencing more often a different reality to our own. For example, they may say they have to go to work or collect the children from school. While living with dementia, they often draw upon feelings and experiences from events in their past to make sense of their feelings and experience of the world now.
Delgany	10 beds Late Experience - people who have intense later stage dementia care needs. Verbal communication skills are often very impaired and a person may appear to have 'shut out' the outside world
Glendalough	10 beds Late Experience - people who have intense later stage dementia care needs. Verbal communication skills are often very impaired and a person may appear to have 'shut out' the outside world.

Saint John of God Hospital clg

TRUSTEES' REPORT – continued

ACHIEVEMENTS AND PERFORMANCE – continued

St Josephs had 15 admissions to long term care in 2024 (2023:14) with the following age and duration of residency profile;

Type of Bed	Activity 2024		Resident Age Profile 31.12.24			Duration of Stay (Years)				
	# Admits	Avg. Occupancy	Number	Average Age	Average Length of Stay	Less Than	1	5	10	15
						1 Year	5	10	15	20
Long Term	15	59.57	59	82	3.2	13	32	13	1	-
Respite	22	0.86	1	74	4 Days	1	-	-	-	-
	37	60.43	60	82		14	32	13	1	-

The number of unique residents in the year was 86 (2023: 73). The resident profile at year end was;

	Total # Residents 31.12.24		55-60	60-65	65-70	70-75	75-80	80-85	85-90	90-95	95-100	Average Age
Male	22	37%	-	1	1	1	6	8	1	4	-	81
Female	38	63%	-	-	2	3	7	11	8	6	1	82
	60		-	1	3	4	13	19	9	10	1	82

Saint Joseph's Shankill is registered with and regulated by the Health Information & Quality Authority (HIQA). During 2024 HIQA made two unannounced inspections in April and September 2024. The April inspection was a fire safety thematic inspection, where the centre was evaluated against 3 regulations and found the centre substantial complaint on all 3 regulations. An action plan was submitted and all correction actions/works completed by the end of Nov 2024. The second inspection in September was a full inspection, evaluating the centre against 12 regulations, to which the centre was found compliant to 11 and substantially compliant with 1. An action plan was submitted and completed. Further, following the completion of the substantial capital works in July 2024, Saint Joseph's successfully made an application to HIQA for the removal on conditions applied to the registration in 2022.

Overall, the MHC and HIQA inspections of our clinical services in Stillorgan and Shankill were positive, and inspectors noted the high quality of treatment and care delivered. We will address the areas highlighted for improvement. The hard work of all colleagues led to the positive inspection feedback for all three inspections.

TRUSTEES' REPORT – continued

ACHIEVEMENTS AND PERFORMANCE – continued

Mental Health First Aid Ireland (MHFA)

2024 marked the tenth year of operations which continued to go from strength to strength. Mental Health MHFA is the initial help given to someone when developing a mental health problem, a reoccurrence of an existing mental health problem or who is in a mental health crisis. The first aid is given until appropriate professional support is received or until the crisis resolves. Mental Health First Aid is an internationally recognised evidence-supported programme. Mental Health First Aid has been shown to be effective in improving levels of mental health literacy, reducing stigma and improving help-giving behaviours.

MHFA Ireland has trained over 24,205 people in Youth MHFA, Adult MHFA and Workplace MHFA across the public and private sectors. We continue to deliver MHFA training to corporate clients around the country as well as clients of VHI Corporate. During 2024 a strategic train the trainer MHFA programme was launched with An Garda Síochána resulting in 46 certified An Garda Síochána instructors across Ireland trained and 1,731 Garda received MHFA training with further plans to expand the MHFA Instructor training in 2025. Through our partnership with the HSE, we provide MHFA Adult and Youth Courses and Instruction Training to Non-governmental agencies (NGOs), statutory agencies and community groups across the country so that citizens can help each other when someone that they know or encounter is developing a mental health problem or experiencing a worsening of an existing mental health problem or a mental health crisis. In consideration for the delivery of direct training and "Train the (HSE) Trainer" programmes the HSE made a funding contribution of €232,400 (2023: €247,200) towards this partnership with MHFA Ireland.

As noted above Mental Health First Aid Ireland delivers education and training in mental health first aid to not for-profit, community, statutory and corporate organisations across the Republic of Ireland and MHFA has retained the virtual options for clients who prefer online training that came into force following the pandemic.

Saint John of God Hospital c/o

TRUSTEES' REPORT – continued

FINANCIAL REVIEW

In 2024 the hospital service delivered a €1.4m surplus (2023: €1.0m deficit) and Saint Joseph's incurred a €0.15m deficit (2023: €0.88m deficit) to deliver a €1.25m surplus for the company (2023: €1.87m loss). Hospital revenue increase of 9% valued at €3.7m combined with 4% cost growth just marginally below €1.3m had a €2.4m year on year favourable impact. However, the effect on the company overall 2024 surplus was impacted marginally by a net recovery on St Joseph's prior year 2023 loss driven by an overall 3% cost reduction (€0.2m) complimented by a revenue improvement of 7% (€0.5m). The impact of the 2024 surplus has positively impacted reported balance sheet reserves resulting in the reported €1.2m net current asset. The 2025 operating results are currently forecast to improve from prior year.

	2024		2023		YOY Δ		YOY % Δ					
	Total Hospital	St Joseph's	Total Hospital	St Joseph's	Total Hospital	St Joseph's	Total Hospital	St Joseph's				
Revenue	50,523	42,705	7,818	46,324	39,021	7,303	4,199	3,684	515	9%	9%	7%
Payroll	(38,350)	(31,981)	(6,369)	(37,044)	(30,644)	(6,400)	1,306	1,337	(31)	4%	4%	0%
Non-Pay	(10,924)	(9,318)	(1,606)	(11,147)	(9,365)	(1,782)	(223)	(47)	(176)	(1%)	(10%)	(2%)
	1,249	1,406	(157)	(1,867)	(988)	(879)	(1,083)	(1,290)	722			

Comprising 92% (2023: 92%) of total hospital revenues, residential income increased just under 6% on the prior year and this arose from increase in occupancy and average yields.

After MHFAI having an exceptional year in 2023 this trend continued into 2024 - this had a €0.2m year on year impact. In 2024 67% of outpatient services were psychiatry led with psychology and allied disciplines constituting 17% and 15% respectively. Other category income includes grant and donation income, catering, pharmacy, car park and rental sources. Increases are mainly attributable to a €100k received from the St John of God Foundation "Better Life" program as a contribution to refurbishing Delgany Lodge bathrooms. Otherwise catering, carpark revenues increase with return to in-person visiting by 17%.

Hospital Revenue Analysis	2024		2023		Year on Year Change	
	€	%	€	%	€	%
Inpatient/Residential	39,122,519	91%	35,728,918	91%	3,393,601	9.50%
Mental Health First Aid Ireland (MHFAI)	1,663,000	4%	1,500,755	4%	162,245	10.81%
Non-Residential Clinical Service/Day Care	736,991	2%	777,821	2%	(40,830)	-5.25%
All Other	1,182,519	3%	1,013,451	3%	169,068	16.68%
Revenue	42,705,029	100%	39,020,945	100%	3,684,084	9.44%

TRUSTEES' REPORT – continued

FINANCIAL REVIEW – continued

St Joseph's revenues derive mostly from residential and therapeutic care services exclusively for people with dementia. The residential service capacity is 60 long term beds and 1 allocated to short term respite care. In 2024 utilization of residential capacity maintained the typical high levels running marginally over 99% with a marginal increase 2% volume combined with a 6% increase in average yield contributing €0.3m of the year on year increase in residential income.

As the key NTPF capped reimbursement rate remains un-economic the HSE, to support the continuation of the service, made a €2.0m contribution towards the incremental costs of the dementia specific service. Non-residential service income is primarily section 39 HSE funding of €409,344 towards providing day care services referred from the catchment area by HSE Public Health. Funding supports to nursing homes to offset some of the increased costs of managing the Covid-19 emergency ceased in 2024.

	2024		2023		Year on Year Change	
	€	%	€	%	€	%
St Josephs Revenue Analysis						
Inpatient/Residential	4,831,716	62%	4,562,651	62%	269,065	6%
HSE Contribution to Enhanced Costs	2,000,000	25%	2,000,000	27%	-	-
Non-Residential Clinical Service /Day Care	464,236	6%	443,768	6%	20,468	5%
All other (analysed below)	522,351	7%	201,016	4%	321,335	160%
	-	-	95,600	1%	(95,600)	-100%
NTPF Temporary Assistance Payment Scheme Revenue	7,818,303	100%	7,303,035	100%	515,268	7%

Saint John of God Hospital c/o

TRUSTEES' REPORT – continued

FINANCIAL REVIEW – continued

Analysis – All Other Income St Josephs

	Unrestricted	Restricted	2024	Unrestricted	Restricted	2023
Butterfly Lunch Event	-	71,083	71,083	-	35,485	35,485
Community Fund for Ireland	-	125,000	125,000	-	50,000	50,000
SJOG Foundation	-	100,000	100,000	-	-	-
Donations	34,311	-	34,311	63,729	-	63,729
Online Fundraising Services	46,425	-	46,425	18,836	-	18,836
Anonymous Donation	50,000	41,250	91,250	-	20,000	20,000
EU Grant Dementia Rights Project	-	38,920	38,920	-	48,931	48,931
DLR HUG Foundation	-	10,000	10,000	-	-	-
FAS grant	-	3,931	3,931	-	5,784	5,784
Monkstown Hospital Foundation	-	-	-	-	5,000	5,000
Glen Mill Golf Club	-	-	-	3,719	-	3,719
SOLAS grant	-	-	-	-	4,000	4,000
National Lottery Grant	-	3,645	3,645	-	-	-
DLR County Council Grant	-	-	-	-	1,960	1,960
CST/Bowling	13,418	-	13,418	13,258	-	13,258
The Hospital Saturday Fund	-	3,000	3,000	-	13,500	13,500
RSI Scheme Grant	-	25,000	25,000	-	25,000	25,000
Miscellaneous Other / Deferred	8,869	(52,502)	(43,632)	22,271	(130,457)	(108,186)
	153,023	369,328	522,351	121,813	79,203	201,016

TRUSTEES' REPORT – continued

FINANCIAL REVIEW – continued

Gross expenditure at €49m increased 2% or €1m on the prior year (2023: €48m). The relative proportion of pay to non-pay remains consistent at 78% : 22% (2023 77% : 23%). Fixed asset additions of €0.96m increased on prior year (2023: €0.36m) with the hospital additions at €0.57m (2023:€0.31m) being 10% of its asset base at cost — St Josephs capitalized an additional €0.39m (2023: €0.1m) being 46% of its asset base at cost. The increase in the fixed asset base 2024 is due to planned capital investment and upgrade of the Hospital premises and bathroom upgrades at St Josephs Shankill, representing an additional 15% of the total asset base valued at cost. During 2024 with the implementation of a new accounting system the Fixture & Fittings and Equipment asset classes with a similar Useful Economic Life accelerated depreciation were consolidated to a new asset class Equipment Fixtures and Fittings with a Useful Economic Life of 3-5 years to depreciate on a straight line basis from date of acquisition, resulting in overall depreciation charges of €0.8m (2023: €0.9m) marginally below prior year.

	2024			2023			YOY			YOY		
	€('000)	%	St Joseph's	€	%	St Joseph's	€	%	€	%	St Joseph's	
Payroll	38,350	78%	31,981	37,044	77%	30,644	6,400	1,306	1,337	-31	4%	4%
Non-Pay	10,166	20%	8,722	10,257	21%	8,591	1,666	-91	131	-222	-1%	2%
Depreciation	758	2%	596	889	2%	774	115	-131	-178	47	-15%	-23%
Total	49,274	100%	41,299	48,190	100%	40,009	8,181	1,084	1,290	-206	2%	3%

Hospital payroll growth of €1,34m or 4% gives a total €32.0m (2023: €30.6m) within which the clinical/nonclinical category mix remained uniform at 77%:23% (2023: clinical nonclinical mix: 77%:23%). Pay scales are linked to the Department of Health Consolidated Pay scales and increased in line with the public sector pay awards with rate uplifts: 1/1/24 (2.25%) 1/6/24 (1.0%) 1/10/24 (1.0%). These changes were the primary cost drivers in the hospital. The split of hospital pay costs across the categories was Nursing 44%, Medical 20%, Allied Healthcare 13%, Catering, Accommodation and Premises 12%, Admin 11% (2023: Nursing 46%, Medical 19%, Allied Healthcare 12%, Catering, Accommodation and Premises 13%, Admin 10%). Staff shortages in the nursing and medical fields significantly improved resulting in a significant reduction of incremental cost pressures for agency supplied services relative to employed complement. In 2024 the total nurse agency spend was €3.1m (2023: €5.8m) representing an improved staff to agency split for nursing costs of 84%:16% (2023 69%:31%). Medical staff agency costs in 2024 of €1.7m (2023 €2.8m) represents a staff to agency cost split of 73%:27% (2023: 52%:48%) reducing significant cost pressure due to 2024 medical staff recruitment requiring reduced agency cover at a premium in the short-term. Whilst in 2025 full-time staff complements have further improved to off-set agency spend with a forecast cost split (2025: 90%:10%)

St Josephs payroll growth remained flat at €6.4m (2023: €6.4m) mainly due to investment in backfilling agency staff with the clinical/nonclinical mix at 73%:23% (2023: 76%:24%). Across all categories the split was Nursing 73%, Catering, Accommodation and Premises 17%, Admin 8%, Allied 2%. Like the hospital all paygrades are linked to the consolidated pay scales and rose accordingly. Nurse agencies spend was €37k (2023 €0.44m) representing a significantly improved staff to agency split for nursing costs of 100%:0% (2023 91%:9%). The service continues to benefit from being part of the larger group as Hospital service provides management, administrative and nursing supports to St Josephs, the costs of which are not apportioned to the nursing home.

Saint John of God Hospital c/o

TRUSTEES' REPORT - continued

FINANCIAL REVIEW – continued

Non-pay expenditures (excluding depreciation charges) reduced by €0.1m or -1% on prior year.

	SIOG c/o		SIOG c/o		SIOG c/o		SIOG c/o					
	2024	2023	2024	2023	(YOY €)	(YOY %)	Hospital	Josephs				
Non-Pay excluding Depreciation	4,363	4,058	305	4,409	3,867	542	(46)	191	(237)	-1%	5%	-44%
Establishment	3,050	2,131	919	3,025	2,166	859	25	(35)	60	1%	-2%	7%
Consumables Relating To Direct Patient Care	2,753	2,533	220	2,823	2,558	2,65	(70)	(25)	(45)	-3%	-1%	-17%
Administration	10,166	8,722	1,444	10,257	8,591	1,666	(91)	131	(222)	-1%	2%	-13%

With a 2024 management focus on operating cost reduction based on prior year's losses, the Hospital increases were generally driven by maintaining Hospital premises offset by favourable energy costs in comparative to prior year whilst the St Joseph's Establishment category showed a marked reduction of €0.24m. This arose due to re-investment in the Saint Joseph's premises related to building, electrical, painting and decorating works during 2023.

In 2024 the balance sheet (p28) reflects a stronger financial position compared to the prior period, driven by improvements across key areas. The FY 2023 Net Current Liability Position has seen a significant improvement and a transition to a net current asset position, reducing the overall short-term funding pressure and enhancing liquidity achieved through a reduction in debt with targeted credit control activity combined with a parallel focus on reducing current liabilities. The Cash Position has marginally improved as cash balances have increased, providing greater flexibility to better meet operational needs and support for planned strategic initiatives. The closing reserves position has also strengthened, reflecting improved profitability and further reinforces the company's future financial stability. Overall, these changes indicate a healthier balance sheet and improved capacity to manage obligations and invest in future growth.

The company does not currently have a minimum reserve policy.

Saint John of God Hospital c/o

TRUSTEES' REPORT - continued

FUTURE PLANS

In 2025, we continue to market and deliver brand awareness on the current mental health and multi-disciplinary Team inpatient services. Whilst focusing on business development to expand on current outpatient therapy and MDT service portfolio.

In 2025, we have targeted an increase in occupancy rates by standardising and improving the admission process and referral pathways while optimising bed utilisation and expand inpatient beds using Riverdale 11 bed unit opened during May 2024. This will be achieved by continuing to build and maintain our relationships with key stakeholders, including patients and their families, general practitioners and other referrers, private healthcare insurers, the HSE, the Mental Health Commission, Universities, other research bodies and the wider Saint John of God organisation. Our core mission is to ensure that we always exceed patients' expectations, to provide high quality patient experiences/services, to continue our emphasis on quality/achieving desired outcomes and to provide optimum and sustainable service standards.

2025 has continued to see a clear and deliberate focus on ICT. With a clear focus on commencing works towards establishment of our own ICT Department, separate from the ICT Department at Saint John of God Hospital Services Group, we will forge ahead with a bespoke ICT Strategy for our three services.

The largest and most ambitious project with planned go-live in 2025 continues to be the implementation of a new electronic patient records and electronic prescribing system in the hospital. This project will see the replacement of the current electronic mental health information system MHIS in 2025 and will provide many new and important features which will benefit patient care and ways of working for colleagues in the service.

Recruitment and retention, improved for both the hospital and Saint Joseph's in 2024 per strategy to backfill vacant roles post pandemic in reducing agency spend, and we hope for such continued improvement in 2025. Achieved by renewing our focus on excellence by attracting the best people, developing their management and leadership skills and retaining high calibre staff, thereby creating a great place to work.

In relation to continuous quality improvement, we transitioned to a new financial accounting system and have implemented improved debt control procedures, whilst we continue to optimise Lean Six Sigma methodology and deploy analytical and project management tools such as power BI, Think-cell, Lucidchart and Jiro as it has proven to be a valuable method of increasing efficiencies and freeing up time, energy and resources for colleagues to enable them to use their skills to enhance the patient/resident journey.

Regarding facilities which we will continue to reinvest in 2025, we have completed essential works including the development of additional sensory bathing facilities in Saint Joseph's Shankill as well as additional re-investment in building, electrical and refurbishment works at the hospital in Stillorgan.


As the Masterplan for the campus in Stillorgan is now complete, we will focus on identifying the funding streams required to make the vision of building the new hospital a reality.

We have established working groups and developed business plans for each of our three services to implement the strategic plan 2024 – 2026 including reviewing the models of care and a focus on research. Implemented changes by the new CEO and other key management members continue to strengthen the teams and structure to build for the future. We successfully recruited in key management areas such as Finance, ICT, HR and Marketing to drive brand awareness and delivered on business development in outpatient mental health services.

On behalf of the board


David Pierce

28/11/2025


Elaine Collins

28/11/2025



Independent auditors' report to the members of Saint John of God Hospital clg

Report on the audit of the financial statements

Opinion

In our opinion, Saint John of God Hospital clg's financial statements:

- give a true and fair view of the company's assets, liabilities and financial position as at 31 December 2024 and of its net income and cash flows for the year then ended;
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Irish law); and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

We have audited the financial statements, included within the Annual Report, which comprise:

- the balance sheet as at 31 December 2024;
 - the statement of financial activities for the year then ended;
 - the cash flow statement for the year then ended;
 - the Statement of changes in funds for the year then ended; and
 - the notes to the financial statements, which include a description of the accounting policies.
-

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") and applicable law.

Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the company's ability to continue as a going concern.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.



In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

With respect to the Directors' Report, we also considered whether the disclosures required by the Companies Act 2014 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (Ireland) and the Companies Act 2014 require us to also report certain opinions and matters as described below:

- In our opinion, based on the work undertaken in the course of the audit, the information given in the Directors' Report for the year ended 31 December 2024 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.
- Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of directors' responsibilities set out on page 2, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

The directors are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with section 391 of the Companies Act 2014 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.



Other required reporting

Companies Act 2014 opinions on other matters

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

Other exception reporting

Directors' remuneration and transactions

Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of that Act have not been made. We have no exceptions to report arising from this responsibility.

A handwritten signature in blue ink that reads 'Aisling Meagher'.

Aisling Meagher
for and on behalf of PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Dublin

8 December 2025

Saint John of God Hospital c/o

STATEMENT OF FINANCIAL ACTIVITIES
Financial Year Ended 31 December 2024

	Hospital 2024		St. Josephs 2024		St John of God Hospital c/o				
	Note	Unrestricted €	Restrict ed €	Total €	Unrestricted €	Restrict ed €	Total €	2024 €	2023 €
Income and endowments from:									
Donations and Legacies	5	8,598	-	8,598	137,520	6,635	144,155	152,753	130,836
Earned from charitable activities	6	41,521,597	-	41,521,597	6,885,251	409,344	7,294,595	48,816,192	45,012,670
Earned from other trading activities	7	695,508	-	695,508	3,220	-	3,220	698,728	627,809
Other income	8	479,326	-	479,326	7,005	369,328	376,333	855,659	552,665
Total income and endowments		42,705,029	-	42,705,029	7,032,996	785,307	7,818,303	50,523,332	46,323,980
Expenditure:									
Cost of raising funds	9	-	-	-	(87,093)	(102,862)	(189,955)	(189,955)	(201,932)
Expenditure on charitable activities	10	(41,299,110)	-	(41,299,110)	(7,475,489)	(309,607)	(7,785,096)	(49,084,206)	(47,989,089)
Total expenditure		(41,299,110)	-	(41,299,110)	(7,562,582)	(412,469)	(7,975,051)	(49,274,161)	(48,191,021)
Net (expenditure) / surplus		1,405,919	-	1,405,919	(529,586)	372,838	(156,748)	1,249,171	(1,867,041)
Transfers between funds		-	-	-	-	-	-	-	-
Net movement in funds		1,405,919	-	1,405,919	(529,586)	372,838	(156,748)	1,249,171	(1,867,041)
Total funds brought forward		9,727,794	-	9,727,794	(8,938,545)	180,138	(8,758,407)	969,387	2,836,428
Total funds carried forward		11,133,713	-	11,133,713	(9,468,131)	552,976	(8,915,155)	2,218,556	969,387

Saint John of God Hospital c1g

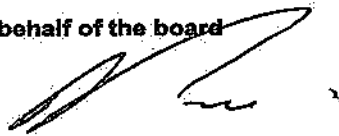
STATEMENT OF FINANCIAL ACTIVITIES - continued
Financial Year Ended 31 December 2023

	Hospital 2023			St. Josephs 2023			St. John of God Hospital c1g	
	Unrestricted €	Restricted €	Total €	Unrestricted €	Restricted €	Total €	2023 €	2022 €
Income and endowments from:								
Donations and Legacies	13,495	-	13,495	117,341	-	117,341	130,836	106,234
Earned from charitable activities	38,004,770	-	38,004,770	6,598,541	409,359	7,007,900	45,012,670	39,896,094
Earned from other trading activities	625,200	-	625,200	2,609	-	2,609	627,809	543,813
Other income	377,481	-	377,481	95,980	79,204	175,184	552,665	792,458
Total income and endowments	39,020,946	-	39,020,946	6,814,471	488,563	7,303,034	46,323,980	41,338,599
Expenditure:								
Cost of raising funds	-	-	-	(73,602)	(128,330)	(201,932)	(201,932)	(146,171)
Expenditure on charitable activities	(40,008,958)	-	(40,008,958)	(7,800,036)	(180,095)	(7,980,131)	(47,989,089)	(42,727,879)
Total expenditure	(40,008,958)	-	(40,008,958)	(7,873,638)	(308,425)	(8,182,063)	(48,191,021)	(42,874,050)
Net (expenditure) / surplus	(988,012)	-	(988,012)	(1,059,167)	180,138	(879,029)	(1,867,041)	(1,535,451)
Transfers between funds	-	-	-	-	-	-	-	-
Net movement in funds	(988,012)	-	(988,012)	(1,059,167)	180,138	(879,029)	(1,867,041)	(1,535,451)
Total funds brought forward	10,715,806	-	10,715,806	(7,879,378)	-	(7,879,378)	2,836,428	4,371,979
Total funds carried forward	9,727,794	-	9,727,794	(8,938,545)	180,138	(8,758,407)	969,387	2,836,428

BALANCE SHEET
As at 31 December 2024

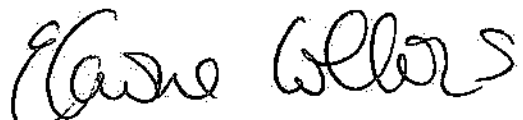
	Note	2024 €	2023 €
Fixed assets			
Tangible Fixed Assets	15	1,127,898	925,609
Acquired Intangible Asset	15(A)	621,657	621,657
Current assets			
Debtors	16	7,948,478	8,291,656
		<u>7,948,478</u>	<u>8,291,656</u>
Current liabilities			
Creditors (amounts falling due within one year)	17	(6,722,590)	(8,868,995)
		<u>1,225,888</u>	<u>(577,339)</u>
Net current assets / (Liabilities)			
7 Year Term Loan	18	(756,885)	-
Total assets less current liabilities		<u>2,218,558</u>	<u>969,387</u>
The funds of the charity			
Restricted funds		552,976	180,138
Total restricted funds		<u>552,976</u>	<u>180,138</u>
Unrestricted funds		1,665,582	789,249
Total unrestricted funds		<u>1,665,582</u>	<u>789,249</u>
Total charity funds		<u>2,218,558</u>	<u>969,387</u>

On behalf of the board



David Pierce

28/11/2025



Elaine Collins

28/11/2025

STATEMENT OF CHANGES IN FUNDS
Financial Year Ended 31 December 2024

	Unrestricted funds €	Restricted funds €	Total €
Balance at 1 January 2023	2,836,428	–	2,836,428
Net Deficit	<u>(2,047,179)</u>	<u>180,138</u>	<u>(1,867,041)</u>
Balance at 31 December 2023	<u>789,249</u>	<u>180,138</u>	<u>969,387</u>
Balance at 1 January 2024	789,249	180,138	969,387
Net Surplus	<u>876,333</u>	<u>372,838</u>	<u>1,249,171</u>
Balance at 31 December 2024	<u>1,665,582</u>	<u>552,976</u>	<u>2,218,558</u>

CASH FLOW STATEMENT
Financial Year Ended 31 December 2024

	Note	2024 €	2023 €
Cash flows from operating activities:			
Net cash provided by operating activities	19	360,538	1,376,863
Cash flows from investing activities:			
Leasehold Improvements, additions to fixtures and equipment	15	(961,171)	(984,450)
Net cash used in investing activities		(961,171)	(984,450)
Cash flows from financing activities:			
Fixed Term Loan Received / (Repaid)		756,885	(118,526)
Net cash generated from / (used in) financing activities		756,885	(118,526)
Change in cash and cash equivalents in the reporting period		156,252	273,887
Cash and cash equivalents at the beginning of the reporting period		(1,654,149)	(1,928,036)
Cash and cash equivalents at the end of the reporting period		(1,497,897)	(1,654,149)

NOTES TO THE FINANCIAL STATEMENTS

1 General information

The company operates three services, Saint John of God Hospital which incorporates Mental Health First Aid Ireland and Saint Joseph's Centre. The Hospital is an independent mental health service provider regulated and approved by the Mental Health Commission. Inpatient, outpatient and day services are provided from a 180-bed facility located in Stillorgan, Co. Dublin. In addition, the Hospital is a university teaching hospital delivering research, education and training to undergraduate and post graduate levels. Saint Joseph's Centre delivers residential, day and respite services to older people who have a diagnosis of dementia. The centre is regulated by the Health Information and Quality Authority and operates a designated centre for older people from a 61 bedded unit in Shankill, Co. Dublin.

The significant accounting policies used in the preparation of the entity financial statements are set out below. These policies have been consistently applied to all financial years presented, unless otherwise stated.

The preparation of financial statements in conformity with FRS 102 requires the use of certain key assumptions concerning the future, and other key sources of estimation uncertainty at the reporting date. It also requires the directors to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or areas where assumptions and estimates have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed in note 4.

2 Statement of compliance

The entity financial statements have been prepared on a going concern basis and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) and (Charities SORP (FRS 102)) and the Companies Act 2014.

3 Summary of significant accounting policies

The significant accounting policies used in the preparation of the entity financial statements are set out below. These policies have been consistently applied to all financial years presented, unless otherwise stated.

The significant accounting policies adopted by the company are as follows:

(a) Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), and the Companies Act 2014.

Saint John of God Hospital clg meets the definition of a public benefit entity under FRS 102.

(b) Going concern

The financial statements have been prepared on the going concern basis which assumes that the company will be able to continue in operational existence for the foreseeable future. The net operating result for the year ended 31 December 2024 was a €1.25m surplus (2023: €1.88m deficit) being a hospital surplus of €1.4m (2023: €1.0m deficit) and a Saint Joseph's deficit of €0.15m (2023: €0.88m deficit). The company had net current assets of €1.2m (2023: net current liabilities of €577k) and total net assets of €2.2m (2023: €969k). The 2024 operating results have significantly improved from prior years with a projected surplus and future cashflows forecast during 2025 and beyond.

NOTES TO THE FINANCIAL STATEMENTS

3 Summary of significant accounting policies – continued

(b) Going Concern – continued

During 2025 the Saint Joseph's service will continue to require cashflow support from the hospital service.

At the date of signing the forecast indicates inflationary pressures, new ICT investments and potential deficits in St Josephs not covered by HSE supports. The Company's operating result projection for 2026 remains positive, pending upward adjustments in pricing and further funding from the HSE for the St Joseph's service may require cashflow support from Saint John of God Hospitaller Services Group. Saint John of God Hospitaller Services Group have provided written confirmation that such support will be forthcoming in the event it is required.

Having reviewed the budgets and results to date for 2025 and having examined the projected cashflows and cash availability to the end of 2025 the directors have a reasonable expectation the assumptions regarding incremental costs are reasonable and the company will have adequate resources and sufficient liquidity to continue to operate for the foreseeable future. On that basis the directors have continued to adopt the going concern basis of accounting in preparing these financial statements.

(c) Accounting convention

The financial statements are prepared under the historical cost convention.

(d) Revenue recognition

(i) Donations and legacies

Donations collected, including cash and goods for resale, are recognised as revenue when the company gains control, economic benefits are probable, and the amount of the donation can be measured reliably. Legacies are recognised when the legacy is received. Revenue from legacies comprising non cash property are recognised at fair value, being the market value at the date the company becomes legally entitled to the property.

(ii) Residential income (inpatient)

Earnings are recognised as the service is performed i.e., for each bed day utilised by a patient admitted to Hospital or a resident admitted to Saint Josephs. Revenue is calculated as the product of days utilised and a daily rate agreed with the funder.

(iii) Day care income

Earnings are recognised as the service is performed i.e., Revenue is recognised for each completed daily attendance on a program.

Revenue is calculated as the product of days utilized and a daily attendance fee agreed with the funder.

(iv) Catering receipts/pharmacy receipts

Revenue is recognised on a cash receipts basis at the point when the goods are provided to the customer.

(v) Rental income

Rental income is recognised on a straight-line basis over the term of the rental agreement.

(vi) Grant Income

Grants from government, institutional donors, corporate and trusts and foundations that are subject to significant restrictions or reporting requirements are recognised when Saint John of God Hospital clg is legally entitled to the income, virtually certain of receipt and the amounts can be measured with sufficient reliability.

NOTES TO THE FINANCIAL STATEMENTS

3 Summary of significant accounting policies – continued

(d) Revenue Recognition – continued

(vii) *Deferred income*

Where specific performance conditions attached to a grant, donation or legacy remain uncompleted at the balance sheet date the value of the donation is included in creditors under the heading "Deferred Income".

(viii) *Mental Health First Aid income*

Revenues arising under the HSE service level agreement are recognised monthly on receipt of the agreed funding. The quantum of work completed is reviewed at year end and a proportionate deferral is made if any service delivery remains outstanding or partially completed. Otherwise, income arising from course delivery to individual corporates or under the VHI Service level agreement is recognised at time of individual course delivery.

(ix) *Donated services and facilities*

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Please refer to the Trustees' Report pages 6-22 for more information about their contribution.

(e) Funds

All transactions of the organisation have been recorded and reported as income into or expenditure from funds which are designated as "restricted", "endowment" or "unrestricted".

Restricted funds

Income is treated as restricted where the donor has specified that it may only be used for a particular purpose or where it has been raised for a particular purpose. All other income is treated as unrestricted. Expenditure is treated as being made from restricted funds to the extent that it meets the criteria specified by the donor or the terms under which it was raised. All other expenditure is treated as unrestricted.

Unrestricted funds

All other income is treated as unrestricted and relates to the core objective of providing services in accordance with the overall charity objectives.

(f) Expenditure

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

- Costs of raising funds comprise the costs incurred by Saint John of God Hospital clg in raising funds for its charitable purposes. It includes the costs of all fundraising activities and events. It also includes advertising and marketing costs.
- Expenditure on charitable activities includes the costs incurred in undertaking the various charitable activities which are performed for the benefit of Saint John of God beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- Other expenditure represents those items not falling into any other heading.

(g) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the hospitals programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated is set out in note 11.

NOTES TO THE FINANCIAL STATEMENTS

3 Summary of significant accounting policies – continued

(h) Employee benefits

The company provides a range of benefits to employees, including short term employee benefits such as paid holiday arrangements and post-employment benefits (in the form of defined contribution pension plans). Existing employees have access to one of three pension schemes. Two are public service style pension schemes, the Nominated Health Agencies Superannuation Scheme (NHASS) and the Single Public Service Pension Scheme (SPSPS). The third scheme is a defined contribution scheme (DC) managed by a separate legal entity. Both NHASS and SPSPS are closed to new entrants however some employees joining from another agency/service may continue in NHASS, the DC scheme is available to all other employees.

The NHASS and SPSPS are regarded as state plans for the purposes of FRS 102.

For all schemes the employee contributes a fixed percentage of their pensionable salary and the employer contributes a multiple of the employee contribution. Employer pension contributions by Saint John of God Hospital clg are charged to payroll expense concurrent with salary payments made to employees. Employer pension contributions are included in note 14 'Other retirement benefit costs'.

For the NHASS scheme employer and employee contributions are remitted by Saint John of God Hospital clg to St. John of God Community Services clg. The Directors believe the NHASS is operated by St. John of God Community Services as an agent for HSE\Department of Health. Employer and employee contributions for the SPSPS scheme are remitted direct to Department of Public Expenditure and Reform (DEPR). Employer and employee contributions for the DC scheme are remitted direct to the investment management company.

The financial statements of St. John of God Community Services clg outline the accounting policies and responsibilities of the Department of Health and the Department of Public Expenditure and Reform for the schemes. These policies are as follows.

Contributions from employees which are deducted through payroll in addition to Saint John of God Hospital clg employer contributions are credited to the St. John of God Community Services Statement of Financial Activities when received. Payments in respect of pensions and lump sum payments are charged to the St. John of God Community Services Income and Expenditure account as amounts become payable. Surplus or deficit funding of the balance is dealt with in the accounts of John of God Community Services as part of grant income which is included within income earned from charitable activities in the Statement of Financial Activities.

The Directors believe that the liability in respect of pension benefits payable to employees who are members of the NHASS will be met in full by the Department of Health. Saint John of God Hospital clg or Saint John of God Community Services clg is not exposed to actuarial risk arising in the NHASS and from both companies' perspective the NHASS is, in substance, a defined contribution scheme. The NHASS closed to new members on 31 December 2012.

With effect from 1 January 2013 the Single Public Service Pension Scheme (SPSPS) applied to all first-time new entrants.

The company received correspondence from the Health Service Executive that with effect from 4th February 2019 new employees should not be enrolled in the SPSPS. Since 4th Feb 2019 all new employees who are not members of the NHASS are offered the opportunity to join the company's independently administered defined contribution (DC) scheme. Pension contributions for the remaining SPSPS members are remitted direct to the Department of Public Expenditure and Reform. The company is in correspondence with the Department of Health in connection with the preservation of benefits of the employees enrolled in the SPSPS. The directors believe that the Department of Public Expenditure and Reform is responsible for the payment of lump sums and pensions in payment on behalf of the SPSPS without recourse to the company.

NOTES TO THE FINANCIAL STATEMENTS

3 Summary of significant accounting policies – continued

(h) Employee benefits - continued

For the DC scheme employer and employee contributions are remitted direct to the separate legal entity managing the fund. Lump sums and pensions are payable by that entity and no further obligation on the employer company exists.

(i) Income tax

The company has been granted charitable tax exemption by the Revenue Commissioners and is recognised as a charity under Section 207 of the Tax Consolidation Act 1997, registered number CHY 18282.

(j) Tangible fixed assets

During the year items acquired for continuing use and expected to contribute to the economic objectives of the company for a period exceeding one year were treated as capital expenditure. During 2024 with the implementation of a new accounting system the Fixture & Fittings and Equipment asset classes with a similar Useful Economic Life accelerated depreciation were consolidated to a new asset class Equipment Fixtures and Fittings with a Useful Economic Life of 3-5 years to depreciate on a straight line basis from date of acquisition. , no depreciation is charged in the month of disposal. The net book value at 31 Dec 2024 is €1.1m (2023: €0.9m).

Tangible fixed assets are carried at cost (or fair value at date transferred, see note 15) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to the location and condition necessary for its intended use, applicable dismantling, removal and restoration costs and borrowing costs capitalised.

(i) Leasehold Improvements

Leasehold improvements are carried at cost (or fair value at date transferred, see note 15) less accumulated depreciation and accumulated impairment losses.

Refurbishments and renewals to rented premises which are considered to be similar in nature to leasehold improvements deemed to provide an economic value greater than 1 year are carried at cost incurred.

(ii) Plant and machinery, fixtures, fittings, computers and equipment.

Plant, machinery fixtures and fittings, computer and equipment are carried at cost less accumulated depreciation and accumulated impairment losses.

(iii) Depreciation and residual values

Land is not depreciated. Depreciation on other assets is calculated, using the straight-line method over their estimated useful lives, as follows:

Leasehold Improvements	3 to 5 years
Fixtures and Fittings, Computer and Equipment	3 to 5 years

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each financial year. The effect of any change in either residual values or useful lives is accounted for prospectively.

(iv) Derecognition

Tangible fixed assets are derecognised on disposal or transfer or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the statement of financial activities.

NOTES TO THE FINANCIAL STATEMENTS

3 Summary of significant accounting policies – continued

(k) Intangible Assets

During the prior year investment in a new ICT development for the Hospital Electronic Payment Record system commenced. The Development cost and investment of the New electronic patient record system specific to Saint John of God Hospital will run over a 5-year period valued at €3.9m. After initial recognition, software and development costs are carried at cost less any accumulated amortization and any accumulated impairment losses.

(i) Amortization:

Amortization of software and development costs is charged on a straight-line basis over their estimated useful lives, which is typically between 3 to 5 years. The estimated useful lives and amortization methods are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis.

(ii) Disposals:

Software and development costs are derecognized on disposal, or when no future economic benefits are expected from their use or disposal. Gains or losses arising from derecognition, measured as the difference between the net disposal proceeds and the carrying amount of the asset, are recognized in the statement of financial activities when the asset is derecognized.

(l) Cash at bank and in hand

Cash at bank and in hand include cash in hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities. Cash at bank and in hand are initially measured at transaction price and subsequently measured at amortised cost.

When the bank balance is in a negative position, this amount is shown on the balance sheet within creditors as a bank overdraft.

(m) Financial instruments

The company has chosen to apply the provisions of Sections 11 and 12 of FRS 102 to account for all of its financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors and cash and cash equivalents are initially recognised at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial asset is initially measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument.

At the end of each financial year financial assets are assessed for objective evidence of impairment. If there is objective evidence that a financial asset is impaired an impairment loss is recognised in profit or loss. The impairment loss is the difference between the financial asset's carrying amount and the present value of the financial asset's estimated cash inflows discounted at the asset's original effective interest rate.

Therefore, known bad debts are written off and a specific provision is made for those, the collection of which is considered doubtful.

If, in a subsequent financial year, the amount of an impairment loss decreases and the decrease can be objectively related to an event occurring after the impairment was recognised the previously recognised impairment loss is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment loss not previously been recognised. The impairment reversal is recognised in profit or loss.

NOTES TO THE FINANCIAL STATEMENTS

3 Summary of significant accounting policies – continued

(i) Financial assets – continued

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of ownership of the financial asset are transferred to another party or (c) control of the financial asset has been transferred to another party who has the practical ability to unilaterally sell the financial asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade and other creditors, bank loans and loans from fellow group companies are initially recognised at transaction price, unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial liability is initially measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Trade and other creditors, bank loans, loans from fellow group companies and financial liabilities from arrangements which constitute financing transactions are subsequently carried at amortised cost, using the effective interest method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as due within one year if payment is due within one year or less. If not, they are presented as falling due after more than one year. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

(n) Foreign currency

(i) Functional and presentation currency

The company's functional and presentation currency is the Euro, denominated by the symbol "€".

(ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At the end of each financial year foreign currency monetary items are translated to Euro using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at exchange rates at the end of the financial year of monetary assets and liabilities denominated in foreign currencies are recognised in the profit and loss account.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the statement of financial activity.

4 Critical accounting judgements and estimation uncertainty

Estimates and judgements made in the process of preparing the charity entity financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

NOTES TO THE FINANCIAL STATEMENTS

The directors make estimates and assumptions concerning the future in the process of preparing the entity financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual

4 Critical accounting judgements and estimation uncertainty – continued

results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below:

(i) *Impairment of debtors*

The directors make an assessment at the end of each financial year of whether there is objective evidence that debtors are recoverable. When assessing impairment of such debtors, the directors consider factors including the current credit rating of the debtor, the age profile of outstanding invoices, recent correspondence and historical experience of cash collections from the debtor. See note 16 for the net carrying amount of the debtors and the impairment loss recognised in the financial year.

(ii) *Tangible fixed assets depreciation - useful economic life*

The annual depreciation on tangible fixed assets is sensitive to the estimated useful lives and residual values of the assets. The useful economic lives and residual values are reviewed annually. They are amended when necessary to reflect technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 15 for the carrying amount of tangible assets and note 3 for the useful economic lives of each class of tangible asset.

(iii) *Impairment of Intangible assets*

At each reporting date, the charity reviews the carrying amounts of its software and development costs to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

(iv) *Cost of employer pension contributions*

The company's employees are members of one of three schemes, the Nominated Health Agencies Superannuation Scheme (NHASS), the Single Public Service Pension Scheme (SPSPS) or the Defined Contribution scheme (DC). It is the Directors judgement that the annual cost to the company (employer) for NHASS and SPSPS schemes is a multiple of twice the total employee contribution to the schemes during the year. See note 14 'Other retirement benefit costs' for the total annual employer charge of all three schemes. See note 20 'post-employment benefits for further details on operation of the employee pension schemes and note 22 in relation to the contingent liability disclosure.

NOTES TO THE FINANCIAL STATEMENTS - continued

7 Earned from other trading activities	Hospital 2024				St. Josephs 2024				2024
	Unrestricted €	Restricted €	Hospital €	Total €	Unrestricted €	Restricted €	St Josephs €	Total €	
Catering receipts	475,865	-	475,865	479,085	3,220	-	3,220	479,085	
Pharmacy receipts	141,348	-	141,348	141,348	-	-	-	141,348	
Car Parking Fees	71,541	-	71,541	71,541	-	-	-	71,541	
Other receipts	6,754	-	6,754	6,754	-	-	-	6,754	
	695,508	-	695,508	698,728	3,220	-	3,220	698,728	
	Hospital 2023				St. Josephs 2023				2023
	Unrestricted €	Restricted €	Hospital €	Total €	Unrestricted €	Restricted €	St Josephs €	Total €	
Catering receipts	410,502	-	410,502	413,111	2,609	-	2,609	413,111	
Pharmacy receipts	143,508	-	143,508	143,508	-	-	-	143,508	
Car Parking Fees	64,877	-	64,877	64,877	-	-	-	64,877	
Other receipts	6,313	-	6,313	6,313	-	-	-	6,313	
	625,200	-	625,200	627,809	2,609	-	2,609	627,809	

NOTES TO THE FINANCIAL STATEMENTS - continued

	Hospital 2024		St. Josephs 2024		2024
	Unrestricted	Restricted	Unrestricted	Restricted	
8 Other Income					
Rentals	€ 100,828	€ -	€ 100,828	€ -	€ 100,828
Nursing education grant (DOH)	331,992	-	331,992	-	331,992
Medical education grant (UCD)	16,250	-	16,250	-	16,250
Betterlife Grant	-	-	-	-	-
RSI Scheme Grant	-	-	-	-	-
FAS grant	-	-	-	100,000	100,000
Anonymous Donation	-	-	-	25,000	25,000
The Hospital Saturday Fund	-	-	-	3,932	3,932
EU Grant Dementia Rights Project	-	-	-	40,000	40,000
DLR HUG Grant	-	-	-	3,000	3,000
Lottery Grant	-	-	-	38,920	38,920
Age&Opp Activity Grant	-	-	-	10,000	10,000
Butterfly Lunch Event	-	-	-	3,645	3,645
Community Fund for Ireland	-	-	-	1,250	1,250
Insurance Receipt - Property Damage	24,384	-	24,384	71,083	71,083
Other	5,872	-	5,872	125,000	125,000
Deferred Income (Note17)	-	-	-	(52,502)	7,005
	479,326	-	479,326	369,328	855,659
				(52,502)	7,005
				376,333	125,000
					24,384
					12,877
					(52,502)
					855,659

NOTES TO THE FINANCIAL STATEMENTS - continued

8 Other Income	Hospital 2023		St. Josephs 2023		2023
	Unrestricted	Restricted	Unrestricted	Restricted	
	€	€	€	€	€
Rentals	40,169	-	-	-	40,169
Nursing education grant (DOH)	331,992	-	-	-	331,992
Medical education grant (UCD)	4,750	-	-	-	4,750
RSI Scheme Grant	-	-	-	25,000	25,000
FAS grant	-	-	-	5,784	5,784
SOLAS Grant	-	-	-	4,000	4,000
Anonymous Donation	-	-	-	20,000	20,000
The Hospital Saturday Fund	-	-	-	13,500	13,500
EU Grant Dementia Rights Project	-	-	-	48,931	48,931
DLR County Council Grant	-	-	-	1,960	1,960
Monkstown Hospital Foundation	-	-	-	5,000	5,000
Butterfly Lunch Event	-	-	-	35,485	35,485
Community Fund for Ireland	-	-	-	50,000	50,000
NTPF Covid 19 Nursing Home Supports	-	-	95,600	-	95,600
Other	570	-	380	-	950
Deferred Income (Note 17)	-	-	-	(130,456)	(130,456)
	377,481		95,980	79,204	552,665
				(130,456)	
				175,184	
					(130,456)
					552,665

NOTES TO THE FINANCIAL STATEMENTS - continued

10 Expenditure on charitable activities	Hospital 2024		St. Josephs 2024			2024 Total €
	Unrestricted €	Restricted €	Unrestricted €	Restricted €	St. Josephs €	
Pay (allied)	4,031,646	-	-	-	-	4,031,646
Pay (nursing)	14,182,433	-	4,676,696	-	4,676,696	18,859,129
Pay (medical)	6,373,164	-	-	-	-	6,373,164
Clinical						
Administration expenses	368,846	-	3,887	-	3,887	372,733
Equipment and furnishings	1,884	-	2,582	-	2,582	4,466
Clinical care tests and supplies	363,246	-	32,542	-	32,542	395,788
Cleaning/colletries	529	-	1,329	-	1,329	1,858
Staff training, education and equipment	147,880	-	900	-	900	148,780
Establishment expenses	13,190	-	3,653	-	3,653	16,843
Depreciation	96,113	-	50,612	-	50,612	146,725
Transport	123,266	-	187	-	187	123,453
Nursing care supplies	6,913	-	3,962	-	3,962	10,875
Rent charges	4,211	-	-	-	-	4,211
IT costs	61,447	-	221	-	221	61,668
Therapeutic program supplies	65,418	-	14,247	-	14,247	79,665
Pharmacy	412,001	-	10,358	-	10,358	422,359
Other	1,308	-	1,157	-	1,157	2,465
Food, packaging and tableware	3,154	-	584,308	866	585,174	588,328
Governance	-	-	-	-	-	-
Support Costs (Pay & Non-Pay) (Note 11)	15,042,461	-	2,088,848	308,741	2,397,589	17,440,050
	41,299,110	-	7,475,489	309,607	7,785,096	49,084,206

NOTES TO THE FINANCIAL STATEMENTS - continued

10 Expenditure on charitable activities — continued	Hospital 2023		St. Josephs 2023			2023 Total €
	Unrestricted €	Restricted €	Unrestricted €	Restricted €	St Josephs €	
Pay (allied)	3,868,016	-	38,338	-	38,338	3,906,354
Pay (nursing)	13,876,854	-	4,797,167	-	4,797,167	18,674,021
Pay (medical)	5,844,742	-	-	-	-	5,844,742
Clinical						
Administration expenses	522,858	-	9,928	-	9,928	532,786
Equipment and furnishings	2,453	-	6,442	-	6,442	8,895
Clinical care tests and supplies	325,218	-	(8,280)	-	(8,280)	316,938
Cleaning/toiletries	558	-	1,778	-	1,778	2,336
Staff training, education and equipment	183,011	-	720	-	720	183,731
Establishment expenses	16,736	-	714	-	714	17,450
Depreciation	112,147	-	52,440	-	52,440	164,587
Transport	71,688	-	729	776	1,505	73,193
Nursing care supplies	65,524	-	21,662	-	21,662	87,186
Rent charges	-	-	-	-	-	-
IT costs	77,982	-	-	-	-	77,982
Therapeutic program supplies	53,180	-	7,044	-	7,044	60,224
Pharmacy	485,199	-	29,577	-	29,577	514,776
Other	-	-	-	-	-	-
Food, packaging and tableware	4,447	-	535,571	1,150	536,721	541,168
Governance	-	-	-	-	-	-
Support Costs (Pay & Non-Pay) (Note 11)	14,498,345	-	2,306,206	178,169	2,484,375	16,982,720
	40,008,958	-	7,800,036	180,095	7,980,131	47,989,089

NOTES TO THE FINANCIAL STATEMENTS - continued

	Hospital 2024		St. Josephs 2024		2024 Total €
	Unrestricted €	Restricted €	Unrestricted €	Restricted €	
Support (payroll costs)					
Pay (admin)	3,456,718	-	278,936	41,154	3,776,808
Pay (tech services and grounds)	477,643	-	125,518	18,519	621,680
Pay (catering/accommodation)	3,459,857	-	928,282	136,958	4,525,097
Support					
Administration expenses	1,265,574	-	152,088	22,439	1,440,101
Equipment and furnishings	53,052	-	2,816	969	56,837
Clinical care tests and supplies	14,643	-	35,297	5,208	55,148
Energy costs	490,828	-	120,715	17,810	629,353
Cleaning/colletries	220,189	-	197,189	29,093	446,471
Staff training, education and equipment	74,143	-	13,674	2,018	89,835
Establishment expenses	852,342	-	93,062	13,730	959,134
Depreciation	499,884	-	90,604	13,368	603,856
Transport	41,912	-	180	27	42,119
Nursing care supplies	24,403	-	225	33	24,661
Rent charges	2,066,004	-	-	-	2,066,004
IT costs	462,129	-	34,198	5,046	501,373
Therapeutic Program supplies	-	-	-	-	-
Pharmacy	-5,197	-	-	-	-5,197
Other	51,946	-	433	64	52,443
Food, packaging and tableware	860,376	-	1,471	217	862,064
Governance	37,912	-	14,159	2,089	54,160
Management charges	638,133	-	-	-	638,133
Total support costs	15,042,461	-	2,088,848	308,741	17,440,050

NOTES TO THE FINANCIAL STATEMENTS - continued

11 Analysis of support costs – continued	Hospital 2023			St. Josephs 2023			2023 Total €
	Unrestricted €	Restricted €	Hospital €	Unrestricted €	Restricted €	St Josephs €	
Support (payroll costs)							
Pay (admin)	3,201,476	-	3,201,476	227,299	16,297	243,596	3,445,072
Pay (tech services and grounds)	522,029	-	522,029	134,722	9,659	144,381	666,410
Pay (catering/accommodation)	3,331,303	-	3,331,303	944,657	67,729	1,012,386	4,343,689
Support							
Administration expenses	1,074,436	-	1,074,436	182,864	16,357	199,221	1,273,657
Equipment and furnishings	67,874	-	67,874	10,105	767	10,872	78,746
Clinical care tests and supplies	-	-	-	34,193	2,452	36,645	36,645
Energy costs	526,224	-	526,224	195,833	14,041	209,874	736,098
Cleaning/colletries	280,155	-	280,155	191,632	13,739	205,371	485,526
Staff training, education and equipment	112,926	-	112,926	31,134	2,232	33,366	146,292
Establishment expenses	883,525	-	883,525	255,100	18,288	273,388	1,156,913
Depreciation	661,571	-	661,571	49,580	13,087	62,667	724,238
Transport	36,431	-	36,431	4,137	297	4,434	40,865
Nursing care supplies	20,134	-	20,134	1,933	139	2,072	22,206
Rent charges	1,906,382	-	1,906,382	-	-	-	1,906,382
IT costs	346,916	-	346,916	26,383	1,892	28,275	375,191
Therapeutic Program supplies	5,615	-	5,615	778	56	834	6,449
Other	39,298	-	39,298	10	1	11	39,309
Food, packaging and tableware	816,943	-	816,943	564	40	604	817,54
Governance	40,362	-	40,362	15,282	1,096	16,378	56,7407
Management charges	624,745	-	624,745	-	-	-	624,745
Total support costs	14,498,345	-	14,498,345	2,306,206	178,169	2,484,375	16,982,720

Support costs are all related to direct charitable activities.

NOTES TO THE FINANCIAL STATEMENTS - continued

12 Operating expenses 2024
€ 2023
€

The following operating expenses have been recognised:

Directors' remuneration

Emoluments:

- for services as directors - -
- for other services - -

Pension:

- for services as directors - -
- for other services - -

- -

Auditors' remuneration

Remuneration (excluding VAT and expenses) for the statutory audit and other services carried out for the company by the company's auditors is as follows:

	2024 €	2023 €
Audit of entity financial statements	52,071	49,122
Other non-audit services	-	-
	<u>52,071</u>	<u>49,122</u>

13 Taxation

The company has been granted charitable tax exemption by the Revenue Commissioners and is recognised as a charity under Section 207 of the Taxes Consolidation Acts, 1997, under registration number CHY 18282.

14 Employees and directors

(i) *Employees*

The average number of persons employed by the company during the financial year was 472 (2023: 424).

	2024 Number	2023 Number
Hospital services	356	315
St. Josephs	116	109
	<u>472</u>	<u>424</u>

	2024 €	2023 €
Staff costs comprise:		
Wages and salaries	33,478,269	32,820,306
Social insurance costs	3,006,363	2,488,683
Other retirement benefit costs	1,862,215	1,693,248
Termination Payments	3,595	42,540
Total staff costs	<u>38,350,442</u>	<u>37,044,777</u>

NOTES TO THE FINANCIAL STATEMENTS - continued

14 Employees and directors – continued

Number of Employees in Salary range exceeding €70,000 (excluding pension contributions):

	2024 (Number of employees)			2023 (Number of employees)		
	Hospital	St. Josephs	Total	Hospital	St. Josephs	Total
290,001 - 300,000	-	-	-	-	-	-
280,001 - 290,000	-	-	-	-	-	-
270,001 - 280,000	-	-	-	-	-	-
260,001 - 270,000	3	-	3	-	-	-
250,001 - 260,000	-	-	-	3	-	3
240,001 - 250,000	-	-	-	-	-	-
230,001 - 240,000	1	-	1	-	-	-
220,001 - 230,000	3	-	3	-	-	-
210,001 - 220,000	-	-	-	2	-	2
200,001 - 210,000	3	-	3	-	-	-
190,001 - 200,000	-	-	-	3	-	3
180,001 - 190,000	-	-	-	-	-	-
170,001 - 180,000	-	-	-	-	-	-
160,001 - 170,000	-	-	-	1	-	1
150,001 - 160,000	-	-	-	-	-	-
140,001 - 150,000	1	-	1	-	-	-
130,001 - 140,000	1	-	1	-	-	-
120,001 - 130,000	2	-	2	-	-	-
110,001 - 120,000	3	-	3	1	-	1
100,001 - 110,000	12	-	12	5	-	5
90,001 - 100,000	11	1	12	11	-	11
80,001 - 90,000	8	-	8	10	1	11
70,001 - 80,000	40	3	43	21	2	23
	<u>88</u>	<u>4</u>	<u>92</u>	<u>57</u>	<u>3</u>	<u>60</u>

In the year, 92 staff (2023: 60) earning in excess of €70,000 per annum participated in various pension schemes. Employer contributions totalling €1,615,418 were made in respect of these employees (2023: €1,044,031).

(ii) *Directors*

Directors received no remuneration (2024: €Nil) or expenses (2024: €Nil) during the reporting period. There were no loans advanced to directors during the year and no loans outstanding at 31 December 2024.

(iii) *Key management compensation*

Non-executive directors receive no remuneration for their services. Key management are defined as the management team. The compensation paid or payable to key management for employee services is shown below:

	2024 €	2023 €
Salaries and other short-term benefits	1,092,450	1,033,075
Post-employment benefits	214,285	175,683
	<u>1,306,735</u>	<u>1,208,758</u>

NOTES TO THE FINANCIAL STATEMENTS - continued

15 Tangible fixed assets	Leasehold improvements €	Equipment Fixtures & Fittings €	Fixtures and fittings €	Plant, machinery and equipment €	Total €
Cost					
At 1 January 2024	3,483,444		1,110,540	1,763,899	6,357,883
Transfers	-	2,874,439	(1,110,540)	(1,763,899)	-
Additions	389,407	571,764	-	-	961,171
At 31 December 2024	3,872,850	3,446,203	-	-	7,319,053
Accumulated Depreciation					
At 1 January 2024	3,024,184		906,845	1,504,784	5,432,813
Transfers	-	2,411,629	(906,844)	(1,504,784)	-
Charge for year	378,066	380,276	-	-	758,342
At 31 December 2024	3,399,250	2,791,905	-	-	6,191,155
Net book value					
At 31 December 2023	462,260	-	203,695	259,115	925,069
At 31 December 2024	473,600	654,298	-	-	1,127,898

During 2024 with the implementation of a new accounting system the Fixture & Fittings and Equipment asset classes with a similar Useful Economic Life accelerated depreciation were consolidated to a new asset class Equipment Fixtures and Fittings with a Useful Economic Life of 3-5 years to depreciate on a straight-line basis from date of acquisition.

The company has the use of certain assets the legal title of which is held by The Saint John of God Trust (Ireland) and which are recognised in the financial statements of the Hospitalier Order of Saint John of God. These are land and buildings with an original cost value of €29,256,988 (2023: €29,256,988) and equipment with an original cost value of €748,210 (2023: €748,210) which are currently in use by the company as at 31 December 2024. The company paid a rental of €2,000,004 (2023: €1,908,333) for the use of these land and buildings.

NOTES TO THE FINANCIAL STATEMENTS - continued

15(A) Acquired Intangible Asset	Software and Development €	Total €
Cost		
At 1 January 2024	621,657	621,657
Additions	-	-
At 31 December 2024	<u>621,657</u>	<u>621,657</u>
At 1 January 2024	-	-
Amortisation	-	-
At 31 December 2024	<u>-</u>	<u>-</u>
Net book value		
At 31 December 2023	<u>621,657</u>	<u>621,657</u>
At 31 December 2024	<u>621,657</u>	<u>621,657</u>

During 2023 an initial investment in ICT with expenditure incurred on a new bespoke electronic patient record system was recorded on software and development of a new Hospital patient record system that will be developed by the hospital over a 5-year period. The total cost of the software and development program is estimated at €3.9m. The 2023 initial investment €621,657 in infrastructure, software and development has been classified as an Intangible Asset. No Costs were attributable to the asset during 2024, with further build development costs being incurred in 2025. The cost includes all directly attributable costs necessary to create, produce, and prepare the software to be capable of operating in the manner intended by management.

(i) **Recognition and Measurement:**

Software and development costs are capitalized as intangible assets when the following criteria are met:

- The hospital has access to the technical feasibility of completing the software so that it will be available for use.
- There is a firm intention to complete the software and use it.
- It is anticipated that the software will generate probable future economic benefits.
- The availability of adequate technical, financial, and other resources to complete the development and to use the software is assured.
- The hospital has the ability to measure reliably the expenditure attributable to the software during its development.

16 Debtors	2024 €	2023 €
Trade debtors	5,538,474	6,133,055
Accrued income	2,319,272	1,753,726
Amounts due from related entities (Note 24)	90,732	404,875
	<u>7,948,478</u>	<u>8,291,656</u>

Amounts owed by related parties are unsecured, interest free, have no fixed date of repayment and are payable on demand.

NOTES TO THE FINANCIAL STATEMENTS - continued

On implementation of the new accounting system in 2024, a number of older debts were written off thereby reducing the requirement for the same level of provision.

17 Creditors (amounts falling due within one year)	2024 €	2023 €
Trade creditors	1,871,057	1,955,701
Income tax deducted under PAYE and PRSI	853,898	709,505
VAT due to revenue commissioners	16,135	3,680
Other creditors	66,558	202,393
Accruals	938,124	2,719,737
Bank overdraft	1,497,897	1,654,149
Amounts owing to related entities excl. HSG loan (Note 24)	1,426,419	1,373,510
Deferred income	52,502	130,457
Loan repayable to HSG clg within 12 months	-	- 119,863
	6,722,590	8,868,995

Creditors for tax and social insurance are payable in the timeframe set down in the relevant legislation.

Except for the term loan described in Note 18 all other amounts due to related parties are unsecured, interest free, have no fixed date of repayment and are payable on demand.

18 7 Year Term Loan

In August 2024 the Hospitaller Order of Saint John of God — West European Province advanced an interest-bearing loan drawdown from €3.0m approved of €756,885 to Saint John of God Hospital clg. The purpose of the loan was to contribute to the costs of development of the new Electronic Patient Record system and re-investment capital in Hospital and St Josephs premises.

The principal plus accumulated interest is repayable over a Seven-year period commencing interest only for two years after receipt of the loan. Monthly repayments of interest will commence in 2025 — cumulative interest to the end of 2024 was €13,972. With monthly capital repayments commencing Sept 2026. The principal amount repayable over the next 12 months is NIL — There is no security or charges attached to the loan. All interest and principal amounts will be fully repaid by August 2031

	Principal
Actual balance on Loan at 31 December 2024 note 24(a)	756,885
Loan repayable < 12 months	(-)
Loan repayable > 12 months	(756,885)

NOTES TO THE FINANCIAL STATEMENTS - continued

19 Net cash provided by operating activities	2024 €	2023 €
Net income / (expenditure) for the reporting period (as per SOFA)	1,249,171	(1,867,041)
Adjustments for:		
Depreciation	758,342	889,131
Decrease in debtors	197,021	845,902
(Decrease) / Increase in creditors	(1,843,996)	1,508,871
Net cash provided by operating activities:	360,538	1,376,863

20 Post-employment benefits

Currently the majority of staff employed by the company are members of either the Nominated Health Agencies Superannuation Scheme (NHASS) or the Single Public Service Pension Scheme (SPSPS). Since October 2019 employees not eligible or not wishing to join the NHASS may join a defined contribution (DC) scheme to which the employer contributes a multiple of the employee contribution. At year end pension membership numbers split as follows NHASS (39%) – SPSPS (19%) – DC (42%); (2023: NHASS (48%) – SPSPS (24%) – DC (28%))

Nominated Health Agencies Superannuation Scheme (NHASS)

The employees of Saint John of God Hospital clg ('the company') are mainly members of the Nominated Health Agencies Superannuation Scheme (NHASS). The Hospitaller Order of Saint John of God ('the Order') was nominated as a member of the scheme with effect from 1 July 1981. Up to 31 December 2012 it was compulsory for all persons appointed to the company who are eligible under the Scheme to join and was a condition of such appointments. It is the Directors' understanding that the scheme is underwritten by the Minister for Health.

In accordance with the correspondence with the Department of Health, employee and employer contributions are paid to Saint John of God Community Services cgl who administer and account for these contributions and related pensions. Therefore, the Directors have concluded that from the entity's perspective the NHASS is, in substance, a defined contribution scheme and that it is not necessary for the financial statements of the company to include any liability at the balance sheet date in respect of pension entitlements accrued to that date by employees of the company, nor apply the disclosure requirements of FRS 102 in respect of defined benefit schemes. The above issue is similar to that applying in the majority of publicly funded organisations. With effect from 31 December 2012 the Nominated Health Agencies Superannuation Scheme (NHASS) was closed to new members. Employee and Employer pension contributions are remitted to the scheme administrator in the period the employee renders service and no further financial liability attaches to the company.

Single Public Service Pension Scheme (SPSPS)

With effect from 1 January 2013 the Single Public Service Pension Scheme (SPSPS) applied to all first-time new entrants. The company received correspondence from the Health Service Executive that with effect from 4th February 2019 new employees should not be enrolled in the SPSPS. For remaining members of SPSPS the scheme provides Consumer Price Index linked defined benefit pensions based on career average pay.

The directors believe that the company's only obligation under the SPSPS is to deduct pension contributions from employees who are members of the SPSPS and remit those pension contributions in addition to an employer contribution to the Department of Public Expenditure and Reform. The directors believe that the Department of Public Expenditure and Reform is responsible for payments under the SPSPS.

NOTES TO THE FINANCIAL STATEMENTS - continued

20 Post-employment benefits – continued

Employee and Employer pension contributions are remitted to the Department of Public Expenditure and Reform in the period the employee renders service and no further financial liability attaches to the company.

Defined Contribution Scheme

With effect from 4th February 2019 employees not already in or eligible to join the NHASS could join a defined contribution scheme to provide retirement benefits. The employee contributes a percentage of salary by way of payroll deduction and the employer contributes a multiple of the employee's contribution. The investment management company is a separate unrelated legal entity. Employee and Employer pension contributions are remitted to the pensions management company in the period the employee renders service and no further financial liability attaches to the company.

21 Reserves

(a) Capital contribution

The company received a capital contribution in the amount of €3,280,883 from the Provincial and Council of the Hospitaller Order of Saint John of God as at 1 January 2009.

(b) Income and expenditure account

The income and expenditure account represents the accumulated operating surpluses/deficits for this financial year and prior financial years.

22 Contingent liabilities, commitments and guarantees.

With the exception of the matter referenced below there are no contingent liabilities, commitments or guarantees at 31 December 2024.

The company is in the process of investigating certain anomalies which have been identified in the underlying pension records. An internal review was initiated in 2024 and substantial progress has been made in 2025. While a number of individually minor calculation anomalies have been identified, further work is still required to quantify and confirm the monetary provision required to correct this anomaly. This remains in progress, at the time of finalisation of the financial statements, and the amount identified to date is not considered to be material in the context of the overall financial statements. No material adjustment had been identified in respect of the records examined to date.

On that basis no provision has been included in the current financial statements in relation to same.

23 Ultimate controlling body

The directors consider the Saint John of God Hospitaller Services Group clg to be the controlling body of the company.

24 Related party balances and transactions

The following entities are deemed related parties as they are under the control of the Saint John of God Hospitaller Services Group clg – registration number 568740. At the end of the year, Saint John of God Hospital clg had the following balances with related parties:

NOTES TO THE FINANCIAL STATEMENTS - continued

24(a) Related party year end balances

Amounts payable to related parties:	2024 €	2023 €
Saint John of God Research Foundation clg	103,619	94,799
Saint John of God Hospitaller Services Group clg	875,923	1,278,711
Saint John of God Community Services clg	446,877	
Hospitaller Order of Saint John of God, West European Province (Loan Repayable < 1 yr)	-	119,863
Hospitaller Order of Saint John of God, West European Province (Loan Repayable ≥ 1 yr)	756,885	-
	<u>2,183,304</u>	<u>1,493,373</u>
Amounts due from related parties:	2024 €	2023 €
Saint John of God Community Services clg	-	400,143
Hospitaller Order of Saint John of God, West European Province	82,013	-
Saint John of God Housing Association clg	8,719	4,732
	<u>90,732</u>	<u>404,875</u>

NOTES TO THE FINANCIAL STATEMENTS - continued

24(b) Related party transactions

Transactions with Saint John of God Community Services clg in 2024

	2024		2023	
	Expenditure €	Income €	Expenditure €	Income €
Fees for inpatient services	-	7,767,325	-	6,382,546
Fees for high dependency nursing	-	144,124	-	288,583
Share of HSE Nurse Education supports	-	331,992	-	331,992
Mental Health Act Administration and Psychiatry Research Costs Recouped	-	37,300	-	34,515
M. Clarke consultant fees	-	128,781	-	164,021
Clinical support costs recouped	-	36,967	-	27,074
Nominated Agencies Health Services Superannuation (NHASS) and ASC contributions	1,821,036	-	1,307,414	-
Community Services Medical Staff providing service to Hospital	24,773	-	24,773	-
Occupational pension administration services	30,755	-	32,745	-
Group purchases on behalf of Hospital	102,269	-	13,924	-
Totals	1,978,833	8,446,488	1,378,856	7,228,731

NOTES TO THE FINANCIAL STATEMENTS - continued

24(b) Related party transactions - continued

Transactions with Hospitalier Order of Saint John of God, West European Province in 2024

	2024		2023	
	Expenditure €	Income €	Expenditure €	Income €
Recouping costs of WEP EE's processed through hospital payroll	-	137,858	-	109,529
Recouping costs of Agency services for Nursing / HCA and Catering staff procured on behalf of WEP	-	-	-	-
Recouping costs of non-pay catering and infrastructure materials procured on behalf of WEP	-	14,239	-	18,949
Recouping costs of non-pay Pharmacy and Laundry services procured on behalf of WEP	-	7,774	-	129
Fees for Nursing Home Services (St Josephs Shankill)	-	18,309	-	93,095
Rental for use of Stillorgan Land and Buildings	2,066,004	-	1,908,333	-
Interest charges on loan	1,338	-	6,388	-
Principal Repayments on loan	118,526	-	173,408	-
Totals	2,185,868	178,179	2,088,129	221,702

NOTES TO THE FINANCIAL STATEMENTS - continued

24(b) Related party transactions - continued

Transactions with Hospitaller Services Group clg in 2024

	2024		2023	
	Expenditure €	Income €	Expenditure €	Income €
Recouping of Hospitality Institute Costs processed through Hospital	-	39,763	-	69,851
Recouping of Research Psychiatry costs processed through Hospital	-	-	27,341	-
Recouping of Library Costs processed through Hospital	-	-	-	-
Central Management Services	552,426	-	592,000	-
Hospital Allocation of Software as a Service charges used by multiple Group Companies	-	-	-	-
Recoup remittances to group defined contribution scheme administered by hospital		136,040		
Totals	552,426	175,803	638,790	69,851

WEP: Hospitaller Order of Saint John of God, West European Province
 CSL : Saint John of God Community Services clg

NOTES TO THE FINANCIAL STATEMENTS - continued

24(b) Related party transactions - continued

Transactions with St John of God Housing Association clg in 2024

	2024		2023	
	Expenditure €	Income €	Expenditure €	Income €
Recoup remittances to group defined contribution scheme administered by hospital	–	55,739	–	56,289

Transactions with St John of God Research Foundation clg in 2024

	2024		2023	
	Expenditure €	Income €	Expenditure €	Income €
Fees for Library Services and Materials	50,012	–	28,133	–
Library Materials procured by Hospital and recharged to Research clg	–	–	–	–
Recoup remittances to group defined contribution scheme administered by hospital		2,243		
	50,012	2,243	28,133	–

25 Directors' loans

There were no loans advanced to directors during the year and no loans outstanding at 31 December 2024.

26 Post Balance Sheet Event

There are no known post balance sheet events which would impact the finances of the company at the time of finalising the Annual Financial Statements.

27 Approval of financial statements

The financial statements were approved by the board of directors on 28th November 2025.