

Company registration number: 379520

**Clare Supported Employment Services CLG
Trading as T/A EmployAbility Clare**

Financial statements

for the financial year ended 31 December 2019

Clare Supported Employment Services CLG

Contents

	Page
Directors and other information	1
Directors report	2 - 3
Directors responsibilities statement	4
Independent auditor's report to the members	5 - 8
Profit and loss account	9
Balance sheet	10
Notes to the financial statements	11 - 16
Supplementary Information	18

Clare Supported Employment Services CLG
Company limited by guarantee

Directors and other information

Directors	Deirdre Hughes Richard Collins Dympna O Callaghan Martina Rynne Peadar O Loughlin Pamela Clancy Gabriel Mangan
Secretary	Richard Collins
Company number	379520
Registered office	Unit 7C Elevation Business Park Ennis Co. Clare
Business address	Unit 7C Elevation Business Park Ennis Co. Clare
Auditor	Christina Doohan 45 Parnell Street (Car Park) Ennis Co. Clare
Bankers	Allied Irish Bank Plc 2 Bank Place Ennis Co. Clare
Solicitors	Nicholas Nolan Solicitors Parnell House 50-52 Parnell Street Ennis Co. Clare

Clare Supported Employment Services CLG

Directors report

The directors present their annual report and the audited financial statements of the company for the financial year ended 31 December 2019.

Directors

The names of the persons who at any time during the financial year were directors of the company are as follows:

Deirdre Hughes
Richard Collins
Dympna O Callaghan
Martina Rynne
Peadar O Loughlin
Pamela Clancy
Gabriel Mangan

Principal activities

The principle activity of the company is to assist people with a disability to access employment in the open market and to provide support to service users to ensure maintenance of employment and all related activities in County Clare.

Development and performance

The deficit for the year amounted to €-, (2018 €-)

Principal risks and uncertainties

The directors have responsibility for and are aware of the risks associated with the operating activities of the company. The key risks include operational risks, financial risks, general economic factors and compliance with a range of legislation and regulations. The directors review these risks regularly and are satisfied, that adequate systems of governance, supervision and internal controls are in place and that these controls provide reasonable assurance against such risks.

Likely future developments

The directors do not expect any material change to the activities of the company.

Events after the end of the reporting period

There were no adjusting events after the balance sheet date.

Accounting records

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at Unit 7C Connolly House, Elevation Business Park, Clon Road, Ennis, Co. Clare.

Clare Supported Employment Services CLG

Directors report (continued)

Relevant audit information

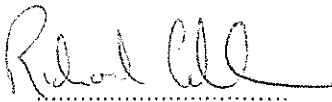
In the case of each of the persons who are directors at the time this report is approved in accordance with section 332 of Companies Act 2014:

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

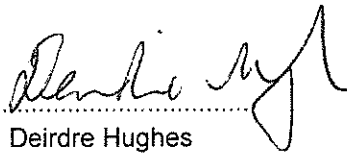
Auditors

In accordance with Section 380 of the Companies Act 2014, the auditors Christina Doohan & Co, have indicated their willingness to continue in office.

This report was approved by the board of directors on 19 June 2020 and signed on behalf of the board by:



Richard Collins
Director



Deirdre Hughes
Director

Clare Supported Employment Services CLG

Directors responsibilities statement

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record 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, enable them to ensure that the financial statements and directors report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Independent auditor's report to the members of
Clare Supported Employment Services CLG**

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Clare Supported Employment Services CLG (the 'company') for the financial year ended 31 December 2019 which comprise the statement of income and retained earnings, balance sheet and notes to the financial statements, including a summary of significant accounting policies set out in note 3. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2019 and of its profit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 12 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion 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 such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in 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 in this regard.

**Independent auditor's report to the members of
Clare Supported Employment Services CLG (continued)**

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' report is consistent with the financial statements; and
- in our opinion, the directors' report has been prepared in accordance with applicable legal requirements.

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, and financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors 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 management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Auditor's 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 auditor's 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.

**Independent auditor's report to the members of
Clare Supported Employment Services CLG (continued)**

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Independent auditor's report to the members of
Clare Supported Employment Services CLG (continued)**

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Christina Doohan

For and on behalf of
Christina Doohan & Co
Registered Auditors and Accountants
45 Parnell Street (Car Park)
Ennis
Co. Clare

19 June 2020

Clare Supported Employment Services CLG

Profit and loss account
Financial year ended 31 December 2019

	Note	2019 €	2018 €
Turnover		444,766	424,396
Gross profit		<u>444,766</u>	<u>424,396</u>
Administrative expenses		(444,766)	(424,396)
Operating profit		<u>-</u>	<u>-</u>
Tax on profit		-	-
Profit for the financial year and total comprehensive income		<u>-</u>	<u>-</u>
Retained earnings at the start of the financial year		<u>(1,522)</u>	<u>(1,522)</u>
Retained earnings at the end of the financial year		<u>(1,522)</u>	<u>(1,522)</u>

The notes on pages 11 to 16 form part of these financial statements.

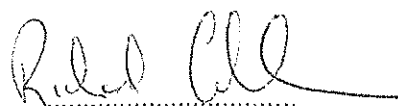
Clare Supported Employment Services CLG

Balance sheet
As at 31 December 2019

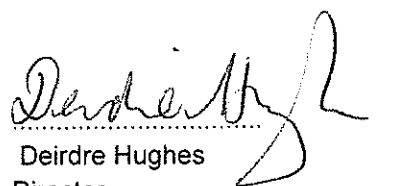
	Note	2019 €	€	2018 €	€
Fixed assets					
Tangible assets	7	4,035		4,842	
			4,035		4,842
Current assets					
Debtors	8	33,444		34,209	
Cash at bank and in hand		41,060		40,442	
		74,504		74,651	
Creditors: amounts falling due within one year	9	(80,061)		(81,015)	
Net current liabilities			(5,557)		(6,364)
Total assets less current liabilities			(1,522)		(1,522)
Net liabilities			(1,522)		(1,522)
Capital and reserves					
Profit and loss account			(1,522)		(1,522)
Members deficit			(1,522)		(1,522)

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with Section 1A of FRS 102 Financial Reporting Standard applicable in the UK and Republic of Ireland'.

These financial statements were approved by the board of directors on 19 June 2020 and signed on behalf of the board by:



Richard Collins
Director



Deirdre Hughes
Director

The notes on pages 11 to 16 form part of these financial statements.

Clare Supported Employment Services CLG

Notes to the financial statements Financial year ended 31 December 2019

1. General information

The company is a private company limited by guarantee, registered in Ireland. The address of the registered office is Unit 7C Elevation Business Park, Ennis, Co. Clare.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102 Section 1A, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'

3. Accounting policies and measurement bases

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in Euro, which is the functional currency of the entity.

Going concern

The company is economically dependant on the Irish Government for funding. This economic dependency is under pinned through funding received from the Department of Social Protection & The HSE. This funding will be continued for the coming year and accordingly the financial statements have been prepared on a going concern basis.

Turnover

Income represents grants received from the Department of Social Protection and the HSE. Income is recognised in the profit and loss account when the related expense is incurred.

Tangible assets

Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in profit or loss. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in profit or loss.

Clare Supported Employment Services CLG

Notes to the financial statements (continued) Financial year ended 31 December 2019

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fittings fixtures and equipment - 12.5%

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the company will comply with the conditions attaching to them and the grants will be received.

Government grants are recognised using the accrual model and the performance model.

Under the accrual model, government grants relating to revenue are recognised on a systematic basis over the periods in which the company recognises the related costs for which the grant is intended to compensate. Grants that are receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the entity with no future related costs are recognised in income in the period in which it becomes receivable.

Grants relating to assets are recognised in income on a systematic basis over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income and not deducted from the carrying amount of the asset.

Under the performance model, where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

4. Limited by guarantee

The company is limited by guarantee and has no share capital. In accordance with The Memorandum of Association, in the event of the Company being wound up, each member's liability is limited to €1.27.

Clare Supported Employment Services CLG

Notes to the financial statements (continued)
Financial year ended 31 December 2019

5. Staff costs

The average number of persons employed by the company during the financial year, including the directors was 9 (2018: 9).

The aggregate payroll costs incurred during the financial year were:

	2019	2018
	€	€
Wages and salaries	312,081	305,447
Social insurance costs	34,040	32,906
	<u>346,121</u>	<u>338,353</u>

6. Appropriations of profit and loss account

	2019	2018
	€	€
At the start of the financial year	(1,522)	(1,522)
At the end of the financial year	<u>(1,522)</u>	<u>(1,522)</u>

7. Tangible assets

	Fixtures, fittings and equipment	Total
	€	€
Cost		
At 1 January 2019 and 31 December 2019	<u>21,589</u>	<u>21,589</u>
Depreciation		
At 1 January 2019	16,747	16,747
Charge for the financial year	807	807
At 31 December 2019	<u>17,554</u>	<u>17,554</u>
Carrying amount		
At 31 December 2019	<u>4,035</u>	<u>4,035</u>
At 31 December 2018	<u>4,842</u>	<u>4,842</u>

8. Debtors

	2019	2018
	€	€
Trade debtors	<u>33,444</u>	<u>34,209</u>

Clare Supported Employment Services CLG

Notes to the financial statements (continued)
Financial year ended 31 December 2019

9. Creditors: amounts falling due within one year

	2019	2018
	€	€
Other creditors including tax and social insurance	76,025	76,172
Deferred income	4,036	4,843
	<u>80,061</u>	<u>81,015</u>

Clare Supported Employment Services CLG

Notes to the financial statements (continued)
Financial year ended 31 December 2019

10. **Government grants**

Grants toward capital expenditure are released to the profit and loss account over the expected useful life of the asset. Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred.

Breakdown of grants as follows:

Grant 1:

Name of Grantor	Department of Social Protection
Name of grant	Employability Clare
Purpose of grant	Funding the employment of supported employment and funding training and other related costs
Grant accounted for	The grant is credited to the profit and loss account as the related expenses are incurred
Restriction on use	Grant is restricted to funding the employment of supported employment, training costs and other related expenses.
Total Grant	€388,278
Capital Grant	NIL

Grant 2:

Name of Grantor	Health Service Executive
Name of grant	Individual placement and Support (ISP)
Purpose of grant	Funding employment for services in mental health area
Grant accounted for	The grant is credited to the profit and loss account as the related expenses are incurred
Restriction on use	Grant is restricted to payments to employee in the Individual placement and Support service
Total Grant	€56,488
Capital Grant	NIL

Clare Supported Employment Services CLG

**Notes to the financial statements (continued)
Financial year ended 31 December 2019**

11. Events after the end of the reporting period

There have been no significant events affecting the company since the year end.

12. Ethical standards

In common with many other small businesses of our size and nature we use our auditors to prepare and submit returns to the Companies Registration Office and assist with the preparation of the financial statements.

13. Approval of financial statements

The board of directors approved these financial statements for issue on 19 June 2020.

Clare Supported Employment Services CLG

The following pages do not form part of the statutory accounts.

Clare Supported Employment Services CLG

**Detailed profit and loss account
Financial year ended 31 December 2019**

	2019	2018
	€	€
Turnover		
Income Department of Social Welfare	388,278	410,164
Income HSE	56,488	14,232
Total Income	<u>444,766</u>	<u>424,396</u>
Administrative expenses		
Wages and salaries	312,081	305,447
Employer's PRSI contributions	34,040	32,906
Staff training	7,563	7,822
Directors Forum	3,500	-
Rent payable	28,647	26,731
Insurance	3,870	4,332
Light and heat	2,778	3,211
Cleaning	2,079	3,019
Repairs and maintenance	4,494	2,542
Printing, postage and stationery	6,041	3,260
Advertising	3,923	4,617
Telephone	4,898	5,318
Computer costs	5,913	5,728
Motor expenses	17,319	15,322
Auditors remuneration	1,476	1,476
Bank charges	509	431
Canteen	719	-
Staff welfare	2,395	-
General expenses	177	747
Subscriptions	2,344	1,487
Amortisation of intangible assets	(807)	(807)
Depreciation of tangible assets	807	807
	<u>444,766</u>	<u>424,396</u>
Operating profit	<u><u>-</u></u>	<u><u>-</u></u>