

Action  
on Disability

Enable Ireland

15 April 2014

Mr Ted McEnery  
Committee Clerk  
Committee of Public Accounts  
Leinster House  
Dublin 2

Enable Ireland National Services  
32f Rosemount Park Drive  
Rosemount Business park  
Ballycoolin Road  
Dublin 11, Ireland

Telephone: 353 (0)1 872 7755  
Fax: 353 (0)1 866 5222  
info@enableireland.ie  
www.enableireland.ie

Your Ref: PAC – R - 1703

Dear Mr McEnery

I refer to your letter 04/04/14. The information on remuneration levels paid to all staff whose salaries are equivalent or above Grade 8 of the consolidated pay scales (€65,000) is listed below. As suggested, I set out the requested salary information by band and employee whole time equivalent numbers, together with details of the remuneration package of the Chief Executive.

1. As required of a Section 39-funded agency, Enable Ireland has, and has always had, regard for Government pay policy and pays salaries to 1,071 staff in accordance with public sector pay norms, specifically HSE consolidated payscales and Civil Service salary scales.

HSE and Civil Service payscales Salary Bands	Total Whole Time Equivalent Number of Clinical Managers / Senior Managers in each band
€65,000 – €75,000	28.93
€75,001 – €85,000	10.22
€85,001 – €95,000	10.17
€95,001 – €100,000	1.71
€100,001 – €110,000	1.00
€110,001 – €130,000	2.00
€130,001 – €140,000	0.00
€140,001 – €150,000	1.00

Note: There are 7.2 whole time equivalent clinical postholders whose salaries do not currently exceed the €65,000 threshold but are on payscales the top point of which currently exceeds €65,000 per annum. As these salaries progress on the incremental scale, the €65,000 figure will be reached.

2. Employer contribution to the Defined Contribution Pension Scheme, for all members, is 7%.
3. The Chief Executive's salary is €145,679 (Deputy Secretary, Civil Service Scale) which is fully funded by HSE and to which the Croke Park and Haddington Road reductions have been applied. No bonus or allowances are applied. The CEO is a member of Enable Ireland's Defined Contribution Pension Scheme of which Enable Ireland contributes 7%. There are no other benefits associated with the post.

If you require more details or clarification on the above, please do not hesitate to contact me.

Yours sincerely



Fionnuala O'Donovan  
Chief Executive – Enable Ireland





Remuneration Bands IWA

Kathleen McLoughlin

to:

margaret.falsey@oireachtas.ie

25/04/2014 13:46

Hide Details

From: Kathleen McLoughlin <kmcloughlin@iwa.ie>

To: "margaret.falsey@oireachtas.ie" <margaret.falsey@oireachtas.ie>

Security:

To ensure privacy, images from remote sites were prevented from downloading. Show Images

PRIVATE AND CONFIDENTIAL.

Dear Ms Falsey,

Further to your request yesterday for further information in relation to senior staff remuneration, please find below the information you have requested in the format you require.

The number of staff that fall into the prescribed bands are as follows:

2013

Band: €65,000 - €75,000	0
Band: €75,000 - €85,000	7
Band: €85,000 - €95,000	1
Band: €95,000 - €105,000	5
Band: €105,000 - €115,000	1
<b>Total</b>	<b>14</b>



It should be noted that the CEO's remuneration does not fall within the bands prescribed by you, however as outlined in my previous correspondence dated 14<sup>th</sup> April 2014, the CEO is paid the salary of a Civil Service Assistant Secretary (Salary Scale since 1<sup>st</sup> July 2013 €119,572 - €136,496) and the CEO is currently paid at the maximum point of that scale, i.e. €136,496.

I hope the information above is satisfactory, if you require any further clarification please do hesitate to contact me. I would be grateful if you could acknowledge receipt of this information

Kind regards,

Kathleen McLoughlin  
Chief Executive Officer  
The Irish Wheelchair Association  
Blackheath Drive  
Clontarf  
Dublin 3  
Tel: 01 818 6401  
Email: [Kathleen.mcloughlin@iwa.ie](mailto:Kathleen.mcloughlin@iwa.ie)  
Asst: [louise.quill@iwa.ie](mailto:louise.quill@iwa.ie)  
Website: [www.iwa.ie](http://www.iwa.ie)

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Be an Angel, Buy an Angel - Text DONATE to 57802

Each text cost €2 with proceeds to IWA.

For more information visit: <http://www.iwa.ie/angels2013>

IWA receives a minimum of €1.40 from Vodafone, 02 and Meteor texts. For further information or if you experience any problems please call the Text Donate helpline 0818 217100.





Private and confidential  
 Mr. Ted McEnery,  
 Committee Clerk,  
 Committee of Public Accounts,  
 Leinster House,  
 Dublin 2

14<sup>th</sup> April 2014,

Your reference: PAC-R-1704

Dear Mr. McEnery,

The purpose of this letter is to respond to your letter dated 4<sup>th</sup> April 2014 in which you have requested a note from the Association on the remuneration of the CEO and all staff whose salaries are above Grade 8 of the consolidated pay-scales. The Association is happy to provide you with the requested information, it is the Association's policy to be open and transparent in respect of all such matters.

The Association believes that it is important that this information should be considered in the context of the scale of the Association's operations. Irish Wheelchair Association is a company limited by guarantee not having a share capital and an Irish registered charity (CHY5393). The Association, with an annual budget of €50m, is a leading provider of quality person-centred services to people with physical and sensory disabilities and to people with impaired mobility. With over 20,000 members, 2,119 employees and 2,000 registered volunteers we provide the full range of services and supports that enable people to live independently in their communities.

I have set out the information which you have requested regarding remuneration in the table below.

2013

## (a) Senior staff remuneration

The number of staff earning salaries over €65,000:

Band: €65,000 - €79,999	4
Band: €80,000 - €89,999	4
Band: €90,000 - €99,999	5
Band: €100,000 - €109,999	1
Band: €130,000 - €139,999	1
	<u>15</u>

PATRON  
 Michael D. Higgins  
 President of Ireland

DIRECTORS  
 Gerry McMahon (Chairman), Eileen O'Mahony (President)  
 Sr Margaret Hogan (Vice Chairman), William A. Attiey (Honorary Treasurer)  
 Patsy Lane (Honorary Secretary), John Finn, P.J. Gorey, Michael Hickey,  
 Phyllis Nolan, Mary Branigan, Jack Lawler, Olan McGowan, Doris O'Flynn (Germany)  
 Jack Doyle, Breda Dwyer, Sarah Togher  
 Chief Executive Officer: Kathleen McLoughlin Company Secretary: Jimmy Byrne  
 Registered Charity No CHY 5393 LWA Limited Company Registration No 352483



I.W.A. Limited, trading as  
 Irish Wheelchair Association, is a company limited  
 by guarantee and not having a share capital.





## Other remuneration

All staff of the Association including senior management are remunerated in line with HSE pay scales, however full HSE terms and conditions do not apply e.g. the Association operates a Defined Contribution Pension Scheme rather than a Defined Benefit Pension Scheme, lower annual leave entitlements apply for senior management staff etc. Salary levels for senior managers in the Association are based on the equivalent grade in HSE and were set following an independent job-sizing and benchmarking study, which is reviewed regularly. With effect from 2014 senior managers have voluntarily accepted pay reductions averaging 6% in line with the Haddington Road Agreement.

Senior managers, who are required to travel as part of their role, receive vouched expenses and either a car allowance, a company car or mileage in line with Revenue approved rates. There are no subsistence or un-vouched expense payments. Senior managers have access to health cover at "VHI Plan B" level and access to the company's Defined Contribution pension scheme with an employer's contribution of up to 8% and an employee contribution of 5%. All remuneration and benefits are fully taxable.

### **(b) CEO remuneration**

The CEO (Ms. Kathleen McLoughlin) is a seconded civil servant; her substantive Civil Service grade is Principal Officer. During her employment with the Association it has been contractually agreed that she will be paid the salary of a Civil Service Assistant Secretary (Salary Scale since 1<sup>st</sup> July 2013 €119,572 - €136,496). The CEO is currently paid at the maximum point of that scale. Her salary has been subject to all of the reductions in pay and increased pension contributions which have been imposed on serving civil servants during the past four years.

The CEO is paid a fully taxable car allowance of €15,000 per annum. She has the use of an Association fuel card in lieu of mileage and other motoring costs. This benefit is subject to tax on the basis of benefit in kind. This arrangement minimises the cost of business travel for the Association.

The Association makes a contribution to the CEO's health insurance (VHI Plan B with options) which is subject to benefit in kind.

The CEO retains her Civil Service Defined Benefit pension entitlement at Principal Officer level. The difference in salary between the Principal Officer scale and the Assistant Secretary scale is not reckonable for pension purposes under the Civil Service pension scheme. The CEO has therefore been granted access to the Associations Defined Contribution Pension scheme, on the same basis as other senior managers as outlined above, to provide her with pension benefit for that portion of her salary only.

The Association can confirm that no bonus of any type has been paid to the CEO during the period 2006 to date. It is not now nor has it been in the past the practice of the Association to pay bonuses to the CEO, senior managers or staff of IWA.

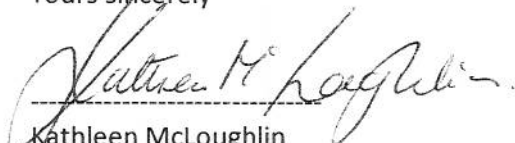
This information will be included in the Association's annual accounts which are provided directly to our 20,000 members and published on our web site.



In line with the provisions of 2013 HSE Service Arrangements process the Association submitted all of this information to our principal funders the Health Service Executive (HSE) in July 2013. The Association has also confirmed to the HSE that it will comply with the terms of the Haddington Road Agreement.

I hope that this information is satisfactory, if you require any further information please do not hesitate to contact me at 01-8186401.

Yours sincerely

A handwritten signature in cursive script, appearing to read 'Kathleen McLoughlin', written over a horizontal line.

Kathleen McLoughlin  
Chief Executive Officer



# Western Care Association



*John Moore Road, Castlebar, Co. Mayo.*

Telephone: (094) 9025133 Fax: (094) 9025207 e-mail: info@westerncare.com

14<sup>th</sup> April 2014

Ted McEnery  
Committee Clerk  
Committee of Public Accounts  
Leinster House  
Dublin 2

Your Ref. PAC-R 1705

Dear Mr McEnery,

I am writing in response to your letter of the 4<sup>th</sup> April 2014 seeking information in relation to remuneration levels paid to staff whose salaries are equivalent or above Grade VIII of the consolidated pay scales (€65,000). I am also including details in relation to the remuneration package for the Executive Director of Western Care Association.

Firstly with respect to the scales for managers who are paid in excess of the threshold above the details are as follows:

Grade VIII	€64,812 - €74,551	- 3 people
Senior Psychologist	€74,035 - €86,317	- 4 people
Psychologist	€53,983 - €79,458	- 2 people
Principal Social Worker	€63,886 - €73,754	- 1 person
Social Work Team Leaders	€55,789 - €65,000	- 2 people
Speech & Language Therapy Manager	€60,540 - €69,660	- 1 person

With respect to the Executive Director post the salary scale applied is the Director of Psychology scale which runs from €93,042 to €107,429. The current Executive Director is paid at the top of the scale and so receives a salary of €107,429 per annum.

In addition to this, the Association contributes 7% towards the pension for the Executive Director as it does for all staff employed by the organisation. All employees, including the Executive Director, contribute 5% to this pension which is the pension scheme set up by the National Federation of Voluntary Bodies in 1996 with the approval of the Department of Health. There are no other payments in terms of bonuses or company car etc paid to the Executive Director or any other staff. Any travel and subsistence is paid in line with the HSE rates and policy associated with this allowance.

I should note that these details are furnished in full to the Health Services Executive each year. In addition, it is our intention that these details, will be published in the annual report for the Association from this year onwards.

If you require any further information with respect to this please do not hesitate to contact me.

Yours Sincerely,

A handwritten signature in dark ink, appearing to read "Bernard O'Regan".

Bernard O'Regan  
Executive Director

Patrons: His Grace Most Rev. Michael Neary, Archbishop of Tuam; Most Rev. Brendan Kelly, Bishop of Achonry; Most Rev. John Fleming, Bishop of Killala; The Rt. Rev. Patrick William Rooke, Bishop of Tuam, Killala, Achonry.

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**Central Office**

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**Email:** [info@cheshire.ie](mailto:info@cheshire.ie)

**Website:** [www.cheshire.ie](http://www.cheshire.ie)

**Ted McEnery,  
Committee Clerk,  
Committee of Public Accounts,  
Leinster House,  
Dublin 2.**

**11<sup>th</sup> April 2014**

**Your Ref: PAC-R-1706**

*Sent by email to [pac@oireachtac.ie](mailto:pac@oireachtac.ie) and by post.*

**Re: Remuneration levels within Cheshire Ireland**

Dear Mr McEnery,

Further to your letter dated 4<sup>th</sup> April 2014, I set out below the remuneration levels paid to all staff (excluding CEO) whose salaries are equivalent or above €65,000 in Cheshire Ireland as at 1 April 2014:

Salary Range	No. of Staff
€65,000 - €69,999	1
€70,000 - €74,999	1
€75,000 - €79,999	5
€80,000 - €85,000	1

- 3 other members of staff who are employed on a part time basis, if they were paid on full time contracts, their salaries would be in excess of €65,000
- All of the above employees have access to the Cheshire Ireland Pension Scheme, which is a defined contribution pension scheme. Members of the scheme pay 5% of their salary and the employer makes contributions of 7% of salaries paid. In total 7 of the above staff are members of the Cheshire Ireland Pension Scheme
- 1 of the above employees also has a company vehicle which has an estimated annual benefit of €6,563

Cheshire Ireland provides services to people with physical disabilities

The Cheshire Foundation in Ireland (trading as Cheshire Ireland) is a company limited by guarantee, registered in Dublin, Ireland.

**Registered Office:** Block 4 Bracken Business Park, Bracken Road, Sandyford Industrial Estate, Dublin 18 **Tel:** 01 297 4100 **Fax:** 01 205 2060 **Email:** [info@cheshire.ie](mailto:info@cheshire.ie)  
**Website:** [www.cheshire.ie](http://www.cheshire.ie) **Company Reg. No.** 20165 **Reg. Charity No.** CHY 5484

**Founder:** Group Captain Leonard Cheshire **Patron:** Michael D. Higgins, President of Ireland **Honorary President:** Chief Justice Susan Denham  
**Board of Trustees:** Michael O'Mahony (Chairman), Eoin O'Morain (Vice Chairman), Vivienne Bradley, Gary Britton, Owen Collumb, Diane Davison, Dr. Mark Delargy, Mary Finan, Jerome Kennedy, Maeve Nolan.  
**Chief Executive:** Mark Blake-Knox



Included in the above group of staff is 1 employee who has an income protection policy and a death in service policy paid for by the employer at a premium of €1,502 annually.

In relation to my remuneration package as Chief Executive:

- Please note that I have been employed as Chief Executive since 1992
- My annual salary is €114,583
- I have a company vehicle with an estimated annual benefit of €8,270
- 7% of my salary is paid by the employer into the Cheshire Ireland Pension Scheme, on my behalf
- I also have a combined pension, income protection and death in service policy which predated the introduction of the Cheshire Ireland Pension Scheme in 1999. The combined cost of which is 8% of annual salary.

If you have any queries regarding the above or any further queries on behalf of the Committee please do not hesitate to contact me.

Yours sincerely,



**Mark Blake-Knox**  
Chief Executive



Ability West



Éirim An Iarthair

Providing Services and Supports to People  
with an Intellectual Disability

BCR/CAB

14 April 2014

Mr Ted McEnery  
Committee Clerk  
Committee of Public Accounts  
Leinster House  
Dublin 2

**Your Ref: PAC-R-1707**

Dear Mr McEnery

Your letter dated 4<sup>th</sup> April 2014 in relation to the above refers.

Please find attached details of remuneration levels paid to all staff whose salaries are equivalent or above Grade 8 of the consolidated pay-scales. You will note that this information includes grades whose maximum point on the scale is over €65,000.

Yours sincerely

  
**Breda Crehan-Roche**  
Chief Executive





**Details of Ability West Staff whose salaries are equivalent or above Grade 8 (€65,000)**

Grade	No of Staff	WTE	Scale Min	Scale Max	Comments
Programme Manager	1	1	€83,252.00	€100,796.00	Note 1
Psychologist - Principle	1	1	€85,734.00	€98,703.00	
Psychologist Senior	2	2	€74,035.00	€86,317.00	
Functional Officer	2	2	€65,376.00	€79,481.00	
Social Work Principal	1	1	€66,715.38	€76,583.38	
Grade 8	1	1	€64,812.00	€74,551.00	
Speech and Language Therapist Manager	1	1	€60,640.00	€69,660.00	
Physiotherapy Manager	1	1	€60,641.00	€69,659.00	
Positive Behaviour Support Manager	1	1	€60,641.00	€69,659.00	
Psychologist Basic	1	0.4	€53,983.00	€84,194.00	

**Note 1.** Chief Executive, Max of Scale - seconded from the HSE



# St. Joseph's Foundation, Bakers Road, Charleville, Co. Cork.

Scale	WTE			Point Of	
	Salary	Scale	Other		
Programme Manager / CEO	97,287		5	National Federation Pension Scheme	Employer 6.15%+ 0.85% Death Benefit
Grade 8 / Adult Services Manager	74,550		7	National Federation Pension Scheme	Employer 6.15%+ 0.85% Death Benefit
Social Worker Principal	73,754		6	National Federation Pension Scheme	Employer 6.15%+ 0.85% Death Benefit
Social Worker Team Leader	65,000		7	National Federation Pension Scheme	Employer 6.15%+ 0.85% Death Benefit
Psychology Principal	95,873	LSI 1		National Federation Pension Scheme	Employer 6.15%+ 0.85% Death Benefit
Psychology Senior	81,353		6	National Federation Pension Scheme	Employer 6.15%+ 0.85% Death Benefit
Speech & Language Manager	65,583		5	National Federation Pension Scheme	Employer 6.15%+ 0.85% Death Benefit





# MILFORD CARE CENTRE

## SUBMISSION TO COMMITTEE OF PUBLIC ACCOUNTS

### (A) General Background:

Milford Care Centre (MCC) is a Company Limited by Guarantee (Reg No. 291969) and a Registered Charity (CHY 12761). The Centre is engaged in Palliative Care and Older Persons service provision and consists of the following operating entities:

#### 1. Milford Hospice

- Specialist palliative care provider, serving Counties Clare, Limerick and North Tipperary (Mid West Region) and encompassing both in patient and community services.
- Approved Operating Expenditure Budget 2014 (Direct and Indirect expenditure) = €14.81m
- Income Sources include HSE (Section 39 funded), Private Health Insurance, Voluntary Fundraising, Education, restaurant income and sundry income / grants

#### 2. Milford Day Care Centre

- Both Day Care for Palliative Care and Older Persons
- Approved Operating Expenditure Budget 2014 = €1.39m
- Income Sources include HSE (Section 39 funded), Voluntary Fundraising and attendees contributions (Older Persons only)

#### 3. Milford Nursing Home

- Private, Not for Profit Nursing Home, registered by HIQA
- Approved Operating Expenditure Budget 2014 = €3.13m
- Income is generated predominantly from Residents Fees and there is no direct fundraising undertaken for the Nursing Home. However, on occasions donations are received which are designated specifically for the Nursing Home.

***In summary, MCC's overall approved operating expenditure budgets for all entities in 2014 amounts to €19.33m***

#### MCC's Funding Sources:

- Total funding due from HSE (Direct and Indirect) = €12.72m or 66% of total expenditure
- Private Income (Health Insurance / Residents Fees, etc) = €4.86m or 25% of total expenditure
- Voluntary Fundraising = €1.1m or 6% of total expenditure.
- Other Income Including Education, Restaurant, Sundry & Grants etc = €0.67m or 3% of total expenditure.

**(B) Staffing Complement:**

Direct MCC Staffing in 2013 averaged 343 individual staff (i.e. staff employed directly by MCC / non public servants)

Indirect MCC Staffing in 2013 averaged 9 individual staff (i.e. medical staffing employed by HSE on a joint contract basis with MCC and assigned / based in MCC)

**Total staff numbers engaged in MCC activities in 2013 = 352 staff**

**(C) Payment summary of Staff on or greater than €65,000**

Band - Gross Annual Salary	No Staff
<b>Direct MCC Contract Staff</b>	
earning €65 000	3
€65 001 - €70 000	6
€70 001 - €75 000	5
€75 001 - €80 000	1
€80 001 - €115 000	0
€115 001 - €120 000 *See note below	1
<b>Total (Incl Part-time posts)</b>	<b>16</b>
<b>Indirect MCC Staff - Medical Posts assigned to MCC (HSE Contracts)</b>	
€70 001 - €80 000	3
€80 001 - €90 000	2
€90 001 - €100 000	1
€100 001 - €150 000	0
€150 001 - €200 000	3
<b>Total</b>	<b>9</b>

**\*Note on Remuneration Package for Chief Executive:**

- Chief Executives current Salary is €119, 883 per annum
- Annual Car Allowance of €4,800 (Provides own car for required travel within/outside Mid West Region)
- Pension Payments: Chief Executive has been in post since 1989 and entitlement to Defined Benefit Scheme was closed in 2007. This was replaced by a Defined Contribution scheme, with Employee Contribution of 12.2% and Employer Contribution of 17.8%, respectively.

**15<sup>th</sup> April 2014**





**Ref: PAC-R-1710**

Joe Lynch to pac@oireachtas.ie

17/04/2014 13:23

From

Joe Lynch <joeleire@gmail.com>

To

"pac@oireachtas.ie" <pac@oireachtas.ie>

Dear Mr. McEnery,

Many thanks for your recent letter to Camphill. I am pleased to be given the opportunity to place on record that Camphill has NO member of staff on a salary similar to or above Grade 8 Of the HSE pay scales.

There are two members of staff receiving salaries of €60,000 per annum and all others receive less than this figure.

We would also wish it to be known that our organisation does NOT operate a top up scheme of payments to any staff members.

I trust this will assist the PAC in their deliberations,

Regards,

Joe Lynch  
National Governance Coordinator  
Camphill Communities of Ireland

Sent from my iPhone





ACQUIRED  
BRAIN INJURY  
IRELAND

National Office:  
43 Northumberland Avenue  
Dun-Laoghaire, Co. Dublin

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[www.abireland.ie](http://www.abireland.ie)

15 April, 2014

Mr Ted McEnery  
Committee Clerk  
Committee of Public Accounts  
Leinster House  
Dublin 2

Dear Mr McEnery

I am writing to you in response to your request for information regarding remuneration levels paid to staff at Acquired Brain Injury Ireland, whose salaries are equivalent or above grade 8 of the consolidated pay scales (€65,000).

BANDS	No. of Staff
65,000 - 75,000	3
75,000 - 85,000	6
85,000 - 95,000	1
95,000 - 105,000	0
105,000 - 115,000	2
<b>TOTAL</b>	<b>12</b>

The salary/package of the CEO is €107,387, with a pension defined contribution of 10% by employer.

Should you have any questions or require any further information, please do not hesitate to contact me.

Yours faithfully

Barbara O'Connell  
CEO, Acquired Brain Injury Ireland





## THE ALZHEIMER SOCIETY of IRELAND

Mr Ted McEnery  
Committee Clerk  
Committee of Public Accounts  
Leinster House  
Dublin 2

9<sup>th</sup> April 2014

Dear Mr. McEnery,

Thank you for your letter dated April 4, 2014.

Regarding your request for information on the remuneration levels paid to all staff whose salaries are equivalent or above Grade 8 of the consolidated pay-scales (€65,000), The Alzheimer Society of Ireland is fully confident that it is compliant in relation to all its payment policies and copies of its Annual Reports and Annual Accounts are available to view publicly on our website at [www.alzheimer.ie/About-Us/Organisational-Structure.aspx](http://www.alzheimer.ie/About-Us/Organisational-Structure.aspx).

Salaries at and above €65k gross were paid to the following numbers of employees in 2013

€100k +	1
€ 75k to €100k	3
€ 65k to € 75k	7

Salaries are as stated and with the exception of modest pension contributions and reimbursed bona fide vouched out of pocket expenses incurred on ASI business, no other payments are made to any staff member. In addition, we list who is on our Board of Directors and their backgrounds. The Board of Directors offer their services on a purely voluntary basis. Audited Accounts for 2013 will be published in June 2014 and will be available on [www.alzheimer.ie](http://www.alzheimer.ie) as soon as they have been approved.

The Alzheimer Society of Ireland has also signed up and is fully compliant with the Statement of Guiding Principles for Fundraising which can be viewed here <http://alzheimer.ie/Get-Involved/Fundraising/Fundraising-Compliance.aspx>. We have also signed up to the Voluntary Code of Governance and are hoping to be fully compliant by end 2014.

It is the policy of The Alzheimer Society of Ireland to promote openness and transparency. We are extremely disappointed to see the damage that the current media attention is doing to the reputation of our sector. Our hope is that if one thing comes out of this attention and the media activity that it has received, it will be the introduction of the long-overdue 2009 Charities Act and the new Charities Regulatory Authority in 2014.

Yours sincerely

Gerry Martin  
Chief Executive

Patron: Michael D. Higgins, President of Ireland

Directors: Mr. Kevin Norton, Chairman • Mr. John Clifford • Mrs. Mary Gaughran • Mr. Brian Holland • Ms. Tess Hogan • Mr. Maurice J. O'Connell • Mrs. Lillian Sullivan • Mr. Kieran Healy  
Mr. David Fitzgerald • Mr. Gerry Martin, Chief Executive, Company Secretary

Alzheimer Society of Ireland, National Office, Temple Road, Blackrock, Co. Dublin  
Phone: 01-207 3800 Fax: 01-210 3772 E-mail: [info@alzheimer.ie](mailto:info@alzheimer.ie) Website: [www.alzheimer.ie](http://www.alzheimer.ie)  
A Limited Company. Registered in Ireland No. 102700 Registered Charity No. CHY 7868







Response to Query re Alzheimer Society CEO Salary

Sarah Duffy

to:

pac

28/04/2014 15:27

Hide Details

From: Sarah Duffy <sarah.duffy@alzheimer.ie>

To: pac@oireachtas.ie

Security:

To ensure privacy, images from remote sites were prevented from downloading. Show Images

Good Afternoon Margaret,

Following on from your communication earlier today I wish to confirm that the CEO salary for 2013 was €110,000 plus 5% defined contribution pension scheme. The CEO does not have a company car. Staff are reimbursed bona fide vouched out of pocket expenses incurred on ASI business.

Please contact me if you require any further information.

Kind Regards,  
Sarah

--  
**Sarah Duffy**  
Secretary to CEO

**The Alzheimer Society of Ireland** Temple Road, Blackrock, Co. Dublin. Phone: 00 353 1 207 3843 Fax: 00 353 1 210 3772







Re: Letter to Section 39 Agencies. St. Christopher's Services Ltd.

Pat O'Toole

to:

[pac@oireachtas.ie](mailto:pac@oireachtas.ie)

08/04/2014 16:22

Hide Details

From: Pat O'Toole <[patotoole@stchristophers.ie](mailto:patotoole@stchristophers.ie)>

To: "pac@oireachtas.ie" <[pac@oireachtas.ie](mailto:pac@oireachtas.ie)>

Dear Margaret,

The following is the information requested.

C.E.O. €83212.

1 Grade 8. € 74551.

Kind Regards,

Pat O'Toole.

On 08/04/2014 12:45, [pac@oireachtas.ie](mailto:pac@oireachtas.ie) wrote:

Dear Mr. O'Toole,

Further to our telephone conversation please see attached an updated letter regarding remuneration in Section 39 Agencies.

Apologies for any inconvenience caused by previous correspondence.

Regards  
Margaret Falsey  
Committee Secretariat

*(See attached file: Scanned Letter 1714 St. Christophers Services Longford.pdf)*

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<http://www.oireachtas.ie/parliament/about/oireachtasemailpolicyanddisclaimer/>

Beartas ríomhphoist an Oireachtais agus séanadh.

<http://www.oireachtas.ie/parliament/ga/eolas/beartasriomhphoistanoireachtaisagusseanadh/>





PAC-R-1715

Kevin O'Dwyer

to:

'pac@oireachtas.ie'

07/04/2014 12:47

Hide Details

From: Kevin O'Dwyer &lt;kodwyer@marymount.ie&gt;

To: "'pac@oireachtas.ie'" &lt;pac@oireachtas.ie&gt;

## 1 Attachment



image001.png

Dear Mr. McEnery,

Further to your letter dated 4<sup>th</sup> April 2014 regarding remuneration levels for senior managerial staff, I submit the following return in respect of Marymount University Hospital & Hospice (formerly St. Patrick's Hospital (Cork)):

Post Title	Applicable Pay Scale	Total Present Remuneration	Potential Remuneration at Max. of Pay Scale
CEO	Chief Executive/Secretary Managers (Voluntary Hospitals (Group 1))	€98,867	€98,867
Head of Finance	Clerical Officer Grade VIII	€74,551	€74,551
Director of Nursing	Director of Nursing Band 3	€65,000	€67,982
Head of Bereavement & Family Support Department	Social Worker Principal	€73,754	€73,754
Head of Physiotherapy Department	Physiotherapist Manager	€69,659	€69,659





Head of Pharmacy Services	Pharmacist Senior	€66,089	€66,089
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I confirm that

- All staff in the hospital and hospice are paid in accordance with the consolidated pay scales of the Dept. of Health;
- The remuneration levels in column 4 represent the maximum remuneration payable or paid to the relevant individual;
- The six staff listed above are the only members of staff in receipt of salaries of €65k or more (other than medical staff).

Please let me know if I can be of further assistance.

Yours sincerely,

Kevin

**Kevin O'Dwyer**  
Chief Executive Officer

**Marymount**  
Curraheen Hospital & Hospice

Curraheen, Co. Cork.  
Telephone: + 353-21-4390888  
Mobile: + 353-87-7512156  
Email: [kodwyer@marymount.ie](mailto:kodwyer@marymount.ie)  
Website: [www.marymount.ie](http://www.marymount.ie)





Ref: PAC-R-1716

Marie Linehan

to:

pac

11/04/2014 18:08

Cc:

marie.linehan

Hide Details

From: "Marie Linehan" <marie.linehan@kpfa.ie>

To: <pac@oireachtas.ie>

Cc: <marie.linehan@kpfa.ie>

Please respond to <marie.linehan@kpfa.ie>

Dear Mr. McEnery,

I refer to your letter of 4<sup>th</sup> April regarding salaries equivalent or above Grade 8 of the Consolidated Pay Scales and the remuneration package of the CEO. I would like to be fully transparent on this subject as I feel strongly that this information should be readily available to those in authority and therefore, I am also indicating the positions held by the three Senior Managers.

The following is the information requested.

Three staff of the Senior Management Team are paid an amount greater than €65,000.

1. CEO	-	€77,034
2. Senior clinical Psychologist	-	€81,353
3. Director of Services	-	€69,659

No other payments are made to these three staff other than vouched travel expenses.

The remuneration package of the Chief Executive is based on the HSE consolidated pay scales at point 6 Functional Officer. I hope this satisfies your enquiry. If I can be of further assistance, please contact me.

Yours sincerely,

*Marie Linehan*

**MARIE LINEHAN**

Chief Executive

Kerry Parents & Friends Association

Reg. Office: Old Monastery, Port Road, Killarney, Co. Kerry

Reg. No: 112184

Tel: 00353 64 6632742

Fax: 00353 64 6633370

Email: [marie.linehan@kpfa.ie](mailto:marie.linehan@kpfa.ie)





RE: Ref: PAC-R-1717

Marie Cronin

to:

pac

24/04/2014 15:43

Hide Details

From: "Marie Cronin" <mcronin@southdoc.ie>

To: <pac@oireachtas.ie>

### 3 Attachments



image006.jpg image005.gif image001.jpg

Good afternoon Margaret,

As requested I have included the actual salaries paid to the following individuals:

(A) CEO X 1

Local Health Manager (HSE) Pt 4

€99,413

Contribution to PRSA 12.5%

Private Health Care

(B) Person X 1

Community & Continuing Care (HSE) Pt 6

€120,000

Plus OOH Allowance €2,409

Kind Regards

Marie

**Marie Cronin**

Payroll

South West Doctors-On-Call Limited,

Floors 2 & 3, Hillard House,

High St.,

Killarney,

Co. Kerry,

Ireland

Tel: +353 64 6691974

Direct Line: +353 64 6691961





# St. Catherines Association Limited

St. Catherine's E.D.C. Newcastle, Greystones, Co. Wicklow

Telephone: (01) 2812390

Fax: (01) 2819052

e-mail: [accounts@stcatherines.ie](mailto:accounts@stcatherines.ie)

Website: [www.stcatherines.ie](http://www.stcatherines.ie)

15th April 2014

Ted McEnery,  
Committee Clerk,  
Committee of Public Accounts,  
Leinster House, Dublin 2.

Dear Ted,

In response to your letter dated 4<sup>th</sup> April 2014 requesting a list of all our salaries over €65,000, see below for complete list.

Please note your letter was addressed to Mr Barry Moriarty, CEO. Mr Moriarty is no longer an employee of St. Catherines. He left the organization in July of 2013. Since that time the Board have assumed his duties.

The Board is entirely voluntary and receives no remuneration for their time. We are in the process of advertising nationally for a new "General Manager" position which will carry a salary of €75,000-€85,000.

St. Catherines employs over 250 staff - the following is a complete list of positions remunerated over €65,000.

DIRECTOR OF PSYCHOLOGY	€98,959.00
PRINCIPAL CLINICAL PSYCHOLOGIST	€81,997.00
SENIOR EDUCATIONAL PSYCHOLOGIST	€79,770.00
CHIEF ASSISTANT TECHNICAL SERVICES OFFICER	€76,116.00
GENERAL MANAGER (TO BE HIRED)	€75,000-85,000

If you have any queries, please do not hesitate to contact me at [peterofaherty@stcatherines.ie](mailto:peterofaherty@stcatherines.ie) or 0866040996.

Yours sincerely,



Peter O'Faherty  
Chairman





CAREDOC

St. Dymphna's Hospital, Athy Road, Carlow.  
Tel: (059) 9138199 (Office Hours Only). Tel: 1850 334 999 (Out of Hours).  
Fax: (059) 9133968. Email: info@caredoc.ie

Mr Ted McEnery  
Committee Clerk  
Committee of Public Accounts  
Leinster House  
Dublin 2  
14<sup>th</sup> April 2014  
Your Ref: PAC-R-1719

Dear Mr. McEnery,

Firstly, I confirm that in accordance with clause 3.2 (c) (v) within Part 1 of our Service Arrangement with the HSE, Caredoc does *"not pay nor subsidise salaries, expenses or other perquisites which exceed those normally paid within the public sector"*.

The remuneration levels paid to staff whose salaries are equivalent or above Grade 8 are:

Salary Level	No of Persons	Grade	Grade Description	No points on Scale	Present Position
€93,770	1	0685	Local Health Office Manager	6	4
€74,550	2	0655	Grade VIII	7	7

The remuneration package of the manager is included in the above table and is as follows:

Salary: €93,770 per annum  
Grade: 0685 (Local Health Office Manager)

The manager receives no bonus or top-up payments. The manager does not have a company car and vouched business related mileage and subsistence is paid at HSE Rates.

Pension: The manager and Caredoc co-subscribe to a defined contribution Irish Life Pension Fund to provide a pension based on: (Years' service X 1/80<sup>th</sup> of Salary) less (Years' Service X 1/40<sup>th</sup> of State Pension).

Yours sincerely

Alphonsus McCarron  
Manager, Caredoc





## ***St. Francis Hospice***

*(Under the care of the Daughters of Charity of St. Vincent de Paul)*

STATION ROAD, RAHENY, DUBLIN 5. TELEPHONE (01) 8327535 FAX: (01) 8327635 E-MAIL: info@sfh.ie WEBSITE: www.stfrancishospice.ie

**Mr. Ted McEnery,  
Committee Clerk,  
Committee of Public Accounts,  
Leinster House,  
Dublin 2.**

**15<sup>th</sup> April 2014**

**Your Ref: PAC-R-1720**

**Dear Mr. McEnery,**

**I wish to acknowledge with thanks receipt of your letter dated 4<sup>th</sup> April 2014 requesting a note on the remuneration levels paid to all staff whose salaries are equivalent or above Grade 8 of the consolidated pay scales (€65,000).**

**In line with your request, please see information outlined below for staff at St. Francis Hospice Dublin.**

<b>Salary bands €'000</b>	<b>65k to 70k</b>	<b>70k to 80k</b>	<b>80k to 90k</b>	<b>90k to 100k</b>
<b>Number of Employees inc part Time</b>	10	4	1	1
<b>Full Time Employees only</b>	2	1	1	1
<b>C.E.O Salary</b>	€98,867			
<b>Er Pension Contribution (CEO)</b>	€5,660			

**Yours sincerely,**

**Ethel McKenna,  
Chief Executive Officer.**

Directors: Mr. Justice Peter Kelly (Chairman), Dr. John Cooney, Prof. Peter Daly, Ms. Mary Hayes, Sr. Bernadette MacMahon D.C., Sr. Annette McKenna D.C., Mr. Thomas McMahon, Mr. Annraoi O Beollain, Fr. Patrick Flynn O.F.M. Cap., Dr. Carol-Ann Casey, Ms. Ita Gibney, Mr. William Quane, Mr. Patrick Kenny, Sr. Bridget Callaghan, Mr. Joseph Pitcher.

Registered Number 153874

Charity Number 10568





## NCBI: working for people with sight loss

### RESPONSE TO PAC QUERY RE STAFF SALARIES

April 8<sup>th</sup>, 2014

SALARY BAND (€)	NUMBER OF STAFF	COMMENT
110,000 – 115,000	1	NCBI Group CEO (from 1 <sup>st</sup> May 2014) - €112,000  CEO NCBI Group receives a 7% contribution from NCBI towards a defined contribution pension.  Member of NCBI Death in service & income protection scheme.  No other benefits.
95,000 – 100,000	1	NCBI Services CEO - €96,000  CEO NCBI Services receives a 7% contribution from NCBI towards a defined contribution pension.  Member of NCBI Death in service & income protection scheme.  No other benefits.
75,001 – 80,000	4	
70,001 – 75,000	4	
65,000 – 70,000	6	

For any clarifications or further information please contact Elaine Howley, CEO NCBI Services at [Elaine.howley@ncbi.ie](mailto:Elaine.howley@ncbi.ie) or by phone at +353-1-8307033.



# SOS Kilkenny Ltd.

Callan Road, Kilkenny, Ireland.  
Telephone: 056-7764000  
Fax: 056-7761212  
E-mail: info@soskilkenny.com

Mr Ted McEnery  
Committee Clerk  
Committee of Public Accounts  
Leinster House  
Dublin 2

15 April 2014

Your Ref PAC-R-1722

Dear Mr McEnery,

I refer to your letter dated 4 April 2014 in relation to your Committee's request for a note on the remuneration levels paid to all staff whose salaries are equivalent or above Grade 8 of the consolidated pay-scales (€65,000).

You will note there is a slight anomaly in relation to your request as there are a number of grades lower than Grade 8 where the rate of pay exceeds €65,000. In this regard and for clarification I have returned information in relation to all salaries over €65,000 whereas only two of those salaries are equivalent to or above Grade 8

No. Staff	Band of Actual Salary	HSE Grade	Scale
1	€95,000 - €105,000	Local Health Office Manager	€83,252 - €100,796
1	€65,000 - €75,000	Grade 8	€64,812 - €74,551
2	€65,000 - €75,000	Assistant Director of Nursing (Band 1 Hospitals)	€54,870 - €65,066
1	€65,000 - €75,000	Counsellor Therapist -National Counselling Service	€46,529 - €70,876

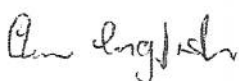
Summary	
No. Staff	Salary Band
1	€95,000 - €105,000
4	€65,000 - €75,000
5	Total

The annual remuneration of our Chief Executive is €97,287 which is Point 5 of the Local Health Office Manager Scale. He also receives a pension contribution (including life cover) of €6,810 per annum which represents 7% of gross salary. This is the standard employer contribution under the pension scheme operated by the National Federation of Voluntary Bodies which applies to all permanent employees.

Our Chief Executive receives no bonus, premia, overtime, or other payments or benefits of any nature.

Should you have any queries in relation to the above please call me at 056 7764000 or 087 9379630.

Yours sincerely,



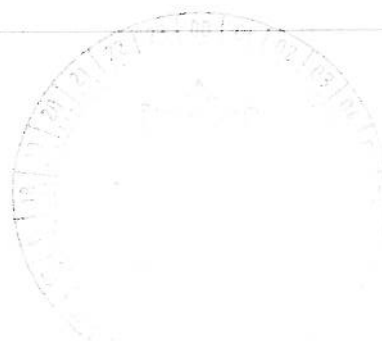
Ann English  
Company Secretary





Mr. Ted McEnery,  
Committee Clerk,  
Committee of Public Accounts,  
Leinster House,  
Dublin 2.

10<sup>th</sup> April 2014



Your Ref: PAC-R-1723

Head Office:  
Strand Street  
Skerries  
Co. Dublin

Tel: 01 849 0915  
Fax: 01 849 4314

info@prosperfingal.ie  
www.prosperfingal.ie

Dear Mr McEnery,

I refer to your letter dated 4<sup>th</sup> April 2014.

Prosper Fingal, established in 1978 as a parents and friends organisation, provides services to adults with an intellectual disability in the Fingal region of County Dublin. It is both a company limited by guarantee, not having a share capital, and a registered charity (CHY 11458).

The Company currently provides day, respite, residential, clinical and transport services to 268 service users.

The information you have requested is set out below.

Chief Executive - Remuneration Package

Number of Posts	Title	Salary Band €	Defined Contribution Pension Scheme %	Net Health Insurance Payment €
1	Director of Services	95,114 -115,808	20	€1,201.41

Management

Number of Posts	Title	Salary Band €	Defined Contribution Pension Scheme %	Net Health Insurance Payment €
1	Financial Controller (Grade VIII)	64,812 - 74,551	10	1,201.41
1	Human Resources Manager (Grade VIII)	64,812 - 74,551	10	1,201.41

creating choice & opportunity

Prosper Fingal Ltd. trading as Prosper Fingal, is a company limited by guarantee not having a share capital, registered in Dublin, Ireland at Strand St., Skerries, Co. Dublin. Directors are: C. Sparks (Chairman), P. Cronin, M. Dowling, M. Gorman, M. Grimes, Dr. M. Murphy, K. O'Connor, S. Smyth

Company Registration No: 65998  
Registered Charity No: CHY 11458





Frontline/Clinical Function

Number of Posts	Title	Salary Band €	Defined Contribution Pension Scheme %	Net Health Insurance Payment €
1	Front-line Operations Manager	93,677	10	€1,201.41
1	Functional Officer - Quality (Grade VIII)	64,812 - 74,551	10	€1,201.41
1	Principal Social Worker	63,886 - 73,754	10	€1,201.41
1	Speech and Language Therapy Manager	60,640 - 69,660	7	€1,201.41
1	Director of Nursing (Band III)	63,652 - 67,982	10	€1,201.41

I confirm that no employee in Prosper Fingal, including the Director of Services, is in receipt of a bonus or an addition to salary of any kind. No employee has the benefit of a company car or a car allowance.

I also advise that the members of the Board of Directors of Prosper Fingal carry out their statutory duties, including attendance at Board meetings, on an entirely voluntary basis and do not receive remuneration of any kind.

Prosper Fingal also provides shared services and supports to MIDWAY Limited, a provider of services, in Co Meath, to adults with an intellectual disability. MIDWAY Limited does not have internal Finance, HR or Quality Assurance functions and draws on the expertise of the individuals noted above.

I trust that the foregoing is of assistance. Should you require any further details, please do not hesitate to contact me.

Yours sincerely,



Pat Reen  
Director of Services





**Remuneration query - letter dated April 4th**  
Mary O'Donovan to 'pac@oireachtas.ie'

09/04/2014 15:50

Good afternoon,

In response to your letter of April 4th, reference PAC-R-1724. On behalf of CoAction West Cork I confirm that we have six staff on payroll whose whole time equivalent gross salary is equal to or greater than €65k per annum, the gross salaries for the six people are between €74/80,000 per annum.

I confirm that the annual salary of the CEO is €79,781 plus Employer's pension contribution of 7%, in line with all other staff who are members of the National Federation of Voluntary Bodies pension scheme.

Kind regards.

Mary O'Donovan  
Financial Controller,  
CoAction West Cork Ltd.,  
Slip,  
Bantry,  
Co. Cork  
027-54021  
www.coaction.ie

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www.surfcontrol.com





Re Remuneration levels paid to all staff on or above Grade 8

Brid Lee

to:

pac

09/04/2014 16:14

Hide Details

From: "Brid Lee" <bridlee@gheel.ie>

To: <pac@oireachtas.ie>

Dear Ted

With reference to your letter to Mr. Byrne dated 8<sup>th</sup> April 2014 regarding remuneration levels paid to all staff whose salaries are equivalent or above Grade 8 of the Consolidated Pay-Scales (€65,000) I wish to confirm that there is only one staff member who is the Director of Services and he is paid on the Director of Nursing Pay Scale as agreed with the HSE (€73,106 - €84,885).

Regards  
Brid Lee  
Secretary





District Offices  
 4 Dooneen Park, Kilrush 065 905 2817  
 Business Centre, Shannon Town, Shannon 061 364 704  
 Hill Road, Killaloe 061 376 346  
 Ballard Road, Miltown Malbay 065 708 4027  
 No. 2 Monastery Road, Ennistymon 065 707 2785



# CLARECARE

CLARECARE,  
 HARMONY ROW,  
 ENNIS,  
 CO. CLARE,  
 IRELAND

Tel: 065 682 8178  
 Fax: 065 684 1310  
 e-mail: [info@clarecare.ie](mailto:info@clarecare.ie)  
 web: [www.clarecare.ie](http://www.clarecare.ie)

Ted McEnery  
 Committee Clerk,  
 Committee of Public Accounts,  
 Leinster House,  
 Dublin 2

## Re: Remuneration levels of Clarecare staff

Dear Mr. McEnery,

April 8, 2014


We reference to your letter of April 4<sup>th</sup> 2014, please be advised that only one staff member in Clarecare, the Chief Executive Officer, is in receipt of a salary in excess of €65,000. The details of which are given below:

POSITION	SCALE	POINT	SALARY	ER PRSI	ER Pension	Cost of position
Chief Executive	HSE Childcare Manager	7th	82,578	8,877.12	6,606.24	98,061.36

### Note:

- Clarecare salaries are paid at 92% of the relevant point on the HSE scale. The 8% balance goes towards payment of individual staff members' pensions.
- No funding towards increments has been received by Clarecare since 2010 and as a result no increments have been paid to any staff.
- In addition all salaries have been cut due to cost containment by the HSE.
- Only vouched travel expenses are paid at a rate of €0.50 per mile
- It is the policy of Clarecare that all staff members are treated the same irrespective of rank or position.

Sincerely,



Eiacre J. Hensey  
 General Manager

[fhensey@clarecare.ie](mailto:fhensey@clarecare.ie)



