

A company limited by guarantee and not having a share capital

Charity Registration No. CHY16913

Company Registration No. 405780 (Republic of Ireland)

PIETA HOUSE C.P.S.O.S LIMITED
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2014

A company limited by guarantee and not having a share capital
PIETA HOUSE C.P.S.O.S LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Sean O'Connor (Chair) Justin O'Gorman (Secretary) Carol Rankin John Connolly Mattie McCabe Declan O'Neill William Tobin David Muldowney
Chief Executive Officer	Brian J Higgins
Chief Clinical Officer	Jacinta O'Connor
Secretary	Justin O'Gorman (Secretary)
Charity number	CHY16913
Company number	405780
Principal address	Pieta House Old Lucan Road Lucan Dublin
Registered office	Pieta House Old Lucan Road Lucan Dublin
Auditors	Upton Ryan Chartered Accountants & Registered Auditors Fourth Floor, North Block Rockfield Central Dundrum Dublin 16
Principal Bankers	Ulster Bank The Mall Lucan Co. Dublin Allied Irish Bank Main Street Lucan Co. Dublin

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PIETA HOUSE C.P.S.O.S LIMITED

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2014

The trustees present their report and the accounts of Pieta House C.P.S.O.S. Limited for the year ended 31 December 2014.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's memorandum and articles of association, the Companies Acts 1963 to 2013 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

Sean O'Connor (Chair)	
Justin O'Gorman (Secretary)	
Carol Rankin	
John Connolly	
Philip O'Riada	(Retired 22 May 2014)
Mattie McCabe	
Declan O'Neill	(Appointed 26 August 2014)
William Tobin	
Brendan Chambers	(Retired 23 May 2014)
David Muldowney	

Pieta House, a registered charity, is a not for profit company providing crisis intervention and therapeutic services in the field of suicide and self-harm prevention. By the year end, Pieta operated from five main centres and four outreach centres. The main therapeutic centres were heretofore located at Lucan, Co. Dublin, Ballyfermot in Dublin City, Mungret in Co. Limerick (adjacent to Limerick City), Cork City, and Tuam Co. Galway. Smaller outreach centres operate in Roscrea, Co. Tipperary, Finglas and Tallaght in Co. Dublin and Castleisland in Co. Kerry. The charity's administration and research functions are based in a separate premises at Lucan, Co. Dublin.

The charity operates under the direction of a Board of Trustees and its CEO Brian J Higgins, who is assisted in the management of the charity by the chief clinical officer, Jacinta O'Connor. The CEO and CCO are further assisted by the director of funding and advocacy, the director of research, the director of operations and development, the director of HR and the financial controller. The CEO is required to attend Board Meetings on a regular basis and directors attend the board sub committees for: Governance, Clinical Services, Finance and Development. Management of the charity and delivery of its services is currently achieved via a dedicated cohort of 145 clinical, clinical support and clinical interns. Administration, Finance and Fundraising is staffed by a further 40 employees. Where practicable, volunteers support the work of Pieta House in the roles of both clinical and administrative support.

The trustees have assessed the major risks to which the charity is exposed and continue to do so on a regular basis. They are satisfied that systems are in place to mitigate exposure to major risks.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2014

Objectives and activities

Pieta's Vision and Mission statements are as follows:

Vision: A world where suicide, self-harm and stigma have been replaced by hope, self-care and acceptance

Mission: To support people & communities in crisis; through the provision of freely accessible & professional services

Values: We treat everyone with respect and dignity

We are rooted in compassion and care

We generate and nourish hope

We empower

The strategy employed to achieve our objectives is "the provision of counselling services and associated support programmes, free of charge and at a time of crisis, to those suffering from suicidal ideation, to those who have attempted suicide and to those who are engaging in self harming behaviours". Counselling sessions are made available to clients as frequently as necessary to bring them through the crisis period. The Pieta model is based on the principles of compassion and care and aims to move people who are engaging in self harming behaviours from self harm to self care. For people who are experiencing thoughts of suicide our goal is to lift that suicidal ideation as quickly as possible and replace their reasons for dying with reasons for living. It is important that the service is seen as non institutional and community based and is delivered in a non threatening and caring environment. The model, as laid down in the Pieta Way © manual, is replicated in each centre which the charity operates. The procedure to be followed when opening a new centre has been established and the criteria set down as a template which will be strictly adhered to.

It is the stated objective of Pieta House to bring the service to within 100 kilometres of every citizen of Ireland. Our experience to date demonstrates that this can be achieved through the involvement of the communities where main centres and outreach centres will be established. We envisage that the Government, through the Departments of Health, Children & Youth Affairs and Environment, Community & Local Government will also support this objective.

Volunteers

A significant number of volunteers engage in the organisation of fundraising activities on behalf of the charity. These activities, which are in turn supported by very large numbers of participants, are seen as crucial to the survival of the charity and the continuation of the charity's work. The Volunteer and Fundraising co-ordinator ensures that the involvement of Volunteer Fundraisers' with Pieta House proves a positive experience and one that will encourage their continued association. It is the policy of the charity and its management team to articulate our appreciation of the activities of volunteers as frequently as possible. The fruits of their efforts form a major portion of our income. Volunteers who provide their time to us free of charge at our centres are also critical to the delivery of the Pieta service and are a tremendously valuable resource. The trustees wish to convey their appreciation and to express a great debt of gratitude to all our volunteers.

Achievements and performance

Since its foundation in 2006, approximately 17,500 very vulnerable people have benefited from Pieta's uniquely effective care. In attempting to meet the demand within the community for this care, provision of the service has grown at an extraordinary rate, from 70 clients in 2006 to 5,200 in 2014, an increase approaching 36% on the figure for 2013.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2014

The Health Service Executive and National Office for Suicide Prevention (NOSP) continue to support and endorse the work of Pieta House and support from institutional and philanthropic organisations has strengthened. Particular success has been achieved with corporate "Charity Partners". The trustees wish to pay tribute to all.

Nowhere, however, is the work of Pieta more recognised than from the general public whose generosity with donations and gifts and participation in Pieta's general public funding activities has surpassed all previous levels. Venues for our premier fundraising and awareness event, "Darkness into Light", expanded to 40 in 2014. The event is largely organised by volunteer committees in each venue who donate four months' time and effort in support of Pieta. The event would not be possible without the work of the volunteer committees and the trustees would like to record a huge debt of gratitude to them. Also gratefully acknowledged is the support of Electric Ireland through financial and media sponsorship again this year which contributed enormously to the success of the event.

Financial review

The extraordinary level of generosity and support for the work of Pieta House is reflected in the charity's accounts for 2014. All sectors, including general public, corporate, institutional and Government played their part in enabling Pieta House continue to deliver on its promise of being available at the time of crisis. Total income and resources for the year of €5,420,470 represents an increase of almost one million euro on all funding received for 2013. When restricted funding of €27,000 is excluded, the charity's income, net of resources expended, amounted to a surplus over expenditure of €132,186. An amount of €49,008 of funding remains designated by the trustees towards the development of services in the South East. Thus, an amount of €330,645 has been transferred from Designated funds to Unrestricted funds in the year.

It remains the objective of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

Disclosure of information to auditors

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Auditors

A resolution proposing that Upton Ryan be reappointed as auditors of the charity will be put to the members.

On behalf of the board of trustees



Sean O'Connor (Chair)

Trustee

Dated: 29 May 2015



Justin O'Gorman (Secretary)

Trustee

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the directors of Pieta House C.P.S.O.S Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board and promulgated by the Institute of Chartered Accountants in Ireland.

Company law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Acts 1963 to 2013. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Sean O'Connor (Chair)
Trustee
Dated: 29 May 2015



Justin O'Gorman (Secretary)
Trustee

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INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF PIETA HOUSE C.P.S.O.S LIMITED

We have audited the accounts of Pieta House C.P.S.O.S Limited for the year ended 31 December 2014 set out on pages 7 to 19. These accounts have been prepared in accordance with the accounting policies set out on pages 10 & 11.

Respective responsibilities of Trustees and auditors

As described in the statement of trustees' responsibilities, the trustees, who are also the directors of Pieta House C.P.S.O.S Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practices in Ireland).

Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the accounts give a true and fair view, have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland, and are properly prepared in accordance with the Companies Acts 1963 to 2013. We also report to you whether, in our opinion, the information given in the Trustees' Report is consistent with those accounts.

In addition we report to you if, in our opinion, the charity has not kept adequate accounting records, if the charity's accounts are not in agreement with the accounting records and returns, if we have not received all the information and explanations we require for our audit, or if requisite disclosures of trustee's remuneration specified by law are omitted.

We read the Trustees' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the accounts, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

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INDEPENDENT AUDITORS' REPORT (CONTINUED)
TO THE MEMBERS OF PIETA HOUSE C.P.S.O.S LIMITED


Opinion

In our opinion:

- the accounts give a true and fair view of the state of the charity's affairs as at 31 December 2014, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended.
- the accounts have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland.
- the accounts have been prepared in accordance with the requirements of the Companies Acts 1963 to 2013.
- the information given in the Trustees Report is consistent with the accounts.

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In our opinion, proper books of account have been kept by the charity. The financial statements are in agreement with the books of account.

In our opinion, the information given in the trustees' report is consistent with the financial statements.



John Eddison

for and on behalf of Upton Ryan
Chartered Accountants &
Registered Auditors
Fourth Floor, North Block
Rockfield Central
Dundrum
Dublin 16

Dated: 29 May 2015

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STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2014

	NOTES	Unrestricted funds €	Designated funds €	Restricted funds €	Total 2014 €	Total 2013 €
<u>Incoming resources from generated funds</u>						
Donations and grants	2	3,353,169	-	27,000	3,380,169	3,231,097
Activities for generating funds	3	1,638,455	-	-	1,638,455	853,968
Deposit Interest	4	9,875	-	-	9,875	3,531
		<u>5,001,499</u>	<u>-</u>	<u>27,000</u>	<u>5,028,499</u>	<u>4,088,596</u>
Incoming resources from charitable activities	5	51,153	-	-	51,153	33,012
Other incoming resources	6	-	340,818	-	340,818	379,634
		<u>-</u>	<u>340,818</u>	<u>-</u>	<u>340,818</u>	<u>379,634</u>
Total incoming resources		<u>5,052,652</u>	<u>340,818</u>	<u>27,000</u>	<u>5,420,470</u>	<u>4,501,242</u>
<u>Resources expended</u>						
Costs of generating funds						
Costs of generating donations and grants	7	272,236	-	-	272,236	255,490
Cost of activities for generating funds	3	507,775	-	-	507,775	306,922
		<u>780,011</u>	<u>-</u>	<u>-</u>	<u>780,011</u>	<u>562,412</u>
Resources expended	7	3,972,614	-	-	3,972,614	2,421,097
Governance costs	7	508,609	-	-	508,609	337,053
		<u>4,481,223</u>	<u>-</u>	<u>-</u>	<u>4,481,223</u>	<u>2,758,150</u>
Total resources expended		<u>5,261,234</u>	<u>-</u>	<u>-</u>	<u>5,261,234</u>	<u>3,320,562</u>
Net (outgoing)/incoming resources before transfers		(208,582)	340,818	27,000	159,236	1,180,680
Transfers between funds		<u>671,463</u>	<u>(671,463)</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		462,881	(330,645)	27,000	159,236	1,180,680
Fund balances at 1 January 2014		<u>1,202,669</u>	<u>379,653</u>	<u>300,000</u>	<u>1,882,322</u>	<u>701,642</u>
Fund balances at 31 December 2014		<u>1,665,550</u>	<u>49,008</u>	<u>327,000</u>	<u>2,041,558</u>	<u>1,882,322</u>

This statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Acts 1963 to 2013.

This statement of financial activities has been prepared on the basis that all operations are continuing operations.

There are no recognised gains or losses other than those passing through this statement of financial activities.

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BALANCE SHEET

AS AT 31 DECEMBER 2014

	Notes	2014 €	2013 €
Fixed assets			
Tangible assets	11	964,715	979,270
Current assets			
Prepayments & Accrued Income	12	22,404	44,612
Cash at bank and in hand		1,474,377	1,216,056
		1,496,781	1,260,668
Creditors: amounts falling due within one year	13	(328,257)	(232,201)
Net current assets		1,168,524	1,028,467
Total assets less current liabilities		2,133,239	2,007,737
Creditors: amounts falling due after more than one year	14	(91,681)	(125,415)
Net assets		2,041,558	1,882,322
Represented By:			
Restricted funds		327,000	300,000
Unrestricted funds			
Designated		49,008	379,653
General		1,665,550	1,202,669
	15	2,041,558	1,882,322

The accounts were approved by the Board on 29 May 2015



Sean O'Connor (Chair)
Trustee



Justin O'Gorman (Secretary)
Trustee

Company Registration No. 405780

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CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	2014 €	2013 €
Net cash inflow from operating activities	16	532,028	1,248,251
Returns on investments and servicing of finance			
Financing costs		(10,561)	(10,047)
Net cash outflow from returns on investments and servicing of finance		(10,561)	(10,047)
Capital expenditure			
Aquisitions of tangible fixed assets	11	(230,612)	(508,222)
Net cash outflow from capital expenditure		(230,612)	(508,222)
Net cash inflow before financing		290,855	729,982
Financing			
Repayment of bank loan	13 & 14	(32,373)	(10,547)
Net cash outflow from financing		(32,373)	(10,547)
Increase in cash	17	258,482	719,417

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2014

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared on a going concern basis.

The charity has in place a range of initiatives which have secured its continued funding for 2015.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Companies Acts 1963 to 2013.

The charitable company is limited by guarantee with no share capital.

No contribution shall be required from any member exceeding the amount undertaken to be contributed by him/her to the assets of the company in the event of its being wound up.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary Income is income received from donations, general public fundraisers, grants & gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Incoming resources from charitable trading activities are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

1.3 Resources expended

Expenditure is recognised on an accruals basis as liabilities are incurred. Expenditure includes VAT, where applicable, which cannot be recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs associated with fundraising events.

Resources Expended include costs associated with meeting operational and day to day needs of the charity.

Governance costs include costs associated with the general and strategic running of the charity such as legal fees, awareness, audit fees, trustee meeting expenses and developmental fees associated with the expansion of services

All costs are allocated between expenditure categories on a basis designed to reflect the use of the resource.

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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

1 Accounting Policies

(continued)

1.4 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life and to avoid the accumulation of intangible assets, as follows:

Freehold property	0% per annum straightline
Leasehold property	33% per annum straightline
Fixtures, fittings & equipment	20% per annum straightline
Motor vehicles	25% per annum straightline

1.5 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

1.6 Pensions

The charity operates a defined contributions pension scheme for certain employees. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme (Refer to note 10).

The charity does not operate a defined benefit pension scheme.

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NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2014

2 Donations and grants

	Unrestricted funds €	Restricted funds €	Total 2014 €	Total 2013 €
Donations and gifts	2,479,686	-	2,479,686	2,306,903
Grants receivable for core activities	873,483	27,000	900,483	1,303,828
	<u>3,353,169</u>	<u>27,000</u>	<u>3,380,169</u>	<u>3,610,731</u>
Donations and gifts				
Unrestricted funds:				
Donations & gifts			572,791	454,184
General Public Fundraising			1,906,895	1,852,719
			<u>2,479,686</u>	<u>2,306,903</u>
Grants receivable for core activities				
Unrestricted funds:				
Health Service Executive			178,983	210,983
HSE National Office of Suicide Prevention			503,500	299,999
Dublin Archdiocese			80,000	80,000
JP McManus Charitable Foundation			50,000	50,000
Other Grants			61,000	512,846
			<u>873,483</u>	<u>1,153,828</u>
Restricted funds:				
Bons Secours Cork			-	150,000
Bord na Móna			12,000	-
Department of Children and Youth Affairs			15,000	-
			<u>27,000</u>	<u>150,000</u>

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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

3 Activities for generating funds

	2014 €	2013 €
Activities for generating funds (Darkness into Light)	1,638,455	846,743
Cost of activities for generating funds (Darkness into Light)	<u>(507,775)</u>	<u>(303,172)</u>
Net activities for generating funds (Darkness into Light)	<u>1,130,680</u>	<u>543,571</u>
Activities for generating funds (Ladies Night)	-	7,225
Cost of activities for generating funds (Ladies Night)	<u>-</u>	<u>(3,750)</u>
Net activities for generating funds (Ladies Night)	<u>-</u>	<u>3,475</u>
Total Net activities for generating funds	<u><u>1,130,680</u></u>	<u><u>547,046</u></u>

4 Deposit Interest

	2014 €	2013 €
Interest receivable	<u>9,875</u>	<u>3,531</u>

5 Incoming resources from charitable activities

	2014 €	2013 €
Workshops & Merchandise	<u>51,153</u>	<u>33,012</u>

6 Other incoming resources

	2014 €	2013 €
Development Fundraising	<u>340,818</u>	<u>379,634</u>

Whilst unrestricted, the Trustees have recognised that €340,818 was raised nationally during the year to be designated towards the development of services throughout the country. A sum of €49,008 of same remained designated by the Trustees at the year end towards the development of services in the South East.

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NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2014

7 Total resources expended

	Note	Staff Costs €	Depreciation €	Other costs €	Total 2014 €	Total 2013 €
Costs of generating funds						
Costs of generating donations and grants		172,191	-	100,045	272,236	255,490
Cost of activities for generating funds	3	110,471	-	397,304	507,775	306,922
		<u>282,662</u>		<u>497,349</u>	<u>780,011</u>	<u>562,412</u>
Resources expended		2,733,518	-	1,239,096	3,972,614	2,421,097
Governance costs			245,167	263,442	508,609	337,053
		<u></u>	<u></u>	<u></u>	<u></u>	<u></u>
Total		<u>3,016,080</u>	<u>245,167</u>	<u>1,999,887</u>	<u>5,261,234</u>	<u>3,320,562</u>

Included in resources expended (other costs) is contract therapist costs of €588,594 (2013: €287,055).

Governance costs include costs associated with the general and strategic running of the charity. In addition to depreciation of €245,167 (2013: € 83,684) such costs include legal fees, awareness, audit fees and developmental fees associated with the expansion of services. The audit fee element, exclusive of VAT, of same is €15,850 (2013: €14,400).

8 Costs of generating donations and grants

	2014 €	2013 €
Other costs comprise:		
General fundraising and publicity	38,878	32,674
Other costs	61,167	60,581
	<u>100,045</u>	<u>93,255</u>

9 Trustees

None of the Trustees received any remuneration during the year. Incidental travel and meeting expenses are reimbursed where incurred.

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PIETA HOUSE C.P.S.O.S LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2014	2013
	Number	Number
Provision of Clinical Services	47	35
Clinical Support, management and administration	48	20
	<u>95</u>	<u>55</u>

In addition, an average number of 40 contract therapists were engaged during the year.

Wages and salaries	2,710,486	1,661,959
Social security costs	286,116	170,340
Other pension costs (Refer to note 1.6 Accounting Policies)	19,577	12,589
	<u>3,016,179</u>	<u>1,844,888</u>

The number of employees whose annual remuneration was €70,000 or more was four.

	2014	2013
	Number	Number
€70,001 to €80,000	3	1
€80,001 to €90,000	1	1

One employee whose emoluments exceed €70,000 has retirement benefits accruing under the defined contribution pension scheme.

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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

11 Tangible fixed assets

	Land and buildings Freehold €	Land and buildings Leasehold €	Fixtures, fittings & equipment €	Motor vehicles €	Total €
Cost					
At 1 January 2014	452,563	547,161	130,492	4,500	1,134,716
Additions	-	132,054	98,558	-	230,612
At 31 December 2014	452,563	679,215	229,050	4,500	1,365,328
Depreciation					
At 1 January 2014	-	109,845	44,851	750	155,446
Charge for the year	-	205,177	39,090	900	245,167
At 31 December 2014	-	315,022	83,941	1,650	400,613
Net book value					
At 31 December 2014	452,563	364,193	145,109	2,850	964,715
At 31 December 2013	452,563	437,316	85,641	3,750	979,270

12 Debtors

	2014 €	2013 €
Other debtors	5,376	-
Prepayments and accrued income	17,028	44,612
	22,404	44,612

13 Creditors: amounts falling due within one year

	2014 €	2013 €
Bank & social finance loans	33,029	31,668
Bank debt	2,811	2,972
Creditors	58,572	84,187
Taxes and social security costs	81,457	45,621
Accruals	152,388	67,753
	328,257	232,201

A company limited by guarantee and not having a share capital
PIETA HOUSE C.P.S.O.S LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

14 Creditors: amounts falling due after more than one year	2014	2013
	€	€
Bank & social finance loans	91,681	125,415
Analysis of loans		
Wholly repayable within five years	124,710	157,083
Included in current liabilities	(33,029)	(31,668)
	91,681	125,415

In 2011, the charity received a €100,000 loan from the social investment fund Clann Credo. This loan is repayable over 5 years from the date received.

15 Analysis of net assets between funds

	Unrestricted Funds	Designated Funds	Restricted Funds	Total
	€	€	€	€
Fund balances at 31 December 2014 are represented by:				
Tangible fixed assets	664,715	-	300,000	964,715
Current assets	1,420,773	49,008	27,000	1,496,781
Creditors: amounts falling due within one year	(328,257)	-	-	(328,257)
Creditors: amounts falling due after more than one year	(91,681)	-	-	(91,681)
	1,665,550	49,008	327,000	2,041,558

16 Net cash inflow from operating activities	2014	2013
	€	€
Reconciliation to changes in resources		
Changes in resources before revaluations	159,236	1,180,819
Financing costs	10,561	10,047
Depreciation of tangible fixed assets	245,167	83,684
Decrease/(increase) in debtors	22,208	(22,224)
Increase/(Decrease) in creditors	94,856	(4,075)
	532,028	1,248,251

A company limited by guarantee and not having a share capital
PIETA HOUSE C.P.S.O.S LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

17 Reconciliation of net cash flow to movement in net funds	2014	2013
	€	€
Increase in cash	258,482	719,417
Repayment of long term bank loan	32,373	10,547
	<hr/>	<hr/>
Movement in net funds	290,855	729,964
Net funds at 1 January 2014	1,056,001	326,037
	<hr/>	<hr/>
Net funds at 31 December 2014	1,346,856	1,056,001
	<hr/> <hr/>	<hr/> <hr/>

18 Analysis of net cash less debt	At 1 January 2014	Cash flow	Non-cash changes	At 31 December 2014
	€	€	€	€
Cash at bank and in hand	1,216,056	258,321	-	1,474,377
Bank overdrafts	(2,972)	161	-	(2,811)
		<hr/>		
		258,482		
		<hr/>		
Debt due within one year	(31,668)	32,373	(33,734)	(33,029)
Debt due after one year	(125,415)	-	33,734	(91,681)
		<hr/>		
		32,373		
		<hr/>		
	<hr/>	<hr/>	<hr/>	<hr/>
	1,056,001	290,855	-	1,346,856
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

19 Contingent liabilities

Pieta House C.P.S.O.S. Limited received a grant of €300,000 in 2011 from the JP McManus Pro-AM 2010 Committee towards the cost of acquiring the centre occupied by Pieta Mid West in Mungret, Co. Limerick. This grant included the condition that, if the property was disposed of and Pieta House C.P.S.O.S. Limited services were downgraded or discontinued in Limerick, the €300,000 grant or an equivalent portion thereof would be repayable to the JP McManus Charitable Foundation. It is a condition of the JP McManus grant that a charge may not be registered on the property.

A company limited by guarantee and not having a share capital

PIETA HOUSE C.P.S.O.S LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2014

20 Related parties

Joan Freeman (Founder) and Patrick Freeman have personally guaranteed a bank loan for €100,000. The balance on this loan at 31st December 2014 was €88,554 (2013 - €100,440). The release of this guarantee is currently in progress.

During the year O'Riada Solicitors, a firm associated with Mr Philip O'Riada (Trustee), were paid €1,476 in respect of legal services.