



# IASIO Highlights & Financial Reports 2019

Presented to the Irish Prison Service and Probation Service  
July 2020

# Table of Contents

Forewords	1
Management Structure	2
Objectives	3
IASIO's Strategic Plan 2018-2020: Progress Update	4
Statistics Report 2019	5
Linkage Service Expected Performance Indicators	5
Gate Service Key Performance Indicators	6
Resettlement Service Key Performance Indicators	7
Community Support Scheme & Supported Employment Scheme	7
2019 Achievements in Numbers	8
Update on Spent Convictions Legislation	9
Recent Developments	10
Social Enterprise Project Support	10
COVID-19 Management Plan	10
Intreo Protocol	11
Mapping Project	11
Extended Service Provision to Prisoners	12
Select Initiatives	12
Groupwork: Community Collaboration in Cork	12
Groupwork: Offending Awareness	13
Entrepreneurship / Self-employment Working Group	13
Other Highlights at a Glance	14
2019 Finance Report	15

# Forewords

It is my pleasure to present the 2019 IASIO Highlights and Financial Report to the Director General of the Irish Prison Service, Ms. Caron McCaffrey and to the Director of the Probation Service, Mr. Mark Wilson.

Once again, the Report provides a brief description of the extensive achievements and the range of services provided by IASIO across the country.

I wish to acknowledge the continuing interest and commitment to the work of the organisation by my fellow Board Members. This year, I am sad to say that the tenure of a number of our Board members has ended. My sincere thanks therefore to Mr. Tom Carey and to Mr. Denis McHugh who retired in December after 8 years on the Board. In saying farewell to them, I am delighted to welcome to the Board Judge Garrett Sheehan, recently retired Judge of the High Court and the Court of Appeal.

This is my last report to you. After 20 years of voluntary service I am leaving the Board of Directors in December 2020. During my tenure, it has been a pleasure to have been part of the development of such necessary and significant services for tens of thousands of people in the criminal justice system.

I wish to thank our funding agencies, the Irish Prison Service and the Probation Service for their continuing financial support to ensure that the valuable service being provided for all our clients is supported, maintained and developed for the future.

Finally, I want to commend our excellent team, capably led by our CEO, Mr. Paddy Richardson, for their continued efforts in maintaining a first-class service to clients and for the continuous development of IASIO services.



  
**Patrick Lynch**  
IASIO Chairman

It is with pleasure that we can look back on the 2019 highlights with a great sense of pride and achievement. All of my colleagues have collectively been responsible for providing guidance, placement and support to each of the 3,853 people referred in 2019. Those outputs would not have been achievable without the input of the management and staff of the Probation and Prison Services. I wish to thank them for their continuous funding and for their support and referrals to our management team and staff.


Of those referred to Linkage and Gate Services, our staff have placed 497 in training, a further 201 in education and an even more remarkable figure of 492 into employment. Additionally, of the 1,303 people referred to the Resettlement Service there were 1,256 successful outcomes. Those figures are outlined in greater detail in this report.

The transition for those people from criminal behaviour to economic and social integration is a positive outcome for the person, their families, and of course, for the safety of the wider community.

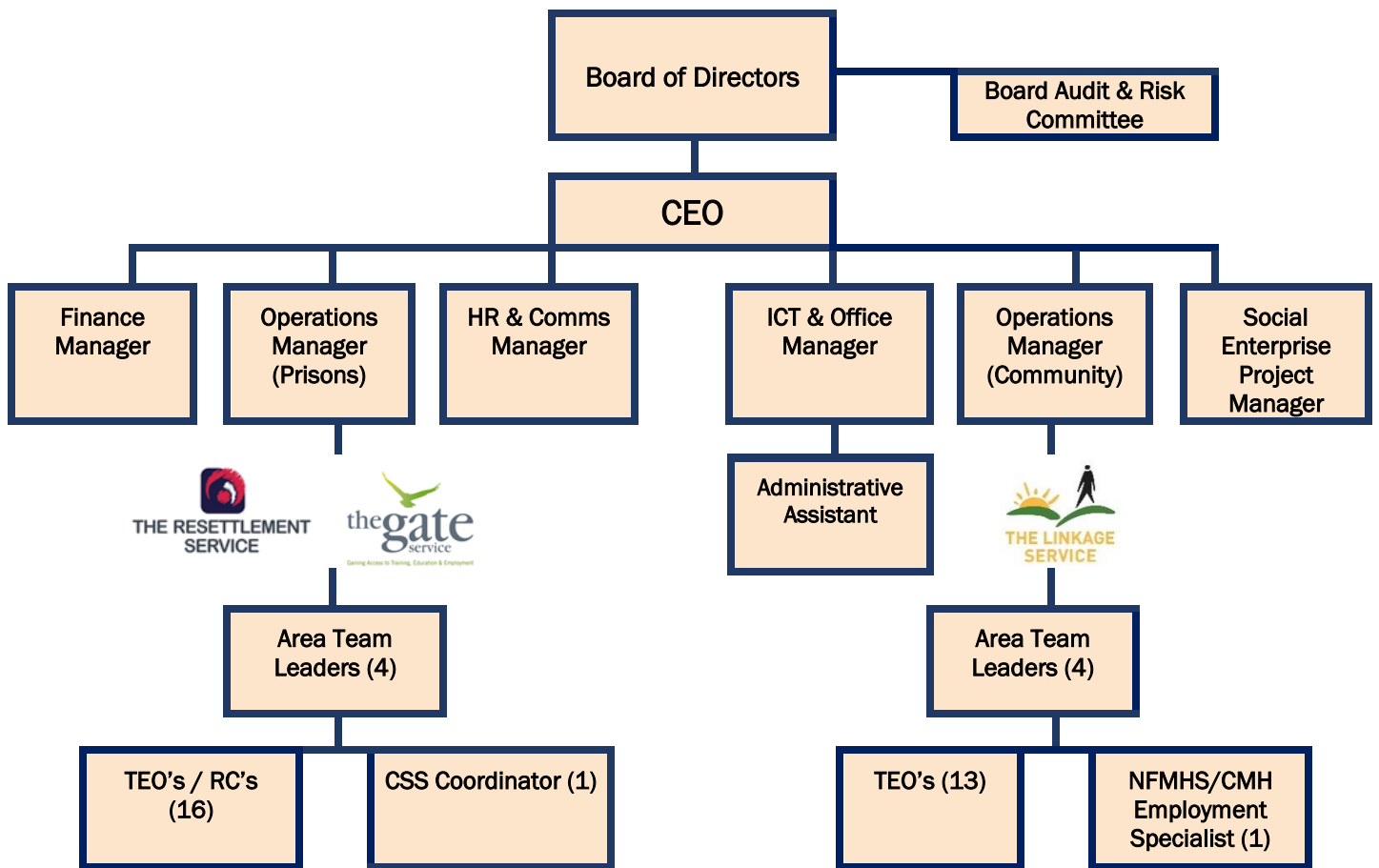
As always, I am very proud to be CEO of our single most important asset – our dedicated management team, our staff and our volunteers and their tireless effort on behalf of clients.

Finally, I wish to thank the Chairman Patrick Lynch for his support to me for over 20 years. It has been a pleasure to work with and learn from his experience and expertise and that of the Board of Directors, which is deeply appreciated by all of us.



  
**Paddy Richardson**  
Chief Executive

# Management Structure



# Objectives



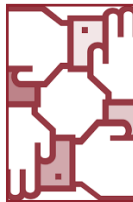
To provide a range of services to marginalised groups, making communities more socially inclusive



To establish the development of excellence in practice across the full range of our services



To assist those referred to become independent, socially integrated and personally productive through client-centred, rehabilitative, employment, educational and vocational interventions



To develop collaborative working relationships that foster a more inclusive Ireland, promote opportunity and a shared responsibility in reducing marginalisation



To ensure the efficient use of resources in the pursuit of stakeholder objectives



To inspire hope

# IASIO'S STRATEGIC PLAN 2018-2020: Progress Update

IASIO published its Strategic Plan “Fostering Change—Creating Opportunity” in 2018. The services provided by IASIO are directly correlated to the needs of our funders. IASIO therefore develops its strategic plans in harmony with the individual and joint 3-year strategic plans of the Irish Prison Service and the Probation Service.

IASIO’s strategic goals and actions for the period 2018-2020 were also informed by a consultation process with clients, IASIO staff, services and collaborative input from our funders. An update on progress to date is presented below.

## STRATEGIC PROGRESS AT A GLANCE:

Goals	Completed and continuing*	Significant Progress	Some Progress	Limited Progress
<b>GOAL 1: CREATING OPPORTUNITY</b>				
Creating employment opportunities				
Enhancing training & education opportunities				
Creating stability & enhancing access to essential services				
<b>GOAL 2: SUPPORTING CHANGE</b>				
Creating the conditions for change				
Collaborative practices				
<b>GOAL 3: ADDING VALUE TO FUNDERS</b>				
Adding Value to Funders’ Objectives				
Maintaining open communications				
<b>GOAL 4: ORGANISATIONAL DEVELOPMENT</b>				
Proactive organisational development				
Operational commitments				
Regulatory responsibilities				
<b>GOAL 5: SUPPORTING STAFF</b>				
Staff skills & competencies				
Wellbeing at work				

\*Completed tasks assigned for this strategic period, but additional work is ongoing

# Statistics Report 2019



## Linkage Service Expected Performance Indicators (EPI's)

Linkage Service	Annual Totals		Narrative
Field	EPI	Actual	
New Referrals in 2019 (Unique Individuals)	1850 (1560)	<b>2,021</b> <b>(1,691)</b>	<p><b>Employment:</b> 226 clients were placed in full time employment, 97 in part-time employment and 26 have variable hours. Main sectors include industry, accommodation/food services and construction.</p> <p><b>Education:</b> 41 placements in Adult/Further Education. 26 clients are undertaking PLC courses &amp; 13 clients are attending Third Level courses such as Digital Marketing, Sports Science and Social Care</p> <p><b>Training:</b> 104 placements in a wide variety of ETB vocational training courses including Culinary Skills, Construction Skills Traineeship, Form working, Practical Computer Skills &amp; Forklift Driving. 95 clients undergoing training as part of a Probation Project- the majority of which are driving related.</p> <p><b>Community Return</b> 117 Clients had completed the Community Return Scheme by the end of 2019. 53 of these have been re-referred for guidance &amp; placement.</p> <p><b>Sample reasons for not fully engaging:</b> Entered treatment programme, Inappropriate Referral, No further support requested, Not Progression Ready, Mental Health Needs, Childcare Needs, Relocated, Returned to Court for Breach of Order, Returned to Custody.</p>
Total fully engaged with service	1388	<b>1,725</b> <b>(1,447)</b>	
Total Did Not Engage	185 (Tracking)	<b>290</b>	
Total Not Progression Ready / Alternative Pathways Identified	278 (Tracking)	<b>575</b>	
Currently Active		<b>568</b>	
• Active: Initial Assessment Stage		95	
• Active: Progression Potential Stage		111	
• Active: Progression Ready Stage		156	
• Active: Job Seeking		67	
• Active: Retention Stage		103	
• Active: Referrals for Other Types of Supports		36	
Total Placements secured:			
Employment	270	<b>349</b>	
Education	160	<b>142</b>	
Training	230	<b>359</b>	
Total Groupwork Participants	60	<b>59</b>	
Total Community Return Completed	140	<b>117</b>	
Total Community Service Supports	15	<b>28</b>	
Total Guidance Only Completed	75	<b>56</b>	
Total Outcomes to date (from those who engaged)	950	<b>1,110</b>	

# Gate Service Key Performance Indicators (KPI's)



GATE Service		Annual Totals		Narrative
Field	KPI	Actual		
New Referrals in 2019 (Unique Individuals)	610	<b>806</b> (697)		<b>Employment:</b> <b>Pre-release:</b> 35 clients on CE or CE Drug Rehabilitation Schemes, 44 clients employed on day release Temporary Release (TR)
Total engaged with service	549	<b>687</b>		
Total Did Not Engage	61 (Tracking)	<b>119</b>		<b>Post release:</b> 27 clients on CE/CE Drug Rehabilitation Schemes, 3 secured casual/seasonal work and 34 secured paid/permanent jobs.
Currently Active with service:		<b>291</b>		<b>Education:</b> <b>Pre-release:</b> Courses include Community & Youth Work, Sports Nutrition, Accounting & Social Studies  <b>Post-release:</b> Courses include Culinary Arts, Applied Social Studies, Career Preparation, Leaving Cert. & Pathways  <b>Training:</b> <b>Pre-release:</b> 5 clients secured training as part of a Probation Project, and 3 as part of a Social Enterprise. 5 undertaking training on day-release TR
• Active 1: Initial Assessment Stage: Guidance Block		39		
• Active 3: Progression Potential: Guidance Block		152		
• Active 4: Progression Ready: Guidance Block		69		
• Active 5: Job Seeking: Guidance Block		19		
• Active 6: Retention Stage: Guidance Block		0		
• Active: Referrals for Other Types of Supports		12		
Total Not Progression Ready		<b>27</b>		
Total Pathways Identified		<b>829</b>		<b>Post-release:</b> 22 clients undertaking training with Probation Projects, 26 secured Community/Resource centre based training. Courses include Barbering, construction courses, equine training, literacy support and welding.
Total Placements secured:				
Employment	75	<b>143</b>		
Training/Education	178	<b>197</b>		
Total Temporary Release/ Community Return Preparation		<b>2</b>		
Total Groupwork Participants		<b>3</b>		Sample Reasons for not fully engaging: Entered treatment programme, Inappropriate Referral, No further support requested, Refused service, Transferred to another TEO, Transfer to another prison.
Total Guidance Only Completed		<b>29</b>		

## Resettlement Service Key Performance Indicators (KPI's)

Resettlement Service	Annual Totals		Narrative
Field	KPI	Actual	
New Client Referrals in 2019 (Unique Individuals)	800	<b>1,500</b> (1,303)	Clients availed of a wide range of prison and community-based supports, both pre and post release. The database has been developed to capture in greater detail the work of Resettlement Coordinators, for example, referrals to addiction counselling / treatment, housing applications, Medical Card Applications and Social Welfare/Finance Applications.
Total Resettlement Outcomes	504	<b>2,120</b>	
Resettlement Planning (Engaged)	600	<b>1,477</b>	
With supported access to pre-& post release essential services	360	<b>1,145</b>	
Number of housing applications		371	
Number of Social Welfare applications		273	
Number of Medical Card Applications		449	
Group work complete (participants)		<b>1</b>	
And supported stability post-release	144	<b>975</b>	

### Community Support Scheme (CSS) 2019 Update

Field	Total
CSS New Client Referrals in 2019 (Unique Individuals)	150 (147)
Status/Outcomes	
Active	32
No further support requested	1
CSS Complete	103
CSS Incomplete	14

### Supported Employment Service (SES)\* 2019 Update

Field	Total
Individuals Engaged 2019	15
Status/Outcomes	
Active	6
Engaged but Discontinued	4
Placed in Employment	5
Not met to date	0

\* Clients with severe/enduring mental health difficulties, referred by members of the Forensic Mental Health team in the Central Mental Hospital, Dundrum

# 2019 Achievements in Numbers



**3,853**  
clients referred to  
IASIO Services



**138** clients  
participated in an IASIO  
group work programme



**492**  
Employment  
Placements Secured



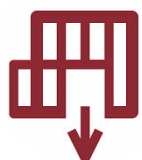
**371** Housing Applications  
made on behalf of  
Resettlement Service  
Clients



**698** Training &  
Education Placements  
Secured



**273** Social Welfare  
applications made on  
behalf of Resettlement  
Service Clients



**117** clients completed  
the Community Return  
Scheme with the help of a  
Linkage Service TEO



**449** Medical Card  
Applications made on  
behalf of Resettlement  
Service Clients



**82** clients received  
funding towards training  
courses from the IASIO  
managed *Fund for Former  
Offenders*



**28** Community  
Service Supports  
provided by Linkage  
Service TEO's



**1,683** Progression  
Ready Indicator (PRI)  
assessments  
administered



**268** new external services  
added to IASIO's Resource  
Directory, bringing the total  
number of contacts to  
**1,409**

# Update on Spent Convictions Legislation



IASIO has played a significant role in the development of Spent Convictions Legislation. As early as 2003, IASIO Chief Executive Paddy Richardson met with the Joint Oireachtas Committee on Justice, Equality, Defence and Women's Rights to discuss the need for expungement legislation. Others who have strongly advocated include IASIO Director & retired Supreme Court Judge, Mrs Justice Catherine McGuinness in her role as President of the Law Reform Commission and retired IASIO Director Dr Mary Rogan as Chair of the Irish Penal Reform Trust (IPRT).



The trojan efforts of all involved culminated in 2016 when the Criminal Justice (Spent Convictions and Certain Disclosures) Act 2016 was brought into legislation. The Act stated that a person who has a spent conviction will not be required to disclose it to potential employers or other parties. At the time the Act was a significant step forward, but efforts to maximise the rehabilitative effectiveness of spent convictions are still in motion.



In February 2019, IASIO CEO Paddy Richardson and ICT & Office Manager Emma Byrne attended the Seanad in support of Senator Lynn Ruane's Criminal Justice (Rehabilitative Periods) Bill 2018 which was unanimously passed. The Bill includes a much-welcomed broadening of access to spent convictions which supports rehabilitation and reduces barriers to employment, education and housing for those that have stopped offending and are law-abiding citizens.

On July 10<sup>th</sup> Senator Lynn Ruane presented a spent convictions reform bill to the Joint Oireachtas Justice and Equality Committee alongside the Irish Penal Reform Trust, in which they called for the following amendments to be made:

1. Remove the limit to the number of convictions that can become spent
2. Expand the eligibility of convictions that can become spent
3. Incentivise rehabilitation by setting proportionate and reasonable rehabilitative periods
4. Enhance public safety through legislation and policy—including Employment Equality Acts
5. Recognise that rehabilitation is at the heart of a victim-centred criminal justice system

On October 22<sup>nd</sup>, Caoimhghín Ó Caoláin, Chairman of the Joint Committee on Justice and Equality, presented the Report on Spent Convictions to the Minister for Justice and Equality. The report acknowledged that an effective spent convictions regime has been shown to play a vital role in the rehabilitation and reintegration of ex-offenders. A criminal record can inhibit a person's opportunity to access work and housing and prevent individuals from participating fully in their communities. The report stated that allowing people who have demonstrated that they are no longer participating in criminal activities to have their conviction deemed 'spent' will promote a penal system that places its emphasis on reform and rehabilitation rather than punishment.

Significantly, the Report cites evidence that employment has been found to reduce the risk of re-offending by between a third and a half<sup>1</sup> while people with convictions make up a sizeable proportion of the unemployed population.<sup>2</sup> The criminal records system is there to protect the public but is having the opposite effect if it sees ex-offenders languishing without jobs and drawn back into criminality.<sup>3</sup>



IASIO fully agrees with the findings of the Report and recognises a spent convictions regime is an integral part of the reintegration process. IASIO will continue to support the IPRT and Senator Ruane's Bill as they promote policies that facilitate our clients in moving on with offending-free lives and in turn, make communities safer.

<sup>1</sup> Social Exclusion Unit (2002), Reducing re-offending by ex-prisoners, London: Office of the Deputy Prime Minister

<sup>2</sup> 36 33% of Job Seekers Allowance claimants in England and Wales received a criminal record in the last ten years. Ministry of Justice and Department for Work and Pensions (2011) Offending, employment and benefits – emerging findings from the data linkage project, London: MOJ/DWP.

<sup>3</sup> The Lammy Review: An independent review into the treatment of, and outcomes for, Black, Asian and Minority Ethnic individuals in the Criminal Justice System, p.66: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/643001/lammy-review-final-report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf)

# Recent Developments

## Social Enterprise Project Support

In 2019, IASIO was asked by the Irish Prison Service and Probation Service to host the Social Enterprise (SE) Project. IASIO believes there is mutual benefit in hosting the SE Initiative in IASIO as we share common objectives with the SE Initiative, in particular around employment opportunities for people with convictions.



The SE Project has been highly successful, with the period 2017 – 2019 seeing advances in the profile of SEs, improvements in job placements in SEs, and the introduction and extension of a major fund, ‘Kickstart’, that supports the development of new and existing SEs - all examples of its continuing success.

The Project is set to continue over the next strategic period, and it is IASIO’s intention to provide continued support for its success through the identification and recruitment of suitable employees for SE’s across the country and in every other way possible within our remit.

## COVID-19 Management Plan

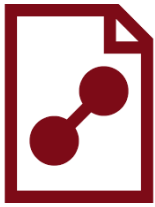
At the beginning of the COVID-19 pandemic, IASIO services were designated as ‘**essential services**’ by its main funders, the Irish Prison Service and the Probation Service. Therefore, and in any event, to anticipate and mitigate any disruption to its essential services, a **COVID-19 Business Continuity Plan** and **COVID-19 Monitoring** document were developed during the week of the 16<sup>th</sup> March. These documents continue to be monitored weekly at IASIO Management Team video conferencing meetings.



To ensure their ongoing safety and well-being, all IASIO staff were communicated with regularly through the IASIO HR & Communications Manager in regard to any COVID-19 updates from the HSE, Government and/or Prison and Probation management.

A **Return to Work** plan was also developed, which included the appointment and formal training of designated staff as **COVID-19 Lead Workers** whose role is to monitor and ensure offices and staff continue to be compliant with all COVID-19 safety regulations

## Intreo Protocol



Over the past number of years, IASIO and its two main funders, the Probation Service and the Irish Prison Service, have been working toward the development of a Protocol with Intreo that would enhance training & employment outcomes for shared clients.

It is intended that this inter-agency protocol will improve communication between Department of Social Protection (DSP) Activation Case Management Unit & Intreo Case Officers, IASIO Training & Employment Officers, the Irish Prison Service and the Probation Service for clients who are engaged with IASIO with the ultimate aim of achieving stability and employment and reducing the risk of re-offending.

### Protocol Aim:

- To improve employment and further training opportunities for shared clients between IASIO and the DSP/Intreo.
- To reduce the risk of re-offending by supporting shared clients to engage fully with employment services.
- To recognise certain additional needs of IASIO clients that present barriers to full engagement with employment activation services.
- To avoid duplication of services to the client

The progression of this inter-agency Protocol realises a strategic objective from both the IASIO Strategic Plan 2018 – 2020 and the Irish Prison Service and Probation Service Joint Strategic Plan 2018-2020 to have a multi- agency approach to offender management and rehabilitation and in particular to “*Enhance the Employability of Offenders.*”

The Protocol was finalised and signed by all Partners in December 2019 and a Test and Learn Phase began in January 2020.

## Mapping Project

In 2019, St. Stephen’s Green Trust (SSGT) invited IASIO to develop and host a directory of criminal justice services in Ireland, which is to operate as a mapping tool for all criminal justice stakeholders.

The objectives of the Project are as follows:

1. To create an attractive and easy to use website for professionals and the public that supports signposting to services by region and category
2. To create a rich database of service data (not all of which will available online) which supports the production of a gap analysis report
3. To undertake the process in a way which is consultative and supports services to engage positively so that they input and use the resource

It was found that there is a lack of comprehensive detail and listing of criminal justice services, as well as significant variation in service provision across prisons and the community. As a result, there can be a lack of understanding of services among criminal justice clients, their families and even other service providers. The identified solution is to map the range of services by geographic location, service type, capacity, access criteria, scope of operation and stage in the criminal justice process.

Work is now underway on the Project. On completion, the Project will provide an information source for service providers, thereby informing client interventions. It will also provide an information source for prisoners, probationers, people with historical convictions and their families.



## Extended Service Provision to Prisoners

In mid-2019, the Resettlement Service began working with all sentenced prisoners, as distinct to concentrating on those serving sentences greater than 12 months—offering general provision in welfare and medical card access, as well as housing and hostel accommodation supports. Specifically, prisoners serving sentences of greater than 3 months can avail of welfare and housing supports, while all sentenced prisoners are entitled to support in accessing medical cards. All of this represents a move towards general provision of resettlement services. The Resettlement Service staff contingent was increased in 2019 to meet the expected demand from welfare and medical card provision, in addition to existing established tasks.

During the Covid-19 pandemic, services were extended again to include people on remand, a support conducted through a phone service introduced to improve access to essential services. IASIO is still contributing to the phone service and is exploring the continuation of that service as part of its operational reach.



## Select Initiatives

### Groupwork: Community Collaboration in Cork

Maria Walsh, Linkage Service Area Team Leader and Training and Employment Officer (TEO), is involved in running a women's group twice a year using both modules from the Probation Service groupwork programme *Choice and Challenge* and IASIO's *Changing Course* and input on substance misuse and mental health.

It is facilitated by a Probation Officer and Linkage TEO with additional input from an Addiction Counsellor in a Probation funded project, Churchfield Community Trust. The project is for women and facilitated by women. Women are referred on to other services where the need for further supports is identified.

It runs twice a week for 6 weeks, each session lasting 2.5 hours. It is focussed on change and support for the next chapter of the women's lives. Some women are on Community Service and they use this programme for the Integrated Community Service option in their Community Service orders.



Churchfield  
Community Trust CLG



Throughout 2019, a men's group for those primarily with Community Service Orders availing of the Integrated Community Service option has also been running in Cork.

It ran once a week in the Cork Probation office, using both modules from IASIO's *Changing Course* groupwork programme (Linkage Service delivery) and additional modules on mental health and substance misuse issues. There are two facilitators, a Linkage Service TEO and an Addiction Counsellor from Churchfield Community Trust.

## Groupwork: Offending Awareness

Eamon Mahoney, Linkage Service Training and Employment Officer also collaborated with a local Probation Project—Stepping Out—to facilitate an Offending Awareness groupwork programme in both Athlone and Longford throughout 2019. The programme was geared toward at-risk clients in those areas, who were otherwise unable to secure a placement in an educational or training setting.



For the clients who successfully attended the programme, it served as a first step toward the routine and practice of taking part in a course, and some were then able to segue on to other placements afterwards. The Offending Awareness group

programme also helped many of the clients to avail of the Integrated Community Service initiative, whereby they could fulfil a third of the community service hours by focusing on their own self-development and exploration of behaviours that lead toward offending and its consequences.

## Entrepreneurship / Self-employment Working Group

IASIO Operations Manager Adrienne Higgins and Linkage Service Training and Employment Officer Liam Grogan are involved with a group set up by Professor Tom Cooney (Technological University Dublin), Michelle Licciardi (South Dublin City Partnership), and Social Enterprise Project

Manager Siobhán Cafferty looking at the issue of entrepreneurship / self-employment for those who have been through the criminal justice system.

The group consists of various interested parties - the Irish Prison Service, Probation Service, Local Enterprise Offices, Department of Social Protection, Rural & Community Development and the Islands (DSP), The Irish Penal Reform Trust, local area partnerships, representatives from the business community, and a number of ex-offenders.

The task of the group is to identify and help find solutions to obstacles that those with a criminal conviction may face in setting up their own business. To this end, IASIO has provided the group with its step by step guide to assisting clients interested in self-employment and a number of case studies highlighting issues that arise in relation to this particular employment route for clients.

Several smaller sub-committees have also been set up to look at specific issues. For example, one subcommittee is meeting with representatives from the insurance industry to look at the problem of obtaining various forms of insurance required for running a business. Another sub-committee is researching best international practice in the area.



The initiative is in its early stages but given the wide variety of agencies involved (and crucially, some support from the business community) IASIO believes it has definite potential.

# Other Highlights at a Glance



IASIO develop a comprehensive document for employers & businesses to provide guidance in relation to asking about criminal convictions during the recruitment process



IASIO finalise new Protocol Agreement between DSP, Intreo, Probation Service and IPS



Expanded the Befriending Service to an additional prison

IASIO identified as a partner agency for co-developing



training, enterprise and employment initiatives for Travellers, and is represented on the steering committee for the Travellers in Prison Initiative (TPI)

All IASIO staff took part in *Assisted Desistance—*

*Applying Theory to Practice, Mental Health Awareness, and Working with Sex Offenders* training



# 2019



Conducted evaluation of our Progression Ready Indicator (PRI) assessment tool, which

measures distance from the labour market. Following a successful pilot phase, the PRI is rolled out nationally



Collaborated with a number of employers on the construction of Professional CV Templates for use with IASIO clients



IASIO changed its name and Constitution to enable it to respond to and provide services to a wider cohort of marginalised people. Significantly, the word 'offender' is removed from the company title

Work commences on the implementation of the new Charities Governance Code



An Rialálaí Carthanas Charities Regulator

Provided 2-day Dyslexia Adult Screening Test (DAST) training for TEOs



IASIO makes submission to *Pathways to Work 2020-2024*, the Government's framework for activation and employment policy.



# Finance Report 2019

## Financial Income & Expenditure 2019

### 2019 Income and Expenditure Account

2019 Income	Linkage Service	Resettlement Service	CSS Service	Gate Service	FFO Fund	Supported Employment Fund	PSN Fund	IASIO Total
<b>Grants Received</b>	1,196,443	517,930	42,633	402,019	39,000			2,198,025
<b>Grants b/fwd</b>	306,000	105,907		98,915		52,994		563,816
<b>Reserve b/fwd</b>	49,155	19,919	8,032	18,369	17,509		506	113,490
<b>Grants C/fwd</b>	(306,000)	(133,995)		(103,860)		(26,600)		(570,455)
<b>Other Income</b>								
<b>Capital Element</b>	2,619							2,619
<b>Reserve c/fwd</b>	(8,971)	(30,163)	(8,549)	(18,049)	(25,490)	(1,188)		(92,410)
<b>Total</b>	1,239,246	479,598	42,116	397,394	31,019	25,206	506	2,215,085
<b>Expenditure</b>								
<b>Personnel Costs</b>	1,115,429	440,105	35,699	362,056	600	21,666		1,975,555
<b>Operational Costs</b>	123,817	39,493	6,417	35,338	30,419	3,539	506	239,529
	1,239,246	479,598	42,116	397,394	31,019	25,206	506	2,215,085



Further information for clients, employers, members of the Oireachtas, and Irish Prison Service and Probation Service staff is available from our website: [www.iasio.ie](http://www.iasio.ie)

**Auditors**

Crowleys DFK  
16/17 College Green  
Dublin 2  
D02 V078

**IASIO Head Office**

Block 3 Grove Court  
Grove Road  
Blanchardstown  
Dublin 15  
D15 HNT2

**Solicitors**

Drumgoole Solicitors  
102 Upper Drumcondra Road  
Dublin 9  
D09 C9H9