



Community
Awareness of Drugs
Annual Report | 2013

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Introduction

2013 saw CAD survive another year despite the fallout of earlier significant cuts in statutory funding. As stated in previous reports, CAD the HSE and The South Inner City Local Drugs Task Force cut CAD's funding by 48% (€120,000) in a short period of four years. A rescue plan saw us introducing 'short time' to all three members of staff. A fourth member of staff who had found alternative work was not replaced. Throughout the year, staff worked many hours without pay and so important service provision outlined in this report continued on despite considerable pressure experienced by staff and directors alike.

Despite these setbacks, September brought a celebration. It marked the launch of the "CAD 'An Information Providers Guide to Drug and Alcohol Related Queries." This was a culmination of an inter-agency approach between The North Dublin City and County Regional Drugs Task Force, The Citizen Information Board and Community Awareness of Drugs (CAD). CAD was the lead agency and Pobal were the funders.

The programme was apparently the first of its kind delivered in Ireland and had an overall reach of over 200 participants. In addition, from a value for money perspective it integrated a 'train your centre' element whereby participants were shown how to run part of the training (The Wheel of Change) in their respective host organisation.

In terms of disappointments, the continuation of funding cuts from statutory agencies hit hard. What kept CAD going were the reduced HSE and SICLDTF budgets, the tailored pieces of work (outlined within this report) along with two substantial donations from a former director, a family member and smaller donations from an assortment of donors. Added to our fundraising efforts in the Flora Dublin Mini Marathon - all helped make ends meet.

Within this report we have included an increased amount of data than heretofore in previous Annual Reports. It is our intention to give a clear and transparent account of our service provision under the auspices of our National Drug and Alcohol Strategy. The report will be used for marketing purposes going forward.

Expressing our appreciation does not go far enough when it comes to thanking all those who kept the show on the road – you know who you are.

Bernie Mc Donnell

Director of Services

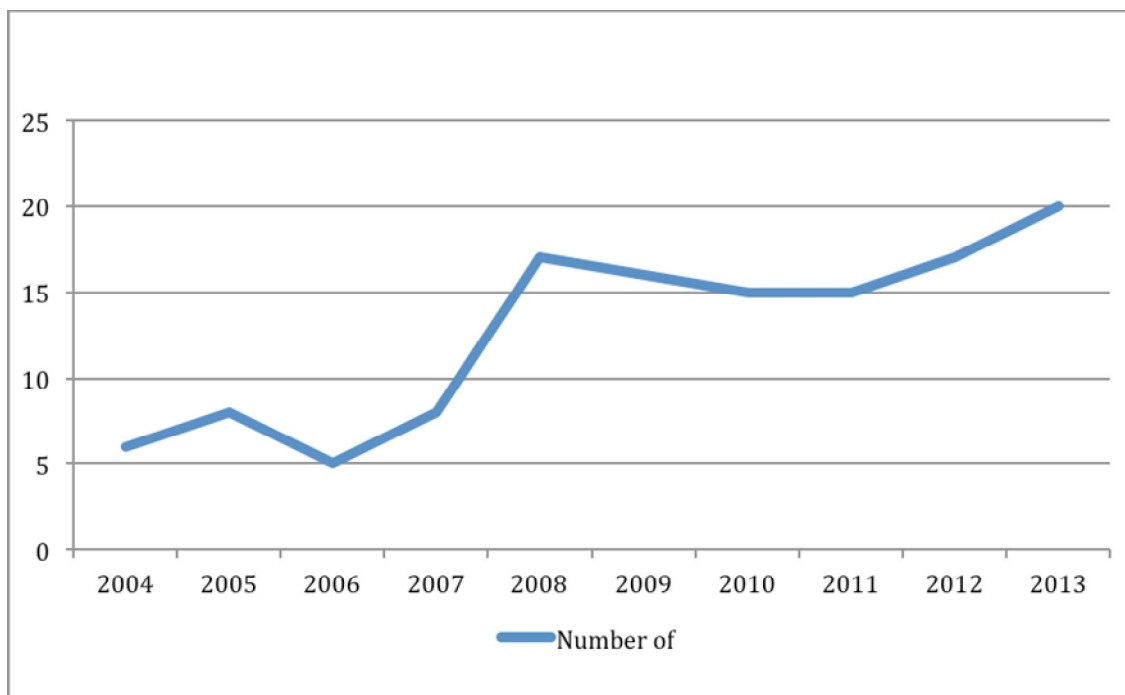
Service Provision 2013

CAD Family Focus Drug Education Programme

This six session programme has proved a huge hit with parents. In addition, contact persons such as Home / School / Liaison personnel are generally delighted to offer it to local parents. As one said "this is probably the most important and most enjoyable course we have ever put on for parents. If only it was easier to get more parents to do it".

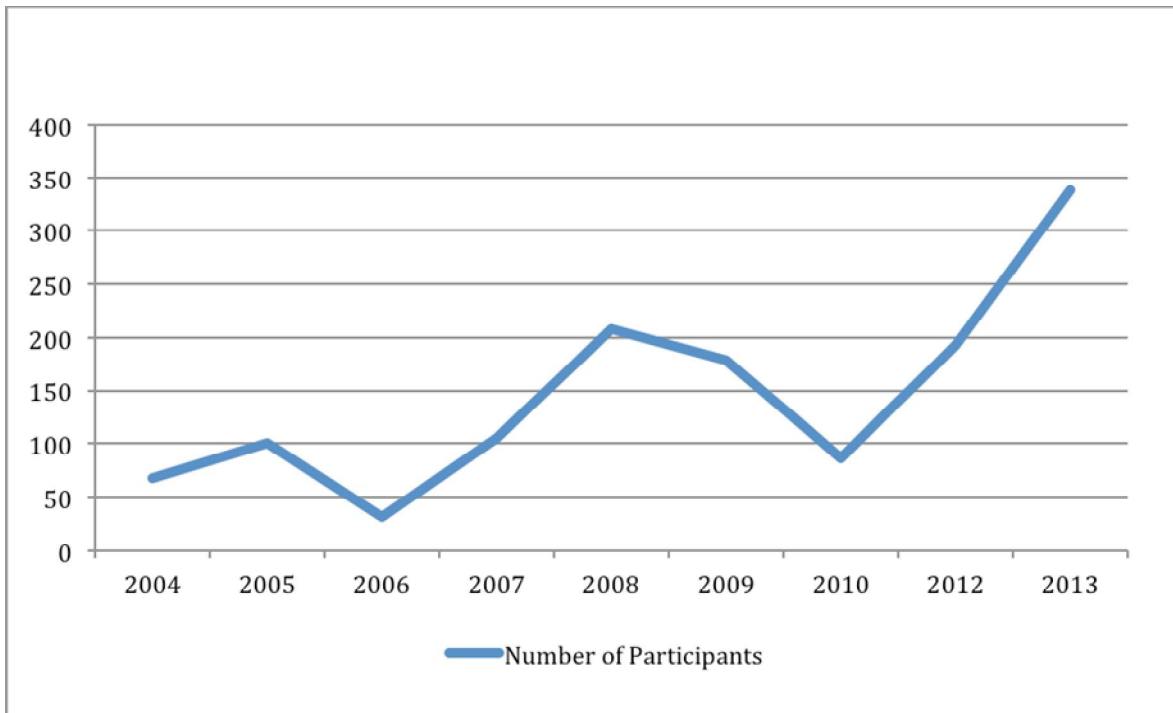
Back in 1992 we had an idea this multi – session programme would be welcomed by parents. At that time there were few if any such programmes available. By the end of 2013 we have delivered our programme in 338 communities engaging 4104 parents /guardians and carers (predominately female). A pilot project to introduce the Family Focus Programme in the North East Regional Drug Task Force Area (Cavan Monaghan Louth and Meath) is currently underway.

Figure 1: Overview of Family Focus Programme Delivery Since 2004



Programme started in 1993 – to date 338 communities / 4104 participants

Figure 2: Number of Family Focus Participants Since 2004



It would not be possible to deliver our Family Focus Programmes were it not for funding received from the HSE – Mid Western, the Bonnybrook/Fairfield/ Riverside Family Support Group (FSG), Sophia Housing, the Dublin 12 Local Drug Task Force and the Department of Education’s Home / School / Community Liaison personnel. The HSE funding is for programmes in their region and the Bonnybrook. Fairfield / Riverside FSGs for programmes in Dublin North East Drug Task Force Region, primarily in the Coolock/ Darndale area. In addition, some of the communities outside Dublin made a donation toward travel expenses to CAD.

In total, in 2013 we delivered 20 Family Focus Programmes in the following areas:

Organisation	County / Town /Area	Staff
Colaiste Cill Mhantain (2)	Wicklow	Paula
Mourne Road	Drimnagh	Paula

St Josephs	Bonnybrook	Bernie
Our Lady Immaculate (SNS)	Darndale	Bernie
Beldale Drugs Project	Darndale	Bernie
Manor House	Raheny	Bernie
Our Lady Immaculate JNS(2)	Darndale	Bernie
Scoil Iosgain	Crumlin	Bernie
Scoil Colm	Crumlin	Paula
Salesian College	Celbridge	Paula
St. Wolstans	Celbridge	Paula
Harolds x National School	Harold X	Paula
Mounttown	Dun Laoghaire	Paula
Palmerstown C School	Pamerstown	Paula
Dunboyne C School	Dunboyne	Paula
St Francis JNS	Clonshaugh	Bernie
Chanel College	Coolock	Bernie
St. Eithnes GNS	Edenmore	Bernie

CAD Pilot Programme to take Family Focus around the country.

At a CAD Education Day in June 2013 a project worker from Monaghan made a throw away remark that we took seriously. A well known parenting programme available in some communities was seen to be outdated. CAD seized the opportunity to talk to Andy Ogle – The Co-ordinator of the North East Regional Drugs Task Force (Cavan Monaghan Louth Meath) about the situation. Ogle recognized the value of the Family Focus programme and the way was paved to liaise with the Prevention and Education Sub Committee of that task force . CAD was invited to submit a proposal which in turn was ratified by that committee (Phase One).

The next step in the process was to identify professionals / experienced volunteers who had a keen interest in working with parents and in training (Phase Two). We interviewed for trainee tutor candidates and found fifteen to go forward for training. The training involved two full days training in the region followed by a commitment to attend at least two CAD Education Days in Dublin throughout 2014. Each Education Day involves learning from Dr Des Corrigan, Government and EU Drugs Consultant, followed by an afternoon of additional training from CAD Tutors Bernie and Paula. The latter involved a proposed calendar for roll out of the Family Focus Programme in the North East (Cavan Monaghan Louth Meath) region in the Spring of 2014.

Phase Three of the North East project relates to evaluation. On the advice of Quality Matters we contacted Catherine Comiskey now Chair of the National Advisory Committee on Drugs and Alcohol and spoke of our need to evaluate the fidelity of the Family Focus Programme as it was rolled out in the North Eastern Regional Drugs Task Force catchment area. This in turn led to the identification of two researchers to document the process for evaluative purposes. It was agreed that the aim of the research is to assess the transferability of key skills and information related to the CAD Family Focus programme from CAD personnel to newly established Trainee Family Focus Tutors.

Progress was made in this regard and the process is ongoing at present (April 2014).

Evidence Base for Family Focus Tutor Training Programme

The following is a section drawn from the proposal for the North Eastern Regional Drug Task Force on the Family Focus Tutor Training Programme. The following section explores the evidence base for working with parents.

Policy and Research Evidence

- ❖ A report from the National Advisory Committee on Drugs (NACD) suggested that, “parental involvement and concern constitute protective factors against substance use and that the provision of information to parents within educational settings

helps to reduce the risk of drugs use among early school leavers". This study also recommends that: "Programmes of proven effectiveness which support families need to be strengthened and developed so that families have the capacity to intervene at an early stage to prevent or delay early substance use"¹

- ❖ The United Nations confirmed the role of the family by stating that *Families can protect children from many different risky behaviours and mental health problems, including substance abuse and delinquency, by providing children with emotional and economic security, guidance and appropriate limit-setting*², which are just some of the issues covered in the Family Focus programme.
- ❖ The Steering Group report on a National Substance Misuse Strategy found: *Parents and other family members can have a significant role, both positive and negative, in influencing drinking habits among young people. There is a need to consider the further development of prevention initiatives in relation to alcohol use and misuse in families.*³ The report also states that *this can be developed at a broad level for all families through the delivery of approved parenting skills programmes and the provision of workshops aimed at educating parents and guardians on alcohol issues affecting young people. A more targeted approach aimed at families deemed more at risk would include the continued development of alcohol misuse prevention measures aimed at families through existing mechanisms such as the Home School Community Liaison Scheme and Family Resource Centres, as well as through relevant voluntary organisations.*⁴
- ❖ The needs of parents for drugs prevention (education) are clearly identified as a priority in the most recent National Drugs Strategy under action number 29.⁵
- ❖ The previous National Drug Strategy also suggested that *"it is imperative that Irish people become aware of the risks associated with drug taking, the nature of drugs misuse and the supports and services which must exist to minimize harm".*⁶
- ❖ Ireland's new national framework for health highlights the problem that drugs and alcohol present as part of an overall challenge of ill health in the nation. *Many people living in Ireland and their families are affected by chronic diseases and disabilities related to poor diet, smoking, alcohol misuse and physical inactivity.*⁷

¹ Parents and Peer Influence among Early School Leaver, NACD, 2010.

² Pp 6-6 Guide to Implementing Family Skills Training Programmes for Drug Abuse Prevention, United Nations, 2009.

³ Pp 20, Steering Group Report on a National Substance Misuse Strategy, Dept. of Health & Children, 2012.

⁴ Pp 31, Ibid.

⁵ Interim National Drugs Strategy 2009-2016, Department of Community, Rural and Gaeltacht Affairs, 2009.

⁶ Pp 99, Building on Experience- National Drug Strategy 2001-2008, Department of Tourism Sport and Recreation, 2001.

⁷ Pp 9 HI- Healthy Ireland – A framework for improved health and wellbeing 2013-2025 Dept of Health

Criteria / Commitment for Family Focus Tutor Training Programme

It is envisaged that:

- ✓ The Drugs Task Force and its Prevention and Education Sub Committee will endeavour to locate potential Family Focus Programme Tutors as outlined above.
- ✓ Retired professionals will be targeted in the advertising drive .
- ✓ Trainee tutors will be drawn from agencies currently working in the region.
- ✓ Employers will release staff for two day training.
- ✓ Employers will release staff at least twice per year for six sessions at a time.
- ✓ Each tutor will aim to deliver at least one morning programmes and one evening programmes on an annual basis.
- ✓ Home School Liaison personnel will be the point of contact to locate parents interested in doing the Family Focus Programme.
- ✓ Interviews will be held to select suitable candidates for training.
- ✓ Each employer will provide the IT requirements for the roll out programmes (laptop and projector).

It is desirable that Family Focus Programme Tutors should have some of the following personal attributes/skills:

- ✓ Expertise of and experience in working with parents.
- ✓ An empathetic approach and a commitment to working with parents.
- ✓ Understand how to support parents from a diverse range of backgrounds and family circumstances.

Candidates could be sourced from the following:

- ✓ Retired Professionals or experienced members of Drugs Awareness Groups
- ✓ Community Development Workers, Social Workers, Youth Workers or Teachers
- ✓ Family Support Group Leaders, Parent Support Advisors or Other professionals depending on experience

Youth Conferences, Swords and Balbriggan

Two Youth Conferences were organised by the Prevention and Education Committee of the North Dublin City and County Regional Drugs Task Force. One of the workshops was facilitated by Bernie and Paula who began by asking young people to name the reasons **why young people give up using Cannabis**. The workshops were highly interactive with Bernie and Paula dividing the group in two and competing to get the most reasons why. Related discussions were illuminating. Bernie filled in the gaps by delivering a cannabis awareness presentation to the group.

The second part of the workshop focused on 'Whose job is it to keep young people safe when **over a hundred and sixty four new mind/mood altering drugs and 693 'online'** shops selling 'illegal highs' were identified in Europe in the past four years?'.

The group discussed the role of the young people themselves, parents, relatives, friends, media, gardai and customs in order to keep people as safe as possible. Feedback from the young people was very positive. They commented positively on the content of the workshop.

CAD Education Days in All Hallows College.

CAD has been arranging Education Days for Community workers two to three times per year since 1984. Our principal mentor Dr Des Corrigan Government and EU Drugs Consultant has delivered these 'train the trainer' type events over that period.

Two such days were held in March and June 2013. The total participants in March were 22 and 59 attending the June 2013 event. The following agencies attended the latter:

Ballymun Regional Youth Service
Snug Counselling
The Dales
Dublin Simon
Salvation Army
Merchants Quay Irl.
Hail Housing
Louth County Council
Dublin 12 LDTF
Console
Midlands Simon
DROP
Resource
Bridge Project
Halo Project
Community Links
College / University Students
Teen Challenge
Sankalpa
Dublin City Council
Saoirse
Tolka River Project
Focus Ireland
Peter McVerry Trust
Respond
Mater Social Work
Rutland Centre

Feedback on CAD Education Day

Participants were provided with evaluation forms and asked what they liked about the presentation.

- ✓ "I found all the information extremely useful and relevant to our work everyday. The prevalence of cannabis use in our area is the biggest issue we are facing."
- ✓ "The way all information was presented. I learned more about Benzo's and heroin that I didn't know. It has given me ideas of different ways of putting this to young people"

- ✓ "Very informative and to the point. Great notes."
- ✓ "The facts and the understanding that as community workers we can still deal with presenting issues even though they are new to us." (This comment related to the head shop products available on line at that time)

CAD will endeavour to continue to offer such learning experiences to a broad range of community workers going forward.

CAD Tailored Training

During 2013 CAD ran a number of training programmes tailored to meet the needs of the participants.

Citizen Information Services Training.

Training was delivered to both staff and volunteers in CICs and subsequently 'An information Providers Guide to Drug and Alcohol related Queries' was launched by Minister Alex White. T.D., for use in Citizen Information Services.

- ✓ "I congratulate the Community Awareness of Drugs team, the North Dublin City and County Regional Drug Task Force and the Citizens Information Board for their hard work and commitment in creating this comprehensive document."
- ✓ "The effectiveness of these strategies continues to rely on the leadership, commitment and cooperation of the Community and Voluntary Sector. In this context, I applaud your initiative to produce this Guide and wish you every success with this manual and any subsequent training that may follow."

As 2013 brought an end to the funding available for CIC training, one hopes that we find replacement funding to build upon this solid foundation. We thank the Citizen Information Board staff along with the North Dublin City and County Regional Drug Task Force staff for their expertise and support with this important project.



Bernie Mc Donnell, CAD, Minister Alex White T.D., Dept. of Health, Ann Marie O' Connor CIB Martin MacEntee ETB and John Murphy. CAD at the launch of 'An Information Providers Guide to Drug and Alcohol Related Queries'.

Throughout the project the feedback from CIC staff and volunteers mirrored the pilot project. The following is an extract from "A Response to Substance Misuse in An Information Giving Context – An evaluation study by Sheila Street May 2008"

Participants commented positively on the trainers, the relevance of the information they received and the opportunity for application of learning to real situations via the use of case studies. The majority of participants had not received training associated with drug use prior to this course, those who had prior knowledge of drug issues through training were equally positive in their assessment of the pilot training course.

"This was my first course on drugs. It was extremely informative and very well presented. I feel quite confident that I could certainly help with someone and point them in the right direction where drugs are concerned."

"..found the whole session very enlightening and informative. ...feel I am better equipped to assist a client with advice and support agencies. ...am more aware of the dangers of substance abuse particularly with second level students and the warning signals."

"I felt the day was very comprehensive and the information provided was extremely relevant. I found the case studies especially helpful as I am very new to CIC."

"The info provided was really useful. Having talked to some of the participants they could relate it back to their own roles. Good mix of presentation and active participation."

"Really am delighted with the content of today's course. The context went above and beyond my expectations. It was up to date and very helpful."

"Great resources provided."

"I felt the whole course was very well planned and interesting. I would have great admiration for the course trainers for the interesting and articulate way they put the course together."

"Feel more confident in dealing with queries around drug/alcohol misuse."

"Found sample case studies very good and they certainly helped me to realise how I could use wheel of change in my work as information provider."

National Learning Network

In 2013, CAD offered two training sessions for the National Learning Network in Swords.

- 'Drug Awareness and Motivating Change' Training for Staff
- 'Drug Awareness and Assertiveness' Training for Learners

In 2012 CAD and the National Learning Network (NLN) applied for funding to the North Dublin City and County Regional Drugs Task Force to run separate staff and learner training in the National Learning Network, Phibsboro. At a later stage we applied for a small grant to continue the work

Much of the evidence basis for the training was submitted by NLN Psychologist Sharon Mulryan who submitted the following data to inform the grant application.

"One of the aim's of the national drug strategy is to prioritise prevention interventions, for those in the community who are at particular risk of problem drug/alcohol use. The US Office of Disability in 2010, stated that persons with any type of disability, experience substance abuse rates 2-4 times greater than the general population. Substance abuse rates approach 50% for persons with mental illness or brain injuries. Reiger et al. (1990) reported that 22.3% of people with psychiatric disorders in the UK were found to be misusing alcohol in comparison to 13.5% of the general population. He also found that 14.7% of people with psychiatric disorders were reported to be using illicit drugs in comparison to 6.1 % of the non disabled population. Young people with special needs i.e. ADHD, conduct disorders, mental health difficulties are at a higher risk of problematic drug use. (Snow et al.2001) Despite this, access to education, prevention and treatment services for substance use and abuse can be limited and incomplete for people with disabilities (Snow et al.,2001).

Our programmes provide training for people with a wide variety of disabilities. Within this learner profile, we have learners with varying degrees of knowledge and attitudes around drug/alcohol use. A drug education and prevention programme would provide our learners and this vulnerable client group with a forum to enhance their knowledge and explore their attitudes around drug use. This training in conjunction with training around personal development which is an integral part of our programmes would build on self efficacy and assist our learners to deal with the pressure of availability."

In 2013 CAD continued to deliver 'Drug Awareness and Motivating Change' Training, on this occasion to 19 National Learning Network staff at the NLN Swords Centre prior to

delivering an 'Assertiveness and Drug Awareness' programme to 12 of their Learners. Topics covered in the staff training were Contemporary Drug and Alcohol Awareness along with the Wheel of Change, OARS (Open, Affirming, Reflective, and Summarize), Change Talk & Appreciative Enquiry. This was followed by an overview of the Trainee Programme. Evaluation of the day was extremely positive and included:

- ✓ Good overview of drug categories and risks.
- ✓ Thought provoking scenarios.
- ✓ Very good practical workshop – enjoyed learning about the approaches.
- ✓ Very well put together and explained clearly.

The Trainee's course (Drug Awareness and Assertiveness) consisted of eight sessions. On average 14 participants attended each 2 hour session. A number of issues that arose for the trainees during the course were passed on with the learners consent to Sharon the psychologist who was our liaison person. All issues were dealt with in a timely and effective manner. Feedback on what they thought of the course was conducted orally at the end of the programme and included comments such as:

- ✓ Awesome
- ✓ Informative
- ✓ Helpful – need to know what you are up against
- ✓ Interesting
- ✓ Don't smoke cannabis
- ✓ Didn't know about the dangers of solvents.

CAD recommends either agency find replacement funding to continue this important work.

St John of God STEP Programme

CAD has collaborated with the St John of God STEP programme delivering a 10 week 'Assertiveness and Drug Awareness' programme on three occasions in the past three years. The STEP group are 18 to 22 year olds with intellectual and/or mental health issues.

This collaboration happened as a result of an initial referral from a participant on a CAD Education Day. A meeting was subsequently arranged and a needs analysis was undertaken. The STEP Education Support Worker is always present in the room for continuity and in case sensitive or challenging issues arise which may not be within the remit of the CAD tutor to deal with. Over the past three years many issues have arisen, for example, bullying by family members, pressure to drink alcohol or smoke cannabis,

being asked to buy alcohol for young people, low self image, feelings of insecurity in certain situations to name a few.

Eithne Power the current Education Support Worker with the STEP Programme said

“The drug and alcohol awareness is very important as our students are at the stage where they are just getting their first taste of independence and are more often in situations where they may come into contact with alcohol or drugs. By learning that it’s ok to say no and not feeling pressured into situations is of huge importance to them and by discussing these things it takes away peoples inbuilt fears of being in these situations”.

Topics covered on the 8 week course include rights, ways of behaviour, saying no, recognising and dealing with anger, listening skills, problem solving as well as acknowledging qualities in oneself. Issues around cigarettes, alcohol and medicines in the home are explored along with basic information on illegal drugs including head shop products available on the internet.

It is envisaged that this collaboration between CAD and St John of God STEP Programme will continue into the future.

Ruhama – Working with Women in Prostitution

CAD ‘Drug Awareness & Motivating Change’ Training – part of the Ruhama Volunteer Training Programme. This was our third time to deliver training as part of Ruhama’s volunteer training programme. We incorporated CAD Drug Awareness Information with the NACDA ‘Drug Use, Sex Work and the Risk Environment’ publication and a section on motivational type approaches for this important piece of training. Feedback was very positive with volunteers making the following comments:

- ✓ *“Loved the volume of information and the case studies”*
- ✓ *“Full of information presented in an accessible way”*
- ✓ *“ Case studies very practical”*
- ✓ *“ The degree of awareness raised and the amount of information given”*
- ✓ *“ Case studies were very informative – examples gave you an idea of challenges you may face with Ruhama clientele in particular”*

Feedback from Ruhama Volunteer Co-ordinator– ‘Drug Awareness and Motivating Change’ 2013

“Community Awareness of Drugs has provided our Volunteer Drugs and Alcohol Training for the past (three) years. As a frontline service, we have found this training to be an invaluable source of knowledge for new team members regarding the types of drugs, services and treatments available in Ireland. The training has a strong practical element

enabling participants to apply the information to everyday situations that can arise as part of their work. The trainers were very knowledgeable, clear in their delivery and created an enjoyable and participative group atmosphere."

Tara Brown – Volunteer Coordinator, Ruhama.

Baldoyle Family Resource Centre

This involved a training day for Community Workers in Dublin 13 and environs sponsored by the Dublin Bus Community Spirit and the Baldoyle Family Resource Service.

This was our first piece of training with the Baldoyle Family Resource Centre. 15 staff along with local and neighbouring projects attended the day. The training consisted of the CAD 'Drug Awareness Information and a section related to Motivating Change'. Feedback was excellent and plans to run a course for parents are in the pipeline.

Sophia Housing

In 2012 the HSE and CAD collaborated on a project called 'Drug Awareness and Healthy Living'. This was tailored to meet the needs of tenants in Sophia Housing projects. As well as Drug Awareness, sessions include sexual health, mental health and nutrition. When the Education Officers were redeployed within the HSE, CAD continued to deliver this training. Feedback was very positive with some examples as follows:

"I feel more aware of drugs and their effects and how to notice things about people that are drug using. I feel more confident now if I had to tackle someone about my suspicions about their using. I feel now after this course I would be confident talking to my son about the awareness of drugs; Also it has made me realise what effects drugs have on you physically and mentally in the long and short run." (Tenant) (This lady later accessed counselling in relation to her cannabis addiction)

"I found the programme very educational as I have never done any drugs so I really didn't know about any signs or symptoms. I think it will be a great tool that I hope I will never need to put to use". (Tenant)

"It has made me aware of the impact of different drugs on a person's health both physically and mentally. I also learned how to deal with or intervene in situations where family members or friend is dabbling in drugs (Tenant).

"I thought it was very interesting although I didn't feel like I learnt anything new. I do feel that it has definitely got me thinking about this information again and in new ways etc. I feel that the course has definitely gotten a lot of people in the group think about or changing their drug use. I include cigarettes in this which is brilliant". (Staff member)

“The programme was a very educational experience. It opened my eyes to exactly what is out there in the place we live in. It taught me stuff I never knew and gave me good tips to succeed in parenthood and life. (Tenant)

This project was made possible from Dormant Accounts Funding to the North Dublin City and County Regional Drugs Task Force.

CAD Professional Development

- ✓ National Family Intimidation Training Programme – Family Support Network
- ✓ Data Protection Training - HSE
- ✓ SAOR Training – HSE
- ✓ Dealing with Anger and Aggression – John Sharry, Parentline
- ✓ Level 6 FETAC Training the Trainer - South Inner City Local Drug Task Force
- ✓ Diploma in Drug & Alcohol Studies UL
- ✓ Knowing and Showing Your Impact and outcomes – The Wheel
- ✓ Mental Health Reform – The Wheel
- ✓ Criminalise Addiction – Citywide
- ✓ HSE Dual Diagnosis – The Lodge and DCU
- ✓ Manager Training – SICLDTF

Interagency Work

During 2013 CAD was represented at the following meetings.

- ✓ North Dublin City and County Regional Drugs Task Force
- ✓ North Dublin City and County RDTF Prevention & Education Committee
- ✓ North Dublin City and County Regional Drug Task Force Administration & Finance Committee
- ✓ Dun Laoghaire / Rathrum Community Addiction Team
- ✓ Dublin North East Local Drug Task Force Prevention & Education Sub Committee
- ✓ North East Regional Drug Task force (Cavan Monahan Louth Meath)
- ✓ Conducted interviews from candidates for the North East region.

CAD add value to their programme deliveries by disseminating HPU / HSE and related Materials including the following

- ✓ The HSE
- ✓ The HPU
- ✓ The Irish Cancer Society
- ✓ Mental Health Ireland
- ✓ Drug Treatment Centre Board
- ✓ The Drugs Helpline
- ✓ Teen Counselling
- ✓ John Sharry
- ✓ The Search Institute

Financial Overview 2013

Income Received	€105,566
Salary and Wage Costs	€74,110
Overheads	€26,246
Bank Deposit Interest	€17
Surplus for year	€5,227*

* While this is the first surplus in many years it is less than 5% of total income

Audited Accounts by:

John McIlhinney & Co.
Chartered Accountant
7 Seville Place
Dublin 1

List of Staff and Directors 2013

Staff

Bernie McDonnell, Director

Paula Tunney, Senior Tutor

Trevor Bissett, Development Officer

Directors

John Murphy, Chairman

Liz Corbett

Bernie McDonnell, Secretary

Sally O'Gara

Ursula Nolan

Elizabeth Doyle (Resigned 15/5/14)