Registered number: 215563

Charity number: 11301

JOBCARE LIMITED

(A company limited by guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

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JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS DIRECTORS AND ADVISERS

FOR THE YEAR ENDED 31 DECEMBER 2015

Directors

Andrew Hunter
Suzanne Hickey
Richard Somerville
Susan Goss (resigned 13 July 2015)
Gillian Brennan
Peter Johnson (appointed 13 January 2016)
Paul Rothwell (appointed 4 May 2016)

Company registered number

215563

Charity registered number

11301

Registered office

28A Pearse Street, Dublin 2

Company secretary

Suzanne Hickey

Chief executive officer

Paul Mooney

Independent auditors

Ormsby & Rhodes, 9 Clare Street, Dublin 2

Bankers

Allied Irish Banks p.l.c., 7/12 Dame Street, Dublin 2

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2015

The chairman presents his statement for the period.

The Directors are delighted to make this annual report to all those with an interest in the success of our unemployed clients and the oversight of Jobcare by the Directors.

Company Members will note the new format in both the Annual Report (previously a Chairman's Statement) and the Financial Statements based on the requirements of the Charities' SORP, which is being adopted for annual reporting by many charitable organisations in Ireland in 2016 and is considered best practice.

In 2015 we had been operating 21 years and our services continue to be needed: caring for, and preparing unemployed jobseekers for work. Our permanent staff team, under Paul Mooney as CEO, provides a range of services relevant to the current job market in preparing jobseekers for work:

- Jobnet: for experienced managers, professionally qualified and graduate jobseekers;
- Resource Room: for jobseekers requiring CV preparation and job search support;
- Training: courses to encourage, develop job direction, provide skills, provide resources for an effective job search; courses for computer skills to enhance job readiness for the current work environment;
- Transitional work programmes: work and training on a part-time basis across a range of functions to improve employability skills.

This is enabled by operating two approved programmes on behalf of the Department of Social Protection (DSP): a Community Employment (CE) scheme and a Jobclub scheme. We are under contract to DSP in this regard, and follow specific DSP tools, guidelines, policies, procedures, reporting requirements and performance goals. The schemes are audited by DSP for financial control, procedural adherence and performance achievement. We are delighted to report that we continue to meet and generally exceed DSP targets and performance criteria agreed with other funders.

The Directors meet bi-monthly, with full attendance across all Board meetings in 2015. Sue Goss resigned as a Director in 2015 after several enthusiastic years making a valuable contribution, particularly bringing her experience as a past service user. Her position was filled by two new Directors on the Board in 2016, Peter Johnson and Paul Rothwell. Suzy Hickey continues as Company Secretary.

In maturing our governance model the Directors and CEO worked specifically towards compliance with the Governance Code for Community and Voluntary Organisations in Ireland (the Governance Code) which is generally accepted best practice for the sector. We have also been absorbing changes in Company Law and implications of the Charities Act 2009.

The Company held its last AGM, covering the period 1 April 2014 to 31 December 2014, in Pearse Street on 14 July 2015. The next AGM to receive the accounts for year-end 31 December 2015 will be in early September 2016.

The relationship with volunteers has increased significantly over the past few years, and we are indebted to the outstanding support from individuals, often enabled by their corporate employers, to support us in areas such as mock interviews, personal job coaching, facilitated courses and internal business functions.

Name Andrew Hunter
Chairman

Date 14 July 2016

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2015

The Directors present their annual report and audited financial statements of Jobcare Limited for the year ended 31 December 2015.

This report and the financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), FRS102 and the Companies Act 2014.

DIRECTORS' RESPONSIBILITIES STATEMENT

The Directors of Jobcare Limited, a Company Limited by Guarantee for the purposes of company law, and transitioning to Jobcare Company Limited by Guarantee (CLG) by November 2016 are responsible for preparing the Directors' report and the financial statements in accordance with applicable law and Generally Accepted Accounting Practice (accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland and Irish law) .

Company law requires the Directors to prepare financial statements for each financial year. Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS102) and FRS102;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK and Ireland Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2014. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

Structure, governance and management

a. CONSTITUTION

Jobcare is a limited company without share capital under the Companies Act 2014. Jobcare will transition to CLG status in 2016, a company limited by guarantee.

The Company has a Constitution comprising a Memorandum and Articles of Association. The Company's Constitution is set out in its Memorandum and Articles of Association, which will be revised during the transition to CLG.

The principal object for which the Company was established in 1994 "to relieve poverty amongst unemployed persons as a Christian response to current social problems, in particular by training or assisting unemployed persons to obtain training in such skills as will fit them for employment" (see Memorandum of Association paragraph 2.0).

Our Goals and Ethos

Our aim is to provide individuals with life skills which will lead to work. This is about training and work habits. It's about setting goals for employability and seeking jobs. It's about job coaching and interview preparation. It's about a peer and supportive environment. Yet above all of these is an intrinsic care for the individual as to their specific needs and how these might be met.

We remain committed to our clients and our ability to serve our clients is through the extraordinary work of our full-time team and it is to them that our clients are most in respect. It is our full-time team who display love, who maintain an ethos of handing out a cup of tea, who give encouragement, who go the extra mile to support outside of formal activities, who care about the person, as well as caring about their future employment.

Our permanent staff team meets weekly to review the progress of every CE member of staff towards their particular work goals and to determine what inhibiting needs exist.

Company Members

The Memorandum and Articles of Association require Jobcare's supporting churches to nominate up to two Company Members to Jobcare Limited. These Company Members attend General Meetings as required by company law.

Currently the supporting churches are all based in the Dublin area: Grace Bible Fellowship, Trinity Church Network, Mountain View Community Church and St. Catherine's Church.

b. METHOD OF APPOINTMENT OR ELECTION OF DIRECTORS

Directors May 2016
Gillian Brennan
Suzy Hickey (Company Secretary)
Andrew Hunter (Chairman)
Peter Johnson
Paul Rothwell
Richie Somerville

Directors 2015
Gillian Brennan
Susan Goss
Suzy Hickey (Company Secretary)
Andrew Hunter (Chairman)
Richie Somerville

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

The Board determines the need for new Directors in the light of changing needs and the Strategic Plan. The Articles of Association require that there be no fewer than three Directors, and not subject to a maximum.

New Directors are nominated and appointed by the Board based on skill and relevant contribution, passion for the ethos and personal availability. Company Members may also propose Directors.

All Directors retire annually and are subject to re-election by Company Members at the AGM.

Paul Mooney, the Co-Founder and CEO attends Board Meetings and is not a Director in line with Revenue policy for charities. Declan Doran is the Accounts Manager and may attend Board meetings if required.

c. POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF DIRECTORS

The Directors have developed 'Jobcare Directors' Terms of Reference', an extensive document that is central to the induction of new Directors. The 'Directors' Terms of Reference' also serves as a resource for existing Directors enquiring about the extent of their responsibilities. The purpose of the document is to set out clearly the particular approach of the Jobcare Board within the context of the legal requirements and the regulatory obligations for charity boards in Ireland, and Jobcare's mission and ethos.

The Directors also have developed and adopted a set of 'Board Policies' that outline Jobcare Directors' position and approach to governing and managing the organisation, and matters for implementation through the CEO.

These resources ensure each Board member has access to the necessary information required to execute their role. The resources have been developed in line with the Governance Code for community, voluntary and charitable organisations, and standards set by the ICSA (Governance Institute, UK). Training and professional advice is also available for Directors who believe they have a skills/knowledge gap in fulfilling their role.

d. ORGANISATIONAL STRUCTURE AND DECISION MAKING

During 2015 the Jobcare Board of Directors met on six occasions with a 100% attendance record by Directors. The business of Board meetings is set according to an Annual Board Schedule, informed by a Schedule of Matters Reserved to the Board.

In 2015 there were two Committees of the Board:

- The Finance Committee (audit committee) meets in the week before each Board meeting. This Committee is responsible for overseeing the preparation and interpretation of quarterly management accounts, reviewing the cash position, overseeing the annual financial audit and accounting systems and organisation. The Committee was chaired by Richie Somerville (Director) and was also comprised of Andrew Hunter (Board Chairman), Paul Mooney (CEO) and Declan Doran (Accounts Manager). Minutes of these meetings are returned to the Board.

- A Strategic Planning Working Group was formed to undertake a strategic review of the organisation and its work. The Working Group comprises of two Directors (Andrew Hunter and Peter Johnson) and the CEO Paul Mooney. Activities commenced in September 2015 and will conclude mid-2016.

The CEO (Paul Mooney) is the pivotal figure to the organization's ethos, effective client relations, and to leading the organization's innovative response to changing work needs. The Board of Directors of Jobcare delegates the responsibility of the day-to-day running of Jobcare to Paul as CEO, including the Department of Social Protection funded programmes.

In particular, as per DSP guidelines, the Board has delegated daily operation of the Community Employment scheme to a Local Management Team (LMT), led by Paul Mooney, CEO. The LMT's composition is as follows: Paul Mooney (CEO), Declan Doran (Accounts Manager/Executive Treasurer), Gillian Brennan (Director), and Helena Goss (Manager).

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

Policy and organisational oversight is the responsibility of the Board. Operational leadership and management is through the CEO, and the two programme managers:

Derek Switzer, Work Programmes Manager and Community Employment Supervisor
Niamh Brady, Training Manager and Jobclub Leader.

The permanent staff team numbers 11 people, comprised of: three CE Supervisors, one Jobclub Leader, four Jobclub Assistants, and three Jobcare-funded executives. All are responsible for delivering the range of Jobcare services to our client base with roles across all areas of the organisation. The team is also responsible for mentoring and supervising 55 part-time staff on Jobcare work programmes on contracts of one year. This arrangement is a reflection of our contractual and funding relationship with the Department of Social Protection.

e. RELATED PARTY RELATIONSHIPS

No Director or Company Member receives remuneration or other benefit from their work with the charity. Directors are aware of their fiduciary duties. Conflicts of loyalty involving any of the above relationships are disclosed and dealt with by the Directors according to the Code of Conduct for the Board.

f. RISK MANAGEMENT

The Directors recognise that Jobcare runs services for clients, some of whom are individually 'at risk' from social needs, addictions, mental and physical health problems, life disappointments, and financial need.

The Board's appetite for risk is low and there is no funding pool to rectify problems. Our cost structure provides for annual insurance premiums across a spectrum of risk categories, covering moderate and high risk areas.

Most of our operational activity is low risk. There are exceptions which are deemed higher risk areas: occupational hazards (moderate), data security (high), and employment relations (high).

Risks are reviewed through a Risk Management Committee with Board participation, led by the CEO and his managers. The Committee identifies risk through a formal process of analysis, discussion with departmental supervisors, and by comparison to peer organisations, and maintains a list of risks. This Committee reports annually to the Board through the CEO.

Objectives and Activities

a. MAIN ACTIVITES UNDERTAKEN TO FURTHER THE CHARITY'S PURPOSES FOR PUBLIC BENEFIT

Jobcare delivers courses and other services to unemployed jobseekers to assist them develop and enhance their job-seeking skills and opportunities, and provide them with support and assistance in their job search and in preparing for employment. Jobcare has delivered services to jobseekers since 1994 and has developed an effective model that is relevant to the needs of today's jobseekers and employers.

The organisation's principal objective is to deliver four programmes:

- **Jobclub**
  Jobclub offers a range of services for jobseekers:
  - Resource Room with facilities and expertise to practically assist candidates in their job-search
  - Jobseekers Course with formal classes running over four weeks with content covering skills identification, career research, applications, CVs, and interview preparation
  - Personal career coaching.

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

- **Jobnet**
  Jobnet is an award winning programme developed by Jobcare to address the needs of the professionally skilled individual or graduate who, because of the current economic climate, is finding it difficult to find work, yet has the skills and experience needed for employment. Jobnet offers a professional environment tailored to the specific needs of this group. The programme empowers jobseekers to market their skills and learn to network effectively to find employment.

- **Work programmes**
  Community Employment (CE) grants enable a transitional work programme for people who have been out of work long-term. Jobcare's programme gives participants the skills and experience needed to get back into the workforce and break the cycle of being unemployed. Jobcare employs 55 participants at any one time on contracts of one year. The 55 participants are deployed across a range of work areas in Jobcare, suitable to their skills, experience and career goals.

  Nine of the programme places are targeted Trasna programme places - designated for participants with a criminal history. Jobcare provides a caring and supportive environment for individuals who are intent on desisting from offending. Jobcare's programme provides a structured framework within which they can develop new disciplines and find satisfaction in work.

- **Computer courses**
  Jobcare delivers accredited QQI Level 3 and Level 4 courses in ICT Concepts and Computer Applications that develop skills essential for employment in the modern workplace.

It is Jobcare's policy to conduct these programmes according to the requirements of contractual agreements with funders and in line with Jobcare's ethos.

b. STRATEGIES FOR ACHIEVING OBJECTIVES

Jobcare achieves its objectives through:
(a) a permanent staff team with skills, knowledge and empathy to address the needs of the whole person;
(b) internal programme reviews as to the relevance of services in the context of the needs of jobseekers and employers;
(c) programme reviews with funders.

c. CAPACITY

Capacity: permanent staff, transitional work programme staff, volunteers, and interns

- Permanent staff
  Jobcare employs a permanent staff team as follows:
(a) a full-time CEO and two part-time staff covering Accounts and Communications/Fund Raising/CEO PA. This team is further resourced by a part-time volunteer with a focus on Policy, Governance and Ethos.
(b) in addition to a full-time manager for work programmes, there are a further two full-time CE Supervisors who direct the daily activities of the work programmes and CE scheme.
(c) in addition to a full-time manager for Jobclub, there are three full-time positions (one is job-shared across two individuals) who direct the activities of Jobclub and training programmes. This team is further resourced by several part-time volunteers working more than a day a week, who support course and curriculum development, infrastructure development (e.g. data protection processes), relationships with external parties such as businesses and volunteers and work streams arising from the Strategic Plan.

- Transitional work programme staff
  Transitional work programme staff are deployed against personal training and development objectives to routine work assignments, as well as external training courses. CE scheme participants are part-time employees, approved under the contract conditions of DSP, for one year. In 2015 there were 55 participant places under the scheme. We also accommodated five transitional work programme participants on a full-time basis on day release from Mountjoy Training Unit.

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

- Volunteers
  In addition to the voluntary capacity (identified above as individuals working with Jobcare more than a day a week and for whom Jobcare is their primary job location), we have approximately 70 individuals (some of whom are in full employment, some are retirees and others who have relevant skills and time) who work less than a day a week (some a few hours occasionally) throughout the year. This set of volunteers supports us broadly in two aspects of our work:

  (a) Volunteers who support our clients in job seeking
  Volunteers enable critical areas such as: mock interviews, CV coaching, job coaching, interview preparation, course facilitation, course presentations. These valuable contributions range from an hour every so often to bursts of time when a specific course is being run.

  (b) Volunteers who support our business functions
  We receive essential support in IT from several individuals and from Microsoft. From time-to-time other business functions are supported with valuable free advice from volunteers.

- Interns
  We are delighted to accommodate interns from the USA who spend three months with us. This relationship has been working effectively for seven years and is conducted through EUSA Academic Internship Programs.

Consolidation of Worklink
The central concepts of Worklink were consolidated into Jobcare following a very positive series of discussions between the two organisations in 2015. Worklink had played an energetic role in influencing work activation policy and job seeking activities in Ireland for the past several years and had been collaborating with Jobcare throughout that time. Their Board determined that they did not wish to continue in their current form, and approached Jobcare to reach an arrangement that might allow the best ideas to continue. In particular, Worklink had developed an extensive national network of volunteers from HR and life coaching professional disciplines, and this network is equally welcome and valued in Jobcare. There were no financial implications or take-on of staff involved to conclude the arrangement.

Achievements and performance

a. CLIENT PERFORMANCE INDICATORS

In 2015 the following activity levels and outcomes were recorded for the main programme areas.

- **Jobclub**
  Jobclub successfully delivered twelve formal four-week Jobseekers courses in 2015 and five seven-week **Jobnet** programmes.

  To provide context for these training programmes:
  - 52% of clients were in the age category 40+
  - 37% of all clients had only second-level education or lower
  - 51% of all clients were foreign nationals
  - 41% of all clients were unemployed for greater than one year.

  As a result of these factors Jobcare's target for positive progression to work was 40%. Without our intervention, few of these clients would have progressed positively.

  The annual target was to serve 500 clients through formal training (Jobseekers course, Jobnet programme) in the year. We exceeded the number of clients served and exceeded the progression target with 250 people progressing positively into employment (50%).

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

The Jobclub team also provided one-to-one assistance (**Resource Room** services, **Career** and **Skills Coaching**). The annual target was to provide one-to-one assistance to 100 clients and for 40% to progress to employment. Those targets were significantly exceeded as 108 clients have progressed into employment.

- **Work Programmes**
  93 people participated in Jobcare's Community Employment programme through the year with a maximum of 55 at any time. Successful progression into work was 47% (of those who left and were fit to work).
  Note: In agreement with DSP CE numbers were reduced from 72 to 55 participants in June 2015 and CE Supervisors reduced from five to three.

  The Trasna programme in particular not only recorded 100% of participants desisting from re-offending, but also 44% are now working.

  In addition, we developed a process for recruiting inmates from Mountjoy Training Unit for voluntary hours on day release while they were assessed for Community Employment. By December 2015 several had been interviewed, five were employed as voluntary transitional work programme participants and two of those progressed to CE positions in Jobcare. One of the volunteers progressed directly to full-time employment elsewhere.

- **Computer courses**
  In 2015, Jobcare delivered computer courses on 14 occasions to unemployed people resulting in over 100 jobseekers successfully receiving QQI Level 3 or 4 qualifications.

b. FINANCIAL PERFORMANCE

Our financial concern each year is to reach a balance between overall costs and overall income. This is achieved through grants from DSP for the two schemes, and critical additional funds raised from corporate, business, private, supporting churches, and philanthropic sources. These additional funds are referred to as 'donor income'. We cannot operate our services without both sources of income.

We run the organisation dependent on cash flow from DSP and the additional external funds. There is little cash on-hand at times of the year, yet for 21 years we have never failed to meet our financial obligations.

There was a structural change in the scale of the Community Employment scheme in the past two years. The numbers approved by DSP as CE participants was 72 in 2014, and a corresponding 55 for 2015. This was accompanied by a reduction in the number of CE supervisors from five to three. The number of scheme participants and supervisors is negotiated and agreed with DSP on an annual basis.

Jobcare achieved a small operating surplus in 2015, which is retained in a modest overall reserve. This is a recovery from the significant operating loss in the year to 31/3/13, and further progress from the minor surplus in 2014.

Donor income continues to meet target.

DSP conducts a separate audit for each scheme once a year.

c. CLIENTS' VIEW OF OUR ACTIVITIES

Perhaps our results can best be expressed by our clients. We receive many testimonial emails and texts through the year, here is a sample for each of the programme areas.

Jobseekers Course

Irene Ruiz Padilla was unemployed for six months. With a background in social care, she had worked as an au pair for three years while improving her English, but wanted to get back into social care. Irene completed the Jobseekers Course.

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

"The course was very motivating- it gave me focus so I figured out what I wanted. I learned how to target my cover letter and CV for each job application. And the practise interview here in Jobcare was helpful. My confidence escalated. So when I was called for interview at the homeless shelter where I had volunteered, I felt confident about it. I got the job!
Working makes a big difference: I'm earning money; I'm on the road to where I want to be; I even look different than when I first came in to Jobcare!"

Jobnet

John Payne had moved to the US after college and spent most of his professional life there. Having returned to Ireland, John found himself unemployed and completed our Jobnet programme.

"On my return to Ireland, I realised I had no idea how to navigate the Irish job market. I never had to seek work in America; I was headhunted constantly and often offered new jobs. When I returned home, the situation was very different. I was so impressed by the professionalism of Jobnet: business-mode immediately clicked in my head and I benefitted from the group dynamic. The CV assessment and the mock interview were the highlights. I realised that altering my CV was so important and since I did it, I have gotten so much more feedback from employers. I hadn't done a mock interview prior to taking part in Jobnet and I found it really useful. I found the networking aspect quite daunting, but it all comes down to communicating who you are and what you want. I have recommended Jobnet to people and I really think it's an incredible course."

Work Programmes

Muriel O'Brien was unemployed having overcome major back surgeries. She participated in Jobcare's transitional work programme to help her take the next step of securing employment.

"This journey of recovery has taken me about five years and it's been tough. I had stopped believing in myself and Jobcare helped me get that belief back again. My time here helped me face my fear. I wasn't very good at interviews, but the more I practised, the easier it got. It's helped me with my confidence. There's no one magic solution- it's upskilling and confidence and the social end of things. You have to get involved in all sorts. By taking part in all the day courses and workshops, by getting involved, it all helps to build the big package. My confidence is back to where it should be now. For me, working is not about the money; it's about getting out there and doing what you love doing. I enjoy doing administration. Working is about having somewhere to go, getting out there and meeting people, and helping others. Now I've reached my goal of getting a job. Going back into the world of work is a great feeling."

Volunteering

Abelardo Dominguez moved to Ireland from Spain. Having over 8 years' experience in quality control and over 12 years' experience in IT Support, Abelardo's volunteering and skills have been really beneficial both for him and for Jobcare.

"It can be difficult to break into sectors and secure work when you move countries. I wanted to improve my English and I didn't want to be wasting time at home. So volunteering was a great way to get out and use my skills, gain experience in Ireland, improve my English and meet people. There's more variety in technology in Ireland so I've enjoyed working on a wide range of IT products and services."

d. FINANCIAL RESOURCES

To generate essential supplementary income Jobcare has formed effective partnering relationships with several corporate donors, private trusts and supporting churches, and makes funding applications through competitive processes. We receive a small proportion of income through volunteer and voluntary donations (principally coming through our website). All these activities are conducted under our operating financial policies and procedures.

The Charities SORP requires the categorisation of funds as 'restricted' and 'unrestricted'. Grants from DSP are classified as 'restricted'. From time-to-time corporate awards are restricted to specified developmental goals. Board Policy is to seek unrestricted funds that allow a flexible balancing of incoming cash and outgoings, whilst retaining the demanding accountability of the funder. We have not quantified the value of volunteers' time in the Financial Statements.

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

Financial review

a. GOING CONCERN, FINANCIAL RISK MANAGEMENT OBJECTIVES AND PRINCIPAL RISKS AND UNCERTAINTIES

Based on successful renewal of contracts with the DSP over a sustained period of time, and no indication to the contrary, the Directors believe there is every reason to continue as is. Government policy to date has governed the terms of the schemes but has not eliminated or fundamentally changed the two schemes under which we operate.

The Directors have prepared the attached accounts on the reasonable basis that Jobcare Limited will continue on a going concern basis.

b. PAY POLICY FOR SENIOR STAFF

We incur costs for three staff positions outside of DSP grant-aided positions:

- The CEO who is full-time, and the salary in 2015 was less than €70,000. The CEO base salary in 2015 was €66,000 per annum, plus a pension allowance of €600. There are no other allowances.

  It is Board policy to review the CEO salary against external benchmarks for similar positions in the non-profit sector. The CEO salary was last adjusted in 2007 and the Board determined changes in 2015.

- Two part-time staff, one in Accounts and one in Communications and their combined total pay is less than €35,000.

c. RESERVES POLICY

Board policy is to hold a minimum reserve to cover six weeks' expenditure. The Board views this level as a minimum operating buffer.

The actual operating reserve at any point in the year is monitored by the CEO and Accounts Manager, and is reported to the Finance Committee at each meeting.

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

Plans for future periods

a. STRATEGIC PLAN

A working team of three, reporting to the Board, commenced a strategic planning exercise in September 2015 and reached a conclusion by April 2016. The prime information-gathering was through conversations with permanent staff, clients, volunteers, DSP and external experts.

Some of the headlines of the planning process are:

(a) "everyone gets a job": this is a new operational goal. By this we refer to our clients (not all unemployed persons). To achieve this effectively doubles current rates of transition for our clients from unemployment to sustainable jobs. We believe it will create a constructive environment.

(b) "digital immersion": we are setting the goal that all our clients (and staff) attain the digital and IT skills necessary for working within organisations and for digital-based jobs, of the near future.

(c) "over-45s": we are deeply concerned that the over-45 demographic is being overlooked in job initiatives and job placement. Individuals in this age group may be facing a second time around unemployment situation (once in their twenties and again in their forties). Other individuals have really good skills and deep knowledge but, despite what HR policies and recruiters may say, face an age barrier at the time of interview.

(d) "strengthen our internal business functions": running an organisation such as Jobcare on a minimum budget for internal functions is a challenge and we believe we must now deepen our team especially in two areas: IT Infrastructure and Systems, Marketing Communications and Social Media. We are seeking an individual(s) with the knowledge and time to come and bring direction and support to these two functions.

(e) "connect to businesses and volunteers": having adopted the Worklink network of volunteers, themselves connected to businesses and organisations, we have been stimulated to build these connections closer to our main organisational arrangements and will be active in relationship management and putting in place network systems and processes to enable all parties to connect.

(f) "online and regional services and courses": we will develop new online courses, aligning jobseekers with local job coach volunteers, and continue to conduct Jobnet at a regional level around the country.

(g) "scope": we will continue the scope of the charity in Dublin. We value the framework provided by DSP and we have no contractual basis for expanding beyond the two schemes as present.

The Plan is based on the assumption that our resources, and our ability to access resources, remain broadly the same as at present. We are excited about developments in the Plan and will seek additional funds for these developments from corporates and local businesses which would accelerate and deepen the developments in services identified in the Plan. Additional experienced volunteer resources would benefit our core business functions, especially the leadership of internal IT systems and infrastructure, communication and marketing and employment law and HR practices.

GOVERNANCE

It has been a demanding year for the Board in three areas of governance :

- the new Companies Act will result in a change to Jobcare as a limited company without share capital (Ltd.) to a company limited by guarantee without share capital (CLG) ;
- the new Charities Act, and impact of the appointment of a Charities Regulator, will change the way we report on an annual basis and register as a charitable body;
- the Governance Code for community and voluntary organisations, has required significant documentation of existing governance practices, formalising implicit Board policies, and bringing some new clarity and rhythms to reporting mechanisms.

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

These are all useful tools in the oversight of the organisation, but they require a large volume of voluntary effort from Directors and from the CEO.

It is the intention of the Board to continue improvements to the presentation of this report and the Financial Statements in accordance with general interpretation and best practice of the Charities SORP.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Directors at the time when this Directors' report is approved has confirmed that:

- so far as that Directors are aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Directors have taken all the steps that ought to have been taken as Directors in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

The auditors, Ormsby & Rhodes, have indicated their willingness to continue in office in accordance with section 383(2) of the Companies Act 2014.

This report was approved by the Directors on and signed on their behalf by:

.....
Richard Somerville
Director

.....
Andrew Hunter
Director

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF JOBCARE LIMITED

We have audited the financial statements of Jobcare Limited for the year ended 31 December 2015 which comprise the Statement of financial activities, the Balance sheet, the Cash flow statement and the related notes. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

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

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS

As explained more fully in the Directors' responsibilities statement, the Directors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Directors' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF JOBCARE LIMITED

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY THE COMPANIES ACT 2014

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit
- In our opinion the accounting records of the company are sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' report is consistent with the financial statements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the provision in the Companies Act 2014 which requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by law are not made.

Geoffrey Lewis

for and on behalf of

Ormsby & Rhodes

Chartered Accountants and Registered Auditors

9 Clare Street
Dublin 2
Date:

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2015

	Note	Unrestricted funds 12 months ended 31/12/2015 €	Restricted funds 12 months ended 31/12/2015 €	Total funds 12 months ended 31/12/2015 €	Total funds 9 months ended 31/12/2014 €
INCOME FROM:					
Donations, grants and legacies	3	**184,008**	**917,790**	**1,101,798**	1,003,370
Activities for generating funds	4	**28,187**	**-**	**28,187**	20,948
TOTAL INCOME		**212,195**	**917,790**	**1,129,985**	1,024,318
EXPENDITURE ON:					
Raising funds	5	**17,943**	**-**	**17,943**	14,767
Charitable activities:					
Other charitable activities	6	**137,608**	**938,399**	**1,076,007**	984,961
Governance	9	**28,351**	**984**	**29,335**	21,731
TOTAL EXPENDITURE	10	**183,902**	**939,383**	**1,123,285**	1,021,459
NET INCOME / (EXPENDITURE)		**28,293**	**(21,593)**	**6,700**	2,859
NET MOVEMENT IN FUNDS		**28,293**	**(21,593)**	**6,700**	2,859
RECONCILIATION OF FUNDS:					
Total funds at 1 January 2015		**21,528**	**21,593**	**43,121**	40,262
TOTAL FUNDS AT 31 DECEMBER 2015		**49,821**	**-**	**49,821**	43,121

All activities relate to continuing operations.

Signed on behalf of the board:

Richie Sommerville

Richard Sommerville

Andrew Hunter

Andrew Hunter

The notes on pages 19 to 29 form part of these financial statements.

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER: 215563

BALANCE SHEET

AS AT 31 DECEMBER 2015

	Note	€	2015 €	€	2014 €
FIXED ASSETS					
Tangible assets	15		**1,473**		1,665
CURRENT ASSETS					
Debtors	16	**98,981**		150,321	
Cash at bank and in hand		**97,343**		70,394	
		196,324		220,715	
CREDITORS: amounts falling due within one year	17	**(147,976)**		(179,259)	
NET CURRENT ASSETS			**48,348**		41,456
NET ASSETS			**49,821**		43,121
CHARITY FUNDS					
Restricted funds	18		-		21,593
Unrestricted funds	18		**49,821**		21,528
TOTAL FUNDS			**49,821**		43,121

The financial statements were approved by the Directors on and signed on their behalf, by:

Richie Somerville
.....
Richard Somerville

Andrew Hunter
.....
Andrew Hunter

The notes on pages 19 to 29 form part of these financial statements.

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2015

	Note	**12 months ended 31 December 2015** €	9 months ended 31 December 2014 €
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	20	**28,913**	(8,410)
Cash flows from investing activities:			
Purchase of fixed assets		**(1,964)**	-
Net cash used in investing activities		**(1,964)**	-
Change in cash and cash equivalents in the year	21	**26,949**	(8,410)
Cash and cash equivalents brought forward		**70,394**	78,804
Cash and cash equivalents carried forward	21	**97,343**	70,394

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2014. The financial statements fully comply with Charities SORP (FRS102) and FRS102.

Jobcare Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. The date of transition to FRS 102 is the 1 April 2014.

The functional currency is euro (€).

The presentation currency is euro (€).

1.2 Reconciliation with previous Generally Accepted Accounting Practice

In preparing these accounts, the Directors have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required.

No restatements were required other than redesignation of revenue reserves as at 31 March 2014 which are now disclosed as restricted and unrestricted funds.
Revenue reserves at 31 March 2014 €40,262 restated as €17,828 restricted funds and €22,434 unrestricted funds.
Revenue reserves at 31 December 2014 €43,121 restated as €21,593 restricted funds and €21,528 unrestricted funds.

The above restatement which was made at 31 March 2014 is the best estimate made by the management.

1.3 Company status

The company is a company limited by guarantee. In the event of the company being wound up, the liability in respect of the guarantee is limited to €1.27 per member of the company.

1.4 Fund accounting

Unrestricted funds are general funds which are available for use at the discretion of the Directors in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or grant providing bodies which have been given by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is disclosed in the Directors' report.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

1. ACCOUNTING POLICIES (continued)

1.5 Income

All income is recognised as soon as the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the company has control over the item or service, any conditions associated with the donated item or service have been met, the receipt of economic benefit from the use of the company of the item or service is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Director's report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1.6 Expenditure

Expenditure is recognised as soon as there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings. Where costs cannot be directly attributable to particular activities they have been allocated on a consistent basis with the use of resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at by management. Governance costs are those incurred in conjunction with administration of the company and compliance with constitutional and statutory requirements.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Plant and machinery	-	15% Straight line
Office equipment	-	15% Straight line
Computer equipment	-	25% Straight line

1.8 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid.

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

1. ACCOUNTING POLICIES (continued)

1.10 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.11 Creditors and provisions

Creditors and provisions are recognised where the company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

1.12 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. ACCOUNTING PERIOD

The financial statements represent the 12 month period from 1 January 2015 to 31 December 2015.
The comparatives represent the 9 month period from 1 April 2014 to 31 December 2014.

3. INCOME FROM DONATIONS, GRANTS AND LEGACIES

	Unrestricted funds 12 months ended 31/12/2015	**Restricted funds 12 months ended 31/12/2015**	**Total funds 12 months ended 31/12/15**	Total funds 9 months ended 31/12/2014
	€	**€**	**€**	€
Donations	**184,008**	**-**	**184,008**	106,699
Grants- Training Programs	**-**	**182,579**	**182,579**	140,564
Grants- Work Programs	**-**	**735,211**	**735,211**	756,107
Total donations, grants and legacies	**184,008**	**917,790**	**1,101,798**	1,003,370

In the 9 months ended 31/12/2014, of the total income from donations, grants and legacies of €1,003,370, € 106,699 related to unrestricted funds and € 896,671 related to restricted funds.

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

4. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted funds 12 months ended 31/12/2015 €	Restricted funds 12 months ended 31/12/2015 €	Total funds 12 months ended 31/12/15 €	Total funds 9 months ended 31/12/2014 €
Training Courses	**12,175**	-	**12,175**	7,004
Services Provided	**16,012**	-	**16,012**	13,944
	28,187	-	**28,187**	20,948

In 9 months ended 31/12/2014, of the total other trading activities income of €20,948, € 20,948 was to unrestricted funds and € NIL was to restricted funds.

5. ANALYSIS OF EXPENDITURE ON RAISING FUNDS

	Unrestricted funds 12 months ended 31/12/2015 €	Restricted funds 12 months ended 31/12/2015 €	Total funds 12 months ended 31/12/2015 €	Total funds 9 months ended 31/12/2014 €
Fundraising expenses				
Other expenses	**3,619**	-	**3,619**	1,511
Wages and salaries	**14,324**	-	**14,324**	13,256
Net expenditure from analysis of expenditure on raising funds	**17,943**	-	**17,943**	14,767

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted funds 12 months ended 31/12/2015 €	Restricted funds 12 months ended 31/12/2015 €	Total funds 12 months ended 31/12/2015 €	Total funds 9 months ended 31/12/2014 €
Training Programs	-	**182,150**	**182,150**	178,283
Training Programs	**58,562**	-	**58,562**	38,834
Work Programs	-	**756,249**	**756,249**	717,305
Work Programs	**79,046**	-	**79,046**	50,539
	137,608	**938,399**	**1,076,007**	984,961

In the 9 months ended 31/12/2014, of the total expenditure of €984,961, € 89,373 was expenditure out of unrestricted funds and € 895,588 was expenditure out of restricted funds.

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

7. DIRECT COSTS ON CHARITABLE ACTIVITIES

	Training Programs-Restricted €	Training Programs-Unrestricted €	Work Programs-Restricted €	Work Programs-Unrestricted €	Total 12 months ended 31/12/2015 €	Total 9 months ended 31/12/2014 €
Staff/participant training	-	2,088	9,953	3,056	15,097	7,779
Participant travel	15,564	-	-	-	15,564	13,506
CE Fuel allowance	-	-	11,460	-	11,460	6,360
Wages and salaries	147,728	37,023	705,506	53,697	943,954	880,716
	163,292	39,111	726,919	56,753	986,075	908,361

8. SUPPORT COSTS ON CHARITABLE ACTIVITIES

	Training Programs-Restricted €	Training Programs-Unrestricted €	Work Programs-Restricted €	Work Programs-Unrestricted €	Total 12 months ended 31/12/2015 €	Total 9 months ended 31/12/2014 €
Health, safety and welfare	-	1,083	979	1,576	3,638	3,502
Insurance	650	179	3,700	268	4,797	3,375
Light and heat	921	449	5,395	674	7,439	6,530
Canteen and cleaning	1,409	671	2,683	975	5,738	7,704
Materials and resources	173	320	-	464	957	1,686
Repairs and maintenance	-	424	72	617	1,113	626
Printing, postage and stationery	6,536	959	3,968	1,392	12,855	8,842
Advertising	-	373	-	541	914	270
Telephone	799	1,033	5,396	1,499	8,727	8,718
Computer costs	-	1,964	4,420	2,848	9,232	4,814
Equipment hire	-	90	2,685	131	2,906	2,372
Travel and subsistence	-	2,658	-	3,855	6,513	7,890
Rent and services	7,600	7,730	-	5,254	20,584	15,720
Bank charges	279	405	32	589	1,305	2,957
Bad debts	-	-	-	-	-	80
General expenses and subscriptions	-	567	-	816	1,383	169
Depreciation	491	546	-	794	1,831	1,345
	18,858	19,451	29,330	22,293	89,932	76,600

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

9. GOVERNANCE COSTS

	Unrestricted funds 12 months ended 31/12/2015 €	Restricted funds 12 months ended 31/12/2015 €	Total funds 2015 €	Total funds 9 months ended 31/12/2014 €
Auditors' remuneration	3,016	984	4,000	3,322
Other expenses	7,502	-	7,502	4,697
Wages and salaries	17,508	-	17,508	13,256
Depreciation- tangible fixed assets	325	-	325	456
	28,351	984	29,335	21,731

10. ANALYSIS OF RESOURCES EXPENDED BY EXPENDITURE TYPE

	Staff costs 12 months ended 31/12/2015 €	Depreciation 12 months ended 31/12/2015 €	Other costs 12 months ended 31/12/2015 €	Total 12 months ended 31/12/2015 €	Total 9 months ended 31/12/2014 €
Expenditure on fundraising activities	14,324	-	3,619	17,943	14,767
Costs of generating funds	14,324	-	3,619	17,943	14,767
Training Programs- Restricted	147,728	491	33,931	182,150	178,283
Training Programs- Unrestricted	37,023	546	20,993	58,562	38,834
Work Programs- Restricted	705,506	-	50,743	756,249	717,305
Work Programs- Unrestricted	53,697	794	24,555	79,046	50,539
Charitable activities	943,954	1,831	130,222	1,076,007	984,961
Expenditure on governance	17,508	325	11,502	29,335	21,731
	975,786	2,156	145,343	1,123,285	1,021,459

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

11. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Activities undertaken directly 12 months ended 31/12/2015	**Support costs 12 months ended 31/12/2015**	**Total 12 months ended 31/12/2015**	Total 9 months ended 31/12/2014
	€	**€**	**€**	€
Training Programs- Restricted	**163,292**	**18,858**	**182,150**	178,283
Training Programs- Unrestricted	**39,111**	**19,451**	**58,562**	38,834
Work Programs- Restricted	**726,919**	**29,330**	**756,249**	717,305
Work Programs- Unrestricted	**56,753**	**22,293**	**79,046**	50,539
Total	**986,075**	**89,932**	**1,076,007**	984,961

12. NET INCOMING RESOURCES/(RESOURCES EXPENDED)

This is stated after charging:

	12 months ended 31 December 2015	9 months ended 31 December 2014
	€	€
Depreciation of tangible fixed assets:		
- owned by the charity	**2,156**	1,801
Auditors' remuneration	**4,000**	3,322

During the year, no Directors received any remuneration (2014 - €NIL).
During the year, no Directors received any benefits in kind (2014 - €NIL).
During the year, no Directors received any reimbursement of expenses (2014 - €NIL).

13. AUDITORS' REMUNERATION

The Auditor's remuneration amounts to an Audit fee of €4,000 (2014 - €3,322).

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

14. STAFF COSTS

Staff costs were as follows:

	12 months ended 31 December 2015	9 months ended 31 December 2014
	€	€
Wages and salaries	**975,786**	907,228

The average monthly number of employees was: 59 (2014: 71) and the average monthly number of employees during the year expressed as full time equivalents was as follows (including casual and part-time staff):

	12 months ended 31 December 2015	9 months ended 31 December 2014
	No.	No.
CE Participants	**50**	61
Scheme Funded Staff	**7**	8
CEO Office	**2**	2
	59	71

No employee received remuneration amounting to more than €70,000 in either year.

Capitalised employee costs during the year amounted to €NIL (2014 - €NIL).

15. TANGIBLE FIXED ASSETS

	Plant and machinery	Office equipment	Computer equipment	Total
	€	€	€	€
Cost				
At 1 January 2015	**3,630**	**40,399**	**48,697**	**92,726**
Additions	**-**	**-**	**1,964**	**1,964**
At 31 December 2015	**3,630**	**40,399**	**50,661**	**94,690**
Depreciation				
At 1 January 2015	**3,630**	**40,399**	**47,032**	**91,061**
Charge for the year	**-**	**-**	**2,156**	**2,156**
At 31 December 2015	**3,630**	**40,399**	**49,188**	**93,217**
Net book value				
At 31 December 2015	**-**	**-**	**1,473**	**1,473**
At 31 December 2014	-	-	1,665	1,665

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

16. DEBTORS

	2015	2014
	€	€
Trade debtors	**5,370**	5,620
Prepayments	**16,900**	21,058
Accrued income	**70,430**	115,252
Other debtors	**6,281**	8,391
	98,981	150,321

17. CREDITORS:
Amounts falling due within one year

	2015	2014
	€	€
Trade creditors	**8,536**	6,922
Other taxation and social security	**-**	11,730
Accruals	**5,760**	5,978
Deferred income	**133,680**	154,629
	147,976	179,259

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

18. STATEMENT OF FUNDS

	Brought Forward €	Incoming resources €	Resources Expended €	Carried Forward €
Unrestricted funds				
General Funds - all funds	**21,528**	**212,195**	**(183,902)**	**49,821**
Restricted funds				
Restricted Funds - all funds	**21,593**	**917,790**	**(939,383)**	**-**
Total of funds	**43,121**	**1,129,985**	**(1,123,285)**	**49,821**

SUMMARY OF FUNDS

	Brought Forward €	Incoming resources €	Resources Expended €	Carried Forward €
General funds	**21,528**	**212,195**	**(183,902)**	**49,821**
Restricted funds	**21,593**	**917,790**	**(939,383)**	**-**
	43,121	**1,129,985**	**(1,123,285)**	**49,821**

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 12 months ended 31/12/2015 €	Restricted funds 12 months ended 31/12/2015 €	Total funds 2015 €	Total funds 9 months ended 31/12/2014 €
Tangible fixed assets	**1,473**	**-**	**1,473**	1,665
Current assets	**61,660**	**134,664**	**196,324**	220,715
Creditors due within one year	**(13,312)**	**(134,664)**	**(147,976)**	(179,259)
	49,821	**-**	**49,821**	43,121

JOBCARE LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2015

20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	12 months ended 31 December 2015 €	9 months ended 31 December 2014 €
Net income for the year (as per Statement of financial activities)	**6,700**	2,859
Adjustment for:		
Depreciation charges	**2,156**	1,801
Decrease in debtors	**51,339**	25,661
(Decrease) in creditors	**(31,282)**	(38,731)
Net cash provided by/(used in) operating activities	**28,913**	(8,410)

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	12 months ended 31 December 2015 €	9 months ended 31 December 2014 €
Cash at bank and in hand	**97,343**	70,394
Total	**97,343**	70,394

22. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

23. APPROVAL OF FINANCIAL STATEMENTS

The board of directors approved these financial statements for issue on 14 July 2016.