

COMPANIES ACTS, 1963 to 2013.

Sections 3 and 4 of the Companies (Miscellaneous Provisions) Act; 2013

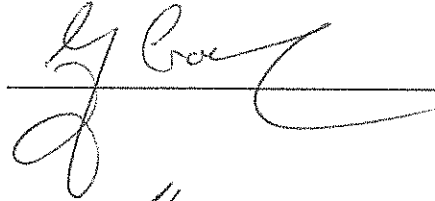
Company Name: People Action Against Unemployment Limited

Company Number:167004

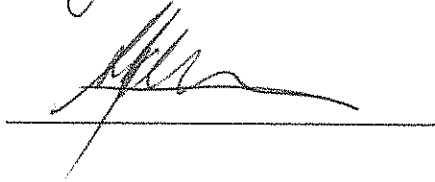
Financial Year:31 December 2014

We hereby certify that the copy Profit and Loss Account and the copy Balance Sheet, laid or to be laid before the annual general meeting of the Company for this year, and the copy Auditor's report on those accounts and the report of the Directors accompanying those accounts, are true copies of the originals.

Ger Crowley  
Director

A handwritten signature in black ink, appearing to read 'G Crowley', is written over a horizontal line.

Margaret O'Brien  
Secretary

A handwritten signature in black ink, appearing to read 'M O'Brien', is written over a horizontal line.

Date

28 April 2015



Financial Statements  
People Action Against Unemployment  
Limited

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For the year ended 31 December 2014

**People Action Against Unemployment Limited**  
**(A company limited by guarantee)**

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**People Action Against Unemployment Limited**  
(A company limited by guarantee)

## Company Information

<b>Directors</b>	Ger Crowley (Chairperson) Lee-Ann Kennedy Purcell Dermot Hogan Patricia Forde-Brennan Gary O'Brien Claire Flynn Frank McDonnell Maria Bridgeman Linda Barry Susan O'Neill Tim Hanly Sean Lynch Frankie Daly Eimear Brophy Timmy Keehan Kevin O'Brien
<b>Company secretary</b>	Margaret O'Brien
<b>Registered number</b>	167004
<b>Registered office</b>	Tait Business Centre Dominic Street Limerick
<b>Independent auditors</b>	Grant Thornton Chartered Accountants & Registered Auditors Mill House Henry Street Limerick
<b>Bankers</b>	Ulster Bank 95 O'Connell Street Limerick
<b>Solicitors</b>	Dundon Callanan 17 The Crescent Limerick

## Directors' report

For the year ended 31 December 2014

The directors present their report and the financial statements for the year ended 31 December 2014.

### Principal activities

The principal activities of the company include the implementation of the following programmes:

- The Local Community Development Programme is funded under the National Development Plan 2007 to 2014 which offers financial and other support to projects identified by the Board as warranting it. The Social Inclusion Activation Programme (SICAP) commenced in April 2015 and funding is approved until December 2017.
- The Local Employment Service Programme to meet the needs of the long term unemployed is renewed annually and is funded by the Department of Social Protection. The LES Jobs Club activities are renewed annually and funded by the Department of Social Protection.
- Department of Social Protection Community Employment Projects including Limerick City & County, CE Childcare Programme.
- TUS – Department of Social Protection
- A range of other programmes focused on social inclusion.

### Business review and risk

The directors acknowledge the financial performance for the year ended 31 December 2014 and have considered the following principal risk factors affecting the company.

### Principal risks and uncertainties

#### Interest Rate Risk

The Company finances its operations through funds received and through retained earnings. Overdraft facilities are in place and the interest charge on such facilities is variable in nature.

#### Liquidity Risk

The Company's policy is to ensure that sufficient resources are available either from cash balances, cash flows and near cash liquid investments to ensure all obligations can be met when they fall due.

#### Credit Risk

The Company has no significant concentrations of credit risk.

#### Funding Risk

The Company is subject to annual funding approvals for significant schemes such as LES, CE Projects, LES Jobs Club and CE Childcare Project.

### Results

The deficit for the year, after taxation, amounted to €604 (2013 - deficit €6,856).

### Research and development activities

The company did not engage in research activities during the year.

## Directors' report

For the year ended 31 December 2014

### Directors

The directors and secretary who served the company during the year were as follows:

Ger Crowley

Paddy Flannery - Resigned 22 September 2014

Toni Gleeson - Resigned 22 September 2014

Lee-Ann Kennedy Purcell

Dermot Hogan

Patricia Forde-Brennan

Linda Ledger - Resigned 22 September 2014

Mary Hamilton - Resigned 29 April 2014

Denis McCarthy - Resigned 22 September 2014

Gary O'Brien

Maurice Quinlivan - Resigned 22 September 2014

Brian Thompson - Resigned 22 September 2014

Claire Flynn

Frank McDonnell

Jim Lynch - Resigned 29 April 2014

Liam Hayes - Resigned 22 September 2014

Gerry McLoughlin - Resigned 22 September 2014

Maria Bridgeman - Appointed 4 March 2014

Linda Barry - Appointed 29 April 2014

Susan O'Neill

Tim Hanly

Oliver O'Loughlin - Resigned 4 March 2014

Bernie Moloney - Resigned 29 April 2014

Josephine Cotter Coughlan - Appointed 29 April 2014 and Resigned 9 September 2014

Sean Lynch - Appointed 7 July 2014

Frankie Daly - Appointed 7 July 2014

Eimear Brophy - Appointed 7 July 2014

Timmy Keehan - Appointed 7 July 2014

Daniel Butler - Appointed 7 July 2014 and Resigned 9 September 2014

Kevin O'Brien - Appointed 9 December 2014

Chris Duhig - Appointed 20 May 2014 and Resigned 14 January 2015

In accordance with the Articles of Association, the following directors are due to retire at the Annual General Meeting and are not eligible for re-election:

Gary O'Brien

In accordance with the Articles of Association, the following directors are due to retire at the Annual General Meeting and are eligible for re-election:

Patricia Forde Brennan

Lee-Ann Kennedy Purcell

Frank McDonnell

Claire Flynn

The company is limited by guarantee and therefore has no share capital.

People Action Against Unemployment Limited  
(A company limited by guarantee)

## Directors' report

For the year ended 31 December 2014

### Books of account

The measures taken by the directors to ensure compliance with the requirements of Section 202 of the Companies Act 1990, regarding proper books of account are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The books of account of the company are maintained at The Tait Business Centre, Dominic Street, Limerick.

### Responsibility for system of internal control

The directors of the company acknowledge responsibility for ensuring that an effective system of internal financial control is maintained and operated. The system can only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely manner.

### Post balance sheet events

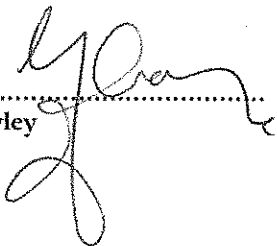
There have been no significant events affecting the company since the year end.

### Auditors

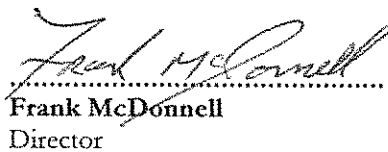
Deloitte have been appointed auditors and continue in office under section 160(2) of the Companies Act 1963. Grant Thornton resigned as auditors on 28 April 2015.

This report was approved by the board on 28 April 2015 and signed on its behalf.

.....  
Ger Crowley  
Director



.....  
Frank McDonnell  
Director



## Directors' responsibilities statement

For the year ended 31 December 2014

The directors are responsible for preparing the Directors' report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare financial statements giving a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with Irish 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).

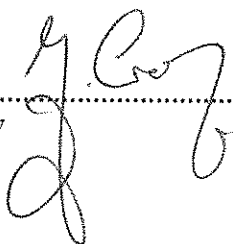
In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable 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 company will continue in business.

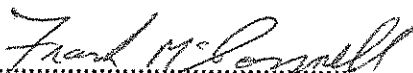
The directors are responsible for keeping proper books of account that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2013. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board 28 April 2015

.....  
**Ger Crowley**  
Director



.....  
**Frank McDonnell**  
Director





(A company limited by guarantee)



## Independent auditors' report to the members of People Action Against Unemployment Limited

We have audited the financial statements of People Action Against Unemployment Limited for the year ended 31 December 2014, which comprise the Income and expenditure account, 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 company's members, as a body, in accordance with Section 193 of the Companies Act 1990. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of directors and auditors**

As explained more fully in the Directors' responsibilities statement, the directors are responsible for the preparation of the financial statements giving a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish 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, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31 December 2014 and of its deficit for the year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Acts 1963 to 2013.

(A company limited by guarantee)



## Independent auditors' report to the members of People Action Against Unemployment Limited

### **Matters on which we are required to report by the Companies Acts 1963 to 2013**

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

### **Matters on which we are required to report by exception**

We have nothing to report in respect of the provisions in the Companies Acts 1963 to 2013 which require us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by law are not made.

A handwritten signature in black ink, appearing to read 'Richard J. Leonard', written over a faint circular stamp.

MR. RICHARD J. LEONARD FCA  
for and on behalf of  
**Grant Thornton**  
Chartered Accountants  
Registered Auditors

Mill House  
Henry Street  
Limerick

28 April 2015

**People Action Against Unemployment Limited**

(A company limited by guarantee)

## Income and expenditure account

For the year ended 31 December 2014

Funds Received	Note	2014 €	2013 €
Department of Environment, Community & Local Government-Pobal – (Local Community Development Programme (LCDP))		1,425,472	1,455,668
Department of Social Protection – (Local Employment Services (LES))		1,317,153	1,247,071
Department of Social Protection – (Community Employment Projects (CE Projects))		248,923	214,973
Department of Social Protection – (LES Jobs Club)		115,761	118,091
Department of Social Protection – (CE Childcare Project)		150,308	-
Bank deposit interest		4,141	4,219
Health Service Executive (Incredible Years, LANS, Traveller Health Project, Food Partnership, Children Services Committee)		215,370	307,617
Limerick City & County Council – (Community Forum, Food Partnership, Children Services Committee, Regeneration Consultative Forum, Start Right, Incredible Years, Care & Repair, Older Persons Project, Other)		401,622	355,453
Sundry Income	3	49,793	59,658
SSIRL/UL (Start Right)		317,010	195,207
Strategic Innovation in Education (Older Persons' Project)		-	1,493
Department of Social Protection (TUS – Community Work Initiative, Enterprise Training)		72,761	70,529
Age & Opportunity (Older Persons' Project)		9,232	25,603
Department of Children and Youth Affairs - Pobal – (Start Right Project and ABC Project)		94,828	114,919
Limerick City of Culture		25,696	-
		<u>4,448,070</u>	<u>4,170,501</u>
<b>Operating Expenditure</b>			
Staff Costs		2,165,094	2,024,062
Community Employment Project staff costs		368,496	208,000
Staff Training		14,407	35,944
Evaluation Costs		43,237	55,359
Administration costs		410,507	382,279
Project Funding		1,446,933	1,471,713
		<u>4,448,674</u>	<u>4,177,357</u>
<b>Deficit on ordinary activities before taxation</b>		(604)	(6,856)
Tax on deficit on ordinary activities	5	-	-
<b>Deficit on ordinary activities after taxation</b>	13	(604)	(6,856)
<b>Surplus brought forward</b>		<u>76,953</u>	<u>83,809</u>
		<u><u>76,349</u></u>	<u><u>76,953</u></u>

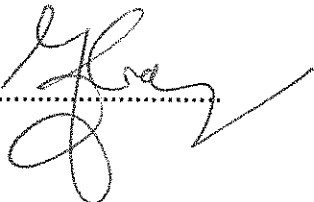
**People Action Against Unemployment Limited**

**(A company limited by guarantee)**

All amounts relate to continuing operations.

There were no recognised gains and losses for 2014 or 2013 other than those included in the Income and expenditure account.

Signed on behalf of the board

.....  
  
**Ger Crowley**  
Director

.....  
  
**Frank McDonnell**  
Director

Date: 28 April 2015

The notes on pages 12 to 18 form part of these financial statements.

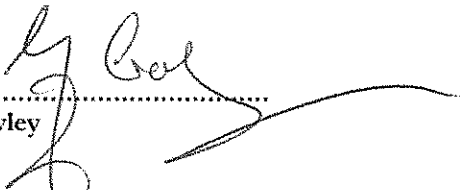
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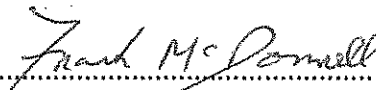
## Balance sheet

As at 31 December 2014

	Note	€	2014 €	€	2013 €
<b>Fixed assets</b>					
Tangible assets	8		19,346		25,728
<b>Current assets</b>					
Debtors	9	271,164		218,715	
Cash at bank		725,156		917,657	
		<u>996,320</u>		<u>1,136,372</u>	
<b>Creditors: amounts falling due within one year</b>	10	<u>(919,971)</u>		<u>(1,059,419)</u>	
<b>Net current assets</b>			<u>76,349</u>		<u>76,953</u>
<b>Total assets less current liabilities</b>			<u>95,695</u>		<u>102,681</u>
<b>Deferred capital contributions</b>	11		<u>(19,346)</u>		<u>(25,728)</u>
<b>Net assets</b>			<u><u>76,349</u></u>		<u><u>76,953</u></u>
<b>Capital and reserves</b>					
Income and expenditure account	12		<u>76,349</u>		<u>76,953</u>
	13		<u><u>76,349</u></u>		<u><u>76,953</u></u>

Signed on behalf of the board:

  
 Ger Crowley  
 Director

  
 Frank McDonnell  
 Director

Date: 28 April 2015

The notes on pages 12 to 18 form part of these financial statements.

## Cash flow statement

For the year ended 31 December 2014

	Note	2014 €	2013 €
Net cash flow from operating activities	14	(192,501)	(232,661)
<b>Decrease in cash in the year</b>		<u>(192,501)</u>	<u>(232,661)</u>

## Reconciliation of net cash flow to movement in net funds/debt

For the year ended 31 December 2014

	2014 €	2013 €
Decrease in cash in the year	(192,501)	(232,661)
<b>Movement in net debt in the year</b>	<u>(192,501)</u>	<u>(232,661)</u>
Net funds at 1 January 2014	917,657	1,150,318
<b>Net funds at 31 December 2014</b>	<u>725,156</u>	<u>917,657</u>

The notes on pages 12 to 18 form part of these financial statements.

## Notes to the financial statements

For the year ended 31 December 2014

### 1. Accounting policies

The significant accounting policies adopted by the company are as follows:

#### 1.1 Basis of accounting

The financial statements are prepared in accordance with generally accepted accounting principles under the historical cost convention and comply with financial reporting standards of the Accounting Standards Board, as promulgated by the Institute of Chartered Accountants in Ireland, and Irish statute comprising the Companies Acts, 1963 to 2013.

#### 1.2 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:

Leasehold Improvements	-	33% Straight Line
Motor vehicles	-	25% Straight Line
Fixtures and fittings	-	25% Straight Line
Office & Computer Equipment	-	25% Straight Line
Software	-	50% Straight Line

#### 1.3 Income

All income is recognised in the period to which its related expenditure has been incurred.

#### 1.4 Expenditure

All expenditure is charged to the income and expenditure account at the VAT inclusive value in the period in which it is incurred.

#### 1.5 Capital contribution

Capital contributions in respect of tangible fixed assets are treated as deferred credits, which are credited to the income and expenditure account on the same basis as the tangible fixed assets are depreciated.

#### 1.6 Pension

Pension benefits are funded over the relevant employee's period of service by way of contribution to an insured fund. Annual contributions are charged to the income and expenditure account in the period to which they relate.

#### 1.7 Funds in advance

Funds received are treated as funds in advance until the expenditure has been incurred.

## Notes to the financial statements

For the year ended 31 December 2014

### 2. Accounting period

These financial statements cover the year ended 31 December 2014.

### 3. Sundry income/co-hosted programmes

This primarily represents other funding received from various organisations. The recognition of this funding as income is in accordance with the timing of the related expenditure.

Contributions are also received from a number of other organisations including Limerick City Enterprise Board in respect of programmes which are co-hosted by the company. As the company incurs the cost in relation to these programmes, contributions received are netted against these costs.

### 4. Deficit

The deficit is stated after charging:

	2014	2013
	€	€
Depreciation of tangible fixed assets:		
- owned by the company	19,867	46,277
Auditors' remuneration (excluding VAT)	11,000	11,000
Amortisation of capital contributions	(19,867)	(46,277)
Operating lease - Rent	168,930	166,464
	<u>168,930</u>	<u>166,464</u>

During the year, no director received any emoluments (2013 - €NIL).

### 5. Taxation

Due to the company's charitable status, there is no taxation liability arising during the year.

### 6. Staff costs

The average monthly number of employees, during the year was as follows:

	2014	2013
	No.	No.
The average number of persons employed by the company during the year includes 17 employees on the Community Outreach CE scheme (2013:16), 101 employees on TUS Scheme (2013:96) and 10 employees on the Childcare CE scheme (2013: NIL)	182	163
	<u>182</u>	<u>163</u>



## Notes to the financial statements

For the year ended 31 December 2014

	2014 €	2013 €
Wages and salaries	2,219,972	1,937,110
Social welfare costs	205,044	187,741
Pension costs	108,574	107,211
	<u>2,533,590</u>	<u>2,232,062</u>

Staff costs include both administrative and project related wages and salaries.

TUS participants are employees of the company but are paid directly by Pobal and no payroll costs are reflected in the financial statements.

The remuneration of the CEO is €86,731(2013: €85,094) per annum. The company also made contributions at the standard rate, to the company pension scheme of €8,049 (2013: €7,897) in respect of the CEO. No employee was paid more than this amount.

### 7. Directors remuneration

The directors do not receive any remuneration in respect of their services as directors.

The directors do not directly benefit from any funding received by the company.

### 8. Tangible fixed assets

	Leasehold Improvements €	Motor vehicles €	Fixtures and fittings €	Office & Computer Equipment €	Software €	Total €
<b>Cost</b>						
At 1 January 2014	94,665	8,000	49,170	708,497	83,560	943,892
Additions	4,092	-	-	9,393	-	13,485
At 31 December 2014	<u>98,757</u>	<u>8,000</u>	<u>49,170</u>	<u>717,890</u>	<u>83,560</u>	<u>957,377</u>
<b>Depreciation</b>						
At 1 January 2014	91,916	8,000	49,170	685,518	83,560	918,164
Charge for the year	2,351	-	-	17,516	-	19,867
At 31 December 2014	<u>94,267</u>	<u>8,000</u>	<u>49,170</u>	<u>703,034</u>	<u>83,560</u>	<u>938,031</u>
<b>Net book value</b>						
At 31 December 2014	<u>4,490</u>	<u>-</u>	<u>-</u>	<u>14,856</u>	<u>-</u>	<u>19,346</u>
At 31 December 2013	<u>2,749</u>	<u>-</u>	<u>-</u>	<u>22,979</u>	<u>-</u>	<u>25,728</u>

## Notes to the financial statements

For the year ended 31 December 2014

### 9. Debtors

	2014	2013
	€	€
Funds due from Department of Social Protection re LES	153,418	149,222
Other debtors	-	35,000
Prepayments and accrued income	12,120	29,509
Other funds due	105,626	4,984
	<u>271,164</u>	<u>218,715</u>

### 10. Creditors:

#### Amounts falling due within one year

	2014	2013
	€	€
Other funds received in advance	486,484	667,379
Advance received from Department of Social Protection re LES	348,425	348,425
Other taxes (see below)	9,542	3,909
Advance received from Department of Social Protection re LES Jobs Club	15,000	15,000
Accruals and deferred income	60,520	24,706
	<u>919,971</u>	<u>1,059,419</u>

#### Other taxes

	2014	2013
	€	€
PAYE/PRSI control	<u>9,542</u>	<u>3,909</u>

## Notes to the financial statements

For the year ended 31 December 2014

### 11. Deferred Capital Contributions

Received and receivable	2014	2013
	€	€
At 1 January 2014	943,892	930,693
Received during the year	13,485	13,199
	<u>957,377</u>	<u>943,892</u>
At 31 December 2014	<u>957,377</u>	<u>943,892</u>
<b>Amortisation</b>		
At 1 January 2014	918,164	871,887
Credit to income and expenditure account	19,867	46,277
	<u>938,031</u>	<u>918,164</u>
At 31 December 2014	<u>938,031</u>	<u>918,164</u>
Net balance at 31 December 2014	19,346	25,728

During the year €13,485 (2013: €13,199) of deferred capital contributions were received to fund fixed asset additions.

The net balance of €19,346 is categorised as follows: €11,660 within one year and €7,686 after one year.

### 12. Reserves

	<b>Income and expenditure account</b>
	<b>€</b>
At 1 January 2014	76,953
Deficit for the year	(604)
	<u>76,349</u>
At 31 December 2014	<u>76,349</u>

### 13. Reconciliation of movement in members' funds

	2014	2013
	€	€
Opening members' funds	76,953	83,809
Deficit for the financial year	(604)	(6,856)
	<u>76,349</u>	<u>76,953</u>
Closing members' funds	<u>76,349</u>	<u>76,953</u>

## Notes to the financial statements

For the year ended 31 December 2014

### 14. Net cash flow from operating activities

	2014	2013
	€	€
Operating deficit	(604)	(6,856)
Amortisation of deferred capital contribution	(19,867)	(46,277)
Depreciation of tangible fixed assets	19,867	46,277
(Increase)/decrease in debtors	(52,449)	52,345
Decrease in creditors	(139,448)	(278,150)
	<u>(192,501)</u>	<u>(232,661)</u>

### 15. Analysis of changes in net funds

	1 January 2014	Cash flow	Other non-cash changes	31 December 2014
	€	€	€	€
Cash at bank and in hand	917,657	(192,501)	-	725,156
Net funds	<u>917,657</u>	<u>(192,501)</u>	<u>-</u>	<u>725,156</u>

### Analysis of cash flows for headings netted in cash flow statement

	2014	2013
	€	€
Purchase of tangible fixed assets	(13,485)	(13,199)
Capital contributions received	13,485	13,199
	<u>-</u>	<u>-</u>

### 16. Financial commitments

At 31 December 2014 the company had financial commitments of €NIL (2013: €NIL).

### 17. Pension commitments

The pension entitlements of certain nominated employees arises under a defined contribution scheme and are secured by contributions by the company and the employees to a separately administered pension fund. The cost for the year was €108,574 (2013: 107,211).

### 18. Contingent liabilities

Given the nature and variety of funding received by the company and the conditions attaching, in a limited number of circumstances where these conditions are not met the funding may become repayable.

## Notes to the financial statements

For the year ended 31 December 2014

### **19. Related party transactions**

By virtue of the nature and organisation of the company, some of the directors are involved in organisations which receive funding from the company from time to time, in the normal course of business.

### **20. Overdraft facilities**

From time to time as the need arises, overdraft facilities are arranged and authorised by the Board.

### **21. Ultimate controlling party**

The Company is under the ultimate control of the directors. The company is limited by guarantee and accordingly has no share capital.

### **22. Events after the balance sheet date**

No events post balance sheet have occurred warranting disclosure or adjustment in the financial statements.

### **23. Approval of financial statements**

The board of directors approved these financial statements for issue on 28 April 2015.

Schedule B Grant and Other Information

Programme/Grant Name	Agency	Government Dept	Total Grant Awarded	Term of Grant	Payment Received in 2014	Taken to Income in 2014	Grants deferred/ (due) at 31/12/2014
			€		€	€	€
Local Community Development Programme	Pobal	Dept of Environment Community & Local Government	1,425,472	2014	1,420,893	1,425,472	0
Technical Assistance	Pobal	Dept of Environment Community & Local Government	25,000	2011-2014	0	0	25,000
Local Employment Service		Department of Social Protection	1,317,153	2014	1,163,736	1,317,153	(153,417)
LES Jobs Club		Department of Social Protection	115,761	2014	109,947	115,761	(6,863)
Community Employment Project		Department of Social Protection	248,923	2014	275,383	248,923	26,460
Community Employment Project - CE Childcare		Department of Social Protection	150,308	2014	119,166	150,308	(31,142)
Enterprise Training		Department of Social Protection	22,629	2014-2015	16,860	14,769	7,860
Tus - Community Work Initiative	Pobal	Department of Social Protection	133,690	2014-2015	48,475	57,992	75,698
Incredible Years	Health Service Executive	Department of Health	70,198	2014-2015	53,567	47,351	22,847
Local Assessment of Needs System	Health Service Executive	Department of Health	106,234	2014	105,279	93,313	12,921
Children Services Committee	Health Service Executive	Department of Health	63,315	2014	27,327	71,917	(8,602)
Food Partnership - Weaning Project	Health Service Executive	Department of Health	7,000	2012-2015		1,288	3,224
Food Partnership - Education & Training	Health Service Executive	Department of Health	7,000	2014-2016	7,000	1,500	5,500
Start Right	Pobal	Dept of Children & Youth Affairs	309,387	2011 - 2014	30,938	84,536	0
ABC Project	Pobal	Dept of Children & Youth Affairs	21,265	2014 - 2015	19,138	10,291	8,847
ABC Project	Limerick City & County Council	Dept of Environment Community & Local Government	86,667	2015 - 2017	78,000	0	78,000
Limerick City Community Forum	Limerick City & County Council	Dept of Environment Community & Local Government	15,119	2014	11,150	15,502	(3,685)
Food Partnership	Limerick City & County Council	Dept of Environment Community & Local Government	130,513	2014-2015	106,100	103,542	22,823
Older Persons' Forum	Limerick City & County Council	Dept of Environment Community & Local Government	50,000	2014	5,000	46,018	3,982
Regeneration Consultative Forum/ Other	Limerick City & County Council	Dept of Environment Community & Local Government	43,685	2013-2014	31,500	41,336	4,723
Incredible Years	Limerick City & County Council	Dept of Environment Community & Local Government	162,000	2014-2015	62,000	90,000	72,000
Start Right	Limerick City & County Council	Dept of Environment Community & Local Government	309,387	2011-2015	0	105,221	48,726
Care & Repair	Limerick City & County Council	Dept of Environment Community & Local Government	5,000	2014-2015	4,500	0	4,500

The grant funding is used towards salary costs, project delivery and operating costs and expenditure is in line with the agreed terms of the contracts

	<u>No. of Employees</u> 2014
<b>Employee Information</b>	
Employee Salaries & Benefits (excl pension) between €60,000 and €70,000	0
Employee Salaries & Benefits (excl pension) between €70,000 and €80,000	0
Employee Salaries & Benefits (excl pension) between €80,000 and €90,000	1
No employee's Salary & Benefits exceeded this band	
<b>Total Employer Pension contributions</b>	<b>€108,573</b>

**Tax Clearance**  
People Action Against Unemployment Limited has a Tax Clearance Certificate

	Local Community Development Programme €	Start Right & ABC Programme €
<b><u>Income &amp; Expenditure</u></b>		
<b>Pobal Funded Programmes</b>		
<b><u>Income</u></b>		
Department of the Environment Community & Local Government	1,425,472	
Department of Children & Youth Affairs		94,828
Limerick City & County Council		105,222
Other	<u>24,769</u>	<u>3,500</u>
<b>Total Income</b>	<b><u>1,450,241</u></b>	<b><u>203,550</u></b>
<b><u>Expenditure</u></b>		
Staff Costs	501,429	126,033
Staff Training	2,593	75
Project Funding	863,017	45,014
Evaluation Costs	0	14,000
Administration Costs	<u>83,202</u>	<u>18,428</u>
<b>Total Expenditure</b>	<b><u>1,450,241</u></b>	<b><u>203,550</u></b>
<b>Net Income over Expenditure</b>	<b><u>0</u></b>	<b><u>0</u></b>