

Registered number: 506850

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

DIRECTORS' REPORT
AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

84 Northumberland Road
Ballsbridge
Dublin 4

Duignan Carthy O'Neill Limited
Chartered Accountants
Registered Auditors

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

COMPANY INFORMATION

Directors	Mark Byrne Oliver Coleman Duffy Conor Daly Anne Ellis Agnes Higgins Áine Hynes Mark Kennedy Michele Kerrigan Pádraig Love Laurence Malone (appointed 21 June 2018) Ali Rochford Lochlann Scott
Company secretary	Michele Kerrigan
Registered number	506850
Registered office	Coleraine House Coleraine Street Dublin 7
Independent auditors	Duignan Carthy O'Neill Limited Chartered Accountants & Registered Auditors 84 Northumberland Road Ballsbridge Dublin 4
Bankers	Bank of Ireland 34 College Green Dublin 2 KBC Bank Ireland Plc Sandwith Street Dublin 2 Ulster Bank P.O. Box 145 33 College Green Dublin 2
Chief Executive	Shari McDaid

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**MENTAL HEALTH REFORM
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**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2018**

The Directors present their annual report and the audited financial statements for the year ended 31 December 2018.

Directors' responsibilities statement

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 the financial statements for each financial year. Under the law, the Directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Under company law, the Directors must not approve the financial statements unless they are satisfied, they give a true and fair view of the assets, liabilities and financial position of the Company as at the financial year end date, of the profit or loss for that financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies for the Company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- 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 ensuring that the Company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the Company, enable at any time the assets, liabilities, financial position and profit or loss of the Company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. 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.

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

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DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

Overview of activities

In keeping with Mental Health Reform's Strategic Plan 2018-2020, the organisation's activities during 2018 were focused on three areas of work: coordination and policy development, research and innovation, and accountability and advocacy.

These activities were carried out with the aim of achieving:

- Policy and law reform
- Access to quality services
- Social and economic rights of people with mental health difficulties

In the area of coordination and policy development, work focused on supporting Shari McDaid's participation on the Oversight Group reviewing A Vision for Change. This included drawing on members' and advisory groups' expertise and on international policy literature to submit feedback, and facilitating a consultative meeting between the Oversight Group and member organisations.

Mental Health Reform also participated in the Individual Placement and Support National Roll-Out Advisory Committee, the Comprehensive Employment Strategy Implementation Group, and the Advancing Recovery in Ireland NGO engagement group, and made seven policy submissions.

In the area of research, the *My Voice Matters* national consultation on people's experience of mental health services was a major focus for the research team. In 2018, data collection on the national consultation began. By April 2018, more than 1,500 responses had been received on the service user survey and almost 800 responses on the family, friends and carers/supporter survey.

Mental Health Reform also published three significant research reports. The Steps into Work evaluation report on the Integrating Employment and Mental Health Supports project was launched on 8th February by the Minister for Employment Affairs and Social Protection, Regina Doherty, TD. In October 2018, and to support the objective of increased funding for mental health services, Mental Health Reform launched the research report Public Attitudes to Investment in Mental Health Services. Commissioned by Mental Health Reform and carried out by Ipsos MRBI, the survey found that the public are willing to invest more in mental healthcare when compared to other related healthcare programmes.

In terms of innovation activity, highlights of the eMEN project included launch of a research report and organising a seminar. The 'eMental Health: State-of-the-Art & Opportunities for Ireland' report, produced by Kevin Cullen of the WRC research consultancy, was launched by the Minister of State for Mental Health and Older People, Jim Daly, TD on 16th May. The seminar 'eMental Health: The Next Big Thing in Psychological Practice?' was organised in partnership with the Psychological Society of Ireland, and held in the on the 9th October with more than 100 participants. The eMEN team also continued to support the development of Pesky gNATS app and development and implementation of 'eWELL' within the HSE primary care services.

Mental Health Reform achieved important successes on advocacy campaigns. In January, on foot of the campaign for 24/7 mental health services, the Minister for Mental Health announced a commitment to national coverage of 7-day services for adults.

In July, the coalition achieved passage and enactment of the Mental Health (Amendment) Act 2018. To support the passage of this legislation Mental Health Reform briefed politicians on the importance of the Bill, called on members and supporters to get involved in advocating for the swift passage of the Bill, briefed members of the press about the Bill and helped provide comments and information about the Bill, and attended all of the debates on the Bill along with members and supporters.

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In October, the coalition achieved from Government the largest ever single-year commitment to additional development funding for mental health services (€55M). This commitment came on foot of a very active pre-budget campaign involving preparation of a range of materials to outline the coalition's pre-budget asks, dissemination of this information to politicians, coalition members, supporters, press and other key stakeholders, meetings with key politicians to provide information on the coalitions key asks, and an online campaign.

Through these activities, the coalition benefited greatly from partnership and engagement with member organisations and supporters. Staff of Mental Health Reform met directly with twenty-two member organisations and other NGOs during 2018. The coalition welcomed 10 new member organisations which significantly strengthened the coalition's voice. Individual supporters were also active participants in Mental Health Reform's activities. A highlight was the #InOurHourOfNeed campaign in December, with total impressions of 2,660,000 and a Twitter audience of 400,000.

Finally, all of Mental Health Reform's activities were possible due to the continued support of core funders including the Health Services Executive, Pobal, the One Foundation, and the Hospital Saturday Fund, project funding from the Community Foundation for Ireland, the EU (Interreg), the Department of Health National Lottery fund, the HSE National Lottery fund, the ESB Generations fund, and the St. Stephens' Green Trust, and the very generous donations from individual supporters.

Financial Review

The Board of Directors of Mental Health Reform consider the financial performance to be satisfactory. Gross income, excluding a once-off adjustment, increased by 16% to €665,236, which was due in large part to maintaining core funding from the Health Service Executive (HSE), and receiving increased income for the eMEN project and from the Department of Health National Lottery fund. In order to comply with SORP, there has been a once-off adjustment to bring into the income and expenditure account grant funding from the One Foundation of €178,599, which had been on the balance sheet as deferred income. This funding is unrestricted and will form the basis of the organisation's cash reserves.

The vast majority of the organisation's ordinary income was restricted and related to specific projects, with only €34,231 of ordinary unrestricted income arising from membership fees, donations and fundraising.

Excluding the once-off adjustment from the One Foundation funding, Mental Health Reform generated a deficit of - €12,912 for the year ended 31 December 2018 which related to investing in social media communications and development.

Fundraised income at €14,396 was less than half the amount planned for in the organisation's budget. During the year steps were taken to increase fundraising capacity, as explained further in the section on positive and negative factors below.

Mental Health Reform was awarded a grant of €75K by the Community Foundation for Ireland towards a pilot of regional activism. Preparation for this pilot took place in 2018 and the bulk of activity will occur in 2019.

Other grant income was lower than planned by €11.5K. However, this was accommodated through lower than planned advocacy costs due to there being no general election campaign.

During the year, significant effort was made to locate additional office space, as the organization's needs had grown beyond its one-room office. As we did not move during the year, there was considerable cost saving on rent. In December, we secured an additional office within the Carmichael Centre for Voluntary Groups (CCVG). We are grateful to CCVG for being able to accommodate our needs.

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DIRECTORS' REPORT (CONTINUED)
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Aim, objectives, activities and performance

Purpose of Mental Health Reform

As stated in the Company's Constitution, the main object of the Company is to benefit the community by promoting best practice in all aspects of service provision to people experiencing mental health difficulties and advancing the education of the public at large to the benefits of an Ireland where people achieve and enjoy the highest attainable standard of mental health.

The following objects set out hereafter are exclusively subsidiary and ancillary to the main object set out above and these objects are to be used only for the attainment of that main object and any income generated therefrom is to be applied for the main object only.

1. To provide information and education on best practice in mental health service provision to groups and organisations, communities and other relevant persons.
2. To promote public awareness of the importance of mental health to the achievement of personal health and wellbeing.
3. To promote the provision of the highest attainable standard of public mental health and social services which are oriented to the individual's recovery and social integration into community life.
4. To provide assistance to and represent groups and bodies working in the mental health arena through consultation, information sharing and mutual support.
5. To train and work with other groups and bodies encouraging the fullest participation of mental health interest groups in the mental health discourse and the development of quality services.

Aims and activities

During 2018, the Board of Directors approved a new strategic plan for 2018-2020.

Mental Health Reform's vision is of an Ireland where everyone can access the support they need in their community to achieve their best possible mental health.

Mental Health Reform's mission is to be the unifying voice that drives progressive reform of mental health supports in Ireland.

Mental Health Reform's priority objectives are:

- Policy and law reform
- Access to quality services
- Social and economic rights of people with mental health difficulties

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Organisational objectives 2018-2020

Policy/Law	Services	Social and economic rights
<ul style="list-style-type: none"> • Political priority • Adequate funding • Legal reform • Refreshed national mental health policy 	<p style="text-align: center;">(Access / Quality)</p> <ul style="list-style-type: none"> • 24/7 • Holistic • Recovery-oriented • Advocacy supports • Adequate staffing • Positive role of NGOs • Carers support • A mental health information system 	<ul style="list-style-type: none"> • Good quality housing • Adequate income • Good quality employment opportunities

The organisation's main activities are:

- **Coordination and policy development:** We draw on the expertise and experience of our member organisations and coordinate their views. We represent the sector in public forums. We prepare policy submissions on behalf of our member organisations, informed by our Grassroots Forum and other advisory groups. By carrying out these activities, we achieve charitable objectives (3) and (4) above.
- **Research and innovation:** We consult people who use services and family members, friends, carers and supporters, reporting their experiences to Government and its agencies. We conduct research to identify unmet needs and good practice solutions that support the above goals. We support and demonstrate innovation in the way that mental health supports are provided. We develop good practice guidance and policy recommendations to progress our goals, based on consultation and research. By carrying out these activities, we achieve charitable objectives (1), (3) and (4) above.
- **Accountability and advocacy:** We monitor progress on Government commitments and hold the Government and its agencies to account for delivery. We mobilise our membership and wider supporter network to make publicly visible the support for a better mental health system. We build the capacity of individuals to advocate for a better mental health system. By carrying out these activities, we achieve charitable objectives (2), (3) and (5).

Measuring the coalition's success

Mental Health Reform measures its success in terms of systemic change in mental health and related social service delivery and in protection of the human rights of people with experience of a mental health difficulty. The evidence of the organisation's achievement is demonstrated through:

- National policy commitments
- Legislative commitments, published bills and enacted legislation
- Government budgetary commitments

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- Implementation commitments in the HSE's National Service Plans and in other action plans (i.e. Housing Strategy for People with Disabilities and Comprehensive Employment Strategy action plans)
- Levels of awareness of and engagement with the coalition's activities (petitions, social media reach, broadcast/print media appearances, and attendance at events)

Short-term objectives for 2018

During 2018, Mental Health Reform's priority objectives to promote best practice in all aspects of service provision were:

- Government & HSE commitment to action on out-of-hours mental health services
- Increased funding for mental health services in 2019
- Development of a national e-mental health strategy
- A national, refreshed mental health policy that supports the coalition's vision and policy recommendations
- HSE plans that reflect the experiences of mental health service users and families/friends/carers/supporters
- Government publication of the scheme of the Bill to revise the Mental Health Act, 2001
- A HSE/Department of Employment Affairs & Social Protection commitment to integrating employment and mental health supports

The activities that the coalition undertook in order to achieve these objectives are detailed below.

2018 Activities

During 2018, and in keeping with Mental Health Reform's Strategic Plan 2018-2020, the organisation's activities were focused on three areas of work: coordination and policy development, research and innovation; and accountability and advocacy.

Coordination and policy development:

Mental Health Reform's coordination and policy development work was supported by funding under Pobal's Statutory Scheme for National Organisations and a service level agreement with the HSE. This work included participating on the Vision for Change Oversight Group, Individual Placement and Support National Roll-Out Advisory Committee, the Comprehensive Employment Strategy Implementation Group, and the Advancing Recovery in Ireland NGO Engagement Group.

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Mental Health Reform prepared the following submissions on behalf of the coalition:

- Submission on CAMHS Standard Operating Procedures
- Submission to the Oireachtas Committee on the Future of Mental Health Care in Ireland
- Submission on Deprivation of Liberty Safeguards
- Submission on the codes of practice for advance healthcare directives
- Submission to the consultation on the role of the voluntary sector in the provision of health and personal social services
- Pre-budget submission
- Submission on draft national standards on adult safeguarding

Mental Health Reform commissioned an analysis of the economic case for investment in mental health services. This work was carried out by WRC research consultancy, and led to a HSE/Mental Health Reform roundtable discussion on comparisons in spending between Ireland and neighbouring jurisdictions.

In line with our objective for a refreshed national mental health policy that reflects the coalition's recommendations, on 20th June Mental Health Reform supported the NGO sector to meet with the Department of Health about the review of A Vision for Change. Participants were invited to a second consultative meeting organised by the Department of Health on 5th December. The coalition also collated and submitted feedback from Mental Health Reform membership to the Oversight Group on the review of A Vision for Change.

Members also met with Hugh Kane, Chair of the A Vision for Change Oversight Group, on 7th February (38 attendees); and with Minister of State for Mental Health, Jim Daly, TD at the Annual General Meeting on 5th July (34 attendees).



Hugh Kane, Chair of the Oversight Group for the Review of 'A Vision for Change'



Minister Jim Daly, TD, addresses meeting of MHR members

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The coalition welcomed ten organisations as members during the year: Ahead, AkiDwA, Alcohol Action Ireland, Cork Counselling Services, Dyslexia Ireland, Dyspraxia Association of Ireland, HADD-ADHD, Ireland Irish Online Counselling and Psychotherapy Services, Smashing Times, and Turn2Me.

Kate Mitchell, Senior Policy & Research Officer, presented at the WHO Lille Collaboration Centre Empowerment Conference, showcasing the Homeless Adults Speak Out on Mental Health project. Three staff and two activists attended the International Initiative on Mental Health Leaders in Stockholm, Sweden, participating in meetings on carers, employment, and the economics of mental health. Ray Burke, Senior Communications & Advocacy Officer, presented on the Integrating Employment and Mental Health Supports project at the IIMHL employment exchange meeting. Mental Health Reform was also represented on a panel at the Mental Health Policy Forum in Dublin on 24th October.

Research and innovation:



A highlight for the organisation was completion of the **Integrating Employment and Mental Health Supports** project, with the Steps into Work report launched on 8th February by the Minister for Employment Affairs and Social Protection, Regina Doherty, TD. This was part of Mental Health Reform's objective to gain implementation of evidence-based supported employment for people with mental health difficulties in Ireland. Partly as a result of this project, the HSE and Dept. of Employment Affairs and Social Protection decided to roll out a national three-year pilot of the Individual Placement and Support model starting in 2019. Mental Health Reform's work on this project was funded by Genio.

Chairperson of MHR, Prof. Agnes Higgins speaking at the launch of the Steps into Work report

With a focus on **digital technology in mental healthcare**, the eMEN project continued during the year, funded by Interreg with co-financing from the HSE.

Mental Health Reform's role in the eMEN project during the year included:

- Continued engagement and support of two products' development ('eWELL' and 'Pesky gNATS'); contributing to the overall planning for implementation and evaluation of 'eWELL' as part of the HSE's Assistant Psychologists in Primary Care programme; organising of a youth panel in partnership with ReachOut Ireland; gathering of participant feedback among Assistant Psychologists and their clinical supervisors at two training sessions in December; and support for SMEs and other developers/providers.
- Launch of the 'eMental Health: State-of-the-Art & Opportunities for Ireland' report, produced by Kevin Cullen of the WRC research consultancy, by the Minister of State for Mental Health and Older People, Jim Daly, TD on the 16th May in the Science Gallery. The event was attended by over 50 participants, including the HSE, researchers, service users, e-health technology developers and NGOs advocating for improvements in services and supports for people with mental health difficulties.

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- In September Mental Health Reform submitted their recommendations on eMental Health to the Oversight Group that is working on the refresh of A Vision for Change

- In October, the eMEN seminar - eMental Health: The Next Big Thing in Psychological Practice?, was held in the Hilton Charlemont Hotel on the 9th October. The seminar, organised jointly with the Psychological Society of Ireland, hosted 14 speakers, including the Minister of State for Mental Health and Older People, Jim Daly, T.D and over 100 participants with the majority being mental health professionals.

The feedback from the seminar was very positive; over 80% respondents stated they would be more likely to use eMental Health solutions in the future as a result of attending the seminar and the overall satisfaction with the event was 4.5/5.



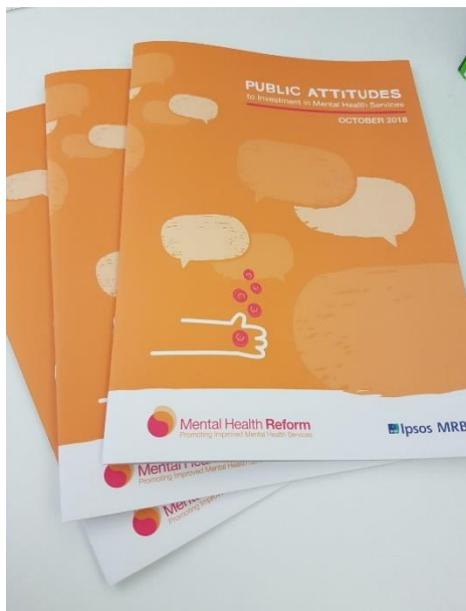
Staff of MHR, PSI and the Arq Foundation pictured with Minister of State Jim Daly, TD at the October eMEN seminar

- Towards the end of the year, Mental Health Reform commissioned WRC to carry out a follow-on ecosystem analysis of the marketplace for eMental Health. This work will be completed in 2019.
- The Irish eMEN team also presented at the eMEN seminar in Berlin on 29th November.
- Mental Health Reform also contributed substantial input to plans for a long term eMEN transnational platform.

Supported with HSE funding under Mental Health Reform's Service Level Agreement, the *My Voice Matters* national consultation on people's experience of mental health services was a major focus for the research team. This project aimed to achieve the objective that the HSE's services reflect the views of people who use mental health services and their families/friends/carers/supporters. In 2018, data collection on the national consultation continued. Peer Research Assistants were recruited and trained to collect data in three mental health outpatient clinics in CHO area 3. By April 2018, more than 1,500 responses had been received on the service user survey and almost 800 responses on the family, friends and carers/supporter survey. Once data collection was complete, the data was cleaned and analysed, including a content analysis of the qualitative data. A preliminary report of the findings was produced and a presentation of the findings was delivered to key influencers, including HSE Mental Health, the Oversight Group on the development of a new mental health policy and the College of Psychiatrists of Ireland. By the end of 2018, two draft reports (one for the SU survey and one for the FFCS survey) were complete, and had undergone a number of reviews by external researchers. The reports were also presented to Mental Health Reform's Grassroots Forum to ensure that the findings were readable.

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In October 2018, and to support the objective of increased funding for mental health services, Mental Health Reform launched the research report Public Attitudes to Investment in Mental Health Services. Commissioned by Mental Health Reform and carried out by Ipsos MRBI, the survey found that the public are willing to invest more in mental healthcare when compared to other related healthcare programmes. The report also found that 84% of respondents thought that the health service places too little focus on mental health currently, the highest proportion of six health problems measured. Total expenditure for the project was €55,350, funded from the Department of Health National Lottery fund, with approximately €39,000 of this being spent in 2018.

Accountability and advocacy:

The culminating event of the 24/7 campaign was the First Fortnight World Café event held on 11th January. Hosted by Nikki Hayes, radio presenter and mental health activist, with Dr. Pat Gibbons (HSE Kildare), Brian Higgins (Pieta House) and Majella Darcy (Dublin Simon). There was very active engagement during the event and many new solutions were put forward.

Mental Health Reform organised a workshop for peer organisations as part of the International Initiative for Mental Health Leaders (IIMHL). The workshop entitled 'Making mental health a political priority' took place on 30th May in Stockholm. It was attended by 19 stakeholders from across the world. We discussed similarities in strategies used in different countries for making mental health a political priority.

Engagement with political influencers and decision-makers included:

- 15 briefing notes to the Oireachtas Committee on the Future of Mental Healthcare during the course of their deliberations.
- 9 letters to Government Ministers
- 27 meetings with individual elected representatives
- 6 meetings with the Minister of State for Mental Health
- 1 meeting with the Minister of State for European Affairs, and
- 1 meeting with Minister for Employment Affairs and Social Protection.

Further details on these engagements is provided below.

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Informing and educating Oireachtas members



Ray Burke, Snr. Communications & Advocacy Officer, and Shari McDaid, Exec. Director meeting with the Ceann Comhairle, Seán Ó Fergail, TD

To ensure the progression of good quality mental health legislation, particularly in relation to reform of the Mental Health Act, 2001, and to encourage investment in good quality mental health services, Mental Health Reform wrote to 6 senior Oireachtas members in the opposition parties on 8 occasions. Similarly, we contacted once each, the Minister for Health, the Minister for Mental Health and Older People, the Minister for European Affairs, the Minister for Children and the Ceann Comhairle to discuss important legislative change in this area and to encourage investment in mental health services and supports. We followed this up by meeting with 6 senior Oireachtas members in opposition parties. We also met with the Minister for Mental Health twice, the Minister for European Affairs once and the Ceann Comhairle once.

The Mental Health (Amendment) Act 2018 has made certain small but very important changes to the Mental Health Act, 2001, in line with Mental Health Reform's priorities. This included introducing a definition of a 'voluntary patient' to include only people who have capacity to make their own decisions (with support if required) and who give their consent to admission to hospital.

In addition to engaging with politicians, to support the passage of this legislation Mental Health Reform called on members and supporters to get involved in advocating for the swift passage of the Bill, briefed members of the press about the Bill and helped provide comments and information about the Bill, and attended all of the debates on the Bill along with representatives from the membership and supporters.

For the coalition's pre-budget campaign, Mental Health Reform prepared a range of materials to outline the coalition's pre-budget asks and disseminated this to politicians, coalition members, supporters, press and other key stakeholders. We met with key politicians to provide information on the coalitions key asks. We undertook an online campaign, calling on people to contact their local TDs to discuss mental health and Mental Health Reform's key asks.



Shari McDaid pictured with James Browne, TD upon passage of the Mental Health (Amendment) Act 2018

Mental Health Reform presented to two Oireachtas Committees where we discussed issues including the need for reform of mental health law, the need for investment in mental health services and some of the significant gaps in existing mental health services and supports. Mental Health Reform presented to the Budgetary Oversight Committee once and the Oireachtas Committee on the Future of Mental Healthcare.

In the area of employment and reform of the social welfare system for people with mental health difficulties, Mental Health Reform wrote once and met once with the Minister for Employment and Social Protection to discuss the ways in which the social welfare system could be improved for people with mental health difficulties.

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Outside of the Oireachtas, Mental Health Reform met separately with the Assistant Secretary in the Department of Public Expenditure and Reform and the HSE Head of Mental Health Operations, where we discussed the need for legislative reform, investment in mental health services and gaps in existing mental health services. We also met with the Irish Human Rights and Equality Commission once to update them on important areas of our work.

We presented at the Critical Perspectives conference in Cork, on the topic of the Mental Health Act. We presented to the UCD School of Social Justice students & faculty and to Blackrock Further Education College on mental health policy, the need for legislative changes and how people can support our work.

Mental Health Reform featured prominently in the public media. Mental Health Reform had in total 75 Broadcast/print media appearances which included headlining the RTE 6:01 news.

We also performed well on social media, increasing our output and growing an ever-engaging audience:

Social Media Summary

Facebook Followers	6,900	+9%
Twitter Followers	19,000	+12%
LinkedIn Followers	493	+111%
Instagram Followers	497	New in late 2018
Website users	7,282	No baseline in 2017
Newsletter subscribers	9,079	-2% (after GDPR data verification)

Mental Health Reform's online campaign #InOurHourOfNeed was active online on all platforms between 5th November – 2nd December. This campaign called for the extension of community adult mental health services to a 24/7 model. The campaign received a significant amount of engagement with total impressions of 2,660,000 and a Twitter audience: 400,000.

Mental Health Reform worked with a designer to update the website based on feedback from staff, member organisations and supporters. The communications & advocacy team conducted a survey of other websites and worked with a designer to develop a site that was aesthetically pleasing, highly accessible, and that was also in keeping with the coalition's brand. The new look website was launched in June 2018.

Capacity Building

Mental Health Reform, with the support of the St Stephen's Green Trust, continued its work with the Homeless Adults Speak Out on Mental Health group. This was a partnership with Dublin Simon Community. A total of 3 training sessions were held. The group received social media training, advocacy training and public speaking training.

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Members of the group were involved in the launch of the *Homeless Mental Health: Voices of Experience* report produced and published by Mental Health Reform. Group members have also participated on the HSE's homeless mental health advisory group.



Mental Health Reform again organised the Individual Stories initiative - a training and self-development workshop for people with experience of mental health issues. Twenty-seven people participated in the training to enable them to build their skills in communicating their own personal experience of mental health difficulties to different audiences and to the media. This project was funded by a grant from the ESB generations fund.

Attendees at the 'Individual stories' training programme

The Mental Health Reform Grassroots Forum - which is comprised of people who have used mental health services, family members and supporters - contributed to various policy positions during the year. The Forum, which met on three occasions in 2018, also advised on the coalition's pre-budget submission, its submission on deprivation of liberty safeguards, and on the research findings of Mental Health Reform's national consultation on people's experiences of the mental health services in Ireland.

Significance of volunteers to Mental Health Reform's activities

During 2018, Mental Health Reform continued to benefit from the commitment of its volunteer Board.

Mental Health Reform also recruited a volunteer Policy and Research Intern in May 2018, with the successful applicant taking up the opportunity in July. The intern has been a very valuable addition to the Mental Health Reform team and has been involved in numerous policy and research related activities. These activities have included the qualitative analysis of large datasets; conducting desk research; drafting literature reviews; providing snapshot analyses of policy and research documents; assisting in the editing and proofing of research reports and monitoring the national and international mental health environment.

Achievements and Performance

Mental Health Reform had significant influence on the mental health system in 2018 in the areas of funding, legislation, policy and implementation of good practice approaches. A number of our objectives saw important milestones achieved, including:

- Securing additional development funding for mental health services of €55M in the HSE budget for 2019
- Commitment from Minister of State Jim Daly, TD to national roll-out of 7-day mental health services for adults, with approximately half of the staff recruited for this by the end of the year

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- Publication of reports by the Oireachtas Committee on the Future of Mental Health Care reflecting Mental Health Reform's recommendations
- Establishment of a pilot advocacy service for children
- Commitments in the HSE's service plan for 2018 that reflected Mental Health Reform's pre-budget recommendations
- Passage and enactment of the Mental Health (Amendment) Act 2018
- Launch of the *Steps into Work* report by Minister Regina Doherty, 8th February, and implementation of a national roll-out of the Individual Placement and Support model of supported employment (under the Service Reform Fund)
- Mental Health Reform were announced as a finalist for two National Social Media Awards ("Sockies") in categories for Best NGO Twitter Account and Best Zero Budget Social Media Campaign (#InOurHourOfNeed)
- HSE committed to funding mental health supports for members of the homeless community (Sure Steps Counselling in Dublin Simon Community)
- Government funding secured for 'Housing Coordinators' whose role will be to work alongside Community Mental Health Teams and support service users with their housing needs
- The commitments set out in the HSE's National Service Plan 2019 reflect a number of Mental Health Reform's pre-budget recommendations including that development funding should be used in part to:
 - Continue building staffing levels to ensure that all 'service users' have timely access to comprehensive mental health care
 - Increase the capacity of the Counselling in Primary Care service to meet growing demand and extend access to people on low incomes
 - Invest in primary care psychology services
 - Increase capacity of independent national advocacy services for both children and adults with mental health difficulties in hospital and in the community
 - Allocate funding to implement the recommendations of the Porporino report on the development of mental health supports within the prison system

Performance of material fundraising activities against objectives

Mental Health Reform carries out a small amount of fundraising activity to support our advocacy work. During the second half of 2018 the organisation invested in fundraising capacity in order to develop a more effective strategy. The coalition received individual donations of €9,184 and income from events run by individuals on behalf of the coalition of €5,212. The total cost of fundraising was €2,093 (excluding staff costs).

Significant positive and negative factors that affected the achievement of objectives and how future plans affected

With regard to the sustainability of the organisation's advocacy programme, it became clear part-way through the year that, notwithstanding membership income which contributes to this work stream at approximately €20,000 per annum, the public advocacy role of the organisation is dependent upon generating a wider base of fundraising support. As philanthropic foundations rarely support advocacy, the Board took the view that it was necessary to invest in developing direct fundraising capacity. Significant developmental work took place in 2018, guided by Noeleen Hartigan, fundraising consultant, and it is anticipated that this investment will bear greater fruit in realised fundraising income in 2019.

**MENTAL HEALTH REFORM
(A Company Limited by Guarantee)**

**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018**

The programmed activity to carry out action research on implementing cultural competency within mental health services did not take place in the year as planned. This was due to the extra effort required to complete the My Voice Matters consultation.

In terms of impact on our objectives, the positive disposition of the Minister for Mental Health towards addressing concerns about out-of-hours access to mental health services, as well as the pre-existing commitment by this Minister and the Minister for Health to a budget allocation of €55M in 2019 assisted in achieving these commitments. However, by the end of the year the HSE still had not fulfilled its commitment to adult 7-day mental health services, perhaps hindered by recruitment issues for the necessary staff.

The coalition was also aided by continuity in its staff team, whose experience, expertise and dedication has been key to the realisation of our goals.

The My Voice Matters national surveys would not have been possible without the financial and personnel support of the HSE mental health services. Similarly, progress on the 'eWELL' pilot depended on significant partnership with the HSE's mental health and primary care services.

The coalition also benefited from cross-party support on the Mental Health (Amendment) Bill 2017. Passage of the bill would not have been achieved without the expert advice of Gerard Howlin, public affairs advisor. However, lack of resources in the Department of Health meant that the full scheme of the bill to reform the Mental Health Act, 2001 was not completed during the year. The coalition will continue to campaign for its publication in 2019.

Directors

The Directors who served during the year were:

Mark Byrne
Oliver Coleman Duffy
Conor Daly
Anne Ellis
Agnes Higgins
Áine Hynes
Mark Kennedy
Michele Kerrigan
Pádraig Love
Laurence Malone (appointed 21 June 2018)
Ali Rochford
Lochlann Scott

Organisational Structure

As of December, 2018, the staff complement was as follows: Executive Director (Shari McDaid); Senior Research and Policy Officer (Kate Mitchell); Senior eMental Health Project Officer (Dominika Topolska); eMental Health Project Scientific Management Advisor (Kevin Cullen); Senior Communications & Advocacy Officer (Ray Burke); Digital Communications and Development Officer (Ross Flanagan); Research Officer (Padraig O Feich), and; Information and Administrative Assistant (Danea Brown).

Remuneration of Mental Health Reform Staff:

Financial reporting at present requires that we list the number of staff who earn over €60,000 per annum in our accounts. During 2018, one salary exceeded €70,000 in Mental Health Reform, five persons earned salaries of between €40,000-€60,000 and three persons earned salaries of between €20,000-€40,000.

During 2018, Mental Health Reform had paid a staff team of 9 employees, 7 of whom were employed full time.

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

As an umbrella-body, our staff team delivers the vast bulk of our output through their dedicated, professional policy development, research, capacity-building and advocacy activity for mental health reform in Ireland.

Executive Director role: Responsibility for day to day management to enable the organisation to meet operational and strategic objectives on behalf of the Board, policy development and coordination including representing the sector on Government and HSE committees, direct advocacy to decision-makers, and representation of the organisation in the media.

Activity allocation: 70.5% related to general management and policy development and coordination; 15% related to project management of the eMEN project, 5.38% related to management of the St. Stephens' Green Trust funded Homeless Adults Speak Out on Mental Health project, and 9.12% related to representation in the media and direct advocacy.

Senior Policy & Research Officer role: Development of Mental Health Reform policy submissions; represent Mental Health Reform on government and not-for-profit advisory groups; project manage Mental Health Reform research projects.

Activity allocation: 100% of funding related to these activities, split 75% funded by the Statutory Scheme for National Organisations and 25% by the HSE.

Snr. Communications & Advocacy Officer role: designing and overseeing an effective communications and advocacy programme to support the strategic goals and position of Mental Health Reform appropriately in the public sphere.

Activity allocation: 50% related to HSE-funded communications activity, 2.08% related to HSE-funded operations support (acting up), and 15.3% carrying out Genio-funded Integrating Employment and Mental Health Supports project, 16.5% carrying out the St. Stephens' Green Trust Homeless Adults Speak Out project, and 16.12% carrying out advocacy and advocacy-related communications.

Snr. Project Officer (eMEN) role: Project coordination, communications and policy development activity for the e-mental health project eMEN.

Activity allocation: 100% related to the eMEN project.

Technical Support (eMEN) role: Product development and long-term planning for the e-mental health project eMEN.

Activity allocation: 100% related to the eMEN project.

Finance & Operations Manager role: Development and oversight of financial function, organisational operations and governance.

Activity allocation: 100% allocated to HSE-funded finance, governance and operations functions.

Research Officer role: To develop an evidence base to inform stakeholders on performance of the mental health services, through designing and conducting high quality research projects, drafting and disseminating reports based on this research, scoping potential research projects and funding opportunities and establishing and maintaining a research advisory committee.

Activity allocation: 100 % related to the HSE-funded My Voice Matters surveys.

Administrative & Information Assistant: Administrative functions in finance, membership and fundraising, as well as support to the team and dealing with external enquiries.

Activity allocation: 100% related to these activities, funded 54% by the Statutory Scheme for National Organisations and 46% by the HSE.

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

Digital Communications & Development Officer role: Building and maintaining relations with Mental Health Reform's digital supporters through the website, newsletter, and all social media platforms. Development of donor relations through increasing fundraising capacity and building relations with current and potential stakeholders.

Activity allocation: 100% funded by unrestricted income.

Governance

The Board of Directors met six times in 2018. The Finance and Audit Committee and the Fundraising Committee also both met on six occasions.

The Board of Directors continued to oversee the organisation's compliance with its statutory and regulatory obligations, including the Charities Act 2009, the Companies Act 2014 and the Lobbying Act 2015. In addition, the organisation is compliant with the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland and has signed up to the Statement of Guiding Principles for Fundraising, published by the Irish Charities Tax Reform Group (now Charities Institute Ireland).

In 2018, the Board of Directors reviewed and updated the organisation's Financial Procedures Manual and policies on complaints, enquiries, social media, fundraising, and volunteers. The Board also approved a new policy on conflicts of interest. The organisation considered its requirements under the GDPR and began organising fulfilment of the regulations. The organisation reviewed and updated its Safety Statement and carried out a health & safety assessment.

In December, the Board considered and approved the operational plan for 2019 which set out the organisation's programme of work in line with the Strategic Plan 2018-2021.

The organisation also conducted a benchmarking of the organisation's salaries against similar NGOs. The results of this exercise showed that salaries were broadly in line with the market.

The financial controls for the organisation are set out in the Financial Procedures Manual which has been approved by the Board. The administration of the organisation's finances operated during the year in line with the Financial Procedures Manual.

Principal risks and uncertainties

The Board of Directors carried out its annual organisational risk assessment in September 2018 and identified that the principal risks and uncertainties facing the organisation were:

1. A loss or reduction in core funding coupled with a reliance on statutory funding
2. Inadequate capacity at Board level in terms of numbers of Directors or their skills
3. Reputational damage due to social media attacks
4. Loss of experienced staff
5. Inadequate information and communications technology to carry out tasks
6. Negative publicity caused by poor quality work.

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

The Board identified the following controls and actions to mitigate these risks:

1. Developing multiple funding streams and implementing a fundraising action plan
2. Providing induction and training to Board members
3. Having a social media policy
4. Having a performance management and development system for staff, along with cross-training and written procedures for key roles
5. Keeping ICT equipment under review and maintaining up-to-date software
6. Maintaining transparency by informing the general public about how the organisation is run and ensure quality assurance is in place for published documents

Future developments

The Strategic Plan 2018-2021 sets out the framework for the organisation's upcoming activities.

In the area of policy and coordination, we anticipate publication of an updated national mental health policy in 2019. Mental Health Reform will work to build a shared understanding of the new policy through regional briefings and dissemination of analysis, as well as to advocate for its implementation. We also plan to make a submission to the Committee on the Prevention of Torture in advance of the visit to Ireland.

In the area of research and innovation, a project will be initiated to map mental health need and services in the prison system. This is a longstanding area of need to which the coalition has yet to give in-depth attention. The coalition will also initiate the action research on implementing the cultural competency guidelines which was not possible to carry out in 2018.

In the area of advocacy, during 2019 we anticipate that there may be a general election and will make preparations to advocate for commitments from all parties on our policy, legislative and implementation objectives.

We anticipate that the campaign for reform of the Mental Health Act, 2001 will require significant effort in 2019 in order to achieve publication of the bill.

A major initiative for the organisation will be the pilot of regional activism, with the appointment of a Community Development Officer in CHO3. The experience from this pilot will help the organisation to plan for engagement at regional level in the future.

The eMEN project is also due to draw to a close in November, 2019. During this year the coalition will consider how to maintain ongoing support for the development of digital technology in mental health in Ireland, and cross-European networking on this issue, once the eMEN project is concluded.

In all of this work, we will need the support of an active membership and supporter network in order to have impact.

Accounting records

The measures taken by the Directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are held at the company's registered office at Coleraine House, Coleraine Street, Dublin 7.

**MENTAL HEALTH REFORM
(A Company Limited by Guarantee)**

**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018**

Events since the end of the year

There were no events after the balance sheet date which have a material impact on the company's financial statements.

Statement on relevant audit information

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

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

Auditors

The auditors, Duignan Carthy O'Neill Limited, continue in office in accordance with section 383(2) of the Companies Act 2014.

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

**Agnes Higgins
Director**

**Laurence Malone
Director**

Date: 29 May 2019

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MENTAL HEALTH REFORM

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Mental Health Reform (the 'Company') for the year ended 31 December 2018, which comprise the Balance Sheet, the Statement of Cash Flows, the Statement of Changes in Funds and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2018 and of its profit for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISA (Ireland) 570 requires us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial

**MENTAL HEALTH REFORM
(A Company Limited by Guarantee)**

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MENTAL HEALTH REFORM (CONTINUED)

statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

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 were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities and restrictions on use

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement on page 1, the Directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). This description forms part of our Auditors' Report.

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MENTAL HEALTH REFORM (CONTINUED)

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the 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 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.

Elizabeth Murphy

for and on behalf of

Duignan Carthy O'Neill Limited

Chartered Accountants

Registered Auditors

84 Northumberland Road

Ballsbridge

Dublin 4

29 May 2019

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME & EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	Restricted funds 2018 €	Unrestricted funds 2018 €	Total funds 2018 €	<i>Total funds 2017 €</i>
<u>Income from:</u>					
Donations & Membership		-	28,527	28,527	29,201
<i>Charitable Activities</i>					
Statutory and philanthropic grants		630,997	178,599	809,596	538,506
Other Activities		-	5,704	5,704	5,368
Investments		-	8	8	208
Total Incoming Resources	4	<u>630,997</u>	<u>212,838</u>	<u>843,835</u>	<u>573,283</u>
<u>Expenditure on:</u>					
Raising funds, Events & campaigns		-	2,093	2,093	1,155
Charitable Activities		632,222	43,833	676,055	553,670
Total Resources Expended		<u>632,222</u>	<u>45,926</u>	<u>678,148</u>	<u>554,825</u>
Net Income/(expenditure)		<u>(1,225)</u>	<u>166,912</u>	<u>165,687</u>	<u>18,458</u>
Transfer between funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		(1,225)	166,912	165,687	18,458
Reconciliation of funds					
Total funds brought forward		(6,359)	48,699	42,340	23,882
Total funds carried forward		<u>(7,584)</u>	<u>215,611</u>	<u>208,027</u>	<u>42,340</u>

All activities relate to continuing operations. There are no other recognised gains or losses other than those listed above and the net income for the financial year.

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

BALANCE SHEET
AS AT 31 DECEMBER 2018

	Note		2018 €	2017 €
Current assets				
Debtors: amounts falling due within one year	7	66,133	187,538	
Cash at bank and in hand	8	254,788	171,302	
		<u>320,921</u>	<u>358,840</u>	
Creditors: amounts falling due within one year	9	(112,894)	(316,500)	
Net current assets			208,027	42,340
Total assets less current liabilities			<u>208,027</u>	<u>42,340</u>
Net assets			<u>208,027</u>	<u>42,340</u>
Capital and reserves				
Reserves			<u>208,027</u>	<u>42,340</u>
Members' funds			<u>208,027</u>	<u>42,340</u>

The financial statements were approved and authorised for issue by the board:

Agnes Higgins
Director

Laurence Malone
Director

Date: 29 May 2019

The notes on pages 27 to 35 form part of these financial statements.

**MENTAL HEALTH REFORM
(A Company Limited by Guarantee)**

**STATEMENT OF CHANGES IN FUNDS
FOR THE YEAR ENDED 31 DECEMBER 2018**

	Income and expenditure account €	Total funds €
At 1 January 2017	23,882	23,882
Comprehensive income for the year		
Surplus for the year	18,458	18,458
	<hr/>	<hr/>
At 1 January 2018	42,340	42,340
Comprehensive income for the year		
Surplus for the year	165,687	165,687
	<hr/>	<hr/>
Total comprehensive income for the year	165,687	165,687
	<hr/>	<hr/>
At 31 December 2018	208,027	208,027
	<hr/> <hr/>	<hr/> <hr/>

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2018

	2018	<i>2017</i>
	€	€
Cash flows from operating activities		
Surplus for the financial year	165,687	<i>18,458</i>
Adjustments for:		
Interest received	(8)	<i>(208)</i>
Decrease/(increase) in debtors	121,405	<i>(22,056)</i>
(Decrease) in creditors	(203,606)	<i>(42,149)</i>
	<hr/>	<hr/>
Net cash generated from operating activities	83,478	<i>(45,955)</i>
	<hr/>	<hr/>
Cash flows from investing activities		
Interest received	8	<i>208</i>
	<hr/>	<hr/>
Net cash from investing activities	8	<i>208</i>
	<hr/>	<hr/>
Net increase/(decrease) in cash and cash equivalents	83,486	<i>(45,747)</i>
Cash and cash equivalents at beginning of year	171,302	<i>217,049</i>
	<hr/>	<hr/>
Cash and cash equivalents at the end of year	254,788	<i>171,302</i>
	<hr/> <hr/>	<hr/> <hr/>
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	254,788	<i>171,302</i>
	<hr/>	<hr/>
	254,788	<i>171,302</i>
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 27 to 35 form part of these financial statements.

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

1. General information

Mental Health Reform is a company limited by guarantee, incorporated in the Republic of Ireland. The Registered Office is, Coleraine House, Coleraine Street, Dublin 7, which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Director's Report.

2. Accounting policies

2.1 Basis of preparation of financial statements

The Financial statements have been prepared in accordance with accounting standards generally accepted in Ireland and Irish Statute comprising the Companies Act 2014, and the Charities SORP (FRS102). Accounting Standards generally accepted in Ireland in preparing financial statements giving a true and fair view are those published by Chartered Accountants Ireland and issued by the Financial Reporting Council. 2018 are the first set of financial statements in which the company has applied the Charities SORP (FRS102). Note 18 refers to the transition.

Mental Health Reform is constituted under Irish company law as a company limited by Guarantee and is a registered charity and has adopted and reported its performance in accordance with the format provided for in the Charities SORP and in particular reports its performance for the financial year in the format of the SORP's Statement of Financial Activities (SOFA).

Companies Act 2014 which became effective in law on 1 June 2015 and from that date applied the format and content of financial statements requirements appropriate for a company trading for the profit of its members to a company that is not for profit organisation. In order to provide information relevant to understanding the stewardship of the directors and the performance and financial position of the charity, Mental Health Reform has prepared its financial statements in accordance with the formats provided for in the Charities SORP (FRS102) consistent with the prior year.

The directors consider the adoption of the SORP requirements is the most appropriate accounting to properly reflect and disclose the activities of the organisation. Had the Companies Act format and content of financial statements requirements suitable for a company trading for the profit of its members been presented instead, a profit and loss account with related notes showing items such as Turnover and Cost of Sales would have been reported with a "profit" on ordinary activities showing before taxation.

2.2 Company name

The company received approval under Section 1180(1) of the Companies Act 2014 to omit the word 'Company Limited by Guarantee' from its name.

2.3 Income

The income shown in the income and expenditure account represents grants from funders, donations, payments for research services, deposit interest, training and membership income invoiced during the period. Income not applied or expended in the period is deferred to future accounting periods.

2.4 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

2. Accounting policies (continued)

2.5 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Company's cash management.

2.6 Financial instruments

The company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties and loans to related parties.

2.7 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.8 Government grants

Grants are accounted under the performance model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to the statement of financial activities at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

2.9 Pensions

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payments obligations.

The contributions are recognised as an expense in the Income Statement when they fall due. Amounts not paid are shown in accruals as a liability in the Balance Sheet. The assets of the plan are held separately from the Company in independently administered funds.

2.10 Interest income

Interest income is recognised in the statement of financial activities using the effective interest method.

**MENTAL HEALTH REFORM
(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

3. Judgments in applying accounting policies and key sources of estimation uncertainty

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Going Concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

4. Analysis of income

	2018	2017
	€	€
Genio - Grant	14,356	40,400
Community Foundation for Ireland	3,390	50,000
Pobal (Note 15)	93,238	85,870
HSE Grant (Note16)	362,378	256,219
EU Interreg	96,793	73,453
Ireland Fund	-	6,000
Hospital Sunday Fund	2,700	-
ESB	7,000	-
One Foundation (a)	178,599	-
St. Stephen's Green Trust	8,810	4,190
Other Grant Income	42,332	22,374
Membership	19,343	17,544
Donations	9,184	11,245
Fundraising Income	5,212	5,368
Membership Donations	-	412
Other Income	492	-
Interest Income	8	208
	843,835	573,283
	843,835	573,283

(a) During 2018, the Board of Mental Health Reform recognised a grant from the One Foundation of €178,599 in income which had previously been treated as deferred income on the Balance Sheet. Mental Health Reform has adopted this revised treatment as part of the move to use the Charities SORP (FRS 102) for the preparation of Financial Statements.

**MENTAL HEALTH REFORM
(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

5. Employees

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

	2018	<i>2017</i>
	No.	<i>No.</i>
Employees	8	<i>7</i>

	2018	<i>2017</i>
	No.	<i>No.</i>
Employment benefits breakdown		

€70,000 - €79,999	1	<i>1</i>
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There were no employment benefits paid in excess of €80,000.

6. Taxation

No charge to taxation arises as the company has been granted exemption under Section 207 and 208 of the Taxes Consolidation Act, 1997

7. Debtors

	2018	<i>2017</i>
	€	<i>€</i>
Other debtors	9,921	<i>6,747</i>
Prepayments	541	<i>-</i>
Accrued income	55,671	<i>180,791</i>
	66,133	<i>187,538</i>

8. Cash and cash equivalents

	2018	<i>2017</i>
	€	<i>€</i>
Cash at bank and in hand	254,788	<i>171,302</i>
	254,788	<i>171,302</i>

**MENTAL HEALTH REFORM
(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

9. Creditors: Amounts falling due within one year

	2018	<i>2017</i>
	€	€
Trade creditors	6,355	<i>4,776</i>
Taxation and social insurance	11,150	<i>11,076</i>
Accruals	7,719	<i>12,045</i>
Deferred income (Note 10)	87,670	<i>288,603</i>
	112,894	<i>316,500</i>
	112,894	<i>316,500</i>

10. Deferred income

	2018	<i>2017</i>
	€	€
One Foundation	-	<i>178,599</i>
Genio	-	<i>14,356</i>
Lottery - DOH	-	<i>38,432</i>
Lottery - HSE	-	<i>3,900</i>
HSE	15,302	<i>40,438</i>
Pobal	758	<i>4,068</i>
St. Stephens' Green Trust	-	<i>8,810</i>
Community Foundation	71,610	<i>-</i>
	87,670	<i>288,603</i>
	87,670	<i>288,603</i>

The above amounts comprise monies received in respect of specific work projects which have not been completed.

11. Company status

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1 towards the assets of the company in the event of liquidation.

12. Contingent liabilities

As outlined in Note 2.8, the company has received government grants for revenue purposes. Should these assets not be used for the purpose specified, the grants will become repayable in whole or in part.

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

13. Pension commitments

The company operates a defined contribution pension scheme for all employees. The assets of the scheme are held separately to the assets of the company. Contributions to the scheme are charged to the statement of financial activities as they become payable.

14. Reconciliation of movements in funds

	Opening Surplus 01/01/18 €	2018 €	Closing Surplus at 31/12/18 €
Closing Reserves allocated as follows:			
Restricted Funds	(6,359)	(1,225)	(7,584)
Unrestricted Funds	48,699	166,912	215,611
	42,340	165,687	208,027
	42,340	165,687	208,027

15. Pobal grant

During the financial year, Mental Health Reform (MHR) received a grant from the Department of the Environment, Community and Local Government, dispensed by Pobal, for the period from 1st July 2016 to 30th June 2019. The grant is for the Scheme to Support National Organisations (SSNO).

The total monies that will be awarded in respect of the grant are €269,085 of which €89,928 was in respect of the current year. The grant has been awarded and restricted to assist with staffing and core overhead costs and is not capital in nature. No capital grant was received from Pobal during the year or from any other source.

The grant was used by MHR in accordance with the signed agreement between Pobal and themselves, dated 13th June 2016.

MHR have obtained an up to date Tax Clearance Certificate as in compliance with the relevant Circulars, including Circular 44/2006.

	2018
	€
Opening balance	4,068
Amount received	89,928
Released to income	(93,238)
	758
Deferred at 31 December 2018	758

**MENTAL HEALTH REFORM
(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

16. HSE grant

Mental Health Reform (MHR) received a grant from the HSE for the calendar year 2018.

The total monies that were awarded in respect of the grant in 2018 were €339,000. The grant has been awarded and restricted to assist with staffing, core overhead costs and direct project costs of the eMEN project, and is not capital in nature. No capital grant was received from the HSE during the year or from any other source.

The grant was used by MHR in accordance with the signed agreement between the HSE and themselves, dated 9th April 2018.

MHR have obtained an up to date Tax Clearance Certificate as in compliance with the relevant Circulars, including Circular 44/2006.

	2018
	€
Opening balance - deferred	38,561
Opening balance - receivable	(74,992)
Amount received	414,119
Released to income	(362,386)
Amount due at year-end	-
Deferred at 31 December 2018	15,302

17. Related party transactions

Payments made to directors in respect of services rendered during the year were €Nil (2017: €500). No other related party transactions occurred during the year.

18. Transition to Charities SORP (FRS 102)

The company has chosen to adopt the Charities SORP (FRS 102) in 2018. The policies applied under the entity's previous accounting framework are not materially different to Charities SORP (FRS 102) and have not impacted on prior years members funds or the income and expenditure. However in 2018, in order to comply with the performance basis of Revenue Recognition as outlined by SORP, the directors have released to income €178,599 of a grant from the One Foundation, which was previously deferred on the Balance Sheet at 31 December 2017.

19. Key Management Personnel Remuneration

The total management remuneration for the senior management team was €117,833 (2017: €91,323). No director received remuneration from the company during the year.

20. Post balance sheet events

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

**MENTAL HEALTH REFORM
(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

21. Controlling party

The company is controlled by its members. It is the members responsibility to elect management to look after the affairs of the company.

22. Approval of financial statements

The board of Directors approved these financial statements for issue on 29 May 2019

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2018

	2018	<i>2017</i>
	€	€
Income	(843,827)	<i>(573,075)</i>
Gross surplus	843,827	<i>573,075</i>
Less: overheads		
Staff costs	(432,066)	<i>(352,352)</i>
Consultation, education and advocacy costs	(151,850)	<i>(118,067)</i>
Running costs	(94,232)	<i>(84,406)</i>
Operating surplus	165,679	<i>18,250</i>
Interest receivable	8	<i>208</i>
Surplus for the year	165,687	<i>18,458</i>

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2018

	2018	<i>2017</i>
	€	€
Income		
Community Foundation for Ireland	3,390	50,000
EU Interreg	96,793	73,453
Other Grant Income	-	22,374
Ireland Fund	-	6,000
HSE Grant	362,378	256,219
Pobal Funding	93,238	85,870
Genio Grant	14,356	40,400
D.O.H. National Lottery	38,432	-
Donations	9,184	11,245
Membership	19,343	17,544
Membership Donations	-	412
Fundraising Income	5,704	5,368
St. Stephen's Green Trust	8,810	4,190
One Foundation	178,599	-
Hospital Sunday Fund	2,700	-
ESB	7,000	-
HSE National Lottery	3,900	-
	843,827	<i>573,075</i>
	843,827	<i>573,075</i>
	2018	<i>2017</i>
	€	€
Staff costs		
Staff salaries	360,660	291,580
Employer PRSI	38,854	29,340
Staff pension costs - defined contribution schemes	9,647	8,416
Staff training	6,016	6,384
Hotels, travel and subsistence	15,132	12,087
Sundry Staff Expenses	1,757	4,545
	432,066	<i>352,352</i>
	432,066	<i>352,352</i>

MENTAL HEALTH REFORM
(A Company Limited by Guarantee)

SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2018

	2018	<i>2017</i>
	€	€
Consultation, education and advocacy costs		
Workshops, seminars and study tours	15,402	29,819
Networking events	1,210	952
Publications and materials	6,599	6,191
Website	8,351	7,318
Travel and Subsistence	-	11,262
Research costs	73,639	46,611
Sundry Advocacy Expenses	10,367	5,387
Communication Support	36,282	10,527
	151,850	<i>118,067</i>
	151,850	<i>118,067</i>
	2018	<i>2017</i>
	€	€
Running Costs		
Auditors' remuneration	5,401	5,904
Accountancy fees	7,124	7,520
Internal audit costs/ Governance	4,322	4,065
Fundraising direct mail	2,093	1,155
ICT (Telephone and fax)	2,256	4,029
Insurances	1,768	1,286
Legal and professional	18,151	12,677
Rent, rates and utilities	15,682	14,841
Sundry Office Expenses	37,435	32,929
	94,232	<i>84,406</i>
	94,232	<i>84,406</i>
	2018	<i>2017</i>
	€	€
Interest receivable		
Bank interest receivable	8	208
	8	<i>208</i>
	8	<i>208</i>