

NEWSLETTER

FROM THE DESK OF THE CEO

I am delighted to be writing my first piece for the new St. Catherine's Association Newsletter. It is long overdue, and my sincere thanks to all involved in pulling it together for launch. We intend to have three newsletters annually and would welcome your ideas on what you would like to see included in each Newsletter. I would encourage anyone interested in working on it to contact one of the Editorial Committee via newsletter@stcatherines.ie who would be delighted to hear from you.

This edition showcases our new residential centre, Meadow View, which is due to open this summer and will soon welcome three children as their new home. We also have a section on getting to know the Senior Management Team and the launch of our new Service Improvement Framework.

There is also lots of other information on staff changes, our new HR system rollout, CORU registration and celebrating members of our team that we hope will be interesting to you.

KILCOOLE

It is also a great opportunity to bring you up to speed on our planned developments in Kilcoole. As you are aware, we have spent a number of years engaged in planning and negotiation with relevant stakeholders on the development of a 2.5 acre site to include a new Adult Day Centre, Administration Building and Respite Centre. I am delighted to inform you that we have received official approvals required in order to proceed with Phase 1 of this development - namely, our new Adult Day Centre which will support the adults in our care long into the future. The Design Team are currently working with our staff to finalise the detailed design elements in order for the project to be put out to tender later this year and I will keep you updated as matters progress.

In the meantime, thank you all for your continued dedication and commitment to the individuals and families we serve and I look forward to engaging with you further as we enhance and develop our services.

Michael



GET TO KNOW ST. CATHERINE'S SENIOR MANAGEMENT TEAM....

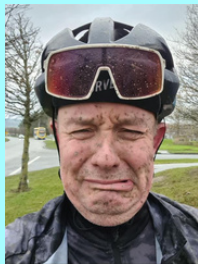


Lorcan Claffey joined St. Catherine's early in 2023 and is our Financial Controller. He looks after all of our finances with Catriona Fortune and manages our accounting, payroll and financial planning and a range of other finance/admin issues. Lorcan's background is as a Partner in an audit & consulting practice and as CFO of a property development group in the southeast of the United States. A keen music-fan and concert goer, when he is not at a concert, he is running or on a bike.

Siobhan Power is our HR Manager and looks after all employee related issues and has overall responsibility for recruitment, retention, engagement with staff and legal compliance. Siobhan is passionate about employee wellbeing and is keen to continue to introduce new employee wellbeing initiatives. Siobhan's background is in HR in Disability Services. Siobhan lives in Roundwood and grew up attending Sports Days on the Grounds of the EDC and now tries to do a bit of pilates and hiking.



David O'Rourke serves as Head of Operations for St. Catherine's. With a person-centred focus, David aims to bring efficiency and compassion to his role. David is also a cycling enthusiast, often to be found in the mountains of Wicklow chasing personal records. Balancing people care and pedal power, David thrives on keeping things rolling smoothly, both in the office and on the road...



Maeve O'Rourke joined St. Catherine's in 2015 and is Executive Assistant to the CEO, working closely with the Senior Management Team and Board of Directors. Maeve is always available to support staff with any queries from IT issues to safeguarding matters. Maeve lives in Wicklow and has two teenage children (17 and 19) and outside of work she enjoys running.



Michael Ward is CEO and joined St. Catherine's Association in 2011. Michael has worked in a variety of roles including frontline, residential management, and management of the QCT Department before taking on the role of CEO in 2017.

While the role comes with a wide remit, Michael's focus is always centred on the quality and safety of care provided to the children, adults and families supported by the teams across St. Catherine's Association. He sees this is an honour and a privilege to work each day for a service that enhances the lives of those in our care.

Outside of St. Catherine's, Michael is husband to Paula, and father to two young children - Charlotte (5) and William (3). As a family they enjoy the outdoors, going to the local park or out for a bike ride. When he gets the chance, he can be found running, hiking in the mountains or fly fishing.



Anne Keenan is our Quality, Compliance and Training Manager. In addition to Quality, Regulatory Compliance and Training, Anne and her team also oversee all things within the built environment through the maintenance team and the health & well-being of all residents through the nursing team. Anne's background straddles both the private and public sector with a strong emphasis on organisational and people development. Anne is a keen walker/hiker with her very reluctant dog, loves to travel and her happy place can be found anywhere there is access to the ocean regardless of weather.



CORU Registration for Social Care Workers

The registration for Social Care Workers opened on 30 November 2023. This has been a long time coming and is a very positive move for the professionalisation of social care. Social Care Workers will have two years to register as Social Care Workers and the register will go live from 1st December 2025 meaning the title of Social Care Worker will be protected and you cannot use it if you are not registered with CORU. There is lots of helpful information on how to register at <https://www.coru.ie/social-care-workers/> There are three application pathways:

1. Recognition/Registration – Section 38 – for qualifications obtained outside Republic of Ireland.
2. Registration – Section 38 – for new graduates who have obtained qualification in the Republic of Ireland.
3. Registration – Section 91 – for existing practitioner of profession (also known as grandparenting route). This is only open for two years (transitional period) and from 1st December 2025 the only option will be the Section 38 application route above. This is the route that will be applicable to most of our staff.

CORU have a helpful video on the registration process <https://youtu.be/s1iA1kKIQOA>

If you have any further queries on the registration process please contact socialcareworkers@coru.ie

If you would like any support on completing your registration please don't hesitate to contact the HR Team who can assist you.



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh
Regulating Health &
Social Care Professionals



Meadow View is opening.....

Meadow View is our latest residential service that will open this summer. It is located a few hundred metres from our Adult Day Services centre at Hillview and is a four-bedroom bungalow on a large, open site.

Work has been actively underway there since March and the contractors are getting ready to hand it over to the staff team to make it ready for the three boys to move in over the summer.

It will soon welcome its residents and we're enormously excited and proud to be providing this home for them.

We are also delighted to announce that Amy Hayward has joined SCA as the RSM at Meadow View and will be leading the team there with Bryan Kenna. We are still open for transfers and anybody interested in working there should contact either Debbie or Laurissa in HR.



Staff News & Updates

A warm welcome

2024 has been a busy year and we have seen a number of new staff join SCA across all of our services. We would like to give a warm welcome to Kim Mooney (Adult Day Services), Sonata Ardauskaite (Adult Day Services), Suzanne Byrne (Adult Day Services), Ian Walsh (Adult Day Services), Sharlene Byrne (Adult Day Services), Clodagh Caffrey (Adult Day Services), Elaine Johnson (Brambles), Emma Snell (Fairwinds), Leah Farrell (Ballylusk), Paul Kelleher (Ballylusk), Christina Cox (Granitefield), GERALYN MCCARTHY (Haughton House), Patricia Doyle (Haughton Lodge), Leisha Connolly (Woodbeg), Glenn Phelan (Woodbeg), Amy Hayward (New RSM for Granitefield and Haughton Lodge).

And a goodbye...

Sadly a number of our team have left SCA since January. We would like to thank them all for their many years of service and the difference they have made to the people we support. We wish them all the best for the future. Farewell and good luck to Daryl Williams (Adult Day Services), Alanagh Venables (Adult Day Services), Laura Coffey (Adult Day Services), Hazel Smith (Clinician), Grace Kelly (CDNT), Dawn Smith (CDNT), Jose Fernandez (CDNT), Will O'Neill (Birdhill), Emma Kenny (Birdhill), Stacey Doyle (Birdhill), Dara Williams (Ballylusk), Amy Whitmore (Ballylusk), Patrick Hore (Granitefield), Keith Thompson (Granitefield), David O'Neill (Fairwinds), Robert Wolohan (Woodbeg), Shannon Hubbard (Granitefield & Haughton Lodge) and Cliona Smith (QCT).

Baby News

Congratulations to Tara Lennox (Adult Day Services) who welcomed baby Megan in January this year. Wishing Tara and family all the best with their new baby.

Outstanding Recognition

Congratulations to Wendy Sunderland in Haughton House and Mary Morrissey in SCSS who have been qualified for 45 years this year and to Aine Deely who is qualified as a Nurse 40 years this year. We are lucky to have such experienced Nurses working with us.

Promotions

Congratulations to Ciara Roberts, who has recently been appointed as Deputy Respite Services Manager in Ballylusk and Joseph Hewer, Deputy Residential Services Manager in Birdhill.

Service Improvement Framework Introduction



Catherine Symes and Deirdre Keane have been appointed as Service Improvement Leads to drive the Service Improvement Framework across SCA. A key focus for them will be in ensuring that all quality improvement initiatives and processes are sustainable in enhancing governance and oversight while promoting outcomes focused improvement in the lives of those we support. Deirdre and Catherine have many years experience in SCA and have a wealth of knowledge and experience of HIQA regulations, having been involved in transformational projects from the early days of regulation in SCA. They have a well-earned reputation for driving person-centred care locally and a track record of high compliance with regulatory inspections. Deirdre and Catherine will retain their Person in Charge roles on a part time basis for Brambles and Haughton House whilst taking on this additional responsibility and their Deputies, Caroline Dunne and Caitriona Merrigan, will provide additional support in these locations. You will see both Catherine and Deirdre out and about across different locations.



Softworks Update

You will shortly see clock machines being installed at your work location where you will clock in, in the near future. Once these are installed and the internal building of the system is complete we will then start to trial the system across a number of locations before rolling out across all of SCA later this year.



Social Media

Please follow SCA on our Socials:



If there is any content you would like shared on our Social Media please contact Laurissa on socialmedia@stcatherines.ie

Employee Referral Scheme

Would you like a €500 voucher? Do you have a friend or family member who shares our culture and values and has the right qualifications and skills to apply for any of our exciting opportunities? If you do, then please let HR know and we will be happy to reward you if your referral is successful in joining the SCA team (T's & C's apply).

Workplace Wellbeing Day Update

Friday 26th April 2024 was **National Workplace Wellbeing Day**. We celebrated in the Parkview Hotel where we caught up over tea, coffee and some treats and took part in some painting and meditation. A number of staff won some lovely raffle prizes, thanks to donations from local businesses.

Our wellbeing both in and outside of work is so important and something that we are keen to support our staff with.

Fundraising for SCA

As you will have seen of late there has been an increase in staff fundraising for SCA. We now have a dedicated **iDonate** page for SCA.

If you are interested in fundraising please contact Lorcan Claffey or Maeve O'Rourke for approval.

Upon approval we will share your fundraising details on our social media.

Linda Roberts Outstanding Achievement 40 Years in SCA



Linda Roberts joined St. Catherine's on 1st February 1984 and is now our longest serving staff member. When Linda started in SCA there were only 11 staff and we now employ nearly 200 staff, so it's safe to say a lot has changed during these 40 years. Linda mostly worked with younger children and their families and started in the Infant group moving to the Preschool which she managed for a number of years. Linda now works as an Early Interventions Specialist as part of the CDNT Team based in Wicklow. Linda speaks fondly of her years in SCA and remarks that they have gone so fast.

One of Linda's fondest memories of her time in SCA is on the day she got married when she came out of the church and was greeted by the children and their parents who were waiting to see her and this was really special. Many years ago respite services were not available to children in SCA and staff brought them to Ballymoney, Co. Wexford for a couple of weeks giving the families a well deserved break - something that wouldn't happen nowadays. Linda also tells us that they used to bring children home for the afternoon or weekend to give families a break so they could spend time with their other children. Linda says there have been many highs and lows during her time in SCA and the bus accident was a very difficult time for all staff as they mourned the loss of so many children and colleagues.

40 Years in SCA is a huge achievement and we would like to congratulate Linda on this. Everyone that knows Linda will know that she always greets you with a smile on her face and has a kind word to say about everyone. We are very lucky to have Linda working with us and we look forward to many more years with Linda.

