



*Memorandum*

*Senior Management Remuneration*

The Board and management of St. Patrick's Mental Health services are committed to attaining the highest standards of corporate governance, openness and transparency. In keeping with the above principles the organisation has decided to adopt the disclosure requirements of the new Financial Reporting Standard 102 relating to senior management remuneration earlier than required on a voluntary basis. The Board considers the disclosures as being the most appropriate to the organisation having due regard to its position as an independent not for profit mental health care provider and its charitable status. The disclosure below relates to the organisation's executive management team (see page 2 of the Financial Statements for the year ended 31 December 2013) that represent key management personnel as promulgated under FRS 102 in the organisation.

<b>Senior / Key management personnel compensation</b>	<b>2013</b>	<b>2012</b>
	€	€
Total Remuneration (Short-term employee benefits) before pension costs *	1,350,647	1,655,935
Pension Costs (Post-employment benefits – defined contribution scheme)	72,304	72,128
Pension Costs (Post-employment benefits – defined benefit scheme)	137,719	155,456
	<b>1,560,670</b>	<b>1,883,519</b>

\* Total remuneration includes employer PRSI

*Please note the above information does not form part of the financial statements*

The above information sets out the total remuneration costs for key management personnel for the years ended 31 December 2012 and 2013. The costs include total salary/remuneration of any nature (e.g. benefits, termination payments etc.) and employers PRSI. The pension related costs have been disclosed on the basis of the employer contributions made on behalf of the employee to their respective scheme. With effect from 1 January 2014, all employees are members of the organisation's defined contribution scheme following the restructuring of the organisation's defined benefit scheme which is now closed to future accrual among other changes. During the above periods key management personnel amounted to an average of 6.17 (2012:6.5) whole time equivalents for the years ended 31 December.

St. Patrick's Mental Health Services is Ireland's leading independent not for profit mental health service provider. The Organisation is governed through a charitable trust, the operation of which is set out by charter. The Charter was established in 1746 and supplemented in 1888, 1895 and 1897. The Charter details the



Memorandum and Articles of Association. The State adopted the charter's orders in 1926.

The organisation is independently governed by a voluntary board of governors, none of whom receive remuneration or expenses for their services as Trustees/Governors. The organisation receives no statutory funding from Government and is not a Section 38 or Section 39 organisation under the Health Act(s). The vast majority of the organisations income is derived from the various health insurers through commercial contracts. A limited amount of services are provided to people in the public health system and paid for by the HSE on a case by case basis. In addition, some services are provided at no cost or reduced cost to members of the public in keeping with the organisation's philanthropic tradition. During 2013, the value of philanthropic services granted by the organisation totalled €1.23 million.

In addition, St. Patrick's Mental Health Foundation undertakes fundraising activities to support the work of St. Patrick's Mental Health Services. St. Patrick's Mental Health Foundation is a separate legal entity (a company limited by guarantee not having a share capital and is a registered charity) and is independently governed by a voluntary board of directors. Income from fundraising activities is not used, either directly or indirectly, to fund administrative and/or executive salaries in either the Foundation or in St Patrick's Mental Health Services. More information on the work of the Foundation and a letter from the Chairman entitled "Where your money goes" can be found on the website or by the following link;

<http://www.stpatrickshospitalfoundation.ie/index.php/component/content/article/63-where-your-money-goes>

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