



Annual Report 2013

TALLAGHT
ENTERPRISE CENTRE
DUBLIN 24



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INTRODUCTION

Year 2013 was a year of hard decisions to keep Partas to the forefront in commercial and social enterprise, and training in the community of Tallaght. This year Partas celebrates its 30th birthday in serving the community of Tallaght. It is also an opportunity to reflect on its Mission Statement that is even more relevant now than ever *"Our aim is to build an inclusive and thriving community by being a leading source of excellence in development of local enterprise and of social economy"*.

- Tackling Unemployment
- Combating fear and lack of confidence
- Fighting disadvantage
- Advancing local, ethnic, youth & social enterprise

Partas

- 1) has specially tailored programmes for all target groups
- 2) are also social enterprise specialists
- 3) were also successful in securing EU – projects and research.

The following are statistics of those seeking support re setting up business for year 2013

All meetings =	1,037 (male = 820 female = 217)
Total clients =	646 (male = 503 female = 143)
New Businesses =	195 (male = 156 female = 39)

Partas has proved itself as an organisation of vision, and demand for its services is now more than ever. It has proved itself an organisation capable of adopting to change in the market environment. Many received vital business skills in our training courses for setting up in business. Partas administers four enterprise centres in Bolbrook, Brookfield, Killinarden and Main Road and also provide a professional mentoring service. For us it is a social mission. Tallaght needs Partas.

As mentioned a feature of the Partas operation is sourcing projects from Europe. These are either in partnership with other European countries or solo. Most are community based. The track record of Partas in Europe is highly regarded. The organisation also has the distinction of our C.E.O. being invited by the U. S. Embassy in Dublin to join as a group leader at the John Kerry Youth Entrepreneur seminar in Brussels. What an honour for a community based organisation in Tallaght? We also secured a contract for developing social enterprise in the Czech Republic. Another project was the Spider Project – Public Innovation through Service Design.

At this point it is important to remind ourselves that Partas is operating in an environment where unemployment figures in Tallaght are increasing, and do not reflect the national trend. Let us also remind ourselves that nine of the ten poorest/disadvantaged communities in South Dublin are located in Tallaght with some communities having an unemployment rate of 65%. We are therefore dealing with a clientel that on the one hand is determined and anxious to set up in business, whereas on the other young people from disadvantaged backgrounds needing support to build their self esteem, and do something worthwhile with their lives. Some of their stories can be heart breaking e.g. *"I can't seem to crawl out of the hole of unemployment. I'm super*

enthusiastic about a lot of things. I need to find my niche. I am worried years are going to go by and I won't have achieved anything. The thought keeps me awake at night. It terrifies me". This story is similar to the experiences of many other course attendees.

Government regularly remind us that employment is priority on their agenda. Yet here in Tallaght Partas a vital community organisation with a successful track record in entrepreneurship and training has had to put staff on a three day week, and reduce salaries to "keep the show on the road". A big weakness in government policy is its apparent lack of interest in community entrepreneurship both commercial and social. Policy seems to be --- tender for projects and if successful will include an administration fee. The weakness in this policy is that community organisations must have a level professionalism within to draft tenders, and manage an organisation that is so essential to the employment and training needs of Tallaght. That costs money in having the right people. The parallel question "Would the IDA or Enterprise Ireland be only paid for their successes". Of course the answer is No. They must be properly financed and resourced to engage professional staff.

It is no different with community organisations. They must be also properly resourced, and this means core funding. Partas is an organisation of the highest level of professionalism, a level you will find at the highest level in industry. However, targets cannot be achieved on "St V de P handouts". It would appear there is an attitude at senior government level of treating anything community as amateur, and voluntary. Nothing could be further from the truth in relation to the Partas operation. The reality should be that government consult with an organisation at the cutting edge of community in an environment where the unemployment rate is way above the national average many of those being young people. Why is there no forum or mechanism for an organisation like us to feed realities to government or minister, and be listened to? Community enterprise must be taken seriously. The consequences of ongoing unemployment will be to quote Fr. Peter Mc Verry "*the cost of failure will be social unrest, drug - related crime and anti-social behaviour on a scale we have not yet known*". And I may add suicide. That is fact.

When core funding is mentioned the response is usually "they don't do core funding". That does not make it right. Also, it is important to remind ourselves many parts of Tallaght unfortunately for many reasons has to cope with high unemployment and disadvantage. Tallaght is a moral issue. The writer makes no apology in stressing that the treatment by government of Partas is also a moral issue. They created the environment. We have to deal with their legacy.

The greatest need in Irish society is to speak the truth - not easy. The greatest threat is silence and "respectability". Say the right things, don't rock the boat. The other greatest need is "*a sense of belonging for all*". We are nobodies without it. Community must have a voice. They are the experts.

Finally sincere thanks to our staff for their tremendous efforts.

Aidan Thomas
Chairperson

CHIEF EXECUTIVE REPORT

The return to a year in which we can report a surplus should be a cause for celebration, were it not for a stark realisation of the cost involved in achieving this result. It was imperative that we ran the organisation in 2013 in such a way that it proved its ability to adapt to whatever actions were required in order to maintain its future sustainability. That we have done this is commendable but it has necessitated a great amount of sacrifice from all who have worked in the organisation. Some sacrificed by departing the organisation, others from a reduction in working hours and everyone by salary reductions.

Despite the reduction in resources available to us to carry out our social mission of combatting unemployment through enterprise development and support, training and cutting-edge research and new services, we not only maintained our high standards and volume of clients, but managed to increase our outputs. This is a resounding testament to the character of our staff who had the professionalism to look beyond their own sacrifices and focus on helping others who were suffering from the ongoing effects of the economic turmoil in our communities. We increased the throughput of enterprise clients and improved the occupancy levels in our centres. We also started developing new methods of innovation using service design through our North-West European Interreg project: SPIDER. We expanded our employment and enterprise support in innovative ways to the youth sector – an area of dire need - and we continued to work at national policy level in the development of social enterprise. We also upgraded our offering in the area of training and facilities.

At this stage it would be customary to say something positive and inspiring about our future. My honest belief is that we will have to endure maybe another year or two of difficulty in our sector before a new model emerges within which Partas can do what it does best with less resource constraints. 2014 sees the 30th anniversary of the founding of the organisation and it has survived many difficulties in the past that have re-equipped it in its relevance and sustainability. I have no doubt that we are already in the process of such re-definition, however painful, and that we will emerge successfully to continue to Get Tallaght Working – and beyond!

John Kearns
Chief Executive

COMMUNITY / ENTERPRISE DEVELOPMENT & TRAINING DEPARTMENT

During 2013, our team continued to perform to very high standards, despite the harsh economic climate which has impacted negatively upon our client group and indeed our staff. In spite of this, we continued to work closely with our colleagues in South Dublin County Partnership, South Dublin County Enterprise Board, and Intreo (Tallaght) offering support to almost 650 clients and helping 196 to become self-employed. Our enterprise centres are attracting the interest of many small businesses, and we are at 85% capacity across the board. Similarly, our Training rooms across the board continue to host a variety of providers and students alike. Our own staff have delivered a range of programmes this year, including the Enterprise Ireland Accelerate Programme in South Tipperary and Cork City Enterprise Boards. Our programmes locally have been very well received by our entrepreneurial clients, particularly those programmes sponsored by South Dublin County Enterprise Board.

In summary, some of the key highlights from the year include the following:

1. Our contract with south Dublin County Partnership and DSP Tallaght and Nutgrove
 - Our enterprise team supported 646 clients, helping them on the road to self-employment. Of this, 150 clients were registered on to the Back to Work Enterprise Allowance Scheme and 45 progressed from live register to the Short Term enterprise Allowance Scheme. These figures represent an increase of 8% on the total number of clients seen for 2012 and an increase of just over 13% in the number of new businesses.
2. DSP supported the 'Mind your own Business' network, which offered clients an invaluable opportunity to hear motivational speakers and network with other SMEs. Our 'Business Basics' and 'elevate your Business' programmes were well attended and well received by participants.
3. Enterprise Ireland Accelerate Programme
 - We successfully delivered two Accelerate for Growth Programmes, for businesses developing to the next level, in South Tipperary and Cork City
4. Our Start your Own Business Programme, funded by SDCEB, delivered by our internal staff continues to receive excellent reviews from all participants.
5. Interreg IVb Spider Programme
 - Our Interreg programme continues to offer an exciting opportunity to Partas to understand the Service Design process and to apply our learning to our project partners in Priory and Killiinarden Youthreach
6. Maximising our sustainability through our rental income was a key challenge for us in 2013. Rent levels are increasing, but remain much lower than is required. Brookfield Enterprise Centre remains a key priority in terms of filling space and ensuring that we have a meaningful presence in the community. Rene and her team relocated to Brookfield and this has worked incredibly well.
7. Our CE scheme continues offer meaningful work placements to our participants who are indispensable in terms of the work they do in Partas. The overall programme continues to be well managed by our supervisor, Bernie Black.
8. Diane continues to broaden her remit around Governance, with her participation at board level through her directorship with Boardmatch.

The structure of CET:

- a) Accounts Department
- b) Community Employment
- c) Enterprise Development
- d) Property Management
- e) Training

a) Accounts Department

The accounts department continue to play a significant role in the effective management of Partas. In addition to their regular day to day work they also provide backup support to programmes within the four centres. Noreen Byrne continues in her role as manager of the Accounts Department and also as our HR Manager.

b) Community Employment

We commenced the project year in January with 24 participants. However, during February we were approved for an extra 9 places on our CE Project to bring our numbers up to 33 (32 participants and 1 supervisor).

We utilised the reduced training budget of €250 per participant as efficiently as was possible and managed to provide a varied range of training for our participants as follows:

Receptionist training	FETAC Level 5
Occupational First Aid	FETAC Level 5
Microsoft Word 2010	FETAC Level 5
Safepass	
Workplace Safety	FETAC Level 4
Customer Service	FETAC Level 5
Microsoft Excel 2010	FETAC Level 5
PSA Security Licence	

Our progression figures were fantastic during 2013 despite the economic climate and we had nearly 80% progression rate. Nine people finished on our project during 2013 with seven of these managing to secure employment. We finished the year with a full complement of staff and had spent the full training and materials budget by year end.

c) Enterprise Development

Partas Enterprise Development Mission Statement

"To eliminate social exclusion through the promotion of sustainable economic activity by creating an environment in which local people seeking to set up in business or become self-employed can access relevant support and services."

Self-Employment and business development

Priorities for 2013

- Provide opportunities for self-employment as a viable alternative for those for whom other employment opportunities are remote.
- Develop new and innovative ways to assist target groups to explore the option of self-employment.

- Create opportunities for target group to move from unemployment to self-employment.
- Work in partnership with other agencies to develop synergistic outcomes in developing entrepreneurship and job creation.
- Continue to develop and provide a comprehensive advice and support package to clients who are considering self-employment as an option (pre-enterprise: one to one and structured support and business planning).
- Continue to explore new and innovative ways to support individuals at pre enterprise stage (to include co-operative ways of working).
- Adopting a multi service delivery approach to support key target groups.
- Targeting clients through outreach information seminars and building on linkages with key service providers.
- The promotion of incubator workspace in four enterprise centres,
- The provision of marketing advice and assistance,
- The provision of a comprehensive advisory and business planning service,
- The operation of the Back to Work Enterprise Allowance Scheme to include annual assessments with new and existing clients,
- The provision of financial advice through the Tallaght Trust Fund.

Clients Assisted

This section provides a quantitative and qualitative overview of the work carried out by the enterprise department of Partas, which is funded by Dodder Valley Partnership.

2013	Total Clients	Total Interventions
Male	503	820
Female	143	217
	646	1037

New Enterprise Support Clients

New Enterprise Support Target Group		
Advice & Assistance in preparing business plans, applying for financial support, registering on to BTWEA and STEA, preparing cash flow statements, bookkeeping.	Male	380
	Female	112
	Total	492

Existing Enterprise Support Clients

Existing Enterprise Support		
Comprehensive support service to existing clients covering all aspects of enterprise support. Includes clients who registered onto the BTWEA & STEA scheme in 2010, transferred to year 2 in 2011 and were given further advice and assistance by Partas.	Male	123
	Female	31
	Total	156

New Businesses

New Businesses		BTWEA	STE A
Clients registering onto BTWEA or STEA	Male	125	31
	Female	25	14
	Total	150	45

Details on new clients:

Age breakdown	BTWEA & STEA	All Clients
MALE		
18 – 25	11	21
26 – 35	77	171
36 – 45	41	106
46 – 55	23	66
Over 55	04	16
Subtotal	156	380
Female		
18 – 25	01	05
26 – 35	16	45
36 – 45	13	41
46 – 55	07	12
Over 55	02	09
Subtotal	39	112
Total	195	492

Employment Status of new clients	Male	Female	Total
Live Register (< 1 year)	87	43	130
Live Register (> 1 year)	150	24	174
Live Register (> 3 years)	89	13	102
Live Register (> 5 years)	13	07	20
Unemployed but not on Live Register	04	09	13
Retired	02	00	02
Underemployed/Seasonally employed	02	00	02
Low Income Family Unit	03	06	09
Full-time student	00	00	00
Self-Employed	09	06	15
Employed: Labour Market Scheme	02	00	02
Employed Part-Time	08	02	10
Employed Full-Time	11	02	13
Total	380	112	492

Nationality	Male	Female	Total
Irish	306	90	396
Other EU	45	12	57
Other European (non EU)	07	02	09
Outside Europe	22	08	30
Total	380	112	492

Educational Status of new clients	Male	Female	Total
No formal education	00	00	00
Primary Education Only (NFQ 1/2)	16	04	20
Junior/Intermediate/Group Cert. (NFQ 3)	54	08	62
Leaving Cert. Applied (NFQ 4)	03	02	05
Leaving Cert. Standard (NFQ 5)	126	29	155
Traineeship (NFQ 5/6)	03	01	04
Apprenticeship (NFQ 6)	55	00	55
FETAC / Further Level Education (NFQ 3-6)	43	23	66
HETAC/Third Level (NFQ 6-10)	80	45	125
Total	380	112	492

Referred from	Male	Female	Total
Dept. Social Protection	234	68	302
FÁS	08	03	11
Internal Referral	04	09	13
LES	45	09	54
Local Community Group	21	01	22
Other State Agency	02	01	03
Publicity/information campaign	04	00	04
Self Referral	62	21	83
Total	380	112	492

d) Property Management

There was a substantial increase in new applications for units with Partas. Many enquiries came via the enterprise development department based in Bolbrook Enterprise Centre; others contacted the property team directly, were previous clients themselves, or were referred by previous clients, some referrals also came directly from the South Dublin County Enterprise Board.

Throughout the year the property management team engaged with all enquirers who wished to set up their business within the Partas support structure, of those, nineteen new licence agreements were signed and the new businesses set up in units/offices across the four centres.

Categories of businesses licensing units within the centres include:

Pharmacy (opening 2014)	Fitness Training Centres
Catering / Food / Café	Taxi Call Centre
Upholstery	Shutter installation Co
Charity Outlet	Hairdressers
Courier	Sports Physiotherapist
Printing	Window Blind Manufacturer
Property Maintenance	Electrical Supplies Company
Research & Development	Audio Visual
Third Level Education Training College	Car Mechanic
Local Newspaper Offices	Stationery Suppliers
Crèche's	Clinical Hypnotherapy
White Goods repairers	Community Support Organisations
Dance Academy	Beauty Salon
Clothing & Accessories	Business Skills Development

Maintenance

The Brookfield Enterprise Centre began 2013 under a more cohesive and productive setting. This being the second year of the new direct Partas management structure, proved to be an overall success, as there were many more occupied units at the end of the year.

The appearances of the buildings were given a 'new lease of life' as an extensive maintenance programme was put in place.

Maintenance staff with the assistance of the new TUS community support programme steadily worked on revamping the buildings. New window frames were manufactured on-site by Community Employment and Job-Initiative staff. The work was not completed by years end, however, it will continue into the New Year.

In general, areas in all centres benefited from painting, decorating, landscaping and gardening.

Client Accounts

To address the on-going bad debts and arrears of the company the Property team met regularly to develop strategies and re-payment plans for those clients who were experiencing difficulties. This work will continue into the New Year.

Enterprise Ireland

The first annual report to Enterprise Ireland for the 'Enterprise Ireland Managers Fund was submitted and accepted.

South Dublin County Council Rates

Historically, Partas incorporated the rates liability for each unit, (with the exception of the Brookfield Centre) into the monthly standing order paid by each client. This year the SDCC have taken back responsibility for these accounts and from this year all unit holders will deal directly with the Council in relation to their rates.

e) SPIDER

SPIDER (*Supporting Public Service Innovation using Design in European Regions*) aims to deliver innovative solutions to Europe's toughest social challenges by engaging public services and citizens in an ambitious programme of service design projects and by putting citizens at the heart of the development process using service design.

Public services face complex challenges such as high unemployment, an ageing population and higher expectations from citizens. At the same time budgets are being cut across Europe as public services feel the full force of the recession. The SPIDER project will use service design to demonstrate, through a series of projects, how design can deliver tangible solutions to address many of these issues.

Service design is above all a problem-solving process that places the user at the centre of the methodology. By engaging both service users and service providers in developing and testing solutions, the new services are citizen-focused, desirable to use and inclusive. They are also cost effective for public authorities because the solutions correspond to user needs so avoid costly changes following failed

implementation. Service design is well established in the private sector however it has never been deployed by public services on a pan-European scale such as this.

The SPIDER Project will be using service design to create opportunities and improve services. Through pilots, SPIDER will demonstrate how service design can be translated into cost savings and efficiencies in the public sector. Then, through large scale training and awareness raising, SPIDER hopes to change the mindset of public authorities in their approach to understanding the needs of service users.

The SPIDER partnership has chosen to collaborate on three particularly costly issues for public authorities:

- WP1 Driving An Active Youth Workforce
- WP2 Extending Independent Living For Older People
- WP3 Encouraging Cultural Change WITHIN PUBLIC AUTHORITIES

To demonstrate that service design is a process that can be applied to a broad range of public services, SPIDER will test the methodology in 11 pilots to generate evidence of the impact on users and the cost savings for public authorities across different public services. Each WP will first be tested in one region before the lessons of implementation are transferred to other regions to strengthen delivery in the second phase. To embed service design, training will be delivered to 500 public service managers to enable them to employ the tools, replicate approaches and integrate them into mainstream practices. SPIDER will improve the delivery of priority frontline services making them more user-friendly and cost effective.

f) Training

The training department had another busy year and delivered a very diverse range of training programs. The evaluation of our courses gives us excellent feedback and by engaging in a self-evaluation process we continue to improve and refine our processes and procedures and our delivery methods.

Enterprise Training for business owners, business starters and entrants to the Back-to-Work Enterprise Scheme, gained further momentum during 2013, within the context of several key projects.

- In line with a gradual recovery in the local economy, the demand for courses funded by South Dublin County Enterprise Board increased by more than 40% in 2012. In collaboration with Action Community Enterprise (ACE) in Clondalkin, Partas trained more than 250 business starters in the South Dublin County area, securing related economic benefits and employment opportunities. Although funding available to provide Start Your Own Business programmes was scaled back following a tendering process in the early 2013, Partas was successful in securing funding for new additional programmes in areas such as Business Planning, Technical Skills for Business Starters, Computerised Bookkeeping, Taxation, Employment Law and Credit Control. In addition, Partas received the highest customer satisfaction ratings for Start Your Own Business programmes in independently evaluated assessment of training by the Enterprise Board. New programmes planned for 2014/15 include Professional Selling, Maximising Your Inbound Social Media Marketing and New Building Regulations seminar.

- Partas provided business starters training for more than 150 entrants to the Back-to-Work Enterprise Scheme, originating from Nutgrove and Tallaght. Condensed practical information and experiential knowledge of business start-ups was provided over multiple rounds of three/four short morning sessions, covering skills and knowledge in the areas of company registration, business ideas, sales, marketing and financial management and budgeting. Feedback form programmes was consistently very good or excellent and similar training is required in 2014.
- We also delivered two "Accelerate" programmes for high-potential SMEs in the South Tipperary Enterprise Board region and the South Cork region. More than 25 business owners were trained and mentored within the programme, encompassing a broad range of businesses including retail, food and food ingredient manufacturing, software development, manufacturing, professional services and training. Topics covered included commercial development, innovation, sales, marketing, financial planning, management, performance management and personal development.

Two breakfast seminars were held in 2013 for course participants, local enterprise stakeholders and business owners. Approximately 120 attendees were present for presentations made by Gerry Duffy – a leading marathon-running athlete and motivational speaker, and Krishna De, a leading Social Media consultant and public speaker.

Finally, FETAC accredited programmes (Level 3 and 4) were delivered to Community-based healthcare organisations on Communications and Customer Service.

We have continued to forge relationships with all the major training providers who deliver FÁS training courses in our catchment area. All training rooms now meet the very high FÁS standards and, as there is a shortage of training facilities in the Tallaght area, Partas is now the venue of choice right across the four enterprise centres.

Again we were able to capitalise on existing relationships to sub contract our trainers to deliver specific modules to address job seeking skills and interview techniques which are required modules on most FÁS courses. This a very positive going forward as all these activities have generated income for Partas and will continue to do so into the future.

Hire of our training facilities to outside training providers continues to be lucrative. FÁS have approved our rooms as meeting the required quality standard and are happy that we provide the right environment in relation to their compliance regulations.

FINANCING ENTERPRISE

The Tallaght Trust Fund, which was established in 1987 with private sector contributions to promote economic development and enterprise in the Tallaght area, is in effect a 'lender of last resort' for small businesses who find it difficult to secure loans through mainstream banks.

The fund, provides financial advice and assistance to various Partas programmes, projects and clients and is the primary mechanism by which Partas helps finance small business ventures.

The fund is a 'revolving loan fund', which relies on loan repayments to fund new loans. It offers small amounts to clients, usually to purchase tools and equipment. The success of the Fund to date can be judged by the fact that, despite a relatively small seed capital and the high-risk nature of the market being served, the Fund continues to manage a portfolio of loans and consider new applications from the local economy on a continuous basis.

INSTITUTE OF SOCIAL AUDITING OF IRELAND

Launched in 2001 and supported by Partas, The Institute of Social Auditing of Ireland is an Irish (not for profit) body.

Social Auditing is a systematic and objective procedure by which an organisation can measure and validate the social, community and/or environmental impact of its activities to its stakeholders and includes social corporate responsibility and methods of showing added social benefits.

Therefore the ISAI promotes the principles of social auditing as a valuable tool for analysis and feedback giving information to community organisations to focus their efforts on real disadvantage and to clarify their goals and objectives

BOARD MEMBERS AND STAFF

Following the Annual General Meeting the following officers were elected:

Chairperson:	Aidan Thomas	
Vice-Chairperson:	Barbara Quinn	
Treasurer:	Prashant Shukla	
Board Members:	Jane Forman	David Kennedy
	Enda O'Toole	Pat Palmer
Honorary President:	Maurice O'Connell	

Partas Staff

The following were the people who worked in our Enterprise Centres during 2013

Executive

John Kearns	Chief Executive
Diane Richmond	Assistant CEO and Head of Community / Enterprise Development
René Synnott	Head of Training/Property Management

Staff

Ken Adams	Administration
Leonard Anene	Security
Bernie Black	C. E. Manager
Nicola Bond	Reception
Phyllis Bond	Reception
David Brady	Research and Development Consultant
Pasquelina Breen	Reception
Caroline Byrne	Accounts Administration
Dermot Byrne	Administration
Noreen Byrne	Accounts Manager
Paddy Byrne	Grounds/Maintenance
Liam Cahill	Security
Declan Casey	Security
Geraldine Collins	Reception
Miriam Collins	Administration
George Connor	Security
Stuart Conway	Security
Marie Curran	Reception
Yvonne Cusack	Enterprise Development
Sheila Denby	Administration
Brendan Dingley	Security
Christina Doyle	Administration

John Doyle	Maintenance/Housekeeping
Bernadette Duncan	Housekeeping
Vera Earley	Administration
Michael Farmer	Maintenance
Richard Freeman	Grounds/Maintenance
Eileen Galvin	Reception
Ignatius Gannon	Administration
Anthony Harcourt	Security
Ann Howe	Housekeeping
Veronica Howe	Security
Breda Hudson	Property Department
Kevin Hudson	Security
Noreen K. Kavanagh	Enterprise Development
Sidiq Kamara	Security
Paul Kavanagh	Security
Kathleen Kearney	Security
Paul Kelly	Security
Susan Kelly	Administration
John Kennedy	Grounds/Maintenance
Margaret Keogh	Administration
Josephine Linehan	Reception
Geraldine Lynch	Enterprise Development
Pauline Lynch	Reception
Bernard Martin	Grounds/Maintenance
Paul Martin	Grounds/Housekeeping
Alison McCann	Reception
Teresa McCreary	Property Manager
Deirdre McCurtin	Jobs Initiative Team Leader
John McEvoy	Security
Orna McNulty	Administration
Margaret Molloy	Housekeeping
Marion Moore	Reception
Margaret Murphy	Administration
Pamela Murphy	Housekeeping
Jimmy Nagle	Security
Patrick Nagle	Grounds/Housekeeping
Declan Nutley	Grounds/Maintenance
Lookman Oke Eko	Security
Elaine O'Connell	Reception

Alan Porter	Security
Vincent Prizeman	Security
Loreto Redmond	Administration
Tina Reilly	Reception
Joan Roche	Reception
Linda Rogers	Reception
Ann Rooney	Housekeeping
Joyce Ryan	Manager Tallaght Enterprise Centre
Dolores Savage	Reception/Security
Liane Scott	Development Officer
Ann Sheekey	Reception
John Sheridan	Maintenance
Ivona Shortt	Reception
Ashraf Soliman	Security
Andrew Stynes	Security
Linda Twamley	Enterprise Development
Maggie Walsh	Housekeeping
Susan Walsh	Accounts Administration
Brenda Winders	Administration

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