

FINGLAS ADDICTION SUPPORT TEAM (FAST)



Recovery for a Better Life

Annual Report 2018

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Chairperson Report



I am pleased to present the 2018 FAST annual report. As I reflect on 2018 in FAST I am reminded of its long tradition of responding to the ever changing landscape in which it operates. Our ability to meet the increasing demands on our services is only possible because of the support we receive from our funders and by engaging and working in partnership.

The demand for our services has increased year on year and we continue to try to keep pace with the demand while ensuring that we continue to deliver a high quality service. In 2018, FAST worked intensively with participants both individually and at group level, so much so we had a 16% increase in the total number of participants attending our services. While we had this increase we managed to maintain the waiting time for assessment of participants to an average of 6 days. This can only be achieved by the commitment and dedication of the team. On behalf of the board I want to acknowledge the highly skilled team at FAST for their efforts in 2018.

Finally I would like to thank Barbara who ensures that FAST operates efficiently and steers the board to ensure we progress our strategic objectives. I am grateful to my fellow board members who voluntarily give of their time to ensure that good corporate governance is at the core of FAST.

Mary Flanagan
Chair Person

CEO Foreword



Welcome to FAST's 2018 Annual Report. 2018 was a fruitful year in FAST as we started to embed and implement our strategic plan 'Recovery for a better life'. On the plus side, FAST saw more participants than ever before, the downside is the service is required more than ever. The drug scene is changing rapidly and the presenting issues are becoming more complex day by day.

In 2018, FAST worked intensively with 519 participants of which 238 were new to the service. There were 3206 appointments and 1763 group sessions attended. Female participation has increased significantly in the past few years, 2018 was no exception.

Service provision has developed, in 2018 we employed a Mental Health Case Worker in our quest to develop integrated care pathways to better meet the needs of participants with dual diagnosis (addiction and mental health). We also secured additional resources and were able to develop the FAST family service by employing a full-time family support worker (previously a part-time role). The polydrug use service successfully rolled out mindfully managing your mental health groups. Feedback and uptake on all of these initiatives has been extremely positive.

2018 also saw change within the FAST team. After 11 dedicated years we said goodbye to Leanora Wilkinson (Head of Finance and Operations) and welcomed Sinead O'Brien as her replacement. We also said a fond farewell to Sheila McCarthy (part-time Addiction Counsellor). We were delighted to add to our team, Trish Mestres (Project Worker) and Eda Inan (Mental Health Case Worker).

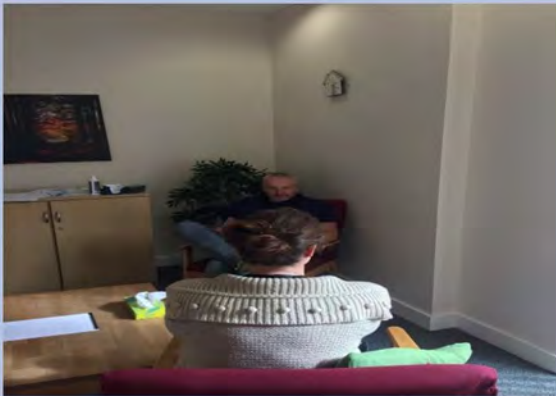
It is important to continue to lobby and advocate for policy change regarding the socio economic factors that contribute to the high levels of drug use encountered locally and nationally. It is also essential to persist in raising awareness regarding the stigma associated with addiction/mental health issues and the barriers it creates amongst a very vulnerable client cohort.

I wish to acknowledge all the staff who work tirelessly and extensively to provide excellent services within FAST. I want to convey my genuine appreciation for the hard work that they undertake. I want, finally, to pay tribute to our service users for inspiring us, through their own narrative of courage and diversity as they embark on their recovery journey.

Barbara Condon
CEO

Our Vision

Leading an innovative
centre of excellence where
people can recover and
have fulfilled lives in their
community



Our Mission

We will provide accessible
quality services for those
affected by drug and
alcohol use and mental
health issues

Our Values



Our Year at a Glance

January

The Finglas Cabra Local Drug & Alcohol Task Force hosted a series of talks to TY Students from the area



February

Family Support attended the National Family Support Network Commemoration of Hope



March

The Beast of the East caused a few lost days, but we quickly got back on track with appointments



April

FAST Launched its first Mindfully Managing your Mental Health group

15 participants attended

May

The Minister for Health Promotion & National Drugs Strategy attended FAST and met with participants and staff

The Aftercare group did a 23 KM hike along the Wicklow Way

June

After a successful Group in April we held a second Mindfully Managing your Mental Health Group

14 participants attend

July

We held a Reduce the Use Group with the Abigail Centre

7 participants attended



August

FAST held a TEAM building day for staff. We attended the National History Museum & did the Viking Splash Tour



September

FAST welcomed Deloitte on their IMPACT day. They kindly donated the supplies and manpower and gave FAST a much needed freshening up of the interior of our building.



October

We had an on-site Staff Development Day, the purpose of which was to "Manage internal and external change, accountability and responsibility, and planning the way forward."

November

We hosted a Distress Tolerance Group. its aim "To Increase your ability to tolerate distressing events, emotions, cravings and urges"

10 participants attended

December

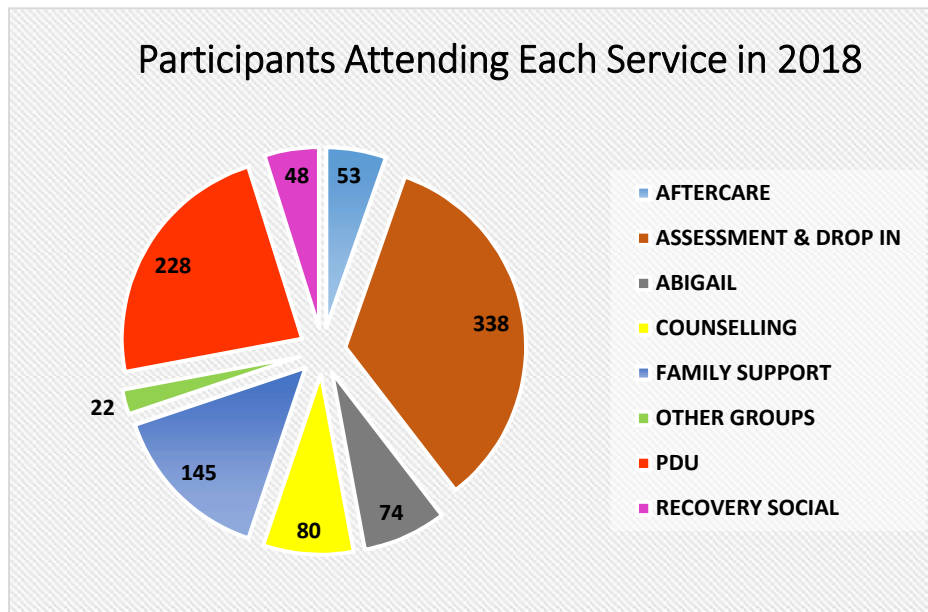
The CEO, Barbara Condon attended the EU Parliament to attend a forum on Female Leaders in the Community

What we did in 2018

Service Engagement



Services Accessed



Main Substance Use Presenting in 2018



Cocaine 30% Alcohol 25% Heroin 11% Weed 10% Crack 8% Other Drugs 12%

Services Provided



Support Services - Programmes

Aftercare

The focus of the Aftercare programme is to support and strengthen people in their aim to live a successful substance free life. The cohesive honest group creates a rich learning environment in which people learn how to face every day struggles which would otherwise feel overwhelming if faced alone.

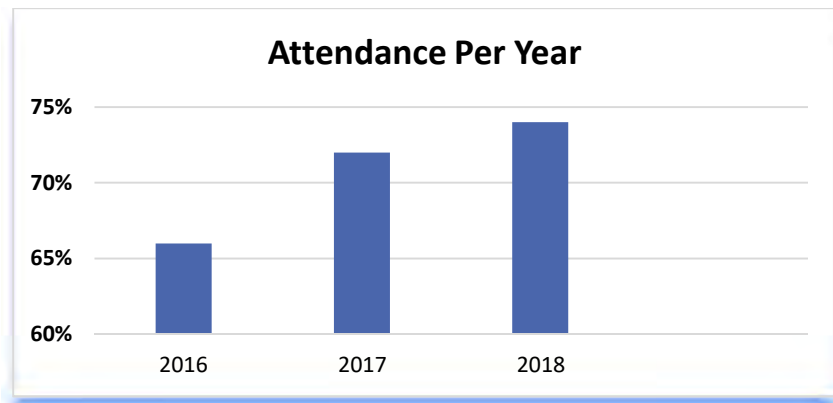
It is a key objective for all to try and keep attending at a high level and not to disengage when difficulties arise. The longer group members stay, the stronger the sense of trust and commitment to each other grows and the more potential for learning takes place, for all.

Another key objective for 2018 was to allow members of the Recovery Social Group to join in with Aftercare social activities. The aim was to allow recovery social members to get a sense of Aftercare and perhaps aspire to reach the criteria to join. This happened with some success and a small number joined in the Knockree walk and Glendalough day out. This will be developed and built upon into next year and beyond.



Attendance

- Continued Improvement in group attendances year on year



- Highest average group attendance of 8.3 each week
- Highest ever level of female participation in group (50% of Aftercare participants in 2018 were female; 40% in 2017)
- First ever full capacity group attendance on the weekend autumn retreat with 10 participants

Deirdre had a long history of alcohol use and treatment for anxiety as well as bulimia which would come back when she felt out of control and alone. Her self-esteem was not helped by under achievement at school and this increased her sense of not being good enough. Deirdre joined the Aftercare group in February having been sober for a while through AA. She had found the courage to go back to education. Deirdre used the Aftercare group to speak of the challenges she faced and to get encouragement from others to keep going when she felt overwhelmed by college work

Sharing similar experiences of struggle really helps group members not feel alone and is one of the great ways groups can really help people to be supported to grow.

Counselling

The counselling service at FAST aims to establish therapeutic relationships with participants who can then use this process to address issues around substance use that is affecting their lives. In 2018 we had two part-time counsellors who also provided cover for crisis drop in when needed.

The participant group presenting for counselling mainly fell to fall into three categories:

- Those who are substance free and use the therapeutic process to address painful underlying issues.
- Those who are actively using drink/drugs but in control, able to attend unaffected and pursuing a plan of change.
- Those on long-term methadone maintenance who are reducing drug use. They are preparing for inpatient detoxification by gaining an awareness of the emotional impact of reducing opioids and planning for subsequent coping strategies post detox



Positive Outcomes are improvements in mood, physical health and quality of life as well as reduced or zero substance use.

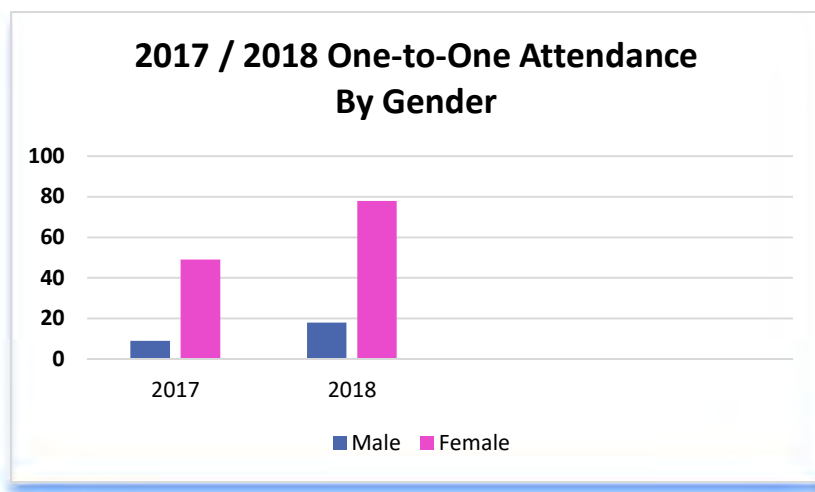
New in 2018 – Couple Counselling/Emotionally Focused Therapy

One of the counselling team was trained in Emotionally Focused Therapy (EFT) for couples earlier in the year and was able then to offer this approach to participants. An example of this work; one couple had been in substance free recovery for years; they did not understand what was happening when patterns of distressing conflict arose between them. During 10 sessions of EFT they were able to identify a negative cycle that arose between them and learn how to create a stronger bond in their relationship.

Family Service

FAST has developed a family service to support and respond to the needs of the family members who have been affected by substance misuse. Concerns include relationship difficulties, debt, intimidation, bereavement, loss and other financial issues.

Family members can engage on a 1-1 basis, partake in psychoeducational groups or attend family support groups.



*We offered 96 individuals 1-1 sessions – a 65% increase on 2017 attendance
(Note Our Family Service worker became a full-time role in 2018)*

- ❖ In 2018 we ran three very successful family support groups – each lasting 11 weeks with an average of 8 participants.
Evaluation from group 2 indicated improvement in managing stress by 60%, anxiety levels improved by 75% and 80% of participants reported increased change in positive behaviour.

We hosted workshops on Buteyko, a breathing technique, & other breathing and mindfulness techniques to manage stress.

- ❖ On completion of the group sessions there were monthly workshops/speakers including Masseys, Suicide D15, Marie Keating and MABS.
- ❖ We referred participants onto numerous other services for example; Genesis, Suicide D15, Woman's Aid, Barnardo's (Triple P), CDETB, The Loft - Smoking Cessation.

- ❖ FAST family support service had 4 outings in 2018 to the National History Museum, Wax museum, Dublin Zoo, and Bobos restaurant; the family service also enjoyed a Christmas outing to the Abbey Theatre.



“Listening to people’s stories and their challenges with addiction, the support was fantastic”

“The strategies were so helpful in supporting our family”

“Learning more about addiction, I feel better armed to deal with situations”

“Nothing in my life has changed but my levels of coping with my situations has improved so much “



The National Family Support Network Annual Conference was held on 20th October 2018. They hosted training workshops and holistic therapies and also had a gala dinner. 13 members of the fast family service attend the conference. The feedback was very positive, a fantastic opportunity for self-care and networking.

Abigail

FAST works in partnership with DePaul and Novas (Abigail centre). In 2018 FAST provided a response to presenting emerging needs of participants of the Abigail women's centre; facilitating female participants of the centre to address their drug and alcohol use. The service amalgamated psycho-social supports and advocacy for mental health. It provided comprehensive interventions; incorporating drug and alcohol screening, mental health assessment, one to one key working and care planning. It also provided education and information group support sessions and workshops, referral and linkage / brokerage with other services such as HSE treatment centres, local addiction based day programs, CDEBT, and Probation Service.

39 Individual
Participants
attended

70%
Attendance
Rate

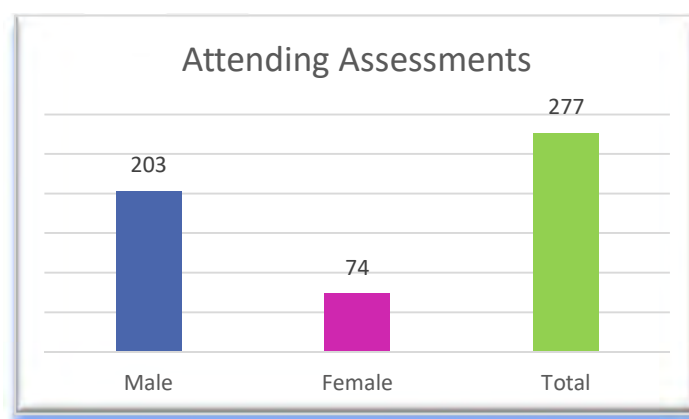
"I've been linked with FAST for a year now. I've availed of 1 to 1 counselling, some group work and the recovery social club. Each service has given me different tools to help in my recovery from alcohol addiction. 1-1 work with Lorraine has helped me to identify and understand my patterns of drinking and how to deal with difficult situations or pick myself back up when I feel like giving up. Group work (CBT through mindfulness, reduce the use and relapse prevention) has taught me different skills and tools to use when faced with craving, low mood or daily life stresses while listening to others who are going through the same difficulties as myself. The social group has shown me that having fun is an important part of my recovery. It took me out of my comfort zone to try new things and to meet new people. In the last year, with the help of all these services I am much more confident and hopeful for the future. My life now is a lot less chaotic and a lot more balanced." (Abigail participant)

Poly Drug Use Service

FAST poly-drug use (PDU) service offers a diverse range of therapeutic and holistic interventions to support participants to reduce or stop drug/alcohol use.

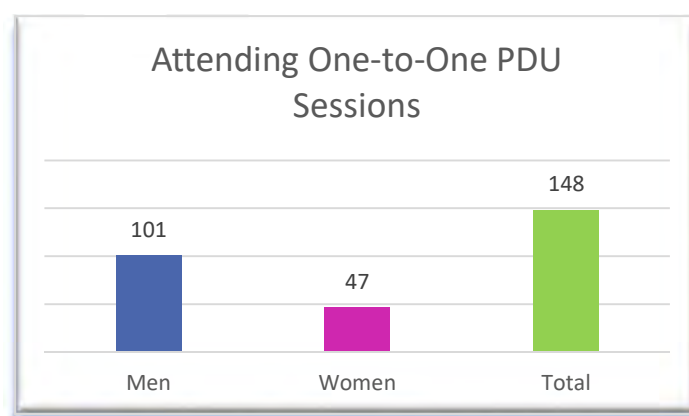
The PDU service uses a combination of evidence based models such as cognitive behaviour therapy (CBT), community reinforcement approach (CRA), mindfulness based relapse prevention (MBRP) and motivational interviewing (MI). These models help to explore patterns linked to drug and alcohol misuse and to identify effective strategies to promote change.

277 individuals availed of PDU service in 2018



148 Participants attended one-to-one PDU sessions in 2018

One to one sessions are structured, goal orientated and focus on problem solving.



Also in 2018, the PDU team developed a Mindfulness and Positive Mental Health manual to assist the PDU team to deliver the groups. Two Mindfulness and Positive Mental Health groups ran in 2018 for 10 weeks each.

15 people participated in April's group with an

- 80% average attendance rate and
- 80% of participants reported
 - ❖ Decrease in negative emotions
 - ❖ Greater sense of wellbeing and self-esteem
 - ❖ Reduction in anxiety and stress levels
 - ❖ Improved self-awareness around their thoughts, feelings and behaviours.

14 people participated in June's group with a

- 50% average attendance rate and
- 50% of participants reported
 - ❖ Decrease in negative emotions
 - ❖ Greater sense of wellbeing and self-esteem
 - ❖ Reduction in anxiety and stress levels
 - ❖ Improved self-awareness around their thoughts, feelings and behaviours while being supported in recovery.

*"It has helped me a lot to
realise nothing is set in stone
and there is help and I can
change and meet with people
I get along with"*

**Participant Mindfulness
Group 1**

Mental Health Case Work (Dual Diagnosis)

The National Drug Strategy, Reducing Harm, Supporting Recovery (2017-2025) acknowledges the need to ensure there is a clear clinical pathway for people with a dual diagnosis. Strategic action 2.1.24 recommends improving outcomes for people with co-morbid severe mental illness and substance misuse problems. It is envisaged that this will be achieved by supporting the new Mental Health Clinical Programme to address dual diagnosis; and developing joint protocols between mental health services and drug and alcohol services with the objective of undertaking an assessment with integrated care planning in line with the National Drug Rehabilitation Framework.

The Connecting for Life, Dublin North City and County, Suicide Prevention Action Plan 2018-2020 validates that people vulnerable to suicidal behaviour require timely access to a range of services and supports. Action 4.2 proposes to improve access to effective therapeutic interventions (e.g. counselling, DBT, CBT) for people vulnerable to suicide.

FAST's Strategic Plan 2017-2020; Delivering our Ambition: Recovery for a better Life, Action 2.2.3 proposes the establishment of a dual diagnosis team.

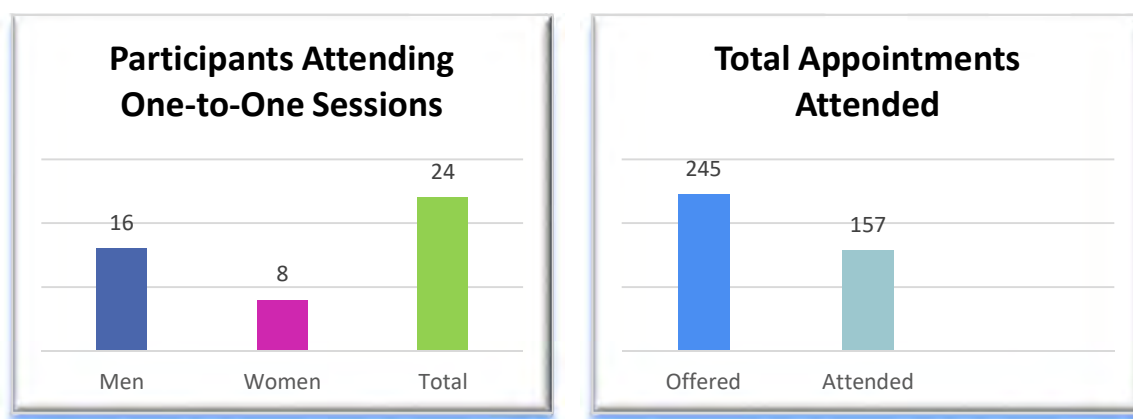
FAST employed a full-time MHCW (July 2018) with expertise in the field of dual diagnosis to provide a coordinated approach for people with dual diagnosis in Finglas and the surrounding areas. The position of a Mental Health Case Worker was added to the FAST team to help provide specialised assessment, triage and care plans to our participants presenting with both substance misuse and mental health difficulties.

In close collaboration with the interdisciplinary team, we have aimed to improve collaboration between FAST and primary care, A&E, mental health and community providers. Several presentations were made to hospital staff to inform them of our services, as well as to open lines of communication for differing levels of need.

Some of the agencies we interacted with were:

- Simon Community
- Little Britain Housing
- Accompanying participant to GP appointment(s)
- HSE – Castlevue
- HSE – Eve
- Ongoing Liaison with Clinical Nurse Specialists in Acute Services

Approximately half of participants assessed met the criteria for a clinical dual diagnosis. FAST is often the only intervention point for many participants with mental health needs. Our goal remains to improve co-production between ourselves and the larger mental health and addiction services.



We have looked to be inclusive and accommodating of participants and tailored 3 skills based groups to help improve coping strategies;

- Distress Tolerance
- Emotion Regulation
- Effective Communication

The first Distress Tolerance Group in 2018 had:

- 9 participants commenced the group
- 6 participants completed the group
- 100% reported improvement in managing stress & anxiety
- 100% reported improved knowledge about addiction
- 100% reported improved ability to manage a crisis/tolerate negative emotion

Recovery Social Group (RSG)

The RSG is a weekly drug & alcohol free environment for people in recovery run by people in recovery. It ran for 48 weeks in 2018 on Monday evenings. There were a total of 47 Individuals who attended the group. Some of the recreational activities were bingo, table games, pool, yoga, arts and crafts, etc.

The RSG, together with other local organisations, proudly participated in the Dublin North West Area Partnership **"When I grow up"**, a creative writing initiative for an 8 week period.

"Part of the writing process was about emptying what's inside and part of it was my need to get my story out - to help others"
Writing Group participant

That was followed by the launch in Erin's Isle on the 27th of July and the **performance at the Axis theatre on the 10th of August.**

This journey was captured in a touching heart felt documentary by Clifford Productions in capturing community groups from Finglas, embarking on a therapeutic and empowering journey exploring creative writing and performance.



"It has given me a lot of confidence and more. It has been great for social skills and awareness about addiction"
RSG Participant



"My confidence and self-esteem are much better since coming to the RSG. I used to be afraid to leave my room but now I am looking forward to do it"
RSG Participant

Looking forward to 2019 – What's ahead?

Our vision for 2019 is to build on the structures and services developed to deliver on our ambition of facilitating 'recovery for a better life'.

A key priority of work for 2019 is the implementation of our strategic plan in line with the National Drug and Alcohol Strategy 'Reducing Harm, Supporting Recovery, 2017-2025'.

We endeavour to focus on developing integrated care pathways to better meet the needs of participants presenting with dual diagnosis. Our research (Dual Diagnosis Community Inquiry) in partnership with DCU will provide a road map on how best to progress a dual diagnosis response within Finglas.

We aim to become fully compliant with the new charities governance code as we transfer over from previous work done in this area via the voluntary governance code.

Finally, we seek to raise our profile both locally and nationally and strive to continue raising awareness regarding the stigma associated with addiction/mental health issues.

FAST Team

The Board of Management of FAST comprises of:

Directors	Role	Attendance at Board Meeting
Mary Flanagan	Chairperson	8/8
Deborah Delaney - <i>Resigned December 2018</i>	Secretary	6/8
Janis Maxwell - <i>Appointed December 2018</i>	Secretary	6/8
Debra Kearns	Treasurer	3/8
Dr. James Kirrane	Director	5/8
Gregory Lagan	Director	7/8
Denise Proudfoot	Director	7/8
Brian Dalton - <i>Appointed March 2018</i>	Director	5/6
Marie Nally - <i>Appointed March 2018</i>	Director	5/6
Denise Gillen <i>Resigned November 2018</i>	Director	1/8
Sgt Damien Mangan	Non-Director	5/8
Barbara Condon	Executive in attendance	8/8

The BOARD met 8 times during 2018, including the AGM

The FAST staff team work tirelessly to achieve the aims and objectives of the FAST strategic and operational plans. The **2018** team is made up of:

Staff Member	Role
Barbara Condon	CEO
Mick Williams	Head of Services
Leanora Wilkinson	Head of Finance and Operations (Resigned August 2018)
Elaine Bruton	Interim Operations Manager (August – October 2018)
Sinead O'Brien	Head of Finance and Operations (Commenced Oct 2018)
Donna McCarthy	Administrator
Andy Robertson	Addiction Counsellor/Psychotherapist
Sheila McCarthy	Addiction Counsellor
Eda Inan	Mental Health Case Worker – Dual Diagnosis (Commenced July 2018)
Linda Phillips	Family Service/PDU Service
Trish Mestres	Project Worker (Commenced June 2018)
Lorraine Giltrap	Project Worker
Natalie Carr	Project Worker
Tom Bissett	Project Worker
Jimmy Dixon	Caretaker
Bernadette Nerney	Receptionist
Patrick Donohue	Receptionist
Dave Shipsey	Acupuncturist



Staff Training

One of the objectives of our strategic plan was to ensure that FAST has a supportive culture, robust organisational structure and suitable competencies. As part of the on-going professional development of staff, we engaged in the following training in 2018:

- Assist Suicide Training
- Crack Cocaine
- Crime Prevention Training
- Data Protection in Healthcare
- Emotional Regulation Training
- Externship in Emotionally Focused Therapy
- First Aid
- Introduction to Dialectical Behavioural Therapy (DBT)
- Key working and Careplans
- Level 3 Triple P Discussion Group
- Level 4 Group Triple P
- Level 4 Teen Triple P
- Managing Conflict
- Needle Stick Injury Training
- Negotiation Skills
- People Management Fundamentals
- Preparing an Annual Report
- Preventing Vicarious Trauma, Compassion Fatigue & Burn out
- Project Management Essentials
- Risk Management
- Safeguarding Vulnerable Adults
- Salesforce Basic Reports
- Salesforce Basic System Administration
- Social Media Skills
- Understanding Self Harm Awareness
- Understanding Trauma

Structure, Governance & Management

FAST Ltd. is registered in Ireland as a company limited by guarantee, not having a share capital. The Directors are elected at the AGM and are engaged to ensure a mix of professional skills and personal experiences.

In 2018 two members of the Board of Management (BOM) resigned and two new members were appointed as Directors.

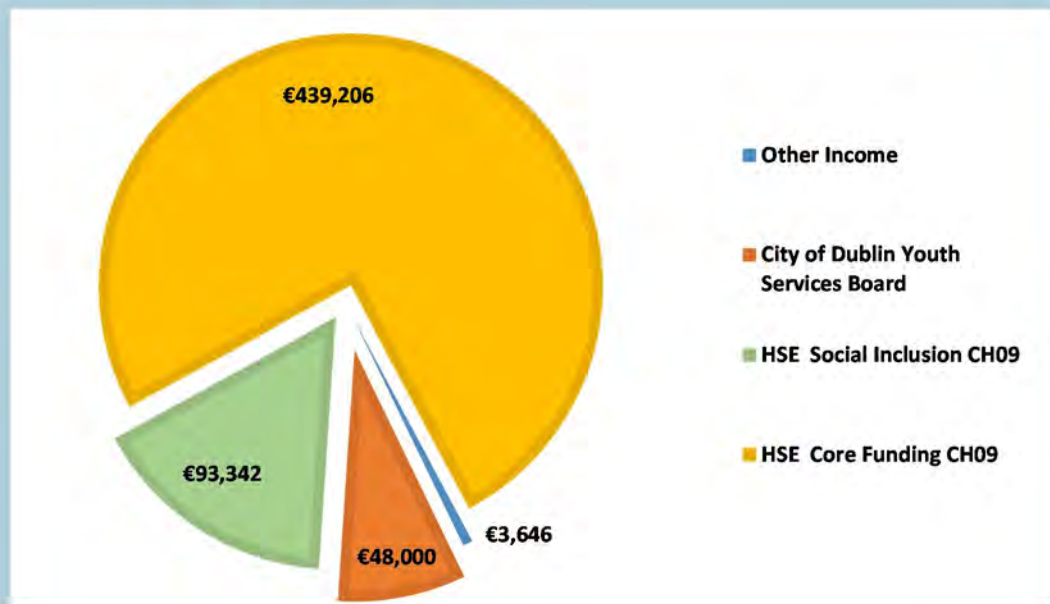
The BOM met 8 times during 2018 including the AGM. The BOM also facilitates attendance at subcommittees i.e. Audit, Finance and Governance.

The BOM continue to advance the Governance Code with ongoing implementation performed throughout 2018.

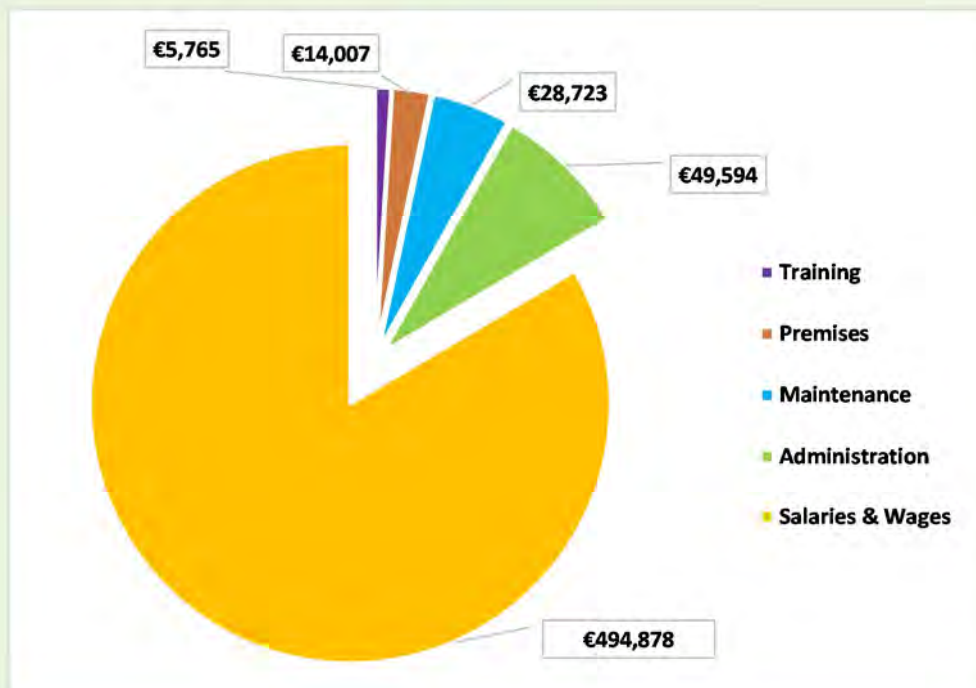
The BOM worked tirelessly in 2018 to ensure the ongoing implementation of the FAST Strategic Plan 2017 – 2020 and will continue to drive this working document throughout 2019 and beyond.

The BOM delegates the management of FAST to the Chief Executive Officer who maintains an oversight and monitoring role. This is enabled via strong communication systems between the management team, the staff and the BOM of FAST.

Income & Expenditure



Total Income € 584,194



Total Expenditure € 592,967

Financial Overview 2018

The financial results for the year ending December 31st, 2018

FAST shows a total income for 2018 of €584,194 and total expenditure amounted to €592,967 showing a net deficit of €14,773.

Funding Sources 2018:

Funding received from State Bodies

Health Service Executive (Core)	€ 439,206
Health Service Executive (CH09)	€ 93,342
City of Dublin Youth Services Board	€ 48,000
Other Funding	€ 2,321
Total	€ 582,869

Funding generated

FCLDTF Funding	€ 1, 325
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TOTAL FUNDING (2018) €584,194

EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive trustees) during the year was as follows:

	2018	2017
Administration	1	1
Project Workers	7	7
Manager	3	3
	<u>11</u>	<u>11</u>

Staff Costs:

	2018 €	2017 €
Wages and salaries	437,155	373,794
Social security costs	46,617	39,342
Pension costs	11,107	11,916
	<u>494,879</u>	<u>425,052</u>

For the year ended 31 December 2018

	Unrestricted Funds 2018 €	Restricted Funds 2018 €	Total 2018 €	Total 2017 €
Income				
Grants from Governments and Other co-funders	2216	580,548	582,764	546,447
Other Trading Activities	-	1,265,982	1,265,982	28,133
Other incoming resources	-	1,430	1,430	24,501
Total Income	2,216	1,847,960	1,850,176	599,081
Expenditure				
Charitable Activities	5,036	587,931	592,967	560,631
Total Resources Expended	(2,820)	1,260,029	1,257,209	38,450
Gross transfers between funds	1,265,637	(1,265,637)	-	-
Net movement in funds for the year	1,262,817	(5,608)	1,257,209	38,450
Reconciliation of funds				
Balances brought forward at 1 January 2018	11,727	65,400	77127	38675
Balances carried forward at 31 December 2018	1,274,544	59,792	1,334,336	77,125

BALANCE SHEET

as at 31 December 2018

	2018 €	2017 €
Fixed Assets		
Tangible assets	1,265,982	1,266,328
Current Assets		
Debtors	530	-
Cash and cash equivalents	106,427	136,935
Creditors: Amounts falling due within one year	(38,603)	(25,156)
Net Current Assets	68,354	111,779
Total Assets less Current Liabilities	1,334,336	1,378,107
Grants Receivable	-	(1,300,982)
Net Assets	1,334,336	77,125

CASH FLOW STATEMENT

as at 31 December 2018

	2018	2017
	€	€
Cash flows from operating activities		
Net movement in funds	1,257,211	38,453
Adjustments for:		
Depreciation	345	30,827
Amortisation of capital grants received	(1,265,981)	(28,133)
	<u>8,425</u>	<u>41,147</u>
Movements in working capital:		
Movement in debtors	(530)	-
Movement in creditors	13,447	(8,209)
	<u>4,492</u>	<u>32,938</u>
Cash flows on investing activities		
Payments to acquire tangible assets	-	(1,781)
	<u></u>	<u></u>
Cash flows from financing activities		
Capital Grant	(35,000)	35000
	<u></u>	<u></u>
Net increase in cash and cash equivalents	(30,508)	67,938
Cash and cash equivalents at 1 January 2018	136,935	68,997
	<u></u>	<u></u>
Cash and cash equivalents at 31 December 2018	106,427	136,935

Acknowledgements

FAST wish to acknowledge the following for their support throughout 2018:

Health Service Executive (HSE)

Finglas Cabra Local Drug and Alcohol Task Force (FCLDATF)

Dublin City Council (DCC)

Dublin City University (DCU)

Dublin North West Area Partnership (DNWAP)

FAST Staff and Volunteers

FAST Participants

FAST Board of Management

Finglas Community

Community, Voluntary and Statutory Agencies

Local TDs & Councillors

DeLoitte



Finglas Addiction Support Team (FAST)
2a Wellmount Road, Finglas, Dublin 11
Telephone (01) 811 0595 Mobile: 086 404 4845
www.fastltd.ie

Company Reg. No: 378645 CHY: 17626

Charity Number: 20066017