



National Federation of
Voluntary Service Providers



2021

ANNUAL REPORT

fedvol.ie



National Federation of
Voluntary Service Providers

2021

ANNUAL REPORT

Contents

Chairman’s Statement	2
About the National Federation of Voluntary Service Providers	3
Our Structure	4
National Federation Board 2021	6
Key Priorities and Actions	6
Priority Areas	7
Work of National Federation Sub Committees and Working Groups	16
Human Resources	18
Data Protection and Freedom of Information Networks	19
Safeguarding – Children & Adults	20
Information and Communications	21
Administration of the National Federation’s Pension Scheme	22
Balance Sheet	21
Independent Auditor’s Report	28
Report on the audit of the financial statements	29
Our Member Organisations, 2021	32

Chairman's Statement

I am delighted to present the National Federation of Voluntary Service Providers annual report for 2021. This annual report highlights the considerable work undertaken by the Federation to represent its membership during the year. 2021 remained a challenging year for member organisations; as we navigated the evolving implications of the Covid-19 pandemic, whilst also progressing important strategic priorities such as the review of the structures of the organisation to ensure their strength and suitability for the coming decades. The continued work of the National Federation in relation to Covid-19 was hugely valuable – for example in ensuring that people with intellectual disabilities were supported to access the vaccination programme as it rolled out from early in the year.



Micheal Hennessy, Chairman of the National Federation of Voluntary Service Providers

As the State made its first report on the implementation of the United Nations Convention on the Rights of Persons with Disabilities, 2021 was a very important year for reflecting on the rights of people with intellectual disabilities – and responding to this was a key focus of our Federation's work during the year. The network of subcommittees and working groups that the National Federation facilitates on behalf of its members provided substantial and important representation and support throughout the year, and I would like to place on record particular thanks to the Chairs of these groups and the Trustees of the Pension Scheme for their generous and vital work.

There are complex challenges ahead of us. Among them are the future of supports and services for people with intellectual disabilities. In dealing with these challenges, engagement with key stakeholders including Government Departments, HSE, the Health Dialogue Forum and the political system; continues to be of enormous importance. The work that continues to be done on developing the structures, and function of the Federation is an important support to the National Federation's future role in the sector.

The support of member organisations to one another is of enormous benefit and in this regard, I want to thank all of our members for your time, partnership and energy in supporting the collaborative work of the National Federation. Having taken up the role of Chair of the Board in September 2021, I wish to express my sincere appreciation to our previous Chair Sean Abbott, for his extraordinary commitment to the work of the National Federation throughout his term – as the organisation and its members together navigated the challenges of the Covid 19 pandemic; whilst renewing and re-affirming the vision and mission of the Federation through its engagement with member organisations and wider stakeholders.

Finally, I would like to sincerely thank the National Federation Secretariat team, who continued to demonstrate commitment and tenacity in representing the member organisations across a broad range of policy and practice priorities. The small Secretariat team has achieved a range of outcomes in 2021 that was very considerable and positive, and we look forward to working together on an ambitious plan for the National Federation's work in 2022.

About

The National Federation of Voluntary Service Providers

Approximately 70% of disability support services in Ireland are provided on behalf of the State by Section 38 and Section 39-funded organisations. The National Federation of Voluntary Service Providers Supporting People with Intellectual Disability is the national umbrella organisation of not-for-profit agencies providing direct supports and services to people with intellectual disability in Ireland. Across our 54 organisations, our members support approximately 26,000 children and adults with intellectual disabilities or autism and their families, providing services and supports throughout the lifespan. National Federation member organisations have community presence and connection across large urban centres and small villages throughout Ireland.

Our Mission

The work of the National Federation is guided by our Mission:

To provide the leadership and support that will enable voluntary organisations to adapt to a radically changing operating environment, with the ultimate aim of ensuring that people with intellectual disability live a life of their choosing.

Our Vision

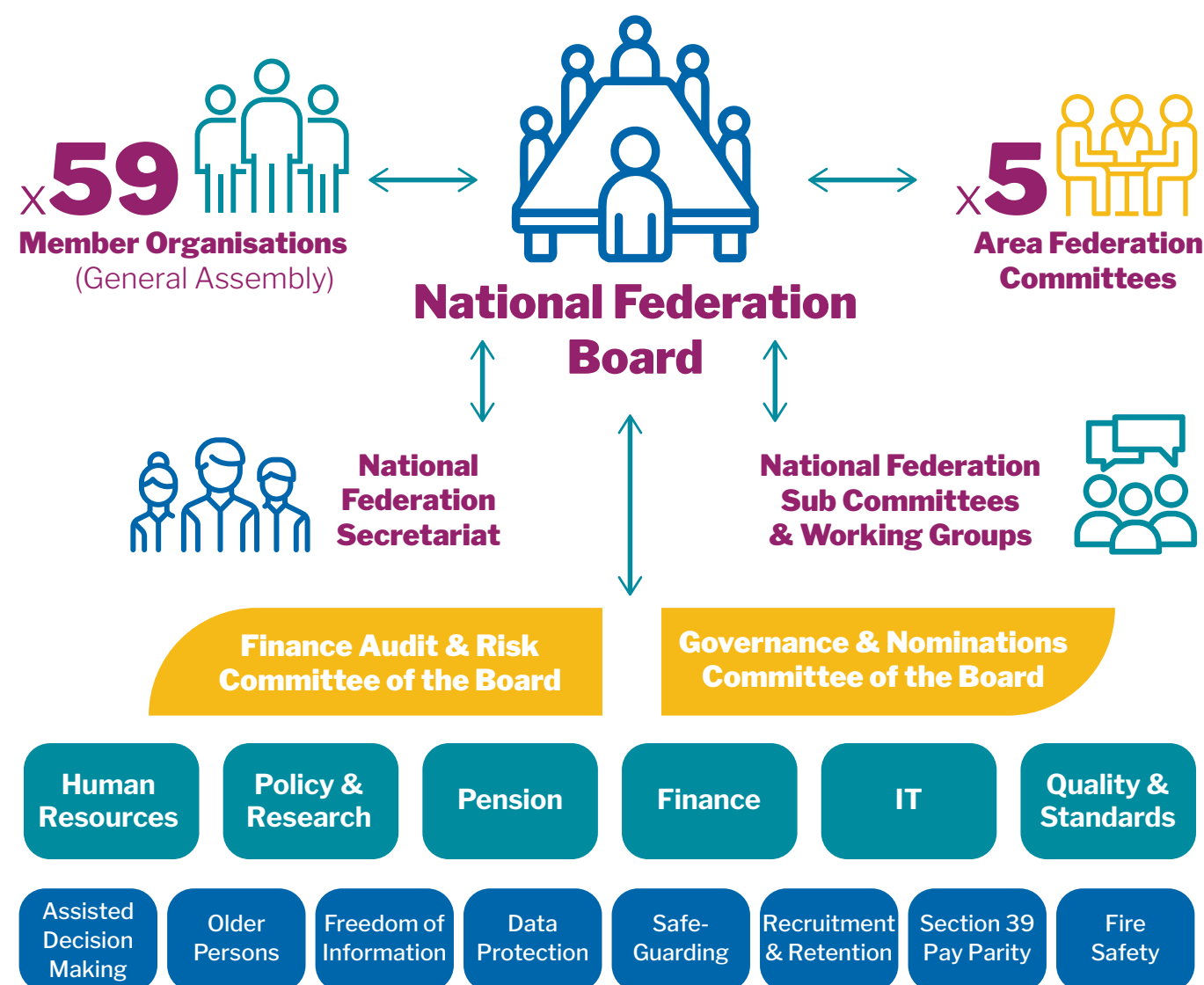
The vision of the National Federation is that people are supported to live a life on their own terms:

Above all people have a deep rooted desire to belong, to be in relationship, to live within the intimacy and security of their family and friends, to be included in the greater life around them with all its attendant possibilities for hope and fulfilment and to do so, to the greatest extent possible, on their own terms. The implications of this simple truth will determine our actions on behalf of all citizens with Intellectual Disabilities.

Our Structure

The work of the National Federation is governed by its Board, which consults with and represents the General Assembly; and its five Area Federation Committees. We support this work through our committee, sub-committee and working group structures which include:

- **Standing Committees of the Board:** Finance, Audit & Risk; Governance & Nominations
- **Operational Sub-Committees:** e.g.; Human Resources; Quality & Standards; Finance.
- **Working/Reference Groups:** e.g.; Assisted Decision-Making (ADM) Act Reference Group; Freedom of Information and Data Protection Networks; Safeguarding. Under the Policy & Research function, relevant nominees from member organisations come together as needed to address policy areas arising for consultation such as United Nations Convention on the Rights of Persons with Disabilities (UNCRPD); Housing, etc.
- **Administration of the National Federation's Pension & Life Assurance Scheme.**



Member Organisations: We have 54 member organisations, all of whom are Section 38 or Section 39 non-profit service providers to people with intellectual disabilities.

General Assembly: Each member organisation nominates two people who may act as their representatives at the National Federation General Assembly. The General Assembly meets on a quarterly basis, and at its Annual General Meeting.

Areas Federation Committees: There are 5 Area Federation Committees:

- Dublin North-East Area Federation Committee;
- Dublin Mid-Leinster Area Federation Committee;
- Southern Area Federation Committee;
- South-East Area Federation Committee; and
- Western Area Federation Committee.

Each Area Federation Committee is made up of representatives from member organisations in the area/region in which they provide services.

Board of Directors: In accordance with our Constitution, the National Federation of Voluntary Service Providers arranges for the election of its Board of Directors as follows:

Each Area Federation Committee has the power to elect two directors to the Board. In 2021 these were as follows:

- **Dublin Mid Leinster:** Joe Mason, WALK and Breda O'Neill, IRL-IASD
- **Dublin Northeast:** Natalya Jackson, Daughters of Charity Disability Support Services plus 1 vacancy
- **Southern Area:** Sean Abbott, COPE Foundation and Marie Linehan, Kerry Parents and Friends Association
- **South-East Area:** Vincent O'Flynn, Carriglea Cairde Services and Fiona O'Neill, WIDA
- **Western Area:** Michael Hennessy (Chair), Brothers of Charity Ireland Services and Audrey Pidgeon, Ability West (Appointed 3rd March 2021).

The above Directors have the power to nominate up to 5 co-options, however, our Constitution indicates that one must come from each of the following geographical areas: Dublin North East; Dublin Mid Leinster and Western Region. The co-options to the Board in 2021 were as follows:

- **Dublin Northeast:** Liz Reynolds, St. Michael's House
- **Dublin Mid Leinster:** Clare Dempsey, St. John of God Community Services
- **Western Region:** Vacancy

National Federation Board 2021

The National Federation Board elects its chairperson every two years. Sean Abbott, CEO, Cope Foundation was the Chairman of the National Federation up to 8th September, 2021 when Michael Hennessy, Brothers of Charity Services Ireland was then elected Chairman.

Board Members 2021

- **Chairman** – Mr. Michael Hennessy, Brothers of Charity Services Ireland (from 8th September 2021)
- **Company Secretary** – Ms. Fiona O'Neill, Waterford Intellectual Disability Association (from 8th September 2021)
- Mr. Sean Abbott, Cope Foundation (Chairman until 8th September 2021)
- Ms. Clare Dempsey, St. John of God Community Services
- Ms. Natalya Jackson, Daughters of Charity Disability Support Services
- Ms. Marie Linehan, Kerry Parents & Friends Association (Retired from Board 22 January 2022)
- Mr. Joe Mason, WALK
- Ms. Breda O'Neill, IRL-IASD - St. Margaret's Centre
- Mr. Vincent O'Flynn, Carriglea Cairde Services
- Ms. Liz Reynolds, St. Michael's House
- Ms. Audrey Pidgeon, Ability West (elected 3rd March 2021)

Key Priorities and Actions of the National Federation in 2021

2021 continued to present challenges to people with intellectual disabilities, their families and the organisations providing services and supports in relation to the successive waves of Covid-19 infection. Ongoing work in important areas, required on behalf of members outside of the support around the pandemic, was also progressed throughout the year. To address both the ongoing work and the evolving response to the Covid-19 crisis, the Board of the National Federation approved the following key priority areas as the focus of the work of the Federation in 2021.

2021 Priority Areas

1. Drive the mission of the National Federation

6. Continue to build strategic relationships with key stakeholders

7. Respond to member queries and requests

2. Support the implementation of the UNCPRD

5. Promote ongoing, sufficient, multi-annual investment in services

8. Governance, Employment, Company responsibilities, fulfilling statutory requirements

3. Progress common approaches to compliance challenges

4. Respond to the Covid-19 pandemic

9. Pensions

This report sets out key outcomes from the work in these priority areas over the course of 2021.

1. Drive the mission of the National Federation

The National Federation was established as a company limited by guarantee in the year 2000 and is a registered charity with the stated aim to:

Represent the members of the Federation in respect of issues concerning or touching upon people with an intellectual disability and which relate to the provision of services, funding arrangements, standards for service provision and relationships at local, national, and international levels where concerted action is indicated and appropriate and to promote, support, and respect the aspirations and objectives of the members of the Federation, based on the shared philosophy of the dignity and equality of the person and associated core values, vision and statutory status.

During 2021 the Board undertook a detailed review of the National Federation's structures with the aim of ensuring that the governance of the organisation will be fit for purpose in the coming decades, to support its work in driving forward its agreed mission. Following on from preparatory work undertaken in 2020, the review continued over three review days, during which the Board of Directors met in person, having not been able to do so in 2020 due to the Covid-19 restrictions.

The Board of Directors met on 2nd July, 30th July and 8th October to discuss the following areas:

- The Constitution of the National Federation
- Process of election for the Board Directors
- Format and frequency of the General Assembly
- Area Federation Committees
- Further review work is continuing in relation to the Sub Committees and Working Groups.

On foot of the outcomes of the Board of Directors' deliberation, proposals were brought to the General Assembly at its 8 December 2021 meeting, for members to consider. Members indicated their agreement with the proposals put forward and therefore the work will continue in 2022 with legal advisors being appointed to provide relevant advice in relation to the updating of the Constitution to reflect the key changes agreed. The updated Constitution will then be submitted to the Charities Regulator for approval and a National Federation EGM will be held to adopt the agreed new Constitution.

2. Support the implementation of the UNCRPD

A significant development in Ireland's implementation of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) took place in 2021, with the State submitting its first report on how it has been working through the responsibilities placed on State parties through the Convention. As part of the work of developing its State report, the Government provided a Draft Initial Report, to which citizens and organisations supporting people with disabilities were invited to respond.

The National Federation undertook a substantial piece of work to consult with its members and reflect in detail on the State's draft initial report, and on the extent to which the Articles of the UNCRPD were being implemented on the ground for people with intellectual disabilities our members support. A series of workshop events were held by the National Federation, and facilitated by Dr Noelin Fox, Open Training College. These events were well-attended by our member organisations and led to detailed feedback for consideration. The format of the workshops followed the Articles of the UNCRPD, with various member organisations and individuals taking a lead on areas of expertise.

Arising from these workshops and written contributions, a comprehensive National Federation response to the State's Report was developed and this can be accessed at the following link:

[Submission on the Draft Initial State Report under the United Nations Convention on the Rights of Persons with Disabilities](#)

Submissions on a range of key policy and practice priorities

Whilst the submission on the Draft Initial State Report on the UNCRPD was the broadest response of the National Federation in 2021, there was a wide range of additional submissions made across areas including policy, quality and standards, and HR related issues. The National Federation consulted with members in 2021 and made submissions to Government Departments and HSE to represent the views of the service providers, as set out below:

National Federation Submissions on behalf of member organisations 2021

- Response to the Draft Initial State Report on the UNCRPD, April 2021
- Dying with Dignity Bill January 2021
- Draft Regulatory Strategy on Data Protection 2021-2026, June 2021
- Submission to the HSE and NPHET on urgent requirements re Covid-19, August 2021
- Response to HSE National Tobacco Free Campus Policy, September 2021
- Consultation on the new Housing Strategy for people with Disabilities, September 2021
- Submission to the Disability Action Plan 2022-2025, October 2021
- Response to Consultation on the Draft Regulatory Standards for Approved Housing Bodies, October 2021
- Draft National Standards for the care and support of children October 2021

The United Nations Convention on the Rights of Persons with Disabilities also underpins the requirement to ensure that the voice of people with disabilities is listened to and responded to.

As part of our ongoing commitment to supporting the views and voices of people with intellectual disability, the National Federation continued to support the work of the Inclusive Research Network (IRN) in 2021. Secretary of the IRN, Brian Donohoe, provides below a report of the extensive work of the network that took place during the year.

Inclusive Research Network

The Inclusive Research Network (IRN) had another busy year during 2021. In January, work started on agreeing a research question for the IRN's latest Research Project; *Independence, Choice & Support*. All decisions are made by the IRN members themselves – by breaking into small groups to talk about each topic. Work on this was on-going during 2021

An abstract was submitted to the International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSID) and was accepted for the IASSID online conference in July 2021. The subject of the abstract was *How IRN worked together during Covid-19* and included pieces of work done by IRN such as Law Reform Commission Consultation.



Brian Donohoe,
IRN Secretary

As part of the IASSID Conference in July, the Inclusive Research Network took part in a new European Group called 'SIRG' which stands for Special Interest Research Group. Its aim is for like-minded Inclusive Research Groups in Europe of which the Irish Inclusive Research Network was the first, to collaborate.

The Inclusive Research Network was represented by its secretary Brian Donohoe on two important national projects during the year; the HSE's *National Patient Engagement* project and a collaborative project between the HSE and Irish College of General Practitioner, to develop guidance to support GPs in *Communicating with Disabled People*. The findings from the IRN Doctors & Us Project, which was launched in November 2019, was a very important part of feeding into the work of these groups. The Inclusive Research Network's contribution to the work of both these Working Groups has now concluded.

A chapter about the IRN was written in Spanish in a book about Inclusive Research that was published in Spain in November 2021. The chapter includes an interview with IRN Secretary Brian Donohoe and the poem that he has written *Celebrating the Inclusive Research Network's 13th Birthday* and its research under the pseudonym Barry Jacob.

Members of IRN also worked with researchers from Trinity College Dublin on a range of projects including the Intellectual Disability Supplement to The Irish Longitudinal Study on Ageing (IDS-TILDA); How people With Disabilities Coped during the Covid-19 Pandemic; and the Digi-ID project (Citizen's Advisory Panel) which was a separate project looking at how people with disabilities use Technology. In December 2021 James Delaney, IRN Acting Secretary of IRN, did a piece that was broadcast on RTE News Now Channel talking about his experience working on this project. See Link to broadcast below. Five IRN members worked with Trinity College on its Public Patient Involvement Project.

<https://twitter.com/rtenews/status/1471382083620773888>

In spite of the challenges brought about by Covid-19 it was a highly productive and positive year for the IRN with contributions made to many national research and practice initiatives.

3. Progress common approaches to compliance challenges

Member organisations are bound by an extensive range of legislative, regulatory and policy requirements. These requirements place significant accountability and governance-related requirements on organisations.

Health Dialogue Forum

A key focus in terms of raising issues relating to compliance challenges has been the work of the Health Dialogue Forum, set up on foot of the Catherine Day *Report of the Independent Review Group established to examine the role of voluntary organisations in publicly funded health and personal social services*.

The Covid-19 crisis meant that the direct meetings of the Dialogue Forum, chaired by Peter Cassells, had been temporarily postponed in 2020, however these reconvened in 2021, during which there were several meetings of the full Dialogue Forum and of workshops associated with the work being undertaken. The National Federation representatives on the Dialogue Forum – Chair Sean Abbott (and Michael Hennessy from his election in September 2021), Pat Reen and Alison Harnett, continued to liaise closely with the voluntary sector umbrella bodies throughout 2021, as the work gathered pace with three key priorities emerging – the review of the Service Arrangement; case studies to examine the relationship between HSE and Section 38 and Section 39 providers; and the development of Principles to guide the relationship between the Statutory and Voluntary partners. We will continue to engage in this work in 2022 as the three priorities move into operational phase.

Additionally, the National Federation supported its members directly in relation to the following compliance responsibilities:

- Provided information to support member queries on the completion of quarterly lobbying returns under the Lobbying Act, 2015;
- Provided information regarding data protection & GDPR related policies and legislative requirements;
- Held FOI training for Freedom of Information Decision Makers in January 2021
- Facilitated Freedom of Information returns for the sector to the Office of the Information Commissioner

Fire Safety Working Group

Through the work of the Quality and Standards Sub-Committee a Fire Safety Working Group was established in 2021 to address the considerable challenges faced by providers in meeting their fire safety obligations and non-compliances arising from the HIQA inspection process. A submission was made to HIQA setting out members concerns in relation to the 'Fire Safety Handbook' published by HIQA in January 2021. Through the work of this group, the National Federation sought to liaise both with the HSE and HIQA to address the issues arising.

4. Respond to the Covid-19 pandemic

The National Federation Secretariat continued in 2021 to work in close partnership with the other disability umbrella bodies and the National Disability Office of the HSE to support the coordination of the response to Covid-19. In 2021 this included bringing member concerns to the regular meetings of the HSE/Umbrella Body Covid-19 Response group, which was convened on a bi-weekly basis, and to the Day Services Resumption Group, which also met regularly throughout the year. Updated guidance was brought to members in a timely manner as developed and operational issues being experienced by members were raised at the national level to ensure a streamlined approach continued to support the safety and wellbeing of the people supported by our member organisations.

Engagement with Departments and Ministers

Over the course of the crisis in 2021, the National Federation continued to engage on behalf of its members, communicating with key stakeholders from Government Departments; Minister for Health Stephen Donnelly and Minister Anne Rabbitte on the urgent requirements of the disability sector in the context of Covid-19. These engagements were fruitful and also provided an important opportunity to share the very positive work of the staff and management of our member organisations in safeguarding the health of people we support.

A key example of the advocacy work undertaken in 2021 was in relation to the Covid-19 vaccination programme. The National Federation worked in partnership with the Trinity Centre for Ageing and Intellectual Disability to gather and share with key stakeholders the international evidence in relation to the risk factors for people with intellectual disabilities from infection with Covid-19. This work was successful in supporting the inclusion of people with intellectual disabilities in the cohorts (groups 4 and 7) for priority vaccination. Our member organisations worked in close collaboration with the HSE's Disability Quality Improvement Team to ensure that the programme of vaccination was supported and rolled out throughout the country for those with an intellectual disability and to ensure that accessible consent processes were in place.

The work of the National Federation in relation to the Covid-19 response has continued to be a priority into 2022 as the country experienced the Omicron wave in January 2022, which posed significant staffing challenges.

5. Promote ongoing, sufficient, multi-annual investment in services

Securing resources to support the progressive implementation of the UNCPRD and aligned provision of supports and services to people with an intellectual disability is a key priority for the National Federation and we continued to focus on this objective during 2021. To support this work, we undertook the following:

- Coordinated a pre-budget 2022 campaign through the work of the National Federation's Budget Working Group; the wider member organisation's participation; and in partnership with other national Umbrella bodies including the Oireachtas Disability Group;
- Member organisations convened online meetings with TDs in their constituencies to discuss the key priorities for funding, particularly focusing on the need to respond to the priorities laid out in the Disability Capacity Review to 2032 - *A Review of Social Care Demand and Capacity Requirements to 2032*.
- Arranged for Mr. Bernard O'Regan, Head of Strategy and Planning, Disability Service, HSE to present the significant elements of HSE Service Plan 2021 to Federation members at our General Assembly meeting in March 2021. This supported the National Federation's understanding of the current resources allocated on a national basis in 2021, which in turn informed pre-budget discussions for Budget 2022.
- Conducted a detailed analysis of the findings of the Disability Capacity Review, published by the Department of Health in July 2021, and which sets out the detail of significant unmet need for disability services. The findings were presented to the Board in September 2021, and a detailed submission was developed in conjunction with member organisations to inform the

Action Plan for the implementation of the Disability Capacity Review. This submission can be accessed at the following link: [Submission on the Disability Action Plan Framework 2022-2025 October 2021](#)

- Gathered evidence / undertook research as necessary to support our position and call for appropriate resourcing for the sector;
- Facilitated meetings with the HSE to discuss operational and funding requirements of member organisations.

6. Continue to build strategic relationships with key stakeholders

The National Federation engages with a wide range of external stakeholders to represent the views of its members in relation to policy and practice in the intellectual disability sector. In some cases, Federation members provide nominees who represent the wider members and in some cases Secretariat staff take up these roles. The wide range of Working Groups and Forums on which the National Federation was represented in 2021 is outlined below:

We sincerely thank the many people from within our membership who take up representative roles on external national working groups and forums on behalf of our members.

Representation on Sectoral Working Groups

- **IRG Dialogue Forum** established on foot of the Independent Review on the role of voluntary organisations in the health and social care sector (Catherine Day Report)
- **Oireachtas Disability Group** – Voluntary Sector disability umbrella bodies working on disability related issues and highlighting and advocating the need for multi-annual investment and adequate resourcing of disability services.
- **Housing Subgroup** - implementation of National Housing Strategy for People with a Disability.
- National Safeguarding Advisory Committee
- HSE / Disability Umbrella Groups Safeguarding Reference Committee
- HSE Children First Reference Group
- HSE Disability Quality Improvement Forum
- HSE-National Umbrella Bodies Covid-19 Operations Group
- Day Services Resumption Working Group
- HSE Patient Engagement Forum
- New Directions National Steering Group
- School Leavers National Working Group

- National Joint Council
- Joint Information and Consultation Forum
- European Working Time Directive Working Group
- On-Call Allowance Working Group
- Nominated Health Agencies Superannuation Scheme (NHASS) Working Group
- National Children's Oversight Group
- National Child Disability Management Information System Implementation Group
- National Ability Support System Steering Group
- HIQA Provider's Forum
- Department of Health Disability Consultative Committee
- National Council for Special Education Forum

7. Respond to member queries and requests

Supporting and representing our member organisations is a central role of the National Federation Secretariat. Responding to queries from members as they arise therefore, is a key area of work on a daily basis, through telephone queries, emails and via meetings of our Working Groups and Sub Committees.

Where required specific meetings are held to deal with emerging issues and gather information across the membership to inform our representation of members.

Support

Responding to member queries in 2021 in the context of Covid-19 continued to be an important aspect of our work, as there were many important areas of emerging guidance on which members sought support. We continued to work together with members and key stakeholder through online platforms, as these new ways of working became embedded and in the context of Covid-19 guidance and restrictions. This online approach enabled regular meetings to be held as efficiently as possible (such as the frequent meetings of the Quality and Standards Sub Committee); and also facilitated significant engagement from across the geographical spread of our membership.

Remote meetings also allowed for wide engagement in the broad range of national meetings that took place during the year; including General Assemblies, Board meetings, and issue-specific consultations such as those to develop position papers to continue throughout 2021. It is likely that the benefits of a blended approach will continue to be harnessed after Covid-19 restrictions are eased, so that a mixture of in-person and online meetings can continue to support members in ways that work best. Alongside individual responses to member queries, support to our members included the work of the individual Sub Committees and Working Groups. Further details from these groups are set out below. A significant support provided to members is the administration of the National Federation's Pension Scheme, full details of which are set out below on [page XX](#).

8. Governance, Employment, Company responsibilities, fulfilling statutory requirements

Standing Committees of the Board

In support of the Board's governance of the organisation, and in accordance with its Constitution, the National Federation has two standing committees - **Finance Audit and Risk Sub Committee; and Governance and Nominations Sub Committee.**

The Finance Audit and Risk Sub Committee is chaired by Mr. Vincent O'Flynn, Chief Executive of Carriglea Cairde Services. Its responsibilities include overseeing the development of policies relating to the financial management of the company and monitoring their implementation; reviewing and recommending approval of the annual overall operating budget for the company; reviewing management accounts including the cash flow position of the Company and financial reports; and monitoring the integrity of the annual Financial Statements and recommending these to the Board.

Key funding sources for the National Federation include membership fees, grant funding from the HSE and funding from project work and training events. In 2021 the National Federation liaised with Mr Gerry Tully, Disability Specialist HSE to prepare the Service Arrangement which sets out the funding from HSE and two meetings were held to review progress.

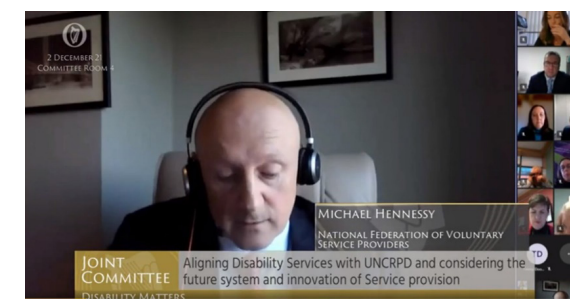
The National Federation's **Governance and Nominations Committee** is chaired by Ms. Clare Dempsey, Chief Executive of St. John of God Community Services. The work of this Sub Committee includes maintaining the Constitution of the company under regular review; planning for the succession of Directors considering the challenges and opportunities facing the Company and the skills and expertise required; and ensuring that the Company is provided with adequate governance supports. During 2021 the detailed review of the National Federation's structures outlined at the beginning of this document took place under the coordination of the Governance and Nominations Committee.



Ms. Clare Dempsey,
Chair of Governance and
Nominations Committee

The **Board of Directors of the National Federation** met on six occasions in 2021 for regular Board meetings, and as noted above, undertook a review of the structures and Constitution of the organisation on three further dates. Alongside the regular work of the Board of Directors in meeting the Governance requirements of the organisation and supporting the Secretariat Team, members of the Board also made themselves available to represent the National Federation members at a range of meetings with key stakeholders from the HSE and Government Departments. Following a recruitment process, the Board appointed Alison Harnett as the new CEO of the National Federation at its meeting on 8th September 2022.

Board members Michael Hennessy (Chair) and Natalya Jackson represented the National Federation alongside Chief Executive Alison Harnett as witnesses at the Joint Committee on Disability Matters debate which took place on Thursday, 2 Dec 2021 on *Aligning Disability Services with the UNCRPD and Considering Future Innovation and Service Provision*; the report of which is available online at the following location:



https://www.oireachtas.ie/en/debates/debate/joint_committee_on_disability_matters/2021-12-02/2/

Work of National Federation Sub Committees and Working Groups in 2021

Operational Sub Committees, Working Groups and Pension Administration

The operational work of the National Federation is carried out through Federation-wide initiatives such as its annual budget campaign and political engagement; through the work of its Board and Committees and by Working and Reference Groups, supported by the National Federation's Secretariat team. The National Federation Secretariat also administers a Pension and Life Assurance scheme on behalf of its members.

The following sections of this Annual Report provide an account of the key areas of work in which a range of operational Sub Committees and Working Groups of the National Federation were active during 2021.

Quality and Standards

Quality & Standards Sub-Committee: Members of the Sub-Committee met on 18 occasions in 2021. Addressing the myriad of Covid-19 challenges arising remained a central focus of the work of the Committee during the year. The Committee is chaired by Margaret Glacken, Head of Quality, Training, Safeguarding and Advocacy, Brothers of Charity Services Ireland.

Key highlights of the work of this Sub-Committee during 2021 included:

- **Covid-19 Guidance Documents:** Members of the Sub-Committee continued to act as a central Federation group for discussing and contributing to Covid-related challenges, guidance documents and information as relevant to National Federation members. The commitment of Sub-Committee members throughout the pandemic was central in supporting Federation members to deal with the presenting challenges and was very much appreciated.
- **National Framework for Medicines Management in Disability Services:** National Federation members contributed to a HSE Working Group established to address the training requirements as outlined in the medicines management framework document and the challenges arising for members in respect of same. An update on the National Medicines Management Framework was provided by Marie Kehoe O'Sullivan, HSE, to the Quality & Standards Sub-Committee members in May 2021 along with a presentation in October 2021 to discuss concerns arising in relation to the training element of the Framework Document. To inform this work a comprehensive survey was undertaken with Federation members in relation to existing medicines management training provided to staff. A submission was prepared for the HSE outlining the key issues arising for members.



Ms Margaret Glacken
Chair of Quality
& Standards Sub
Committee

- **HIQA Providers Forum:** Members of the Forum met with HIQA monthly throughout the pandemic to ensure that service providers were supported in terms of regulatory requirements and addressing the Covid-19 related impacts on service provision. A review of the operation and structure of the Provider Forum was also undertaken during 2021.
- **New Directions:** The Day Services Resumption Group continued its work during 2021 with the aim of supporting the reopening of services for people accessing day supports. While the full resumption of day services continued into late 2021 it became clear that new models of service will be required for people who do not wish to return to their day service but would rather receive a service in line with their will and preference.
- **National Screening Service:** During 2021 Grainne Fogarty, RehabCare, represented the National Federation on the Screening Service Steering Committee to oversee the development of a needs assessment for people with disabilities in accessing screening services. Members of the Quality & Standards Sub-Committee provided input to this important project which aims to support increased uptake in screening services by people with a disability.
- **National Ability Supports System Committee:** The National Ability Supports System (NASS) captures information about the use and need for disability-funded services and is managed by the National Health Information Systems Unit of the Health Research Board (HRB) on behalf of the Department of Health. Information collected on NASS is critical to the management of disability services nationally and in ensuring the HSE can understand the quantum of existing service usage and future service demand in order to plan for the provision of services to meet future needs of people with intellectual and physical and sensory disability. Paula Mugnier, Cheeverstown House, represented the National Federation on the NASS Committee in 2021 and provided regular updates to Sub-Committee members on the work of the Committee throughout the year.
- **Events 2021:** A key element of the work of National Federation Sub-Committees is facilitating the sharing of learning and hosting information sessions on issues of interest. During 2021 the following online events were held for members:

HIQA Fire Safety Handbook: Following publication of the HIQA Fire Safety Handbook in early 2021 a workshop event was held for National Federation members in April 2021 to discuss the provisions of the handbook and implications for service providers. On foot of this event a submission was drafted for submission to HIQA setting out the key concerns of Federation members and a Working Group was established to address these issues.

The need for Regulatory Reform: In early 2021 HIQA published a report entitled 'The need for Regulatory Reform: A Summary of HIQA reports and publications examining the case for reforming the regulatory framework for social care services'. The report summarised the inspectorate's experience of regulating social care services over the past 10 years and the changes required to make regulation fit for purpose into the future. Following publication of this HIQA report National Federation members met in April 2021 to discuss the report findings and the general topic of regulatory reform. It is proposed that in 2022 a project will be undertaken in relation to what 'regulation' should look like into the future based on Federation members experience of regulation and how it has impacted on people's quality of life.

High Quality Online Supports: November 18th, 2021, saw an online event held in conjunction with St. Michael's House. Chaired by Elaine Teague, Director of Quality Improvement and Safety Development, St. Michael's House the session focused on how organisations can sustain online services and supports as an element of service provision that people can access into the future.

Human Resources



- **Covid-19 Staffing Challenges:** During 2021 much of the focus of the work of the National Federation's Human Resources Group remained on supporting members to deal with the considerable staffing related challenges arising due to the Covid-19 pandemic. The National Federation was ably represented by Olive Leonard, Director of HR, Muiriosa Foundation and Brian Leahy, Head of HR, Brothers of Charity Services Ireland, on the National Working Groups established by the HSE to deal with the concerns arising and ensuring that the needs of our member organisations were being effectively addressed. Regular updates were provided to the wider Federation membership via meetings of the Human Resources Group.
- **Advocate for Section 39 Pay Restoration and Pay Parity:** The issues of pay restoration and pay parity continued to be of key concern to Section 39 members of the National Federation during 2021. In addressing this issue, the Section 39 Pay Parity Task Group met regularly during 2021 with the Task Group being chaired by Pat Reen, CEO, Prosper Group. The National Federation supported the commencement of the pay restoration process within a cohort of its membership and worked closely with other key stakeholders to maintain a particular focus on the need for full pay parity for Section 39 organisations.
- **Behaviour Specialists - Working Group:** In 2021 the Working Group, chaired by Cathal Esler, Director of Human Resources, Ability West, continued its work on the development of a proposal to the HSE seeking to have this important role / function included on the Department of Health's consolidated pay scales.
- **Recruitment & Retention:** Late 2021 saw the establishment of a new National Federation Recruitment and Retention Task Group to tackle the significant staffing challenges facing members. The terms of reference for this group include a focus on identifying the primary challenges facing Federation members in relation to the recruitment and retention of staff and sharing information on successful initiatives undertaken by National Federation member organisations. This programme of work will continue as a key work priority into 2022.
- **'Managing for the Future: Building your skills as a Front-Line Manager in a Person Centred Environment':** A further cycle of the successful Frontline Managers Training Programme, which is run by the National Federation in partnership with the University of Limerick, commenced in January 2021 with 74 participants registered. During the period of the pandemic the programme has transitioned to an online format which has been a very positive development for many staff members who previously could not participate due to their geographical location. As a result of the high level of demand the National Federation organised a second cycle of the programme which began in September 2021.

Data Protection and Freedom of Information Networks

Data Protection

The Data Protection Network is made up of representatives from member organisations who work in the area of Data Protection. The purpose of this network is to support organisations in understanding and implementing the requirements of the Data protection Act 2018 and the General Data Protection Regulations (GDPR). The network acts as a source of information exchange and support in relation to Data Protection for its Members. The network meets quarterly and more frequently if required and organises presentations from vendors or experts on various topics of interest. The network also convenes smaller Working Groups to manage specific, time bound projects as required. The Data Protection Network reviewed and discussed the following during 2021:

- During 2021 outgoing Chair Gina Magliocco (Brothers of Charity Services Ireland) handed over the Chairing of the Data Protection Network to incoming Chair Niall Rooney, (RehabCare)
- Met with the Assistant Data Protection Commissioner to discuss areas of interest to our members
- Drafted a Submission on the Data Protection Commission Draft Regulatory Strategy for 2021-2026 which was published by the Data Protection Commission in their Consultation Feedback Report

Freedom of Information Act (FOI) Network

The FOI Network is made up of representatives from member organisations who work in the area of Freedom of Information. It is chaired by Ms Marie Grimes McGrath, and the purpose of this network is to support organisations in understanding and implementing the requirements of the FOI Act. The network acts as a source of information exchange and support in relation to FOI for its Members. The network meets quarterly but meets more frequently if required and organises presentations from vendors or experts on various topics of interest and convenes smaller Working Groups to manage specific projects if needed. A member of this network represents the NFBVSP on the Public Sector User Network (PSUN). The FOI Network undertook the following during 2021 to support our members:

- Reviewed PSUN minutes
- Analysed the requirements for FOI Training for Decision Makers, Internal Reviewers, HR Managers, and new FOI Officers.
- Organised Decision-Maker training in January 2021
- Coordinated the FOI Statistical Returns and review of template documents
- Facilitated discussion on the Model Publication Scheme
- Reviewed the Sub Committee's Terms of Reference
- Looked at issues surrounding various FOI Requests and rulings by the Information Commissioner.

Safeguarding – Children & Adults:

National Federation Safeguarding (Adults and Children) Group:

The role of the National Federations Safeguarding Group is to support member organisations in meeting their obligations in respect of adult safeguarding and children first policies / programmes of work. Members of the Safeguarding Group continued to meet throughout 2021 with 4 meetings being held, chaired by David Tuomey, Principle Social Worker, Western Care Association. Work of the group during 2021 included the following:



Mr David Tuomey, Chair of the Safeguarding Group

- **HIQA National Standards for the Care and Support of Children using Health & Social Care Services:** The National Federation facilitated a process whereby member organisations supported children with a disability to take part in this important HIQA consultation.
- **Mandated Persons Training Materials:** Feedback was provided to the HSE National Children First Office on the programme materials developed for 'mandated persons' which were subsequently disseminated to Federation members to enable them to deliver in-house training to meet their Children First obligations.
- **Department of Health National Safeguarding Policy – Focus Groups:** In support of the Adult Safeguarding Policy under development by the Department of Health a 'thank-you message' from Minister for Health Stephen Donnelly was shared with Federation member organisations that arranged focus groups to feed into the policy consultation process - thus ensuring the voices of people with a disability were reflected in the policy. Work is continuing on the development of this policy which is due to be published in 2022.
- **Safeguarding Ireland Media Campaign:** National Federation members participated in the 'adult safeguarding campaign' rolled out by Safeguarding Ireland during 2021. Full details of the campaign and further information on the work of Safeguarding Ireland can be accessed: <https://www.safeguardingireland.org/safeguarding/>
- **National Safeguarding Office, HSE - Briefing Session:** On July 6th, 2021, Tim Hanly, General Manager, National Safeguarding Office presented to National Federation members on the HSE Adult Safeguarding Policy. Over 55 delegates attended the event which aimed to update Federation members on the issues, challenges and opportunities arising in relation to the implementation of the Adult Safeguarding Policy.
- **Research Project:** In November 2021 Dr. Elaine Rogers, University of Limerick, presented to members of the Safeguarding Group on a planned research project entitled 'Protected Persons: Impact on policy, practice and people of the Sexual Offences Act 2017 - 5 years on'. It is proposed that this research will be undertaken in 2022 with the support of National Federation members.

We wish to sincerely thank the Chairs, Pension Trustees and all of the Federation members who participate in the work of the National Federation through its Board, Sub Committees, Working and Reference Groups, Area Federation Committees and as Trustees of the Pension Scheme

Information and Communications

The provision of information and facilitation of communications is a key role played by the National Federation. Within this role the fostering of shared learning, research and innovation are of central importance.

For example, a research webinar was held on September 28th, organized jointly by the National Federation and the Centre for Disability Studies in University College Dublin, which shared recent Irish research findings on the enablers and barriers to the social inclusion of adults with an intellectual disability in their communities.



With an opening address from Minister of State for Disability Anne Rabbitte, TD, findings were presented from research studies that identify effective supports for adults with intellectual disabilities to become socially included in their neighbourhoods/localities completed by Dr Geraldine Boland and Professor Suzanne Guerin of the UCD Centre for Disability Studies. Breda Cross from Kildare spoke of her lived experience of her connections locally and her communities of interest. Service leaders from amongst National Federation members: Anne Keenan, CEO CUMAS, New Ross, Selina Doyle, CEO, St. Patrick's Centre, Kilkenny, Breda O'Neill, CEO St Margarets, Dublin joined with Anne Melly, New Directions, Health Service Executive in a panel discussion in which practice experiences were exchanged. Associate Professor Christine Linehan, Director of the UCD Centre for Disability Studies set the research context for the webinar and Michael Hennessy, Chairperson of the Board of the National Federation closed with reflections on next steps.

As noted throughout this report the National Federation brought members together in the context of sharing information and facilitating communication and discussion:

- HIQA 'Fire Safety Guidance' took place on April 13th, 2021
- 'The need for Regulatory Reform' – Wednesday, April 21st, 2021
- High Quality Online Supports - November 18th 2021.
- Presentation by Dr. Elaine Rogers, University of Limerick, on research project entitled 'Protected Persons: Impact on policy, practice and people of the Sexual Offences Act 2017 - 5 years on' – November 2021.
- Work to prepare FOI training for members
- Safeguarding Briefing Session: National Safeguarding Office Tim Hanly, NSO, on 6th July

As part of its information and communications role, the National Federation also maintains a comprehensive website at www.fedvol.ie and a website on good practice for informing families of their child's disability at www.informingfamilies.ie.

The National Federation can be found on Twitter at [@NatFedVSP](https://twitter.com/NatFedVSP).

Administration of the National Federation's Pension Scheme

Review of Pension Administration, Investment & Consultancy Services:

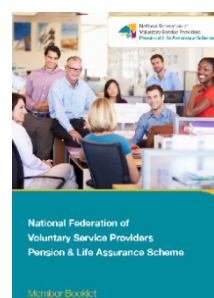
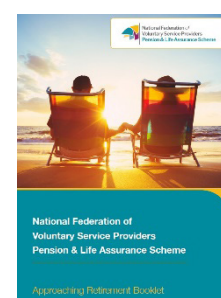
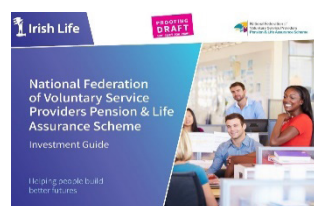
The Trustees published a Tender for the Supply of Pension Administration, Investment & Consultancy Services to the Pension Scheme in May 2021. The main purpose of this exercise was to comply with good governance and ensure the Scheme members are receiving an excellent service and getting value for money for their investment.



Following an extensive review, and with the assistance of Lane Clark & Peacock Ireland Ltd who were appointed as Advisors to the Tender Process, Irish Life were appointed as the Administrators and Investment Managers for the Pension Scheme, effective from 1st January, 2022. There are significant benefits for all stakeholders as a result of this move to Irish Life, including a further reduction in the Annual Management Charge for members; improved member engagement and Trustee support.

Considerable work took place both prior to the Tender Process in the preparation of the Request for Proposal document and selecting an independent Advisor to assist the Trustees in the Tender Process and ensuring a successful outcome. Following the selection of Irish Life as the successful candidate, the following work was undertaken:

- **Member / Employer Engagement:** A Workshop was held in November 2021 for all employers to update them on next steps in respect of the transfer of the Scheme to Irish Life and to also outline the communications process for members that was agreed.
- A Scheme Newsletter was drafted which summarised the Scheme move to Irish Life and also outlined what was involved and how / where members could obtain further information on the transition.
- A Frequently Asked Questions (FAQs) document was drafted about the transition of the Scheme which included information on when the transfer would take place; how members funds will be transferred over; where members could get information etc.
- Each participating employer was communicated with outlining their specific details i.e., their organisation's Scheme number, Irish Life dedicated engagement and advice contacts for their organisation and members.
- **Transfer of Assets:** Transfer Agreements were drafted which outlined how the Scheme's Fund (approx. €300m) would be transferred from New Ireland to Irish Life and what work needed to be carried out during the Blackout Period commencing on 1st January 2022 until end of March. To facilitate the transfer of all Scheme data and reconciliation of monies, and the creation of individual members' pension records on the Irish Life system a 'blackout period' is required on the Scheme. Moving this size fund from one investment manager to another is a sizeable task and therefore careful and thorough planning was required in advance of the actual Scheme transfer.
- **Documentation:** To facilitate the transfer of the Scheme to a new Registered Administrator a number of documents were prepared - new Scheme booklets and forms including member booklet; investment booklet; approaching



retirement booklet; member application form and switch form were also drafted. Data Sharing Agreements were prepared between each employer and Irish Life, which was considered best practice to help display that both parties are in compliance with data protection law / GDPR, as well as regulatory requirements concerning the transfer of personal data.

Pension Website

The Trustees continued to update the dedicated pension page on the National Federation's website www.fedvol.ie. The website page contains links to the full range of member booklets outlining the main benefits and features of the Scheme, as well as copies of important forms and documents; pension links and updates on the Scheme Transfer to Irish Life etc.



Meeting with the Pensions Authority



The Trustees met with the Pensions Authority on 2 occasions during 2021. The first meeting took place on 21st July, 2021, as part of the Pensions Authority's programme of engagement work with Pension Schemes and their move to forward-looking risk-based supervision. Accordingly, the National Federation of Voluntary Service Providers' Pension & Life Assurance Scheme was selected as part of the Authority's 2021 engagement programme.

The purpose of the meeting was to examine how well the National Federation's Pension Scheme is equipped to meet the enhanced governance and risk management requirements that have been transposed into law under the IORP II Directive. Also given the size of the National Federation's Scheme and the complexity in respect of the number of participating employers, the Scheme was selected. The Pensions Authority sought an understanding of the activities carried out by the Trustees to date towards meeting the enhanced governance and risk management requirements, as well as any future plans and timelines towards that aim, and what processes, policies and practices the Trustees have currently in place and how they were drafted and approved.



The meeting was a very positive meeting and there was good engagement from all parties.

The second meeting took place on 2nd December, 2021, to further discuss the Pension Authority's views on how the Pension Scheme should be structured and if there is a need for the Scheme to be set up as a DAC, a final decision on this issue is due shortly from the Pensions Authority.

Trustee Annual Report (TAR) & Financial Statements

As required by Pension Legislation, the Trustees prepared a Trustees Annual Report (TAR) and Financial Statements for year ended 31/12/20 and circulated same to each participating employer and recognised Trade Union in line with the 30th September, 2021, deadline for completion.

A copy of the TAR and Financial Statements for year ended 31/12/20 are available on the National Federation's website www.fedvol.ie (click on pensions tab).



The Scheme currently comprises of 24 participating employers; 6,849 members (5,018 Active members and 1,831 Deferred members).



The Scheme's fund value under management is over €300m as of 31st December 2021, most of which is invested in the Default Strategy for the Scheme.

Trustee Training

Pension Trustees Training took place in February 2021, in line with requirements that Trustees must undergo Refresher Training every 2 years. The Trustees agreed however, that they will undergo training on a yearly basis going forward having regard to the number of new requirements / regulations etc.

Appointment of an Additional Trustee

The Trustees sought expressions of interest from participating employers in respect of appointing an additional Pension Trustee to the Pension Scheme in 2021, which would complement the skills mix and experience of the current Trustees and also meet the fit and proper requirements of the Pensions Authority Code of Practice. Mr. Paul Switzer, Finance & ICT Manager, KARE, agreed to be appointed and his appointment was approved by the Trustee Board on 30th November, 2021 and will be formally ratified by the National Federation's Board in January 2022.

Trustees Meetings

The Trustees convened 8 meetings in 2021. The Trustees also participated in other Team / Zoom meetings with New Ireland, Cornmarket, Irish Life, and the Scheme's Auditor.

Scheme Newsletters

The Trustees produced 2 newsletters in 2021 covering the following topics:

March 2021: Trustees' activity undertaken in 2020; Trustees proposed workplan for 2021; Reduction in the Annual Management Charge (AMC) effective from 1st January, 2021; Information on Retirement & Life Planning Seminars and other relevant pension updates.



November 2021: Announcement of Scheme's Move to Irish Life; Annual Report & Financial Statements for year ended 31st December, 2020; Outline of what is IORP II; Finance Bill 2021 – Pension Amendments and other relevant pension updates.

Copies of the above newsletters are available to view on www.fedvol.ie.



Drafting and Reviewing Governance Policies

During 2021 the Trustees prepared and reviewed a number of written policies including the following:

- a. Business Continuity Plan
- b. Conflicts of Interest
- c. Remuneration & Other Charges
- d. Member Engagement
- e. Employer Engagement
- f. Internal Financial Controls
- g. Internal Dispute Resolution Procedures Policy
- h. Risk Management
- i. Selection, appointment and monitoring of Key Function Holders (KFHs)
- j. Statement of Investment Governance
- k. Statement of Investment Policy Principles



The above policies are available on www.fedvol.ie (click on pensions tab)

Group Life Scheme - Frequently Asked Questions Document

A Group Life Scheme Frequently Asked Questions document was circulated to each participating employer in the Pension Scheme. It was agreed to keep this document under review and update as more questions come in from employers or when there are changes applied to our Death in Service Scheme (FAQs doc available on www.fedvol.ie).

Retirement & Life Planning Seminars

4 Retirement & Life Planning Seminars took place during 2021 via Teams due to Covid-19 restrictions, where 94 members, including spouse/partners participated. The Seminars are to support and provide valuable information to members of our Pension Scheme as they approach retirement.

Administration & Compliance:

The National Federation Secretariat via the Pension Scheme Manager continued to provide administrative support to the Pension Scheme Trustees in 2021 and acted as point of contact for all key stakeholders to ensure the smooth and efficient running of the Pension Scheme i.e., Pension Trustees; Participating Employers; New Ireland; Cornmarket; Auditor etc.

All employers co-operated with their monthly return of pension contributions to both New Ireland and Cornmarket by their required timelines in 2021. All death claims, applications for retirement on grounds of ill health; pension adjustment orders, transfers applications and purchase of annuity forms etc. were all duly processed in a timely fashion.

In this regard, the Trustees would like to thank all employers for their co-operation in assisting the Trustees in discharging their duties and ensuring the Scheme is run efficiently and in compliance with the Scheme Rules.

Audited Accounts

Audited accounts for Year Ended 31 December 2021 were prepared, independently audited and signed off by the Board of Directors at their meeting held on TBC. The full set of accounts is published on the National Federation website at www.fedvol.ie. Below are some key extracts from the financial statements. To be inserted following Board consideration of draft accounts on 7th September 2022

Balance Sheet

As at 31 December 2021

	Note	2021 €	€	2020 €	€
Fixed assets					
Tangible assets	10	265,441		279,372	
			265,441		279,372
Current assets					
Debtors	11	22,311		104,988	
Cash at bank and in hand		556,051		301,792	
		578,362		406,780	
Creditors: amounts falling due within one year	12	(77,159)		(71,419)	
Net current assets			501,203		335,361
Total assets less current liabilities			766,644	-	614,733
Net assets			766,644		614,733
Capital and reserves					
Unrestricted funds	18		53,534		39,800
General fund (unrestricted)	18		713,110		574,933
Members funds			766,644		614,733

These financial statements were approved by the board of directors on 7th September and signed on behalf of the board by:

Director

Director

Independent Auditor's Report

As at 31 December 2021

	Note	Restricted €	Unrestricted €	2021 Total €	2020 Total €
Incoming Resources					
Generated funds:					
Voluntary Income					
Training course		4,550	-	4,550	3,963
Activities Income for generating funds					
Membership Fees		-	169,204	169,204	167,633
NFVB Pension Scheme		100,000	-	100,000	100,000
Other Income		13,226	-	13,226	-
Investment Income					
Charitable Activities:					
HSE Grants		250,658	-	250,658	238,728
National Lottery-Informing Families		-	-	-	7,966
Total Income Resources	7	368,434	169,204	537,638	518,290
Resources Expended					
Administrative expenses		(354,700)	(31,027)	(385,727)	(359,191)
Total Resources Expended	8	(354,700)	(31,027)	(385,727)	(359,191)
Surplus/(deficit) for the year		13,734	138,177	151,911	159,099
Net movement in funds for the year		13,734	138,177	151,911	159,099
Transfer between funds		-	-		
Reconciliation of funds					
Balances brought forward at start of year	19	39,800	574,933	614,733	455,634
Balances carried forward at end of year	19	53,534	713,110	766,644	614,733

These financial statements were approved by the board of directors on 7th September and signed on behalf of the board by:

Director

Director

Report on the audit of the financial statements

Opinion

We have audited the financial statements of National Federation of Voluntary Service Providers for the financial year ended 31 December 2021 which comprise the profit and loss account, balance sheet, statement of changes in equity, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies set out in note 3. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2021 and of its profit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been 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 Auditor's 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 the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 22 to the financial statements, 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

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

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 auditor's 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.

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 course of 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 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.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are 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 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 material misstatements in the directors' report. The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they 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 have no realistic alternative but to do so.

Auditor's 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 auditor's 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.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

Our 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 auditor's 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.

Richard Grogan

For and on behalf of Grogans Accountancy Ltd
Chartered Accountants, 4/5 High Street, Galway.

Our Member Organisations, 2021

- Ability West, Blackrock House, Salthill, Galway
- Ard Aoibhinn Centre, Belvedere Road, Wexford
- Autism Spectrum Disorder Initiatives, Block 1, Newtown Business & Enterprise Park, Newtownmountkennedy, Wicklow
- Beam Services, Barrow Haven, Regent Street, Bagnalstown, Co. Carlow
- Brothers of Charity Services Ireland Clare, Banner House, Clare Road, Ennis, Co. Clare
- Brothers of Charity Services Ireland West Region, Woodlands, Renmore, Galway
- Brothers of Charity Services Ireland Mid-West Region, Blackberry Park, Ballykeeffe, Dock Road, Limerick
- Brothers of Charity Services Ireland South East, Belmont Park, Waterford
- Brothers of Charity Services Ireland Southern, Lota, Glenmore, Co. Cork
- Cairdeas Centre, Tullow, Co. Carlow
- Camphill Communities of Ireland, Ballytobin, Callan, Co. Kilkenny
- Carriglea Cairde Services, Carriglea, Dungarvan, Co. Waterford
- Cheeverstown House, Templeogue, Dublin 6W
- Children's Sunshine Home / Laura Lynn, Leopardstown Road, Foxrock, Dublin 18
- Clann Mór Ltd., Clann Mór House, Commons Road, Navan, Co. Meath
- CoAction West Cork, Slip, Bantry, County Cork
- Cope Foundation, Bonnington, Montenotte, Cork
- County Wexford Community Workshop, Beelefield, Enniscorthy, Co. Wexford
- Cumas New Ross, Butlersland Industrial Estate, New Ross, Co. Wexford
- DARA Residential Services, 36 Maynooth Road, Celbridge, Co. Kildare
- Daughters of Charity Disability Support Services, St. Vincent's Centre, Navan Road, Dublin 7
- Delta Centre, Strawhall, Carlow
- Drumlin House, Cootehill, County Cavan
- Gheel Autism Service, Ballycurraghan, Maynooth, Co. Kildare
- Holy Angels Day Care Centre, Strawhall Industrial Estate, Carlow
- KARE, Newbridge Industrial Estate, Newbridge, County Kildare
- Kerry Parents & Friends Association, Old Monastery, Port Road, Killarney, Co. Kerry
- L'Arche Ireland Secretariat, "An Siol", 42 West Street, Callan, Co. Kilkenny
- Malta Services Drogheda, Malta House, Fair Street, Drogheda, Co. Louth
- Moorehaven Centre, O'Brien Street, Tipperary
- Muiriosa Foundation, Moore Abbey, Monasterevin, Co. Kildare
- North West Parents & Friends Association, Holy Family Day Centre, Ballytivnan, Sligo
- Peacehaven, 1-2 Hillside, Greystones, Co. Wicklow
- Peamount, Newcastle, County Dublin
- Prosper Group, Strand Street, Skerries, Co. Dublin
- Praxis Care, Unit 18, Ardee Business Park, Hale Street, Ardee, Co. Louth
- RehabCare, Roslyn Park, Beach Road, Sandymount, Dublin 4
- SOS Kilkenny Ltd., Seville Lodge, Callan Road, Kilkenny
- St. Aidan's Service, Millands, Gorey, Co. Wexford
- St. Catherine's Association, Newcastle, Co. Wicklow
- St. Christopher's Service, Leamore Park, Battery Road, Longford
- St. Cronan's Association, Grange, Roscrea, Co. Tipperary
- St. Hilda's Services, Grace Park Road, Athlone, Co. Westmeath
- St. John of God Community Services, Provincial Administration, Stillorgan, Co. Dublin
- St. Joseph's Foundation, Baker's Road, Charleville, Co. Cork
- St. Margaret's Centre, (IRL-IASD) Moorehampton Road, Donnybrook, Dublin 4
- St. Michael's House, Ballymun Road, Ballymun, Dublin 9
- St. Patrick's Centre (Kilkenny), Kells Road, Kilkenny
- Stewarts Care, Palmerstown, Dublin 20
- Sunbeam House Services, Cedar Estate, Killarney Road, Bray, Co. Wicklow
- WALK, 1 Longmile Road, Dublin 12
- Waterford Intellectual Disability Association, 2 Belmont Road, Ferrybank, Waterford
- Western Care Association, John Moore Road, Castlebar, Co. Mayo
- Windmill Therapeutic Training Unit, Larkins Lane, South Main Street, Wexford



**National Federation of
Voluntary Service Providers**

a Oranmore Business Park, Oranmore,
Galway, Ireland H91 TP2W

t + 353 (0)91 792 316
e info@fedvol.ie

w www.fedvol.ie

Company No. **330650** Charitable Status No: **CHY 14080**