

federation

newsletter

Issue 25 Summer 2008

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Welcome to the Summer 2008 edition of the National Federation Newsletter.

Further news and updates are available on our website www.fedvol.ie

www.fedvol.ie

Development of New Services for People with Intellectual Disability Seriously Threatened in 2008

The uncertainty over the allocation of €50m which had been ring fenced in budget 2008 for the development of new services for people with disabilities was the cause of much anxiety over the past few months. The National Federation of Voluntary Bodies joined with the Disability Federation of Ireland and the Not for Profit Business Association in highlighting our serious concerns on this matter and the Federation mobilised all of our member organisations to highlight these concerns and bring to the attention of all elected TDs around the country the consequences of inaction on this issue.

It will be recalled that this funding is an important part of the Government's National Disability

Strategy and is designed to go some way to addressing the significant unmet needs of people with disabilities and their families throughout the country. The National Federation of Voluntary Bodies was seriously concerned that this funding would be reallocated to offset deficits in other areas of the HSE, in effect meaning that people with disabilities would pay a heavy price for over-runs in these areas.

Thankfully following on from our campaign an announcement was made in early July 2008 by Mr John Maloney T.D., Minister of State for Disability and Mental Health that the 50m announced in Budget 2008 in respect of disability services will be used for this and no other purpose in 2008 and arrangements will be made by the HSE and service

providers to put in place the required new services and supports as a matter of urgency. This announcement came as a great relief to all concerned in the disability sector, not least people with disabilities themselves and their families who had expectations that their needs would be met following publication by Government of the National Disability Strategy.

This relief is however tempered somewhat by the realisation that the funding announced by the Government to address the unmet needs of people with disabilities was under threat in 2008 and all concerned in the sector will be vigilant to ensure that no similar threat arises in 2009 and in future years.

STRUCTURE OF FEDERATION

Following the Consultation Day for Member Organisations held on 7th May, 2008, in the Heritage Hotel, Portlaoise, the National Federation's Strategic / Structural Working Group met on 28th May, 2008, to consider the workshop outcomes which looked at four different proposals with regard to how the Board should be nominated. At the meeting of the Board on 4th of June 2008, it was decided to accept the recommendation of the working group to place the current 5 interim Area Federation Committees on a permanent footing. In regard to the nomination of the Federation's Board of Directors, the Working Group recommended the following nuanced version:

Dublin North East	= Elect 2 Board Members
Dublin Mid Leinster	= Elect 2 Board Members
West	= Elect 2 Board Members
South	= Elect 2 Board Members
South Eastern	= Elect 2 Board Members
Total:	= 10 Elected Board Members
Co-option	= 5 Board Members
TOTAL:	15 Board Members

The Elected Board Members will make the co-options, however, one must come from each of the following geographical areas: Dublin North East; Dublin Mid Leinster and Western Region. The final 2 co-options to be made without any regard to geographic areas.

The above adaptation offsets to some degree the over-representations from the South and South Eastern areas. It also allows for some re-balancing in favour of the larger population areas. The co-options will be done by the elected Board, mindful of the design features we are seeking to incorporate within the full board.

The function of Board Members, particularly in respect of Area nominated representatives, is to represent the concerns of their Area Federation and not their individual organisation. The revised Memorandum & Articles of Association will contain explicit provision for the removal of Board Members by their nominating Area Committee, where that Area feels the elected Board Member is not representing their issues.

No member organisation will have more than one Board Member, other than in exceptional circumstances on the Board of Directors. This understanding will be an informal element within the overall framework of Board elections, rather than something which will be explicitly cited within the Memorandum & Articles of Association. Where the electoral situation breaches this understanding, the matter will be referred to the member organisation for resolution.

Larger service providers shall be able to nominate up to a maximum of three representatives to attend and participate at meetings of the Area Federations to which they provide services. Where agencies wish to invoke this provision, application will be made by the agency to the Board rather than to the Area Committee. However, the member organisation will have only one vote in respect of nominating an area representative to the Board.

Legal advice is currently being obtained to give effect to the above recommendations and the necessary changes to the Federation's Memorandum & Articles of Association are being made. It was noted that other areas to be considered included the term of office for Board Members and ensuring that all Board Members were not replaced at the one time and also the provision for appointing external representatives.



National Federation to Launch Six-year Research Strategy in August '08

The National Federation Research Strategy has been approved by the Board and will be published in August 2008.

The objective of this Research Strategy is to set out a vision for the research activities of the National Federation of Voluntary Bodies for the next six years (2008-2013). To provide high quality services to people with intellectual disabilities the field of intellectual disability must have a foundation of high quality research. The National Federation of Voluntary Bodies is committed to the dissemination of knowledge and the promotion of world class research. This strategy aims to develop a positive environment of discovery and learning which will help people with intellectual disabilities, their families, the wider community, service managers, front-line staff, policy makers and researchers determine what is good practice.

The strategy was developed through a series of consultations with member organisations. The Research Draft will be available to download and in hard copy from August 2008.

HAVE YOU DONE ANY RESEARCH IN THE PAST YEAR?

The National Federation of Voluntary Bodies is currently updating its research database. In order to have your study included in this database please log on to: <http://www.fedvol.ie/research>, and click on the 'Database of Research' link which you will find half way down the page. You can download the form here and email it to mary.barrett@fedvol.ie

INCLUSIVE RESEARCH NETWORK

The Inclusive Research Network will run a series of workshops in the coming year. These workshops will focus on developing research skills, writing research proposals and facilitating groups. Three workshops will run concurrently. A certificate will be awarded on completion of the course. For more information please log on to our website at <http://www.fedvol.ie/research/> and click through to the 'Inclusive Research Network' section.

Commission on Nursing – Call for Submissions:

The Commission on Nursing was established as a result of a recommendation of the National Implementation Body (NIB) to produce an independent assessment of how a 35 hour week for nurses can be achieved. The Commission, which is chaired by Professor Tom Collins, began its work in March, 2008 and plans to submit its report by the end of December 2008. The Commission recently issued an invitation to all interested parties to submit their views on the type of flexibilities and changes which would be necessary in order to achieve a 35-hour week for nurses. In particular the Commission is seeking views on the following:

Changes / innovations to the role and scope of nurses in order to achieve a 35-hour week;

Changes required in the structure and organisation of a workplace in order to support the delivery of a 35-hour week;

System-wide changes required to improve service delivery and optimise patient care.

Written responses by individuals, groups or organisations should be emailed to: submissions@health.gov.ie by Friday, August 29th '08.

GARDA VETTING

INTERNATIONAL:

An invitation was received from the Garda Central Vetting Unit to join a Working Group being established to consider the issue of securing garda vetting for international personnel seeking to work / volunteer in Ireland. In preparation for this meeting a brief survey was undertaken with National Federation members seeking to determine the number of people for whom international vetting is required, what countries personnel are coming from and the issues in terms of trying to obtain vetting. The meeting was very productive in terms of identifying the issues involved and it was agreed that the priority in the short-term would be to ensure that vetting arrangements are in place for persons traveling from Great Britain who are now seeking to work / volunteer in Ireland. The next step will be to consider Vetting at the European level. The challenges involved in securing vetting at an international level were discussed and this is a long term project that will require considerable liaison with the Garda Vetting Units counterparts in other countries.

For further information contact
Jillian.sexton@fedvol.ie

HIQA National Quality Standards in Residential Services for People with Disabilities

Following extensive work by the National Standards Advisory Group supported by HIQA Executive Team over the past twelve months a draft set of quality standards in Residential Services for people with disability is now ready for consultation. The draft standards are currently with the national disability groups for feedback by the end of July 2008 and will be open to public consultation in September 2008. Following the public consultation, which will be completed by the end of October 2008, the final meeting of the National Standards Advisory Group on November 17th 2008 will

sign off on the draft which will then be presented to the board of HIQA in December 2008. It is expected that the final document will be prepared and sent for publication in late January/early February 2009.

The National Federation of Voluntary Bodies Quality Sub-Committee has acted as a reference group in the development of the standards and is currently involved in the feedback process. Mr. Brian O' Donnell represents the Federation on the National Standards Advisory Group.

UN Convention on the Rights of Persons with Disabilities

The UN Convention on the Rights of Persons with Disabilities and its Optional Protocol entered into force on 3 May 2008, one month after the required 20th country ratified the treaty which guarantees rights of some 650 million people worldwide. This marks a major milestone in the effort to ensure equal enjoyment of all human rights and fundamental freedoms of persons with disabilities. As of July 2008 there are:

30 ratifications of the Convention and 18 ratifications of the Optional Protocol.

Currently, there are 130 signatories to the Convention and 71 signatories to the Optional Protocol.

For more information on the Convention, go to <http://www.un.org/disabilities>.

"Convention on the Rights of Persons with Disabilities: Dignity and justice for all of us" is the

theme of this years International Day for Persons with Disabilities – 3 December 2008 - as well as for the 60th anniversary of the Universal Declaration of Human Rights

On 27 March 2008, the Human Rights Council adopted a resolution on "The Human Rights of Persons with Disabilities," which "requested the Office of the High Commissioner for Human Rights (OHCHR) to prepare a thematic study to enhance awareness and understanding of the Convention on the Rights of Persons with Disabilities, focusing on legal measures key for the ratification and effective implementation of the Convention, such as those relating to equality and non-discrimination". In June 2008, "OHCHR will commence an open consultation with States, civil society organizations, intergovernmental organizations and national human rights institutions on the study."

HSE National Integration

In order to achieve a more integrated health and social care system the HSE is currently introducing some modifications to the way it is organised. The modifications which are designed to speed up the integration of primary, community and acute care and the HSE's transformation programme are as follows:

- (1) A **National Director of Clinical Care & Quality**, with overall responsibility for clinical governance, quality and risk, will be appointed.
- (2) The two national service delivery positions (NHO and PCCC) will be integrated under the direction of a single **National Director of Integrated Service Delivery**.
- (3) There will be a new **National Director of Planning**.

- (4) Care Group roles at national level will provide a link with the Department of Health & Children to translate policy into operational standards and objectives to be delivered at area level.
- (5) Current Population Health functions will be reassigned to the directorates described under 1-3 above as appropriate.
- (6) A new **National Director of Communications** will be appointed.

The modifications will be introduced during the remainder of 2008 and 2009 and will be overseen by an Implementation Team under the direction of the National Director of Human Resources.

Bon Voyage!

The Secretariat Team would like to say 'Auf Wiedersehen' to our colleague Brendan Dolan who is off on his travels with his band 'A Band Called Wanda'. Their tour is starting in Berlin but that is only the beginning of their musical journey. Brendan was a valued member of the secretariat team for the past twelve months and has had major input into projects such as Research Strategy, Informing Families as well as being the primary author of the Innovation Conference Proceedings Report. We all wish Brendan well and ask that he remembers to provide us with back stage passes when he is famous.



Promoting National Federation of Voluntary Bodies as a 'Model of Efficiency'

The National Federation of Voluntary Bodies promotes the value and importance of the voluntary sector in the delivery of supports and services to people with Intellectual Disability in Ireland. In doing this the Federation recognises the necessity to continuously demonstrate the value-add which the sector brings in terms of enhancing the quality of life of the people we support.

In this regard the Board of the National Federation of Voluntary Bodies, at its most recent meeting, decided to establish a working group to assess, in consultation with all members, how our sector, people with intellectual disability and the tax payer are best served within the current resource availability. In general terms the group will be considering a number of steps to promote the National Federation of Voluntary Bodies as a model of efficiency in the application of public funds and to ensure that the allocation of resources to direct frontline support is optimised. A full terms of reference has been developed and is available from the Secretariat.

'Managing for the Future: Building your Skills as a Front Line Manager in a Person Centred Environment':

Congratulations – Conferring Ceremony:

The conferring ceremony for those who took part in the pilot of the Front Line Managers Training Programme - 'Managing for the Future: Building your Skills as a Front Line Manager in a Person Centred Environment' - that was run by the National Federation of Voluntary Bodies during 2007 will take place on August 26th 2008 in the University of Limerick. The successful pilot was run in conjunction with UL and The Performance Partnership. Congratulations to all involved!



FUNDING NEWS

First Annual National Fundraising Awards

The First Annual National Fundraising Awards in Ireland is now open for nominations. Presented by The Wheel and Fundraising Ireland, in association with the Vodafone Ireland Foundation, the awards aim to recognise exceptional achievement in Ireland's fundraising community.

The Fundraiser of the Year Award will be offered to the fundraising professional who, in the view of their colleagues or peers, has shown consistent excellence and best practice in achieving high quality fundraising through either their own efforts or their vision and strategy.

The Best Community Fundraiser Award is for any volunteer who has made a major contribution to fundraising, over a long period, for one or more organisations.

The Fundraising Campaign of the Year Award will go to the campaign that best demonstrates significant success and innovation in fundraising.

Read more about the criteria for each category and nominate online at www.fundraisingawards.ie. The deadline for receipt of nominations is 29th August 2008.

All nominations will be marked against specific criteria by a panel of impartial and independent judges. Nominations can be made by all fundraisers, charitable organisations and interested parties.

Launch of www.fundingpoint.ie

Fundingpoint.ie is Ireland's new one-stop-shop website for funding information for the community and voluntary sector. Developed by The Wheel and funded by the Vodafone Ireland Foundation (VIF), Fundingpoint.ie contains comprehensive details for hundreds of funding schemes from a variety of sources, including central and local government, EU funds, independent trusts and corporate grants.

Ireland Donates

Ireland Donates (www.irelanddonates.com) is a new online exchange network for the benefit of charities and NGO's operating in Ireland. This free service enables companies to donate or lend items or services to organisations within the voluntary and social community. Requests are now pouring in from charities all across Ireland looking for old (or new!) office furniture, supplies and equipment.

Charities Legislation

The Charities Bill 2007 completed Committee Stage in Dáil Éireann earlier this year. The Wheel has some valuable Charities Bill information resources on their website - <http://www.wheel.ie/user/content/view/full/3092> -

General introduction to the Bill, produced by Ivan Cooper – Director of Advocacy

Preparing for Regulation: What Your Organisation Needs to do Now.

Open Training College gains HETAC approval for 2 new management courses:

The Open Training College, the distance learning educational body established by St Michael's House in 1992, is pleased to announce HETAC approval for two additional Management Courses at the College. The accredited Courses are aimed at employees with management and supervisory responsibilities working in organisations in the non-profit sector.

The College will roll out a one-year Higher Certificate in Applied Management in autumn 2008 and a one-year Bachelor of Arts in Applied Management in autumn 2009. The College has already rolled out a one-year Certificate in Applied Management. The full three-year degree course will combine three individual one-year management courses, which offer students accredited qualifications at the end of each year. Similar to all courses provided by the Open Training College, the new Management Courses are applied in nature and will teach the student to work with management theory course materials and identify their practical application within the student's own organisation.

An Introduction to Friendships, Relationships and Sexuality in the Lives of People with an Intellectual Disability

RUA St. John Hospitaller Services
Tel 01 2721030
email helen.crowley@sjog.ie
10th November

Watch This Space - Future Front Line Manager Training Programmes!!

Plans are afoot in relation to the future roll-out of the 'Managing for the Future: Building your Skills as a Front Line Manager in a Person Centred Environment' training programme and it is envisaged that a number of additional programmes will commence in autumn 2008. The primary aim of the programme is to enhance the capacity of front line managers in intellectual disability services to effectively carry out their role and to contribute to the human resource function within their organisation in partnership with key stakeholders. Specifically the Programme aims:

- To enhance and clarify learners understanding of their role as a front line manager.
- To develop a specific set of skills and competencies required by front line

Review Session – Bereavement Training Programme for Clinicians:

A review session for Clinicians that took part in the 3-day Bereavement Training Programme that was held in 2007 took place on May 29th 2008. This event was hosted by the Daughters of Charity, Limerick and was facilitated by Ms. Síle Reynolds, Senior Occupational Therapist, St. Michael's House and Ms. Lucy Walsh, Senior Clinical Psychologist, St. Michael's House. The review session included presentations from two services that have been implementing the 'Live and Let Die' Training

Programme and there were a number of guest speakers who also contributed.

One of the key outcomes of the session is that a national support network will be established for those involved in this area of work. The first meeting of the network will be hosted by St. Michael's House and it is anticipated that the members involved will then take responsibility for the organisation of further meetings / activities. Further information is available from Jillian.sexton@fedvol.ie

National Roll out of Informing Families Best Practice Guidelines continues...

The way in which families are first informed of their child's disability is of great importance; this is a very sensitive time which calls for good communication, continuity of care and appropriate and accurate information for parents. Through a comprehensive process of consultation and research with parents and professionals National Best Practice Guidelines for Informing Families of their Child's Disability were developed by the National Federation of Voluntary Bodies in 2007. The Guidelines have received endorsement, welcome and support from all key stakeholders; including parents of children with disabilities, the Department of Health and Children, the Minister for Health and Children, and the HSE.

The priority for 2008 in the Informing Families Project is to develop and execute a comprehensive implementation strategy for the Guidelines, to ensure that all professionals to whom they apply have access to the recommendations with the aim of improving outcomes both for families and professionals who communicate the news of a child's disability. The strategy will take effect in two strands; at the national level, and at a pilot implementation project which is underway in the Cork region, supported by the Health Services National Partnership Forum.

You can find details below of some of the work that has taken place so far this year to progress the implementation:

Engagement has taken place with the HSE, with agreement secured to

devise a structured, coherent and coordinated approach to the dissemination of the Informing Families Guidelines throughout relevant HSE services

Presentations were made to key stakeholder groups including the Inclusion Ireland AGM and Conference in April, the Clinical Conference in the National Maternity Hospital on 10 June 2008, the Clinical Indemnity Scheme Bi-Annual Obstetrics Forum in Farmleigh House on 20 June 2008, and the Central Remedial Clinic multi-disciplinary team on 12 June 2008, which took place in the CRC in Clontarf and was video-conferenced to the CRC team in Waterford.

Preparation of a joint paper of comparative research with Harvard Medical School and Boston Children's Hospital is underway, demonstrating the international relevance of good practice in this area. The partnership developed through working on this article has led to the development of further opportunities and exciting possibilities for future collaboration between the Boston Children's Hospital and the National Federation.

The first input was provided on the postgraduate medical course in the University of Limerick on 23 April 2008 by Katherine O'Leary, a parent and Chair of the Cork Informing Families Project and Alison Harnett, Informing Families Project Co-ordinator. The inclusion of the Guidelines on this course will continue in coming years and the involvement of the National Federation will be developed to include various aspects

of the lifecycle with regards to disabilities. Work will continue over the second half of 2008 to develop further opportunities on other medical, nursing and allied health professional courses.

Work is continuing on the Informing Families Project implementation project in the Cork region. Along with local implementation, the wider aim is to gather learning points for national roll-out. Initiatives across hospital, community, and disability service settings are being undertaken through six working groups who are looking at the different aspects of good practice, such as information provision, training, and providing appropriate private places for disclosure in the built environment. Some of the developments which have already taken place include the creation of a protocol for informing families, the development of a catalogue of resources for supply to parents at the time of their child's diagnosis, and the development of quality indicators for the implementation of the recommendations of the best practice guidelines.

To download copies of the Guidelines and the 'Consultation and Research Report' please see the links below. For further information, or to order copies of the DVD film 'Words You Never Forget', which was produced to accompany the Guidelines, please contact Alison Harnett. Email: Alison.harnett@fedvol.ie; Phone: (091) 792316

Facilitation Skills Training Course

Time: Wednesdays, 4.30pm – 6.30pm

Date: October 1st, 8th, 15th, 22nd, 29th & November 5th, 12th, 19th 2008

Place: At the National Institute for Intellectual Disability, Trinity College, 4th Floor, 3 College Green, Dublin 2.

DETAILS:

The course of eight two-hour sessions will provide participants with an understanding of the theory and skills of facilitation and enable them to achieve competence as a facilitator. It will be delivered by Dr. Patricia O'Brien and Raymond

Murray of the National Institute for Intellectual Disability, School of Social Work and Social Policy and Dr. Gemma Donnelly-Cox, Centre for Non-profit Management, School of Business.

The delivery of the course will model the skills presented as well as providing a comprehensive review of the theory of facilitation.

HOW TO APPLY:

Applications to: The Executive Officer, National Institute for Intellectual Disability, School of Social Work and Social Policy, Trinity College, 4th Floor, 3 College Green, Dublin 2. Ph: +353 1 896 3885 Fax: +353 1 677 9131. Email: akenned@tcd.ie
Fee: €200 for the course

managers and to build their confidence in their role.

- To develop learners people management skills and knowledge of relevant policies and procedures and employment law.
- To develop managers people management skills and ability to lead a team.
- To develop knowledge and practical skills in managing change.
- To provide a basis from which participants can progress onto further (accredited) training programmes.

Final details in relation to the programmes will be available in early autumn and will be circulated to all National Federation of Voluntary Bodies members.

Publications Corner

Latest National Federation Publications -

<http://www.fedvol.ie/publications/>

ANNUAL REPORT 2007

SERVICE PLAN 2008

New Ideas New Approaches: Supporting Innovation in Services & Supports to People with Intellectual Disability, Conference Proceedings Report - incl. easy-to-read version (2008)

Research Factsheets: The National Federation Research Sub Committee has developed a series of fact sheets which will provide support to individuals throughout member organisations who are undertaking research and will provide guidance in the areas of research definitions, ethical principles and consent. A template of a Research Proposal Form can also be downloaded.

Other recent Publications

National Strategy for Service User Involvement in the Irish Health Service 2008-2013, HSE - http://www.hse.ie/eng/Your_Service_Your_Say/Documentation/

OECD Review of the Irish Public Service (2008) – www.bettergov.ie

Statement of Guiding Principles for Fundraising (2008), Irish Charities Tax Research Ltd. - <http://www.ictr.ie/>

Second Annual Report of the Independent Monitoring Group on "A Vision for Change" (2008) - <http://www.dohc.ie/publications/>

Promoting Safe Egress and Evacuation for People with Disabilities, National Disability Authority, April 2008 - www.nda.ie

CONFERENCE CORNER

PNA RESEARCH CONFERENCE 2008

Monday 1st September 2008

Psychiatric / Intellectual Disability Nursing: Building Success on Strong Foundations

This conference will take place in Dublin Castle.

Further info available from www.pna.ie / Tel: 045 409197

Email: info@pna.ie

HRB CONFERENCE

11th November 2008

The HRB conference 2008 will take place on Tuesday 11 November 2008 in Dublin Castle. The full programme and details about registration will be announced soon. The conference is designed for researchers, policy makers, key industry figures, health care providers, service managers, funding bodies and charities.

Log on to HRB website for further details – www.hrb.ie.

WINDOWS OF OPPORTUNITY

Clinical Indemnity Scheme

19th November 2008

The Clinical Indemnity Scheme will be holding a National Conference entitled Patient Safety - "Windows of Opportunity" on the 19th November 2008 in Croke Park. The conference will encompass the themes of motivation, implementation, education and communication. This conference is aimed at healthcare professionals, and is relevant to both beginners and those experienced in patient safety. They are inviting abstract submissions to be considered for poster or oral presentation at the conference. The abstract template and instructions are available on the CIS website, <http://www.stateclaims.ie/ClinicalIndemnityScheme/upcomingEvents.html>. Completed abstract templates are to be emailed to info@stateclaims.ie. A conference programme will be issued in the near future and posted on their website. Places are limited and free and for registration please e-mail your name, contact details and place of work to: info@stateclaims.ie.

LOST IN TRANSITION?

'A Home of My Own'

26th November 2008, Inmarsat Business Centre, London

Leading learning difficulty support provider Dimensions is hosting its second national transitions conference on November 26th 2008, called 'Lost in transition? 'A home of my own'. The conference will be for transitions professionals and will share best practice about supporting young people with a learning difficulty to move into their own home; particularly around choice and planning. If your organisation has examples of best practice in this area that you think others could learn from, they would like to hear from you. If you would like to discuss a proposal, or would like to find out more about the conference, please contact Hayley Carter on 0114 241 2112, Email hayley.carter@dimensions-uk.org, Web: www.lostintransition.org

We hope you find this newsletter useful and we would welcome your comments or suggestions to secretariat@fedvol.ie. Further news and information updates are available on our website at www.fedvol.ie.

NATIONAL FEDERATION OF VOLUNTARY BODIES

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