

Bereavement Training Programme for Clinicians

In May 2007 the National Federation of Voluntary Bodies and St. Michael's House jointly hosted a 3-day bereavement training programme for Clinicians working in the intellectual disability sector. The programme took place from May 16th – 18th 2007 in the Radisson SAS Hotel, Athlone, Co. Westmeath. The overall aim of the programme was to educate and train clinicians as bereavement trainers to a prescribed standard of knowledge and practice necessary to facilitate the provision of a comprehensive bereavement service - to people with intellectual disabilities, their families and support staff. As part of the programme the trainers – Ms. Sile Reynolds, Senior Occupational Therapist and Ms. Lucy Walsh, Senior Clinical Psychologist, St. Michael's House - presented the contents of the bereavement training programme materials which were developed by St. Michael's House for clinicians.

A total of 30 participants, from across 18 organisations, took part in the 3-day training programme. The programme evaluation indicated that participants found the training provided to be very relevant to their work and were highly complimentary of the quality of training delivered.

PAS-ADD SYSTEM

During June 2007 Dr. Steve Moss facilitated a 2-day training programme on the PAS-ADD system for staff working in the intellectual disability sector. Dr. Moss highlighted that recognising and responding to mental health needs has been one of the most important developments in the field of intellectual disability over the past 15 years. During that time, staff working with people who have an intellectual disability have become increasingly sophisticated in their knowledge of mental health issues and increasingly pivotal in the roles they fulfill.

The two-day course provided participants with the opportunity to become a certified user of the Mini PAS-ADD informant interview and also gave an introduction to the PAS-ADD10 for clinical interviewing of people with intellectual disability. Dr. Moss is currently an associate member of the Estia Centre, Guy's Hospital, London, and Honorary Senior Lecturer at the Institute of Psychiatry, King's College London and has directed the ongoing development of the PAS-ADD tools since 1990.

ACTION PLAN FOR PEOPLE MANAGEMENT (APPM)

Following a meeting of the National APPM Monitoring Committee on Friday, 20th July, 2007, additional funding was allocated to the National Federation of Voluntary Bodies to continue the role of its national initiatives to give effect to the APPM in the intellectual disability sector.

CAPACITY LEGISLATION

The Law Reform Commission published its third and final report on the issue of Vulnerable People and the Law in January 2007. This report provides an outline for legislation in this area and in February 2007 a 'Mental Capacity and Guardianship Bill' was introduced in the Seanad by Senator Mary Henry, an initiative welcomed by Inclusion Ireland. The lack of any substitute decision making law in this country remains a matter of great concern. For further details visit www.lawreform.ie

SKILL PROJECT - JOHN F. KENNEDY JR. FELLOWSHIP AWARDS

As part of the SKILL Project which is being implemented across the health service a number of fellowships were awarded to staff in the intellectual disability sector to support them with the learning they are currently engaged in. The John F. Kennedy Jr. Fellowship and Career Mentoring Programme was created in 1989 by John Kennedy, Jr. to support the higher education and career advancement of frontline workers in health, education, and human service occupations in New York. The Fellowships were awarded following a comprehensive selection process at both a national and local level in consultation with local partnership committees/union representatives. Kennedy Fellows receive a total of \$3,000 for two years

of academic study. The award is in respect of tuition, books, instructional material, transportation, student fees, childcare, and other expenses associated with higher education.

The following staff are currently in receipt of the John F. Kennedy Jr. Fellowships and we wish them every success with their studies:

Ms. Rosemary Nolan, Stewarts Hospital;
Ms. Chrissie Mulryan, Ability West;
Mr. Donald Campbell, Brothers of Charity Waterford;
Ms. Bernadette Frain, Western Care;
Mr. Brian Morrissey, Sisters of Charity of Jesus and Mary (Moore Abbey)

Conference Corner

Sexuality and People with Intellectual Disabilities: getting the balance right

Date: Friday 21 September 2007

Venue: The Marino Conference Centre, Griffith Avenue, Dublin 9. Further details are available on www.pavpub.com

CNEASTA - Service Provision for People with Disabilities - A Roadmap Towards 2016

For more information: Ronnie Corbett, Tel: 052 25328 / 84050, Email: ronniecorbettcluain@eircom.net.

Strategies for the Implementation of the UN Convention for People with Intellectual Disabilities and their Organisations

Prague, 26-27 October 2007

For more information: www.inclusion-international.org/en/news/79.html

9th National Advocacy Conference: Close the Institutions! - A Life in the Community for Everyone

For more information: and conference booking forms can be obtained from: Cabrini de Barra / Fiona Finn 051-832211 ext 2308/2506

Email: cabrinidebarra@waterford.brothersofcharity.ie

Email: fionafinn@waterford.brothersofcharity.ie

IASE National Conference 2007: Challenges for Supported Employment in a Changing Environment

For more information contact: Sarah Togher, Development Officer on 097 82894 or iase@iol.ie.

8th Annual Interdisciplinary Research Conference - Transforming Healthcare through Research, Education and Technology

7th – 9th November 2007

For more information: please contact Jeni Ryan, Administrative Officer – Events, School of Nursing & Midwifery, Trinity College Dublin, 24 D'Olier Street, Dublin 2. **Tel:** + 353 1 896 3860 **Fax:** + 353 1 896 3001 **Email:** ryanjen@tcd.ie, Website: www.ncnm.ie

NDA Disability Research Conference 2007

O'Reilly Hall, University College Dublin on Wed., 14th Nov., 2007. **For more information contact:** Mr. Darren McCausland on 01 6080400 **Email:** dmccausland@nda.ie

For more extensive Information visit www.fedvol.ie

National Conference on promoting Equality & Accommodating Diversity

Thursday, 22nd November, 2007. Royal College of Physicians Ireland, Kildare Street, Dublin 2.

For more information: visit www.fedvol.ie

Disability Federation of Ireland Conference

'Working Better Together to Deliver the National Disability Strategy'. 21st & 22nd November, 2007 in the Heritage Hotel, Portlaoise, Co. Laois.

For more information: www.disability-federation.ie

Are we Delivering Outcomes? – A National Conference

27 & 28 November 2007. Tullamore Court Hotel.

For more information: www.outcomestopeople.ie

A Leadership Course

5th -9th November and 26th -30th November 2007.

For more information: please contact Roisin Morrin at 045 529475 roisin.morrin@scjms.ie or Karina Wallis at 045 525327 karina.wallis@scjms.ie

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NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

federation www.fedvol.ie newsletter

Welcome to the Summer 2007 edition of the National Federation Newsletter. As you can see there is a lot of activity ongoing in the National Federation. Further news and updates are available on our website www.fedvol.ie

Wow! Great Idea

The Annual Conference of the National Federation of Voluntary Bodies, which will take place on 23rd & 24th October, 2007 in Hotel Kilkenny, Kilkenny, will focus on the topic "Innovation in Services and Supports for People with Intellectual Disability". Following on from publication of the Government's National Disability Strategy the National Federation of Voluntary Bodies is very conscious of the many opportunities and challenges which now exist for people with disabilities, their families and the organisations which provide services and supports to them. We have become increasingly focused on the need for us as a sector to take stock of where we are at and to reflect on how, as services providers and employers, we should be configuring ourselves to meet the needs of people with

intellectual disability going forward. We all acknowledge the need for fresh thinking. In organising this conference our intention is to underline the need for us as a sector to be innovative in terms of how services and supports should be provided and to point to the need for strong leadership in the management of change. We will be unearthing models of innovative practice here in Ireland and we will also hear about creative solutions which are being developed internationally. All will be cutting edge and will have the potential for significant learning and improvement in services and supports to people with intellectual disability in Ireland.

Our conference organising committee has put together an excellent conference

programme. We are very fortunate to have an array of top class speakers and in particular are honoured to have as our key note speaker Dr. John O'Brien from the USA who is a world authority on innovation and change in services and supports for people with an intellectual disability.

Further details will be available on our website www.fedvol.ie. The conference brochure and booking form will be circulated shortly. Any queries can be made to Caroline Looney or Mary Barrett at caroline.looney@fedvol.ie or mary.barrett@fedvol.ie or by telephone to 091 792316.

RESOLUTION OF NURSES DISPUTE

Following many weeks of industrial unrest the National Implementation Body proposed a two step solution which was accepted by both the INO and the PNA following balloting of their members. Step 1 involves a reduction in the nursing staff working hours from a 39 hour week to a 37.5 hours, Phase 2 involves a Nursing Feasibility Study to look at the possibility of reducing further the nursing staff working week from 37.5 hours to 35 hours.

In relation to the first phase it was agreed that the initial reduction would be implemented on a cost neutral basis and without diminution of services to clients on the basis of:

- a) the parameters of change especially in rosters, skill mix and other productivity measures which have been agreed at national level;
- b) individual service locations would use these

parameters to draw up a package of local changes which would enable the initial reduction in working hours to be implemented on a cost neutral basis in a manner which reflected the nature of the service being delivered in that location;

c) The Health Sector Performance Verification Group would provide an independent validation process to confirm that the changes planned for each location were sufficient to support the initial reduction and to verify delivery of these changes in advance of a target date for the reduction;

d) the initial reduction would be implemented in each location on foot of such verification.

It was further agreed that the reduction of 1.5 hours to 37.5 hours be implemented with effect from 1st June 2008 and in this regard feedback from

employers is sought by 1st October 2007.

In respect of Phase 2, the NIB recommended the establishment of a commission to produce an independent assessment of how a 35 hour week for nurses can be achieved. In this regard tenders were sought in respect of the feasibility study and Howarth Consulting Ireland was awarded the tender. Following a submission by the National Federation of Voluntary Bodies, the HSE agreed to invite the National Federation of Voluntary Bodies to nominate a person with knowledge, experience and expertise in the Intellectual Disability Sector to authoritatively inform the deliberations of Howarth Consulting Ireland in their work. In this regard the National Federation's Board of Directors approved the nomination of Ms. Anna Plunkett, Director of Nursing, St. John of God Menni Services as our nominee to work alongside Howarth Consulting Ireland.

NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

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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 HOUSING STRATEGY FOR PEOPLE WITH A DISABILITY

The Department of the Environment, Heritage and Local Government has established a national group to develop a National Housing Strategy for people with a disability. The Strategy which is a commitment under the Partnership Agreement Towards 2016 will support the provision of tailored housing and supports to people with a disability and will have particular regard to adults with significant disabilities and people who experience mental health issues.

The Strategy will be progressed through the establishment of the National group under the

aegis of the Housing Forum headed by the Department of the Environment, Heritage and Local Government and will involve the Department of Health & Children, the Health Services Executive, Social Partners and other relevant stakeholders.

The Draft Terms of Reference for the National group are as follows:

- To input into Government policy on addressing the accommodation needs of people with a disability;
- To advise on the structures and supports

required to effectively deliver on the accommodation needs of people with a disability including through the development of inter agency responses;

- To act as an advisory and monitoring body on the implementation of the new strategy.

The National Federation of Voluntary Bodies was invited to nominate a representative to participate on the national group and in this regard the Board of Directors approved the appointment of Mr. Paul Ledwidge, Chief Executive, St. Michael's House.

ABILITY WEST (FORMALLY GALWAY ASSOCIATION)

The Board of Galway Association are pleased to announce that the Companies Registration Office has approved use of their new company name Ability West. Their new email addresses and website are currently in the process of being changed and details will be announced in due course.

Payment of Rent Supplement to People with Intellectual Disabilities

Difficulties have arisen with regard to the availability of rent supplements to people with an intellectual disability availing of services in the mid west. The tenants who were refused a rent supplement appealed the decision to the HSE but were unsuccessful. The HSE said that the service provider in question have been receiving residential care funding which is deemed by the appeals officer to include accommodation costs for people receiving residential care. Dr. Padraic Kenna, NUIG, a specialist in housing law is now preparing an appeal on behalf of the tenants. This appeal will be brought to the Chief Appeals Officer at the Department of Social & Family Affairs. This matter was included on the agenda of the meeting between the National Federation of Voluntary Bodies and Inclusion Ireland on 23rd July, 2007.

Children's Database

The Office of the Minster for Children has announced the establishment of a new website www.childrensdatabase.ie which is established to provide access to research and information on children's lives. The site contains a database of Irish Government Policy documents and links to annotated websites including the National Federation of Voluntary Bodies website.

Meeting the Challenge of Building a Person Centred Mental Health Service for People with an Intellectual Disability

A full report on our symposium dealing with the above topic which was held in the Heritage Hotel, Killenard, Co. Laois on 25th & 26th October, 2006 has now been prepared and is available from the Secretariat Office.

The Mental Health Act, 2001 was enacted effective 1st November 2006. Mental Health Tribunals are now established. Since this date all involuntary admissions to approved centres and psychiatric hospitals must be reviewed by a Mental Health Tribunal which consists of one psychiatrist, one lay person and one solicitor.

INTERNATIONAL DAY OF DISABLED PERSONS 3RD DECEMBER 2007

The 2007 theme to mark the above day has been identified as "Decent Work for Persons with Disabilities". The annual observance of the International Day of Disabled Persons, 3rd December 2007 aims to promote an understanding of disability issues and mobilise support for the dignity, rights and wellbeing of persons with disabilities. It also seeks to raise awareness of gains to be derived from the integration of persons with disabilities into every aspect of political, social, economic and cultural life. The theme of the day is based on the goal of full and equal enjoyment of human rights and participation in society of persons with disabilities established by the World Programme of Action concerning Disabled Persons. Member Organisations of the National Federation of Voluntary Bodies are encouraged to organise forums, public discussions and information campaigns in support of the day focusing on disability issues and trends, and ways and means by which persons with disabilities and their families are pursuing independent lifestyles, sustainable livelihoods and financial security.

ENGAGEMENT BY NATIONAL FEDERATION OF VOLUNTARY BODIES WITH HEALTH SERVICE EXECUTIVE

Following on from meetings between the National Federation of Voluntary Bodies and Ms. Laverne McGuinness, National Director of Primary, Community & Continuing Care and her senior management team, it was formally agreed to convene four meetings between the National Federation and the HSE per annum. The purpose of these meetings is to address in a constructive way issues of mutual concern. Two such meetings between the National Federation and the HSE led by Mr. Seamus McNulty, Assistant National Director of PCCC with national lead responsibility for Disability and Mental Health Services have taken place. The meetings are positive and constructive during which a wide range of issues are discussed. Progress on a number of issues is now being made and working groups in the following areas have been established:

1. SECURING THE STATE'S INTEREST IN CAPITAL PROJECTS

A working group has been established to examine the feasibility of developing a pro-forma agreement to be validated by the National Federation and the HSE's legal advisors which could then be implemented nationally. The National Federation's representatives on the working group are Ms. Breda Crehan-Roche, Chief Executive, Ability West, Mr. Pat O'Toole, Chief Executive, St. Christopher's Services Longford and Ms. Gina Magliocco, National Development Officer, Brothers of Charity Services.

2. HSE FUNDED ADULT DAY SERVICES

This national working group consisting of the HSE, Department of Health & Children and representation from the Voluntary Sector was established to undertake a strategic review of HSE funded Adult Day Services and to ensure compliance with the Disability Act and the Equality legislation 1998-2008. In this regard the National Federation has nominated Mr. Pat Reen, Chief Executive, Prosper Fingal to the working group which is being chaired by Mr. Leo Kinsella, Local Health Manager, PCCC for Cavan/Monaghan.

3. IMPLEMENTATION OF DISABILITY ACT FOR CHILDREN UNDER 5

A liaison group between the Voluntary Sector and the HSE to oversee the implementation of the Disability Act for children under 5 has been established and the National Federation are represented on this group by Mr. Stephen Kealy, Director of Psychology, Sisters of Charity of Jesus & Mary and Ms. Moira King-Fitzgerald, Sector Manager, Brothers of Charity Southern Services, Tralee.

Superannuation for Part Time Employees

Arising from circulars 23/2005 and 20/2006, agencies who are members of the nominated Health Agencies Superannuation Scheme are required to:

- Distribute Circular 23/2005 to all relevant staff;
- Make employees aware of the consequences of joining the scheme;
- Estimate back and future contributions for employees if they join;
- Estimate ex-gratia gratuity that will be forgone;
- Maintain evidence that all relevant employees have received the option;
- Maintain evidence of each person's option (Yes/No).

The time limits set for having this exercise completed is 31st October 2007.

The National Federation of Voluntary Bodies has been in contact with the

HSE to highlight that it will not be possible for agencies to have the necessary work completed by the deadline of 31st October 2007. Agencies are giving priority to having the information and options made available to their current employees who are eligible to join the scheme arising from previous part time employment and every effort is being made to have this work completed by October 2007.

However, the work associated with tracking and tracing former employees is a much more onerous and complicated task and the National Federation of Voluntary Bodies has indicated that this exercise will not be completed within the required timeline. This matter was taken up with the HSE, with a strong recommendation to the Department of Health & Children that at a minimum the deadline of 31st October 2007 be extended by at least another 12 months. In addition, the matter of additional resources was raised and it has been indicated that any requests for such resources must be processed by each agency in the normal manner to the HSE.

HSE POLICY ON THE MANAGEMENT OF COMPLAINTS

The National Federation of Voluntary Bodies has been involved in the consultation process around the development of HSE policy on the Management of Complaints in preparation for Part 9 of the Health Act, 2004. The statutory instrument was enacted on January 1st, 2007 and there is now a requirement to comply with the legislation since that date.

The Consumer Affairs function in the HSE is required to ensure that all agencies who provide services on behalf of the HSE have a complaints policy which is in line with the HSE policy, this has previously been circulated to all Member Organisations. The review function under Part 9 of the Act is also the responsibility of the HSE. Following discussions between the HSE and the National Federation of Voluntary Bodies, the HSE is available to help and support agencies to comply with the requirements under the Act and to this end have invited the Federation to nominate a representative to join a working group which has been established. Ms. Jillian Sexton, Human Resources Training & Development Co-Ordinator, has been nominated as the National Federation's representative on this working group. Further details are available from Jillian Sexton at 091 792316 or by email: jillian.sexton@fedvol.ie

HEALTH ACT 2007

The enactment of the Health Act, 2007 is welcomed by the National Federation of Voluntary Bodies. This legislation will give a statutory basis to the establishment of the Office of the Chief Inspector of Social Services and provides for the inspection of residential services for people with a disability and for older people. The Health Information and Quality Authority (HIQA) will be responsible for ensuring quality and standards across all health funded services and it aims to begin the implementation of the National Standards for Disability Services in 2008.

EUROPEAN ASSOCIATION OF SERVICES PROVIDERS FOR PEOPLE WITH DISABILITIES (EASPD)

EASPD has organised a series of events over the 20th -22nd September, 2007 in Strasbourg, France. On 20th September, the final conference of the Leonardo da Vinci Project dealing with informal learning within the intellectual disability sector has been organised and this will be followed on 21st September by a conference dealing with the Conversion Project which addresses the transition from sheltered work to a supported employment environment. These conferences will be held at the beautiful venue of the Palais de l'Europe of the Council of Europe in Strasbourg. For security

reasons at the Council of Europe registration for these two events will close at the latest on 12th September, 2007. Further details in relation to these events are available on the EASPD website, www.easpd.eu

EASPD has also organised a separate conference on 8th & 9th November, 2007 in Lisbon, Portugal entitled "Walking with Families" which deals with services providers initiatives to work closely with families in the development of services and supports for people with disabilities. Further details are available on the EASPD website, www.easpd.eu

JOURNAL ON ASSISTIVE TECHNOLOGY

A new journal on the issue of assistive technology has been established by the Kings College London in association with the University of York. The journal which will be peer reviewed will cover the existing and emerging fields of assistive and enabling technology, telecare and e-inclusion but will focus on the users of this technology and the uses that they make of it. The journal will take a particular interest in situations where the use of technology forms an integral and significant part of people's lives with the aim of raising awareness of available technologies for wide and varied readership and to provide a forum for dissemination and debate. There will be a particular focus on the use of assistive technology in supporting people with an intellectual disability.

The journal welcomes contributions in the form of case studies, good practice and pioneering developments, reports of original research and reviews and critiques of current activity and policy development.

Although UK based the journal will seek an international audience and welcomes submissions from any country. An editorial Board which has an international membership has been established and Mr. Brian O'Donnell, Chief Executive, National Federation of Voluntary Bodies has been invited to participate on the Editorial Board. Two issues of the Journal will be published in October and December, 2007 with the Journal appearing quarterly from 2008.

PARTICIPATORY RESEARCH NETWORK

A participatory research network day was held at the NIID, 3 College Green, Dublin 2 from 10am to 4pm on Thursday, 2nd August, 2007. This event was co-hosted by the National Federation of Voluntary Bodies and the National Institute for Intellectual Disability. The purpose of this day was to consider the establishment of a participatory research network in Ireland for people involved in learning disability research. The Network will seek to include people with intellectual disability, academic researchers and those with an interest in inclusive research including staff in agencies. Further information can be obtained from Edel Tierney, Director of Research & Policy Development at edel.tierney@fedvol.ie

NATIONAL INSTITUTE FOR INTELLECTUAL DISABILITY (NIID)

The NIID which is based in Trinity College Dublin has organised a course on facilitation skills. The course comprising of eight 2 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 of the NIID and Dr. Gemma Donnelly, Cox Centre for Non-profit Management School of Business. The course will be relevant to community workers, service agency staff, social workers, health professionals as well as teachers and leaders of community organisations. The course will be held on 17th October, 2007 and continues on 24th and 31st October, 7th, 14th 21st & 28th November and 5th December, 2007. All applications should be forwarded to the Executive Officer, NIID, School of Social Work & Social Policy, Trinity College, 4th Floor, 3 College Green, Dublin 2. Email: akenned@tcd.ie