

NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

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Welcome to the National Federation Newsletter Spring 2016

Issue 46



Appointment of New Chairperson

National Federation of Voluntary Bodies Elects New Chairperson



At its meeting held on 2nd March, 2016, the Board of the National Federation of Voluntary Bodies ratified the appointment of Ms. Breda Crehan-Roche as Chairperson. Breda, who takes over from John Hannigan who served with distinction during his term of office, brings a wealth of experience and expertise to her new position and we all look forward with enthusiasm to working closely with her in the years ahead.

Speaking after her election Breda stated *"I am honoured to have been elected to the prestigious position as Chairperson of the National Federation and commit myself to work on behalf of all Federation members with diligence and dedication during these very challenging times"*.

NFVB calls for Prioritisation of People with Intellectual Disability and their Families in New Programme for Government

The National Federation of Voluntary Bodies in line with other sectors within Irish Society very much welcomes the signs of an economic recovery being experienced in this State and share the hope that the country is on the right track for sustainable and consistent economic growth. However it is important for us to reflect on the fact that throughout the years of economic austerity people with Intellectual Disability and their families were disproportionately adversely affected in the most devastating way. Ireland's response to the unprecedented fiscal crisis which it faced was severe and it is a fact that significant legacy issues remain to this day. Over the years since 2008 there has been little investment by the State in services for people with Intellectual Disability to meet new, emerging and changing needs. During this time there has also been a moratorium on recruitment, successive years of funding cuts and new regulatory requirements giving rise to substantial compliance costs, all at a time when demand for services and supports is growing exponentially. It is little wonder therefore that many of our member organisations, all of whom are registered charities, are under severe financial strain and are struggling to cope. The people with Intellectual Disability who we support and their families are feeling very let down

by the State and exasperated by a sector which is experiencing great difficulty in coping in the manner that these citizens would want and expect.

We would take serious issue with a comment recently attributed to a Government spokesperson that “despite the need to make cuts to public expenditure, the Government protected core services and the cuts in public spending were not as damaging for service provision as some may expect”. This is simply not true insofar as services to people with Intellectual Disability are concerned, the damage has been devastating. Were it not for the proactive steps taken by service providers in implementing innovative practice developments and introducing wide ranging cost efficiency programmes essential services could not have been maintained to the required level of quality and safety.

Demand for services continues to grow. The numbers of people requiring new or enhanced Residential, Day, Respite and MultiDisciplinary supports over the period 2015-2019 is 19,547 (source. National Intellectual Disability Database Annual Report 2014).

A significant number of adults with Intellectual Disability continue to live with their families. However as caregivers grow older a wide range of additional supports is required for these people who wish to live as independently as possible.

The welcome increase in life expectancy amongst adults with significant Intellectual Disability has led to an increased demand for fulltime residential care. Older persons availing of day, and residential services also require a higher degree of support within these services, including increased medical services.

As I write our elected parliamentarians are holding talks with a view to forming a Government. It is vital that any new Government in whatever form it takes has a full understanding of the devastating consequences which the austerity measures had on us as Service Providers and by extension the people with Intellectual Disability who we support and their families. It is imperative that any new Programme for Government acknowledges this reality and prioritises those who have been severely disadvantaged.

Brian O'Donnell
Chief Executive

School Leavers

Meeting the Needs of School Leavers and People Exiting Rehabilitative Training (RT)

At a meeting with the HSE held on 22nd March, 2016, it was agreed that the process to be put in place in 2016 would be based on the learning gained from the 2015 experience. An amount of €3m once off capital funding will be allocated to acquire appropriate physical facilities. Transport can only be provided when all other options have been exhausted and where it is accepted that an individual will be unable to avail of a Day Service unless transport is provided. Where such a situation arises, transport costs will have to be met from within the funding allocation and this may involve a reduced day service for the individual concerned.

It was accepted by the HSE that early communication is imperative and in this regard a plan to meet the needs in 2016, based on the profiling exercise, will be submitted to the HSE National Social Care Directorate for approval in mid-April 2016. Service Providers will be informed of the outcome of this process by end of the April 2016 and families will be informed in mid-May 2016.

New Directions – Learning Event

Following completion of the New Directions Benchmarking Exercise in 2015, the HSE has announced that a New Directions Learning Event will take place in May, 2016, in the Tullamore Court Hotel. In the benchmarking exercise over 50 per cent of organisations indicated that they had an example of a service that had been changed or reconfigured in the last 5 years in line with New Directions and that they would be willing to share this information with others in the sector. In light of this the HSE has short-listed 12 examples to take part in this national learning event - to share their experience of how they got started, practical steps taken and how they overcame the challenges encountered. The HSE is also analysing the combined data from all of the Benchmarking Tools and a report will be completed in time for the May event. This learning event is targeted at senior management of provider agencies and the HSE that have responsibility for contracting, managing and providing day service supports. The HSE will be issuing the event programme and further details shortly - provider agencies will be notified directly regarding the registration process.

Inclusive Research Network

'Our Home & Independence Study'

Launch of Research Study:

The Inclusive Research Network (IRN) recently completed its current research project which is called 'The Home & Independence Study' which looked at the transition from institutions to independent living and focused on examples of good and bad support during the moving process. On the 17th November 2015 in Limerick the **'Our Homes - IRN Home & Independence Study'** was launched by the then Minister of State with Responsibility for Mental Health Disability & Primary Care Kathleen Lynch, TD. In her speech on the day of the launch Ms. Lynch talked about a line in the sand being drawn in relation to how people with disabilities are treated.

In March 2016 IRN Secretary Brian Donohoe and IRN Member Aine McDermott made the first presentation of the Our Homes Study to members of the Next Steps Project. One of the issues which the Next Steps Project is working on is housing options so they invited the Inclusive Research Network to present at its meeting on the 23rd March and to discuss the findings of the study.

The IRN is currently looking at possible subjects for its next research project which will be led by the current Steering Group over the coming years.

New Committee Elected:

The IRN held an election in February 2016 and elected a new Steering Committee as the current Steering Committee was at the end of its 3 year term. There were 4 positions for re-election with the exception of Secretary which will continue to be permanently held by Brian Donohoe



**Brian Donohoe, IRN Secretary and
Aine McDermott, IRN Member**

from the National Federation. The 4 positions were Chair, Vice-Chair, PRO & a new position of Treasurer. The successful Candidates were:

- Nancy Leddin from Daughters of Charity Limerick who was elected Chair.
- Joan Body also from Daughters of charity Limerick was elected Vice Chair.
- Fionn Angus was elected PRO.
- Laura Murray from Galway was elected Treasurer.

Many thanks to the outgoing members of the Steering Committee for all their work, in particular Mr. Patrick Santry who very successfully steered the work of the IRN in his role as Chairperson over the past 3 years.

New Logo:

The IRN has also designed a new logo to make it more professional when communicating with outside agencies. Members from Galway chose 5 designs for IRN members to vote on. Each member filled out a voting sheet for the design, the colour scheme and the type of lettering to use in the logo. Once finalised the logo will be used by the IRN on all its correspondence and publications.

Brian Donohoe,
Secretary, Inclusive Research Network.

Supported Decision-Making Workshop

“Supporting People with Disabilities to Make Decisions- the South Australian model of Supported Decision-Making”

The National Federation of Voluntary Bodies, in collaboration with Genio and the Centre for Disability Law and Policy NUIG, organised two half-day workshops that took place on 9 February in the City West Hotel, Dublin. The workshops were presented by Cher Nicholson and Laura Powell who focused on the practical details of how to implement a supported decision-making model at a grassroots level, as an introduction to this model. The workshop was attended by staff and family members from National Federation member organisations, who provided very positive feedback about their experience of the workshop.



Cher Nicholson is a disability advocate who co-ordinated a pilot project on supported decision-making for 26 individuals with a range of disabilities (including autism, brain injury, and intellectual disabilities) run by the Office of the Public Advocate in South Australia from 2010 to 2012. Through the State’s Health & Community Complaints Commissioner, Cher has since refined the model of supported decision-making (SDM) and developed an intensive training and mentorship programme for SDM facilitators. This project was internationally recognised and short-listed for World Best Practice Award at the Zero Project Conference in Vienna in 2015. Cher now continues to expand her work internationally, including in South Australia, Ireland and Japan.



Laura Powell, Sunbeam House Services, who has undergone Cher's training in Adelaide, shared her experiences of starting to implement the model in her work in Sunbeam House Services in Co. Wicklow. At the end of the sessions, Laura and Cher provided information on further training and mentoring opportunities.

The overall feedback given from participants attending the Workshop was very positive. Further training opportunities in relation to this Supported Decision-Making Model can be explored by contacting:
alison.harnett@fedvol.ie



The seminar was a light bulb moment; I know a lot more now

Wish I could do a full course!

Need this workshop to be rolled out to inform staff as well as facilitators

Cher and Laura were excellent presenters and very knowledgeable

Human Resources Matters

Operational Human Resources Group

The Operational Human Resources Group is a forum for human resources personnel across Federation member organisations to meet and address issues of common concern. The next meeting of the group is scheduled to take place on **Wednesday, May 4th 2016 Muiriosa Foundation**.

European Working Time Directive – Achieving Compliance

A briefing session was arranged by the HSE on February 24th last in relation to achieving compliance with the European Working Time Directive within the disability sector. A number of data collection templates were issued to organisations to establish the current level of compliance with the EWTD and to explore options open to organisations in moving towards compliance. Using the initial results of the data collection exercise, the HSE will draft a EWTD Compliance Plan for the disability sector for approval by the Dept. of Health.

There is agreement nationally that this issue poses significant challenges for organisations and that the process of reaching compliance will require significant service and workforce reconfiguration, introduction of alternative rosters as well as additional resources. Any proposals which are developed must be fully compliant with relevant legislation and government policy for persons with a disability. The Irish Government will be providing regular updates to the Labour Law Unit, European Commission, on progress being made towards achieving EWTD compliance.

HSE HR Directorate – Meeting with Voluntary Agencies

The newly appointed National Director of HR, HSE – Ms. Rosarri Mannion – met with representatives of the National Federation in late 2015. The overall aim of the meeting was to:

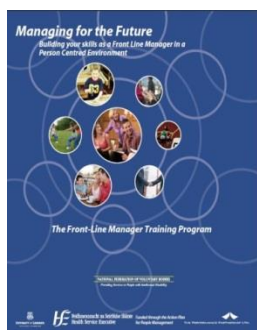
- build a good working relationship with the HR Directorate;
- to ensure that there is regular communication between the HSE and voluntary agencies; &
- ensure that when HR related communications / circulars are being drafted by the HSE that they have considered / involved HSE funded agencies in same.

Following the meeting an invitation was extended to Ms. Mannion & her colleague Mr. Niall Gogarty to attend a meeting of the Operational HR Group and Mr. Gogarty subsequently attended the January meeting of the Group. There are a number of areas of work underway which it will be beneficial for Federation members to be involved – including the Establishment of Investigations Unit, Mediation Service, Future Leaders Programme, Review of Policies (including Trust in Care), HR helpdesk, development of Occupational Health Services, Job Evaluation Scheme, etc.

HSE – NFVB Human Resources/Finance Group

The HSE NFVB HR / Finance Group held its most recent meeting on February 24th and the group is addressing a range of issues key amongst these are as follows:

- Costs association with sleepovers / Non-payment of increments;
- Overall staffing levels within the HSE / Banding exercise Salary Scales for Section 38 agencies;
- Progressing mergers within the sector;
- Procurement / Transport costs;
- Pay restoration for lower income groups arising (Lansdowne Road Agreement).



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

A further cycle of the front line managers training programme commenced in the University of Limerick in early January with a group of 24 managers participating in the programme. The programme materials are currently being updated to ensure that they reflect the current challenges / environment in which managers are working.

For further information on the programme please contact jillian.sexton@fedvol.ie

Children First

The HSE National Social Care Steering Group for the Implementation of Children First is continuing to meet and the following is a summary of the main areas of work underway:

- Children First Legislation: The main provisions within the act which are due to be implemented over the coming months are as follows - the establishment of an Inter-departmental Group, Publication of Child Safeguarding Statements by all organisations and the development by Tusla of a non-compliance register.
- HSE Children First Website is nearing completion and once launched a range of information / resources will be available to organisations (fact sheets, Children First Guidelines / Child Protection & Welfare Policy).



- An online Children First eLearning module has been developed will be available to all Federation members once it is formally launched.
- A number of Training & Development Officers are being recruited to the National Children First Office who will be involved in the delivery of Children First training across the HSE.
- It remains unclear as to the responsibility of the HSE in relation to the provision of CF training to HSE funded agencies.



*Members of National Federation's Safeguarding /
Children First Implementation Group*

The next meeting of the National Federation's Safeguarding / Children First Implementation Group will take place on May 31st – the group provides a very useful forum for those involved in children's services / child protection and welfare issues to meet.

For further information on the work of this group please contact jillian.sexton@fedvol.ie

Quality and Standards Matters

Quality & Standards Sub-Committee

The Quality & Standards Sub-Committee has been meeting bi-monthly and the main focus of work has been the issues arising for member organisations in relation to the HIQA registration and inspection process. Work activities over recent months have included the following:

- Submission to HIQA on its draft Corporate Plan, December 2015.
- HIQA Providers Forum – this group meets quarterly and through the work of the Quality & Standards Sub-Committee key issues of concern to members are addressed with HIQA. Minutes of the meetings are circulated to all agencies for information / update purposes.
- Inspection of Children's Services: A HIQA Inspector Manager met with members of the National Federation's Children First Implementation Group in late 2015 to discuss the inspection / registration process for children's services and issues arising for members in relation to same.
- The Restrictive Practices Working Group, chaired by Mr. Brian McDonald, Ability West, is continuing to meet and proposes to have its work completed by autumn 2016.

The next meeting of the Quality & Standards Sub-Committee is scheduled to take place on April 20th 2016.

Engagement with HIQA – Providers Forum

The Health Information and Quality Authority is responsible for the inspection and registration of designated centres for adults and children with disabilities. HIQA is one of the key stakeholders which the National Federation has been engaged with in recent years, in particular since the commencement of the registration / inspection process in November 2013. The National Federation meets with HIQA through the Providers Forum meetings which take place on a quarterly basis and this provides a forum through which key issues and concerns arising for Service Providers can be addressed.



During March HIQA ran a series of information seminars for service providers. In his opening address Mr. Finbarr Colfer, Deputy Chief Inspector of Social Service, highlighted both the very positive work underway within the disability sector and the significant level of compliance across services. He also provided an overview of the new disability programme structure which was introduced in January 2016. This was followed by a very informative input on 'Legal Capacity and the Assisted Decision Making Act 2015' and a series of parallel sessions on the following themes:

- Governance and management of designated centres
- Overview of key messages from the regulation of designated centres in 2015
- Introduction to the Provider Portal

National Inter-Sectoral Safeguarding Committee – Launched, December 2015

The National Inter-Sectoral Safeguarding Committee was formally launched in December 2015 and is chaired by Patricia Rickard-Clarke, former Law Reform Commissioner. The purpose of the group, which includes representatives from a range of agencies including; Inclusion Ireland, HIQA, Carers Association, HSE, An Garda Síochána, Department of Health, National Federation of Voluntary Bodies, Cheshire Ireland, Disability Federation of Ireland, Alzheimers Society, Age Action, Banking & Payment Federation, Law Society, Active Retirement Ireland, Royal College of Physicians of Ireland, COSC, SAGE and the Department of Social Protection, is to:

- Provide strategic direction to the HSE in relation to safeguarding.
- Lead on promoting a societal and organisational culture that promotes the welfare of vulnerable adults.
- Provide oversight and guidance on policies and procedures required to ensure concerns are addressed appropriately.
- Propose the commissioning of research, public awareness campaigns and training aimed at promoting the welfare of vulnerable adults.

The Committee was formed as one of a number of actions from the HSE's *Safeguarding Vulnerable Persons at Risk of Abuse – National Policy and Procedures*. The HSE's policy outlined the process to be followed when there is a concern of abuse or neglect. The Policy contains a number of principles critical to safeguarding vulnerable adults from abuse. These include respect for human rights; a person-centred approach to care; facilitating advocacy; respect for confidentiality; empowerment of individuals; and collaboration with individuals, healthcare professionals and with other agencies.

Ms. Patricia Rickard-Clarke stated that, *"these principles will be underpinned by the imminent enactment of the Assisted Decision-Making (Capacity) Act which will require anyone interacting with a vulnerable adult to fully respect the dignity of each person as an individual human being whose wishes and preferences, beliefs and values must be ascertained and respected."*

In order to support the implementation of the Safeguarding Vulnerable Persons Policy, a number of structures have been put in place. These include –

- Recruitment of additional Social Workers and the establishment of nine Safeguarding and Protections Teams, one in each Community Healthcare Organisation, led by a Principal Social Worker.
- The establishment of a National Safeguarding Office to support the National Inter-Sectoral Safeguarding Committee, to collect and collate data on abuse referrals, to provide training to staff and develop practice guidance.
- The creation of Safeguarding and Protection Committees in each Community Healthcare Organisation.

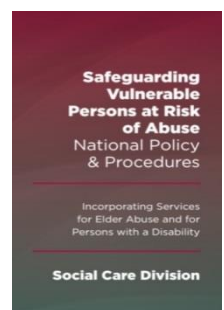


From left-right: Paddy Connolly, Inclusion Ireland; Inspector Paul O'Brien, An Garda Síochána; Pat Healy, National Director of the HSE's Social Care Division; Pat Carey, COSC; Mervyn Taylor, SAGE; Siobhan Nunn, HSE; Patricia Rickard-Clarke, Chair of National Inter-Sectoral Safeguarding Committee; Mark Blake-Knox, Not for Profit Organisation; Minister Kathleen Lynch TD; Brian O'Donnell, National Federation of Voluntary Bodies; Catherine Cox, Carers Association; Colette Kelliher, Alzheimers Association; Noel Brett Banking & Payment Federation, Marguerite Clancy, HSE; Marion Meaney, HSE; Paschal Moynihan, HSE; Michael Fitzgerald, HSE.

Implementation of National Policy for the Safeguarding of Adults with a Disability from Abuse:

Work has been progressing with the National Safeguarding Office in relation to the implementation of the Safeguarding Vulnerable Persons Policy - this work has included:

- Bi-monthly meetings of the HSE / NFVB Safeguarding Reference Group: the overall remit of the group is to support implementation of the Safeguarding Policy, address issues arising for agencies and to participate in the formal review of the Policy. The Group has met on three occasions to date and the National Federation is represented on the group by Ms. Colette Daly, Head of Social Work and Family Services - Ability West, Mr. Tom Hughes, Head of Evaluation and Training - Western Care Association and Mr. Michael Flood, Social Worker and Designated Officer - Brothers of Charity Services Galway. Mr. Paschal Moynihan and Mr. Tim Hanly are the HSE National Safeguarding Office representatives on the Reference Group.
- A series of briefing sessions took place in early February for CEO's / Senior Managers in relation to the provisions of the Policy and these were attended by approx. 150 personnel from across Federation member organisations.



- Training for Designated Officers is well underway and there is also an option for agencies for nominate staff to undertake a 'train-the-trainers' programme so that training can be delivered in-house to staff members;
- A 'compliance' checklist was designed and distributed to agencies to establish how agencies are progressing in implementing the Policy and to identify areas in which support may be required.

The next meeting of the HSE / NFVB Reference Group will take place in mid-May.

Development of online / eLearning Safeguarding Module



In 2015 funding was secured from Pobal, through the Dormant Accounts Fund, to develop a 'Safeguarding' online information resource for staff / volunteers working in National Federation member organisations. The online module will address the following key areas: definitions and types of abuse; organisational culture and abuse; responsibilities of staff; and procedures for dealing with concerns and allegations of abuse. This eLearning module, which will be approximately 1-1.5 hour duration, will be finalised by year end. The Project is being developed in partnership with St. Michael's House and the Open Training College.

Health & Safety / Employee Wellbeing Working Group

The Health and Safety / Employee Wellbeing Working Group of the National Federation of Voluntary Bodies meets on a quarterly basis and is hosted by organisations on a rotational basis. The Group is open to health and safety personnel or those with responsibility for health & safety matters within their organisation and new members are welcome to join. The next meeting of the Health & Safety Working Group is scheduled to take place on **Thursday, May, 26th** in the Daughters of Charity, Limerick

Annually the Group develops a work plan setting out targets for the year ahead. Significant work in recent years has centred on the development of a health and safety audit tool focused for disability service providers. This is nearing completion and it is planned to make the finalised tool available to members later in 2016. A review of the work of the Health & Safety Working Group is also underway and a brief online survey will be circulated to all members in April, 2016. The aim of the review is to reflect on the overall operation of the group and to identify any improvements necessary to the benefit of all members.

The work plan also identifies topics for general information sharing and discussion as well as key external speakers that may be invited to meetings. External speakers in recent months have included the Health & Safety Authority and Fire Safety Experts. Group members have also provided overviews of how they manage particular Health and Safety / Employee Wellbeing issues and at recent meetings two excellent presentations have been provided on the topics of 'Food Safety' – Ms. Anne Clinton, St. Michael's House and 'Transportation Management' - Ms. Michelle Doyle, Daughters of Charity Services. Mr. Aidan O'Connor, Director of HSE Fire and Estates, is due to attend the May meeting of the Health & Safety / Employee Wellbeing Working Group.

At each meeting, or via email, members can raise queries or request advice, which can be a helpful source of advice and direction, particularly with more difficult topics. Attendance at meetings has

facilitated the sharing of knowledge, information and approaches related to Health and Safety / Employee Wellbeing matters, particularly in relation to HIQA inspections and the outcomes of same.

Should any member of the National Federation of Voluntary Bodies wish to propose a nominee to attend meetings please contact amymcgealy@prospergroup.ie as new members are always welcome.

Access to Justice for People with Intellectual Disabilities (AJuPID)



The European Project AJuPID – Access to Justice for Persons with Intellectual Disabilities – promotes legal capacity and access to justice in line with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). AJuPID is co-financed by the European Commission (DG Justice) and coordinated by FEGAPEI, the French federation of service providers and employers for persons with disabilities.

The project aims to identify how the right to legal capacity and access to justice is recognised and supported in five European countries: Bulgaria, Finland, France, Hungary and Ireland. The project focuses on persons with intellectual disabilities, who are under partial or full guardianship and may thus be deprived of the possibility to make their own decisions concerning their lives.

Objectives of the AJuPID Project:

➤ Awareness raising

A main objective of AJuPID was to raise awareness of the rights and needs of persons with intellectual disabilities during legal proceedings amongst staff in the judiciary, and about the principles laid out in Articles 12 and 13 of the UNCRPD on legal capacity and access to justice.

The National Federation of Voluntary Bodies held a national awareness event for the AJuPID Project in the Ashling Hotel, Dublin on 21st January, 2016. Invitations to the event were sent to the Presidents of the Supreme Court, High Court, Circuit Court, relevant Government Ministers, Court Staff, Solicitors, service providers, advocacy services, family groups and other Government bodies. The event was well attended and representatives from Service Providers, Inclusion Ireland, National Advocacy Service, National Disability Authority, Solicitors, Office of the Wards of Court, Court Services, Chief Court Clerk from the Circuit & District Courts and 3 Specialist Judges. The feedback from the event was extremely positive, there was significant interest in the project and attendees were very happy to receive the materials from the project and asked for extra copies to bring back to their organisations/court services.



Delegates at the AJuPID National Awareness Event, Dublin – January, 2016

➤ Pilot Training

Another objective of the project was to train a range of stakeholders in 8 modules designed by the project committee. The Pilot Training for the AJuPID Project was held on Tuesday & Wednesday, 16th & 17th February, 2016 in the Tullamore Court Hotel, Tullamore, Co. Offaly. A total of 9 people participated in the training, including a person with a disability, family members and a number of front line staff / senior managers. As part of the training presentations were given by Mr. Martin Dooher - Self-advocate, Ms. Suzy Byrne - National Advocacy Service, Dr. Eilionoir Flynn - Centre for Disability Law & Policy, NUIG, and Ms. Teresa Gadd - Ace Communications. Ms. Maura O'Loughlin, Sunbeam House Services and Ms. Fiona Coffey, Brothers of Charity Services Galway were the trainers for the pilot programme.

Overall the participants from the training were very impressed with the modules presented and felt they gained a lot of knowledge about the UNCRPD generally but specifically Articles 12 & 13, the new Assisted Decision Making (Capacity) Act 2015 in Ireland, the promising practices emerging in the partner countries and how communication is key in supporting people with intellectual disabilities.

The evaluation gained from the pilot programme will assist in tailoring the training to suit the various stakeholders to be trained over the next 12 month period.



Participants at the AJuPID Pilot Training

Member's News

Inclusive Learning Initiative (ILI) at Maynooth University - KARE

Maynooth University has an excellent track record of offering higher education opportunities to students who are marginalized and educationally disadvantaged. A project to offer a university experience to students with intellectual disabilities was the next step in this continuum which commenced in December 2009. The project is a partnership between the university, individuals with intellectual disabilities and service providers. The students are not viewed as a separate group or class but as individuals attending a range of classes across the university.

The students on the ILI are looking for challenging learning opportunities at 3rd level education. Students take modules in their preferred area of study. The strength of the ILI is that it is open to assessing outcomes at the level which the student can achieve. This is significant because on one hand it frees students who feel they cannot meet the pre-determined levels to work at their own pace and at the same time allows students to excel in areas where they have specific abilities, challenging them to reach beyond expectations of others. The focus is firmly on the students and their abilities.

To date two individuals from KARE have completed their studies and were awarded a Certificate of Individual Learning from Maynooth University and a further three students are at various stages of their study.



Upcoming Events

Please diary this date

The National Federation of Voluntary Bodies is hosting a half day workshop on:
“SORP/FRS 102 and the Charities Act”

When: Wednesday, 20th April, 2016
Location: Muiriosa Foundation, Moore Abbey, Monasterevin, Co. Kildare
Time: 10.00am (Registration 9.30 am) - 1.00 pm.
Target Group: CEO's, Board Members, Finance Directors, Finance & Accounts Staff.
Cost: €40 (light lunch will be provided)

The presenter will be Mr. Conor Woods FCA, BAAF, DIP IFRS | Partner | Woods & Partners Chartered Accountants & Registered Auditors and its content will include:

SORP:

- how to split restricted and unrestricted funds; how to categorise in the SoFA;
- if there is a change in treatment of any income sources
- Capital grants:
- what accounts should look like under FRS 102;
- restricted and unrestricted funds;
- pay and leave accrual;
- FRS 17; FRS 102;
- recording transactions outside the nominal ledger.

Companies Act 2014

- Shadow Directors.
- Changing Memorandum & Articles to Constitution - content, format, issues

ONLINE BOOKING is available at <http://form.fedvol.ie/> Places are limited.
For more information contact: caroline.looney@fedvol.ie

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Over 1000 jobseekers and employers set to team up for Job Shadow Day 2016.



Job Shadow Day

The Irish Association for Supported Employment (IASSE) is pleased to announce the ninth annual National Supported Employment Week which will run from 24th – 30th April. Job Shadow Day (Wednesday 27th April) is the highlight of the week and will see hundreds of people with disabilities take the opportunity to shadow a workplace mentor as he or she goes about a normal working day.

Job Shadow Day is designed to give people with disabilities the unique opportunity to get a close up look at the world of work for one day in April each year to discover and learn about the skills and education required to compete and succeed in the work place.

Job Shadow Day brings people with disabilities and local employers together to highlight the valuable contribution people with disabilities can, and do make in the workplace. Last year, close to 800 individuals with a disability shadowed at over 500 employment sites in Ireland, with 55 securing a permanent job placement as a direct result.

Everybody is encouraged to open their doors to ability and inclusion. Previous high profile participants that have hosted a 'shadow' for the day are: An Taoiseach, Norah Casey, Ray D'Arcy, Ryan Tubridy, Feargal Quinn, Padraig O Ceidigh, Nevin MacGuire, Brendan O'Connor, Ken Doherty.

This truly is a great opportunity to promote inclusive business and employment.

Employers and job seekers interested in participating in Job Shadow Day 2016 are invited to register their interest at www.iasse.ie or email jobshadow@iasse.ie or telephone 097 82894 for more information.



Fiona O'Donnell is pictured with her mentor Padraig O Ceidigh (IASSE patron and former chairperson of Aer Arann)

Building Capacity to Choose

Social Care Ireland are coordinating two day workshop 'Building Capacity to Choose' facilitated by Josephine McLoughlin, Legalcapacity.ie.

The workshop will take place on the 26th & 27th April in the Viking Hotel, Cork Road, Waterford.

Social Care Ireland in Association with Legalcapacity.ie will provide a two day training course on Building Capacity to Choose at the Viking Hotel Waterford on April 26th and 27th. This course will address the skills and knowledge required to build decision making capacity with specific regard to the UN Convention on the Rights of Persons with Disabilities and the Assisted Decision Making Capacity (Capacity) Act 2015. It is designed to provide health and social care practitioners with the knowledge and skills necessary to assist individuals with an intellectual disability to make decisions and have those decisions respected and acted upon. Participants will be supported to examine concepts such as equality and non – discrimination, reasonable accommodation, will and preference, personhood and supported / assisted decision making. This course recognises that several barriers to decision-making exist, and it aims to equip professionals with the knowledge and expertise required to overcome them.

Building Capacity to Choose will be facilitated by Josephine McLoughlin. Josephine is the founder of Legalcapacity.ie and is a qualified Social Care Leader with over 20 years' experience in the childcare and disability sector. In 2015 Josephine completed an LL.M (Master of Law) in International and Comparative Disability Law and Policy achieving first class honours and in addition was awarded the Centre of Disability Law and Policy gold medal for excellence.

To book click on:

<http://socialcareireland.ie/2016/03/23/building-capacity-to-choose-26th-27th-april-waterford/>

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National Federation of Voluntary Bodies Pension & Life Assurance Scheme – Retirement Seminars

As part of our continuing efforts to provide ongoing personal development and fulfilment for members of the National Federation's Pension and Life Assurance Scheme, the Pension Trustees, sponsored by New Ireland and in conjunction with Retirement & Life Planning, are organising a series of Retirement Seminars for members of the NFVB Pension Scheme. This affords members an opportunity to make plans for a rewarding and enjoyable future in the years after work has finished.

International best practice suggests people should begin to plan for retirement about 5 years in advance. The research in this field has shown that it is never too early to plan, and that the one certainty is that the degree of enjoyment one gets in the next phase of life is directly related to the amount of forward planning that is engaged in.

Please consider the following questions about life after work:

- Do you know what you will do with your new found leisure time?
- Will you have sufficient social contacts?
- Have you considered the impact of retirement on those around you?

- Will you have enough money?
- Do you know what your family feel about your retirement?
- Have you a healthy lifestyle?
- Do you have a good knowledge of your options and opportunities?
- Are you up to date with Social Welfare/Taxation/Investment options?

Retirement Planning Seminars are designed to address the above areas in a relaxed, informal and friendly atmosphere. The National Federation's Pension Trustees want you to be able to answer YES to the above questions. If you cannot answer YES to all of the above we would like to afford you and a spouse/partner the opportunity to change that for the better. If you are interested in attending a Retirement Workshop, and are a member of the National Federation's Pension Scheme, please contact Maria McMahon, National Federation Secretariat at 091-792316 or email maria.mcmahon@fedvol.ie

Dates for Retirement Seminars for 2016 are as follows:

- Friday, 1st April, 2016 - Portlaoise
- Tuesday, 26th April, 2016 - Dublin
- Friday, 6th May, 2016 - Galway
- Monday, 16th May, 2016 - Castlebar
- Tuesday, 14th June, 2016 - Cork

Feedback from previous seminar attendees:





Workshop 1

Wednesday, 27th April 2016 from 9.00 to 17.00

Institute for Lifecourse and Society, NUI Galway

Confirmed speakers include: Professor Amita Dhanda, Dr. Piers Gooding and Ms. Elizabeth Kamundia.

The VOICES project held its opening conference in Dublin on 26 February 2016. Following on from this event the first workshop in April 2016 in Galway will focus on the right to legal capacity and the importance of personal narratives in creating social change.

The project will develop new approaches to the right to legal capacity for people with disabilities. Its aim is to explore the experiences of people with disabilities in exercising, or being denied, their legal capacity. The project will involve pairing people with a lived experience of legal capacity denial with scholars, activists and policy makers who will provide critical legal, policy and social responses to those experiences and jointly develop concrete recommendations for reform.

This is a free event but please [RSVP](#) by 22 April as places are limited and refreshments will be provided.

If you have any accessibility requirements please contact Clíona on ercvoices@nuigalway.ie

Visit <http://ercvoices.com/> for more information.

VOICES Project
Centre for Disability Law and Policy
NUI Galway
+353: 91 494272
ercvoices@nuigalway.ie



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Inclusion Ireland will be a partner for Carers Week 2016 which is taking place between June 13th and 19th. This is a week-long celebration and is an acknowledgement of family carers and family supporters in Ireland. This will be the 10th anniversary of the National Carers Week and a vibrant and exciting programme of events is being planned.

Follow the link below if you are looking for more info on Carers Week 2016:

<http://www.inclusionireland.ie/content/event-notice/1437/exciting-programme-events-planned-national-carers-week-2016-june>

For further information please contact:

Cormac Cahill, Communications & Information Officer, Inclusion Ireland.

Tel: 01-8559891 / Mobile: 086 837 3394

cormac@inclusionireland.ie

www.inclusionireland.ie

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UCD Centre for Disability Studies celebrates 20 Years of Teaching & Research

To celebrate our 20th Anniversary we are delighted to host a one day Seminar. We'll be debating some key issues in disability and would welcome audience participation. Details and speeches to follow.



UCD Centre
for Disability Studies
UCD School of Psychology



Unlocking the Potential of Short Breaks

An International Conference about Short Breaks and Respite Care
Edinburgh, Scotland, 13th – 15th September 2016

The Committee of the International Short Break Association (ISBA), Shared Care Scotland is pleased to confirm that the 10th ISBA conference will be held in Edinburgh, Scotland between the 13th and 15th September 2016.

[Shared Care Scotland](#), along with their conference partners in Scotland, is busy putting together an exciting 3-day programme to showcase some of the best examples of short breaks policy and practice from around the world. Shortly they will be inviting countries to come forward to tell us about the developments they're working on that they would like to share at this important event.

Don Williamson, CEO, Shared Care Scotland, President of ISBA:

"It is a huge privilege to be hosting this 10th ISBA conference following on from the previous events that have taken place across Europe, the Americas and Australasia. These conferences are the perfect opportunity to come together to share practice and experience, and to compare our different approaches to the provision of short breaks and respite care. My experience of ISBA events is that you always come away completely recharged with fresh inspiration and new ideas. We can't wait to welcome people to Scotland."

Interested? What you need to do now...

- Visit the conference website for more information www.isba.me
- Note the date in your diaries – **13th to 15th September 2016**, Edinburgh Scotland
- Registration for the conference is now open and a steady stream of places has already been booked. If you haven't secured your place don't leave it too late to take advantage of the early bird rate – register at: www.isba.me

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Training & Education opportunities



Social Role Valorisation SRV-10 Public Event

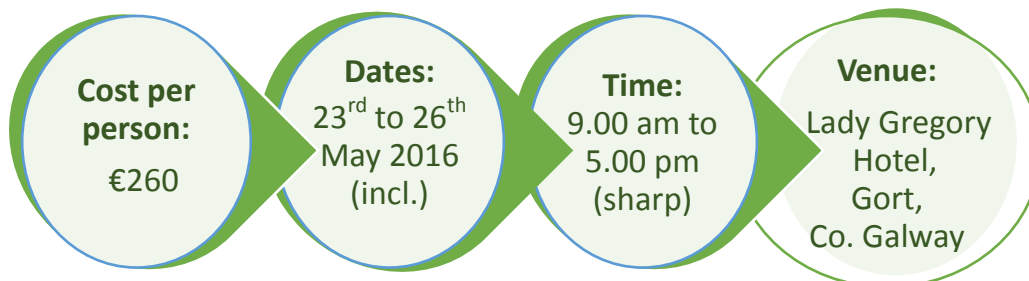
Social Role Valorisation (SRV) is described as the pursuit of the good things in life, with people who are devalued, or at heightened risk of being devalued, by developing and maintaining valued social roles.

Since May 2014, the first SRV-10 group convened in Ireland has been committed to the in-depth study of SRV, and its ten themes. This study group, under the mentorship of John Armstrong, **Senior SRV Trainer**, Australia, is now opening one of its training sessions to a public audience, in May 2016. The five members of the **SRV-10 Ireland Study Group** are: Mary Rowan, Breda Casey, Aoife O'Toole, Rachel Cassen, and Mary Kealy. The presenters (Senior SRV Trainer and SRV Ireland Study Group members) all have experience in the implementation of SRV with people with disabilities, families and supporters, to realise positive change. During this 4-day event, the ten themes of SRV will be outlined in detail: Unconsciousness; Conservatism Corollary; Interpersonal Identification; Mind-sets & Expectancies; Imagery; Model Coherency; Personal Competency Enhancement & the Developmental Model; Imitation; Role Expectancies & Role Circularity; Social Integration & Valued Societal Participation.

Who will be interested in this event?

This event will be of interest to people who wish to deepen their knowledge of the theory of Social Role Valorisation; and to people in leadership roles that are committed to fostering positive change so that all citizens can have access to the good things of life.

Each participant must attend for all 4 days.



Places will be allocated on a first-come, first-served, basis, following receipt of payment. The cost per person includes training handouts, tea/coffee breaks and lunch for the four days.

Discounted accommodation rates have been agreed with the Lady Gregory Hotel:

Telephone: (091) 632 333,

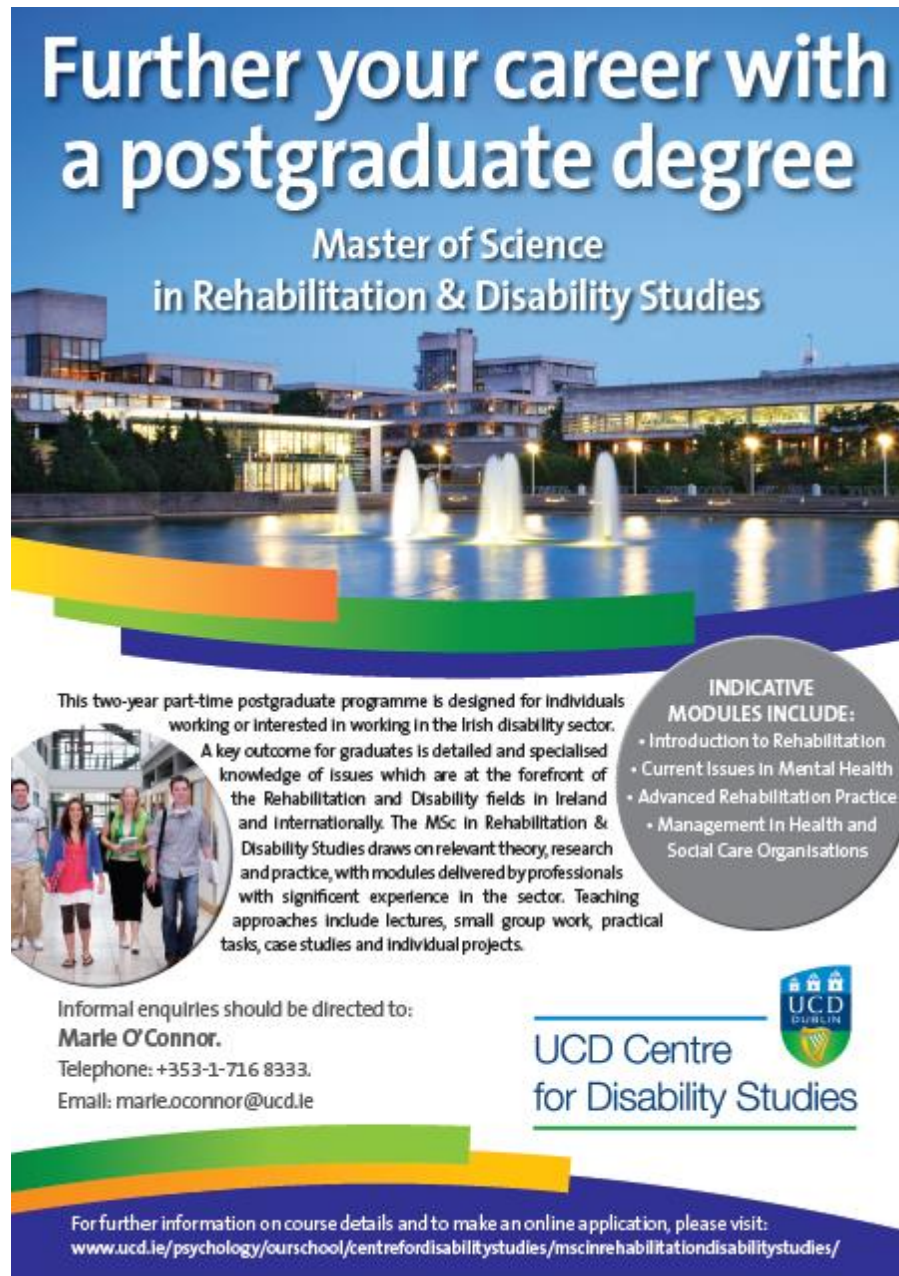
Email: reception@ladygregoryhotel.ie

Website: <http://www.ladygregoryhotel.ie/>

A limited number of bursaries will be available for family members. For further information, please contact Mary Kealy at srvireland@gmail.com, Telephone: (087) 254 0390.

Closing date for bookings: Friday 8th April 2016

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Further your career with a postgraduate degree

Master of Science in Rehabilitation & Disability Studies

This two-year part-time postgraduate programme is designed for individuals working or interested in working in the Irish disability sector. A key outcome for graduates is detailed and specialised knowledge of issues which are at the forefront of the Rehabilitation and Disability fields in Ireland and internationally. The MSc in Rehabilitation & Disability Studies draws on relevant theory, research and practice, with modules delivered by professionals with significant experience in the sector. Teaching approaches include lectures, small group work, practical tasks, case studies and individual projects.

INDICATIVE MODULES INCLUDE:

- Introduction to Rehabilitation
- Current Issues in Mental Health
- Advanced Rehabilitation Practice
- Management in Health and Social Care Organisations

Informal enquiries should be directed to:
Marie O'Connor.
Telephone: +353-1-716 8333.
Email: marie.oconnor@ucd.ie

UCD Centre for Disability Studies

For further information on course details and to make an online application, please visit:
www.ucd.ie/psychology/ourschool/centrefordisabilitystudies/mscinrehabilitationdisabilitystudies/