



# National Federation of Voluntary Service Providers

*Supporting people with intellectual disability (CLG)*

## Welcome to the National Federation Newsletter

Autumn/Winter 2019



### Editorial

#### **Crisis in Funding for Disability Services**

The crisis in funding for disability services and supports is now at unprecedented levels. Our member organisations are reporting significant unmet need for individuals with ID and their families across the lifecycle: from children on long waiting lists for critical early intervention; to adults who are not receiving sufficient support to reach their potential in living an independent life; to a lack of funding for rapidly increasing numbers of people with complex and changing needs.

Many individuals with ID remain in congregated settings or living with people that they find highly stressful to live with. Many family members are caring into their 70's, 80's and beyond in the family home, due the lack of funding for planned residential supports that would allow people with ID to move to alternative living arrangements to support them and provide certainty to elderly parents for the future.

Organisations are facing severe and in some cases existential threats, including through the absence of pay parity in Section 39 organisations - which is leaving many services coping with significant recruitment challenges and unsustainable staff turnover, whilst also reducing the continuity of staff supports to the individual. Many organisations that support people with ID are now operating in deficit positions, with the future continuation of their services at risk. These deficits have built up due to a number of factors including sustained cuts in funding; increased costs of regulation and insurance; and increasing numbers of people requiring services and supports due to demographic pressures.

During the year to date, the key priority of the National Federation of Voluntary Service Providers has been to gather evidence to illustrate the severity of this crisis, and to work through a strategy to bring sharp focus on these issues to the attention of key decision makers. In June these issues were brought to the Oireachtas Joint Committee on Health, and over the summer months and in the lead up to the budget on 8 October, National Federation members across the country engaged in a comprehensive political campaign, which you can read about in more detail in this newsletter. We also joined with all of the umbrella organisations for disability and the Oireachtas Disability Group in calling for a multi-annual funding investment of €211million over each of the coming five years.

Budget 2020 has focused on Brexit planning and whilst we await the HSE Service Plan for details of the specific investment in services next year; it is clear that the minimum €211 million investment called for across the disability sector was not provided in this budget. This will be of little comfort to the individuals and families who have been waiting too long for basic supports and services and who continue to wait. The National Federation's campaign will now re-double its commitment to making this crisis a priority for every political party and all independent TDs.

**In the run up to the next General Election we are calling on all political parties to make addressing the funding crisis in disability services a key commitment in their election manifesto.**

## Human Resources Matters

### **Restoration of Pay – Section 39 Agencies:**

A meeting of key stakeholders took place in early September to commence discussions in relation to Phase 2 of the pay restoration process. The National Federation will be represented at these meetings by the Chairperson of our National Federation Pay Restoration Task Group, Mr. Pat Reen, Chief Executive, Prosper Group. In the lead up to Budget 2020 meetings have been taking place with public representatives to discuss the funding crisis in disability services and as part of these Federation members have been highlighting the need for pay restoration to ensure continued provision of vital services and the recruitment of necessary staff.

workplace  
relations

### **On-Call Allowances:**

Work is on-going in relation to the development of a standardised / agreed on-call allowance within the Social Care Sector. Over the coming months a scoping exercise will be undertaken in relation to the need for on-call with the aim of establishing an agreed rate for the sector which is approved by the Department of Health and other stakeholders.

on  
CALL



Ag Rialáil Gairmithe Sláinte  
agus Cúraim Shóisialaigh  
Regulating Health +  
Social Care Professionals

## **CORU – Registration of Social Care Workers**

CORU is the regulator for Social Care Workers as designated under the Health & Social Care Professionals Act 2005. The Social Care Workers Registration Board was established in March 2015

and is currently undertaking the necessary preparatory work to open the register for Social Care Workers. The Board recently held a number of information events for employers of Social Care Workers to discuss the registration and regulation of Social Care Workers. Specifically the event focused on:

- Overview of CORU and statutory regulation of Social Care Workers
- Social Care Workers Registration Board Update
- Pre-registration education programme approval process and
- Registration process for Social Care Workers.

While it is anticipated that the register for Social Care Workers will open in 2022 employer's / organisations need to use the intervening period to familiarise themselves with the registration options for Social Care Workers who are in their employment and ensure they are familiar with same. Further information and copies of the event slides are available on the CORU website:

<https://www.coru.ie/files-news/coru-scw-employer-information-event-presentation.pdf>

## **University of Limerick – Management Development Programme:**

On September 3<sup>rd</sup> a group of 20 Front Line Managers commenced the 'Managing for the Future - Building your skills as a Front Line Manager in a Person Centred Environment' Programme with the Kemmy Business School, University of Limerick. This Certificate in Management Programme is a Level 6 Award on the National Framework of Qualifications (60 ECTS Credits) awarded by the University of Limerick. We wish the students every success with their studies over the coming months!



## **Calling HR Personnel - Next Meeting:**

The next meeting of the National Federation's Operational Human Resources Group will take place on November 15<sup>th</sup> 2019. Meeting are open to staff members dealing with HR issues across National Federation member organisations. For further information contact Jillian Sexton – [jillian.sexton@fedvol.ie](mailto:jillian.sexton@fedvol.ie)

# Safeguarding Updates

## Adult Safeguarding - Policy Review

HSE Leadership has signed off on the revised adult safeguarding policy which is due to be presented to the health sector Trade Unions. Once the revised Policy is signed off it will be formally launched by the HSE but firstly an implementation plan is to be agreed and a National Implementation Group has been set-up to oversee the process:

<https://www.hse.ie/eng/about/who/socialcare/safeguardingvulnerableadults/>



National Safeguarding Office



**An Roinn Sláinte**  
DEPARTMENT OF HEALTH

## Department of Health – National Policy on Adult Safeguarding in the health sector

The Dept. of Health is currently working on the development of a new National Adult Safeguarding Policy for the health sector which aims to put in place new legislation, codes of practice and procedures to protect adults throughout the entire health sector, including all private, voluntary and state funded services. This Policy will build on the existing HSE Adult Safeguarding Policy and will establish an appropriate legal framework for adult safeguarding.

Research to inform the development of the Policy is being co-ordinated by the Institute of Public Health (IPH) on behalf of the Dept. of Health. Part of the stakeholder engagement process will include consultation directly with people with an intellectual disability, as the incorporation of their views / experiences in the development of such a policy is essential. The IPH requested that 3-4 Focus Groups be arranged to facilitate input from people with an intellectual disability and sought assistance from the National Federation in this regard. Three Federation member organisations volunteered to host these sessions – these will take place over the autumn period. Further consultation will take place with key stakeholders and the Department is looking at a timeframe of year-end to have this work concluded.

## Armidilo Training – Spring 2020

The National Federation is planning to run a 2-day training programme focused on the application of the ARMIDILO assessment tool for assessing risk of those who have an intellectual disability and who have displayed / committed sexual abusive / harmful behaviour. The 2-day training will equip participants to utilise this tool which will assist them in developing interventions and safety plans. As a foundation for the 2-day programme an initial 1-day programme will be delivered which will provide a comprehensive overview of sexuality / impact of ID on sexual development. This programme will run in **early 2020** - further information on the training please contact Mary Barrett: [mary.barrett@fedvol.ie](mailto:mary.barrett@fedvol.ie)

## Children First Matters

The following are the key points of note arising in relation to Children First:

- The updated HSE Child Protection & Welfare Policy has been submitted for approval to the Board of the HSE and will be launched following this (likely to be late October, 2019).
- A Children First eZine will be published following the policy launch and it is planned to publish one a couple of times a year thereafter, to provide brief updates on news and developments, which will hopefully support communications from the HSE Children First National Office to HSE Funded Section 38 and 39 organisations.
- A Mandated Persons Training Programme has been developed by the HSE – it has now been updated following the delivery of two pilot sessions. A further pilot of the programme will run again in early October, with a view to beginning the full roll-out of training from November onwards. The HSE then proposes to begin working with HSE Funded Agencies to provide the training materials etc. to those who wish to use them to deliver in-house training.
- Guidance is being developed by the HSE for undertaking robust child safeguarding risk assessments and guidance for the tier of HSE services in managing and monitoring the development of child safeguarding statements, in preparation for March 2020. This work will be made available to all funded organisations to utilise where appropriate. It is proposed that the guide will be complete before December.



## National Federation – Safeguarding (children & adults) Group

The National Federation's Safeguarding Group meets on a quarterly basis and focuses on issues arising for Service Providers in relation to child protection and welfare / adult safeguarding. The next meeting of the Group will take place in December 2019 and further information may be obtained by contacting: [mary.barrett@fedvol.ie](mailto:mary.barrett@fedvol.ie)



# Quality & Standards Update

## Quality & Standards Sub-Committee

The Board of the National Federation has appointed Ms. Margaret Glackin, National Head of Quality, Advocacy, Training and Safeguarding, Brothers of Charity Services Ireland as Chairperson of the National Federation's Quality & Standards Sub-Committee. We look forward to working with Margaret in supporting services to meet their quality related goals. Sincere thanks was expressed to Ms. Anna Shakespeare for her work as Chair of the Committee over recent years.

## HIQA Provider Forum / Road Show Events

The most recent meeting of the HIQA Provider's Forum took place on August 27<sup>th</sup> last and the minutes of this meeting have been circulated to relevant agencies. If there are issues which your organisation would like raised at the next Provider Forum meeting – due to take place on November 12<sup>th</sup> 2019 - please email Jillian Sexton - [jillian.sexton@fedvol.ie](mailto:jillian.sexton@fedvol.ie)



Over recent weeks HIQA ran a series of 'road show' events entitled 'Promoting the Rights and Dignity of Resident'. A link to the event presentations is now available from HIQA.



## HSE National Shared Learning Event – Disability Services

On September 25<sup>th</sup> the HSE ran a disability services national sharing day event - '*Supporting People to Live Lives of their Choosing*'. The event highlighted examples of good practice around the country in meeting the 9 quality of life outcome domains for disability services (as outlined in the 'Outcome Measurement in Evaluating the Quality of Disability Services', National Disability Authority, 2019). The event was organised by the National Quality Improvement Office, Disability Services, HSE and the event proceedings can be accessed via the following link:

<https://iframe.dacast.com/b/23938/p/267811>

## Submission on Medicines Management for Disability Services

During June/July the HSE conducted a targeted consultation on the document *National Framework for Medicines Management in Disability Services*. The purpose of the framework is to provide guidance on medicines management for staff working in disability services. This document was circulated to National Federation members for consideration and a submission was subsequently made to the HSE.



## **The Council on Quality & Leadership - Outcomes Network**

On September 13<sup>th</sup> last Ms. Margaret Glackin, National Head of Quality, Advocacy, Training and Safeguarding Brothers of Charity Services Ireland, arranged for CQL's Cathy Yadamac, Director of Personal Outcomes Measures, to deliver a presentation to interested National Federation member organisations entitled: '*Personal Outcome Measures and Accreditation: Building the Ireland Outcome Network*'. The session was very informative and engaging with much discussion in relation to where organisations are at present in relation to personal outcomes and individualised services. A further meeting will take place later in the autumn to discuss next steps and how best organisations who are currently or that wish to work with CQL can work together and support one another on this journey.

## **Open Disclosure Training Event**

A workshop on the HSE's Policy on Open Disclosure took place on September 24<sup>th</sup> last which was targeted at safeguarding personnel across National Federation members. Over 50 people attend the workshop which included presentations by personnel from the HSE Open Disclosure Office and St. Michael's House who provided a practice input outlining how the organisation has approached 'open disclosure'. The feedback from the session was excellent and copies of the presentations are available from the National Federation office – [mary.barrett@fedvol.ie](mailto:mary.barrett@fedvol.ie) A full copy of the Open Disclosure Policy and additional resources can be accessed via the HSE's website: [www.hse.ie/opensdisclosure](http://www.hse.ie/opensdisclosure)



## **Next Meeting**

The next meeting of the National Federation Quality & Standards Sub Committee will take place on November 27<sup>th</sup> 2019. If you are interested in finding out more about the work of the Quality & Standards Sub-Committee please contact: Mary Barrett – [mary.barrett@fedvol.ie](mailto:mary.barrett@fedvol.ie)

# Policy Update

## ADM Reference Group

The National Federation's Reference Group on the Assisted Decision-Making Capacity Act is continuing its work in preparing for the implementation of the Act, which is due to take place in 2020. During the summer months, the Reference Group circulated a survey questionnaire to members to begin the process of estimating the numbers of people supported by our organisations who are likely to require decision support at either Co-Decision Maker or Decision-Making Representative levels, but who may not currently have family or friends in the community who would be in a position to provide these roles. The legislation does not permit paid staff to act in these roles. There was a very good response to this survey and members are thanked for their time in gathering this important information which will support the planning process and highlights the resources required to support individuals in accessing their will and preference under the Act. The Reference Group is meeting on Tuesday 29<sup>th</sup> October, at which time it will consider the results and plan the communication of these to the Decision Support Service. If you have any questions on the work of the group please contact [Alison.harnett@fedvol.ie](mailto:Alison.harnett@fedvol.ie).

## Older Person's Working Group

The Older Person's Working Group met on 5 September 2019 in the Trinity College Dublin, where Prof Mary McCarron provided an update on the development of the National Memory Service for people with ID which is currently being established. We were also fortunate to have two wonderful presentations of evidence-based interventions that can support individuals with ID in the context of the aging process; one on the importance of good oral hygiene throughout the life-cycle to support good health including in older age, and the other on the PPALS programme in which individuals with ID take up leadership roles in physical activity classes. In this edition of the newsletter we are showcasing the evidence from the excellent online resource [www.brushmyteeth.ie](http://www.brushmyteeth.ie) which will be of great support to individuals with ID and those providing support to promote good oral hygiene.

## Personalised Budgets

The National Federation recently hosted two briefing sessions on the pilot demonstration projects for Personalised Budgets which were launched in October 2019. The sessions were provided by Aisling Hunt, Project Manager for personalised budgets with the HSE, with the support of the Department of



Health. Following on from the report of the Task Force on Personalised Budgets which was published in July 2018 *Towards Personalised Budgets for People with a Disability in Ireland*, Aisling set out the plans for the first demonstration projects to advance the implementation of personalised budgets and the planned implementation of a single standardised assessment tool with a view to wider implementation across all disability services. Aisling provided a presentation and documentation to apply for the demonstration projects, which were circulated to members and can be accessed by contacting [caroline.looney@fedvol.ie](mailto:caroline.looney@fedvol.ie). To make direct contact with the Personalised Budgets Demonstration Project Office: **Telephone:** 01 6352885 **Email:** [pbdemo@hse.ie](mailto:pbdemo@hse.ie)

## Inclusive Research Network

### You are invited to the IRN launch of 'Doctors and Us' research study

On 12<sup>th</sup> November, 2019 in the Castletroy Park Hotel, Limerick, the Inclusive Research Network (IRN) will launch the findings of their latest study 'Doctors and Us'. This study is about what it is like for a person with an intellectual Disability to visit the doctor. We think the findings from this study will be of great interest to both Service Providers and Health Professionals.



You are welcome to join our launch of  
**'Doctors and Us'**  
A report based on our research project



**Location:** Castletroy Park Hotel, Limerick

**Time:** Registration 10.30am –

**Launch:** 11.00 am – 1.00 pm

**Date:** Tuesday, November 12th, 2019

To make Bookings Call Brian/Mary at **(091) 792316** or email [irn@fedvol.ie](mailto:irn@fedvol.ie)

If you would like to attend this launch please email [irn@fedvol.ie](mailto:irn@fedvol.ie) to book your place.

## Changes at the National Federation

The summer months have been a time of change at the National Federation with a number of retirements and appointments on the Board and at the Secretariat.

Our former Chair Bernard O'Regan has moved on to Head of Reform, Disability Services with the HSE and former Vice Chair Anna Shakespeare has moved to the role of CEO with Pobal. Former Chief Executive of the National Federation Brian O'Donnell has retired. CEO of Cope Foundation Sean Abbott has taken up the role of Chairman of the National Federation, with Michael Hennessy from the Brothers of Charity Services Ireland taking up the role of Vice Chair. Alison Harnett has been appointed Interim Manager of the National Federation.

We wish all of the above the very best in their new roles.

## Pre-Budget and General Election Campaign

The National Federation's Pre Budget and General Election Campaign has been very active throughout the summer months and in the run up to the Budget. Following the development of evidence-based messages illustrating the crisis in disability funding and supports, and its presentation to the Joint Oireachtas Committee on Health, member organisations met at a General Meeting in August 2019 to agree a strategy for local and national engagement across the political system. A set of agreed short messages was devised and these can be accessed on our website at the following link:



Meeting of Elected Representatives organised by St John of God Community Services

[http://www.fedvol.ie/Funding\\_Crisis\\_in\\_Disability\\_Services/Default.2260.html](http://www.fedvol.ie/Funding_Crisis_in_Disability_Services/Default.2260.html).

Members worked together to agree the plan for meeting with TDs and local representatives across their constituencies, and worked with individuals and families to ensure that the elected representatives were fully informed of the impact of the difficulties being experienced.



Martin Heydon, TD meeting with representatives from KARE, Muiriosa Foundation and Dara Community Living

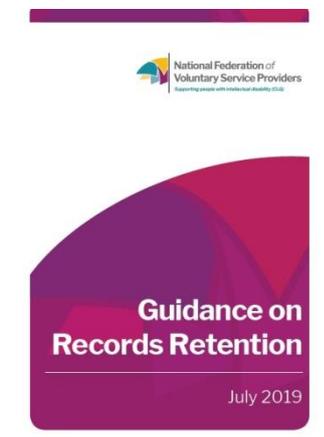
Across all constituencies and all political parties there was strong engagement through a variety of formats – in some cases with member organisations coming together to meet with TD's; individual organisations meeting TDs; and some meetings where organisations brought together a range of public representatives to hear the messages together.

Very effective use is being made of social media, with the hashtag **#disabilityfundingcrisis** being used across the membership to make sure that there is a cohesive online presence of the campaign. If you have not already visited the online campaign on Twitter, it is a great time to visit, share and encourage others to engage in the run up to the General Election.

It is clear that this engagement has raised the understanding of the needs of people with disabilities and their families, has furthered the understanding of the rights of people to live lives of their choosing in community settings with questions raised in Dail Eireann and a growing momentum behind the issues being raised. Our priority now is to ensure that each political party is committed to addressing the **#disabilityfundingcrisis** and your continued support in this campaign is warmly welcomed. Contact [Alison.harnett@fedvol.ie](mailto:Alison.harnett@fedvol.ie) if you would like further information or to get involved.

# Record Retention Guidelines Report

The National Federation of Voluntary Service Providers would like to acknowledge and thank the members of the Freedom of Information Network and the Data Protection Network for developing this guideline document to assist members in drafting their own policy and procedures in relation to data retention.



These Guidelines apply to all records created or received by staff in the course of their duties on behalf of the service and retained as evidence of the activities of the service. Records can be held in a variety of physical forms including: paper documents including both written and printed matter, electronic records (i.e. word processing files, database, spreadsheet files, emails, electronic data on any media, etc.) drawings, photographs or anything on which information is recorded. These guidelines can be downloaded from our website at: <http://www.fedvol.ie/fileupload/Reports%20NFVSP/Records%20Retention%20Guidelines%20July%202019.pdf>

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Care professionals now have an innovative resource that they can use to improve oral hygiene for persons with disabilities. The website is designed for use by people with disabilities, families, healthcare workers and care staff. It is an easy to use resource that engages with users to demonstrate the correct way to brush their teeth and promotes these behaviours.



According to Dr Caoimhin MacGiolla Phadraig, a member of the team who developed Brushmyteeth.ie and specialist in Special Care Dentistry: “When people with disabilities experience oral disease, outcomes are generally poor. Unlike the general population, dental decay is often untreated or treated by extraction for people with disabilities. Gum disease is far more severe and extensive among adults with disabilities compared to the general population. This leads to tooth loss and eventually total tooth loss, the oral equivalent of mortality. By the time Irish adults reach older age, they are twice as likely to be without any teeth if they have an intellectual disability. This creates a really unfair state where people with disabilities often become orally disabled too. As a dental professional this is extremely frustrating as oral health is not normally a focus for this population group, even though these appalling outcomes are preventable by forming good habits and following simple advice regarding oral care”

The [www.brushmyteeth.ie](http://www.brushmyteeth.ie) project started just over one year ago through collaboration between practitioners, creative professionals, people with disabilities themselves and researchers from HSE, St Michael's House, Dublin Dental University Hospital and Trinity College Dublin. Essential funding was provided by the Irish Dental Association, Wrigley Company Foundation and Irish Society for Disability and Oral Health. Ceara Cleary, HSE Dental Hygienist and a key member of the team who developed these resources adds: "Because of the diverse team involved and the limited resources available, much of the work for this project was done outside of our normal nine-to-five and everyone on the team gave it their all. It was really exciting to see how our simple idea took on a whole new shape once we engaged with professionals who we would seldom get to work with: people with skills in production, animation and web development. Their involvement transformed our message into an interactive website based on augmented reality and animations."

### **Multi-functional resources**

Catherine Waldron, a researcher at Trinity College Dublin and the Dublin Dental University Hospital was also involved in the project: "We wanted to make sure that the website removed some of the potential barriers for persons with disabilities" she says. "Our aim was that people could access evidence-based information that matched their circumstances without the barrier of having to access dental or healthcare services. A major challenge for our team was how to design a resource that could be used by people with disabilities and professionals at the same time. We therefore needed a resource that was adaptable yet structured enough to ensure that people could navigate the website to get to the resources that suited them."

At its simplest, this site directs persons toward the video that demonstrates their specific tooth brushing technique and support needs and lets them watch how to do this well in one or two clicks. There are plenty of downloadable resources alongside these videos to make them accessible, interactive and easy for persons. They are also packed full of evidence-based tips from experts. [www.brushmyteeth.ie](http://www.brushmyteeth.ie) also shows carers how to help others brush their teeth too. There are nine videos to choose from: Three videos show how to brush independently, three others show how to brush with a little help and three more videos show how to brush teeth with a lot of help. Users can pick which video they want to watch by answering two questions: What type of toothbrush do you want to use? and Do you get help brushing your teeth? Based on their answers, they just click the right button and are brought to the right video for them. What is different about these videos on tooth brushing approaches is that people with disabilities demonstrate the techniques.



So, the next time you engage in someone's care, think about their risk of oral disease and how that may impact on their ability to speak, smile, smell, taste, touch, chew, swallow and convey a range of emotions through facial expressions with confidence and without pain, discomfort and disease. A simple nudge towards our website will empower that person to make evidence-based health decisions in a fun and interactive way. Now, isn't that worth smiling about?

# Member's News

## Graduation Celebrations

The first participants in the ground-breaking Oireachtas Work Learning (OWL) programme, graduated at a ceremony in Leinster House. OWL is an applied Learning, Development and Socialisation programme for young adults with an intellectual disability. At the graduation, Ceann Comhairle, Seán Ó Fearghaíl TD said, “Inclusive work programmes and opportunities are vital if we are to harness the talent of people from all sections of society...During their time with us, the participants were placed across different offices throughout Leinster House where they gained valuable experience...We in turn also learned from them. They each brought their own skills and experience and added greatly to the work that is done here every day.”

WALK's Catherine Kelly and KARE's Peter Furlong said, “The programme is an example of how effective collaborations can achieve huge

outcomes for young people with intellectual disabilities. The programme supports people to learn skills of employability in a safe and supportive environment. It provides a bridge to the open labour market. The training programme is a blended experience of education, practical work, training and personal development.”

This programme's success was due to partnership working of WALK, KARE, Houses of the Oireachtas, CDET, and HSE - Social Care Sector.



## Brothers of Charity Ireland Services, Galway



# moves to new premises in Ballinasloe town



**TOPE PRINTING** originated as Deerpark Printing and was set up in 1988 by the Brothers of Charity Services to provide skills in printing & print finishing to people using the Deerpark Services. It offered a printing service to the Brothers of Charity as well as building up a large customer base from the wider community of Ballinasloe. In 2008 the printing service moved to TOPE Resource Centre in Poolboy, Ballinasloe where it changed to TOPE Printing. The service continued to give people using the TOPE Services opportunities to learn printing and print finishing skills while offering a print service to the Ballinasloe community and the Brothers of Charity Services. Anthony Kearney led the printing service along with Thomas Flanagan from 1988 right up to his retirement in March of 2018. During this time he co-ordinated and supported people to learn print & print finishing skills while building a loyal customer base.

In August 2019, TOPE Printing moved to a commercial unit in Jubilee Street, Ballinasloe. The work based skills day programme continues to support people using the Brothers of Charity Services to build on their employment skills in a real work environment.

The programme team leader is Sharon Carty and the printing is now co-ordinated and supervised by Martina Riddell who worked in Triest Press from 2007 to 2018. There is currently a team of 14 people supported by the Brothers of Charity Services accessing the programme. The skills and roles vary from customer service, reception, printing, collating, laminating, binding, creasing, quality control, invoicing and deliveries.

The move to our new premises has seen a very welcoming and positive response by local businesses and the community of Ballinasloe. We have found that more people are aware of our service and our new memorial stationery is bringing new customers into TOPE Printing. We are open Monday to Thursday from 11-1 & 2-4 and Fridays from 11-1. We offer a printing service to the local community and businesses while continuing to print for the Brothers of Charity Services Ireland. Our printing service ranges from Wedding Stationery, Business Stationery, Memorial Stationery, Invoice Books, Purchase Order Books, Receipt Books, Raffle & Social Tickets, Thank You Cards, Binding. Should you wish to contact us to discuss your printing needs, phone 090 9643256 email [tope4printing@gmail.com](mailto:tope4printing@gmail.com).

*Looking forward to printing for you*

# Ability West

## Falls Prevention In Ability West

Ability West's Physiotherapy Department, in association with a number of contributors, produced a Falls Prevention and Bone Health Guide earlier this year. This 'easy to read' guide focusses on:

- Things to do to help keep you safe from falling
- How to reduce the risk of falls by using the appropriate aids, assessing internal and external areas for risks
- Medications and risks that may be associated with falling
- The importance of good bone health
- What to do if you fall

The guide was launched in February 2019 and has received positive feedback from service users, families, staff and colleagues across the sector. The guide is available on our website: <https://www.abilitywest.ie/resources>.



## St. Michael's House

### St. Michael's House sharing the learning in IASSIDD Congress 2019



Our staff teams and professional colleagues, service users and family members presented at the IASSIDD Congresses Scotland to showcase St. Michael's House research.

Glasgow hosted the World Congress of the International Association for the Scientific Study of Intellectual and Developmental Disabilities, 2019

IASSIDD Congresses are the leading international research and practice meetings in the field of Intellectual and Developmental Disabilities. The Congress welcomed over 1200 participants to Glasgow, from various professions and career levels, such as health and social workers, social care and educational practitioners, policy makers, family carers, academics and third sector organisations.

St. Michael's House presented and displayed over 15 pieces of work at the conference. All abstracts and poster presentations can be viewed on the St. Michael's House website



### St. Michael's House go online for New Directions

Our St. Michael's House teams were part of the HSE New Directions eLearning Module launched in September and indeed starring in the eLearning Module. The New Directions eLearning Module will support management and front line staff in national day services to provide day service supports that are in line with the New Directions Policy. It is one of the key policy documents contained in the HSE Transforming Lives Programme (Value for Money & Policy Review of Disability Services in Ireland). New Directions sets out twelve supports that should be available to people with disabilities using 'day services'.

There are supports available in communities that will be mobilised so that people with disabilities have the widest choice and options about how to live their lives and how to spend their time.

Congratulations to all involved in this great project that will educate and encourage good practice for all working with adults in the disability sector.



### **St. Michael's House Shared the Learning on National Disability Services Sharing Day**

The HSE Quality Improvement Team in the National Disability Operations Office planned a National Disability Services Sharing Day and St. Michael's House staff and service users presented at the event. The theme of the Sharing Day was “supporting people to live lives of their choosing” and it focused on sharing examples of good practice around the country in meeting the 9 outcome domains from the ‘Quality Framework for Outcomes-focused Disability Services’.

The Sharing Day highlighted the importance of focusing on continuous quality improvement in services as opposed to just complying with regulations. There are multiple examples of really good practice around the country and this event was an opportunity for St. Michael's House to showcase to a wider audience the good work that is underway and share to the learning across the country.

Some of our projects on the day included:

- Happy Bones project: This is an educational resource developed to give you an understanding of the importance of good bone health in children and adults with an intellectual disability.
- Person Centred Planning: One of our objectives under Goal 1 in our Strategic plan 2017-2021, is to put in place a Personal Centred Planning system for children, young people and adults who use our services. PCP was at the heart of the organisation in 2018 working with adults. St. Michael's House PCP Service User Group photographed prior to presenting their video on their important consultation and advisory work at the National Sharing day.
- Brush my teeth project which was primarily developed to reduce inequalities in oral health – you can read more about this above. It also aims to promote equality across professions and equalise power of knowledge between professionals and healthcare users.
- PPals Active Leaders Adults in our service completed the eight week P-PAL programme which aimed to enable people with intellectual disability to become physical activity leaders (PALs) in their community. They are leading the way to teach, train and support physical activity for all.



## Brothers of Charity Ireland Services, Clare

### Brothers of Charity on the Clare Advocacy Platform

These are busy times for advocates representing Brothers of Charity on the Clare Advocacy Platform. With Chairperson, Claire Nagle and PRO Ger Minogue of the Clare Advocacy Platform just back from representing Ireland at the IASSIDD World Congress of learning disability research in Glasgow in August with fellow members of the IRN father and son team, Jonathan and Fionn Angus. On behalf of Inclusive Research Network, they were presenting the findings from their latest inclusive research study on health and well-being entitled “Doctors and Us”.



“Our research focus groups talked about being well and managing your own health; speaking up for yourself and making sure the doctor speaks to you about your health needs and not just your family or supporters” says spokesperson Ger.

The study showed that people understood the link between being responsible for yourself with exercise and a good diet and the healthy benefits that come from feeling good about yourself. “Advocacy is key to help us speak up for ourselves” says Ger. People with a learning disability can easily hand over responsibility to supporters and family when they are treated as though someone else knows best. This is where the advocacy platform has an important role to play.

Many disability services have a “partnership approach” in their vision statement about how they work. In fact the UN Convention on the Rights of People with Disability, which Ireland has now ratified, says this partnership approach is how services should now be run. But what does that mean in reality?

Clare Platform chair Claire Nagle explains, “It means we are now involved in working with the support service on training programs. Not just getting training but giving training. We are now training advocates to interview new staff, training people about advocacy and not just the people supported by the service but staff as well, with staff inductions and advocacy

awareness. It is important people with learning disability see people like us doing this sort of thing. We can be role models. If she can do that, I can do that.

The way we do our research and then go on to talk about it, explain it to people has given us confidence. We come up with the questions ourselves, look at the answers people give and then decide with the help of our supporters at Limerick University and Trinity College how to present our findings. We are going to use drama because drama really helps get our point of view across. It makes sense to everyone.

## Other news

### New Ways to Practice Lámh Signs

Families, Lámh users and other communication partners often ask for new ways to practice and learn Lámh signs, so now you can follow *@lamhsign* on Instagram to see Lámh sign videos, stories with signs, information and tips on using Lámh. Lámh Tutor Deirdre Coleman, a Senior Speech & Language Therapist for Down Syndrome Cork runs this page for Lámh. Videos and songs with Lámh signs are available on our YouTube channel *Lámh Signs*. A follow up to the very popular Lámh-a- Song DVD is now available on DVD and to download on Vimeo. Presenter and signer Lámheen is joined by Rebecca, Adam, Jenny and Anna who sign along on some of the 15 songs Lámh-a- Song 2, including Mr. Sun and Ten Green Bottles.



Our website [www.lamh.org](http://www.lamh.org) provides information, samples of signs and advice on how to learn Lámh and how to access Lámh training.

## Brothers of Charity workers graduate with award: Certificate in Intellectual Disability Practice.



Sixteen support workers employed by the Brothers of Charity Services, all working in the Clare Services, recently received a QQI, Level 5 Certificate in Intellectual Disability Practice at a graduation ceremony in early September.

While the Brothers of Charity hosted the training programme, it was delivered by the Open Training College, a quality approved third level institute of education. The College offers accredited courses primarily in social care and management.

The programme was designed to address the needs of support workers operating in services for people with intellectual disability and introduced the learner to best practice in key areas of service delivery, including empowerment, advocacy, teaching & learning and community inclusion. The development of personal and professional skills of the individual learner was a key feature of all modules.

Claire Hopkins, Course Director at the OTC, states that 'Improved skills, competencies and creativity have resulted in enhanced support to people with disabilities living in our communities. Continuous learning and self-reflection for staff, who are engaged in enabling people with intellectual disabilities to be in and part of their community, is key and this course has proven to be important in that regard. Congratulations to all the graduates!'





## Continuous Professional Development (CPD) - relevant, flexible, accredited, short term courses winter 2019:

### **NEW Courses:**

- [Certificate in Autism, Wellbeing and Positive Behaviour Supports](#) - one of the key components is the exploration of a management tool to support all the many components of a positive behaviour culture within the organisation.
- [Supervision](#) - choose from a 3-stage approach to key training, education and skills development in Supervision.

### **Popular short courses:**

- [PIC Management Training](#) - enhances leadership and team-building skills and meets the HIQA training requirement for managers.
- [Certificate in Supported Employment](#) - suited to aspiring job coaches, employment officers, day centre staff, etc., who aim to assist people with employment support needs to make the transition into integrated paid employment.
- [Certificate in Managing for Regulation and Inspection](#) - encourages the student to reflect on the importance of getting regulation right within their role and the impact regulation has on the organisation, staff and service users.
- [Training and Development \(formerly Train the Trainer\)](#) - provides participants with the tools to identify training needs and design, plan, deliver and evaluate quality and engaging training.

More accredited CPD courses can be accessed on the [OTC webpage](#) or contact Conor on 01-2990580 or [cmurray@opentrainingcollege.com](mailto:cmurray@opentrainingcollege.com)

## Upcoming Events

### TCD School of Nursing & Midwifery

## 'Integrated healthcare: developing person-centred health systems'

[Trinity Health and Education International Research Conference 2020 \(THEconf2020\)](#)

in Dublin, Ireland on 4<sup>th</sup> & 5<sup>th</sup> March 2020 at the [School of Nursing and Midwifery](#)

#### Topic areas:

- (1) Maternal, child & family health.
- (2) Healthy ageing and intellectual disability.
- (3) Health innovation and integration: including innovation in clinical practice, patient and public involvement in research (PPI), digital health, population health.
- (4) Mental health and recovery.

[Call for Abstracts: submission deadline 25 October 2019](#)

Pre-conference workshops on 3 March 2020 - @THEconf\_2020

Registration open: [BOOK NOW](#)

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## From Access to Inclusion 2020 - An Arts and Culture Summit

11<sup>th</sup> – 14<sup>th</sup> May 2020

[The Printworks Conference Centre, Dublin Castle, Dublin, Ireland](#)

Please click for more [information](#)

## Erasmus+ Closing Conference on "Arts Education and Disability".

Cope Foundation / Suisha Arts would like to invite you to our Erasmus+ closing conference on "*Arts Education and Disability*". This FREE event will take place in St. Peters, North Main Street, Cork City, from 10am to 1:30pm on Thursday October 31<sup>st</sup>. There are limited places and booking is essential through this [Eventbrite](#) link.

Staff in your organisation or people / families you engage with may also be interested in this conference so please feel free to pass on this information to your internal and external networks.



### **About this Project / Conference**

C.I.A.E. (Creative Inclusion in Adult Education) is a 2 year, European wide, arts and education project, bringing together the "how, why and where" of inclusive arts education. The conference focuses on adult learners with a disability, and will be of relevance to educators, artists, arts venues, practitioners, arts organisations, disability service providers, disability self advocates, families and advocates of persons living with a disability, festivals, policy makers, and those looking to create and / or understand inclusive and diverse models of Arts Education.

Book Here: <https://www.eventbrite.com/e/arts-education-disability-ciae-closing-conference-tickets-76004360087?aff=ebdssbdestsearch>

At this conference you will:

- 1) Hear from expert practitioners in the field from a variety of arts disciplines.
- 2) Learn about existing models of practice from across the European Union
- 3) Learn about existing rights and legal frameworks that underpin inclusive arts education.
- 4) Gain access to free guidelines that can support and inform your work
- 5) We will launch a website that will be a support to you going forward

**Lunch will be provided to registered attendees**  
**I.S.L. Interpretation Available**  
**Captioning Available**  
**Wheelchair Accessible Venue**

## LauraLynn Ireland's Children's Hospice

### 'Loss, Grief and Bereavement in Children's Palliative Care' – November 6<sup>th</sup> 2019

The next **CPC: Professional Education Programme** is scheduled for the 6<sup>th</sup> November from 9am to 4pm and is **Loss, Grief and Bereavement in Children's Palliative Care**. To book please email: [education@lauralynn.ie](mailto:education@lauralynn.ie).

**TITLE** Loss, Grief and Bereavement in Children's Palliative Care

**AIM** To understand the grief process as it relates to children's palliative care.

**ABOUT** Dealing with loss, grief and bereavement is intrinsic to palliative care provision. Professionals using the palliative care approach have an important role to play in supporting families with this grief and loss.  
Palliative Care Competence Framework Domain 5

**DATE** 6<sup>th</sup> November, 2019

**TIME** 09.00 – 16.00 hrs

**FEE** €80 (Light lunch & refreshments provided)

**BOOKING** [education@lauralynn.ie](mailto:education@lauralynn.ie)

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## Family Centred Practice Conference

December 6<sup>th</sup>, 2019 at 9am

Mary Immaculate College, Limerick

This Conference will support competency development and knowledge sharing amongst Children's Disability Network Teams (CDNTs) and services currently planning reconfiguration into CDNTs, with a particular focus on Family Centred Practice. On site tickets will be confined to staff working in or transitioning to CDNTs and parents, and will be allocated pro rata to the CHOs this month. Following positive feedback from the inaugural conference in 2017, access via Webinar to all Plenary Sessions and two of the Breakout Workshops will also be available **with advanced sign up to Webinar by Nov 29<sup>th</sup> latest**. As Webinar licenses are limited on the day, priority will be given to those hosting group viewings, in order to maximise access to the Conference and its overall impact.

For Webinar sign up: please email [denise.keoghan@hse.ie](mailto:denise.keoghan@hse.ie)

## Praxis Care - Autumn Conference 2019

### Crown Plaza Hotel, Dundalk

Thursday, November 14<sup>th</sup> 2019

#### **‘Building Castles in the Sky: The Future of services for Children with Intellectual Disability, Mental Health Issues, Autism and Complex Needs’**

<b>08.30am – 09.15am</b>	<b>Registration &amp; Coffee</b>
<b>09.15am – 09.20am</b>	Welcome by Chair: Fergus Finlay
<b>09.20am – 09.45am</b>	Andy Mayhew, CEO, Praxis Care: ‘The Context’  Carol Breen, Director of Care and Development, Ireland:  ‘The Praxis Story so Far’
<b>Meeting the Mental Health Needs of Children &amp; Young People with Intellectual Disability</b>	
<b>09.45am – 10.35am</b>	Dr. Heather Hanna, Consultant Child and Adolescent Psychiatrist in Intellectual Disability for the Southern Trust and Siobhan Rogan, Advanced Practitioner and Manager for Intellectual Disability, CAMHS
<b>10.35am – 10.50am</b>	Discussion
<b>10.50am – 11.05am</b>	Finian McGrath, TD, Minister of State for Disability Issues
<b>11.05am – 11.30am</b>	<b>Tea / Coffee</b>
<b>11.30am – 11.55am</b>	<i>The Synergy Programme – Changing Mindsets, Narratives and Cultures around ‘Behaviours of Concern’</i>  Linda Woodcock, AT – Autism UK
<b>11.55am – 12.20pm</b>	<i>A Lived Experience – Managing the Challenges</i>  Sonia Callaghan, Parent & Practitioner
<b>12.20pm – 12.45pm</b>	<i>The Early Years – The Importance of Good Mental Health and Well Being of Children and Families in the Autism Community</i>  Fiona Ferris, Deputy CEO, AsIAM Charity
<b>12.45pm – 13.00pm</b>	Discussion & Closing Remarks
<b>13.00pm</b>	<b>Lunch &amp; Finish</b>

Centre for Disability Law and Policy  
is delighted to announce its first

# WINTER SCHOOL

REGISTRATION NOW OPEN  
**10-12 DECEMBER 2019**

The winter school, held in NUI Galway, will focus on disability human rights monitoring and holding governments to account in an Irish and European context.

Visit our website at  
<http://www.nuigalway.ie/cdlp/index.html>  
for updates or contact  
[cdlp.events@nuigalway.ie](mailto:cdlp.events@nuigalway.ie) with queries  
or to be added to our mailing list.

