

NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

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Welcome to National Federation Newsletter - Winter 2014

Budget 2015

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The National Federation of Voluntary Bodies welcomes the Budget 2015 commitment to protect core funding for the provision of intellectual disability services in 2015. Resources however have been substantially reduced in recent years but despite this supports and services have actually expanded in response to ever increasing demands. On launching their Service Plan for 2015 the HSE outlined a number of funding developments in their statement as follows:

“An additional €20m funding has been provided for disability services for 2015. It is expected that additional day services will be provided for up to 1,400 young people who are due to leave school and rehabilitative training. Furthermore, there will be a progression of disability services for children and young people. Funding is provided for transitioning 150 people from congregated settings to the community”.

The NFVB continues to engage with HIQA in relation to registration and inspection. A structured communication process is now in place at national level and the NFVB continues to highlight the substantial costs arising in relation to the implementation of the HIQA standards and regulations. While Budget 2015 and the HSE Service Plan do not involve direct cuts there is an expectation that additional savings will be achieved and discussions are ongoing with the HSE on this. While the National Federation is committed to achieving best possible value in the way it uses scarce resources there are limits to what further reductions can be achieved if quality of service is to be maintained and increasing demands met.

National Federation's Strategic Plan 2015-2018



The National Federation's Strategic Plan 2011-2014 is coming to the end of its term and a new Strategic Plan for the period 2015-2018 will be drafted in the coming months. Member organisations will be consulted regarding their views and priorities for the next Strategic Plan and Area Federation Committees are also encouraged to discuss this matter with members and forward their comments to the Federation Secretariat at info@fedvol.ie

Conference – ‘The Role of the Person-in-Charge’ October, 2014

In November 2013 HIQA commenced the registration and inspection of residential services for adults and children with a disability. The role of the ‘Person-in-Charge’ is central within the regulations - Health Care Act 2007 (Care and Support of Residents in Designated Centres for Persons (Children and Adults) with Disabilities) Regulations 2013 - and to support PICs in this role a conference was organised by the Quality & Standards Sub Committee of the National Federation of Voluntary Bodies. It took place on Thursday 9th October, 2014 in the Heritage Hotel, Portlaoise. The event was an opportunity for PICs to share experiences, discuss issues and challenges arising from HIQA inspections and to learn from the experience of colleagues within other organisations. The event proved very successful with attendance reaching full capacity well in advance of the conference.

“Excellent event it delivered exactly what it said it would”



Delegates attending the Seminar for Persons-in-charge

The conference programme included inputs from an organisation that had been through the HIQA registration process, addressed specific areas of concern to PIC’s (fire safety and risk management) and allowed time for the delegates to interact with those in a similar role in other organisations. There was a roundtable discussion and an opportunity for delegates to pose questions to Mr. Finbarr Colfer, National Head of Programme: Residential Services for People with Disabilities, HIQA. Finbarr Colfer also presented on the learning from HIQA’s perspective in relation to the registration and inspection process.

The day also included a light-hearted themed 'Fun Quiz' which tested delegates' knowledge of the regulations / standards. There was also an exhibition area where delegates could meet with exhibitors / training providers during the coffee breaks.

All presentations from the event are now available to download on the website of the National Federation www.fedvol.ie

Engagement with HIQA



In 2013 a 'HIQA & Providers of Residential Services for People with Disabilities Forum' was established to facilitate organisations involved in the provision of residential services to meet and engage with the regulatory authority HIQA. The forum meets on a quarterly basis in relation to the key concerns arising from the registration / inspection process and members include representatives of the

National Federation of Voluntary Bodies, Disability Federation of Ireland, Not-for-Profit Association and the Irish Council for Social Housing.

Since the commencement of the regulations National Federation member organisations have been involved in a large number of inspection and monitoring visits. Arising from same there have been considerable lessons learnt and issues arising which the National Federation has sought to capture and raise with HIQA. In September a submission was made to HIQA which detailed the primary concerns identified by organisations relating to the themes of policy alignment, regulations, operational issues and employer concerns. This submission has formed the basis of our ongoing discussions with HIQA in relation in the regulation / inspection process.

Details of the costs being incurred by member organisations arising from the HIQA inspection / registration process have also been collated by the National Federation in order to ascertain the overall costs facing the sector as a result of the introduction of the Regulations. The National Federation is in on-going discussion with the HSE in relation to these considerable costs and the implication of same for individual agencies.

Evaluation of the Immersion Programme

In April 2014 the National Federation of Voluntary Bodies held the very successful Immersion Transformation Programme which was in part funded by Genio. The aim of Immersion was to support deep seated reform in how people with intellectual disabilities are supported to live lives of their choosing and which would lead to socially valued roles in the community.



Professor Roy McConkey was commissioned by the National Federation to carry out an evaluation of the Immersion programme. The evaluation had three main aims.

- To celebrate the achievements,
- To share the learning gained and the difficulties that had been encountered &
- To identify the national issues which need to be addressed.

Several sources of information were used in compiling the evaluation: progress reports and questionnaire responses from organisations that participated in Immersion, interviews with change team leaders, focus groups with people supported and an event held as a follow on to a General Assembly meeting of the National Federation on 17th September, 2014. The recently completed report contains a succinct account of the high level learning to emerge from the Immersion Programme. Key recommendations arising include:

1. It is recommended that this report is made available to the change teams in all the services which participated in the Immersion Programme. This circulation might be widened to the broader membership of the National Federation.

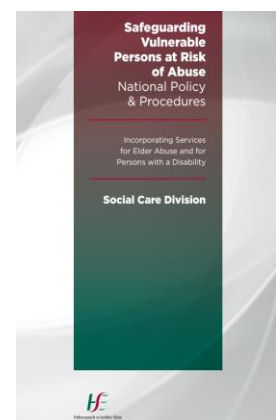
2. A second recommendation is that the Steering Group that led the Immersion Programme is recalled or possibly reconstituted and charged with collating responses to the Evaluation Report and proposing a future action plan around personalisation to the National Federation's Board of Directors and the General Assembly. This would take account of available resources and priorities but build on the ethos of Immersion and personalisation.

"The Immersion Programme was another step along a road to better lives and it is commendable that the National Federation felt able to provide the leadership to make it happen" – Professor Roy McConkey.

If you would like to download a copy of this report it is available on www.fedvol.ie

Launch of National Policy and Procedures for the Safeguarding Vulnerable Persons at Risk of Abuse

The *Safeguarding Vulnerable Persons at Risk of Abuse National Policy and Procedures* was officially launched on Friday 5th December, 2014 by Kathleen Lynch TD, Minister of State, Department of Health and Department of Justice, Equality & Defence with responsibility for Disability, Older People, Equality & Mental Health in Marymount University Hospital & Hospice, Cork. In launching the Policy the HSE stated that *'this important policy is the culmination of extensive consultation undertaken across service providers for Older People and people with Disabilities. It builds on various policies and procedures already in place including the extensive and dedicated Elder Abuse*



service. The new policy is a further step in the development of an appropriate response in the safeguarding of vulnerable adults within the Social Care Division of the HSE'. The National Federation held a workshop on Sept 18th to provide comment on an earlier draft of the Policy and while key elements and structures outlined within in the Policy have yet to be established the Policy is effective from the date of its launch. The Policy will be overseen by the new Chief Officers of the Community Healthcare Organisations (CHO's) – in each CHO a Safeguarding and protection Team (Vulnerable Persons) is to be established to support the implementation of the Policy.

The policy, together with a *Frequently Asked Questions* document, is available on the following links:

<http://www.hse.ie/eng/services/publications/corporate/personsatriskofabuse.pdf>

<http://www.hse.ie/eng/services/publications/corporate/vulnerablepersonsFAQ.pdf>

National Federation's submissions to key policy documents and legislation

2014 has been a busy year in terms of emerging policy and legislative change. Over the past number of months the National Federation, through its Implementation of Policy Sub Committee and its Quality and Standards Sub Committee, has gathered and collated feedback from our member organisations to respond to these policy and legislation developments.

Discussion Paper on Sexual Offences against Vulnerable Persons.



AN ROINN DLÍ AGUS CIRT AGUS COMHIONANNAIS
DEPARTMENT OF JUSTICE AND EQUALITY

On September 5th, the National Federation held a workshop in Muiriosa Foundation to bring together member organisations who wished to provide feedback on the Government's Discussion Paper on Sexual Offences against Vulnerable Persons. Dr. Eilionoir Flynn from the Centre for Disability Law and Policy (CDLP) at the National University of Ireland, Galway provided expert input in relation to the proposed legislation. A detailed discussion took place to develop the National Federation's position on the various issues involved.



National Federation members took a decision to support the CDLP's submission, in addition to developing a separate submission with specific issues that are of particular relevance to the people we support. Both the CDLP and the National Federation advocated for general legislation with strengthened measures around consent for all citizens rather than specific legislation for 'vulnerable people' as proposed. The disability-specific legislation previously enacted in the 1993 Criminal Law (Sexual Offences) Act led to unintended consequences, as consenting adults with intellectual disabilities now experience barriers to engaging in relationships.

The National Federation Secretariat also supported the Inclusive Research Network in facilitating the preparation of their submission to the proposed legislation from the perspective of self-advocates.

Draft Interim Standards for New Directions, Services and Supports for Adults with Disabilities'

The HSE published 'Draft Interim Standards for New Directions, Services and Supports for Adults with Disabilities' for public consultation from 8th September to 17th October 2014. These Draft Interim Standards arose from recommendations in 'New Directions, the review of HSE Day Services and Implementation Plan', published in 2012. Information sessions were held by the HSE and National Disability Authority around the country to prepare for the consultation period, with many people supported by member organisations, staff and family members attending. The National Federation secretariat supported the development of easy to read materials for use in the consultation.



The National Federation held a workshop on October 2nd 2014 for member organisations to discuss and make comment in order to develop a response to the Draft Interim Standards. In addition written submissions were provided by a number of individual organisations. The responses were collated and a comprehensive submission was made to the National Disability Authority on 17 October 2014.

NECS - A Proposed New Model for Allocation Teaching Resources for Students with Special Educational Needs in Mainstream Schools'

In June 2014, the National Council for Special Education published its Working Group Report – 'A Proposed New Model for Allocation Teaching Resources for Students with Special Educational Needs in Mainstream Schools'. The National Federation held a workshop on 20 October 2014 to prepare a submission which was sent to the NCSE. Further information on the proposed new model is provided later in this newsletter.

Strategy on Domestic and Sexual Violence

More recently, Colette Daly, Head of Social Work and Family Services with Ability West attended a consultation day on a new **Strategy on Domestic and Sexual Violence** on behalf of the National Federation. The consultation day took place in Dublin Castle on 17th November 2014, and was organised by the Department of Justice. Colette brought forward the needs of people with intellectual disability with regards to this strategy which will be published in 2015.

For further information or to access any of the above submissions please contact the National Federation at 091 792316 or at info@fedvol.ie.

Sleep-overs Update

The Labour Court issued a recommendation on September 18th last in relation to the sleepover issues put forward by SIPTU and IMPACT – LRC20837. The Court ruled that ‘with effect from the date of its Recommendation that staff should be paid an hourly rate in respect of each hour spent on sleepover in excess of 39 hours equal to the national minimum hourly rate’. This will increase the current 8-hour sleepover allowance to €69.20.

The Court also stated that it was clear that there is need for a major restructuring of the way in which services are delivered in order to bring about full compliance with the legislative requirements concerning working time and so recommended that the parties return to conciliation to seek to agree mechanisms by which full compliance with the legislative requirements can be achieved while maintaining current levels of service provision. That process should continue for a period not exceeding nine months (mid-June 2015) or such longer period as may be agreed.

On-going discussions have been taking place between the Department of Public Expenditure and Reform, the Department of Health and the HSE in relation to securing the necessary funding to meet the costs associated with the implementation of the Labour Courts recommendations. A meeting took place on November 11th with the Labour Relations Commission to begin the process of reaching compliance with the key provisions of the Organisation of Working Time Act. The parties are due to meet again in January 2015.

Revised Sick Leave Scheme

The National Federation has arranged a number of briefing sessions for Human Resources Personnel on the provisions of the Revised Sick Scheme which were introduced at the end of March 2014 and at the most recent meeting of the Operational Human Resources Group Mr. Sean Keane, Pensions Manager Standards and Quality, & his colleague Ms. Bernie Neary, Pensions Manager, VHSS/NHASS Unit, National Pensions Management, HSE, were in attendance to discuss:

- *Temporary Rehabilitation Remuneration (TRR) – Eligibility, Calculations and associated matters.*
- *Nominated Health Agencies Superannuation Scheme – Employers Obligations under NHASS Scheme Rules.*

Children First Implementation Group



The HSE Lead for Children First Ms. Marie Faughey has been working on the development of a detailed HSE Implementation Plan which sets out the key actions required to ensure that the HSE is compliant with Children First: National Guidance for the Protection and Welfare of Children 2011 and the Children First Bill when enacted. As the Children First Bill has not yet been passed the full extent of the HSE responsibilities in relation to funded agencies is not clear. However, the HSE Children First Oversight Committee has sought clarification from the Dept. of Children and Youth

Affairs and the Department of Health and in the interim the plan focuses on the current responsibilities of the HSE with regard to the implementation of Children First. At its meeting In November the National Federation's Children First Implementation Group considered the HSE Children First Implementation Plan and provided feedback to Marie Faughey in relation to same.

A priority area for consideration is the development of a comprehensive training strategy as children first training will need to be provided to all staff members – the training will be proportionate to staff member's role and responsibilities. A training needs analysis is currently underway with the aim of determining the numbers of staff requiring training at various levels - Introductory / Foundation training, Senior Management, Designated Liaison Persons, Mandated Persons, Train-the-Trainers Training, etc. Additional areas of work to be undertaken include:

- The development of a communication plan to inform all stakeholders of their duties under Children First such as the changes in legislation and vetting procedures.
- The development of a Quality Assurance Framework to monitor compliance with all parts of Children First. This Quality Assurance Framework is to be made available to funded agencies who will be required to self-certify their compliance in accordance with their service level agreement.
- Risk management – risks associated with non-compliance / non-implementation will need to be identified and entered onto relevant risk registers.

Operational Human Resources Group – Next Meeting

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, March 4th at 11am in Muiriosa Foundation. If you would like to find out more about the work of the group please contact: Jillian Sexton – jillian.sexton@fedvol.ie

Current Activities of the Inclusive Research Network (IRN)

Inclusive Research Network - Home & Independence Study:

The Inclusive Research Network (IRN) has recently completed the first stage of the analysis of the Home & Independence study at meetings in July in Athlone Institute of Technology and in October in the University of Limerick. The Home & Independence Study involved interviews with people with an Intellectual Disability the purpose of which was to get examples of good and bad support which the people received while moving from Institutions to Independent Living. The analysis of the data collected during the interviews is being done by the IRN members themselves. At the meetings the members broke into 5 smaller groups and each group took 7 Life Stories each.



In 2015 the IRN will work on phase II of the data analysis from the study. Once completed, they will then decide on how they would like to present the information. Members of the IRN hope to have all work on this project completed by summer 2015.

IRN members working in groups on the Home & Independence Study

Submission to the Department of Justice

In September 2014 the Inclusive Research Network made a submission to the Department of Justice on the *Discussion Paper on Sexual Offences against Vulnerable Persons*. The submission was compiled by the IRN members and each section began with quotes from the people themselves. “We feel our voices should be heard on issues that impact on us”.



When the Head of Bills was published on 27th November, 2014 the IRN Submission was again sent to the Department of Justice in the hope of reinforcing the point made by the members that **a)** they don't want a separate law for people with disabilities and **b)** they don't feel the term 'vulnerable person' is appropriate. “We hope that the Department will listen to our voices”.

Brian Donohoe, Secretary, IRN

Irish Water

As the registration process for water charges has been progressing over recent months, a number of key questions have arisen in relation to the application of charges for the people we support. Particularly in residential and respite settings, in residences where day supports are also provided and in community homes where a number of adults reside together. The National Federation collated questions from our members and sought engagement with Irish Water and the Commission for Energy Regulation with regard to the charges and the associated paperwork. Irish Water has assigned a key accounts executive to deal with the queries of our members and has issued a document to address the specific queries posed. This document has been circulated to all National Federation member organisations but please contact caroline.looney@fedvol.ie or alison.harnett@fedvol.ie if you require further information.



The revised registration date for water charges is **2 February 2015**, and PPS numbers will no longer be required.

'Moving Ahead' Project Dissemination Seminars

Three seminars took place in November / December to disseminate the findings of the 'Moving Ahead' Project which were hosted by the National Federation of Voluntary Bodies and Inclusion Ireland.

*From L to R:
Paddy Connolly -
Inclusion Ireland,
Jim Winters -
Inclusion Ireland,
Eamon Tierney -
Parent, Paul
Alford - Self
Advocate, Christy
Lynch - KARE, &
Christine Linehan -
Moving Ahead
Project Manager.*



The events,
which were
free to
attendees,

outlined the findings of two key reports: ['Moving Ahead – Mapping the National Disability Policy Landscape'](#) and ['Moving Ahead – Living Arrangement Options for People with Intellectual Disability: A Scoping Review'](#).

CEO of Inclusion Ireland, Paddy Connolly provided the opening address at the Dublin event, explaining that over 3,000 people continue to live in congregated settings, stating that the target for 2014 is for 150 people to make the transition to alternative accommodation, but highlighting that as of September this year only some 25 people have moved. Eamon Tierney, parent and Board Member of Inclusion Ireland, gave a perspective from the parent point of view on independent living, stressing that there needs to be more engagement with families regarding moving as many have fears about policy implementation and independent living.

Self-advocate and Inclusion Ireland staff member Paul Alford received a great reception for his insightful presentation. He outlined his past and current living arrangements, his view of service provision, and how he is still trying to get his own apartment and has been on the housing list since last year. He said that people with disabilities should be able to choose where they live and whom they live with.

Senior researcher Christine Linehan outlined the basis of the Moving Ahead Project which was an investigation into the role of factors contributing to the successful transfer of residents with intellectual disabilities from congregated to community-based living arrangements. The group were informed of a review of recent disability policy, along with a review of key research, and the information gathered from key stakeholders in two regions in Ireland.



Christy Lynch (KARE), Suzanne Moloney (HSE), John O'Dea (National Federation) and Christine Linehan (Moving Ahead Project Manager) at the Cork Moving Ahead event

KARE's Christy Lynch, and member of the Moving Ahead Steering Group, outlined the steps that need to be taken following the Moving Ahead Report. There is a need for a detailed implementation plan that will address national as well as local issues to include resources, housing, communication, staff training, change management and manpower development. Concerns regarding implementation exist right across the board. The need to develop and expand the role

of mainstream housing associations was also emphasised, along with the issue of a lack of appropriate accommodation.

Inclusion Ireland Advocacy and Rights Officer Jim Winters provided a progress update on the implementation of the Congregated Settings Report at the Dublin event saying there are a number of reasons given for delays in moving people into the community; namely non-availability of social housing, funding, stakeholders not in agreement and HIQA regulations. Mr Winters said that there are fears from property owners around entering an agreement with people with disabilities, and added that people who live in institutions must go through long processes before they can live independently. Suzanne Moloney, who is leading out the implementation of the Congregated Settings report for the HSE, provided the input on the implementation of the Congregated Settings report at the Tullamore and Cork events.

Each of the events concluded with a robust Questions and Answers session. Some made the point that good working examples of independent living experiences were needed to provide guidance, and also to allay fears family members may have. Mr Lynch advised the group to visit the National Federation website <http://www.fedvol.ie/> or contact the Federation office for such examples.

New system for allocating special education teachers

In June 2014, the National Council for Special Education published its Working Group Report – 'A Proposed New Model for Allocation Teaching Resources for Students with Special Educational Needs in Mainstream Schools'. This report proposes a "better and



fairer” way of allocating special education teachers to mainstream schools. The benefits of the new model, according to the NCSE, will include no longer having to wait for a professional diagnosis of a disability before being provided with additional teaching supports; not having to be labelled with a diagnosis of a disability to get support; and parents not having to pay for private consultants to diagnose their children with a disability “purely to access additional teaching support”. The new model proposes to remove the distinction between learning support and resource teachers. All support teachers under the new model would be allocated in line with schools’ needs for additional support, rather than on the basis of pupil/teacher numbers and diagnosed disabilities.

The proposal was published in June, and the Department of Education and Skills invited submissions from interested parties. The National Federation organised a workshop on 20th October 2014 to provide the feedback of our member organisations into this process. Following a review of all submissions, the Department of Education and Skills will consider whether, and from what date, a new model might be implemented. The Department has underlined its commitment to ongoing consultation throughout the process of implementation.

Links with European Partners



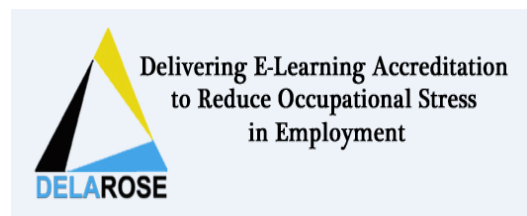
ENTELIS

(European Network for Technology Enhanced Learning in an Inclusive Society)

The National Federation of Voluntary Bodies is currently involved in a new European Project ENTELIS (European Network for Technology Enhanced Learning in an Inclusive Society). The aim of the project is to help bridge the digital divide in Europe and worldwide by promoting the acquisition of digital skills and abilities to make effective use of assistive technology, for the empowerment and independence of people with disabilities of all ages. The strategy is to create a sustainable network for knowledge exchange, and to support policies regarding both the development of disabled people's ability to make effective use of assistive technology, and the exploitation of ICT-AT in education to ensure equal opportunities. The network will share ideas and help overcome fragmentation in policies and practices, by gearing the efforts of many key actors and institutions towards common goals.

In the course of the project, relevant information will be collected and made available to the network members. The network aims to have an impact at several levels, and will have the capacity to gear existing resources on an ‘as needs’ basis to impact future policy development. The ENTELIS project is funded by the European Commission within the Lifelong Learning Programme bringing together nine partners from across the European Union and one partner from the United States.

Any organisation sharing the ENTELIS mission and vision - and willing to engage in the commitments involved - can apply to become Associate Partners of the ENTELIS network. The admission procedure is very simple, follow the link for more information: <http://www.entelis.net/en/node/161>



The **DELAROSE** – Delivering E Learning Accreditation to Reduce Occupational Stress in Employment - Project builds on a previous online self-help programme called ROSE – Reducing Occupational Stress in Employment - for workers employed in the health and social care sectors in Europe.

ROSE aims to help workers manage their own work related stress and to provide information and tools to workers and service managers to help them to create a less stressful working environment. The **DELAROSE** programme will further add to the programme content and will also provide an opportunity to learners to gain a qualification – ECVET / ECT credits – on completion of the programme. A pilot of the programme will commence in early 2015 and staff working within Federation member organisations will be invited to participate in the pilot programme. On completion of the Programme, which will be accredited by Waterford Institute of Technology – who are the lead Partners in the Project - participants will receive a ‘Certificate in the Management of Work Related Stress’. There will be no programme fee charged to learners who participate in the pilot programme. For further information on the pilot programme please contact Jillian Sexton – jillian.sexton@fedvol.ie

The **DELAROSE** project is funded through the EU Lifelong Learning Programme and it commenced in November 2013. The Project will run for a 2-year period and on completion the finalised on-line programme will be formally launched. Further information about **DELAROSE** can be found at www.delarose-project.eu

The **AJuPID** Project aims to improve access to justice for people with intellectual disabilities and hopes to achieve two main results:

1. In future, legal guardians will no longer make decisions for people with intellectual disabilities. Instead, supporters will assist people with intellectual disabilities to make decisions on their own.
2. Judges and court staff will better understand the rights and needs of people with intellectual disabilities. During court cases, judges and court staff will better interact with people with intellectual disabilities.



In order to achieve this, the project aims to:

- Train family members, friends and other people to better support people with intellectual disabilities when making decisions.
- Inform judges and court staff about people with intellectual disabilities and their rights and train legal guardians about the UNCRPD and the rights of people with disabilities.

The project will run over 2 years - April 2014-March 2016. For more information, the website address is: <http://www.ajupid.eu/en/>



Ability West's Night at the Theatre

Ability West provides services and supports to over 520 children and adults with intellectual disability, throughout Galway City and County. On 23rd October 2014, Snipe Resource Centre, an adult day service in Galway, held a special showcase of talents in The Galway Arts Centre, Nun's Island Theatre. The night was a sell-out success and featured drama, music, dance and comedy. Snipe Resource Centre's Drama Group performed two short drama pieces; **Doctor Spock's Clinic** and **Snipe Sunshine Travel Agency**, both under the direction of drama teacher Sylvia Nolan.



Eoin O'Malley



Caroline McDonagh and Damien Quinn

Snipe Resource Centre's Dance Group performed two group pieces, a number of solo and duet dances, under the direction of dance teacher Rachel Parry. All in attendance enjoyed a fantastic night of entertainment and comedy. Congratulations to all performers for their dedication and passion. A special thanks to all the volunteers and staff who assisted on the night and in preparations. Funds raised from the night will go towards the purchase of an interactive whiteboard to assist in the delivery of the centre's many programmes.

Sharon Faherty, Manager, Snipe Resource Centre



Opening of West Limerick Children's Services New

Centre West Limerick Children's Services is a partnership between the Brothers of Charity Services Limerick and the HSE providing support to children from birth to completion of secondary school that have complex developmental needs or have a physical, intellectual or sensory disability. 140 children are

currently receiving support from our Early Intervention Team and 250 children attend our School Age Team.



A purpose built centre was officially opened on 12th September by a child attending the service with the support of her family. This Centre is a state of the art facility custom designed to enable the delivery of supports to children as outlined in the Progressing Children's Services Programme. The opening of the Centre was attended by representatives of the Brothers of Charity

Services Limerick, HSE, local schools and social services in the community as well as the children and families who access the service. This Centre was funded by the JP McManus Foundation, the Brothers of Charity Services Limerick, HSE and a number of local donations and fundraising events. Should you require any further information, do not hesitate to contact the Service on (069) 61919 or on the website www.mwcds.ie.



CORPORATE VOLUNTEERING WITH A DIFFERENCE

The 4th July 2014 was a day with a difference for the Daughters of Charity Disability Support Services and saw the completion of a project which was originally conceived in March of that year.

The first meeting took place between Dennis O Reilly from Difference Days, a company who organise Corporate Socially Responsible Events, and staff from the Daughters of Charity Service (Breda Noonan, Tom Connolly and Derek Tallant). The idea was to complete a project in a single day which would benefit all of the service users and families accessing St. Vincent's Centre Services. Various ideas were discussed and a short list was drawn up.



The final project agreed upon was to build a wheelchair accessible garden area incorporating a sensory area. The next few months proved to be a very busy but enjoyable period for all of those involved. Orchard Landscapes, who have been involved in other Difference Days projects, came on board and drew up plans which included a sensory walkway, wheelchair accessible picnic areas, pergolas, gazebos, a raised bed area, compost area, refurbishment of the green house and bamboo screening. Maurice and Adam of Orchard Landscapes, who led

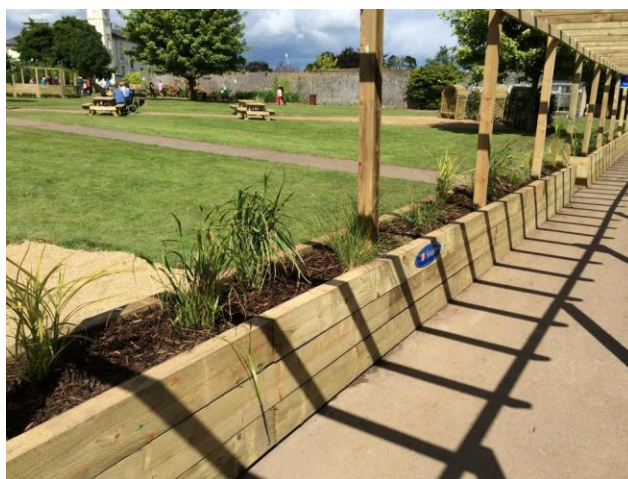
the team, soon got to know the area and what would most benefit the service users accessing it.

The company supporting the corporate volunteer day was Fidelity Investments with branches in both Citywest and Galway. Senior Staff from Fidelity Investments were invited to Limerick to look at plans and view the site for the proposed project. The Fidelity group gave the green light agreeing to provide both manpower and finance to allow the project to go ahead. The manpower consisted of a volunteer squad in excess of 250 people, who all gave 100% on the day.



Staff and Service Users from both residential and day services, as well as maintenance and catering staff, came together to actively take part on the day. Lisnagry Catering Department were on hand to provide all catering services for the day. The maintenance department willingly shared their expertise and took on some of the more specialised work.

Finally the day arrived and coach loads of volunteers eager to get started gathered at St. Vincent's Centre Lisnagry. Everybody assembled in the gym to be welcomed by a performance from the gymnastics team. After a quick cuppa the volunteers were assigned to their project leader and work commenced on 16 different areas of the garden. In the early stages of the day



it seemed like we had bitten off more than we could chew but by lunchtime you could clearly see that different aspects had begun to take shape. Following a barbeque at lunchtime the groups returned work. As different groups finished their various tasks teamwork at its best became very evident as volunteers moved to and from one project to another to ensure their completion by 5pm.



Four months later, everyone is enjoying the benefits of this beautiful garden area; we can clearly see the benefit of this large volunteer initiative. Any reservations or fears that may have been felt in the early days of this large scale corporate volunteer initiative disappeared. The commitment and esprit de corps from the volunteer group was clearly evident on the day, with no task or request being too great. Teambuilding and teamwork were very much the focus of the 4th July.

TV3, who were already working with Difference Days, looked to include the Lisnagry project as part of a series of programmes, "Renovation Nation", which is a community-based programme aiming to help charitable organisations across Ireland to refurbish their properties. As part of this initiative interviews were carried out with both service users, their families and staff members. The programme is presented by Laura Woods and is due to air in early 2015.



Other news



Congratulations to recent graduates of Open Training College

Congratulations to all the recent graduates of the Open Training College who attended the Conferring of Awards ceremony on Saturday, November 15th at the Concert Hall, RDS Dublin. A special note for Aenid Doherty (pictured), Peter Shiels (Management award), and Paul Foster (Social Care Ireland award) for achieving the much coveted 'Student of the Year' award in their particular field of study.

Aenid Doherty, a care worker at Enable Ireland, stated "I am thrilled to have been awarded the 'Gerry Clarke Award for Excellence in Practice' from the Open Training College. He was a very popular tutor because he was so knowledgeable yet so approachable and helpful to anyone who needed a bit of extra guidance on the Social Care course. I am also surprised and



delighted to have received my Honours Social Care degree here today. I wish to thank my family, friends and co-workers for all the support along the way."

97 Graduates received accredited awards for courses in:

- BA in Applied Social Studies (Disability)
- Certificate in Applied Management (Nonprofit/Human Services)
- Person Centred Planning - Focus on the Individual
- Certificate in Supported Employment
- Honours BA in Applied Social Studies (Disability)
- Teaching Independent Living Skills
- Higher Certificate in Applied Management (Nonprofit/Human Services)
- BA in Applied Management (Nonprofit/Human Services)



More information can be found on website www.opentrainingcollege.com or call Conor (01)2990580 or email enquiries@opentrainingcollege.com

Sage - Support and Advocacy Service for Older People is currently recruiting volunteers to train as Sage Representative – Advocates and provide a service to older people in the following priority areas: Dublin North, Dublin South West and Kildare, Cork, Limerick and Mid-West, Galway, Cavan and Monaghan.



Support & Advocacy Service for Older People

Sage Representatives can work in a variety of care settings and in a number of roles including Advocate, Facilitator and Support Person. This recruitment round is focused on Advocates, however, you may wish to use this process to register your interest in other roles and areas as we will be recruiting again in 2015. For more information and an application form, please go to www.sage.thirdageireland.ie/recruitment where you can download our Recruitment Information Pack.

Phelim Quinn has been appointed as new Chief Executive of HIQA

The Health Information and Quality Authority has announced the appointment of Phelim Quinn as its new Chief Executive. Making the announcement, following a competitive selection process, the Chairperson of the HIQA Board, Mr. Brian McEnery said, "The Board is delighted to be in position to appoint someone of the calibre and experience of Phelim Quinn as CEO.



Phelim was appointed as Director of Regulation and Chief Inspector of Social Services with HIQA in November 2012, and was recently appointed as Acting Chief Executive Officer. He had previously worked in Northern Ireland's equivalent health and social care regulatory body; the Regulation and Quality Improvement Authority, where he was Director of Operations and Chief Nurse Advisor, and more recently Director of Regulation and Nursing.

Commenting on his appointment Phelim Quinn said, "I am delighted and honoured to have this opportunity to make what I believe will be a significant contribution to the way in which our health and social care services are delivered. Our future work will build upon the solid foundations laid down by our former CEO, Tracey Cooper, and Acting CEO, Jane Grimson, over the last eight years.



Project to ease online communication for people with intellectual disabilities

The [Able to Include](#) project is aiming to break down some of the barriers that people with disabilities face when trying to have access to information in society, and to promote the social inclusion of people with intellectual and developmental disabilities. The **Able to Include** project is creating an open-source and context-aware accessibility layer. Integrated with existing and future ICT tools, particularly in mobile applications, the accessibility layer will help people with intellectual disabilities to better interact with the information software. For more information, please contact Silvana Enculescu, Inclusion Europe Communications Manager, at s.enculescu@inclusion-europe.org



Little Lámh and New Supports for Lámh Users, Families and Staff Members

Lámh, the manual sign system used by people with intellectual disability and communication needs in Ireland, has launched two new Workshops that will help families, staff members and other communication partners to support children who use Lámh signs.

Little Lámh

The new Little Lámh Workshop is for families of very young children or families who only need a few Lámh signs. Developed by Lorna Barrett and Jane Le Blanc of the Speech & Language Therapy Dept. at Brothers of Charity Southern Services, the workshop provides families with training in some Lámh signs and in supporting communication.



Communication Partners of Children Using Lámh



Over 1,000 staff members and professionals attend Module One Lámh Courses around the country. This Add-on Workshop has been developed to provide additional Lámh sign training, activities to encourage Lámh use and key research for those working with young Lámh users.

Lámh Signs Online

Families and staff members attending Lámh Courses can now access online videos of Lámh signs www.lamhsigns.org with additional clips and full descriptions of how to make each sign.

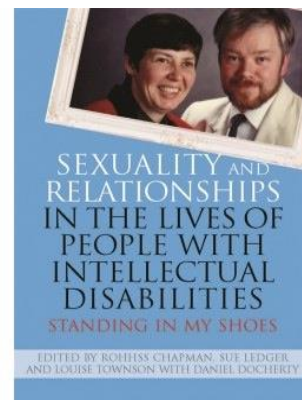
Barry is an expert sign presenter of Lámh Signs Online

For more information contact info@lamh.org / 059 9139657 / Website www.lamh.org

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Rob Hopkins, Kathleen O’Leary, Marie Deeley & Martin Corry launch their book at Liberty Hall before a performance of BlueTeapot’s production ‘Sanctuary’.

Sexuality and Relationships in the Lives of People with Intellectual Disabilities “Standing in My Shoes”.



Kelley Johnson and Rob Hopkins worked with Ger Minogue, Joe McGrath, Marie Deeley, Martin Corry, Patrick Kearney, Kathleen O’Leary and Pauline Skehan - researchers with the Clare Inclusive Research Group of the Brothers of Charity Clare Services - on the chapter giving an Irish perspective to this international production. Drawing extensively on personal experiences, this important volume looks at sexuality and relationships in the lives of people with intellectual disabilities, painting a genuine picture of the range of sexualities and

relationships people want. Honest and reflective, it shows how sexuality has been managed and controlled in different countries. It explores a range of issues such as rights, resilience, protection, sexual oppression and the lack of privacy for those living in care institutions. Co-edited and with contributions by people with intellectual disabilities and allies, this unique book

offers an authentic account of the challenges people face and what society needs to do to respect people's rights.

Providing insight into a morally, ethically and legally complex area, this book will be essential reading for people with intellectual disabilities, their advocates, families and supporters; social care managers, social workers, and other professionals working in the field as well as academic researchers and students.

The book is available from amazon.

Blue Teapot Theatre Company stage two performances of “Sanctuary”

Blue Teapot Theatre Company was delighted to be invited by Down Syndrome Ireland & Inclusion Ireland to bring two performances of Sanctuary by Christian O’Reilly to the Liberty Hall Theatre, Dublin on December 3rd for International Day of Persons with Disabilities. Sanctuary explores intimate relationships between people with intellectual disabilities, highlighting a little-known law which impacts on the lives of unmarried persons with an intellectual disability and seeks to prevent them from having healthy, intimate relationships.

The play received a tremendous response from Dublin audiences that included Willie White (Dublin Theatre Festival), Minister Kathleen Lynch, Minister Aodhán Ó Ríordáin and Senator Mary Moran.



Michael Hayes and Emer Macken from the Blue Teapot Theatre Company

Photo by Monica Hadarean

Upcoming Events



Genio Annual Dementia Conference 2014 -

Friday 12th December 2014, Dublin.

This conference will focus on the three themes 'The Lived Experience'; 'Value and Values'; and 'Collective Approaches to Change'. The event will feature the following speakers:

- Dr Suzanne Cahill, Trinity College Dublin and Dementia Services St. James's Hospital Dublin
- Ms. Jenny La Fontaine, Early Intervention Dementia Service, UK
- Professor Steven R. Sabat, Georgetown University, Washington
- Professor Charlotte Clarke, University of Edinburgh
- Dr. Fiona Keogh, Genio
- Professor David Coghlan, Trinity College Dublin

Date: Friday 12th December 2014 / **Time:** 9am-3.30pm (light lunch provided)

Venue: [O'Callaghan Alexander Hotel, Dublin](#)

The event is free of charge and for more information about this event and to register visit www.genio.ie/dementia-conference-2014. Places are limited and will be allocated on a first-come first-served basis.



You are invited to celebrate the publication of

Genetic Discrimination –

Transatlantic perspectives on the case for a European-level legal response

Edited by Gerard Quinn, Aisling de Paor and Peter Blanck

Launch by Marian Harkin MEP: Friday, 12th December / Wine reception from **5pm**

European Commission Representation, Dawson Street, Dublin

RSVP Sharon Hegarty (Centre for Disability Law and Policy) - 091 495888 /

mary.faherty@nuigalway.ie

SAVE THE DATE!



DOCTRID
DAUGHTERS OF CHARITY
TECHNOLOGY AND RESEARCH INTO DISABILITY



DOCTRID IV Conference

When: 27th & 28th April 2015. (Registration opens on 9th January 2015)

Where: Queens University Belfast, Northern Ireland

Who should be there? Researchers (social, technological, behavioural and life sciences), Health care professionals, People with Intellectual Disability (ID)/Autism, their families and carers.

Key themes to be discussed:

- Quality of Life and Social Inclusion
- Gaps and innovations in service delivery
- Prevention and Epidemiology
- Future and Assistive Technologies

Presentations from international experts, panel discussions, workshops and poster sessions.

DOCTRID is a unique international research consortium bringing together all of the universities on the island of Ireland, universities in the USA and UK, the Daughters of Charity Disability Support Services, other service providers and industry partners. DOCTRID aims to make a real difference in the lives of those with ID/Autism by increasing their social inclusion, independence, mobility and education through innovative research into technology, service provision and policy.

Visit www.assistid.eu to find out more about our €9M 5 year research programme co-funded by the European Commission and RESPECT. Our new DOCTRID website will be coming soon!!

For more details contact the DOCTRID Programmes Manager Dr. Sheeona Gorman at sgorman@respect.ie

Thank you for reading our Newsletter and
May we wish you all a very enjoyable Christmas!!

