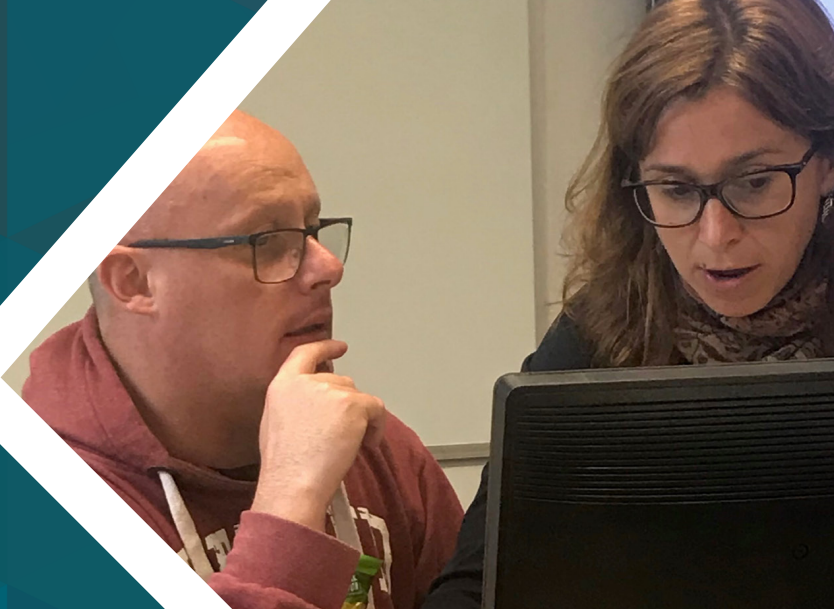


2022 ANNUAL REPORT



**National Federation of
Voluntary Service Providers**

Supporting people with intellectual disability (CLG)



National Federation *of* Voluntary Service Providers

Supporting people with intellectual disability (CLG)

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Chairman's statement

This annual report provides an overview of the substantial work undertaken in 2022 by the National Federation with and on behalf of its membership. As the acute challenges associated with Covid-19 eased in 2022, much of the Federation's work in the year was focused on representing its membership in key national policy and operational issues; and in communicating the evolving funding and staffing requirements to provide sustainability to the sector.

The report highlights how the network of Subcommittees and Working Groups facilitated by the National Federation continued their important work in representing the members; and the rights and needs of people with intellectual disabilities during the year. For instance, the coordination by the Federation's Assisted Decision Making Reference Group of the response to the Draft Codes of Practice for the Assisted Decision Making (Capacity) Amendment Act and its engagement in the Oireachtas Pre-Legislative Scrutiny of the Amendment Act was a key priority in the first half of the year. This report details the substantial range of consultation processes in which the Federation, through the work of its Board, committees and the Secretariat, engaged on behalf of members throughout the year.

The strategic review of the structures of the organisation continued to be progressed in 2022 to ensure that National Federation is well placed to represent its members into the future, whilst the first in-person meetings of the General Assembly and Area Federation Committees post-pandemic provided welcome opportunities for members to network and share information. The continued vitality of the committees and governance groups of the Federation rely on the substantial contribution of the Chairs from across our membership. I would like to place on record our sincere thanks to the Chairs of the Subcommittees and Working Groups; Area Federation Committees and the Trustees of the Pension Scheme for their important work. Our Board members generously contribute their time and expertise to ensuring the good governance and strategic direction of the organisation and we are particularly grateful for their commitment.

Our members face considerable challenges in the coming months and years, which include the sustainability of the essential supports provided to people with intellectual disabilities; ongoing and evolving inflationary pressures; and the need for an integrated, planned approach to the resourcing and delivery of services. Our engagement with key stakeholders – including Government Departments, HSE, the Health Dialogue Forum and the political system; will remain a central focus of the National Federation's work on behalf of its members.

The peer support and partnership of member organisations is of vital benefit and assistance. I want to thank all of our members for your time, continued collaborative working and energy in supporting the joint work of the National Federation.

Finally, my sincere thanks to Alison and the National Federation Secretariat team for their continued commitment to the work undertaken of the organisation, as evidenced by the considerable work set out in this report. The dedication of the small Secretariat team has been central to the achievement of the wide range of outcomes across policy, operational and strategic goals of importance to our members and the people with intellectual disabilities we support. I look forward to working with the team in 2023 on our shared priorities.



Micheal Hennessy, Chairman of the National Federation of Voluntary Service Providers

About

The National Federation of Voluntary Service Providers

Approximately 70% of disability support services in Ireland are provided on behalf of the State by Section 38 and Section 39-funded organisations. The National Federation of Voluntary Service Providers Supporting People with Intellectual Disability is the national umbrella organisation of not-for-profit agencies providing direct supports and services to people with intellectual disability in Ireland. Across our 54 organisations, our members support approximately 26,000 children and adults with intellectual disabilities or autism and their families, providing services and supports throughout their lifespan. National Federation member organisations have a community presence and connection across large urban centres and small villages throughout Ireland.

Our mission

The work of the National Federation is guided by our Mission:

To provide the leadership and support that will enable voluntary organisations to adapt to a radically changing operating environment, with the ultimate aim of ensuring that people with intellectual disability live a life of their choosing.

Our vision

The vision of the National Federation is that people are supported to live a life on their own terms:

Above all people have a deep rooted desire to belong, to be in relationship, to live within the intimacy and security of their family and friends, to be included in the greater life around them with all its attendant possibilities for hope and fulfilment and to do so, to the greatest extent possible, on their own terms. The implications of this simple truth will determine our actions on behalf of all citizens with Intellectual Disabilities.

Our structure

The work of the National Federation is governed by its Board, which consults with and represents the General Assembly; and its five Area Federation Committees. We support this work through our committee, sub-committee and working group structures which include:

- **Standing Committees of the Board:** Finance, Audit & Risk; Governance & Nominations
- **Operational Sub-Committees:** e.g.; Human Resources; Quality & Standards; Housing, Finance.
- **Working/Reference Groups:** e.g., Assisted Decision-Making (Capacity) Act 2015 (ADM) Reference Group; Freedom of Information and Data Protection Networks; Safeguarding. Under the Policy & Research function, relevant nominees from member organisations come together as needed to address policy areas arising for consultation, such as the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), Housing, etc.
- **Administration of the National Federation's Pension & Life Assurance Scheme.**



Member Organisations: We have 54 member organisations, all of whom are Section 38 or Section 39 non-profit service providers to people with intellectual disabilities.

General Assembly: Each member organisation nominates two people who may act as their representatives at the National Federation General Assembly. The General Assembly meets on a quarterly basis, and at its Annual General Meeting.

Areas Federation Committees: There are 5 Area Federation Committees:

- Dublin North-East Area Federation Committee;
- Dublin Mid-Leinster Area Federation Committee;
- Southern Area Federation Committee;
- South-East Area Federation Committee; and
- Western Area Federation Committee.

Each Area Federation Committee is made up of representatives from member organisations in the area/region in which they provide services.

Board of Directors: In accordance with our Constitution, the National Federation of Voluntary Service Providers arranges for the election of its Board of Directors as follows:

Each Area Federation Committee has the power to elect two directors to the Board.

In 2022 these were as follows:

- **Dublin Mid Leinster:** Clare Dempsey, St. John of God Services and Breda O'Neill, St. Margaret's Network (IRL-IASD)
- **Dublin Northeast:** Liz Reynolds, St. Michael's House and Natalya Jackson, Daughters of Charity Disability Support Services (resigned November 2022).
- **Southern Area:** Sean Abbott, COPE Foundation, and Marie Linehan, Kerry Parents and Friends Association (resigned January 2022 and replaced by Gobnait Ni Chruaiaoi, CoAction).
- **South-East Area:** Vincent O'Flynn, Carriglea Cairde Services and Fiona O'Neill, WIDA
- **Western Area:** Michael Hennessy (Chair), Brothers of Charity Ireland Services and Audrey Pidgeon, Ability West.

The above Directors have the power to nominate up to 5 co-options, however, our Constitution indicates that one must come from each of the following geographical areas: Dublin North East; Dublin Mid Leinster and Western Region. The co-options to the Board in 2022 were as follows:

- **Dublin Northeast:** Vacancy
- **Dublin Mid Leinster:** Joe Mason Walk
- **Western Region:** Vacancy

National Federation Board 2022

The National Federation Board elects its chairperson every two years. Michael Hennessy, Brothers of Charity Services Ireland, has been the National Federation's Chairman since September 2021.

Board Members 2022

Chairman – Mr. Michael Hennessy, Brothers of Charity Services Ireland

Company Secretary – Ms. Fiona O'Neill, Waterford Intellectual Disability Association

Mr. Sean Abbott, Cope Foundation

Ms. Clare Dempsey, St. John of God Community Services

Mr. Joe Mason, WALK

Ms. Breda O'Neill, IRL-IASD - St. Margaret's Centre

Mr. Vincent O'Flynn, Carriglea Cairde Services

Ms. Liz Reynolds, St. Michael's House

Ms. Audrey Pidgeon, Ability West

Ms. Gobnait Ni Chruaí, CoAction (elected 19th January 2022)

Ms. Natalya Jackson, Avista (resigned November 2022)

Ms. Marie Linehan, Kerry Parents & Friends Association (Resigned January 2022)



National Federation Board: Clare Dempsey, Breda O'Neill, Sean Abbott, Fiona O'Neill, Michael Hennessey, Audrey Pidgeon, Liz Reynolds, Vincent O'Flynn. [Not pictured: Joe Mason; Natalya Jackson; Gobnait Ni Chruaí]

Key priorities and actions of the National Federation in 2022

In 2022, service providers faced many national and global challenges. Nationally, significant difficulties were associated with the crisis in recruiting and retaining staff, pay parity for Section 39 organisations, and funding challenges. From a global perspective, the Covid-19 pandemic, rising energy costs, supply chain delays and growing inflation resulted in new and unprecedented challenges. To address both the ongoing work and evolving issues, the Board of the National Federation approved the following key priority areas as the focus of the work of the Federation in 2022.

2022 Priority areas

1. Drive the mission of the National Federation

2. Support the implementation of the UNCPRD

3. Progress common approaches to compliance challenges

4. Continue to respond to the Covid-19 pandemic

5. Promote ongoing, sufficient, multi-annual investment in services

6. Continue to build strategic relationships with key stakeholders

7. Promote shared learning & respond to member queries and requests

8. Fulfill governance, employment, company responsibilities, and statutory requirements

9. Support responses to changing needs

10. Influence change in the area of accountability & autonomy

11. Recruitment & retention and section 39 pay parity

12. Pension

This report sets out key outcomes from the work in these priority areas over the course of 2022.

1. Drive the mission of the National Federation

The National Federation was established as a company limited by guarantee in the year 2000 and is a registered charity with the stated aim to:

Represent the members of the Federation in respect of issues concerning or touching upon people with an intellectual disability and which relate to the provision of services, funding arrangements, standards for service provision and relationships at local, national, and international levels where concerted action is indicated and appropriate and to promote, support, and respect the aspirations and objectives of the members of the Federation, based on the shared philosophy of the dignity and equality of the person and associated core values, vision and statutory status.

Board of the National Federation

During 2022 the Board of Directors met six times: January 19th, March 9th, April 27th, June 1st, September 7th and November 18th. During these meetings, the Board discussed issues relevant to members and received updates from Subcommittees and Working Groups to ensure the work of the Federation aligned with its mission and purpose as outlined in the Constitution.

In 2021 the Board undertook a review of the structure and composition of the National Federation in light of the evolving landscape of regulation and evolution within charitable organisations and the health service as a whole. Building on this work, in 2022, the Board focused on implementing the outcomes of the 2021 review through the work of the Governance and Nominations Subcommittee. This included developing a revised Constitution in collaboration with legal advisors and the continued development of its Governance Manual for Board Members.

Alongside the regular work of the Board of Directors in meeting the Governance requirements of the organisation and supporting the Secretariat Team, members of the Board also made themselves available to represent the National Federation members at a range of meetings with key stakeholders including the HSE and Government Departments. In 2022, Chairman Michael Hennessey and Chief Executive Alison Harnett represented National Federation members at the National Economic Dialogue Forum to ensure critical issues facing members were heard at a national level in the lead-up to Budget 2023.



Supporting the development of a cohesive National Federation

In 2022, the National Federation Secretariat continued its focus on supporting the development of the Federation as a collective by facilitating member engagement and network building. This was accomplished through the work of the Board, General Assembly; Subcommittees; Working Groups; Area Federation Committee structures; and engagement with individual members. In June 2022, the first in-person General Assembly was held since the Covid-19 pandemic and for the first time, Area Federation Meetings were held on the same day as the General Assembly.



General Assembly 2022

National Federation secretariat team

The National Federation is served by a small team of dedicated staff members who support the work of its Subcommittees, Working Groups, the Board and Area Federation Committees; and respond to the wide range of queries and evolving challenges as the year progresses. 2022 marked an exciting phase of growth for the National Federation Secretariat as two new staff members joined the Secretariat Team: Helena Connors, Policy and Research Officer and Megan Leahy, Administrative Officer. Alison Harnett was appointed Chief Executive at the September meeting of the National Federation Board. The commitment of our long-standing team members, together with the new appointments continues to strengthen the National Federation's capacity to respond and positions us for success in driving the mission of the National Federation.



Megan Leahy, Administrative Officer;
Helena Connors, Policy and Research
Officer; Brian Donohoe, IRN Secretary;
Jillian Sexton, Human Resource Training
& Development Co-Ordinator; Alison
Harnett, Chief Executive [Not pictured:
Caroline Looney, Administrative Officer;
Mary Barret, Administrative Officer;
Maria McMahon, NFVSP Pension Scheme
Manager]

Submissions on a range of key priorities

A key outcome across the wide range of the work areas of the National Federation is its engagement in national consultation processes in collaboration with and on behalf of members. During 2022, the National Federation consulted with members to make a wide range of submissions in areas including policy, quality and standards, and human resources related matters. These submissions were received by Government Departments, HSE, the Decision Support Service, CORU and the Housing Agency.

National Federation Submissions on behalf of member organisations 2022

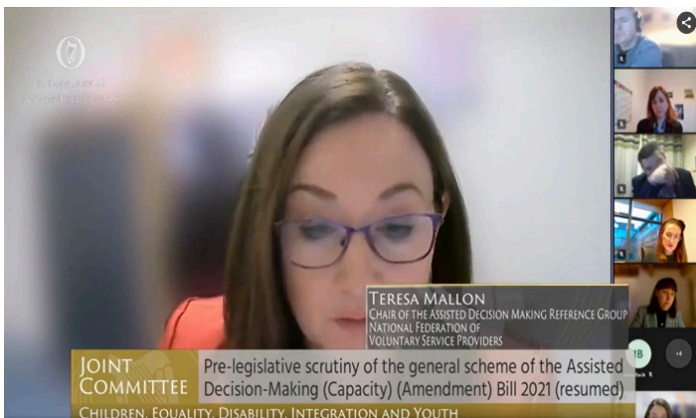
- Consultation on Children's and Young People's Public Policy
- Consultation on the development of the Implementation Strategy for the Housing Strategy for Disabled People
- Consultation on the draft National Standards for Infection and Prevention Control (IPC)
- Consultation on the Draft Regulations for Providers of Home Support Services: Public Consultation Survey
- Feedback on the National rollout of the HSE Food Nutrition & Hydration policy
- Infection Prevention and Control (IPC) - Draft National Clinical Guideline
- Development of National Federation paper on Key Considerations for Integrated Services and Supports
- Pre-Budget Submission 2023
- Public Consultation on the Freedom of Information Act
- Public Consultation on the proportionality of proposed legislative amendments to the Health and Social Care Professionals Act 2005 affecting Social Care Workers
- Review of the Rental Accommodation Scheme
- Submission on the Assisted Decision-Making (Capacity) (Amendment) Bill 2021: Draft General Scheme and Heads of Bill
- Submission on the draft Open Disclosure Framework
- Submission on the Fire Safety Handbook
- Submissions on the Assisted Decision-Making Draft Codes of Practice
- Consultation on the update of the HSE's 2017 Integrated Risk Management Policy

2. Support the implementation of the UNCRPD

In 2022 several fundamental policy and legislative developments required a significant response from disability service providers. Key amongst these were supporting members in the run-up to the commencement of the Assisted Decision-Making Amendment Act and undertaking collaborative work to analyse and present the key issues currently challenging the delivery of an integrated approach to service provision that truly puts the person at the centre of disability supports.

Assisted Decision Making (Capacity) Act (ADM)

Through ongoing and significant engagement with our membership, the National Federation developed submissions in response to the proposed amended ADM legislation and the draft Codes of Practice for the Act, highlighting the importance of individuals' rights under the UNCRPD. On February 15th, 2022, Teresa Mallon, Chairperson of the National Federation's Assisted Decision Making Working Group, and Alison Harnett, Chief Executive, represented the National Federation at the Pre-Legislative Scrutiny of the ADM Act in the Oireachtas.



Patsy Fitzsimmons, Aine Flynn, Alison Harnett, Teresa Mallon and Megan Leahy

In addition, the National Federation's ADM Reference Group prioritised significant engagement with key stakeholders including the HSE's Assisted Decision Making Disability Reference group; the Banking and Payments Federation, and the Decision Support Service (DSS) throughout 2022. Key amongst these engagements was a meeting between ADM Chair Teresa Mallon, Chief Executive Alison Harnett, Policy and Research Officer Helena Connors, Administrative Officer Megan Leahy, the DSS Director Aine Flynn and the DSS Head of Complaints and Investigations Patsy Fitzsimons. The UNCRPD and the rights of people with intellectual disabilities under the impending ADM legislation underpinned the discussion during this meeting.

In 2022, the National Federation's ADM Reference Group also raised issues regarding people's rights to have personal bank accounts and access to their money during engagements with the Banking and Payments Federation of Ireland, Ulster Bank, AIB and the HSE's Patient Private Property Accounts HSE (PPPA) & Fair Deal Finance Unit. In addition, the ADM Reference Group and the Secretariat liaised and collaborated with the HSE's National Office for Human Rights and Equality Policy on banking rights and other ADM issues.

Project with the National Gallery of Ireland

In 2022, the National Federation was approached by the Education Officer and the Head of Education at the National Gallery of Ireland to support their work to enhance the accessibility of temporary exhibitions for people with intellectual disability. This work was aligned with the long-standing National Federation Secretariat annual work experience placement from St Joseph's Training Centre, Ability West. Linking the two projects provides the opportunity for the Gallery to hear directly from young adults with intellectual disabilities on suggestions to enhance accessibility of the Gallery's exhibitions and spaces, in addition to providing a work experience placement which creates an opportunity to explore cultural and working life. The work experience placement will begin in 2023 and the project will be open to any trainees from St Josephs' who are interested in engaging with the National Gallery of Ireland and providing feedback. It is hoped that the project may provide learning outcomes for other cultural organisations aiming to improve accessibility and inclusion.



Helena Connors and self advocate Josphine Connors at the National Gallery of Ireland

Invitation to join Wards of Court NDA research ethics committee

In December 2022 Secretariat staff member Brian Donohoe was invited to join the National Disability Authority Research Ethics Committee whose purpose is to review the application for ethical approval for a research project entitled *Leaving Wardship: An examination of the transition to a system of supported decision-making*. This project aims to document the experience of people exiting the Wards of Court system and their transition to a supported decision-making system. Brian's role is to represent the voice of people with an intellectual disability through consultation with members of the Inclusive Research Network.



Keep My Teeth – Oral Health Project

In 2022, the National Federation, in collaboration with the Trinity College Dental School successfully secured significant funding for the 'Keep My Teeth' project on Oral Health for people with intellectual disabilities, focusing on reducing health inequalities for people with ID and improving oral health outcomes. Dr. Caoimhin Mac Giolla Phadraig, lecturer and Assistant Professor in Public Dental Health (Disability Studies) in Trinity College Dublin, presented an overview of the research driving the project at the General Assembly meeting in September 2022. Dr. Mac Giolla Phadraig is specialised in the provision of dental care to people with intellectual disabilities. He leads collaborative research into oral health promotion for adults with intellectual disabilities and has published widely in this field. The National Federation will be establishing a steering group to oversee the Keep My Teeth project in 2023.



Dr Coaimhin Mac Giolla Phadraig presenting at the General Assembly

Inclusive Research Network

As part of our ongoing commitment to supporting the views and voices of people with intellectual disability, the National Federation continued to support the work of the Inclusive Research Network (IRN) in 2022. Secretary of the IRN, Brian Donohoe, provides a report below of the extensive work of the Network that took place during the year:

Report from IRN Secretary: Brian Donohoe

The Inclusive Research Network (IRN) had another busy year in 2022. In January, the Group met in person to decide on both our research method and research questions for our next project, which will be on the subject of Support to make their own decisions. The Group choose 'How are people supported to make their own decisions?'.

There was a choice of three Research Methods; Interviews, Focus Groups and a new research method that we had never used before called Photovoice. This method involves using photos to tell the story of what you want to say. The IRN decided to use a mixture of photovoice & interviews for this current project.

IRN agreed on the term **"People with a lived experience of an intellectual disability"** for participants in research studies.

The ethics application for IRN's next research project is being done through University College Cork, supported by Nicola Maxwell. The people listed in the box agreed to be part of the Ethics Group.



Brian Donohoe

Ethics Group 2022

- Christina Burke
- James Delaney
- Brian Donohoe
- Elaine Leonard
- Helen O'Regan
- Pauline Skeeahan

Face to face meetings

The IRN returned to face-to-face meetings in May 2022. IRN agreed to hold five meetings face-to-face and five on Zoom per year. We got a lot of work done during our monthly IRN meetings on zoom over the last 2 years. Projects like Digi ID and SIRG which wouldn't have happened without zoom. We talked with people from Sweden and Germany.

The IRN elected a new Steering Group in June 2022 at a face-to-face meeting. The Candidates gave a three-minute speech on why they should be elected to the role. The voting took place by secret ballot with the members using an easy-to-read voting card. IRN members counted the votes. The new steering Committee is outlined below:

Inclusive Research Network Steering Committee 2022

Chair: Brian Hogan

Vice Chair: Derek Murphy

Secretary: Brian Donohoe

Vice Secretary: James Delaney

IRN Spokesperson: Pauline Skeehan

Vice Spokesperson: Elaine Leonard

Joint Treasurer: Christina Burke/ Helen O'Regan

Global Advocate: Fionn Crombie Angus.



IRN Steering Committee Elections 2022



IRN at the National Advocacy Conference 2022

IRN and the Keep My Teeth Project (October 2022)

At the IRN meeting in October, Brian told IRN members about a new project called 'Keep my Teeth'. It is about working with people with an intellectual disability for better dental health. IRN agreed they would be happy for the 'Doctors and Us' report to be shown to the project members. The Doctors & Us report has recommendations that can be also used by dentists. This project will be starting in 2023.

Remembering Martin Dooher, RIP

2022 marked the sad passing of a key member of the IRN; and a long-time friend, colleague and a partner in advocacy of the National Federation; Martin Dooher. At an IRN meeting members shared memories of Martin who will be sadly missed. A memorial for Martin took place in July 2022 where friends and colleagues got to share memories of him. There was a slideshow of Martin's Advocacy Work and a video on Martin's Life (See photos overleaf).



Martin Dooher



IRN agreed to have an annual award in memory of Martin. Members talked about the qualities Martin brought to the IRN - dedication, confidence, organised, funny and a great advocate. Members said the person receiving the award should have some of these qualities. IRN were asked to nominate a member for the award and James from Athlone won the award.



James Delaney being presented with the Martin Dooher Award

3. Progress common approaches to compliance challenges

Member organisations are bound by an extensive range of legislative, regulatory and policy requirements which place significant accountability and governance-related responsibilities on organisations.

Representation in Forums

At a national level, the National Federation has participated in highlighting issues relating to compliance challenges at the Health Dialogue Forum, set up on foot of the Catherine Day Report of the Independent Review Group established to examine the role of voluntary organisations in publicly funded health and personal social services. National Federation representatives Alison Harnett, Michael Hennessy and Pat Reen attended five meetings of this Group in 2022. The National Federation was also engaged in supporting members in meeting the requirements of the Health Care Act 2007 and HIQA regulations through its representations at the HIQA Providers Forum meetings.

Support Networks, Information Sharing and Training Opportunities

The National Federation supported its members with compliance challenges through the following its support networks, information sharing activities and training opportunities as follows:

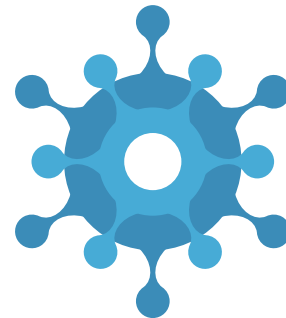
- Providing a network of support and facilitating cooperation and learning between organisations through the HR Subcommittee, Quality and Standards Subcommittee, Housing Subcommittee, Safe-guarding Group, Data Protection Network and Freedom of Information Network.
- Advocating on behalf of members using a position paper that the National Federation developed, entitled *Key Considerations for Integrated Services and Supports*. This paper highlighted challenges with historic and ongoing funding and staffing issues affecting many services and service locations in relation to the required standards.
- Holding a Data Protection Workshop in January 2022 which included guest speakers from Ambit Compliance.
- Hosting a workshop marking the 4th anniversary of GDPR for Leaders in June 2022.
- Providing information to members regarding data protection & GDPR related policies and legislative requirements.
- Arranging a presentation by Noelle Reilly from South East Technological University in preparation for CORU registration of Social Care Workers which is due to commence in 2023.
- Providing information to support member queries on the completion of lobbying returns under the Lobbying Act, 2015.
- Delivering a further cycle of the Frontline Managers Training Programme in conjunction with the University of Limerick, which supports staff from across member organisations to meet the Health Care Act (2007) requirement for those appointed as a Person-In-Charge (PIC) to have a management qualification.
- Facilitating the work of the National Federation's Fire Safety Working Group, established in 2021, with the broad functions of consulting with HIQA regarding the Fire Safety Handbook (2021) and identifying the opportunities that exist for sharing of information, learning and expertise across National Federation members in relation to the management of fire safety.
- Beginning preparatory work on developing a position paper on 'The need for Regulatory Reform' to highlight key issue areas in relation to compliance.

4. Response to the Covid 19 pandemic and emerging global issues

Covid-19

As Covid-19 restrictions lessened in 2022, the National Federation Secretariat and the Quality and Standards Subcommittee continued to work in close partnership with the HSE National Disability Office to support the coordination of the response to the pandemic. Updated guidance was brought to members in a timely manner, and operational issues were raised, including those related to mask-wearing and the management of covid sick leave. This streamlined approach, developed in 2020 and 2021, continued to support the safety and well-being of the people supported by our member organisations.

The National Federation also strongly advocated for the Covid-19 pandemic recognition payment to be made to Section 39 Workers. On November 1st 2022, Section 39 organisations could begin claiming the pandemic payment on behalf of staff. The Secretariat continues to utilise various channels to advance the fairest and most inclusive approach that would also allocate the payment to day service staff in reflection of the true contribution of all of our member's frontline staff during the pandemic.



COVID-19
CORONAVIRUS

War in Ukraine

The National Federation Secretariat worked with the HSE National Disability Operations Office; Community Health Organisations; charitable partners and disability umbrella representative groups to support the response to people with disabilities coming to seek asylum from the war in Ukraine via the Ukraine Rapid Response – Disabilities Workstream Group. Central to this joint effort was communication and joint work to deliver agreed measures to assist and support people arriving from Ukraine with a disability and their families. The Group monitored the number of individuals with disabilities entering Ireland from Ukraine and assisted in developing accessible materials. Issues raised by members were escalated to this Group, and updated information was communicated to members through email. On June 2nd 2022, the National Federation held an information session on the response to the Ukraine War. Marie Kehoe-O'Sullivan, National Disability Specialist with the HSE National Disability Services Quality Improvement Office, provided an update on the HSE's response to people who have arrived in Ireland, followed by a question-and-answer session. Members were also invited to contribute to a campaign operated by Joe Mason, CEO, WALK, who transported functional materials, aids and appliances for people with disabilities to Ukraine.



5. Promote ongoing, sufficient, multi-annual investment in services

Securing resources to support the progressive implementation of the UNCPRD and aligned provision of supports and services to people with an intellectual disability is a crucial priority for the National Federation. To support this work, we undertook the following:

We actively engaged in a Pre-Budget 2023 joint campaign as a National Federation and developed a Pre-Budget Submission that members could utilise during their meetings with politicians and officials. To support this work, we gathered evidence and undertook research to support our position and call for appropriate resourcing for the sector. We met with the relevant Government, opposition, and statutory officials to ensure the concerns and resource needs of the sector were well articulated and understood. We advocated for multi-annual funding, an agreed costing methodology for disability services and supports, and pay parity for Section 38 and 39-funded organisations. The emerging issue in 2022 of inflationary pressures was a strong feature of our advocacy and we were delighted that there was funding allocated to support service providers in this regard in the budget.

We researched and presented papers to express the views and experiences of member organisations concerning policy and funding of supports, the future of day services supports in the context of the move to a will and preference model of support as required by the Assisted Decision-Making Act. On behalf of our members we participated in national discussion forums, including the Department of Children, Equality, Disability, Integration and Youth's Disability Consultative Committee; the HSE's National Consultative Committee; and the Disability Stakeholder's Group. Chair of the National Federation Micheal Hennessy, and Chief Executive Alison Harnett participated in the National Economic Dialogue Forum to bring the key budget messages directly to the Minister for Finance and Minister for Public Expenditure and Reform.



Bernadette Grogan, Mental Health Reform; Anne Rabbitte, Minister for Disabilities; Derval McDonagh, Inclusion Ireland; Alison Harnett, National Federation.

The National Federation engaged in partnership with other national Umbrella bodies through the Oireachtas Disability Group (ODG) to collaboratively bring forward cohesive messages around the resourcing required in disability services and supports. In 2022, Alison Harnett was elected co-chair of the ODG alongside Derval McDonagh, Chief Executive of Inclusion Ireland. The ODG is made up of representatives from Disability Federation of Ireland, Independent Living Movement Ireland, the National Disability Services Association, Mental Health Reform, Inclusion Ireland and the National Federation. As part of its advocacy and lobbying work the ODG ran two online briefing sessions on key priorities; one for TDs and another for media personnel. A key highlight of engagement occurred when the ODG conducted a day-long series of meetings in Leinster House to brief each political party on the ODG's Budget Priorities; attended on behalf of members by Chief Executive Alison Harnett and Administrative Officer Megan Leahy.



Oireachtas Disability Group – Meetings with TDs from across all political parties



Following the ODG Lobby Day, the Social Democrats and Sinn Féin entered Private Members Motions on the issues raised in the Pre-Budget submission, in July 2022 and October 2022. These motions highlighted key issues for people with disabilities in Ireland, including the importance of publishing the Action Plan for the Disability Capacity Review and resourcing to address urgent and critical needs of people with disabilities. As part of the campaign around the Social Democrats Private Members Motion, representatives from the National Federation joined other disability organisations and self-advocates to watch from the Dail Gallery as the motion was entered.

6. Continue to build strategic relationships with key stakeholders

The National Federation engages with a wide range of external stakeholders to represent the views of its members in relation to policy and practice in the intellectual disability sector. In some cases, National Federation members provide nominees who represent the wider membership, and in other cases, Secretariat staff take up these roles. The wide range of Working Groups and Forums on which the National Federation was represented in 2022 is outlined below:

Representation on Sectoral Working Groups

- Children's Disability Network Team Information Management System Working Group
- Children's Disability Network Teams Task Group
- Day Services Resumption Working Group
- Department of Children, Equality, Disability, Integration and Youth's Disability Consultative Committee
- Department of Health Disability Consultative Committee
- European Working Time Directive Working Group
- HIQA Provider's Forum
- HSE / Disability Umbrella Groups Safeguarding Reference Committee
- HSE ADMA Disability Reference Group
- HSE Children First Reference Group
- HSE Climate Action and Sustainability Procurement Working Group
- HSE Disability Quality Improvement Forum
- HSE Independence Governance Group
- HSE Guiding Principles Working Group for Service User's Personal Finances'
- HSE Home sharing Implementation Group
- HSE National Umbrella Bodies Covid-19 Operations Group
- HSE Patient Engagement Forum
- HSE Ukraine Rapid Response Group – Disabilities Workstream
- HSE Under 65's Stakeholder Reference Group
- Health Dialogue Forum
- Integrated Financial Monitoring System and National Integrated Staff Records and Pay Programme (NiSRP)
- Joint Information and Consultation Forum
- National Ability Support System Steering Group
- National Child Disability Management Information System Implementation Group
- National Children's Oversight Group
- National Council for Special Education Forum
- National Group for Addressing MDT Needs
- National Joint Council
- National Safeguarding Advisory Committee
- New Directions National Steering Group
- Nominated Health Agencies Superannuation Scheme (NHASS) Working Group
- Oireachtas Disability Group – Voluntary Sector disability umbrella bodies working on disability related issues and highlighting and advocating the need for multi-annual investment and adequate resourcing of disability services.
- On-Call Allowance Working Group
- Project Oversight Group for the development of the IT system for the Children's Disability Network Teams
- School Leavers National Working Group

We sincerely thank the many people from within our membership who take up representative roles on external national working groups and forums on behalf of our members.

7. Promote shared learning and respond to member queries and requests

In supporting its members, the National Federation Secretariat seeks to promote a responsive, evidence-based, and collaborative approach. A significant proportion of the work of the Secretariat is focused on responding on a daily basis to the varied queries members bring to our attention. This work also helps us to understand our member's experiences, which in turn enables us to represent their requirements at a national level. A shared-learning focus is applied to facilitate partnership between members and across the disability sector.

Queries received via phone and email

Supporting and representing our member organisations is a central role of the National Federation Secretariat. Therefore, responding to queries from members as they arise is a crucial area of work on a daily basis through telephone queries, emails and meetings of our Working Groups and Subcommittees. We endeavour to explore the best route to resolve each query which can include consultation with all members; consultation with State bodies or Departments or other umbrella bodies; advice from previous queries that have been resolved; advice from existing policy or legislation; or hosting specific meetings to deal with significant issues.

Meetings

Harnessing the learning from 2020 and 2021, in 2022 the National Federation took a blended approach to meeting formats with both online and in-person meetings being utilised. It was found that online options enable regular meetings to be held as efficiently as possible and facilitate engagement from across the geographical spread of our membership. The return to in-person meetings as needed also presented considerable benefits in terms of relationship building and networking between members. Moving forward, it is anticipated that this mixed approach will continue in 2023.

Promoting Shared Learning

Throughout 2022, the National Federation provided a resource bank for members with the sharing of policies and information on the National Federation's website – www.fedvol.ie. In 2022, a new page was launched with specific information about resources on the Assisted Decision-Making Act, which are reviewed by the ADM Working Group before posting on the website. The National Federation also hosted shared learning events in 2022, for instance in relation to Data Protection and Freedom of Information responsibilities of members.

8. Fulfill Governance, employment, company responsibilities and statutory requirements

Standing Subcommittees of the Board

In support of the Board's governance of the organisation, and in accordance with its Constitution, the National Federation has two standing Subcommittees - Finance Audit and Risk Subcommittee; and Governance and Nominations Subcommittee.

The Finance Audit and Risk Subcommittee is chaired by Vincent O'Flynn, Chief Executive, Carriglea Cairde Services. Its responsibilities include overseeing the development of policies relating to the financial management of the Company and monitoring their implementation; reviewing and recommending approval of the annual overall operating budget for the Company; reviewing management accounts, including the cash flow position of the Company and financial reports; and monitoring the integrity of the annual Financial Statements and recommending these to the Board. 2022 also marked the review and approval of the National Federation's Finance Policy with input from our Auditor.

Key funding sources for the National Federation include membership fees, grant funding from the HSE and funding from project work and training events. In 2022 the National Federation liaised with Mr Gerry Tully, Disability Specialist HSE, to prepare the Service Arrangement, which sets out the funding from HSE and two meetings were held to review progress.

In the fourth quarter of the year the HSE Internal Audit began an audit with the National Federation, the outcome of which was finalised in the early stages of 2023. The Finance, Audit and Risk Subcommittee supported the collation of materials as requested by the HSE Internal Audit team.

The National Federation's Governance and Nominations Subcommittee is chaired by Clare Dempsey, Chief Executive, St. John of God Community Services. The work of this Subcommittee includes maintaining the Constitution of the Company under regular review; planning for the succession of Directors considering the challenges and opportunities facing the Company and the skills and expertise required; and ensuring that the Company is provided with adequate governance supports. During 2022 the Subcommittee continued to co-ordinate actions set out in the detailed review of the National Federation's structures outlined at the beginning of this document.

Throughout 2022, the Governance and Nominations Subcommittee led the development of a revised Constitution in collaboration with legal experts to ensure the National Federation's governing document provided a strong foundation for future development.



Clare Dempsey, Chair of Governance and Nominations Subcommittee

The Governance and Nominations Subcommittee also reviewed the Board's Governance Manual to support Board members in their roles. The terms of reference for the Governance and Nominations Subcommittee and the Finance Audit and Risk Subcommittee were reviewed and approved. In line with best practice models, the review of the National Federation's structures and governance to ensure they are fit for purpose is seen as an ongoing process that will be further progressed in 2023.

The Board of Directors of the National Federation

As noted earlier, the Board of Directors of the National Federation met on six occasions in 2022 for regular Board meetings and met additionally to progress the review of the structures and Constitution of the organisation on three further dates. The Board is committed to ensuring it has robust governance arrangements in place to meet statutory and legal requirements as a company, employer and via its Service Arrangement with the HSE.

9. Support responses to changing needs

As the lifespan of people with intellectual disabilities has increased, which is a hugely positive trend, there is a rise in the number of older adults with ID who have significant support needs and changes in their presentation. People with intellectual disabilities experience many health inequalities, as outlined in the findings of the IDS TILDA studies to date, when compared with the general population. IDS TILDA findings show an increased prevalence of dementia at a younger age, challenges with mobility, bone health, obesity levels, and significantly less favourable mental health outcomes than the general population. As a result, the needs of many people with intellectual disabilities change and often become more complex as people age. There are currently no standardised funding streams or pathways to increased or adapted supports for age-related complexity. The lack of formal sustainable supports for ageing in place, many people are forced to move to inappropriate settings. The National Federation Board identified 'Changing Needs' as an area of particular importance and focus for members; and, therefore, for the work of the Secretariat in 2022.

In this context, and as part of our ongoing partnership approach, the National Federation invested significant focus as a co-applicant on developing a Health Research Board funding application with the Trinity Centre for Ageing and Intellectual Disability for a research project 'Addressing Age-Related Complexity in Intellectual Disability (AARC-ID): an economic analysis of different support models'. The overall research aim is to provide economic evidence on the needs, resources and outcomes associated with supporting people with intellectual disabilities to age in place. The application will be submitted in early 2023, and notified if successful by late Summer 2023.

In consultation with the Day Service Resumption Group members, New Directions Implementation Group, Schools Leavers Group and the HSE Multi-Disciplinary Therapies Group, the National Federation published a paper entitled *Key Considerations for Integrated Services and Supports* in June 2022. This paper was utilised during various meetings and submissions throughout the year to represent the key concerns of members in this area. This paper examines the future of services and the key issues which need to be considered in terms of planning and development, including changing needs of the people supported and it advocates amongst other areas, for the required capital and revenue funding to sustain the ability of service providers to respond to the changing needs of people with disabilities.

While the Older Persons Working Group was paused during Covid-19, the National Federation's partnership work and collaboration with the Trinity Centre for Ageing and Intellectual Disability has continued strongly. Planning is underway to reestablish the Working Group which will have a specific focus on changing needs and addressing age related health inequalities.

The impact and prevalence of age related complexity and associated changing needs were reflected in numerous surveys conducted by the National Federation in 2022. The results of these surveys were communicated to the HSE and Government departments through formal and informal channels.

10. Influencing change in the area of accountability and autonomy

Through its representation on the Health Dialogue Forum, established on foot of the Report of the Independent Review Group which examined the role of voluntary organisations in publicly funded health and personal social services ('Catherine Day Report'), the National Federation represented its members in 2022 by proactively supporting and advocating for the development and implementation of an accountable autonomy model in the relationship between the state and the not-for-profit service provider sector.

The National Federation representatives on the Dialogue Forum participated in three key strands of work of the Forum in the year: the development of Partnership Principles to guide the relationship between Statutory and Voluntary partners, the gathering of case studies to examine the relationship between HSE and Section 38 and Section 39 providers; and preparations towards a review of the Service Arrangement in 2023, which will be informed by the partnership principles and the case study findings.

11. Recruitment and retention & Section 39 pay parity

Recruitment and Retention

In recognition of the challenges facing National Federation members in relation to the recruitment and retention of staff, the National Federation established a Recruitment & Retention Task Group in late 2021. In June 2022, the Task Group submitted a short, medium and long-term action programme to the National Federation Board. The Board approved this work and assigned funding to support the implementation of this plan.

The short-term actions approved in this work plan included:

- The development of a 'branding strategy' for the sector and a suite of materials for use by member organisations, including posters, leaflet templates, video clips (for Tik Tok, Instagram, Facebook, LinkedIn, etc.), radio adverts to support the promotion of the sector as an employer of choice and employment opportunities within the sector.
- The organisation of regional recruitment events for National Federation member organisations.

- The sharing of information on initiatives aimed at supporting staff retention and developing a staff retention strategy.
- The hosting of webinar events focusing on specific interest areas, including recruitment and IT, legal matters, talent acquisition and international recruitment.

The medium/long-term actions approved in this work plan included:

To create links with various Government Departments, agencies and educational institutions:

Government:

- Minister for Further and Higher Education, Research, Innovation & Science

HSE:

- Strategic Workforce Planning and Intelligence Unit
- National Health and Social Care Professionals Office
- Social Care - Disability Action Plan 2022-2025
- CHO level to explore options in relation to staff recruitment

CORU:

- Gain a greater understanding of the registration process and what is being done to promote the social care profession

Third-Level Colleges:

- Curriculum development / awareness of sector /employment

On October 3rd 2022, a tender was launched to identify expert agencies to complete the short-term actions identified in the work plan. The tender process was successful, with two companies contracted to complete this work. The work on these short-term goals is progressing in 2023 as a key priority. National Federation representatives also raised issues relating to recruitment and retention through all available channels at a national level, including during the Pre-Budget 2023 campaign.

Section 39 Agencies – pay & employment benefits:

A key focus of the work of the National Federation during 2022 was advocating for funding for Section 39 service providers to equalise the pay of staff working in these essential disability services. It is recognised that without the resources to provide equal pay to staff working in Section 39 organisations, there is a significant risk to the sustainability of existing frontline essential services and supports, to the ability to meet future and unmet need, and to the ongoing existence of the relevant providers. Recruitment is already at crisis levels within the wider social care sector and specifically within disability services. The publication of the Department of Health's *Disability Capacity Review to 2032 – A Review of Social Care Demand and Capacity Requirements to 2032* identified significant levels of unmet need for disability services and indicated that changes in the size and age profile of the disability services population will add to unmet need over the coming decade. Without adequate resourcing to recruit staff, Section 39 organisations cannot meet existing unmet and future needs.

During 2022, the Section 39 Pay Parity Task Group chaired by Pat Reen, CEO Prosper Group, developed a position paper highlighting key issues facing Section 39 organisations and possible solutions. The Task Group approached the issue from a rights-based perspective, focusing on people's right to equality of service. This paper was shared with key Government officials and Ministers.

A meeting was held with Minister Rabbitte in April 2022 to seek funding for the appropriate consolidated pay scales to be implemented in Section 39 agencies to ensure continuity of service. The National Federation engaged with the Irish Congress of Trade Unions to discuss the pay claim lodged by the unions and other issues relevant to our sector. The funding to enable pay parity for section 39 organisations was also requested in the National Federation's Pre-Budget Submission. This work will continue as a priority in 2023.

Work of National Federation subcommittees and working groups in 2022

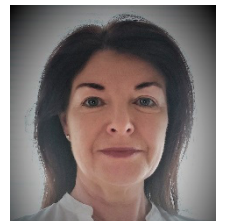
Operational Subcommittees, Working Groups and Pension Administration

The operational work of the National Federation is carried out through Federation-wide initiatives such as its annual budget campaign, and through the work of its Board, Subcommittees and by Working Groups; supported by the National Federation's Secretariat team. The National Federation Secretariat also administers a Pension and Life Assurance scheme on behalf of its members.

The following sections of this Annual Report provide an account of the critical areas of work in which a range of operational Subcommittees and Working Groups of the National Federation were active during 2022.

Quality and standards

Quality & Standards Subcommittee: Members of the Subcommittee met on eight occasions in 2022. The Subcommittee was chaired by Margaret Glacken, Head of Quality, Training, Safeguarding and Advocacy, Brothers of Charity Services Ireland, who stepped down at the end of 2022. Margaret is warmly and sincerely acknowledged for her commitment and dedication as Chair and ensuring that the rights of the people supported always remained at the centre of the work of this Subcommittee.



Margaret Glacken
Chair of Quality
& Standards Sub
Committee



The Quality and Standards Subcommittee

Key highlights of the work of this Subcommittee during 2022 included:

Covid 19: 2021 brought unprecedented challenges for providers and global community as the Covid-19 pandemic gripped nations and communities. In the face of this crisis, the Quality and Standards Subcommittee played a pivotal role in supporting the National Federation's membership. Representatives from this Group were thanked and acknowledged by the HSE as having had a very important role in supporting the work of the Covid HSE/Umbrella Body Response Group when it was stood down in February 2022. As the pandemic and its wider impacts continued to be felt, the efforts of the Quality and Standards Subcommittee remained paramount. The gradual reduction in the prevalence of Covid-19 meant the Group played a vital role in discussing key issues as guidance changed and adapted to the new situation. They also had a central role in advocating for the second Covid-19 booster vaccination for people supported.

Day Services: As Day Services reopened the Quality and Standards Subcommittee collaborated with the HSE's Day Service Resumption Group to ensure that updated guidance covered members' concerns and highlighted key areas where further clarification was required. The Day Service Resumption Group was stood down in Spring 2022. Following this, issues identified by the Quality and Standards Group continued to be gathered and were raised with the HSE via the National Consultative Committee. As mentioned in this Annual Report, representatives from the Quality and Standards Subcommittee also contributed to the National Federation's paper on Key Considerations for Integrated Services and Supports, which examines the future of disability services and highlights the importance of person-centred approaches in funding and delivery of supports.

Submissions / Consultations: The Quality and Standards Group contributed to several submissions made by the National Federation during 2022, including consultation on the ADM draft Codes of Practice; a submission on the Assisted Decision-Making (Capacity) (Amendment) Bill 2021; consultation on the Draft Regulations for Providers of Homecare and Home-support; consultation on the draft National Standards for Infection and Prevention Control (IPC), a submission on the Fire Safety Handbook, the draft Open Disclosure Framework, and feedback on the National rollout of the HSE Food Nutrition and Hydration policy.

Assisted Decision Making (ADM): The Quality and Standards Subcommittee was given regular updates on the progression of the ADM and the work of the National Federation's ADM Reference Group by Teresa Mallon, Chair of the National Federation's ADM Reference Group and Helena Connors, National Federation Secretariat. Several members of the ADM Reference Group represent the National Federation on the HSE's ADM Disability Reference Group.

Medicines Management Framework: The Subcommittee engaged with HSE regarding the training associated with the medicines management framework document. On March 21st, 2022, a meeting was held between the HSE and Umbrella Groups regarding this framework. An outcome of this meeting was agreement to complete a gap analysis using an online survey which examined governance, staff logistics, and training to identify gaps between the framework recommendations and current arrangements in the voluntary sector.

HIQA Provider Forum: This forum met three times during 2022. Issues and queries related to regulation / inspections raised by members of the Subcommittee were brought to this forum for discussion.

Regulatory Reform: In early 2021, HIQA published a report entitled *The Need for Regulatory Reform: A summary of HIQA reports and publications examining the case for reforming the regulatory framework for social care services*. Following the publication of this HIQA report, it was proposed a project be undertaken in relation to what 'regulation' should look like going forward based on Federation members' experience of current regulation and how it has impacted people's quality of life. In 2022, a proposal was drafted and approved by the National Federation Board and work will commence on this project in 2023.

National Federation Fire Safety Subgroup: In 2022, the National Federation received a response from HIQA in relation to its submission on the Fire Safety handbook. As a follow-up action, the Quality and Standards Subcommittee Fire Safety Subgroup engaged with Aidan O'Connor, HSE, to develop a common approach to fire safety management.

Website: With the help of Quality and Standards Subcommittee members we maintain a range of new policies on the National Federation website which are intended to assist members in meeting their governance and regulatory obligations.

Frontline Managers Programme: For many years the National Federation and the University of Limerick have worked together to run an online training programme *Managing for the Future Building your skills as a Frontline Manager in a Person Centred Environment* for new Front-Line Managers in the intellectual disability sector. In 2022 successful discussions took place with UL with a view to customizing the Quality Management Module so that it fully reflected the environment in which front line managers in the intellectual disability sector work. This ensures that each new student frontline manager are fully briefed on key principles relating to the quality of life and outcomes of the person they support, including Social Role Valorisation (SRV) and the fundamentals of person-centredness.

Human resources

Human Resources Subcommittee: Members of the Subcommittee met on four occasions in 2022. The December 2022 meeting was held in person for the first time since Covid. To mark the occasion, the HR Subcommittee undertook a team building brainstorming session about topics of key interest that should be focused on in 2023. The Subcommittee is chaired by Olive Leonard, Director of Human Resources, Muiriosa Foundation.

Key highlights of the work of this subcommittee during 2022 included:

Covid-19 related issues: Throughout 2022, the HR Group monitored ongoing requirements in relation to Covid-19, including the payment of the recognition payment, issues related to the wearing of masks and the management of Covid sick leave.

Haddington Road Agreement (HRA): Members supported each other through the HRA reduction in working hours for certain staff groups that was implemented in July 2022. Members contributed to a survey on the standard working weeks for specific grades which was shared with the HSE. The issue of funding for this reduction in working hours was discussed, and the implications for section 39 agencies were flagged by the National Federation with the HSE.

ADM: Selina Doyle, St. Patrick's Kilkenny, a member of the National Federation's ADM Reference Group and the Federation's HR Representative on the HSE ADM Reference Group, gave a presentation outlining how the ADM will impact HR Managers at the June meeting. Selina continued to provide updates to the Group on the ADMA over the course of the year.

National Joint Council (NJC): The NJC meets 4-5 times per year and is designed as a 'clearing house' for miscellaneous HR issues that arise within the health sector. Representatives of the HSE, HSE Section 38 Funded Agencies and the health service trade unions attended these meetings. The National Federation is represented on the NJC by Brian Leahy, Head of HR, Brothers of Charity Services Ireland and Olive Leonard, Director of HR, Muiriosa. They provided detailed updates to the HR Group on issues arising from these meetings during 2022.

CORU Registration: The opening of the Social Care Workers registration process was set for November 2023. The Group heard of the importance of raising awareness around registration in terms of staff who are qualified/unqualified and who will be grandfathered in under the registration process and a presentation by Noelle Reilly, Southeast Technological University, was delivered to the Recruitment and Retention Task Group on the upcoming regulations. During 2022, the HR Subcommittee also made a submission on the proposed legislative amendments to the Health and Social Care Professionals Act 2005.

National Federation Recruitment and Retention Task Group: Late 2021 saw the establishment of a National Federation Recruitment and Retention Task Group to tackle the significant staffing challenges facing members. As noted above, In Spring 2022, the Group submitted an action plan proposal to the Board that was approved and during 2022, the short-term elements of this plan were focused on with the tendering process launched to identify external experts to develop branded materials. This programme of work will continue as a key priority into 2023.

Section 39's Pay Parity: The issues of pay restoration and pay parity continued to be of crucial concern to Section 39 members of the National Federation during 2022. Regular updates were provided to the Board and members organisations on the work of the Section 39 Pay Parity Task Group chaired by Pat Reen, CEO Prosper Group.

Support & Networking: The HR Subcommittee also dealt with many employment related queries and requests from within the Group and the wider membership.



Human Resources Subcommittee meeting

Housing

Housing Subcommittee:

This Subcommittee was established in late 2022 to provide: 1) a forum for discussion and organisational support, 2) conduct advocacy on behalf of members and those supported, and 3) to lead the National Federation's response to the implementation plan for the National Housing Strategy for Disabled People 2022-2027; in preparation for its publication in 2023. The terms of reference for this Group were drafted and are currently under review. Michelle Thunder, CEO of Saint John of God Housing Association, was appointed chair of the Subcommittee. Thanks to contributions and feedback from members of the Housing Subcommittee, the National Federation made a submission to the Review of the Rental Accommodation Scheme in late 2022.



Michelle Thunder
Chair of the Housing
Subcommittee

Data protection and freedom of information networks

Data Protection

The Data Protection Network is made up of representatives from member organisations who work in the area of Data Protection. The purpose of this Network is to support organisations in understanding and implementing the requirements of the Data Protection Act 2018 and the General Data Protection Regulations (GDPR). The Network acts as a source of information exchange and support in relation to Data Protection for its Members. The Network meets quarterly (more frequently if required) and organises presentations from vendors or experts on various topics of interest. The Network also convenes smaller Working Groups to manage specific, time-bound projects as required.

At the beginning of the year, Gina Magliocco Brothers of Charity stepped down as Chair and Niall Rooney, Rehab Group, assumed the role. We are grateful to Gina for her extensive work and dedication to this Network during her tenure as Chair.

During 2022, the Data Protection Network met four times to review and discuss the following topics:

- Data Retention
- Subject Access Requests
- Legal Basis
- New Regulations & Statutes
- Case Law
- Data Protection Commission (DPC) / European Data Protection Board (EDPB) guidance updates
- Ad hoc communications between Data Protection Network members on specific issues or queries

The Data Protection Network held two online events in 2022; a Data Protection Workshop on January 31st, 2022, including guest speakers from Ambit Compliance and a GDPR Workshop for Leaders on June 15th, 2022, marking the fourth anniversary of GDPR, led by Niall Rooney and Gina Magliocco.

In May 2022, detailed written observations from the Data Protection Commission (DPC) were received in response to a submission made by the National Federation in October 2021. They particularly related to Section 39 service providers relying on the public task legal basis under Article 6(1) (e) GDPR. To progress this issue, a subgroup from the Data Protection Network will meet the Data Protection Commission early in 2023.

Freedom of Information Act (FOI) Network

The FOI Network is made up of representatives from member organisations who work in the area of Freedom of Information. It is chaired by Ms Marie Grimes McGrath (Avista), and the purpose of this Network is to support organisations in understanding and implementing the requirements of the FOI Act. The Network acts as a source of information exchange and support in relation to FOI for its Members. The Network meets quarterly (but more frequently if required) and organises presentations from vendors or experts on various topics of interest and convenes smaller Working Groups to manage specific projects if needed. A member of this Network represents the National Federation on the Public Sector User Network (PSUN).

During 2022, FOI Network members made a submission on the review of the Freedom of Information Act 2014 and attended workshops with the Central Policy Unit.

The Network also dealt with ad hoc queries and supported FOI officers who often work in isolation. Where complex requests are received, it allows for confidential discussions on the processing of the request, including any exemptions that may be applied.

Safeguarding – children & adults:

National Federation Safeguarding (Adults and Children) Group: The role of the National Federations Safeguarding Group is to support member organisations in meeting their obligations in respect of adult safeguarding and children's first policies / programmes of work. Five meetings of the Safeguarding Group were held in 2022. David Tuomey, Principle Social Worker, Western Care Association, chairs the Group.



David Tuomey, Chair of the Safeguarding Group

The work of the Group during 2022 included the following:

Tusla: A meeting took place between Tusla and the National Federation in January 2022, to outline key issues members face concerning safeguarding children. Following this meeting, the Group conducted a survey on referrals to Tusla from the National Federation.

ADM: In February 2022, representatives from the Safeguarding Group met with Aine Flynn and Patsy Fitzsimmons, Decision Support Service, to highlight issues raised by members concerning people supported in banking / opening bank accounts.

Presentations: The following presentations were arranged and delivered to the Safeguarding Group:

- A presentation by Prof Eilionóir Flynn, Centre for Disability Law & Policy (CDLP), National University of Ireland, Galway (NUIG), on the ADM Act and consent to intimate relationships.
- A presentation by Dr. Elaine Rogers, University of Limerick, in relation to a proposed research project on Protected Persons: Impact on policy, practice and people of the Sexual Offences Act 2017 5 years on.
- Michelle Clarke Dunphy, Principal Social Worker, Brothers of Charity Services Ireland, attended the meeting and provided an overview of her work as the Social Worker Representative on the HSE ADMA Disability Reference Group.



Professor Eilionóir Flynn

Engagement with external groups: The Safeguarding Group liaised with several different external committees, groups and programmes throughout 2022, including:

- HSE / Umbrella Groups Safeguarding Reference Group,
- HSE Safeguarding IT Group,
- HSE Social Care Children First Implementation Group,
- Implementation of the Home-Sharing Report Recommendations Working Group,
- HSE Children First National Office Train the Trainers Programme for Mandated Persons' Working Group,
- Children First Operational Steering Committee for Community West.

National Safeguarding Advisory Committee: Jillian Sexton, National Federation Secretariat, is a member of the National Safeguarding Advisory Committee and provided updates from these meetings to members throughout the year and escalated questions and issues when necessary.

Safeguarding legislation: During 2022, this Group continued to consider the push for safeguarding legislation and the establishment of a statutory body for Adult Safeguarding and the evidence that this will result in better outcomes for people. It was agreed that work will continue on this issue into 2023.

Support to members: The Safeguarding Subcommittee also dealt with many ad hoc queries and requests from within the Group and the wider membership.

Assisted decision-making:

National Federation Assisted Decision Making (ADM) Reference Group: The role of the National Federation's ADM Reference Group is to support member organisations prepare for the commencement of the Assisted Decision Making Act. The ADM Reference Group met ten times over the course of 2022, in addition to external meetings. The Group is chaired by Teresa Mallon, Director of Quality and Safety, St. John of Gods Community Services.



Teresa Mallon, Chair of the ADM Reference Group.

The work of the Group during 2022 included the following:

Engagement with key stakeholders: Throughout 2022, the ADM Group representatives met with key stakeholders to raise issues relating to the commencement of the Act. These stakeholders included the Decision Support Service, the HSE National Office for Human Rights and Equality Policy and the Banking and Payments Federation of Ireland. As previously mentioned in this report, Alison Harnett and Teresa Mallon also represented National Federation members in the Oireachtas during the Pre-Legislative Scrutiny Phase of the Bill.

Representatives on HSE Groups: Representatives from the National Federation's ADM Reference Group joined a number of HSE Groups in 2022, including the HSE ADMA Disability Reference Group, the purpose of which is to ensure that salient issues and concerns specific to disability services are captured and reported to the HSE National ADM Steering group and associated working groups.

Internal Coordination and Information Sharing: Representatives from the ADM Reference Group also shared information about the ADM through internal channels within the National Federation. Teresa Mallon kept the Quality and Standards Subcommittee up to date and Selina Doyle provided updates to the HR Subcommittee. In addition, Teresa Mallon met with the Chair of the National Federation's Finance Subcommittee to discuss financial issues arising. Upon advice from the ADM Reference Group, the Secretariat also provided updates to the wider membership via email.

Development of Resources: To assist members in their preparation for the ADM Legislation, the Group produced two documents: a Projected Costs template and an ADM Implementation Plan Template. A page on the National Federation's website was also set up with links to resources recommended by the ADM Reference Group.

Submissions / Contributions: The input of the ADM Reference Group was vital in preparing a submission on the ADM Codes of Practice. The ADM Reference Group called for and contributed to the HSE's ADM Impact Assessment on disability services, which began in 2022 with strategic survey for senior management within disability services and will continue in early 2023 with focus groups for self-advocates, families, front line staff and DPOs.

Training: In collaboration with the Open Training College, Noelin Fox, Alison Harnett and Helena Connors delivered training to all DSS staff on June 17th, 2022. This training focused on the importance of engaging and effectively communicating with families. The Judicial Council of Ireland also contacted the National Federation to enquire if they will provide training for judges on the ADM. The National Federation welcomes this opportunity and will engage with the judicial council regarding this request in due course.

We wish to sincerely thank the Chairs, Pension Trustees and all of the National Federation members who participate in the work of the National Federation through its Board, Sub Committees, Working and Reference Groups, Area Federation Committees and as Trustees of the Pension Scheme

Information and communications

The provision of information and facilitation of communications is a key role played by the National Federation. Within this role, fostering shared learning, research and innovation are of central importance. As noted throughout this report, the National Federation brought members together in the context of sharing information and discussion:

- January 2022: Data Protection Workshop, which included guest speakers from Ambit Compliance.
- February 2022: NfVSP Consultation Workshop on the ADM Draft Codes of Practice
- March 2022: NfVSP Consultation Workshop on Housing Strategy Implementation Plan run in conjunction with the Housing Agency
- March 2022: Presentation to the Safeguarding Group by Prof Eilíonóir Flynn, Centre for Disability Law & Policy (CDLP), NUI Galway, on ADM Act and consent to intimate relationships
- April 2022: A presentation to the Safeguarding Group by Dr. Elaine Rogers, University of Limerick in relation to the research she is planning to conduct in 2022
- June 2022: GDPR Workshop marking the fourth anniversary of GDPR for Leaders
- June 2022: National Federation held an information session on the response to the War in Ukraine
- June 2022: Presentation to the HR Subcommittee by Mary Ruane, National Employee Relations, HSE and Anna Killilea, National Employee Relations, HSE, on the HSE's Dignity at Work Policy
- July 2022: NfVSP Consultation Workshop on Draft Regulations for Providers of Home Support Services - presentation from Mary Foley, Home Support Policy & Evaluation Officer, Department of Health.
- August 2022: FOI Consultation Workshop

- October 2022: NfVSP Webinar on problems/conditions which lead to people with an intellectual disability being admitted to hospital, plus updates from the Shaping the Future of Intellectual Disability Nursing in Ireland Report
- November 2022: Marie Kohoe O’Sullivan, HSE, joined a meeting of the National Federation’s Quality and Standards Subcommittee to discuss issues relating to the IPC framework, mask-wearing and waste management
- December 2022: NfVSP Consultation Workshop on Update to the HSE’s Risk Management Policy

In addition, the National Federation undertook surveys on the following topics:

- July 2022: Updated data on ageing family carers – in the context of the National Federation’s Budget Campaign.
- August 2022: Information to support the work in relation to the Medication Management Framework and new Housing Strategy for Disabled People.
- December 2022: Impact of the recruitment and retention crisis.
- As part of its information and communications role, the National Federation also maintains a comprehensive website at www.fedvol.ie and a website on good practice for informing Families of their child’s disability at www.informingfamilies.ie. The National Federation can be found on Twitter at [@NatFedVSP](https://twitter.com/NatFedVSP).

12. Administration of the National Federation’s pension scheme

Following an extensive review, and with the assistance of Lane Clark & Peacock Ireland Ltd, who were appointed as Advisors by the Trustees to the Tender Process, Irish Life were appointed as the Administrators and Investment Managers for the Pension Scheme, effective from 1st January, 2022. As a result of the Scheme transfer to Irish Life, there has been significant benefits obtained for all, including a further reduction in the Annual Management Charge for members, improved member engagement and Trustee support.



To facilitate the transfer of all Scheme data and reconciliation of monies, and the creation of individual members’ pension records on the Irish Life system there was what is known as a “Blackout Period” on the Scheme, which started on the 1st January 2022 until late March.

There was no loss to members funds as a result of the transfer of assets from New Ireland to Irish Life. This was achieved by Irish Life investing the assets of the Scheme in Irish Life funds on the same day as New Ireland encashed the assets. Any variation to member’s pension fund was a result of market volatility during 2022; the invasion of Ukraine by Russia and an increase in interest rates.

After the Blackout Period, members were given access to make changes to their pension fund via the Irish Life “Member Portal”.

The Member Portal allows members to:

- Review their personal contact information, including adding their mobile number and updating their personal email address onto their record.
- Check their current pension fund value, which includes the transfer amount from New Ireland, if they previously contributed to the Scheme.
- Review their investment choice and switch investments, if they wish.
- Check out the projections tool, which is a great help for targeting the income level they want to have at retirement.
- View their Document Library, which will in time contain all letters and correspondence sent to them.

Members were also given access to an easy-to-use smartphone and iPhone Irish Life EMPOWER app designed to help members with their retirement planning. iPhone users can go to the Apple Store to download the app. Android users can download the app from the Google Play Store.



Download on the
App Store

GET IT ON
Google Play

The EMPOWER app allow members to access a wealth of information, on the go, including:

- Scheme and investment details.
- Current values and contribution rates.
- Estimated fund value at retirement, and
- Investment literature relevant to the Scheme.

Documentation – To facilitate the transfer of the Scheme to a new Registered Administrator several documents were required to be prepared. New Scheme booklets and forms including member booklet; investment booklet; approaching retirement booklet; member application form and switch form were also drafted. Data Sharing Agreements were prepared between each employer and Irish Life, which was considered best practice to help display that both parties are in compliance with data protection law / GDPR, as well as regulatory requirements concerning the transfer of personal data.



The Irish Life Engagement Teams engaged with employers to set up group presentations in members places of work, to ensure members are informed re:

- The structure and benefits of the Pension Scheme.
- The progression of members' pension funds and whether they are on track to meet their retirement goals.
- The option for members to increase the level of their pension contributions and how this can be achieved.
- The costs and charges applied to members pension fund – particularly the difference in the management charges that apply to the different investment fund choices.
- The awareness of the benefit options available to members at retirement i.e., how they can draw down their pension fund at retirement.

Online Presentations

The Trustees, in conjunction with Irish Life, hosted 4 online group presentations for members of the National Federation's Pension Scheme in early April 2022. The presentations covered:

- An overview of the Scheme, including pension contribution guidance.
- investment choices available to members.



- an introduction to some of the great online tools Irish Life have made available to members to help them plan for their retirement.

A recording of the online presentation content is available to view on www.fedvol.ie (click on pensions tab).

Retirement & Life Planning Seminars

The Pension Trustees, in association with Irish Life, organised Retirement Planning Seminars to support and provide valuable information to members of the Pension Scheme as they approach retirement. This year, the event was again hosted in a hotel and employers were requested to invite Pension Scheme Members in their organisation who were due to retire over the next 5 years to attend. 3 seminars took place in May 2022, one each in Dublin, Tullamore and Claremorris, where a total of 89 attendees participated.



Implementation of Institutions for Occupational Retirement Provision 11 (IORP 11) Directive and the Code of Practice Published by the Pensions Authority

The Pension Scheme Trustees continued its engagement with the Pensions Authority during 2022 as part of the Authority's engagement work with Pension Schemes to examine how well the National Federation of Voluntary Service Providers Pension & Life Assurance Scheme is equipped to meet the enhanced governance and risk management requirements that have been transposed into law under the IORP 11 Directive, including:



- Minimum qualification and experience standards for Trustees.
- The appointment of key function holders for internal audit and risk management.
- Requirement for written policies on risk management, internal audit, remuneration, conflict of interest and, where relevant, outsourced activities.
- Standards for internal controls, administrative and accounting procedure, contingency plans.
- Communication and information to be provided to active members, prospective members, deferred members and those nearing retirement.

As a result of the Trustees engagement, the Pensions Authority confirmed that our Pension Scheme, by its nature and structure, i.e., a multi-employer Scheme in composition, is a Master Trust. The Authority confirmed that all multi-employer Pension Schemes carry a higher level of risk when compared to single employer schemes, and therefore additional governance requirements have to be adhered to i.e., the Scheme is required to meet all the governance and risk obligations under the EU IORP 11 Directive, as well as the specific requirements for Master Trusts as published by the Pensions Authority. One of the additional requirements is for the Pension Scheme Trustees to be set up as a Designated Activity Company (DAC). The Trustees commenced work on this requirement in 2022 and it is expected to have this work concluded in 2023.

As part of the DAC establishment, the Trustees have engaged A&L Goodbody to carry out a review of the Scheme's Trust Deed & Rules. This work is also expected to be concluded in 2023.



The Trustees appointed 2 external Key Function Holders (KFHs) to the Scheme in May 2022 as follows:

Internal Audit:

Mr. Tom Gilligan, Align Advisory Limited, The Charlemont Exchange, Dublin 2.

Risk Management:

Mr. Frankie Cronin, Grant Thornton, 13-18 City Quay, Dublin 2.

The Trustees continued to review existing Scheme policies and develop new policies where required to ensure IORP 11 and the Code of Practice requirements are adhered to. Copies of the Scheme's policies are available on www.fedvol.ie (click on pensions tab)

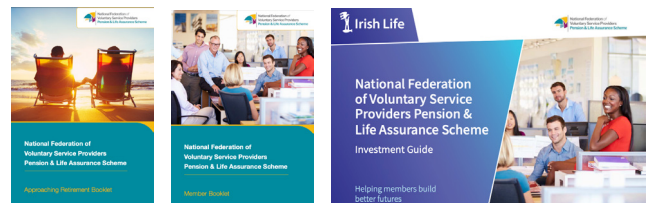


Website www.fedvol.ie (Pensions Tab)

The Trustees updated the Pensions Tab on www.fedvol.ie where a full range of all member booklets and forms, and other pension publications, including the following, were updated and uploaded on the National Federation's website www.fedvol.ie (click on the Pensions Tab):

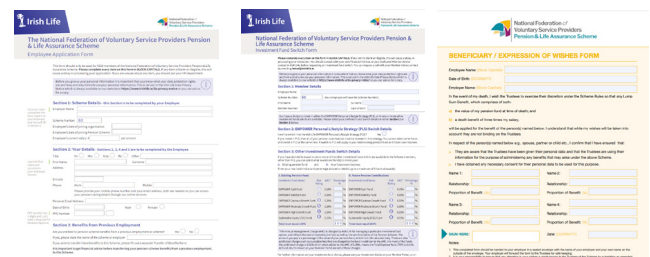
Booklets:

- Pension Scheme Booklet
- Investment Choice Member Booklet
- Approaching Retirement Member Booklet



Forms:

- Member Application Form
- Beneficiary / Expression of Wishes Form
- Investment Fund Switch Form



Other Booklets / Updates:

- Investment Updates
- Trustees Annual Report & Financial Statements
- Statement of Investment Policy Principles
- Group Life Policy Document
- Internal Dispute Resolution Procedure
- Data Protection Notice
- Pension Scheme Newsletters
- Salary Protection Scheme Booklet & Application Form



Videos:

- Scheme Information Video
- How to get access to your Irish Life Member Portal
- What is the Personal Lifestyle Strategy (PLS) and how does it work?
- Approaching Retirement Video
- Environmental, Social and Governance (ESG) video - outlines how Irish Life are committed to growing your money and doing it responsibly.
- Nature of long-term investing.



The Trustees in 2022 made available a dedicated “Approaching Retirement” section on www.fedvol.ie which is specifically aimed at members approaching retirement, where the following information is available:

- Approaching Retirement Video.
- Approaching Retirement Booklet.
- Contact details for the Irish Life Advice Team point of contacts.
- Pension Trustees summary document outlining how a member can draw down their pension fund at retirement.
- Outline of what documentation a member will be required to submit to Irish Life to process their retirement claim.
- Timeframe of how long it will take to draw down pension benefits at retirement.
- Summary of what an Annuity and An Approved Retirement Fund (ARF) is, and the advantages and disadvantages of each retirement option.



Trustee Annual Report (TAR) and Financial Statements

As required by Pension Legislation, the Trustees prepared a Trustees Annual Report (TAR) and Financial Statements for year ended 31/12/21 and circulated same to each participating employer and recognised Trade Union in line with the 30th September, 2022, deadline for completion.



A copy of the TAR and Financial Statements for year ended 31/12/21 are available on the National Federation's website www.fedvol.ie (click on pensions tab).

The Scheme as at 31/12/22 currently comprises of 24 participating employers: 7,348 members (5,287 Active members and 2,061 Deferred members).

The Scheme's fund value under management is over €279m as of 31st December 2022, most of which is invested in the Default Strategy for the Scheme.

Trustee Training

Pension Trustees Training took place in December 2022, in line with requirements that Trustees must undergo Refresher Training every 2 years. The Trustees of this Scheme have agreed to undergo training on a yearly basis having regard to the number of new requirements / regulations etc. This decision will be kept under review.



Trustee Meetings

The Trustees convened 5 meetings in 2022. The Trustees also participated in other Team / Zoom meetings with Irish Life, Cornmarket, Key Function Holders for Risk and Internal Audit; the Scheme's External Auditor; legal advisors etc.

Pension Scheme Newsletters

The Trustees produced 2 newsletters in 2022 covering the following topics:

April 2022: Update on Pension Scheme's Move to Irish Life; Trustees workplan for 2022; Review of Trustees' activity undertaken in 2021 and other relevant pension information.

October 2022:

Update on Pension Scheme Move to Irish Life; Financial Update on Scheme following production of Trustees' Annual Report & Financial Statements for year ended 31st December, 2021; Market Update; Outline of how members can make lump sum AVC payments into their pension fund and claim back tax for 2021 before the Revenue deadline of 28th October, 2022; Update on Implementation of IORP 11 and Pension Authority's Code of Practice; Other relevant pension information.

Copies of the above newsletters are available to view on www.fedvol.ie (click on pensions tab).

Pension scheme workshop for participating employers

A Pension Scheme Workshop for all participating employers in the Scheme was held on 9th November, 2022, in the Midland Park Hotel. The event was attended by CEOs and personnel from both management and operational level to ensure they are fully aware of all their legal and compliant requirements under relevant pension / employment legislation & regulations, and implications of same on (a) Pension Scheme (b) Life Assurance Scheme and (c) Salary Protection Scheme.



James Skehan, the Scheme's Professional Trustee, provided an overview of the Scheme; update on the State Pensions changes; new pension regulations; market review and transition of Scheme to Irish Life; Investment Markets / Sustainable Investment and employers were reminded of their responsibilities and work timelines they are required to adhere.

Irish Life presenters introduced their dedicated Team appointed to our Pension Scheme and recapped on their responsibilities and roles in respect of the Admin Team, Engagement Team and Advice Team. A review of administration requirements was outlined and an outline of the Member Portal was provided, which included the key features and benefits of the online tool.



Cornmarket presenters outlined details of the Group Life Scheme and in particular, the fact that only members who join the Pension Scheme on the same day they join their organisation for employment are covered for group life. Any member joining on a later date is deemed a late joiner and employers must follow and apply the late joiner procedures. Their life cover is not automatic until confirmed by Zurich, the current Group Life underwriter.



Cornmarket also provided information on the Salary Protection Scheme (SPS) and the new benefits added as part of the SPS review, which was finalised on 1st March, 2022, and includes:

- MyDoc - an online healthcare service.
- Tax Return Service for Disability Benefit Claimants.

Further details on the SPS and the new enhancements are available on www.fedvol.ie (click on pensions tab).

Administration and compliance

The National Federation Secretariat via the Pension Scheme Manager continued to provide administrative support to the Pension Scheme Trustees in 2022 and acted as point of contact for all key stakeholders to ensure the smooth and efficient running of the Pension Scheme i.e., Pension Trustees; Participating Employers; Irish Life; Cornmarket; Risk and Internal Audit Key Function Holders; External Auditor and legal advisors etc.



All employers co-operated with their monthly return of pension contributions to both Irish Life and Cornmarket by their required timelines in 2022. All death claims, applications for retirement on grounds of ill health; pension adjustment orders, transfers applications and purchase of annuity forms etc., were all duly processed in a timely fashion.

In this regard, the Trustees would like to thank all employers for their co-operation in assisting the Trustees in discharging their duties and ensuring the Scheme is run efficiently and in compliance with the Scheme Rules.

Audited accounts

Audited accounts for Year Ended 31 December 2022 were prepared, independently audited and signed off by the Board of Directors at their meeting held on 6th September 2023. The full set of accounts is published on the National Federation website at www.fedvol.ie. Below are some key extracts from the financial statements.

Balance sheet

As at December 31st 2022

	Note	2022 €	€	2021 €	€
Fixed assets					
Tangible assets	10	242,929		265,441	
			242,929		265,441
Current assets					
Debtors	11	132,686		22,311	
Cash at bank and in hand		758,478		556,051	
		891,164		578,362	
Creditors: amounts falling due within one year	12	(312,024)		(77,159)	
Net current assets			579,140		501,203
Total assets less current liabilities			822,069	-	766,644
Net assets			822,069		766,644
Capital and reserves					
Unrestricted funds	18		29,834		53,534
General fund (unrestricted)	18		851,903		713,110
Members funds			822,069		766,644

These financial statements were approved by the board of directors on _____
and signed on behalf of the board by:

Director

Director

Independent auditor's report

	Note	Restricted €	Unrestricted €	2022 Total €	2021 Total €
Incoming Resources					
Generated funds:					
Voluntary Income					
Training course		-	-	-	4,550
Activities Income for generating funds					
Membership Fees		-	168,404	168,404	169,204
NFVB Pension Scheme		100,000	-	100,000	100,000
Other Income		750	-	750	13,226
Investment Income					
Charitable Activities:					
HSE Grants		271,903	-	271,903	250,658
Total Income Resources	7	372,653	168,404	541,057	537,638
<hr/>					
Administrative expenses		(456,021)	(29,611)	(485,632)	(385,727)
Total Resources Expended	8	(456,021)	(29,611)	(485,632)	(385,727)
<hr/>					
Surplus/(deficit) for the year		83,368	138,793	55,425	151,911
<hr/>					
Net movement in funds for the year		83,368	138,793	55,425	151,911
Transfer between funds		-	-		
Reconciliation of funds					
Balances brought forward at start of year	19	53,534	713,110	766,644	614,733
<hr/>					
Balances carried forward at end of year	19	29,834	851,903	822,069	766,644

These financial statements were approved by the board of directors on _____

and signed on behalf of the board by:

Director

Director

Report on the audit of the financial statements

Opinion

We have audited the financial statements of National Federation of Voluntary Service Providers for the financial year ended 31 December 2022 which comprise the profit and loss account, balance sheet, statement of changes in equity, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies set out in note 3. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2022 and of its profit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 22 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report. The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Richard Grogan

For and on behalf of Grogans Accountancy Ltd
Chartered Accountants, 4/5 High Street, Galway.

Our member organisations, 2022

- Ability West, Blackrock House, Salthill, Galway
- Ard Aoibhinn Centre, Belvedere Road, Wexford
- Aurora (Kilkenny), Kells Road, Kilkenny
- Autism Spectrum Disorder Initiatives, Block 1, Newtown Business & Enterprise Park, Newtownmountkennedy, Wicklow
- Avista clg, St. Vincent's Centre, Navan Road, Dublin 7
- Beam Services, Barrow Haven, Regent Street, Bagnalstown, Co. Carlow
- Brothers of Charity Services Ireland Clare, Banner House, Clare Road, Ennis, Co. Clare
- Brothers of Charity Services Ireland West Region, Woodlands, Renmore, Galway
- Brothers of Charity Services Ireland Mid-West Region, Blackberry Park, Ballykeeffe, Dock Road, Limerick
- Brothers of Charity Services Ireland South East, Belmont Park, Waterford
- Brothers of Charity Services Ireland Southern, Lota, Glenmore, Co. Cork
- Cairdeas Centre, Tullow, Co. Carlow
- Camphill Communities of Ireland, Ballytobin, Callan, Co. Kilkenny
- Carriglea Cairde Services, Carriglea, Dungarvan, Co. Waterford
- Cheeverstown House, Templeogue, Dublin 6W
- Children's Sunshine Home / Laura Lynn, Leopardstown Road, Foxrock, Dublin 18
- Clann Mór Ltd., Clann Mór House, Commons Road, Navan, Co. Meath
- CoAction West Cork, Slip, Bantry, County Cork
- Cope Foundation, Bonnington, Montenotte, Cork
- Cumas New Ross, Butlersland Industrial Estate, New Ross, Co. Wexford
- DARA Residential Services, 36 Maynooth Road, Celbridge, Co. Kildare
- Delta Centre, Strawhall, Carlow
- Drumlin House, Cootehill, County Cavan
- Gheel Autism Service, Ballymun Industrial Estate, St. Margaret's Rd., Dublin 11
- Holy Angels Day Care Centre, Strawhall Industrial Estate, Carlow
- KARE, Newbridge Industrial Estate, Newbridge, County Kildare
- Kerry Parents & Friends Association, Old Monastery, Port Road, Killarney, Co. Kerry
- L'Arche Ireland Secretariat, "An Siol", 42 West Street, Callan, Co. Kilkenny
- Malta Services Drogheda, Malta House, Fair Street, Drogheda, Co. Louth
- Moorehaven Centre, O'Brien Street, Tipperary
- Muiriosa Foundation, Moore Abbey, Monasterevin, Co. Kildare

- North West Parents & Friends Association, Holy Family Day Centre, Ballytivnan, Sligo
- Peacehaven, 1-2 Hillside, Greystones, Co. Wicklow
- Peamount, Newcastle, County Dublin
- Prosper Group, Strand Street, Skerries, Co. Dublin
- Praxis Care, Unit 18, Ardee Business Park, Hale Street, Ardee, Co. Louth
- Reachability, Beelefield, Enniscorthy, Co. Wexford
- RehabCare, Roslyn Park, Beach Road, Sandymount, Dublin 4
- SOS Kilkenny Ltd., Seville Lodge, Callan Road, Kilkenny
- St. Aidan's Service, Millands, Gorey, Co. Wexford
- St. Catherine's Association, Newcastle, Co. Wicklow
- St. Christopher's Service, Leamore Park, Battery Road, Longford
- St. Cronan's Association, Grange, Roscrea, Co. Tipperary
- St. Hilda's Services, Grace Park Road, Athlone, Co. Westmeath
- St. John of God Community Services, Provincial Administration, Stillorgan, Co. Dublin
- St. Joseph's Foundation, Baker's Road, Charleville, Co. Cork
- St. Margaret's Centre, (IRL-IASD) Moorehampton Road, Donnybrook, Dublin 4
- St. Michael's House, Ballymun Road, Ballymun, Dublin 9
- Stewarts Care, Palmerstown, Dublin 20
- Sunbeam House Services, Cedar Estate, Killarney Road, Bray, Co. Wicklow
- WALK, 1 Longmile Road, Dublin 12
- Waterford Intellectual Disability Association, 2 Belmont Road, Ferrybank, Waterford
- Western Care Association, John Moore Road, Castlebar, Co. Mayo
- Windmill Therapeutic Training Unit, Larkins Lane, South Main Street, Wexford

Registered Address: Oranmore Business Park, Oranmore, Galway
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Company No. 330650 Charitable Status No: CHY 14080



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