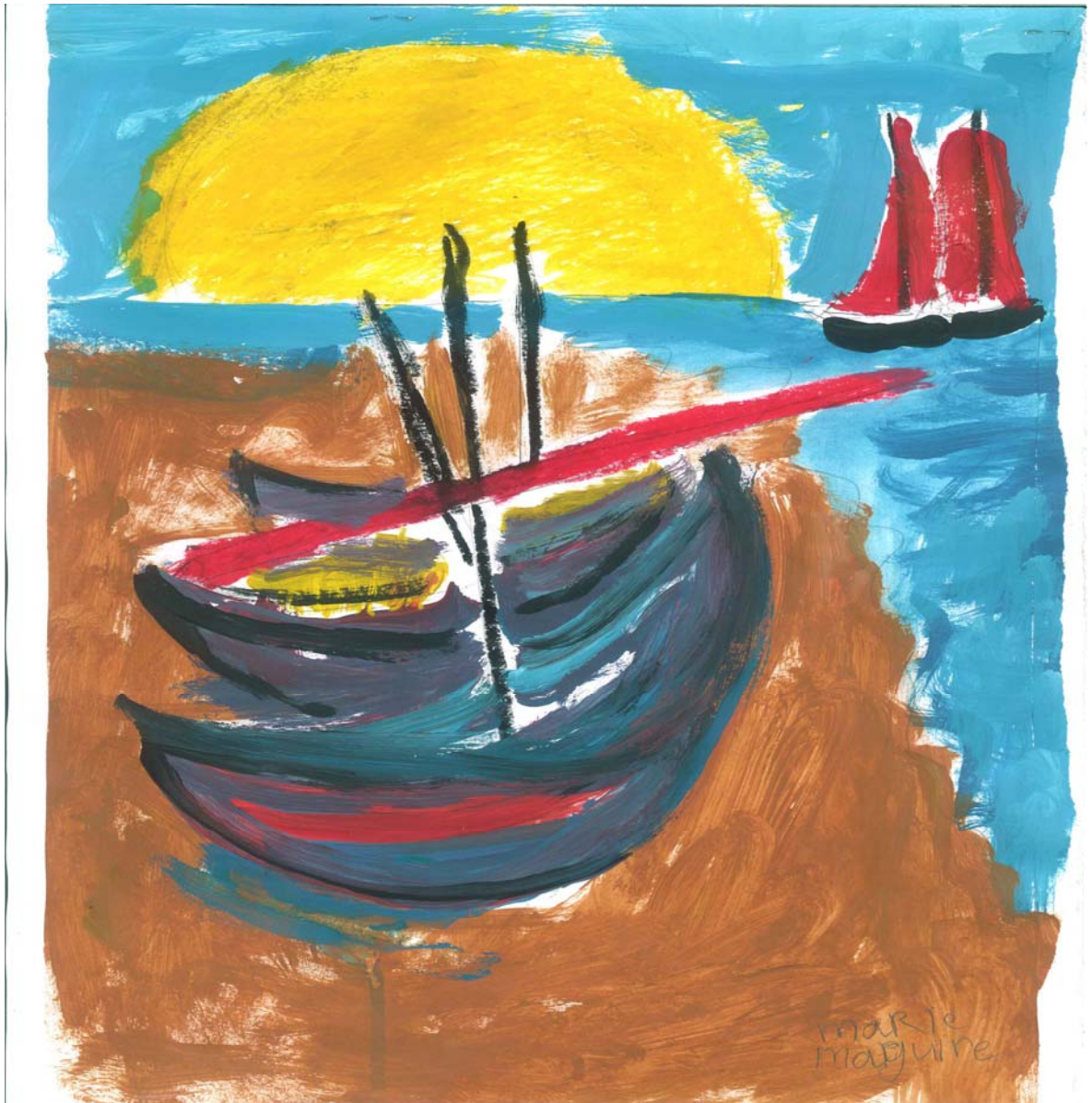


NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

Annual Report 2010



Cover Page, entitled "Red Sails" was designed by Marie Maguire. Marie lives in Bray, Co. Wicklow. She enjoys painting and ceramics and has entered art exhibitions and competitions in the past and hopes to continue doing this. Marie also enjoys knitting and making rugs, and keeps active by taking regular walks. She loves animals, particularly dogs. Marie has two brothers and two sisters who are very important to her in her life.



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1. Chairperson's Statement

It is my pleasure to present the Annual Report of the activities of the National Federation of Voluntary Bodies for 2010.

I was honoured to be asked to continue as Chairperson of the Federation by the Board of Directors following my retirement as Executive Director of Western Care Association. The Board considered that the Federation should retain the existing Chairperson while it was in the process of putting in place the revised Articles of Association and the new organisational structures that supported this process. The revised Articles were finalised and the new regimes and structures were beginning to take shape by end of 2010. The new Board of Directors will be in position early in 2011 to lead out the new order and direction as required by the Articles. I wish the new Chairpersons and the Directors well in this task.

In 2010 the cutbacks continued in all areas but more severe in some. Organisations struggled to sustain existing quantities and quality of support to people with disabilities and their families. In the main they were successful and despite the moratorium and other resource difficulties, through innovation, hard work and commitment they even succeeded in addressing emergencies and developmental needs.

The Board of Directors, supported by the Federation Secretariat, engaged in intensive and relentless persuasion of the Minister and his Department, the Health Service Executive and others, and succeeded in limiting the cutbacks proposed for 2011 to 1.8% of budget. I want to thank and congratulate all concerned on this achievement and to acknowledge Minister Moloney's confidence in the ability and commitment of the National Federation of Voluntary Bodies to deliver the best possible results for the people who use services with the limited resources available.

I have no doubt that 2011 and subsequent years will be even more challenging financially. The greater challenge of the refocusing of service provision is essential to ensure that those who use the services enjoy maximum choice and respect and inclusion in the planning and implementation of the supports they receive.

I have no doubt that the National Federation of Voluntary Bodies, the organisations, the Regions, the Board of Directors and its supporting committees, will rise to this challenge and demonstrate the essential value of a vibrant voluntary sector in the provision of high quality and best value service to people with intellectual disabilities in Ireland.

The CEO and the staff of the Secretariat in Oranmore are a vital and excellent support to this endeavour. I have had the pleasure of working with Brian and the team for some time now and I want to thank them for their commitment and extremely hard work and for their support to me and the Board of Directors and the member organisations. As I come to the end of my term as Chairperson I want to thank all who supported me during my term of office and I wish the new Chairperson and the Board well in their challenging future.



**John O'Dea,
Chairperson.**

2. Chief Executive's Introduction

I am very happy to present the Annual Report of the activities of the National Federation of Voluntary Bodies Providing Services to People with Intellectual Disability during 2010.

2010 was another extremely challenging year with increasing demands on services against a backdrop of further funding reductions. It is to the credit of members of our Federation that in spite of the difficult economic climate frontline services were maintained throughout the country and appropriate responses were put in place to deal with emergency and crisis situations arising.

At the national level, the National Federation of Voluntary Bodies continued to be a contributing participant in all relevant disability fora. We played a key role in the National Disability Strategy Stakeholders Monitoring Group and continued to hold the Chair of the Disability Stakeholders Group - Sub Committee on Environment, Heritage and Local Government and in this capacity co-ordinated the input into the National Housing Strategy for people with disabilities.

We had ongoing and constructive engagement with the Health Services Executive, with particular reference to the report on Congregated Settings; New Directions – the National Review of HSE Funded Adult Day Services; Progressing Children's Disability Services 0-18years; and the National Working Group on Client Protection in Disability Services. We also contributed to the work done by HSE in developing proposals for the establishment of National, Regional and Local Consultative Fora, including the development of terms of reference for each.

As a National Federation we are committed to providing our membership with the necessary leadership and support in managing change in these very challenging times. What follows in this report is an outline of the impressive array of activities which were carried out during 2010 in support of this objective. In this regard, I would like to place on record my gratitude to the many staff members, volunteers and people who avail of services for their contributions to our work whether by participation on one of our Sub Committees or Task Groups, or by presentation or submissions to the Sub Committees, Board or General Assembly. Thank you also to the Management and Boards of our member organisations for facilitating their participation.

I would like to express my sincere gratitude to our Chairperson, John O'Dea, for his professionalism, commitment, leadership and support and to all members of our Board, many of whom are serving their last year in office.

Finally, I would like to express my appreciation to each member of the Secretariat Team who in spite of very limited resources delivered exceptional performance in the execution of our Service Plan for 2010.



**Brian O'Donnell,
Chief Executive.**

3. Policy Development

Informing National & International Policy for Disability Services

As a national umbrella organisation representing a wide alliance of voluntary organisations the National Federation of Voluntary Bodies is an active participant in the development of policy and practice that impacts on the lives of children and adults with intellectual disability. Working closely with our various Sub Committees we also contribute and respond to policy initiatives developed by the statutory authorities, including the Department of Health & Children, Health Services Executive, National Disability Authority, Health Information & Quality Authority etc. We also represent our sector on an extensive range of advisory groups and national committees.

The National Federation of Voluntary Bodies also contributes to policy development at a European level through our representation on the Board of the European Association of Service Providers for Persons with Disabilities (EASPD). This provides us with the opportunity to contribute to the development of various EU directives, to the implementation of EU Disability Strategies and enables us to monitor developments at EU level which have a relevance to, and impact on, disability matters here.

Objective:	Key Actions in 2010
Engagement with Government	<ul style="list-style-type: none"> <li data-bbox="618 810 1451 1041">■ Lobbying the Government and individual Government Departments as appropriate through inputting and responding to new policy / legislation. Specifically we sought and obtained clarification from Government regarding application of the Financial Emergency Measures in the Public Interest (No. 2) Bill, 2009 (i.e. Public Sector Pay Reductions) in the Intellectual Disability Sector in relation to Section 39 and other affected agencies. <li data-bbox="618 1045 1451 1209">■ We are represented on the Disability Stakeholders Group (DSG) which was established by Government to play a monitoring role in the implementation of the Government’s National Disability Strategy and comprises representation from the non statutory disability umbrella organisations. <ul style="list-style-type: none"> <li data-bbox="662 1213 1451 1579">● During 2010, Brian O’Donnell attended six meetings of the Disability Stakeholders Group and two meetings of the National Disability Strategy Stakeholders Monitoring Group (NDSSMG). The NDSSMG was established by Government to oversee implementation of the National Disability Strategy. It comprises membership of the Disability Stakeholders Group and senior officials representing the six Government Departments responsible for developing and implementing Sectoral Plans. It is jointly chaired by the Assistant Secretary General of the Department of An Taoiseach and the Chairperson of the Disability Stakeholders Group. <li data-bbox="662 1583 1451 1684">● Brian O’Donnell chaired the DSG’s Sub Group on Environment, Heritage & Local Government and oversaw input into the Government’s Housing Strategy for People with Disabilities. <li data-bbox="618 1688 1451 1818">■ During Autumn 2010 we developed and implemented a comprehensive and strategic Pre-Budget campaign with the primary objective of securing as much protection as possible for disability services in the context of Budget 2011.

<p>Engagement with Health Services Executive</p>	<ul style="list-style-type: none"> ■ We sought and obtained high level engagement between the National Federation of Voluntary Bodies and the Health Services Executive (HSE). ■ We sought the establishment of, and participated on, a National Working Group to develop proposals to minimise the impact on services of the reductions in funding allocations, the moratorium on recruitment and salary reductions. ■ We engaged with the HSE in the formulation and dissemination of “<i>New Directions</i>” – the National Review of HSE’s funded Adult Day Services. ■ We worked with the HSE in finalising the report on Congregated Settings in Ireland and arranged for briefings on the report to our members. We also met with the Department of Health & Children to discuss implementation of the report and to highlight certain concerns expressed by some of our members. ■ During Summer 2010 we carried out an extensive survey of our members to establish the size and impact of the cuts and also the regional variations. The results of our survey formed the basis of high level meetings between the National Federation of Voluntary Bodies, the HSE and the Department of Health & Children. ■ We contributed to the work done by the HSE in developing proposals for the establishment of national, regional and local Consultative Fora, including the development of terms of reference for each. ■ We participated on the working group established by the HSE to Progress Children’s Disability Services 0-18 years. The Group is chaired by Breda Crehan-Roche, Chief Executive, Ability West. ■ We participated on the HSE’s National Working Group to oversee an Audit of Abuse in Disability Services. The National Federation of Voluntary Bodies’ representatives on the Group in 2010 were Edel Tierney, National Federation of Voluntary Bodies Secretariat and David Kenefick, St. Michael’s House.
<p>Value for Money & Policy Review</p>	<ul style="list-style-type: none"> ■ The National Federation of Voluntary Bodies proactively engaged with the Government’s Value for Money & Policy Review. ■ We arranged for completion of our non pay expenditure review which was initiated in 2009. ■ We established a Centre for Innovation and Shared Learning and through it arranged four Master Classes / Shared Learning Events and the dissemination of a range of research papers. The purpose of the Centre is to support member organisations in their reconfiguration and change programmes. ■ We arranged for regular briefings to our member organisations by Brendan Broderick and Christy Lynch who participate on the National Value for Money & Policy Review Groups. ■ In March 2010, we prepared and submitted to Mr. John Moloney, T.D., Minister for Disability & Mental Health, a detailed discussion document entitled “<i>Vision Statement for Intellectual Disability in Ireland for the 21st Century</i>”.

<p>National Advisory Committee on Disability</p>	<ul style="list-style-type: none"> ■ Brian O’Donnell, Chief Executive, represented the National Federation of Voluntary Bodies on the Department of Health & Children’s National Advisory Committee on Disability. The Advisory Committee is representative of key disability stakeholders. During 2010, the National Federation of Voluntary Bodies was represented at two meetings of the Advisory Committee and contributed to: <ul style="list-style-type: none"> ➤ Policy discussion at national level in relation to people with disabilities. ➤ Overall monitoring of implementation of the Department of Health & Children’s Sectoral Plan. ➤ Advising the Minister for Health & Children on progress in the implementation of the Disability Act 2005.
<p>National Disability Authority</p>	<ul style="list-style-type: none"> ■ During 2010, the National Federation of Voluntary Bodies contributed to policy positions being adopted by the National Disability Authority through the submission of position papers and by participation on relevant focus groups and key informant interviews. ■ We contributed to a book commissioned by the National Disability Authority which examined relevant policy and legislative developments in the field of disability policy in Ireland since 1996, with reference to important developments and the role of key stakeholders in advancing this policy.
<p>Collaboration with other Stakeholders</p>	<ul style="list-style-type: none"> ■ During 2010, the National Federation of Voluntary Bodies collaborated with the Disability Federation of Ireland, Not for Profit Business Association, Inclusion Ireland and others to highlight issues of concern to people with disabilities, particularly in the context of the impact of funding reductions on services and in calling on Government to prepare a Disability Recession Implementation Plan.
<p>European Association of Service Providers to People with Disabilities (EASPD)</p>	<p>As part of its membership of EASPD, the National Federation of Voluntary Bodies contributed to a number of EU initiatives as follows:</p> <ul style="list-style-type: none"> ■ Participated on the EASPD Working Group to develop position papers on the Council of Europe’s Disability Action Plan. ■ Contributed to EASPD’s submission to the EU Commission’s Consultation on a new Disability Strategy 2010 – 2020. ■ Made submissions on the implications for Irish service providers on EU Directives, in particular on the consequences of the Working Time Directive or Sleep Over arrangements. ■ We continued our participation as partners in (1) the EU Project “ROSE” dealing with employee wellbeing in the Social Care Sector and (2) “Pathways to Inclusion”, which is developing a European network of stakeholders and a Knowledge Centre to promote the development of inclusive education and to help policy makers, professionals and other stakeholders to better support the participation of people with special educational needs in all forms of education and inclusion as citizens in mainstream society.

4. Information Sharing

Communication and Dissemination of Best Practice

One of the key functions of the National Federation is to share information amongst members and with the wider community. Information on best practice, innovative developments, important policy issues and other areas of interest is gathered by the Secretariat Team from a wide range of sources (including regular communication with member organisations, research, and consultation through Sub Committees, the National Federation Board of Directors and General Assembly, and from statutory bodies and voluntary organisations). Information that is relevant and important to the members and other stakeholders is then disseminated through various channels such as training, publications, our websites (www.fedvol.ie and www.informingfamilies.ie), quarterly newsletters, conferences, regular e-mail bulletins, and through the meetings of the General Assembly, National Federation Board, and Sub Committees. Details of a wide range of information sharing and communication activities undertaken in 2010 are set out below:

Objectives:	Key Actions in 2010
<p>To organise and take responsibility for managing and updating the information on the National Federation’s website – www.fedvol.ie, which will provide Member Organisations with relevant and timely information.</p>	<ul style="list-style-type: none"> ■ The National Federation website was updated on a continuous basis in 2010 in order to provide relevant and timely information to our members and to other interested parties. ■ Statistics gathered through the ‘Google Analytics’ tool demonstrated that our website had an average of approximately 75 visitors each week day, with that figure regularly rising to over 100. At weekends approximately 20 to 25 visitors were using the website each day. ■ The statistics also demonstrated that the content accessed by those visitors reflected the broad scope of the website, with news; publications; search for member organisations; training and development and research all being regularly accessed.
<p>To monitor and disseminate relevant information and resources to the secretariat and member organisations.</p>	<ul style="list-style-type: none"> ■ In 2010 the National Federation Secretariat Team distributed regular emails and fact sheets covering a wide range of issues to both the Secretariat Team and to the wider Member Organisations. In particular, emails were provided on a variety of issues, such as research reports, policy updates, funding opportunities, media coverage, work updates etc. ■ Regular news flashes were disseminated detailing current national and international developments and new publications. ■ New links with external organisations were forged and existing links maintained, for instance with The Wheel and the Irish Charities Tax Research Group in areas of common interest e.g. charities legislation, etc., with the New Communities Partnership in terms of supporting families from diverse ethnic backgrounds, etc. ■ The National Federation Newsletters were distributed in 2010 to a wide range of relevant stakeholders from within our members and to other organisations, containing members news; news of events and conferences; and updates from the Secretariat on current matters and developments.

To disseminate research e.g. presentations at national and international conferences and publish papers in peer review journals and other relevant publications.

- In 2010 the National Federation continued to disseminate findings from its research strategy 2008-1013 and in particular the findings arising from research topic “Relationships & Quality of Service” throughout the year.
- The Secretariat staff continued to publish papers and bulletins at relevant conferences, seminars and other fora as appropriate.

5. Research

Supporting and Developing Evidence Based Practice

Research and Policy

The National Federation of Voluntary Bodies aims to promote best practice in services to children and adults with intellectual disabilities. We do this by supporting the development of a strong research base within National Federation member organisations and initiating and collaborating in research relevant to the lives of people with intellectual disability.

The National Federation engages in and supports research, evaluation and service design relating to all aspects of intellectual disability and our research activities are relevant to a broad range of stakeholders including people with disability, families, policymakers, politicians, service managers and front-line staff.

Research also has a key role to play in supporting the rights of people with intellectual disability to live full and active lives by creating reflective practice in service provision and supports to people with intellectual disability.

Objective:	Key Actions in 2010
<p>To facilitate and support the work of the Research Sub Committee.</p>	<ul style="list-style-type: none"> ■ The Research Sub Committee had four meetings during 2010 at which they focused on pursuing the implementation of the Research Strategy. ■ Francis Coughlan, Chief Executive from SOS Kilkenny, was appointed as the new chair of the Sub Committee. ■ New members to the committee in 2010 were: <ul style="list-style-type: none"> • Sarah Kelly, KARE • Aine Taylor, Camphill • Connie O’ Regan, Western Care • Teresa Ryan, Brothers of Charity Limerick ■ The Research Sub Committee agreed the topic of Relationships & Quality of Service as its research focus for 2010. ■ The Research Sub Committee informed members on research related topics and evidence based practices and gave members the opportunity to share information in relation to key research at a local level.
<p>To pursue the topic of Relationships and Quality of Service as a research priority in 2010</p>	<p>The topic identified for 2010 was Relationships and Quality of Service. An action agenda was developed which formed the action plan for 2010 as follows:</p> <ul style="list-style-type: none"> ■ Developed and expanded knowledge base on this topic through the provision of up-to-date reading material and resources which were made available to member organisations through the National Federation Website. ■ A Residential weekend took place in October, in the National Federation of Voluntary Bodies Secretariat Offices in Galway. People got together to debate and present the literature on the topic of relationships, friendships and supports. It was chaired by Dr. Bob McCormack, CEO of DARA Residential Services. ■ A series of seminars and workshops took place. The first of these occurred on 29th March in Galway and examined the role of staff in the lives of the people they support. <i>“What does it mean to support</i>

	<p><i>someone with intellectual disability?”</i> The purpose of this seminar was to explore the relationships that exist between staff and the people they support. Presentations were given by the “Research Into Action Group” from Brothers of Charity in Galway, Cathal Leonard (parent) and Martin O’Connor from Brothers of Charity Clare.</p> <ul style="list-style-type: none"> ■ A paper entitled <i>Know your Rights: Legal Rights and Intimate Relationships</i> in the context of Intellectual Disability has been completed by 3rd year Law (BCL) students on Clinical Placement with the National Federation and under supervision by Dr. Larry Donnelly and Dr. Mary Keyes, NUI Galway. This project examined the law in relation to sexuality and intellectual disability nationally and internationally and drew comparisons between Ireland, UK, Scotland, Canada and Australia. ■ A meeting with Galway Film Festival during the summer resulted in a film about people with an intellectual disability entitled <i>Monica and David</i> being included in the Galway Film Fleadh programme. The film was about a year in the life of a couple with Down Syndrome who get married. The screening was followed by a lively debate which was chaired by Fergus Finlay on what opportunities exist for a person with an intellectual disability to meet, socialise, have a relationship and get married in Ireland today. ■ A report compiling all of the activities of the action agenda is being compiled and will be circulated early in 2011.
<p>To continue to identify National Designated Experts in the research community & update literature materials and resources on website.</p>	<ul style="list-style-type: none"> ■ During 2010 the National Designated Experts continued to be invited to update their reading lists on a quarterly basis. As updates of reading materials and other resources were received they were uploaded on the website. The table of National Designated Experts can be downloaded from: http://www.fedvol.ie/National_Designated_Experts_on_Research_Topics/Default.1331.html
<p>To develop quality indicators for research in Intellectual Disability and develop guidelines for evidence based practices.</p>	<ul style="list-style-type: none"> ■ Following the audit on the types and quality of research taking place in member organisations during 2009 a report was completed which is now available on our website. An article was published in a recent edition of Frontline entitled <i>Intellectual Disability Research in Ireland since 2000 - Audit of the National Federation Research Database</i> which was prepared by John Doyle and Edel Tierney from National Federation and Dr. Brian McClean, Brothers of Charity Roscommon.
<p>To measure performance of National Federation research activities in member organisations.</p>	<ul style="list-style-type: none"> ■ The baseline of research activities were measured against the results from the audit of the database conducted in 2009. This will be reviewed to consider the impact of the National Research Strategy on the performance of research across member organisations.
<p>To identify key people who may act as associate members of the Research Sub</p>	<ul style="list-style-type: none"> ■ National Designated Experts continued to act as associate members of the Research Sub Committee and also supported the research strategy as needed.

<p>Committee as need and circumstance arise.</p>	<ul style="list-style-type: none"> ■ Gert Job and Grace Kelly, National Designated Experts on the topic Relationships and Sexuality and Chris Conliffe, National Designated Expert on the topic Quality of Life were consulted in relation to the action agenda on relationships and quality of service. ■ Prof Roy McConkey was consulted on the topic of friendships. ■ Consultations were also made on this topic with members of the Inclusive Research Network and self advocates. ■ These consultations fed into the development of the Report on Friendships & Relationships currently being compiled.
<p>To continue to develop research collaborations with national and international research centres.</p>	<ul style="list-style-type: none"> ■ Collaborations continued during 2010 through involvement with National and International research projects including: <ul style="list-style-type: none"> • Intellectual Disability Supplement to TILDA (The Irish Longitudinal Study on Ageing in Persons with Intellectual Disability) • Reducing Occupational Stress in Employment (ROSE) Project • Audit by Research of Client Protection in Intellectual Disability Services • Marie Curie European Union Transfer of Knowledge Project, NIID • Certificate in Co-Operative Learning DCU <p>Particular Research Collaborations in 2010 were:</p> <ul style="list-style-type: none"> ■ A Memorandum of Understanding was drawn up with the UNESCO Chair in Children, Youth & Civic Engagement, Child and Family Research Centre, National University of Ireland, Galway and the National Federation of Voluntary Bodies. The Chair is Professor Pat Dolan, Director of the Child and Family Research Centre at NUI Galway - ■ Going to College Project: Going to College Pilot Project is a university/community partnership with the UNESCO Chair, Child & Family Research Centre, NUI Galway, the Community Knowledge Initiative, NUI Galway and the National Federation of Voluntary Bodies to support the civic engagement of persons who have an intellectual disability through access to inclusive higher education at NUI Galway. <ul style="list-style-type: none"> • <i>Advisory Group:</i> An Advisory Group of all stakeholders will support the project through the two year pilot. The Advisory Group includes advocates, family representative, university staff, National Federation and intellectual disability services. • Ten focus groups with people with intellectual disabilities (facilitated by Breda Casey, Edel Tierney, Carmel Devaney, Lorraine McIlrath, Alison Harnett and Orla Kelly) and six focus groups with parents and family members (facilitated by Peggy Ryan, Carmel Devaney and Breda Casey) were completed by February 2010. • Breda Casey and Peggy Ryan visited with the Alberta Association of Community Living / University of Calgary in Alberta, Canada in March 2010 to meet with AACL staff, university staff and students. AACL have been involved in the development of inclusive higher education for persons with intellectual disabilities for over 20 years. • A presentation on the focus groups held to inform the project was also made at the Global PhD and Research Colloquium on

Disability Law and Policy held in Galway in April 2010. The paper focused on the rights of people with disability to full and inclusive education as dictated by article 24 of the UN Convention on the rights of persons with disability.

- *IASSID Conference:* In October 2010 Peggy Ryan and Breda Casey presented two papers at the IASSID conference in Rome on the core principle of including the voices of people with an intellectual disability and parents and families in the development of the project in NUI Galway.
 - *Developing College Capacity:* As part of the project plan, ongoing capacity building within the university continued throughout 2010, including a presentation on the project to the College of Arts, Social Sciences and Celtic Studies academic meeting.
 - *Campus Accessibility:* As part of its service learning programme, NUI Galway's Occupational Therapy Department assigned three students to the Going to College Project to examine the issue of accessibility on campus and recommend solutions.
 - *Funding:* Funding has been secured by NUI Galway for a part-time project co-ordinator (3 days per week) for two years. Breda Casey from the National Federation of Voluntary Bodies will take on this role. A funding proposal for the two year project has been developed and will be submitted to potential funders for their consideration.
 - *Campus visits:* The first campus visit for people who took part in focus groups earlier in the year was held on the 16th November 2010 and was widely supported by staff and students in NUI Galway and by service providers and families. In all 22 people with an intellectual disability and 11 parents/family members and support staff from Mayo and Galway attended.
 - *External Project Evaluators:* Discussions have taken place with Dr. Una O'Connor and Professor Roy McConkey from the University of Ulster to collaborate as external evaluators of the project.
 - *Going to College Project Launch:* The Going to College Pilot Project will be launched on Monday 17th January 2011 in the Bailey Allen Hall, NUI Galway
 - *Students:* NUI Galway will welcome 8 students to participate in the pilot project in September 2011.
- A Doctoral Fellow with the Child and Family Research Centre and the Centre for Disability Law and Policy at NUI Galway - Michael Browne is undertaking research on Children with an Intellectual Disability and their Social Support Networks. The study will inquire into the connection between perceived social support, coping capacity and well-being among children and young people with an intellectual disability in Ireland. This project is ongoing and is a research partnership between the National Federation and the Child and Family Research Centre, NUI Galway.
 - A presentation was made to the General Assembly by Michael Browne on 15th December, 2010 and member organisations were invited to participate in the study.
 - Further collaboration continued with the Centre for Disability Law and Policy in 2010. Edel Tierney represented the National Federation on the Advisory Group of the Advancing the National

	<p>Disability Strategy: Building on International & Comparative Innovation Project which was completed in 2010.</p>
<p>To develop a capacity to advise on how research can be funded now and in the future.</p>	<ul style="list-style-type: none"> ■ Given the current economic climate it was difficult to pursue this objective fully during 2010. However, we continued to circulate any information which we had on funding for research. ■ Relevant funding opportunities were compiled and circulated to member organisations.
<p>To develop a register of disability stakeholders who may be contacted for consultation on research projects, submissions etc.</p>	<ul style="list-style-type: none"> ■ A register of disability stakeholders was developed which consists of parents, staff, and persons with an intellectual disability, government departments and other disability organisations who are interested in hearing about and taking part in research. It also consists of research contacts within the member organisations. ■ Mailing lists were developed of the relevant stakeholders who were contacted on issues of their choice relating to intellectual disability research and information or news. ■ The register will continue to be regulated and maintained in accordance with data protection guidelines. ■ At the end of 2010 there were 27 people registered on the disability stakeholders database.
<p>To continue to update the National Federation Database of Research.</p>	<ul style="list-style-type: none"> ■ Updates to the research database on the website continued in 2010 and new abstracts were included as received. To view research abstracts see: http://www.fedvol.ie
<p>To develop a National Research Ethics Review System.</p>	<ul style="list-style-type: none"> ■ This process of engagement was ongoing with Ethics Committees of member organisations in 2010. ■ A proposal was forwarded to each of the nine ethics committees which exist. This proposal suggested that each of the nine committees dedicate one of their sessions per year to National Federation members research projects (from organisations who do not have a Research Ethics Committee in place or for large national multi-site research). The dedicated sessions would be agreed in advance and published on the National Federation website. Each of the ethics committees under this proposal would comply with an agreed set of guidelines or standards as developed and agreed by the group. This would ensure consistency in standards and across all ethics committees of the National Federation membership. ■ In addition the National Federation Research Sub Committee would develop an agreed set of standards for what may constitute a submission to these dedicated sessions. Each proposal submitted would have to comply with these standards. These standards would be agreed with parties supporting this proposal. ■ A final decision was proposed for discussion with the new Board of Directors when appointed in 2011.
<p>To develop inclusive approaches to research.</p>	<ul style="list-style-type: none"> ■ The Inclusive Research Network (IRN) undertook a national study on the topic of Relationships and Supports in 2010. The IRN decided to pursue a national study by undertaking focus groups

	<p>around the country. Training in running focus groups took place in June 2010 in both Dublin and Galway respectively for IRN members interested in taking part in the study.</p> <ul style="list-style-type: none"> ■ Focus groups were then organised by co-researchers throughout the country. These were organised and facilitated by people with intellectual disability. ■ Following the completion of the focus groups the co-researchers were invited to attend a workshop to contribute to the analysis of the data. A report on the findings of the study entitled <i>Relationships and Supports Study: People with Intellectual Disabilities in Ireland</i> was published in November 2010. ■ In February 2010 the report of the IRN workshops and the report of the national study 'Where we Live' were launched. ■ Focus groups were held on the topic 'Going to College' for the development of access to university for people with intellectual disability in the West of Ireland. Some focus groups had already taken place in 2009 and others took place at the Brothers of Charity Roscommon, and Western Care in 2010. The findings from these focus groups were compiled in a report and informed the development of the two year Going to College Pilot Project currently underway at NUI Galway
<p>To review the research strategy.</p>	<ul style="list-style-type: none"> ■ At each meeting of the Research Sub Committee during 2010, the research strategy was reviewed and updates were made available. ■ Updates were made available at Board of Directors meetings.
<p>To implement Innovation Conference outcomes.</p>	<ul style="list-style-type: none"> ■ The National Federation showcased innovation and best practice in service provision 2010 by hosting a series of shared learning events / Master Classes. ■ The first of our Master Classes addressed the topic "<i>Inclusive Living Options for People with Intellectual Disabilities</i>" and was held on 24th March, 2010. ■ Master Class 2 took place on 16th June entitled <i>A Day in the Life Exciting Developments in Day Supports for Persons with Intellectual Disability</i>. ■ Master Class 3 entitled <i>Risky Business - Supporting People in a Natural Way</i> took place on September 29th, 2010. ■ Master Class 4, <i>Next Steps – Supporting People with intellectual disabilities across the lifecycle</i> took place on 17th November, 2010 and examined the different points in the lives of people with intellectual disability and their families; such as the time of a child's diagnosis with a disability; moving out of home; times of bereavement; moving into older age and others. ■ The National Federation of Voluntary Bodies, in conjunction with the Centre for Disability Law and Policy, NUI Galway, hosted a Seminar entitled: <i>Individualised Supports - Supporting Service Providers in Transition</i> on 9th December 2010. The seminar had presentations from two international speakers Ms. Molly Harrington (Canada) and Ms. Anne Hawker (New Zealand) on the topic of the challenge in supporting service providers on the individualisation of services, which led to a lively and useful discussion. ■ All presentations are now available on our website www.fedvol.ie

<p>To develop a European research proposal to provide support at times of transition</p>	<p>A Transitions Workshop with European partners took place in Dublin in November 2010.</p> <ul style="list-style-type: none"> ■ A two day workshop took place with a group of potential European partners to discuss the possibility of developing a European proposal on the topic of transitions. Partners from Ireland, Finland, Slovenia, Wales, Germany, Austria and France attended this two day event. ■ The group included three self advocates and their supporter from Brothers of Charity Clare. Discussions focused on what a Pan-European research proposal on this topic would look like. The two day workshop was extremely beneficial and a number of key actions were agreed. ■ We have agreed to submit a proposal for Grundtvig partnership funding to support the group to continue to meet and develop a large Framework 7 proposal for a large scale research project to be conducted. The National Contact Point for Health (FP7 funding) from Ireland will work with the National Contact Points from the other European countries at commission level to have this topic put on the agenda for agreed priority topics. ■ The partners will work in smaller groups on projects of interest to them. For example Ireland and Finland will work together to source funding to have their respective Inclusive Research Networks meet each other and develop a European Inclusive Research Network.
<p>Research Dissemination and Conferences</p>	<p><i>IASSID Conference:</i> In October 2010 papers were presented at the 3rd IASSID-Europe Conference Integrating Biomedical and Psycho-Social-Educational Perspectives</p> <ul style="list-style-type: none"> ■ Peggy Ryan and Breda Casey presented two papers on the core principle of including the voices of people with an intellectual disability and parents and families in the development of the project in NUI Galway. ■ Alison Harnett and Edel Tierney presented two papers on the Guidelines and Training of the Informing Families Project. ■ Marie Wolfe and Edel Tierney presented on the work of the Inclusive Research Network and some findings from their projects to date. <p>Edel Tierney and Orla Kelly were members of a conference organising committee for International Short Breaks Association (ISBA). The conference was entitled <i>Short Breaks-Respite Options for people with disabilities - Whose Rights, Whose Choices</i> and took place in June 2010. <i>The conference organising committee comprised of key international partners from Denmark, Germany and the UK.</i></p> <p>Edel Tierney participated in a roundtable discussion held as part of the International Initiative of Mental Health and Disability Leadership Exchange in May 2010. Roundtable discussions took place regarding international disability developments in the area of mental health and a number of presentations were given by international leaders in the field from Australia, New Zealand, UK and Ireland, followed by critical discussions on future directions.</p> <p>A presentation to students from the University of Georgia USA was given in July 2010. The annual presentation to the US students on study</p>

abroad programme re disability services in Ireland was given by Edel Tierney. A particular focus of the presentation was on research activities of the National Federation of Voluntary Bodies and its relationship to national policy and evidence based practice in services.

Person Centred Medication Management (PCMM):

Members of the Training & Development Sub Committee had a briefing session with David Kieran, Chairperson, PCMM Steering Committee, on the training element of the PCMM document in September 2010. Feedback from the meeting was provided to the PCMM Steering Committee as part of the final phase of consultation. Arrangements for consultation with people with intellectual disability on the Draft Person Centred Medication Management Report was agreed with Inclusion Ireland and in this regard a number of focus groups will be held in 2011. On receipt of the consultation feedback the necessary amendments will be made to the documents.

Informing Families Project:

One area that has been a key research focus of the National Federation is the initial communication of a child’s disability to the family. The *National Best Practice Guidelines for Informing Families of the Child’s Disability* were developed by the National Federation through a wide ranging consultation and research process and launched in 2007. With support from the Health Services National Partnership Forum a pilot project took place to implement the guidelines across acute, community and disability service settings in the Cork Region in 2008-2009. The aim of the pilot project was to improve the experiences of families and provide enhanced support to professionals at the time of a child’s diagnosis. The implementation was successfully completed and welcomed by parents and professionals in both mainstream and disability services. Following the completion of the pilot project, in 2010 the National Federation launched and disseminated the roadmap for implementation developed by the Cork Project and also launched an eLearning module, training materials and the website www.informingfamilies.ie, which provides information for parents and professionals.

The work of the Informing Families Project was recognised in 2010 by the presentation of an award by An Taoiseach Brian Cowen at the Taoiseach’s Public Service Excellence Awards in Dublin Castle and through the short-listing of the Cork Implementation Project for the HSE Achievement Awards 2010.

Informing Families National Project	
Objectives	Key Actions in 2010
To disseminate the findings of the <i>Cork Implementation Pilot Project</i> .	<ul style="list-style-type: none"> ■ A report on the pilot implementation project in the Cork region was completed in the first quarter of 2010, and launched by Minister for Equality, Disability and Mental Health, Mr. John Moloney at University College Cork on 28th June, 2010. The launch attracted significant local and national media interest, including an interview with Chairperson of the Cork Pilot Project, Katherine O’Leary, on the RTE Radio 1 programme ‘<i>News at one</i>’. ■ The report of the Cork Pilot Project includes a roadmap for implementation which is now available to groups around the country as an aid to implementing the guidelines. ■ As part of the work completed during the pilot project, a room for communicating in private with families was donated in Cork University Hospital by the Social Work Team from within their own offices and refurbished as a family room. This was officially opened on 28th June, 2010. While the priority is for paediatric use, in keeping with the partnership approach of the project ‘<i>Seomra 7</i>’ has become a place that can be used for delivering all kinds of difficult news; a place where families can be together in private

	<p>and professionals can communicate with families in comfort.</p> <ul style="list-style-type: none"> ■ A detailed proposal was drawn up and submitted to Minister John Moloney and Ms. Anne Kennelly, Assistant National Director with responsibility for Disability with the HSE, at a meeting in the Department of Health and Children on 22 September 2010. The proposal sets out a process of implementation of the <i>Informing Families Best Practice Guidelines</i> in key geographical areas within the HSE. The Minister and Ms. Kennelly welcomed the proposal and invited the project to submit an application for National Lottery funding in 2011. This application will be prepared and submitted in early 2011.
<p>To develop and launch the Informing Families website.</p>	<ul style="list-style-type: none"> ■ An online resource of up to date, accessible information for provision to parents at the time of their child’s diagnosis was developed by the Informing Families Project in collaboration with parents and professionals in the Cork region, and in response to the needs expressed through the national survey of the Informing Families Project. This website; www.informingfamilies.ie was launched alongside the Cork Implementation Pilot Project Report on 28th June, 2010. ■ The website, which was developed in conjunction with the HSE Department of Social Inclusion, is continually updated with relevant information for parents and professionals. ■ The website provides information in the following areas: <ul style="list-style-type: none"> • Early information for parents who have just received a diagnosis for their child (which can be accessed directly by families or printed by professionals for families). • Training materials, guidance and information for professionals who inform families of their child’s disability. • Materials from the <i>Cork Implementation Project</i> to assist groups in implementing the best practice guidelines. ■ Latest information and developments on the <i>Informing Families Project</i>.
<p>To develop and launch an eLearning module on the <i>Informing Families Guidelines</i>.</p>	<ul style="list-style-type: none"> ■ Following on from the successful delivery and evaluation of classroom-based training on the best practice guidelines in the Cork Implementation Project, an eLearning module was developed and launched in June 2010 to provide professionals with an opportunity to take part in the training through an electronic medium. ■ The eLearning module is provided on the Informing Families website www.informingfamilies.ie and on the HSE online learning and development site www.hseland.ie.
<p>To continue dissemination of <i>Guidelines, Consultation and Research Report</i> and DVD.</p>	<p>The <i>National Best Practice Guidelines for Informing Families of their Child’s Disability</i>; the <i>Informing Families Research and Consultation Report</i>, the ‘<i>Words You Never Forget</i>’ DVD; the <i>Safe Cross Code</i> poster; and the <i>Cork Pilot Implementation Project Report</i> were widely disseminated in 2010 in response to requests from:</p> <ul style="list-style-type: none"> • Member organisations; • HSE community and acute services; • Universities & training providers;

	<ul style="list-style-type: none"> • Publishers (through the ISBN system); • Individual requests.
<p>To present the National Best Practice Guidelines at conferences and study days.</p>	<p>In 2010 presentations were made at conferences and study days of national and international organisations and stakeholder groups, to ensure that the Guidelines reached relevant professionals on the front line. These presentations included:</p> <ul style="list-style-type: none"> ■ Information session for Early Intervention teams from voluntary and HSE services in Dublin West and surrounding areas, hosted by the HSE Community Services Dublin West, at Cherry Orchard Hospital on 10th September 2010. ■ Presentation of the pilot implementation project at the Taoiseach's Public Service Excellence Conference, Dublin Castle took place on 7th July, 2010. ■ Presentation of the Informing Families Guidelines in the context of times of change and challenge across the life-span of people with intellectual disability and their families, took place at the National Federation Masterclass (No. 4), in Dublin on 17th November, 2010. ■ Presentation of the Guidelines and Training of the Informing Families Project at the International Association for the Scientific Study of Intellectual Disability (IASSID) international conference in Rome on 21st October, 2010, with funding provided by the EU through the Grundtvig Lifelong Learning Programme. ■ Presentation of the Informing Families Implementation Project at IPH-HSE seminar "Building a Learning Health & Social Care Service: The Role of Evaluation" on October 26th, in Radisson Hotel, Dublin.
<p>To provide training in the <i>Informing Families Guidelines</i>.</p>	<ul style="list-style-type: none"> ■ A module on the <i>Informing Families Guidelines</i> was provided on the national training course for paediatricians through the Faculty of Paediatrics at the Royal College of Physicians of Ireland (RCPI). This module was developed and evaluated in the Cork pilot project, and was delivered to the RCPI trainees for the first time on 22 September 2010. It is envisaged that this training will become an annual feature of the paediatric training course at the RCPI. ■ Training in the <i>Informing Families Guidelines</i> was provided on various undergraduate and postgraduate medical and nursing curricula including: <ul style="list-style-type: none"> • 4th Year Medicine, University College Cork (UCC) • 1st Year Medicine, University of Limerick • 2nd Year Nursing and Midwifery, UCC • Post-graduate Public Health Nursing, UCC ■ Further opportunities to include the Informing Families training on relevant curricula (such as Obstetrics and Gynaecology) and in Continuous Professional Development for Consultants (via the e-Learning module) were discussed at a meeting with Head of Education and Professional Development at the RCPI, Dr. Ann O'Shaughnessy, and these will be further explored in 2011.

6. Inclusion

Supporting Active Engagement with People with an Intellectual Disability

The National Federation Secretariat is committed to enabling capacity building in member organisations which will promote the inclusion, rights, independence and choice of people with intellectual disability within their own communities and within services provided by National Federation Member Organisations.

Key Actions in 2010	
<p>Social Inclusion/Advocacy:</p> <ul style="list-style-type: none"> ■ Promote social and community access for people with intellectual disability by enhancing resources and supports. <p>Volunteering:</p> <ul style="list-style-type: none"> ■ Review Volunteering Survey findings and recommendations to explore progress in volunteering supports to people with intellectual disabilities ■ Provide ongoing support to our member organisations in their challenge to realise the potential of people with intellectual disability to be volunteers themselves, thereby enabling active citizenship. 	<p>In 2010, the National Federation’s Community Participation and Inclusion Sub Committee combined with our Volunteering Sub Committee to work on a document which would outline best practice to support people with intellectual disability to have fulfilling lives in their communities. This collaboration was underpinned by three National Federation documents:</p> <ul style="list-style-type: none"> ■ People Connecting (2007); ■ Volunteering in Intellectual Disability Services in Ireland (2008); ■ Vision Statement for Intellectual Disability in Ireland for the 21st Century (2009). <p>During 2010, a step by step guide to community inclusion was developed and feedback was provided by five different advocacy groups on its contents. Work on a DVD depicting the transition for one person with an intellectual disability from residential to community living was also commenced with a view to publication and production in early 2011.</p>
<p>Partnership with UNESCO Chair</p>	<ul style="list-style-type: none"> ■ The National Federation of Voluntary Bodies has developed a formal partnership with the UNESCO Chair in Children, Youth & Civic Engagement at NUI Galway and a Memo of Understanding was signed in 2010. The partnership will provide the National Federation with the evidence base to develop policies to support the civic and community engagement of people with an intellectual disability in Ireland – a community where each person with an intellectual disability could live a full and active life of their own choice. ■ The overarching aim of the collaboration is to support the civic engagement of people with intellectual disabilities in Ireland. <p>Two projects from this partnership were initiated in 2010:</p> <ul style="list-style-type: none"> ■ Pilot Project to support the civic engagement of people with intellectual disabilities through access to third level education at NUI Galway.

	<ul style="list-style-type: none"> ■ Children with an Intellectual Disability and their Social Support Networks.
<p>Education: To Monitor and Identify Education Priorities for People with Intellectual Disabilities.</p>	<p>During 2010 the Education Sub Committee:</p> <ul style="list-style-type: none"> ■ Identified education priorities and provided a forum for members to share information on education issues for people with intellectual disability. ■ Advised the Board of Directors of the National Federation of Voluntary Bodies on issues relevant to education of people with intellectual disability. ■ Assisted with the compilation and publishing of a Report on the Proceedings of the International Conference “Inclusive Education for All” which took place at the end of 2009. ■ Initiated collaboration with the Vocational Training & Employment Sub Committee regarding the transition to the post school Education Pathway - particularly for school leavers with more complex needs. ■ Maintained links with the National Council for Special Education and provided support and feedback as requested. ■ Maintained & Supported EASPD through the Pathways to Inclusion (P2i) project and provided information and support as requested. ■ Arranged for representation of National Federation of Voluntary Bodies on the EASPD Standing Committee on Education.

7. Human Resources Development

Providing Supports to Staff and Volunteers

Employee Supports

2010 was another challenging year on the human resources front. The continuing moratorium on recruitment coupled with budget cuts and the exit schemes for particular categories of staff which were introduced towards year end all placed increased pressure on organisations. Throughout the year the National Federation sought to ensure that members were fully briefed on human resource related matters and that concerns were raised with key personnel in the HSE and the Department of Health & Children.

The Human Resources Sub Committee continued to be the main forum for the sharing of information and best practice on key human resources related issues and initiatives. The Sub Committee is comprised of human resource managers / personnel from across National Federation members and the expertise and experience of committee members guides the work of the Federation in relation to human resource matters. Through the work of the Sub Committee, and the regular meetings which are held with the Corporate Employee Relations Services, HSE, organisations were supported to network with fellow human resource professionals and develop common positions on key human resource related matters. During 2010 the work of the Sub Committee was expertly steered by Mr. Liam Murphy, Human Resources Manager, Brothers of Charity Southern Services.

An overview of the key human resources related actions undertaken during 2010 are outlined hereunder.

Objectives	Key Actions in 2010
Employee Supports	
To support the Human Resources Sub Committee in the implementation of its terms of reference.	<ul style="list-style-type: none"> ■ The agreed aims / work plan of the Human Resources Sub Committee were facilitated through the quarterly meetings which took place throughout 2010. Members of the Sub Committee were provided with opportunities to share information in relation to key human resource related initiatives / projects that they were engaged in at local level and were provided with regular inputs regarding policy development, upcoming events, funding opportunities and relevant human resource related developments.
To support National Federation members in relation to key industrial relations issues.	<ul style="list-style-type: none"> ■ During 2010 the National Federation of Voluntary Bodies provided support to member organisations in relation to national deliberations regarding terms / conditions of employment for staff. The position in relation to industrial relations matters of relevance to member organisations was also monitored with key issues being responded to as required. Specifically this included: <ul style="list-style-type: none"> - Providing support to representatives who sat on national committees on behalf of the National Federation of Voluntary Bodies member organisations. - Supporting organisations in relation to key industrial relations issues / national agreements. - Gathering information from member organisations in relation to key issues under consideration in order to develop a national picture / shared position. ■ Public Service Agreement 2010-2014: The Public Service Agreement outlines government plans for the restructuring and reorganisation of

	<p>the public service. In supporting the implementation of the Agreement a number of working groups were established during 2010 which focused on key areas outlined in the agreement:</p> <ul style="list-style-type: none"> • Redeployment of staff within the public service; • Extension of the working day; • Standardisation of terms & conditions of employment; & • Regularisation of acting-up arrangements. <p>The National Federation of Voluntary Bodies nominated representatives to sit on the various groups and to ensure that the interests of Federation members were represented. The National Federation will continue to monitor the implementation of the Croke Park Agreement during 2011 and to liaise with the Chair of the Health Sector Implementation Body, Mr. Pat Harvey, as required.</p> <p>■ National Joint Council (NJC): The NJC is the primary forum for managing industrial relations in the health service and the National Federation of Voluntary Bodies is represented on the NJC by Maura Donovan, Chief Executive, Stewarts Care and Liam Murphy, Human Resources Manager, Brothers of Charity Southern Services. Throughout 2010 representatives of the National Federation of Voluntary Bodies contributed to the work of a number of groups established to progress the work of the Council in order to ensure that the views of Federation members were taken on board in NJC deliberations.</p>
<p>To liaise with the HSE to ensure HR personnel are fully informed on human resource related matters.</p>	<ul style="list-style-type: none"> ■ During 2010 the National Federation of Voluntary Bodies liaised with the HSE Human Resources Directorate to ensure that all National Federation members were updated on new developments as introduced by the HSE / HR Directorate. ■ The National Federation of Voluntary Bodies also continued to work closely with Corporate Employee Relations Service, HSE, which is the representative body for health service employers that aims to promote the development of improved human resource practices within the health service and represents / supports employers in the management of industrial relations. <p>During 2010 the National Federation of Voluntary Bodies held two meetings with key personnel from Corporate Employee Relations Services to ensure that human resource practitioners from across member organisations were updated on changes in employment legislation and policy related developments. These meetings, held in April & October 2010, were open to human resources personnel from across all National Federation member organisations.</p>
<p>To support health and safety / employee wellbeing initiatives within National Federation member organisations.</p>	<ul style="list-style-type: none"> ■ In late 2009 a new National Federation Working Group was established to focus on issues relating to health and safety and employee well being within National Federation of Voluntary Bodies member organisations. Members of the group are drawn from those who have responsibility for health and safety matters within their respective organisations. ■ A programme of work for 2010 was agreed which focused broadly on the following themes: <ul style="list-style-type: none"> • Networking / Sharing of knowledge: • Employee Wellbeing / Stress Management initiatives: • Health & safety training / Legislative Compliance • Sharing of resource materials e.g. statements, policy documents,

	<p>etc.</p> <ul style="list-style-type: none"> • Risk assessment / management systems. <ul style="list-style-type: none"> ■ In addition to the above the group also sought to develop links with the Health & Safety Authority (HSA) and in particular to work with the HSA on the implementation of its Five Year Plan for the Healthcare Sector 2010-2014. A presentation was made by the HSA to the Working Group at its meeting in April 2010 and in autumn an invitation was received from the HSA to nominate a representative of the National Federation to join the Healthcare Steering Group established by the HSA to provide expertise and support in the development and implementation of the actions detailed in the plan. Mr. Jim Kinsella, Stewarts Care, was nominated to represent the National Federation on this Working Group.
<p>To develop a group Employee Assistance Programme for National Federation member organisations.</p>	<ul style="list-style-type: none"> ■ A group Employee Assistance Programme (EAP) was established with Vhi Corporate Solutions for National Federation members during 2010. The role of the EAP is to provide a workplace-focused programme to assist in the identification and resolution of employee concerns that may affect performance. It further allows management access to practical and emotional support that is invaluable at times when the ability of individuals or teams to cope is under strain. ■ The establishment of the group scheme has resulted in considerable savings for member organisations and almost half of all Federation members have now signed up to the EAP.
<p>To participate in the ROSE (Reducing Occupational Stress in Employment) Project with European partners.</p>	<p>During 2010 the National Federation participated as a partner in the ROSE Project which was funded under the European Leonardo Programme. The primary objective of the project, whose lead partner was Waterford Institute of Technology (WIT), was to develop a combined person and work directed stress management programme in order to improve the retention of staff working in intellectual disability / mental health services.</p> <p>During 2010 the National Federation of Voluntary Bodies:</p> <ul style="list-style-type: none"> ■ Identified a number of organisations to pilot the on-line stress management intervention programme which was developed. ■ Undertook a review of the pilot programme aimed at enhancing the final intervention tool developed. ■ Contributed to the overall strategic management of the ROSE Project through attendance at meetings and participation in conference calls. ■ Supported the final Project conference which took place in Dublin in October 2010 at which the main findings of the ROSE Project were presented.
<p>To develop a 'Guide to Inclusive Recruitment' to assist organisations in adopting inclusive strategies in the recruitment of staff / volunteers.</p>	<ul style="list-style-type: none"> ■ During 2010 members of the Human Resources Sub Committee focused on the development of an inclusive recruitment guide which sought to outline a range of options for organisations as to how they can involve people who are availing of services more actively in the recruitment process. A guideline document and training to support the implementation of the guidelines will be available in 2011.
<p>To ensure National Federation member</p>	<ul style="list-style-type: none"> ■ During 2010 the National Federation continued to liaise with the Garda Central Vetting Unit in order to ensure that National Federation

<p>organisations have appropriate procedures in place for Garda vetting of staff and volunteers.</p>	<p>members had access to a timely Garda vetting process and to address the issues of concern as identified by National Federation of Voluntary Bodies members in relation to Garda vetting.</p> <ul style="list-style-type: none"> ■ The National Federation of Voluntary Bodies was also represented on a Working Group established by the HSE to consider the issue of garda vetting for existing staff members i.e. staff members working in organisations who have not previously been subject to garda vetting. The work of this group will continue in 2011.
<p>National Federation of Voluntary Bodies Pension Scheme</p>	<p>As at 31st December, 2010, there were 2,275 members from 23 different member organisations of the National Federation of Voluntary Bodies availing of the scheme, with a fund value of almost €80m. During 2010 the National Federation of Voluntary Bodies continued to:</p> <ul style="list-style-type: none"> ■ Liaise with our Fund Manager, New Ireland Assurance, to ensure that our members' interests are protected in the current economic climate. ■ Administer the scheme in conjunction with New Ireland Assurance to ensure that members pension contributions were invested in a timely fashion. ■ Arrange four meetings of the Pension Scheme Trustees and the annual meeting between the Pension Scheme Trustees and Fund Managers to assess performance and ensure members interests are protected and promoted as far as possible. ■ Communicate with Pension Administrators employed by member organisations and appraised them on all aspects of the Scheme. ■ From 1st February, 2010, new trustees are required to undertake training within 6 months of being appointed, while existing trustees must be trained within 2 years. All trustees will then be required to undertake training every two years thereafter. The Federation organised Trustees Training with the Irish Association of Pension Funds for its Pension Trustees.

8. SKILL Development

Supporting Capacity Building, Training and Professional Development

During 2010 the Training & Development Sub Committee, under the direction of Mr. Brendan Broderick, Chief Executive, Sisters of Charity of Jesus & Mary, Muirosa Foundation, continued to act as a central co-ordination and reference point for a number of the training and development activities undertaken by the National Federation. The Sub Committee is comprised of highly experienced training and development professionals from across National Federation member organisations that are committed to best practices in staff training and development and service provision.

In the current climate where numerous policy and organisational related changes are taking place it is vital that staff possess the necessary skills to adapt to and implement new developments as directed by service and policy developments. A continued focus on a comprehensive training and development strategy within organisations is an essential element of any successful change agenda and organisations need to remain committed to ensuring that staff are fully equipped to lead progressive service developments which ultimately lead to an enhanced quality of life for people availing of services. The following is a summary of the key actions which were undertaken by the National Federation of Voluntary Bodies to support such changes during 2010:

Objective:	Key Actions in 2010
<p>To implement the terms of reference of the Training & Development Sub Committee.</p>	<ul style="list-style-type: none"> ■ Members of the Training & Development Sub Committee met regularly during 2010 to implement its annual programme of work. Through the work of the Sub Committee members networked and shared information on training and learning related initiatives which they were engaged in within their respective organisations. A number of presentations took place in 2010 aimed at informing the work of the group. These included: Informing Families of their Child’s Disability – eLearning Module and eLearning modules developed for in-house usage by Ability West.
<p>To enhance the capacity of Front Line Managers in intellectual disability services to effectively carry out their role and to contribute to the human resource function within their organisation in partnership with key stakeholders.</p>	<ul style="list-style-type: none"> ■ During 2010 the National Federation of Voluntary Bodies ran a third cycle of the front line managers training programme - <i>‘Managing for the Future: Building your Skills as a Front Line Manager in a Person Centred Environment’</i>. ■ Specifically the Programme aimed: <ul style="list-style-type: none"> ● To enhance and clarify learners’ understanding of their role as a front line manager. ● To develop a specific set of skills and competencies required by front line managers and to build their confidence in their role. ● To develop learners’ people management skills and knowledge of relevant human resource policies and procedures and employment law. ● To develop managers’ people management skills and ability to lead a team. ● To develop knowledge and practical skills in managing change. ● To provide a basis from which participants can progress onto further (accredited) training programmes. ■ The programme was delivered in conjunction with personnel from The Kemmy Business School, University of Limerick (UL) and was accredited

	<p>as a Certificate in Management (Intellectual Disability), Level 6, National Framework of Qualifications. Programme graduates were conferred at the summer graduation ceremony which took place on August 26th 2010.</p> <ul style="list-style-type: none"> ■ Work commenced in late 2010 on updating the programme materials to ensure that they remain pertinent to the needs of front line managers and reflective of the policy and legislative changes taking place within the disability sector.
<p>To host a 1-day trainers networking event entitled 'Training – Core Essential or Costly Extra' targeted at training personnel.</p>	<ul style="list-style-type: none"> ■ As part of the National Federation's commitment to the sharing of best practice in training and development a 1-day workshop took place on Sept 22nd which aimed to support those who have responsibility for training and development related activities within Federation members. ■ The event was expertly facilitated by Mr. Brian McGeough, Managing Director, PSM Ltd, and sought to reinforce the value of training in developing employee's skills and enhancing their commitment to achieving the goals of the organisation. The main theme of the event was that the promotion of excellence requires an on-going organisational commitment to education and training. ■ A summary report on the event can be obtained from the offices of the National Federation of Voluntary Bodies.
<p>To organise a range of training and development related programmes for National Federation members.</p>	<ul style="list-style-type: none"> ■ During 2010 the National Federation of Voluntary Bodies co-ordinated the delivery of a series of short-term training and development programmes which were identified as priority areas by National Federation members. These programmes were aimed at developing specific skills sets for staff working within National Federation member organisations and included the following: <ul style="list-style-type: none"> ● Training for those who have been appointed as Support Contact Persons (SCP's) under the Dignity at Work Policy: During 2010 Dublin Rape Crisis Centre delivered a series of training programmes for Federation members targeted at (i) Newly appointed SCP (ii) Co-ordinators of SCP's and (iii) Established SCP's who wished to update their skills and review how they have been getting on in the role. ● Mediation Service: A briefing session was held in September 2010 on the mediation service which is now operational within the HSE and HSE funded bodies.
<p>To support the continued implementation of the SKILL Programme within National Federation member organisations during 2010.</p>	<p>During 2010 the National Federation of Voluntary Bodies supported the roll-out and operation of the SKILL Programme in intellectual disability services. The overall aim of the SKILL Programme is to "<i>...educate, develop and train support staff in the health services to the optimum of their abilities in order to enhance their role in the quality of service provision.</i>"</p> <p>Specifically the National Federation undertook the following activities during 2010:</p> <ul style="list-style-type: none"> ■ Co-ordinated the allocation of SKILL Programme quota places to National Federation member organisations. Two briefing sessions took place in spring 2010 for Federation members aimed at ensuring that members were clear regarding the aims of the SKILL Programme and how the programme operates in practice. A total of 100 learners were nominated to commence their SKILL training at FETAC Levels 5-6 and a

	<p>further 40 learners commenced in their training in 2 Critical Mass Site locations i.e. Stewarts Care and the Brothers of Charity Services, Limerick.</p> <ul style="list-style-type: none"> ■ Continued to liaise with the Disability Federation of Ireland (DFI) in relation to the operation of the SKILL Programme within disability services and the customisation / development of SKILL Programme Modules to meet the needs of the personnel from disability services. ■ Co-ordinated the draw down of funding which organisations could access to cover a portion of the costs associated with learner's participation in the SKILL Programme. ■ In summer 2010 the National Federation of Voluntary Bodies was very pleased to be invited to nominate 3 learners from member organisations for a John F Kennedy Fellowship. The Fellowships aim to provide support to learners who are engaged in a course of study aimed at enhancing their skills and future careers. ■ The National Federation of Voluntary Bodies also contributed to the Value for Money Review of the SKILL Programme which was initiated by the HSE in late 2010 and undertaken by Ernst & Young. The report will be published in early 2011.
<p>To support the work of the Health & Safety Authority (HSA) in relation to manual / people handling instruction standards training.</p>	<ul style="list-style-type: none"> ■ Ms. Fiona Colvin, Risk Manager, Stewarts Care, was nominated by the National Federation of Voluntary Bodies onto the Manual / People Handling Training Advisory Group which was established by the Health & Safety Authority in 2006. ■ Through the work of the group two FETAC Level 6 Standards (specific purpose certificates) for Manual Handling Instruction and People Handling Instruction have been developed. The group has also developed a policy in relation to FETAC registration of Training Providers who deliver manual handling instruction and people handling instruction. ■ The work of the group is now complete and full details on the manual handling standards are available on the FETAC website – www.fetac.ie
<p>To participate in the Training Links Programme operated by Ability West.</p>	<p>In 2009 the National Federation of Voluntary Bodies was invited by Ability West to join its Training Network Steering Committee which was established following a successful funding application to The Wheel's Training Links Programme. This initiative continued in 2010 and a series of training programmes, targeted at middle and senior managers, were delivered which focused on the key areas of: Skills for Interview Boards / Conflict Management / Conducting Formal Investigations & Management of Volunteers. During 2010 the National Federation of Voluntary Bodies supported the roll-out of the training and nomination of participants to take part in same.</p>
<p>To provide regular updates to and expand the training and development section of the National Federation Website.</p>	<ul style="list-style-type: none"> ■ During 2010 a range of information was provided to National Federation members regarding training and development initiatives, funding opportunities, events, etc.

<p>To liaise with the HSE and in particular with the Performance & Development section on key training and development related actions.</p>	<ul style="list-style-type: none"> ■ Throughout 2010 the National Federation continued to liaise with personnel from the HSE Performance & Development Function in the implementation of training and learning initiatives aimed at supporting employee development within National Federation member organisations. ■ We continued to support the expansion of the HSE Learning Centre and to encourage National Federation member organisations to utilise the Learning Centre as a blended approach to learning and to complement other forms of learning occurring within organisations. ■ During 2010 the HSE piloted an initiative entitled 'From College to Work in the Health Services' which was aimed at assisting with student's transition from college to the workplace. There were 2 components to the Project; a self directed learning resource (available on www.HSELand.ie which provided information on how the health services are structured, main policies and legislation, etc and a 2-hour interactive session which provided students with the opportunity to reflect on their experiences whilst on clinical placements. The project was piloted over the March – May 2010 period with final year therapy students. The National Federation of Voluntary Bodies was pleased to input into the project so as to ensure that graduates who subsequently commence employment with organisations in the intellectual disability sector are familiar with the particular ethos of the sector.
<p>To explore the development of eLearning opportunities for Federation members.</p>	<ul style="list-style-type: none"> ■ A Working Group focused on developing 'Learning-on-Line' opportunities for Federation members was established in late 2009. During 2010 the group surveyed Federation members seeking proposals regarding how eLearning could provide support as a blended approach to learning within organisations. There were 2 areas highlighted as being possible starting points i.e. manual handling refresher training and report writing. The Working Group therefore decided to concentrate its efforts on developing a draft Manual Handling Training Module and work will continue on this into 2011.
<p>To explore opportunities for shared learning by supporting student / volunteer development and education.</p>	<ul style="list-style-type: none"> ■ Throughout 2010 the National Federation of Voluntary Bodies facilitated a volunteer placement which was focused on supporting research projects which were underway.

Appendix 1

National Federation of Voluntary Bodies' Board of Directors

- John O’Dea, Western Care Association (Chairperson)
- Brendan Broderick, Sisters of Charity of Jesus & Mary
- Tony Darmody, Kerry Parents & Friends Association
- Maura Donovan, Stewarts Hospital
- Wally Freyne, Daughters of Charity Services
- Mary Kealy, Brothers of Charity Services Clare
- Bro Laurence Kearns, St. John of God Community Services
- Edith Kennedy, MIDWAY
- Christy Lynch, KARE
- Paul Ledwidge, St. Michael's House
- Patricia Lee, Sisters of La Sagesse
- Vincent Millet, Irish Sisters of Charity (RIP)
- Maura Nash, COPE Foundation
- Michael Noone, Sunbeam House Services
- Winifred O'Hanrahan, Brothers of Charity Services

Appendix 2

National Federation of Voluntary Bodies Member Organisations

- Ability West, Blackrock House, Salthill, Galway
- Ard Aoibhinn Centre, Belvedere Road, Wexford
- Assoc. of Parents & Friends Carrickmacross, Corcrin, Carrickmacross, Co. Monaghan
- Beam Services, Chestnut Court, Royal Oak Road, Bagenalstown, Co. Carlow
- Brothers of Charity Services Clare, Banner House, Clare Road, Ennis, Co. Clare
- Brothers of Charity Services Galway, Woodlands, Renmore, Galway
- Brothers of Charity Services Limerick, Blackberry Park, Ballykeeffe, Dock Road, Limerick
- Brothers of Charity Services Roscommon, Lanesbro Street, Roscommon
- Brothers of Charity Services South East, Belmont Park, Waterford
- Brothers of Charity Southern Services, Lota, Glanmire, Co. Cork
- Cairdeas Centre, Tullow, Co. Carlow
- Camphill Communities of Ireland, Ballytobin, Callan, Co. Kilkenny
- Carriglea Cairde Services, Carriglea, Dungarvan, Co. Waterford
- CASA (Caring & Sharing Association), Carmichael Centre, North Brunswick Street, Dublin
- Cheeverstown House, Templeogue, Dublin 6W
- Children’s Sunshine Home, Leopardstown Road, Foxrock, Dublin 18
- Clann Mór Ltd., Clann Mór House, Commons Road, Navan, Co. Meath
- Clones Branch, Cairde Activation Centre, Unit 5, Largy, Clones, Co. Monaghan
- CoAction West Cork, Slip, Bantry, County Cork
- COPE Foundation, Bonnington, Montenotte, Cork
- Cork Association for Autism, 18 Cook Street, Cork
- County Wexford Community Workshop, Beelefield, Enniscorthy, Co. Wexford
- County Wexford Community Workshop, Marshmeadows, New Ross, Co. Wexford
- DARA Residential Services, 8 The Avenue, Castletown, Celbridge, Co. Kildare
- Daughters of Charity Service, St. Vincent’s Centre, Navan Road, Dublin 7
- Delta Centre, Strawhall, Carlow
- Drumlin House, Cootehill, County Cavan
- Gheel Autism Service, Ballycurraghan, Maynooth, Co. Kildare
- Holy Angels Day Care Centre, Strawhall Industrial Estate, Carlow
- KARE, Newbridge Industrial Estate, Newbridge, County Kildare
- KASMHA, College Gardens, Callan Road, Kilkenny

- Kerry Parents & Friends Association, Old Monastery, Port Road, Killarney, Co. Kerry
- L'Arche Ireland Secretariat, Cluain Aoibhinn, Fairgreen Lane, Callan, Co. Kilkenny
- Malta Services Drogheda, Malta House, Fair Street, Drogheda, Co. Louth
- MIDWAY Services, Beechmount Industrial Estate, Navan, Co. Meath
- Moorehaven Centre, O'Brien Street, Tipperary
- North West Parents & Friends Association, Holy Family Day Centre, Ballytivnan, Sligo
- Peacehaven, 1-2 Hillside, Greystones, Co. Wicklow
- Peamount, Newcastle, County Dublin
- Prosper Fingal, Strand Street, Skerries, Co. Dublin
- RehabCare, Roslyn Park, Beach Road, Sandymount, Dublin 4
- Sisters of Charity of Jesus & Mary, Moore Abbey, Monasterevin, Co. Kildare
- Sisters of La Sagesse, Cregg House, Sligo
- 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, Moorehampton Road, Donnybrook, Dublin 4
- St. Michael's House, Ballymun Road, Ballymun, Dublin 9
- St. Patrick's Centre (Kilkenny), Kells Road, Kilkenny
- St. Vincent's Centre, St. Mary's Road, Cork
- Stewarts Care, Palmerstown, Dublin 20
- Sunbeam House Services, Cedar Estate, Killarney Road, Bray, Co. Wicklow
- Tipperary Association for Special Needs, Cashel, Co. Tipperary
- Walk with You (formerly Walkinstown Association), 1 Longmile Road, Dublin 12
- Waterford Intellectual Disability Association, 2 Belmont Road, Ferrybank, Waterford
- Western Care Association, Pool Road, Castlebar, Co. Mayo
- Windmill Therapeutic Training Unit, Larkins Lane, South Main Street, Wexford

Appendix 3

National Federation of Voluntary Bodies Sub Committees & Working Groups as at 31st December 2010

Community Participation & Inclusion Sub Committee:

Richard Collins, Clare (Chairperson)

Yvonne Bohane, Kildare

Karen Brennan, Kildare

Mary Carty, Waterford

Roisin Deery, Meath

Theresa Doyle, Kildare

Catherine Devine, Dublin

Ann Finlay, Kildare

Veronica Freeney, Kildare

Mary Gavin, Dublin

Martine Healy, Meath

Brian Hogan, Clare

Angela Hynes, Cork

Rosemary Kearns, Galway

Aine Kerr, Dublin

Mary Lannon, Dublin

Grainne Lee, Kildare

Kareena McGeeney, Kildare

Joe McGrath, Clare

Mary Lucey Pender, Dublin

Claire Maher, Tipperary

Ann Marie McDermott, Kildare

Noreen McGarry, Mayo

Lorraine McNicholas Dublin

Ann O'Callaghan, Cork

Eileen O'Keeffe, Cork

Tricia Shelley, Tipperary

Joan Skeffington, Tipperary

Brian Donohoe, Galway

Breda Casey, Galway

Education Sub Committee:

Maura Nash, COPE Foundation (Chairperson)

Mary Byrne, St. Aidan's

Mary Carrig, Stewarts Care

Noel Dillon, St. Michael's House

Phil Gray, St. John of God Community Services

Helen Guinan, COPE Foundation

Majelle Ffrench O'Connor, Sisters of Charity of Jesus & Mary

Mary Barrett, National Federation of Voluntary Bodies

Finance Sub Committee:

John O'Dea, Western Care Association (Chairperson)

Brendan Broderick, Sisters of Charity of Jesus & Mary

Tony Darmody, Kerry Parents & Friends

Paul Ledwidge, St. Michael's House

Winifred O'Hanrahan, Brothers of Charity Services

Brian O'Donnell, National Federation of Voluntary Bodies

Human Resources Sub Committee:

Liam Murphy, Brothers of Charity Services Cork (Chairperson)
Pauline Brennan, Western Care Association
Eileen Carr, Malta Services Drogheda
Francis Coughlan, SOS Kilkenny Ltd.
Paul Egan, Sisters of La Sagesse
Claire McKenna, RehabCare
Pat Fitzgerald, Peamount Hospital
Brian Gallagher / Paula O'Riordan, Cheeverstown House
Adrian Harney, Ability West
Olive Leonard, Sisters of Charity of Jesus & Mary
Marie Linehan, Kerry Parents & Friends Assoc.
Gerry Mullholland, Stewart's Care
Michele Oppermann, Daughters of Charity
Aine O'Callaghan, COPE Foundation
Kathleen O'Callaghan, St. Joseph's Foundation
Mary O'Connor, KARE
John Pepper, St. John of God Community Services
Rose Rafferty, St. Michael's House
Eileen Skehan, Carriglea Cairde Services
Jillian Sexton, National Federation of Voluntary Bodies
Caroline Looney, National Federation of Voluntary Bodies

Quality Sub Committee:

Bernard O'Regan, Western Care Association (Chairperson)
Fiona Coffey, Brothers of Charity Galway
Eileen Costello-Conneely, Ability West
Yvonne Downey, Ard Aoibhinn
Kay Downey Ennis, Daughters of Charity
Maura Fitzgerald, COPE Foundation;
Heather Hogan, Sisters of Charity of Jesus & Mary
Tom Hughes, Western Care Association
Bob McCormack, DARA Residential Services
Mary McGrath, Carriglea Cairde Services
Eileen O'Mahony, Cheeverstown House
Paula O'Reilly, Cheeverstown House
Teresa Ryan, Brothers of Charity Limerick

Research Sub Committee:

Francis Coughlan SOS Kilkenny (Chair)
Brian McClean, Brothers of Charity Services Roscommon
Aine Taylor, Camphill Communities
Sean Abbott, COPE Foundation
Sarah Kelly, KARE
Connie O Regan, Western Care
Teresa Ryan, Brothers of Charity Limerick
Bernie Fay, Sisters of Charity of Jesus & Mary
Aine Kelly, St. John of God Community Services
Mary McCarron, Trinity College
Mark Staunton, Brothers of Charity Clare
Edel Tierney, National Federation of Voluntary Bodies
Caroline Looney/Mary Barrett, National Federation of Voluntary Bodies
Alison Harnett, National Federation of Voluntary Bodies
Orla Kelly (Research Intern on Placement with NFVB for 9 months)

Services Development Sub Committee:

Brendan Broderick, Sisters of Charity of Jesus & Mary (Chairperson)
Tony Darmody, Kerry Parents & Friends
Paul Ledwidge, St. Michael's House
Christy Lynch, KARE
John O'Dea, Western Care Association
Winifred O'Hanrahan, Brothers of Charity Services
Pat O'Toole, St. Christopher's
Brendan Sutton, Cheeverstown House
Brian O'Donnell, National Federation of Voluntary Bodies

Training & Development Sub Committee:

Brendan Broderick, Sisters of Charity of Jesus & Mary Services (Chairperson)
Geraldine Boland, St. Michael's House
Ann Donohue, Brothers of Charity Services, Galway
Kay Downey Ennis, Daughters of Charity Services
Karen Finnerty, Open Training College
Adrian Harney, Ability West
Majella Hayes, Brothers of Charity Services – South East
Anne Keenan, CWCW
Marie Linehan, Kerry Parents & Friends Assoc.
Rosaleen McCabe, St. John of God Community Services
Anne Rowe Monaghan, Sunbeam House Services
Gerry Mulholland, Stewarts Care
Mary O'Connor, KARE
Paula O'Riordan, Cheeverstown House
Liam Quinn, SOS Kilkenny
Denise Shaw-Kelly, Brothers of Charity Services, Limerick
Eileen Skehan, Carriglea Cairde Services
Jillian Sexton, National Federation of Voluntary Bodies

Vocational Training & Employment Sub Committee:

Christy Lynch, KARE (Chairperson)
Maureen Cahill, Brothers of Charity Cork
Kevin Delaney, Brothers of Charity Clare
Eddie Denihan, Stewarts Hospital
Mary Desmond, COPE Foundation
Geraldine Doyle, Prosper Fingal
TJ Duggan, Cheeverstown House
Kevin Hoey, Sunbeam House Services
Trevor Jacob, Co. Wexford Community Workshop
Edith Kennedy, MIDWAY
Conor McAtasney, CoAction
John O'Callaghan, Daughters of Charity Limerick
Sandra Whelan, Walkinstown Association

Volunteering Sub Committee:

Anne Byrne, KARE (Chairperson)
Philip Crosbie, Waterford
Roisin Deery, MIDWAY Services
Rhoda Judge, Daughters of Charity Services
Linda Keane, Ability West
Rosemarie Kearns, Brothers of Charity Services Galway
Gerry McLaughlin, Sisters of Charity of Jesus & Mary (co-chair)
Noreen McGarry, Western Care
Susan McGill, Brothers of Charity, South Eastern Region

Jerry Mullane, COPE Foundation
Mary O'Connell, Brothers of Charity, Limerick
Kathleen Sherry, SOS Kilkenny Ltd.
Breda Casey, National Federation of Voluntary Bodies

Informing Families Project Cork Implementation Project Steering Committee:

Katherine O'Leary, Chairperson - Parent & Director Inclusion Ireland
Michael Butler, Care Group Co-ordinator for Physical and Sensory Disability, West Cork
Dr. Mary Desmond, Principal Psychologist COPE Foundation
Dr. Margaret Farrelly, Principal Psychologist St. Joseph's Foundation, Charleville
Dr. Suzanne Guerin, Lecturer in research design & analysis – University College Dublin Cork
Prof. Jonathan Hourihane, Professor of Child Health and Paediatrics, Cork University Hospital
Alison Harnett, National Federation of Voluntary Bodies
Geraldine Keoghane - Director of Midwifery, Cork University Maternity Hospital
Hilary Lane, Senior Clinical Psychologist, Enable Ireland
Breda Long, Early Intervention Project Officer
Maeve McCarthy Barrett, Branch Secretary Cork
Dr. Dan McKenna, Consultant Obstetrician Cork University Maternity Hospital
Dr. Brendan Murphy, Consultant Neonatologist Cork University Maternity Hospital
Eamon Naughton, Health Services National Partnership Forum
Gabrielle O'Keeffe, General Manager South Lee LHO
Mr. Gerry O'Connor, Consultant in Ophthalmic Surgery Cork University Hospital
Helen O'Connor, Social Worker, Brothers of Charity Southern Services
Mary Owens, Director of Nursing, Mallow General Hospital
Yana O'Donovan, Clinical Nurse Specialist Early Intervention, Co-Action West Cork
Carl Plover, Cork Deaf Association
Dr. Olivia O'Mahony, Consultant Paediatric Neurologist, Cork University Hospital
Dr. Margaret O'Rourke, Senior Lecturer & Director of Behavioural Science, UCC
Edel Tierney, Director of Research & Policy Development - National Federation of Vol. Bodies

Person Centred Medication Management (PCMM) Working Group:

David Kieran, St. Anne's, Roscrea (Chairperson)
Peter Boland, St. Ita's, Portrane
Brigid Butler, St. John of God Community Services
Carmel Byrne, St. Michael's House
Deirdre Carroll, Inclusion Ireland
Hilary Coates, RCSI
Deirdre Fay, Brothers of Charity
Marie Grimes McGrath, St. Anne's Services
Heather Hogan, Sisters of Charity of Jesus and Mary
Christine Hughes, National Council for Nursing and Midwifery
Mary McArdle, Department of Health and Children
Sheila Macken, Brothers of Charity Roscommon
Audrey Mee, St. Hilda's, Athlone
Una Nagle, Brothers of Charity, Cork
Patricia Noonan-Walsh, UCD
Linda O'Leary, Dara Residential (RIP)
Anna Plunkett, St. John of God Community Services, Drumcar
Anne Marie Ryan, Nursing Board
Luck van Erwegen, Sisters of Charity of Jesus and Mary
Kathleen Walsh, An Bord Altranais
Joe Wolfe, Joe Wolfe and Associates

Appendix 4

National Federation of Voluntary Bodies Financial Data 2010

	Year Ended 31/12/10	Year Ended 31/12/09
<u>Income & Expenditure:</u>		
Income:		
HSE Grant	328,064	347,158
Members Subscription	143,557	143,757
Pension Scheme Administration Fee	74,894	73,125
Other Income	39,025	22,703
Project Income	<u>309,140</u>	<u>254,220</u>
	894,680	840,963
Expenditure:		
Pay Expenditure	410,220	438,404
Non Pay Expenditure	116,017	117,921
Project Expenditure	<u>345,934</u>	<u>259,199</u>
	872,171	815,524
<i>Surplus for the Year</i>	<u>22,509</u>	<u>25,439</u>
 <u>Balance Sheet:</u>		
Fixed Assets	410,022	419,784
Current Assets:		
Debtors	22,166	45,840
Bank	<u>477,393</u>	<u>455,489</u>
	499,559	501,329
Creditors – amounts falling due within 1yr	(442,109)	(449,479)
<i>Net Current Assets</i>	<u>57,450</u>	<u>51,850</u>
Total Assets Less Current Liabilities	467,472	471,634
Creditors – Amounts falling due after 1yr	(249,056)	(275,727)
Total Net Assets	<u>218,416</u>	<u>195,907</u>
Capital & Reserves		
Surplus for the Year	22,509	25,439
Reserves	<u>195,907</u>	<u>170,468</u>
	<u>218,416</u>	<u>195,907</u>

The National Federation of Voluntary Bodies Financial Statements are audited by Michael O’Hanlon & Co, Loughrea, Co. Galway.

The above figures are an extract from the National Federation’s Financial Statements for Year Ended 31st December, 2010.

NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

The National Federation of Voluntary Bodies Providing Services to People with Intellectual Disability is a national umbrella organisation for voluntary/non-statutory agencies who provide direct services to people with intellectual disability in Ireland. Our 62 Member Organisations provide services to 22,000 people with intellectual disability and their families in the Republic of Ireland and account for in excess of 85% of this country's direct service provision to people with an intellectual disability.

The services provided to people with an intellectual disability are founded on the values as set out in the O'Brien (1997) Principles of Inclusion, Choice, Dignity, Respect, Participation and Contribution. They are rooted in the rights based perspective that people with intellectual disability have the right to live full and active lives, and be active participating members of their own community.

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