

NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

MEETING THE CHALLENGE IN CHANGING TIMES STRATEGIC PLAN 2011 – 2014

Strategic Priorities:

The National Federation of Voluntary Bodies has developed five strategic priorities which form the basis of our Strategic Plan 2011 – 2014.

Strategic Priority One:

To provide guidance and leadership to our member organisations in the shaping and implementation of National Policy.

Objective:

- Support our membership in the management of change through the development of best practice change management guidelines.
- Provide practical support in the implementation of all new relevant National Policy Initiatives.
- Strengthen cohesion within the Federation at national and regional levels.
- Support effective implementation of the National Disability Strategy.

Strategic Priority Two:

Consolidate our commitment to continuous quality improvement and innovation.

Objective:

- Be involved in the shaping and implementation of the HIQA National Standards in Residential Disability Services.
- Identify extent to which quality accreditation has been achieved, or is being actively pursued, by member organisations.
- Provide practical support to member organisations in the implementation of appropriate quality systems.
- Identify the innovative and best practice quality developments for dissemination throughout the Federation and presentation to the critical decision makers.
- Consider and advise on how best to support and include people with intellectual disability, and families, in the decision making processes that affect their lives.

Strategic Priority Three:

Staff employed and volunteers engaged by member organisations should be equipped with the competencies and skills necessary to implement national policy relating to people with intellectual disability.

Objective:

- Ensure that training and development initiatives are focussed on skills development to meet the requirements of the new policy direction.
- Maximise the potential of the Croke Park Agreement to achieve greater flexibility in terms of skills mix and work practices.
- Identify and implement initiatives to address and overcome the challenges presented by the moratorium on public sector recruitment.
- Ensure that the value add which a vibrant community and voluntary sector brings to the lives of people with intellectual disability is clearly articulated and understood.

Strategic Priority Four:

To deepen our relationship with key external stakeholders in addressing issues of mutual concern in meeting the support needs of people with disabilities.

Objective:

- Ensure Federation is represented on all key national and regional Disability Fora.
- Strengthen our collaboration with national advocacy groups.

Strategic Priority Five:

Comprehensively review the funding and financial issues affecting the sector.

Objective:

- Develop a robust service costing methodology.
- Consider and review Resource Allocation Models.
- Respond to the Government's Value for Money Report on Disability Services.
- Examine in detail all matters relating to the commissioning and tendering for services.
- Examine the feasibility of a shared services approach to achieving better value for money.
- Review all matters relating to the introduction of personalised budgets.

Mission Statement:

"To provide the leadership and support that will enable voluntary organisations to adapt to a radically changing operating environment, with the ultimate aim of ensuring that the people whom our members support benefit from best quality service according to their needs."

Guiding Principles:

People with an intellectual disability have the right:

- ✚ To be supported to live a life on their own terms;
- ✚ To be included in all decisions that affect their lives;
- ✚ To have meaningful, freely chosen relationships;
- ✚ To be included as a contributing member of their own communities;
- ✚ To choose their own supports and have access to the resources to do this;
- ✚ To have the same rights, responsibilities and opportunities as every other citizen.

Core Values:

The values that guide the way we behave as a Federation are:

- ✚ **Integrity** – We are loyal and committed to the mission and guiding principle of the National Federation of Voluntary Bodies.
- ✚ **Professional Conduct** – Ensure that we adopt only the best business practices and disciplines.
- ✚ **Openness** – Ensure that our communication is open and effective and our Governance and decision making processes transparent.
- ✚ **Accountability** – Ensure that we are fully accountable to our members, to the people who we support and their families, funders and communities in respect of the decisions and actions we take.
- ✚ **Person Centred** – Ensuring that we listen to, and are responsive to, the people we support.
- ✚ **Quality Focussed** – Ensure that we always seek to improve and maintain commitment to innovation and development.
- ✚ **Commitment to Staff** – Ensure that we facilitate and recognise staff contributions and efforts, and support individual development.
- ✚ **Voluntary Ethos** – We are committed to the preservation of a voluntary ethos in the provision of supports to people with intellectual disability.