

Welcome to the
National Federation Newsletter
Winter 2018



'Who Cares? Building a new Relationship between the not-for-Profit Sector and the State.'

The report entitled *'Who Cares? Building a new relationship between the not-for-profit sector and the State, 2018'* was commissioned by the Rehab Group and launched on Wednesday 21st November, 2018. The research conducted by Dr. Chris McInerney, Department of Politics and Public Administration, University of Limerick, to which the National Federation of Voluntary Bodies contributed, was presented to politicians at an event in Leinster House. The report sets out the challenges currently being faced by the sector and makes recommendations for a sustainable future, a future which envisages a key role for a vibrant properly resourced voluntary disability sector. Although focused on Section 39 organisations the research findings will resonate with all not-for-profit providers of services to people with disabilities.

After years of under-funding, coinciding with exponential growth in regulation and compliance requirements, along with significant growth in demand for essential services to meet current and changing needs, and having to operate in the absence of a Government strategy for its role and future, the report is clear that the sector has arrived at a crossroads and will soon be unsustainable.

Five main themes emerged from the research undertaken which are detailed in the report:

- What makes not-for-profit organisations different?
- The state of current relationships;
- Accountability, regulation and compliance;
- Funding;
- Pressure on human resources.

The research concluded that not-for-profit organisations have a unique motivation, are considerably more flexible in dealing with difference, have stronger relational capacity, are innovative and are inherently person-centred. Regarding the state of current relationships, the view is that higher levels

of state control have superseded collaboration, there has been a discernible move away from an approach based on genuine partnership to one based on command and control in identifying and meeting the needs of people with disabilities.

While fully understanding and accepting the need for accountability for public funding received, the lack of financial provision to meet regulatory requirement, and the existence of multiple and often competing forms and processes of regulation, which has the effect of drawing scarce resources away from primary purpose, is concerning. 'The balance and burden of accountability and compliance regimes is hampering the ability of organisations to function effectively and to deliver quality outcomes for people with disabilities'.



Mo Flynn, Chief Executive, The Rehab Group (4th from left) with delegates at the recent launch of the 'Who Cares? Building a new relationship between the not-for-profit sector and the State, 2018' Report.

There is an urgent need for a revision of how not-for-profit organisations are funded and how service arrangements are overseen and managed. There is an unwillingness by the State to fund the actual cost of delivery of services as not-for-Profit organisations cannot deliver the expected level of service within current resources allocated by the HSE. All are carrying significant funding deficits which cannot be outlined in service arrangement documentation, thereby masking the funding gaps arising for these organisations. There are also many Human Resource challenges facing not-for-profit providers in terms of the recruitment and retention of care / support and senior management staff. Difficulties are also being experienced in securing the involvement of a range of board members with the experience and skill sets required by voluntary organisations.

In conclusion, the research identifies a range of issues that impact on the quality and sustainability of the relationship between the State and the voluntary disability sector and a number of proposals to progress these issues are outlined in the research report.

To read the report in full, [click here](#)

Section 39 Agencies – Restoration of Pay

A meeting of National Federation Section 39 agencies took place on October 15th last to discuss developments in relation to the restoration of pay and the proposal arising from the February 2018 WRC negotiations. The meeting was facilitated by the Chair of the National Federation, Mr. Bernard O'Regan, Western Care Association, and it aimed to:

- Identify the issues arising for Section 39 agencies in relation to the restoration of pay; &
- Determine the role of the National Federation in addressing these issues / identify the actions to be undertaken.

**workplace
relations**

Arising from discussions it was clear that there was a need for greater clarity in relation to the details of the WRC proposal and a Working Group was established to progress key actions agreed.

While we still await the outcome of the ballot of staff in our Section 39 member organisations that are involved in Phase 1 of the process we have been progressing our agreed Action Plan. During a meeting with the Department of Health on 25th October we emphasised the importance of having the terms of the deal applied to those member organisations that were not included in Phase 1. In response the Department officials advised that a second phase would be commencing during 2019 which would include these organisations. Separately in our meeting with Ms Laura Magahy, Executive Director SlainteCare on 11th December, we highlighted the substantial role which Section 39 member organisations could play in the implementation of the SlainteCare programme insofar as it relates to people with Intellectual Disability and Autism.

In our meetings with politicians in particular those who are members of both the Oireachtas Committees on Health and Disability we have stressed the vital importance of bringing the issue of pay restoration to staff employed by all our member organisations to a satisfactory conclusion. We have maintained contact with ICTU with a view to agreeing a best way forward in the event that the deal is not accepted by staff.

For further information contact Mr. Brian O'Donnell, Chief Executive: brian.odonnell@fedvol.ie

Inclusive Research Network

The IRN has had a busy autumn with many presentations made and the **‘Our Homes’** article published. Our academic supporter Dr. Nancy Salmon, UL, made a presentation on behalf of IRN in Halifax, Canada in September on the initial findings from the eight focus groups that were undertaken as part of the **‘Doctors & Us’** study. IRN Secretary, Brian, recorded his voice on to the slides so even though members could not travel to Canada their voices were heard at the conference. The delegates found this very powerful. Members of the IRN are pleased with this new method of presenting from a distance.

An article has been published the British Journal of Learning Disabilities in October about the 2015 **‘Our Homes’** research project.



We also produced a document in response to the ratification in part of the UN Convention on the rights of people with disabilities. Our PRO Fionn has sent it to the relevant Ministers and TD's.



A presentation was also made on 5th September in NUIG by Brian, Michael, Fionn and Martin called **'How We Work: The Inclusive Research Network Story'**.

The IRN has also produced an easy to read document **'How We Work'** with Dr. Edurne Garcia, Trinity College Dublin. Edurne is now on maternity leave but the article was finished by a Working Group of IRN Members. It has been peer reviewed by Maria Pallisera an academic from Girona University in Spain and is available on the National Federation website:

http://www.fedvol.ie/Inclusive_Research_Network_IRN/Default.241.html



Martin, Fionn & Michael presenting at the IDEA Conference, NUIG.

**Written by IRN Secretary
Brian Donohoe**

Human Resources Matters

Operational Human Resources Group

The Operational HR Group meets on a quarterly basis and meetings are open to human resources personnel from across National Federation member organisations. The next meeting of the group is scheduled to take place on February 13th 2019. For further information please contact Jillian Sexton: jillian.sexton@fedvol.ie



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Health Sector National Staff Survey 2018: ‘Your Opinion Counts’, HSE



A Health Sector National Staff Survey “Your Opinion Counts” was carried out during September and October, 2018. Employees from across a number of members of the National Federation of Voluntary Bodies took part in the survey and the overall results were presented by IPSOS on December 3rd to HSE and voluntary agency personnel. Most of the key indicators from the survey, including overall job satisfaction, show improvements from the survey results of 2016.

Further information may be obtained from the HSE website: <https://www.hse.ie/eng/staff/staffsurvey/>

CPD Masterclass for HR professionals:

The National Federation of Voluntary Bodies is currently running a Continuous Professional Development (CPD) Programme for Human Resources Professionals. Four modules are being focused on over the 2 day programme: the Changing Role of the HR Business Partner, People Analytics-Driving Performance with People Data, Talent Management and Managing Change Effectively. The programme is being delivered by Mr. Karl O’Connor on behalf of CIPD Ireland. The first session took place on November 14th 2018 and the feedback from this was very positive:

- *Excellent and engaging presentation.*
- *Excellent overall it got me thinking in a more strategic manner. It also confirmed much of what I was striving to achieve.*
- *The presenter was excellent and had a wealth of knowledge.*

Social Care Workers Task Group – Survey of National Federation members:

The National Federation ‘Social Care Workers Task Group’ was established earlier this year and has been focusing on the following:



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

- Establishing the number of SCWs working in the Intellectual Disability Sector and reviewing job descriptions;
- Examining career progression routes for Social Care Workers / Leaders working in the intellectual disability sector; &
- Identifying the issues arising for National Federation Member Organisations in relation to CORU and the registration of Social Care Workers.

A survey was recently circulated to all National Federation members with the aim of gathering relevant data and a report on the information obtained will be compiled in early 2019.

General Data Protection Regulation Workshop for HR Professionals

HR Professionals are all too aware of the challenges associated with meeting the requirements of the General Data Protection Regulation and given this a ½ day intensive training programme has been organised that will address the GDPR and practical steps on best practice and compliance in this area. The programme, which will take place on **January 16th 2019 (10.30am – 1.30pm)**, will include fundamentals of employment law relating to:

- GDPR – what impact has it had on HR?
- Steps to be GDPR compliant in relation to employment law
- GDPR statutory employee retention periods &
- Pitfalls associated with GDPR in relation to employment / employment law

For further information and bookings please use the following online link:

<https://form.fedvol.ie/gdpr-workshop-for-human-resource-professionals>

Farewell to our Colleague Cian O’Curraoin

Cian O’Curraoin, a third year Psychology Student in the University of Limerick, has been on placement in the National Federation Secretariat since August. Cian will be concluding his work experience at Christmas time and will continue with his studies in Glasgow. During his time with us Cian made a highly valuable contribution to our work assisting with a number of National Federation projects and submissions which were of significant benefit to us and our members in particular.



We wish Cian every success with his future studies and career!

Quality & Standards Update

New Directions

The New Directions National Implementation Group is supporting implementation of the Interim Standards in each day service location throughout the country using a continuous quality improvement approach. The people that use the service and service providers are working together to ensure a quality service and are doing this using the EASI process which is a Self-Evaluation process to establish if the services provided at a service location are meeting the Interim Standards for New Directions.

Self-Evaluation is important because it asks the service users, the staff and management to check to see that the service provided matches up to the Interim Standards. When they identify something that does not match up with the Interim Standards, an Action Plan is developed to address that need. The EASI process ensures engagement with the service user along with the staff and management of a service location. It helps a service location to check:

- What they are doing well?
- What they could do better? &
- What they need to start doing to meet the Interim Standards?

The roll out of the EASI process since May 2018 has focused on Theme 1: Individualised Services and Supports. It is about giving the service user supports based on their needs and wishes. Theme 1 was originally to be completed by all service locations by November 2018 but it is likely to be end of year before all locations have this process complete. Self Evaluation of the remaining 6 themes will be phased in over the next 18 months with the full suite of themes completed by end of March 2020.

The New Directions National Interim Standards Subgroup provided information and briefing sessions in each of the 9 HSE Community Healthcare Organisations between April and June 2018. Each HSE Funded Day Service Provider was invited to come to these sessions and over 400 day service staff and management attended. Between October and November we again held review meetings with the New Directions CHO Chairpersons and CHO Interim Standards Leads that are leading the EASI process in each of the 9 HSE Community Healthcare Organisations. HSE Funded Day Service Providers were also invited to meet and discuss progress to date and to give feedback on the process. There is great enthusiasm from all areas about this service improvement initiative.

Written by: Michael Farrell, Director of Adult Services, St Michaels House.

HIQA – Provider Forum Meetings

The HIQA Providers Forum was established to facilitate communication between the Authority and representative organisations of service providers.



Membership of the Forum includes the National Federation, the Disability Federation of Ireland, the Not for Profit Business Association, the Irish Council for Social Housing and the Health Services Executive. In particular the work of the Forum focuses on the provision of updates on the implementation of the regulatory processes, policy direction and registration programme for residential services and presentation by service providers of wider queries and information items generation by members. The next meeting of the Provider Forum will take place in spring 2019 – further information can be obtained from Jillian Sexton – jillian.sexton@fedvol.ie

Regulatory Burden Meeting - October 2018

During autumn 2018 HIQA conducted research on the ‘regulatory burden’ facing Service Providers. They define this as the costs incurred by services as a result of complying with statutory regulations. While some of these costs may be warranted i.e. those that have a direct impact on the quality and safety of care experienced by those using services there are other costs which, while necessary from a compliance point of view, have little or no impact on the quality and safety of care. While HIQA highlight that they aim to reduce the regulatory burden on service providers this is not always possible as regulations are formulated by Government via the respective Minister / legislative provisions. In seeking to get a better understanding of the regulatory burden facing providers HIQA held a Focus Group session on October 4th last and the discussions arising from the session informed a document that will be used to support HIQA’s ongoing discussions with the relevant Government departments on the reform of the regulatory system. The National Federation sought feedback from its membership on their experiences in relation to regulatory burden and was represented at the Focus Group sessions.

HIQA – Development of a Guidance Document to Support a Rights Based Approach in Health & Social Care Services for Adults.

HIQA is currently developing guidance to support a rights based approach in health and social care services for adults i.e. empowering people to know and claim their rights and increasing the ability and accountability of individuals and institutions who are responsible for respecting, protecting and fulfilling rights. A scoping consultation took place in October to inform this work and the National Federation, based on feedback from its membership, responded to the call for submissions. HIQA will be holding Focus Group sessions on this topic during January with a view to publishing a guidance document in early 2019.

Presentation - Introduction of quality measurements to disability services

Deirdre Nally, PhD Researcher with DFI / SOLA made a presentation at the Quality & Standards sub-committee meeting on the 28th November, 2018. The presentation focused on the introduction of quality measurements in disability services and was followed by a discussion on current challenges and suggestions within academic literature on how to address these challenges.



Safeguarding Updates

Autumn 2018 was a busy time on the safeguarding front with a number of calls for submissions issued by key agencies, including the HSE, HIQA, the Mental Health Commission and the Department of Health.

Revised HSE Draft Adult Safeguarding Policy – Workshop event & Submission



A draft of the HSE Adult Safeguarding Policy (2018) was circulated by the National Safeguarding Office, HSE, in July with an invitation to key stakeholders to make submissions. A workshop was hosted by the National Federation in early September 2018 to gather feedback from members in relation to the revised draft Policy. Arising from discussions a comprehensive National Federation response was drafted and submitted to the HSE Review Development Group. Over 250 submissions were received by the HSE. The Policy Review Development Group has been working on the redrafting of the Policy and a final meeting of this Group will take place in January 2019. Following this, the revised Policy will be presented to HSE Leadership and the National Joint Council.



HIQA / MHC – Draft National Safeguarding Standards

Draft National Standards for adult safeguarding were launched by HIQA and the Mental Health Commission (MHC) for public consultation during August and the National Federation made a submission to HIQA / MHC based on the feedback provided by member organisations.

Department of Health - Stakeholder Feedback Form

The Department of Health has also commenced work on the development of a National Health Sector Adult Safeguarding Policy. During September 2018 the Department sought views from various bodies on the questions that should be asked of stakeholders when developing the national adult safeguarding policy for the health sector.



Work is on-going by the Department of Health in relation to the development of this health sector wide Policy and it is envisaged that this work will be completed by the end of 2019.

National Federation IT Sub Committee

The IT Subcommittee met for their 4th and final meeting of 2018 in Daughters of Charity Services, Navan Road on 7th November. The committee discussed a wide range of agenda items during this meeting, including:

- IT involvement across departments in organisations;
- Encouraging inclusion and involvement across all departments;
- Presentation on ASPIRE (an Inspection Management Tool developed by Brothers of Charity);
- Discussion on Office 365 highlighting the uses and challenges that members are experiencing, and;
- Benefits of assistive technology apps and voice-to-text programmes that are widely and often freely available.

Members also discussed the draft Recommendation Report which outlines the work to date carried out by the IT Sub Committee. At the end of the meeting, members thanked Kevin Dunne, current chairperson for carrying out his duties in this role for the year and the election of a new Chairperson took place. The Sub Committee welcomed Tom McArdle, Daughters of Charity Services, who will act as Chairperson for a one year term as agreed in the Terms of Reference. The IT Sub Committee also welcomes wider membership involvement and would encourage any Federation member that has an interest in taking part in this committee to express their interest by emailing Niamh.mcgauley@fedvol.ie



Members of the National Federation IT Sub-Committee

Informing Families of their Child's Disability

Informing Families of their Child's Disability – Online Webinar now available

As part of the national roll-out of the *Best Practice Guidelines for Informing Families of their Child's Disability*, the National Federation has been working closely with Dr Ciaran Browne (HSE National Lead Acute Hospital Division) and Ms. Ann Bourke (HSE - National Disability Specialist) in terms of dissemination. Together, we were delighted to have the support of Mary Immaculate College in Limerick - who generously hosted a 3 hour webinar on 3rd December, 2018 to bring the Informing Families training to a wider audience. This partnership underpins the collaborative approach between health and education that is so important when supporting families of children with disabilities.



On the day of the training the webinar was attended in person by 150 participants from acute, disability services and primary care settings in the Community Healthcare Organisation (CHO) 3 area, Mary Immaculate students and staff members. The online training was attended by over 300 individuals - which included 50 cross-sectoral groups that came together across the country.

We are delighted that this training is now made available as a recording for any who wish to avail of it.

You can access the training at the following links. Please note that you must register to watch on the two links (one registration per link). Your user name in both cases is your email address. The password is 1234.

- 01 Workshop on Evidence-based Best Practice Ms. Alison Harnett 10am
<https://msite-web.mic.ul.ie/Mediasite/Play/8089cf4e86b64e1f9dca70143923f7c11d>
- 02 Workshop on Evidence-based Best Practice Ms. Katherine O'Leary 11.30am
<https://msite-web.mic.ul.ie/Mediasite/Play/a16437eedc10496da912fb3852c78b8d1d>

The training was delivered by Alison Harnett from the National Federation Secretariat – who has recently completed her PhD in this area; and Katherine O'Leary – parent of two children with disabilities and Chair of the Informing Families project in Cork. The first section of the training set out the evidence-base of the Informing Families Guidelines along with the recommendations for best practice coming from the research. The second session continued with a tour of the Informing Families website (www.informingfamilies.ie) and Katherine O'Leary shared her personal story of the

journey of her family in learning of her two children's disabilities and adjusting to this news. The personal story shared by Katherine brought to life the recommendations for good practice when communicating the news of a child's disability to the family, or supporting families who have concerns in this area.

An afternoon discussion for nominated staff from across the CHO 3 region focused on the following:

- Detailed discussion on implementation and 'Where to from here?';
- Findings from the Cork Implementation Project and practical implications;
- Strategies re information provision, induction & training, built environment
- Advice on information and training resources available and how to access them.



Following the event, it was clear from the very positive feedback in the evaluations forms, that the training was very well received and that attendees welcomed the opportunity to explore their practice and reflect on family-centred approaches to the important work they do in the early stages with families they support.

Assisted Decision Making



Teresa Mallon, Chair of the National Federation's ADM Reference Group

The National Federation's Reference Group on the Assisted Decision-Making Capacity Act (ADM) was established in 2018 to proactively prepare for the implementation of the Act and to provide information to key stakeholders about the specific implications of the Act for individuals with intellectual disabilities and the organisations that support them. Chaired by Ms. Teresa Mallon, Director Programme - Quality and Safety, St. John of God Services, the group has met on three occasions and has been working on a paper that highlights areas of the legislation requiring clarification; issues of concern that require consultation with the Decision Support Service and others; and matters that will be important for member organisations to take account of when the Act is commenced. The Reference Group met with Caoimhe Gleeson, Marie Tighe and Suzanne Maloney (HSE) to discuss planning for implementation and has issued an invitation to Ms. Aine Flynn, Director of the Decision Support Service, to meet with the group early in 2019.

Member's News

Brothers of Charity Services Limerick - Advocacy Conference

The Brothers of Charity Services Ireland National Advocacy Council held the Annual National Advocacy Conference, this year hosted by Limerick advocates, on the 4th October in the Radisson Hotel Limerick. This year's theme '*A lot done, more to do! Celebrating 20 years of Advocacy*' offered people supported by the services an opportunity to showcase how much life for people with disabilities in Ireland has changed for the better over the past 20 years and challenged us to think about what more we can all do to create inclusive communities.

Each region made a presentation to support this theme. We saw presentations about the UN convention on the rights of people with disabilities and the importance of making the convention real in the lives of people with disabilities in promoting community inclusion and accessibility. We heard stories of advocates who were working in their local communities. Stories of people who were living in institutions and are now living and actively engaging in their local communities and how this has impacted their lives for the better. We also heard stories of how we are still fighting for equality in relation to access to Wi-Fi in our services and the need for services to change in order to meet the changing needs of the people we support. We highlighted the important role advocacy plays in promoting these positive changes.

This year proved a success for everyone involved, highlighting advocacy as an integral part of the service that provides a platform for people who are supported by the services to speak up for themselves and others on issues that affect their lives— a forum for people supported by the services to highlight their achievements, hopes and dreams for the future and challenge experiences in terms of ensuring equality and fair treatment in all aspects of life. This year's conference was a one of a kind



event that was thoroughly enjoyed by 400 people who attended from all over Ireland. It was a powerful day with many powerful messages and challenges being conveyed by the advocates. We look forward to next year and hope there are many more conferences to come!

Delegates at the Brothers of Charity Services Advocacy Conference, 2018

St Michael's House

Ability Programme – Launched by St. Michael's House & DCU

A total of €534,878 was awarded to St. Michael's House in partnership with Dublin City University (DCU) as part of the Government's Ability Programme. The Ability Programme aims to provide support to over 2,600 young people with disabilities aged between 15 and 29 years. The DCU / St. Michael's House Ability Programme was launched in DCU on International Day of Persons with Disabilities, December 3rd 2018. Finian McGrath TD, Minister of State for Disability Issues launched the programme with special guest Joanne O'Riordan, disability rights campaigner / journalist. Professor Brian MacCraith, President of DCU, and Martin Lyes, Director, St Michael's House, also spoke at the event. *'St. Michael's House is excited to be involved in this innovative project, which will open up new pathways into employment for our service users and build on our commitment to helping them to live more independent lives'*, Martin Lyes, Director, St. Michael's House.

Pictured at the launch of DCU Ability Programme were (left-right): Martin Lyes, Director, St Michael's House; Professor Brian MacCraith, President of DCU, Joanne O'Riordan, disability rights campaigner and journalist; Anna Shakespeare, CEO, St Michael's House; and Finian McGrath TD, Minister of State for Disability Issues;



The courses will promote the employability of 100 young people with disabilities by supporting them to gain the skills, competencies and experience needed to be career-ready. These skills are essential to reduce the barriers to employment. Adults will be offered opportunities to engage in a University based project that focuses on person-centred supports. Students will be able to progress at their individual pace and achieve their own career ambitions. These supports build partnerships that will address the barriers that many young people face in securing employment. By harnessing the whole of DCU facilities and expertise and building a strong partnership with St. Michael's House, the project will aim to create a sustainable model of best practice.

Overall this project will also build capacity for DCU as a large multi-campus University to create a long term sustainable programme that has the ability to be mainstreamed within the University.

The first intake onto this course will be in January 2019. Further information on the course and how to apply are on the DCU Ability website:

https://www.dcu.ie/sites/default/files/community/pdfs/dcu_ability_project.pdf

Fast Friends

On 25th October, Parnell's GAA Club in Coolock was the venue for "Fast Fiends", a 'Halloween' themed social evening. Seventy people who use St Michael's House services attended along with about thirty staff. The vast majority of people in attendance dressed up for the occasion and prizes were awarded for the best outfits. The function room was transformed for the event, thanks to the creativity and craft of Orla McCreary and her Art Group from the Omni Training Centre. Darren Murphy from Castle ensured that the dance-floor was never empty. A good night was had by all and plenty of new friendships were formed.



The aim of Fast Friends is to provide a platform where the people who use our services can meet new people in a structured but fun way. The Fast Friends format pairs people up for brief Chats (3 - 4 minutes) and then assigns new pairings for everybody for the next Chat. Over the course of an evening, people meet around five new people. People who feel that they have made a connection can be supported to arrange further meet-ups.

A significant problem faced by people with intellectual disabilities is the lack of opportunities for social contacts. A considerable body of evidence has highlighted the difficulties individuals with intellectual disability have in initiating, establishing, and maintaining friendships (Gilmore & Cuskelly, 2014). Loneliness is a significant problem and it is estimated that up to half of people with an intellectual disability are chronically lonely (Stancliffe et al., 2010). Anecdotally most of the people we support in St Michael's House, spend time with a small group of peers through their day centres and/or residential placements. Opportunities to meet with peers who attend different centres tend to happen through clubs and activities.

Wheelchair user Ursula Bishop proud of securing €30,000 for community!

Ursula Bishop attends Templeogue day services and was awarded 'Templeogue Person of the Year' by the Templeogue Tidy Towns Committee. Ursula secured €30,000 for community improvements with South Dublin City Council - Ursula regularly encounters obstacles and hazards when travelling to the local shops, church and café as a wheelchair user. Ursula appealed to the local council and won this large investment to support her community. Ursula received a beautiful Dublin Crystal Glass Award with her name engraved following her research project, 'Make the Journey Easy', on wheelchair access in the Templeogue area. She has also been nominated for the Volunteer of the Year Award with South Dublin County Council at an awards ceremony in the Red Cow Hotel in December!!



Ursula also made the local papers with articles in the Clondalkin, Tallaght and Lucan Dublin editions of the Echo.

Winner of the National CARA Inclusion Award 2018

Baldoyle Special National School was a winner at the National Cara Inclusion Awards 2018, education category. They beat off stiff national competition from competitors CBS Roscommon Edmund Rice Centre and Holy Family School. This is a great credit to Principal Ann Higgins and her committed team. They go above and beyond to provide a nourishing educational environment for the children in the school and this National recognition is very well deserved.

St. Michael's House Leisure Centre won this award in the Disability category in 2017 and was shortlisted in the Leisure category in 2018. The Awarding body, CARA, is a national organisation providing a collaborative platform to enhance sport and physical activity opportunities for people with disabilities. The CARA awards are aimed at highlighting the outstanding work of people and organisations all over Ireland, who are enhancing participation opportunities for people with disabilities in sport and physical activity.



Congratulations to Principal Ann Higgins & Team, Baldoyle Special National School – National Cara Inclusion Award Winners 2018!

Brothers of Charity Southern Services

“This is Me” Fashion Show

A glitz and glamour fashion show took place in Our Lady of Good Counsel School in Ballincollig, Co. Cork on 6th December. Under the title ‘**This is Me**’ the event encapsulated the creativity, diversity, and above all the fun associated with fashion, well-being and feeling good. Our Lady of Good Counsel School (OLGC) is a special school for children aged 5-18 years and is under the patronage of the Brothers of Charity. It has 68 pupils.



Peter, Adam, Donnacha & Jordan our teen models



Sean showing some moves

The fashion show was a Christmas time celebration of each pupil's individuality and capability. Each pupil was invited to participate in whatever way they felt most comfortable.

Some chose to sit in the audience dressed in their favourite clothes and watch the action, and others chose to stomp the red carpet in clothes kindly sponsored by Penney's, M&S, Tesco, and Little Bow Pip, as well as local boutiques Blue Fig, Serenity and Silk Peaches. Some chose to tell the audience what their favourite item of clothing was using a combination of Lámh sign, speech, gesture, speech output devices and/or voice.

An array of make-up artists, hairdressers, photographers and other special guests, including Miss Cork, were available to help out with the preparations and the show throughout the evening. Aisling Power Heidt paid tribute to her dedicated staff and to the amazing pupils in OLG school for making it the fashion event of 2018.



(Left – Right) Eoin and Chibuzo showing attitude & Jake and Chloe waving to the fans

Written by Geraldine Moran, Speech and Language Therapist, BOCI (SR)

[Brother of Charity Services Galway](#)

Brother of Charity Services Galway Climb Croagh Patrick for Rebound Therapy

It has been an exciting year for Brothers of Charity Services Galway, with the introduction of our Rebound Therapy Service. This is an innovative service and a first in the west of Ireland. Rebound Therapy is an effective treatment involving the therapeutic use of a trampoline. It provides many people with a valuable opportunity to experience freedom of movement, sensory stimulation and exercise within a calm environment. The treatment can be used by people with a wide range of needs

and has far ranging benefits, both for physical needs and on quality of life. Most of all, it is great fun for the people taking part.



On top of Croagh Patrick!

On Saturday, 29th September, the Physiotherapy Team along with colleagues, friends and family, climbed Croagh Patrick in order to raise funds for Rebound equipment. The fundraiser was very well supported and despite a few sore legs afterwards, the day was a huge success. The team are now looking forward to providing more people with the chance to receive this valuable treatment in more locations across the county. We will also be working alongside our MDT colleagues to carry out research into the ongoing benefits of the treatment modality.

‘An Exploration into Quality of Life Outcomes of a Rebound Therapy Intervention’.

Author: Emma Bohan, Assistant Psychologist, Psychology Department, Brothers of Charity Services Ireland – West Region.

Dr. John Gregory and Emma Bohan, Psychology Department, Brothers of Charity Services Ireland, are currently investigating the quality of life outcomes of a prescribed rebound therapy intervention for individuals supported by the services, with a diagnosis of intellectual disability.

Rebound therapy involves the therapeutic use of the trampoline to improve gross motor skills, posture, and balance in both children and adults with disabilities (Jones et al., 2007). Preliminary research in this area has focused on the positive health and physical outcomes of an intervention as such, however, relatively little attention has been directed towards exploring psychological outcomes. Anecdotally, in services, positive improvements in the individual’s emotional well-being (mood, levels of happiness and relaxation), sleep and bowel motions are being reported by both family and support staff. Additionally, lower levels of anxiety and behaviours that challenge are also being reported. Therefore, the present study hopes to extend upon this line of research, specifically, from a quality of

life perspective, using both a single case research design and a mixed methods research design. Overall, it is hoped that this research, which is being carried out in conjunction with the Physiotherapy department, will inform inter-disciplinary clinical practice.

Praxis Care

Praxis Care Autumn Conference highlighted gaps in mental health services for people with intellectual disability and complex needs



Medical experts, senior health leaders and academics from Ireland, Northern Ireland and the UK gathered for the **Praxis Care Autumn Conference** on 15 November to discuss the need for better mental health services for persons with an intellectual disability, autism and complex needs.

The Conference highlighted the fact that a person with an intellectual disability is two to three times more likely to develop a mental health problem than in the general population. 40% of all persons with an intellectual disability in this country will therefore experience a mental illness within their lifetime. Despite this significant service gap being identified as far back as 2006, it has never been addressed with poor levels of integration occurring between the disability and mental health services within the HSE.

The conference was opened by Minister for Disabilities, Finian McGrath TD and heard from Dr. Fionnuala Kelly, the newly-appointed HSE National Clinical Lead of Mental Health Intellectual Disability. Dr. Bhatika Perera of Harringey Mental Health Trust in London gave a UK experience on developing Mental Health Intellectual Disability Teams and lessons learnt. Ultimately service users and their families lie at the heart of the process and Adam Harris, advocate and founder of the AsIAm Charity spoke of his experiences. The conference was chaired by Jacinta Walsh whose son Sam has autism and who is a regular contributor to the media and most recently featured in the RTE Primetime *Carers in Crisis* programme.

Other speakers at the half-day event at the City North Hotel in North Dublin on Thursday 15 November included:

- Dr Christine Kennedy, Consultant Forensic Psychiatrist, NHS Belfast
- Dr Anthony Kearns, Clinical Lead Forensic Health Services and Intellectual Disability, Central Mental Health Hospital
- Mr. Colin Smith, Consultant - Learning Disabilities, Autism, Mental Health & Behaviour Support
- Prof. Gavin Davidson, Professor of Social Care, Queens University Belfast

Praxis Care has been working in this area and with such people for over 30 years particularly in Northern Ireland and has the experience to provide the services for this group and wants to work with the HSE and other agencies in devising solutions to this long-standing problem.

About Praxis Care

Praxis Care is a leading charity providing specialised intellectual disability, mental health and acquired brain injury services. Praxis Care supports over 1,500 adults and children at multiple projects across the island of Ireland, Isle of Man and the UK. Operating since 1981, Praxis has a wealth of expertise in

the delivery of safe, effective and well-led services and can provide a range of bespoke care and support packages including residential care; nursing care; accommodation and support; domiciliary care and floating support; day activity and work skills; short break residential care; Cognitive Behavioural Therapy (CBT); volunteer befriending services; step-down support services and advocacy

Praxis Care works successfully across four jurisdictions and this is testament to the organisation's strong governance, providing excellent leadership and management, clear lines of accountability and a transparent learning culture. Expert knowledge of regional health and social care regulations, compliance and quality issues enable it to deliver rigorous quality management and remain committed to continuous quality improvement.

Find out more at www.praxiscare.ie

Research News

Supporting neighbourhood participation and connectedness for adults with intellectual disabilities. A survey of Republic of Ireland service providers.



Adults with disabilities are more likely to be living in neighbourhoods, but how are they best supported to make connections and have a sense of belonging?

UCD School of Psychology

It is hoped that a national online survey will be completed by CEOs or Directors of Services (or a nominee) in early 2019. The survey will aim to examine the factors that facilitate neighbourhood participation for adults with intellectual disabilities. It is planned that service provider leaders will be invited to take part to share the experiences of their organisations. Questions will explore how adults with ID are best supported to participate in their neighbourhoods. One survey per organisation is requested.

How do I take part?

Each CEO/ Director of Services will receive a letter of invitation and comprehensive information sheet about this research in January 2019.



Researcher Profile - Geraldine Boland:

I am a full-time PhD student at the UCD Centre for Disability Studies. With regard to research funding, I am self-supporting the study. The survey is part of a larger three year research project, also including in-depth case studies of the lived experiences of adults with ID of participating in their neighbourhood (planned for 2019).

To find out more please contact Geraldine Boland, UCD Centre for Disability Studies, Dublin, by email at geraldine.boland@ucdconnect.ie / (086 0241401) or Associate Professor Suzanne Guerin UCD School of Psychology, suzanne.guerin@ucd.ie / 01-7161181.

Training and Education

Free online course from Trinity College Dublin aims to improve health assessments for people with an intellectual disability

This course was developed by Dr. Eilish Burke from the School of Nursing and Midwifery and is designed to teach healthcare professionals how to improve healthcare for people with intellectual disabilities. For the first time in history, people with an intellectual disability are living well into old age. This success story is a result of improved



health care, better living conditions, access to education, and community supports. Despite this success, the life expectancy of a person with an intellectual disability is nearly 20 years less than their non-disabled peers. For decades, health and health care inequalities among people with an intellectual disability have been an issue, due to inaccessible healthcare information and service provision. These challenges can increase exclusion from preventative screenings, delay regular health assessments, impact on quality of life, and further marginalise people with an intellectual disability.

Trinity's **free three-week online course** will explore how to improve health assessments for people with an intellectual disability. Learners will explore best practice techniques for communication, assessment, and developing accessible materials for people with an intellectual disability. It is open for registration on the FutureLearn platform and starts on the **21st of January 2019**. The lead educator is Dr Eilish Burke, Usher Assistant Professor in Ageing and Intellectual Disability at Trinity College Dublin and the Associate Director of the Trinity Centre for Ageing and Intellectual Disability.

The course is accredited by the Nursing and Midwifery Board of Ireland (NMBI) for 6 Continuing Education Units (CEUs). You can find out more about the course here: <http://bit.ly/2PKLAI3> / **Contact:** Sarah Bowman, Director of Engagement for the Trinity Centre for Ageing and Intellectual Disability: <https://www.tcd.ie/tcaid/> bowmans@tcd.ie

To register for this free online course please visit: <https://www.futurelearn.com/courses/health-assessment/3>.

OTC Graduation - 221 graduates receive QQI awards.

The annual OTC conferring ceremony in November in the RDS Dublin is always a special occasion to celebrate and acknowledge the graduates of the College. They juggled work and personal commitments with aplomb and persevered to achieve their much valued awards. The conferring address was given by Dr Karen Finnerty, Director, Open Training College. The student speech was delivered by Shane Hamilton to over 420 guests and it was certainly a very emotional and inspirational story of his journey through second and third level education.



It can be viewed [HERE](#)

221 graduates received awards for:

- Certificate in Intellectual Disability Practice (level 5)
- Honours BA and BA in Applied Social Studies (Disability) Levels 7 & 8
- Certificate in Current Issues in Social Care (level 8)
- Certificate, Higher Cert and BA in Applied Management (Human Services) levels 6 & 7
- Certificate in Supported Employment (level 7)
- Certificate in Focus on the Individual (Person Centred Planning) level 6
- Certificate in Managing a Positive Behavioural Culture (level 7)



Accredited, best practice courses in Social

Care and Management starting Spring '19

Celebrating over 26 years delivering 3rd level education to the sector, the OTC is currently accepting applications for places on a range of Continuous Professional Development courses which allow students to balance work and family commitments while studying through a blended learning model of delivery:

- **Certificate in Focus on the Individual - Person Centred Planning (8 weeks, level 6) €395**
For those wishing to kick start their social care education in spring 2019, the OTC is offering a gateway module that leads to 15 credits on the BA in Professional Social Care (Disability). More [HERE](#)
- **Current Issues in Social Care: Mental Health, Elderly Care and Children. (8 weeks, level 8) €395**
A new module within the Honours Social Care degree course, this short CPD course sets out to identify key issues and the role that the social care worker can take in identifying innovative and effective solutions. More [HERE](#)
- **Certificate in Applied Management (Human Services), 9 months, level 6, €2,032**
This is a HIQA compliant management qualification (6 modules) for those who work as a supervisor/team leader/PIC in the social care or the community/non-profit /voluntary sector, and who are seeking to improve their professional practice or promotion prospects. More [HERE](#)

Enquiries: Please contact Conor at: cmurray@opentrainingcollege.com or 01-2990580.

Upcoming Events

SAVE THE DATE: FEBRUARY 20-22, 2019

**Zero Project Conference 2019 on Independent Living and Political Participation:
Innovative Policies and Practices for Persons with Disabilities**

United Nations Office/Vienna International Centre, Austria

You will get a personal invitation soon!

Kind regards,

The Zero Project Team

AUsome Cork Conference
Inspiring Change

**Sunday 24th
 February 2019**

Rochestown Park Hotel
 9am to 5pm

Theme: Bridging the Gap

Ireland's FIRST EVER
 all-autistic conference.

*"an inspiring, thought-provoking
 and insightful day"*

A diverse range of autistic
 speakers will discuss a
 range of important topics.

Tickets: €89
 Available on
www.konfidentkidz.ie/events

Organised and sponsored by
**Konfident
 KIDZ**
 Email: info@konfidentkidz.ie

Conference
 Keynote Speaker:
Jennifer Cook O'Toole
 (Asperkids)

Autistic Artists will be spotlighted at the event.
 The art exhibition will be open from 5.30pm to 7.30pm on the day of the conference.

School of Nursing & Midwifery,
 Annual Research School
 March 5 & 6, 2019 | Dublin, Ireland
 Trinity Health and Education International Research Conference
 March 6 & 7, 2019 | Dublin, Ireland
 #THEconf2019



Trinity College Dublin
 Coláiste na Tríonóide, Baile Átha Cliath
 The University of Dublin

[Trinity Health and Education International Research Conference 2019](#)

March 6th & 7th, 2019 - Dublin

[School of Nursing and Midwifery, Trinity College Dublin](#)

The conference organising committee on behalf of the School of Nursing and Midwifery in TCD take great pleasure in inviting participants from across the globe to attend the **Trinity Health and Education** International Research Conference 2019 in Dublin, Ireland. The conference will provide an opportunity to meet exciting Keynote and Concurrent Speakers, Panellists and Experts in the latest cutting-edge research.

The conference is designed to stimulate discussions that address contemporary issues in health and healthcare education. The 2019 conference provides a forum for academics, clinicians, researchers, policy-makers and service-users to present and discuss their research with the common aim of exploring innovation in practice to improve healthcare and promote intellectual, mental and physical health and wellbeing (including through education) across the lifespan. **Further Information:** <http://www.nursing-midwifery.tcd.ie/THEconference/>



The National Federation Secretariat would like to wish all our friends and colleagues a very Happy Christmas and Peaceful New Year.

Our Offices will be closed from 5pm on Friday, 21st December, 2018 and will re-open on Wednesday, 2nd January, 2019.

