



Disability Federation of Ireland

An Advocate for the Voluntary Disability Sector

Supporting Organisations to Enable People with Disabilities

NEWSLETTER NOVEMBER 2010

Is Government Up to the Challenge?

A Recession Budget that keeps the NDS alive

Our hopes and expectations for the coming years are outlined in DFI's Budget 2011 Submission, while at the launch in the Mansion House we focussed on how actions taken now affect the disability sector long term. The decisions announced in the Budget and in the HSE's 2011 Service Plan will affect the State's capacity to support people with disabilities in five years, in 2016, and indeed in ten years, in 2021.

The National Disability Strategy (NDS), and the considerable investments that have been made on foot of it, cannot be allowed to wash away in the tide of deficit reductions. The Government needs to announce without further delay the long-promised NDS Recession Implementation Plan. This Plan can ensure that people with disabilities do not bear the brunt of fiscal stringency, and, equally important, the Plan can support the basic service infrastructure on which full citizenship for disabled people will be built when times improve. This Plan can galvanise the combined resources of the statutory sector along with the voluntary disability sector to support disabled people.

Currently the Government is busy planning in other areas, notably with its four year budget strategy. But unless such plans recognise and prioritise the disability dimension, Ireland will make decisions in tackling the immediate crisis that will diminish the commitment made to date in the NDS.

In the Croke Park Agreement the parties state that they are committed to excellence in service provision. The Agreement sets out the pay related / outcomes for public servants

but no clear outcomes are set out public service provision. The Government's role as employer seems to have superseded its role as guarantor of quality services to all citizens. Balance must be established, with the Agreement incorporating tangible service outcome benchmarks for disabled people on a year by year basis, in line with the NDS. The promise of excellence surely cannot mean anything less than services accessible to disabled citizens also.

We in the disability sector understand the perilous situation confronting Ireland, and that realistic planning is essential. We all have to reconsider what we do and how we do it if we are to survive to another, better, day. If the Government honours its commitment to people with disabilities, voluntary disability organisations can fully concentrate their efforts on working with the statutory organisations to ensure that disabled people and their families get the support they need and that we are all well positioned to make strong progress to complete the implementation of the NDS as growth returns.

DFI National Council Meeting

As part of the process where the Board routinely reports to the National Council a meeting of the National Council will take place on **Thursday 11th November at 9.30a.m.** The purpose of the meeting is for the Board to report to the National Council on the Third Quarter Report on the Annual Plan within the context of the current Operational and Strategic Plans, as agreed by the Board, and to hear any comments or observations which the National Council may have.

The DFI Operational Plan 2008-2010 is available on our website www.disability-federation.ie

There will also be an update by Stephen Rourke, External Consultant on the development of the DFI Strategic Plan 2011-2016.

If you are interested in attending please contact Mary Redmond on 01 4250129 or maryredmond@disability-federation.ie

DFI National Conference 2010

'Getting the Balance Right'

Quality in the Mainstreaming of Services for People with Disabilities

Purpose

Disability services have been subject to a wide variety of developments, such as Charities Legislation, HSE Service Level Agreements, and the development of HIQA Standards for Residential Services. The issue of ensuring quality in services is a consistent theme in all of these developments.

The purpose of this conference is to highlight the importance of using quality systems in managing services for people with disabilities he will also investigate the challenges in introducing such systems, while remaining true to the spirit of the mainstreaming of services for people with disabilities.

This conference will examine the meaning of 'quality service'¹, when the objective is to enable full citizenship for people with disabilities. It will consider how voluntary disability organisations can deliver quality disability-specific services in a mainstream world.

The conference will take place on the 12th of November 2010 from 10 am to 1.30 pm, in the offices of the National Standards Authority of Ireland, 1 Swift Sq, Northwood, Santry.

Places are limited so early booking is advisable

If you have any questions or queries please contact Dermot O'Donnell dermot.odonnell@disability-federation.ie or Phone Dermot on 0867808639

ORGANISATIONAL DEVELOPMENT

HR & Employment Law Update

Disability Federation of Ireland, in conjunction with Adare Human Resource Management, has in place a support structure for member organisations to avail of discounted Human Resource and Employment Law Support Services exclusively for DFI members.

Compliance

Since the establishment of the National Employment Rights Agency (NERA), the need for companies to be compliant with all employment legislation is far greater than before. There are various areas of employment legislation that organisations need to consider in terms of compliance, a number of which are outlined below.

The Terms of Employment Information Acts 1994 – 2001 requires that every Employee must be provided with a written statement of terms and conditions of employment within 2 months of their commencement with an Employer.

The Organisation of Working Time Act 1997, sets out regulations around hours of work and rest required for Employees. It is a requirement that employers keep records of hours worked, rest periods and breaks; annual leave and public holidays for each Employee for a period of 3 years.

Payment of Wages Act 1991 requires that Employees are issued with a written statement of pay or 'payslips' and are kept on file for a period of 6 years.

The Protection of Young Persons (Employment) Act 1996 sets out specific requirements in terms of children and young persons in employment. Under the legislation an abstract of the Protection of Young Persons (Employees) Act must be displayed in the place of work at which the young person or child is located. A copy of their birth certificate must be presented and a copy must be retained on the employee file. Furthermore, children and young persons are entitled to increased rest breaks and have certain restrictions around hours they can work.

For further information on the HR Support Services provided click on the link below:

<http://www.disability-federation.ie/index.php?uniqueID=50>

Arthur Cox and DFI

Company Law Compliance Review

DFI is pleased to announce that it has partnered with Arthur Cox, one of Ireland's leading commercial law firms, to offer DFI member organisations an exciting opportunity to avail of an exclusive new Company Law Compliance Review service. The service, which will be offered to DFI members at a specially discounted rate, has been custom designed to help charitable companies meet their statutory obligations by reviewing their level of compliance with company law, providing them with technical support and assistance and offering recommendations for the future.

Why is a Company Law Compliance Review important for your organisation?

The directors and secretaries of Irish companies are obliged to ensure that their companies comply with the requirements of the Companies Acts, 1963 to 2009, which have major implications for directors and company secretaries in relation to the administration of Irish registered companies. Failure to comply with the companies act may lead to prosecutions, fines and to being struck off the register.

What can Arthur Cox offer your organisation?

Arthur Cox will carry out a Company Law Compliance Review for your organisation and will provide a confidential written report that will address the following questions:

- Is your organisation supported by, and in compliance with, the requirements of your Memorandum and Articles of Association?
- Are the form and contents of your company's relevant statutory registers appropriate and up to date?
- Are your filings in the Companies Registration Office an up to date and accurate reflection of the company's statutory registers in the last five years?
- Are your business letters, order forms, websites and emails in compliance with the disclosure requirements of the Companies Acts?
- Can the meetings of your board of directors demonstrate compliance with Companies Acts' requirements?

- Can your last Annual General Meeting (AGM) demonstrate compliance with the requirements of Companies Acts?

The written report to you will also offer recommendations to improve compliance and governance in your organisation, including a determination of whether a root and branch review of the company's Memorandum and Articles of Association is necessary.

What does it cost?

The entire review is being offered to DFI member organisations at a specially discounted rate of €1,950 (+ VAT and outlays). Where, following the review, you wish to redraft your Memorandum or Articles of Association, Arthur Cox will endeavour to provide you with a fixed fee estimate for this service.

Why Arthur Cox?

The Company Compliance and Governance Group of Arthur Cox is a leading specialist group which has considerable experience in providing advice on all aspects of Corporate Governance and Legal and Compliance Risk Management and is headed by Dr Thomas B Courtney. Tom is the author of *The Law of Private Companies* (2nd ed; 2002), one of the leading textbooks on Irish company law and is also the co-editor of the *Companies Act 1963 to 2009* (3rd ed; 2010), Chairman of the Company Law Review Group and he advises a large number of charitable companies on their governance. He also has extensive experience in tailoring articles of association to be fit for purpose. James Heary is a manager working with Tom in the Compliance & Governance Group. A Chartered Secretary (ICSA) and affiliate of the Association of Chartered Certified Accountants, James has recently completed the Diploma in Corporate Governance in UCD's Smurfit Business School.

Where can I find more information?

If you would like more information on how the Company Law Compliance Review can support your organisation, please contact Tom Courtney at Arthur Cox on (01) 618 0584 (Direct), tom.courtney@arthurcox.com or James Heary on 01 618 0630 (Direct), james.heary@arthurcox.com. Alternatively, you can contact your DFI Support Officer in the usual way or at (01) 454 7978, info@disability-federation.ie.

Company Law Tips for Charitable Companies

In this newsletter company law expert and author Dr Tom Courtney of Arthur Cox gives ten useful company law tips for those involved as a CEO, a director or a member of companies limited by guarantee.

1. Mind your members!

Members have rights – primarily, in the case of full members of companies, the right to receive notice of and vote at general meetings. Meetings held and resolutions passed can be invalidated where the members were not sent notice of the meeting. So who are the members? The Companies Acts provide that the members of a company are the original subscribers and persons whose names have been entered in the company's *register of members*. If your name is not in the register, you are not in law a member. Avoid disputes and keep your register of members in a safe place...and up to date.

2. Distinguishing directors from members

Sometimes the roles and functions of directors and members can be confused. Members are either the original subscribers who formed the company or people who have been admitted as members and whose names have been entered in the register of members. Under most articles of association, the members will delegate the management of the company to the directors and have no role in the day-to-day running of the company. Members do have an important role, however, and will usually appoint the directors and only members can pass ordinary and special resolutions, for example, to change the memorandum and articles of association. Directors manage the company's business and may delegate day-to-day operations to a chief executive officer and other employees. It is important that the roles and functions of directors and members are distinguished – especially where some of the directors are also members!

3. One strike and you are out!

Every company is obliged by law to file an annual return (Form B1) every year within 28 days of its Annual Return Date (ARD). The people in the Companies Registration Office (CRO) are good people but they take a dim view of companies that do not file their annual return. The CRO will not hesitate to strike a company that does not file its annual return off the register with dire consequences: the company ceases to exist, its property vests in the

Minister for Finance and its members and directors will have personal liability for the company's debts and wrongs. It's the ultimate company law hell which can be avoided if you religiously file your annual return on time.

4. Remember the object of the exercise!

All companies are required to have an *objects clause*. Companies are permitted only to do what is authorised by their objects clause. Any activity outside of the objects clause is said to be *ultra vires* (beyond its powers) and void. This has an even greater significance in the case of charitable companies as their objects must be cleared by the Revenue Commissioners and to act outside of them can result in the loss of charitable tax exempt status.

5. Who's who on the board?

The appointment and removal of directors and secretaries must be notified to the CRO within 14 days of the event. Although the failure to register an appointment or a removal does invalidate that appointment or removal, besides being a technical offence under the Companies Acts, it can result in other forms filed in the CRO signed by a director whose appointment was not notified being rejected. It can also be the cause of great irritation to people who have ceased to be directors for the public record not to be updated.

6. Revenue giveth and Revenue may taketh away!

Tax exempt charitable status... one of the great advantages of being a charity. This status is granted by the Revenue Commissioners on a number of conditions, one of which is invariably that any changes to the company's memorandum of association (and often its articles too) must have Revenue's prior approval. Like the people in the CRO, the people in the charities section in Nenagh are also good people who try to deal quickly and efficiently with proposed changes. However, do remember to seek their approval to changes and the best course of action is to try to have their prior approval even before a special resolution is proposed to change the memorandum or articles as otherwise any change does not take effect until approval is obtained.

7. Seven is the magic number...

Companies limited by guarantee without a share capital are *public* companies and so must have at least seven members. If there are only seven members of a guarantee company and one resigns or even dies and is not replaced by a new member within six months, the

bad news that a member has resigned (or died) will be compounded by the remaining six members being made personally liable for the company's debts if the company continues to carry on business!

8. It might work in practice but does it work in theory?

It is important that the way things happen in practice is in fact authorised by the company's memorandum and articles of association. The notice for meetings, the quorum for a valid meeting, the number of directors, how directors are elected, the powers of directors etc must all conform to the requirements in the articles of association. Where anomalies are discovered, they must be addressed and either practice changed to conform with the articles of association or the articles of association changed to conform with practice. Operating a company's procedures without regard to its articles of association is like running blindfolded through a field of grazing cows... you might be lucky and get to the other side but there is every chance of stepping in a cowpat!

9. Don't kill the goose that lays the golden egg!

Where the directors decide not to levy a membership subscription, there may be a temptation to remove the ability to impose a membership subscription from the articles of association. Pause for thought! If a future board decides it wishes to reintroduce a subscription and wants to change the articles of association to allow this, that change will only bind members who agree to be bound even where passed by a special resolution.

10. Don't pay the ferryman (...or the directors or members!)

The chances are that the memorandum of association of a guarantee company with charitable tax exempt status will prohibit the payment of remuneration to directors and the making of any distribution to members. This is why CEOs who are in the employment of the company should not ordinarily be appointed directors of charitable companies.

NATIONAL DISABILITY STRATEGY / TOWARDS 2016

Value for Money and Policy Review

As you are aware, the Value for Money (VFM) Policy review has been commissioned by the Minister for Equality, Disability & Mental Health, together with the Department of Finance (DOF) and Department of Health & Children (DOHC), to review disability services.

As part of DFI's ongoing work in supporting organisations to prepare for the outcomes of the VFM and Policy Review, a meeting was held on 22nd October 2010 between DFI, member organisations, and Bairbre Nic Aongusa, Director of the Office for Disability and Mental Health (ODMH), Department of Health and Children.

The particular purpose of this meeting was to provide an overview of the work of the ODMH) and on the VFM and Policy Review and to discuss its policy objectives. In addition, DFI member organisations were presented with an opportunity to put questions and concerns to Bairbre Nic Aonghusa.

Ms Nic Aonghusa outlined the role of the ODMH, and discussed the Terms of Reference of the VFM and Policy Review. She also highlighted the policy objectives of the ODMH, and gave details of the views of service users, provided through a consultation process. The key themes emerging from the process were identified, and implementation challenges were detailed.

Representatives of DFI member organisations asked questions and outlined concerns to Ms Nic Aonghusa, who responded to these issues.

DFI will continue to update member organisations on the VFM and Policy Review process.

If you would like further information on this event, please contact Eleanor Reece,

eleanorreece@disability-federation.ie

Supporting Disability Organisations In the Mainstream

GENIO Funded Project

Introduction

DFI has received funding from GENIO for a project entitled 'Supporting Disability Organisations for Mainstreaming'. The purpose of the initiative is to support disability organisations to develop an up to date profile of their service users, and to engage with their service users to identify the types of services they would require from the organisation to enable them to more easily access mainstream services. Through this project we intend to enhance the capacity of people with physical, sensory and neurological disabilities, and their representative organisations, to advocate for access to general community services and facilities.

Aims: The National Disability Strategy (NDS) outlines a vision of Ireland as a place where people with disabilities have equal opportunities to live fully inclusive lives. Central to this vision is full access to appropriate health, education, training and social and public services, and being fully enabled to live full and independent lives in their communities. The aim of this initiative is to achieve empowerment and independence for people with disabilities, and to support their representative organisations to fully understand their responsibilities to their members and the national policy of social inclusion.

Expected Outcomes: Collaborative and empowerment skills have been developed by many small, disability specific organisations that have a national remit. These skills are critical in enabling their members to achieve their aspirations. However, the move to mainstream services and supports will require that new directions and new forms of advocacy be developed by disability organisations.

It is intended that, through this initiative, seven disability organisations will develop ways of consulting with their members that will be person centred, focused on supporting and representing the needs and aspirations of people. The knowledge, commitment and resources of organisations can, therefore, be effectively channelled towards enabling people with disabilities to fully participate in mainstream society. The learning achieved through the re-orientation of these seven organisations will be rolled out across the sector.

The project will strengthen the alignment of disability organisation with the policy of mainstreaming.

Project Structure: The Neurological Alliance of Ireland (NAI) will work with DFI in implementing the project. The NAI membership comprises a range of small disability-specific organisations. Its priorities are similar to those of DFI, to facilitate their members in using mainstream opportunities for people with disabilities. A steering group will be established to over see the project and facilitator(s) will be employed to work with the organisations to achieve the projects aims. The project will commence in October 2010 and will be completed by September 2011.

If you would like further information, please contact Toni Gleeson, DFI Support Officer, tonigleeson@disability-federation.ie

Departmental Sectoral Plan Consultative Groups

There are six government departments who have sectoral plans; each has a consultative group(s) including key stakeholders, and DFI is represented on them. Each was responsible for reporting progress in implementing the sectoral plan in advance of the biannual NDSSMG meeting on 18 October. The following two examples illustrate the tensions that this part of the National Disability Strategy is experiencing in the current economic climate. Information about progress on the other sectoral plans is either reported elsewhere in the Newsletter or will be contained in the next edition.

The Consultative Forum on an Employment Strategy for People with a Disability was convened at the Department of Education and Skills, reflecting the recent reconfiguration of departmental responsibilities. In describing the rearrangement, the officials responsible (who remained as before) argued that DES responsibility for training and DSP for employment policies should promote mainstreaming for people with disabilities. They emphasised the importance of the Cabinet Committee on Economic Recovery although admitting that employment for the disabled had not been targeted as a priority group with respect to employment programmes. The limited progress during 2010 reported on the sectoral plan prompted critical comments. For example, there was concern expressed about how FAS would find supports for people to participate in mainstream courses in the absence of the promised FAS Access & Liaison Officers in the regions. Co-operation between employment and health was a focus of discussion , including the problems

encountered in implementing the employment aspects of the HSE's Day Services Report. However officials did not consider that the issue should go to Cabinet for consideration. Finally there was a presentation on the forthcoming policy report from the Value for Money and Policy Review of Disability Health Services to alert stakeholders of the direction the HSE is likely to move in allocating disability funding.

The Department of the Environment, Heritage and Local Government Advisory Committee reviewed progress of that Sectoral Plan. Some key items of interest included news of further delay in the publication of the National Housing Strategy for People with Disabilities until 2011, although the officials expected both DOEHLG and the Department of Health and Children jointly to present the Strategy to Cabinet before year-end. Officials stated that the revised Part M on access to new buildings should be released before the end of 2010, as well as the new regulations that apply to local authorities when assessing need for social housing. The supports for Access Officers working in local authorities were noted as was the vulnerability of this service to budget cuts since many of these officers are on short-term contracts. Work improving access to national heritage sites was described, including communications and enhancing the website of the national parks.

National Disability Strategy Stakeholder Monitoring Group (NDSSMG)

The Disability Stakeholder Group, composed of DFI, Inclusion Ireland, the Not for Profit Association, the Federation of Voluntary Bodies and the Mental Health Coalition, raised five key over-arching issues in anticipation of the NDSSMG meeting on 18 October:

- Protection of the National Disability Strategy through the establishment of a Recession Implementation Plan
- Disability funds ring fenced by the HSE to guard against further reductions in front line services
- Publication and application of disability-proofing guidance for government bodies taking initiatives to Cabinet
- Review of the Disability Act 2005

- Adjustment of NDS reporting arrangements in light of the changes recently made to departmental responsibilities.

These issues were discussed at the NDSSMG meeting, attended by senior representatives of key departments and jointly chaired by the Department of the Taoiseach and the Chair of the DSG. The importance of mainstream public services, including health services, for people with disabilities proved to be a common theme. In addition the cross-departmental implications of government initiatives such as the value of money and policy review of the HSE's Disability Services Programme, the HSE's day services review and congregated settings study were explored. The operation of the independent assessment of need under the Disability Act 2005 was amongst the sectoral plan specific issues addressed. There will be follow-up at the departmental consultative groups and at a meeting scheduled between the DSG and senior officials at the Department of Community, Equality and Gaeltacht Affairs.

Further information on these meetings from lillianbuchanan@disability-federation.ie

Towards 2016

DFI in the Community & Voluntary Pillar has been meeting members of the Oireachtas and senior officials in Government to try to stop the erosion of public services and basic incomes of those who are most in need in the current context of reduced resources, and also to discuss practical ways of protecting these key priorities.

- On the 6th of October the Pillar held a briefing for **TDs and Senators** where the components of the Pillar's alternative plan for recovering from the crisis were described and Oireachtas members asked questions. The discussion focussed on the huge long term costs to society if the investment in social services, whether health, education or income support, is not protected.
- A meeting with officials at the **Office for Children and Youth Affairs (OMCYA)** on the 7th of October covered a range of issues including implementation of the Ryan report recommendations, the Children's Services Committees' efforts to integrate

services targeting children at risk, the challenges for reducing child poverty, the universal pre-school year and quality and training. The Office's approach across their remit clearly reflected a focus on collaboration across providers and taking a person-centred approach to services. The working group chaired by the Director of the Office for Disability and Mental Health that concerns the co-ordination required to include disabled children in mainstream services was noted. The involvement of Early Intervention Teams and other stakeholders is seen by the group as necessary for a coherent approach to inclusion. There is good evidence reported at ground level of a pro rata system operating for children that combines time in mainstream activities with specialist services.

- The Pillar met officials at the **Department of Education and Skills** (DES) on the 20th of October. DES indicated that limited progress has been made towards the full implementation of the EPSEN Act in 2010. The health and education statutory bodies concerned have agreed to participate in a working group to be convened in November. Its task is to consider possible priority actions under EPSEN and to cost them according to appropriate time frames; in other words it appears to be replicating the exercise conducted by NSEC in 2006. While the Inspectorate's information showed that the majority of schools used Individual Education Plans for some students, there was no information provided on the number of students covered, nor on the progress that those Plans tracked in aggregate. Performance indicators in relation to educational services for disabled children was recognised as important however.
- As with the meetings held earlier by the Pillar with other departments, the OMCYA and DES agreed to further bilaterals in 2011.

Further information on these meetings from lillianbuchanan@disability-federation.ie

HEALTH

Guidance on Developing Key Performance Indicators and Minimum Data Sets to Monitor Healthcare Quality

HIQA have developed a document to provide guidance for the development of key performance indicators (KPI's) and associated minimum data sets (MDS's) to monitor healthcare quality.

KPI's are a key component of the work that HIQA is doing to drive patient safety in health and social care in Ireland, and the need to effectively monitor the performance of healthcare services. KPI's enable the public, service users and healthcare providers alike to have reliable information on current and desired standards in healthcare services. KPI's are used to identify where performance is good and meeting desired standards, and where performance requires improvement. Minimum data sets refer to the minimum amount of information required for the purpose of monitoring quality and safety through KPI's.

The guidance outlined in this document is based on an analysis of evidence from an extensive literature review. It is intended as a resource for all stakeholders, including the public and service users, but more specifically, policy makers and frontline practitioners, with responsibility for the development and implementation of KPI's and associated MDS's.

The document can be found on the HIQA website at

http://www.hiqa.ie/media/pdfs/HI_KPI_Guidelines.pdf.

HSE Monthly Performance Reports

The HSE Performance Reports for 2010 address the reporting requirements for the organisation in monitoring progress against its objectives and commitments in the National Service Plan (NSP) 2010. This monthly report also complies with the reporting requirements to the Minister for Health and Children, as outlined under the Health Act 2004. Each month, additional metrics may be reported in the Performance and Supplementary reports as they are developed and validated. Each month two reports are produced.

The Performance Report (PR) outlines an analysis of key performance data, including financial, HR resources and activity levels, at a corporate, network (NHO) and area Primary, Community and Continuing Care (PCCC) level, providing summary information for the Performance Monitoring and Control Committee (PMCC), CEO, Management Team and Board to efficiently and effectively manage the organisation.

The Supplementary PR provides additional, more detailed data by Care Group / Hospital following the same integrated format as the NSP 10, as requested by the Department of Health and Children (DoHC). This includes performance activity, indicators, capital, new service developments and finance data.

The HSE recently published their reports for August 2010. Some of the key points in the reports are as follows:

- The HSE shows a deficit of €26.7m at the 31st August 2010 on an accruals basis. This figure includes an underlying deficit of €91.6m in services and is being offset by surpluses in community schemes and corporate expenditures.
- The West region has the largest deficit at €42m after adjustment for cash collection targets. Dublin/North East is also over budget with a deficit of €40m.
- Under the Disability Act, 940 assessment reports under the Assessment of Need were overdue for completion at the end of August. 72% of these overdue assessment reports are from Dublin Mid Leinster area / region.
- As at the end of August 2010, there were 284 Primary Care Teams holding clinical team meetings.

If you wish to view these reports they can be found at

http://www.hse.ie/eng/services/Publications/corporate/Performance_Reports_Monthly.html.

National Cancer Screening Service Offers New Braille and Audio Materials

The National Cancer Screening Service (NCSS) has developed a suite of CervicalCheck information materials for women in Braille and audio format. The two most commonly requested leaflets 'About your free smear test' and 'About your smear test results' have been translated into Braille and audio format.

It is intended that these materials will assist women who are visually impaired to more easily avail of the CervicalCheck, programme, by accessing the information needed for them to make an informed choice and decision about whether to participate in screening.

In addition, the materials have been transcribed into an audio format and are available online at www.cervicalcheck.ie. Limited versions are available on CD.

In March 2010 a consultation process was undertaken with women's representatives and community network groups. The aim of the consultation was to develop initiatives to ensure the programmes of the NCSS are as accessible as possible to all women.

It is intended that the new Braille materials, availability of information in audio and the Freephone information line (1800 45 45 55) will go towards achieving this goal. This project has been introduced on a trial basis and may be extended to include additional information materials in time.

For further information contact: Sheila Caulfield/Clare Manning, Communications, National Cancer Screening Service, Phone: 01-8659300

SOCIAL INCLUSION

Seminar

‘The Key Role of Local Government in Promoting Disability inclusion Ireland & the World’

Do you believe that local government could do more to promote the inclusion of people with disabilities in their local communities?

Are you interested in learning about innovative ways in which local authorities in Ireland and the developing world have overcome barriers to disability inclusion at a local level - and in a cost effective way?

IF SO

You should attend this one-day seminar on 'The Key Role of Local Government in promoting disability inclusion - Ireland & the World' being organised by CBM Ireland and the Centre for Disability Law and Policy, NUI Galway. The seminar will be held in the G Hotel, Galway on Monday 6th December from 11am-5pm.

Keynote Speakers Include, among others:

- Deputy Michael D. Higgins, Spokesperson on Foreign Affairs, The Labour Party
- Professor Gerard Quinn Director of the Centre for Disability Law and Policy, National University of Ireland Galway & expert on the UN Convention on the Rights of Persons with Disabilities
- Mayor Michael Crowe, Mayor of Galway City Council
- Jack Keyes, County Manager, Cavan County Council (Recipient of the overall non-private sector Award at 02 Ability Awards 2010)

For further information please contact Eileen Glynn, Centre for Disability Law and Policy, National University of Ireland, Galway. Email: Eileen.glynn@nuigalway.ie Phone: +353 (0) 91 494008

GENERAL INFORMATION

NCSE 2010 Research Seminar

The National Council for Special Education (NCSE) was formally established in 2005 under the Education for Persons with Special Educational Needs (EPSEN) Act 2004 to improve the delivery of education services to persons with special educational needs, with particular emphasis on children. Conducting, commissioning and publishing research, to provide an evidence base, to support this work, are core functions of the NCSE. This seminar features presentations on key research reports that have been completed recently, including an address from Professor Richard Rose, University of Northampton, on the value and limitations of research, and a paper from NCSE Special Education Advisor, Mary Byrne, on the NCSE experience of developing policy advice from research findings.

The seminar will take place on Wednesday 24th November 2010 in The Hogan Suite, Croke Park Conference Centre, Jone's Road, Dublin, 9.00am - 4.30pm. Please click [here](#) for the Seminar Agenda. Click [here](#) to complete and submit the online booking form. Places available on a first come, first served basis. Booking forms must be submitted to NCSE by 5pm Friday 5th November 2010. If you have any queries about the seminar, please e-mail researchseminar@ncse.ie

CARDI Cross-Border Seminar Series

Older People and the Recession

'An Age Old Problem - Where Now for Rural Services?'

This event is being organised by CARDI in conjunction with Irish Centre for Social Gerontology, Irish Rural Link and Rural Community Network NI.

Keynote Speaker: Professor Norah Keating, Co-Director of Research on Aging, Policies and Practice, Dept of Human Ecology University of Alberta, Canada. The event will focus on ageing in rural Ireland - north and south and examine crucial issues of concern for researchers, policymakers and older people themselves about the impact of the recession it will feature contributions from

experts (both Nationally and Internationally) in the field of research, policy and practice and showcase findings from CARDI funded research projects.

All the seminars are free but it is essential to book at info@cardi.ie

The event will take place on Thursday 9th December 2010 from 16.15 to 19.30, and on Friday the 10th December 2010 from 9.00 -16.00 in the MRI Annex, NUI Galway

Accommodation has been secured with corporate rates with the Harbour Hotel, Galway

www.harbour.ie to book accommodation please contact Christine Delargy at

Christine.delargy@nuigalway.ie

We Do Make a Difference

Telling the Charity Story In a Real and Compelling Way

The Annual Conference of the Irish Charities Tax Reform Group (ICTRG) will take place on November 11th in the Ashling Hotel, Parkgate Street, Dublin. The theme of the conference is, 'We Do Make a Difference -Telling the Charity Story in a real and compelling way.

The conference will be opened by Minister Pat Carey, TD and the keynote speaker will be Cilian Fennell, Stillwater Communications. There will also be speakers from the Revenue Commissioners Charity Section and from the Data Commissioners' office. The conference will be chaired by Rodney Rice. See the events section on there website for full details www.ictr.ie. Online booking will be open shortly.

Newsletters

For information please contact the relevant organisation directly.

Ability - Newsletter of the Irish Association for Spina Bifida and Hydrocephalus, Tel: 01 4572329, E-mail: info@iasbah.ie

Acquired Brain Injury Ireland Newsletter, Tel 01 2804164
E-mail: cbrack@abiireland.ie

http://www.abiireland.ie/docs/ABII_Newsletter_Spring_2010.pdf

Arthritis Ireland - Newsletter—Tel: 01 661 8188

E-mail: info@arthritisireland.ie

Aspire - Asperger Syndrome Association of Ireland. 01-8780027/9, E-mail: admin@aspire-irl.org

Asthma Society News - Tel: 01-8788511,
E-mail: office@asthmasociety.ie

Brainstorm - Migraine Association of Ireland, Tel: 01-8064121,

E-mail: info@migraine.ie

Brainwave - Quarterly Newsletter, Tel: 01 4557500, E-mail: info@epilepsy.ie

Care Alliance Ireland - E-mail: ndo@carealliance.ie

Clar na nÓg - National Youth Council of Ireland Tel: 01-4784122
E-mail: info@nyci.ie

Cleft Lip and Palate Association of Ireland -
www.cleft.ie/newsletter/index.htm, Tel: (01) 2848227,
E-mail: georginawade@cleft.ie

Community Exchange Newsletter, E-mail: info@activelink.ie, Tel: +1 667 7326

Connect - Irish Motor Neuron Disease Association. E-mail: info@imnda.ie, Freefone 1800 403 403

Community Workers' Co-operative – Community Work News. E-mail: info@cwci.ie, Tel: +353 (0) 91 779 030

Cornerstone - Homeless Agency -
<http://www.homelessagency.ie/research/cornerstone.asp>, Tel: 01 7036100, E-mail: homeless@dublincity.ie

Cumhacht - People with Disabilities in Ireland
http://www.pwdi.ie/news_events/newsletter/index.htm, E-mail: info@pwdi.ie, Tel: 01-8721744

Debra Ireland Newsletter, Tel: 01 678 5044, E-mail: info@debraireland.org

Down Syndrome Ireland - Tel: 01-8730999, E-mail: info@downsyndrome.ie

Enable Ireland - Newsletter—Tel: 1850 204 304 E-mail: communications@enableireland.ie

Equality News - Tel: 01-4173333, E-mail: info@equality.ie

E-Info Deaf Source— E-mail: info@irishdeafsociety.ie. Tel: +353 1860 1878

Féach - Support to parents of blind and visually impaired children. Tel: 01 493 1896, E-mail: info@feach.ie

Fighting Blindness - Tel: 01 7093050, E-mail: avril.daly@fightingblindness.ie

Frontline of Learning Disability -Tel: 01-2862649. E-mail: frontline@indigo.ie

GROWing - Information on Mental Health, Tel: 1890 474 474, E-mail: info@grow.ie

Guidelines - Irish Guide Dogs Association. Tel: 021 4878200 E-mail: info@guidedogs.ie

Headway Ireland - National Association for Acquired Brain Injury - 'Making Headway', Tel: 01-8102066, E-mail: info@headway.ie

Heart News: - Newsletter of Irish Heart Foundation. Tel: 01 668 5001
E-mail: info@irishheart.ie.

Heartstrings - Newsletter of Heart Children Ireland, published quarterly,
Tel: 1850 217017 E-mail: heartchildren@eircom.net

Heatwave - Irish Raynauds Scleroderma Society,
E-mail: info@irishraynauds.com, Tel: 01 2020184

HOPE - Huntington's Disease Association of Ireland. Tel: 01-872 1303, E-mail: hdai@indigo.ie

Inclusion Ireland - Tel: 01 8559891, E-mail: info@inclusionireland.ie

Irish Deaf News - Irish Deaf Society. Minicom: 01-8601910; 01-8601878; E-mail: info@irishdeafsociety.ie

Irish Wheelchair Association - 'Spokeout', Tel: 01-8186 400, E-mail: Joanna.marsden@iwa.ie

Kerry Network of People with Disabilities - Network News 066-7180611, E-mail: kerryPWDi@eircom.net

MS News—Newsletter of MS Ireland. Tel: 01 6781600, E-mail: info@ms-society.ie

Muscular Dystrophy Ireland - MDI News Update Tel: 01-8721501, E-mail: info@mdi.ie

DeafHear.ie - Link Magazine - Tel: 01 8723800, E-mail: info@deafhear.ie, Minicom: (01) 817 5777

NCBI News - Newsletter of the National Council for the Blind of Ireland, Tel: 01 8307033, E-mail: press@ncbi.ie, www.ncbi.ie

Neuro News - Neurofibromatosis Association of Ireland, Tel: 01-8726338, E-mail: nfaireland@eircom.net

People First - Central Remedial Clinic Tel: 01-8057400
E-mail: vmmcutch@crc.ie

Post Polio Support Group - Newsletter, Tel: 071 64791
E-mail: newsletter@ppsg.ie

Poverty Today - Combat Poverty Agency. Tel: 01-670 6746

Rehab News -Tel: 01-2057200 E-mail: dara.duffy@rehab.ie

Simon News - Simon Community, Tel: 01-6711606 E-mail: info@simoncommunity.com

Shine News - Schizophrenia Ireland, Tel: (0)1 8601620
E-mail: info@sirl.ie

Social Housing - Irish Council for Social Housing Tel: 01-6618334; E-mail: info@icsh.ie

Sonasa aPc – Tel (01) 2608138. www.sonasapc.ie.

Speaking up for Advocacy – Citizens Information Board Newsletter on advocacy. Tel: 01 6059035, E-mail: mairide.woods@ciboard.ie

Volunteer Stroke Scheme News- Tel: 01-4559036.
E-mail: info@strokescheme.ie

Wheel E-Bulletin Tel: 01- 454 8727,
E-mail: info@wheel.ie





Disability Federation of Ireland is a national support and representation mechanism for voluntary disability sector organisations, covering all areas of disability and disabling conditions. There are currently over 100 voluntary disability organisations in the DFI Membership.

National Office

Fumbally Court Fumbally Lane, Dublin 8
Tel: 01 454 7978 Fax: 01 494 7981
E: info@disability-federation.ie

Dublin Mid-Leinster

Anthony Carrick
Dun Laoghaire, Dublin South East,
Wicklow (Dublin Office),
Mobile: 086 8206736
E: anthonicarrick@disability-federation.ie

Louise McCann
Dublin South City, Dublin South West,
Dublin West, Kildare, West Wicklow
(Dublin Office)
Mobile: 086 9189750
E: louisemccann@disability-federation.ie

Jacqueline Grogan
Laois, Offaly, Longford, Westmeath
(Dublin Office)
Tel: 01 454 7978 Fax: 01 494 7981
E: jacquelinegrogan@disability-federation.ie

Lillian Buchanan
Support Officer – Policy and Research
(Dublin Office)
Tel: 01 424 0127
E: lillianbuchanan@disability-federation.ie

Dermot O'Donnell
Support Officer – Support for
Organisations (Dublin Office)
Tel: 01-4250125
E: dermotodonnell@disability-federation.ie

Dublin North-East

Joan O'Donnell
Meath, Louth, Cavan, Monaghan (Dublin
Office)
Mobile: 086 3834587
E: joanodonnell@disability-federation.ie

Martin Naughton
Dublin North Central, Dublin North West,
Dublin North
Mobile: 086 8207169
E: martinnaughton@disability-federation.ie

West

Michael Corbett,
Galway, Mayo, Roscommon
C/O DFI, Acres, Newport, Co. Mayo,
Tel: 098 41919,
Mobile: 086 3804750,
Fax: 098 41065,
E: michaelcorbett@disability-federation.ie

Marcus Hufsky,
Sligo, Leitrim, Donegal
St. Vincent's Business Park, Finisklin
Road, Sligo
Tel: 071-9150098
Mobile: 086 3811261
E: marcushufsky@disability-federation.ie

Toni Gleeson,
Limerick, North Tipperary, East Limerick,
Clare
DFI, The Forge, Croke St. Thurles, Co
Tipperary
Mobile: 086 6004526
E: tonigleeson@disability-federation.ie

South

P.J. Cleere
Carlow, Kilkenny, South Tipperary,
Waterford, Wexford
DFI, Tinryland, Carlow
Tel: 059 9179431
Mobile: 086 3811064
E: pjcleere@disability-federation.ie

Alison Ryan
Cork, Kerry
101 North Main Street, Cork
Tel: 021 4271752 Mobile 0874198796
E: a.ryan@disability-federation.ie



The Disability Federation of Ireland (DFI) is the national support organisation and advocate for voluntary disability organisations in Ireland who provide services to people with disabilities and disabling conditions

Hidden

Intellectual

Mental Health

Physical

Sensory

Emotional

DFI works to ensure that Irish society is fully inclusive of people with disabilities and disabling conditions so that they can exercise fully their civil, social and human rights. In pursuit of this vision:

- Acts as an advocate for the voluntary disability sector.
- Supports organisations to further enable people with disabilities.

There are over 127 organisations within membership or as associates of DFI. DFI also works with a growing number of organisations and groups around the country that have a significant disability interest, mainly from the statutory and voluntary sectors. DFI provides:

- Information
- Networking
- Training and Support
- Advocacy and Representation
- Research and Policy Development
- Organisation and Management Development

DFI also supports the broader voluntary and disability sector through its representation of the disability strand with the Community and Voluntary Pillar of the Social Partnership process and other fora at regional, national and European level. DFI is recognised as a representative on disability issues to a broad range of local, national and regional fora this includes working with the HSE, NESF and Social Partnership.

Disability Federation of Ireland

Fumbally Court, Fumbally Lane, Dublin 8

Tel: 01-4547978 Fax: 01-4547981

Email: info@disability-federation.ie Web: www.disability-federation.ie