Disability Federation of Ireland

Representing the interests and the expectations of people with disabilities to be fully included

Comprising organisations that represent and support people with disabilities

DFI Newsletter May 2012

Children First

Are we, in the disability sector, putting children first?

The Government is clearly demonstrating that it is moving quickly on the issue of child protection, and disability organisations need to be aware of the implications of the proposed legislation and constitutional changes. The Heads of the Children First: National Guidance for the Protection and Welfare of Children Bill were published on 25th April. The purpose of this Bill is to put Children First on a statutory footing, including the obligation to report suspicions of abuse. It is intended that all legislation pertaining to this subject will be in place and operational by January 2013.

We know, too, that the proposed referendum on Children's Rights is to be held this year. The Ryan, Murphy and Cloyne Reports, and their revelations about the appalling treatment of children in care of both the State and Religious orders, were such that one would think that we could never forget our duty and our responsibilities to children. With the proposed legislative and constitutional changes I would encourage all disability organisations to take that time now to seriously consider how we are actively and honestly putting children first, within our organisations, and within our services. Further information on this is within the newsletter.

John Dolan

CEO

How Do We Prepare for Children's First?

This proposed legislative and constitutional change will impact on how we think about, plan and deliver our services in an increasingly responsive and quality driven manner.

The Heads of the Children First Bill published on the 25th of April suggests that all organisations providing a service to children will be required to develop a "Keeping Children Safe" plan, and the requirement to vet employees will extend to volunteers (there are exemptions for once off activity). A Code of Conduct will be mandatory, and each organisation will be required to have a designated officer (CEO or other senior person), set up an Independent Internal Review Group consisting of three people, one to have experience of childcare, who will monitor the organisation's policies, practices, complaints etc. Failure by organisations and professionals to comply with the legislation could result in a prosecution or closure of a service

So what do organisations, and we individually, need to do about this? First, we must assume our responsibility as human being, as employees and as managers, leaders and people who are caring and passionate about the right of every child in this State to be respected, valued and loved. When we take personal responsibility we develop a different attitude, we become aware and reflective of our actions and behaviour. After that every step forward becomes easier and easier. Get to know the legislation and the UN Convention on the Rights of the Child. We need to make ourselves aware and knowledgeable about the legislation and the responsibilities it will impose on us and our staff members. As CEOs and Managers, making time to hold team meetings, and allowing discussion and debate on the topic, will ensure that all members of the organisation are supported to take their own responsibility seriously, therefore making any policy or activity changes more acceptable and thus easier. Coming together with other like-minded organisations to share understanding about roles and responsibilities for personnel, such as the designated officer or social worker, will help to ensure that the organisation is in a position to have in place all the required policies, guidelines and plans for 2013, will also support any proposed changes to be made.

These are very real commitments and will need time, commitment and dedication to complete to a high standard. As developments progress DFI will support organisations by providing information, and will facilitate organisations, through DFI Support Officers, to work together, to achieve the aims of this legislation, to put children first

The National Group for the Implementation of Children First in the Disability Sector was set up earlier this year and had its first meeting March 2012. DFI is represented on this group by Toni Gleeson, tonigleeson@disabilty-federation.ie. This legislation has serious implications for DFI members and all services providers. The Government is committed to proceeding with haste, to have all in place by January 2013. Therefore, organisations will need to be prepared.

'You must be the change you want to see in the world.' Mahatma Gandhi, Indian political and spiritual leader (1869 - 1948)

DFI SEMINAR

Change and Voluntary Disability Organisations

"Things do not change; we change." - Henry David Thoreau

After the DFI AGM on 23rd May an event was held on the subject of 'Change and Voluntary Disability Organisations'. The basis for event was as follows:

"Disability organisations are surrounded by change; the question for all of us to consider is how are we responding to this change? The Value for Money and Policy Review of Disability, the UN Convention on the Rights of People with Disabilities, Universal Health Insurance and the HSE reports on Adult Day Services and on Congregated Settings are all signaling a fundamental change in how services will be funded and provided to people with disabilities. The purpose of the discussion is to gain an understanding of the changes afoot and how best we can prepare ourselves for them."

The context for the event was outlined by Lillian Buchanan, DFI, and presentations were given by Prof. Gerard Quinn, Director of the Centre for Disability Law and Policy at the NUI Galway School of Law on "A Positive Symmetry". Dr Bláithín Gallagher, from National Council for the Blind in Ireland, on "Using Research to Better Understand User Profiles" ,and Dr. Eddie Molloy Director, Advanced Organisation, on "Managing Change". The presentations generated some very rich discussion about the fundamental shifts in orientation that disability organisations will need to make to remain relevant and of value.

More information and copies of the presentations are on the DFI web site http://www.disability-federation.ie/index.php?uniqueID=10535

ORGANISATIONAL DEVELOPMENT

Listening and Changing – Resources and Supports for Organisations

Listening and Changing – Resources and Supports for Disability Organisations, is a direct outcome of the project "Supporting Organisations for Mainstreaming: A Listening and Changing Project" developed by DFI and the Neurological Association of Ireland (NAI) and funded by Genio.

The aim of the project is 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. Six organisations initially participated in the project. 'Listening and Changing' has three main objectives, to facilitate organisations to actively listen to people with disabilities, to support people with disabilities to envisage a different future where they direct their own lives, and finally to strategically plan appropriate supports to realise this. The aim of the project now is to ensure that the valuable know-how, resources and commitment of the organisations are better oriented towards enabling people with disabilities to become full participants in society. We are very thankful to the six organisations that were supported to listen to people with disabilities in a range of ways and to then make changes in response to the wide variety of issues identified and to the large number of people with disabilities who were consulted. They have contributed significantly to the Resources and Supports presented here.

The Resources and Supports are:

- Person Centred Consultation
- Data Gathering and Analysis
- Social Policy Analysis and Campaigning

It is intended that these resources and supports will assist other disability organisations in working towards person centred outcomes for people with disabilities. These Resources and Supports along with more information on the overall ‘Listening and Changing’ project will be available on our web site shortly www.disability-federation.ie .

We are now ready to launch these new resources, and we invite you to attend.

Venue: Disability Federation of Ireland - boardroom

Date: 13th June 2012 **Time**: 10.00 – 1.30 pm

The resources will allow the learning from this project to be shared across the DFI membership and beyond. The resources will be of interest to all organisations, particularly iorganisations working on PQASSO or preparing for a new Strategic plan.

If you are interested in attending this event please email Toni Gleeson at tonigleeson@disability-federation.ie

HR & Employment Law Update

Adare Human Resource Management provides HR and Employment Law Support Services to a large number of Organisations within the Community and Voluntary Sector. Adare Human Resource Management aims to enable organisations to focus on their core operations, by providing management with the knowledge and support to assist them to deal effectively with people management and organisational change. We support organisations through minimising the risk of exposure to legal challenges by ensuring legal compliance for organisations in their practices as well as policies and procedures.

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.

Parental Leave and Force Majeure Leave

The Parental Leave Acts, 1998 and 2006 set out to provide unpaid leave to natural and adoptive parents of children of a certain age and also to persons acting in loco parentis of same. An eligible Employee will be entitled to avail of up to 14 working weeks unpaid parental leave in respect of each relevant child up to the age of eight years of age or sixteen years of age in the case of a child with a disability.

In order to qualify for the leave, the Employee must have completed 12 months service with the Organisation. However, where the child is about to go over the ages specified above, and the Employee has completed more than 3 months service but less than 12, he/she will be entitled to avail of 1 working week of leave per completed month of service.

Applications for parental leave must be made at least 6 weeks prior to the intended commencement of leave. The Organisation may decide to postpone the parental leave, for up to 6 months, if satisfied that granting the leave would have a substantial adverse effect on the operation of the business.

The leave may be taken either as a continuous block of 14 weeks or two separate periods of a minimum of six weeks each. If the leave is taken in this way, there must be at least 10 weeks between each separate period. The leave may also be broken up over lesser periods of time with the Employer's consent.

Force majeure leave is also provided for under the Parental Leave Acts 1998 and 2006. Force majeure leave entitlement is a maximum of 3 days paid leave in a 12 month period, subject to a maximum of 5 days leave in a 36 month period. An Employer may record part of a working day as 1 force majeure day.

This paid leave is provided for Employees where, due to the illness or injury of one of the following persons, their presence is indispensable at the location of that person;

- A child, adoptive child, spouse or partner of an Employee
- A person to whom the Employee is acting in loco parentis
- A brother, sister, parent or grandparent of an Employee
- A person with whom the Employee lives in a relationship of domestic dependency.

If you have any questions relating to parental leave, force majeure leave or any other statutory employment leave, do not hesitate to contact us.

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

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

Self-Compassion as a Buffer against Stress and Burnout

by Maeve Halpin, Counsellor and Organisational Supervisor.

In both my External Supervision and counselling practices, I increasingly see clients exhibiting distress due to unmanageable workloads. In the voluntary sector, staff cutbacks coupled with greater demand for services are resulting in overwhelming pressure on staff to provide more with less. As workers in the Community and Voluntary Sector tend to be drawn to the area due to a commitment to social justice and equality, they are emotionally engaged in their work and find it difficult to say “no”. It is essential that staff have effective tools for emotional regulation and stress management in order to cope with demands that will only continue to escalate as the economic crisis deepens.

Self-Compassion as a Coping Strategy

Self-compassion has been demonstrated to be a valuable coping resource when people experience negative life events. But in our competitive, achievement-driven and status-conscious culture, the concept of adopting a kind, accepting and non-judgemental attitude to oneself is not one that has held much traction. Although the idea of compassion of self and others is a mainstay of many Eastern philosophies, practiced daily by millions for several centuries, the term “self-compassion” did not appear in Western psychological literature until 2003. People who are self-compassionate have been shown to be less likely to catastrophise when problems occur, experience anxiety following stress, and avoid challenging tasks for fear of failure.

Three Components of Self-compassion

A definition of self-compassion is ‘being open to and moved by one’s own suffering, experiencing feelings of caring and kindness toward oneself, taking an understanding, non-judgmental attitude toward one’s inadequacies and failures, and recognizing that one’s experience is part of the common human experience' (Neff, 2003a). It involves directing the same care, kindness, and compassion toward oneself that one conveys toward loved ones who are suffering. It is composed of 3 primary features:

1. Self-kindness. This involves being reassuring, kind and caring toward oneself, rather than critical and self-blaming, when things go wrong. Treating oneself kindly can mean taking time off, finding someone to confide in, booking a relaxing treatment like a massage, or mental acts of kindness such as engaging in self-talk that is positive, encouraging, and forgiving.

2. Common humanity. In difficult times, we can have a sense of persecution ('why me?'), and a feeling of isolation, as if our suffering is worse than everyone else's. This is reinforced by the powerful social norms requiring everyone to appear successful and always in control, so that it can appear that other people's lives are better and happier. Acknowledging our common humanity means seeing that life is by nature imperfect, that everyone will inevitably experience disappointment, failure and loss, and we don't have to take it personally or blame ourselves when it happens to us.

3. Mindfulness. This relates to taking a balanced approach to our situation so we are not carried away by emotions. It is a non-judgemental, receptive state of mind where thoughts and feelings are observed just as they are, neither wallowing in them or suppressing them. It allows us to process and understand what is going on without being swamped by the negativity. Instead of over-reacting, we can choose to respond with an equanimous and measured approach.

Developing Self-Compassion

Self-compassion is not self-pity or self-indulgence. Rather than leading us to become more self-absorbed, it allows a space to open up where we are not over-identified with our situation and our feelings, and can address issues in a clear-headed, objective and caring way. Recognising our critical self talk is the first step, as this can be quite automatic, like a knee-jerk reaction. Often it is the critical voices of authority figures from our past that are being replayed. Think instead of how you would talk to a friend in the same situation, and try using these words towards yourself. Many courses in Mindfulness-based Stress Reduction are now available, imparting the essential skills of mindful living. More information and tools and at www.self-compassion.org **© Maeve Halpin May 2012**

Maeve Halpin is a practising counsellor and Social and Organisational Psychologist, with many years' experience in the Community and Voluntary sector, latterly as Chair of the Carmichael Centre for Voluntary Groups. In conjunction with Maeve, DFI have launched an External Supervision and Support Service for staff and Boards of DFI member groups. More information is available at http://www.disability-federation.ie/index.php?uniqueID=215.

HEALTH

HSE Disability Consultation Forum

There is active consultative work underway addressing a range of areas of concern to people with disabilities and their organisations. At the May meeting of the National Consultative Forum (NCF), in addition to information updates and feedback, there was a detailed discussion of placement issues in congregated settings and day services for school leavers, as well as initial consideration of the first of a series of policy implementation papers for the NCF to agree on.

NCF Updates

- The first meeting of the Minister's Forum for People with Disabilities will be co-ordinated by the National Disability Authority (NDA) for 19th June, and the potential for this model of user participation to be extended to the HSE's consultation activity will be explored.
- The allocation of the 3.7% funding cut across organisations for 2012 was discusses, with the HSE indicating that some very small organisations face a lesser reduction, and no organisations being cut by more than 3.7%.
- Activity on residential quality standards and observed needs to turn soon to quality standards for services in the community.
- Discussion of cross sectoral work between health and education and assessment of need issues. The value of disability interests participating in the Department of Education and Training's forthcoming consultation on resource allocation models was also noted.
- Establishment of the Children First Implementation Group for the Disability Sector (on which DFI is represented).
- Phased introduction of free GP medical cards and note of a review underway on the eligible conditions since the list has been closed for some time.
- Capacity legislation and the implications for advocacy services of supporting people to make informed decisions.

NCF Work Plan

- A paper on joint working to support people with disabilities was tabled and papers on the social care model, under which the HSE's Disability Services Unit will operate along with Older Persons Services in the forthcoming Directorate, and on commissioning, are to be circulated. The aim is to develop clear NCF positions when engaging in the different planning process that will exist in 2013.
- DFI highlighted the importance of the NCF considering the prospect and implications of budget cuts not just in 2012 but in future years, and what responses are appropriate, over and above the work assigned to its Working Group 1.
- NCF's Working Group 1 has adopted an ambitious programme to realise efficiencies not only in 2012 but also for the longer term. A significant data deficit has already been identified so that progress in maximising supports for people with disabilities will very much depend on co-operation across the sector. The Group will engage many organisations in identifying good practice and also barriers to improved performance that can be addressed. Based on evidence from the sector, an implementation framework for realising efficiencies, while at the same time protecting quality, will be developed.
- **Personal Assistants**: HSE policy regarding PAs was an issue raised by DFI, who pointed out the need for reliable information about the use of PAs as distinct from Home Support. The HSE agreed to undertake a review of the models currently in place in the regions, with the aim of reporting to the NCF on the findings.
- **Congregated Settings and Day Places for School Leavers**: There was an extensive discussion about the application of equitable and realistic allocation of places in view of demand pressure, capacity constraints and policy directives. In neither case is policy fully developed, with various considerations being actively reviewed by the NCF.
- **Participation in the Consultative Fora**: The NCF considered requests for membership, and agreed to the addition of the NDA. With regard to Local Fora, representation of small organisations was considered and a review was arranged of the situation of those not belonging to umbrella bodies.

For the Terms of Reference of the Consultative Fora please contact lillianbuchanan@disability-federation.ie

Mental Capacity Legislation Must Reflect Human Rights Based Approach to Legal Capacity

A human rights-based approach to legal capacity is not currently prevalent despite pockets of good practice, according to a new report on the proposed Mental Capacity Legislation from the Oireachtas Joint Committee on Justice, Defence and Equality.

There is a critical role for an Office of Public Guardian or equivalent – in terms of codes of practice, education and support – to ensure that the rights of individuals are protected, the report found. The emphasis should be on supported decision making rather than substitute decision making. As such, the title of the Office of Public Guardian, as provided for in the Bill, should be amended to reflect the goal of supporting as opposed to substituting legal capacity, the Committee concluded.

A legal framework is needed for these supports and safeguards, which ensures that supports offered are voluntary, proportional and tailored to the person's circumstance, free of conflict of interests, and apply for the shortest time possible so that the will and preferences of people with disabilities are respected.

Among the Committee's observations on the proposed legislation are:

- The use of language must not be forgotten and is probably as important as the content of the Bill. Language has the potential to cause difficulty and offence as it creates labelling, which in turn creates division and inequality.
- Concerns were raised by the use of the best interest's model. The Committee was advised that this is a model of the past. It demonstrates the paternalistic view of trying to determine what the best interests of a person are, even of a person who can decide for himself or herself what his or her best interests are.
- When assessing an individual's capacity the Committee was told that deciding on someone's capacity in a court was not an appropriate setting. The general feeling was that a more appropriate setting would be a flexible informal tribunal which can meet with the persons in their own setting, at a time which is suitable and most effective to them and with the appropriate supports to maximise their capacity.
- The Committee was very concerned to learn that some of the most basic human rights are not afforded to those whose capacity is called into question. The

Committee was told that without legal capacity, one cannot marry, have a family, manage their own money, make medical decisions, have a sexual relationship, decide where to live, enter into contracts or vote.

- The Committee was told that the approach with the current wardship system must be rejected. It is hoped that the wardship system will change with the incorporation of new legislation.
- It was put to the Committee that legislation must be based on supported decision making. The result of excluding people from making their own decisions can be devastating. Personal guardians or substitute decision makers should only become involved as a last resort.
- Currently there is no legislation on advanced care directives so these, if they exist, cannot be enforced by a doctor or hospital. It was suggested that the legislation should include provision for such directives.
- The Committee was told that there is a hierarchy of decisions ranging from what a person will have to drink to buying a house. The legislation should reflect this. Currently, when one's capacity is assessed, there is an 'all or nothing' approach.
- It was suggested to the Committee that the role of 'special visitors' should be based on expertise rather than profession.
- The Committee was told that some research in other jurisdictions has shown a frightening degree of overuse of anti-psychotic drugs in people with dementia in nursing homes and other institutions as a form of behavioural control. The lack of a robust regime is critical in this regard.
- When assessing person's capacity, care must be taken that we do not set the bar too high. The legislation could set the bar far higher for people with disabilities and other conditions than we set for ourselves.
- Currently there is no legislation on advanced care directives so these, if they exist, cannot be enforced by a doctor or hospital. It was suggested that the legislation should include provision for such directives.

Chairman of the Committee, David Stanton TD, said: "This has been a very long and difficult process given the complexity of the topic. However, it is essential that the whole area of capacity is reformed. Our present legal framework on capacity derives from legislation in the 19th Century, the Lunacy Act of 1871, and is totally inadequate to meet modern standards. It is also insufficient to meet our international commitments under the UN Treaty on the Rights of Persons with Disabilities which was signed by Ireland in 2007.

In light of all the medical advances and changes in social attitudes which have taken place since the 19th Century, it is imperative that the law is updated to reflect the principles of a modern society. During the Committee hearings on legal capacity, I was particularly struck by the profound and negative impact the law as it currently stands can have on the daily lives of some of our most vulnerable citizens.

It is important that all parties involved in this area should continue the superb work and support that they provide and I hope that any new legislation will address many of the concerns raised. I would like to thank all of those who took part in this process. All points raised in submissions have been noted and the report will be sent to the Minister as requested. I hope it will make a meaningful contribution to the development of modern and effective capacity legislation."

Click here to view Committee Chairman discussing the report: http://youtu.be/eqkKntobMgg

To view the report click on the following link: http://bit.ly/JyYcXh (Note large file size of 109MB). For further information please contact: Ciaran Brennan, Houses of the Oireachtas, Communications Unit, Leinster House, Dublin 2, P: +3531 618 3903
M: 086-0496518

Consultation on Draft National Consent Policy

The views of stakeholders are now being sought on a draft National Consent Policy for use in health and social care. Feedback is invited as part of a national consultation process and the closing date for this consultation is Thursday 28th June 2012. The draft policy has been developed by the National Consent Advisory Group, under the auspices of the HSE's National Quality and Patient Safety Directorate.

You can view the draft National Consent Policy here
http://www.hse.ie/eng/about/Who/qualityandpatientsafety/hsestandardsandguidance/National_Consent_Advisory_Group/

To participate in the consultation process click here
http://www.hse.ie/FeedbackServer/fs.aspx?surveyid=59e137b34b4423097d54f02ad4d11d6

The new National Consent Policy is due to be finalised by the end of the year.
For further information please contact Angela Hughes, Consent Programme Lead, Quality & Patient Safety Directorate Tel 042 - 938 5460 Email: consent.feedback@hse.ie

‘Meeting the Healthcare Needs of People with Disabilities’

Greater Dublin Independent Living Conference

Preparations for the Greater Dublin Independent Living (GDIL) second large scale conference, “Meeting the Healthcare Needs of People with Disabilities”, began in 2011. Strong direction, involvement and assistance from Suzy Byrne, Senior advocate for the National Advocacy Service (NAS), helped guide the project along with on the ground commitment from the GDIL CE scheme staff. Three focus group sessions were run in 2011 in order to gauge the important issues and challenges for people with disabilities, and feedback was used to run a highly successful Women’s Cancer Screening and Sexual Health workshop in autumn 2011, and was at the core of planning of the conference.

The conference opened with a specially created video piece “Access, Attitude and Awareness” highlighting the experiences of four GDIL members of the healthcare services, both positive and negative, and making suggestions. This was followed with a presentation by staff member Sinead Dunne, “I never look forward to long weekends”, based on the feedback from the focus group sessions, and highlighting what developments are areas needed for the ratification of the UN Convention on the Rights of People with Disabilities, and the importance of people with disabilities speaking openly about health matters the often seen as ‘taboo’ subjects, such as mental health and sexual health.

Dr Austin O’Carroll spoke about his own experience and the barriers he encountered in becoming a GP, as a person with a disability, who now has a Dublin practice. He also highlighted the need for people with disabilities to be proactive in taking charge of their health care. Suzy Byrne highlighted the value of an advocate in supporting people who use health services as well as ways that people can self advocate also. She gave examples of good practice in a number of health services, in particular, a communications policy in place in St. Vincent's University Hospital where staff members are trained in working with people with disabilities, and where pre admissions procedures are in place to reduce stress on admission.

A presentation by Fiona Treacy, Access Officer for the National Cancer Screening Board, "Am I at risk?", highlighted the importance of cancer screening for people with physical and sensory disabilities, and how to access these services. A highly interactive and engaging panel discussion was chaired by Sara Burke, policy analyst and journalist/broadcaster. Panellists included Cate Hartigan, Assistant National Director of Disability Services of the HSE, Rosaleen McDonagh, disability activist, Simon Harris TD (Fine Gael), Barbara Bolger, Regional Specialist on Primary Care Services for the HSE, Suzy Byrne and Dr Austin O'Carroll. Topics covered included ratification of the UN convention on the rights of people with disabilities, the rolling out and provision of Primary Care Teams, and access to services. The topic of direct payments for people to manage their own services was addressed, and details were given of a very successful pilot project, launched last year, in which a number of Leaders took part and managed their own Personal Assistant service. Health and safety and risk management and the impact on service users' rights were also raised, as were Primary Care centres and what services people with disabilities could expect.

Three interactive workshops took place, covering the topics of Sexual Health Awareness, Mental Health Awareness, and Serving the Healthcare Needs of People with Disabilities, from Access to Attitude. Feedback from these workshops is that they were highly informative, thought provoking and indeed useful for both attendees with disabilities and service providers who were able to hear in person experiences from people themselves and gain further insight into the area.

The Lord Mayor of Dublin, Councillor Andrew Montague, gave a closing speech on the importance of access to healthcare services for all in benefiting society as a whole. He opened the floor for questions and spoke with openness and a willingness to improve Dublin's services.

This very successful event carried a message that people with disabilities wish to be treated equally in the provision of healthcare services and in the process to be treated with dignity and respect, being given the information to make decisions about their own healthcare and that doing this can best be achieved through a consultative process between healthcare providers and people with disabilities.

Inter-Professional Learning Master Class

‘Learning Together to Work together, Working together to Learn together’
Foundations for Collaborative Care

This event, will take place on Wednesday 20th June, in the Mill Room, Stewarts’ Hospital, Palmerstown, Dublin. The opening address will be given by Ginny Hanrahan, CORU Regulating Health & Social Care Professionals, and the Master Class will be presented by Helena Low, Vice Chair CAIPE

Evidence from around the world shows that when professionals work collaboratively to place patients/clients/service users and families at the centre of health and care services, the experience of care is enhanced, outcomes are improved and there is improved job satisfaction for the health care provider. It is also clear that inter-professional learning is an essential element of effective collaborative practice.

The Master class aims to

- Foster a greater and shared understanding of what collaborative care means and what is involved within the Irish context
- Generate interest and engagement in inter-professional learning for collaborative practice.
- Encourage participants to consider practical application in the workplace.
- Encourage participants to identify further areas of interest in relation to taking forward. collaborative initiatives.

This Master Class is organised by the Health & Social Care Professions Education & Development Unit of the HSE HR Directorate. Queries to frances.conneely@hse.ie Registration will commence at 9.30am, and the Master Class will take place from 10.00 – 1.00pm

Broadcasting Authority of Ireland

New Access Rules on Subtitling, Sign Language and Audio Description

The Broadcasting Authority of Ireland (BAI) has published new rules to govern the level of subtitling, sign language and audio description that Irish television broadcasters must offer to the public. The new rules will update the current Access Rules in place since 2005.

The BAI Access Rules aim to make television more enjoyable and accessible for people who are deaf, hard-of-hearing, partially sighted or blind. The new rules have been developed taking into account a review of existing rules, submissions received as part of a public consultation, changes in broadcasting schedules and developments in technology.

One of the central objectives of the Access Rules is to enhance the reliability and quality of subtitling. Under the new rules, rather than seeking to simply ensure that a designated target quota of subtitled programmes is provided, broadcasters will now be encouraged to enhance the range of subtitled programmes being made available. Also included is a change in the timeframes set out for the achievement of targets. Under the 2005 Access Rules, there was a 10-year timeframe for achieving such targets, but a five-year timeframe with a two-year review will now exist.

The new Access Rules also look at issues such as the inclusion of sign language in children’s programming; the use of captions; audio description; the impact of digital TV on access services; more consultation between broadcasters and users on access issues; and the monitoring of compliance with the new rules.

The new rules have been adopted by the BAI following an extensive consultation process (launched in December 2011) during which a range of facilities were put in place to enable people who are deaf, hard of hearing, partially sighted or blind to offer their feedback. The BAI also arranged a number of briefing meetings with stakeholders from user groups and broadcasters.

Speaking about the launch of the Access Rules, the Chairperson of the BAI, Bob Collins, said: “The BAI is pleased to launch the new Access Rules which have been reviewed and revamped to be more appropriate for these times and to reflect both the needs of viewers and the changing schedules of broadcasters”.

The new rules are available in a number of formats on www.bai.ie/?page_id=2419

GENERAL INFORMATION

Funding Initiative for the United Nations International Day for the Eradication of Poverty 17th October 2012

Since 1992, 17th October has been recognised by the United Nations as the *International Day for the Eradication of Poverty*. The Department of Social Protection has a limited amount of funding to support anti-poverty groups to organise local, regional or national activities to promote awareness of the UN International Day for the Eradication of Poverty. The total amount of funding available is €30,000. It is envisaged that approximately 10 projects across the country will be funded.

This funding is open to anti-poverty organisations and groups working with people experiencing poverty at national or local level.

The Department of Social Protection will **NOT** accept applications from profit making or trading companies, individuals, local and community development programme companies, local authorities or statutory bodies or any bodies outside the Republic of Ireland.

Applications may be made for funding of once-off initiatives with a national/regional or local focus and aim:

- to create public awareness of the *UN International Day for the Elimination of Poverty*;
- to create public awareness of poverty in Ireland;
- to involve people at risk of, or experiencing poverty;
- to express solidarity with the fight to eradicate poverty globally.

A broad range of activities, or combination of activities, will be considered for funding, including, including events, publications, and activities. Activities **MUST** take place on or around 17th October, 2012. The scheme **will not** fund annual reports, newsletters or other promotional materials, annual conferences, research or policy analysis, salary costs for core staff, a group’s ongoing project or running costs, work that has already happened.

For an application form and more information on the United Nations International Day for the Eradication of Poverty please go to 'www.socialinclusion.ie'. Closing date for receipt of applications is 12pm Tuesday 15 May 2012.

Social Inclusion Division, Department of Social Protection
Gandon House, Floor 1, Amiens Street, Dublin 1

Download (PDF, 140KB)

Remembering a turbulent week at the birth of Independent Living in Ireland 1994

The Prize By Peter Moore

In 1994 Peter Moore, a founding member of the Independent Living movement in Ireland, wrote a personal account of his experiences of engaging in a landmark protest outside the Oireachtas, Leinster House, in Dublin. The protest was staged to pressure the government into providing ongoing funding for personal assistance services to individuals who had participated in two action research programmes based on promoting independent living for people with disabilities. His personal story provides a fascinating insight into the political and social policy context of that time with regard to independent living and people with disabilities:

"*These were people who are supposed to have only one desire; that is to go to Lourdes and be the subject of a miracle. These were people who are supposed to be content with being cared for. But since December 1992 they had gradually discovered that they were well capable of caring for themselves; what they required was nothing more than physical assistance. These were people that others like to take on holidays in a group and isn't it great that they can have a pint and a laugh and be happy and make suggestions at the opposite sex that are not really serious. These were people who could not possibly have pride in what they are. Yet it was these people who rocked the foundations of that philosophy in less than a week*."

It is timely to read this story again today when we have a better understanding of the prize that he and his colleagues strove for.

If you would like to get a copy of the 'The Prize' by Peter Moore, please contact the following email address: pedromoore@eircom.net

Social Skills Summer Camp

St. Francis Private Hospital in Mullingar has opened a paediatric diagnosis and follow- up service for children, adolescents and adults who are diagnosed with ASD. The team provides occupational therapy, speech and language or therapeutic services. This summer, they are running social skills courses, which will be facilitated by the team's speech and language and occupational therapist. The programme is aimed at children, adolescents of all ages and abilities, and is facilitated by speech and language & occupational therapists. Course content includes conversational skills, awareness of self and others, awareness of communication, understanding emotions, and self-esteem. Duration: 1 hour per week for 6 weeks €150 for 6 weeks if paid in advance, or €30 per week.   Further information from contact Mairéad or Elaine 044 93 85300.

Arthrogryposis Association Family Fun Day

The Arthrogryposis Association would like to invite you to a Family Fun Day which will take place in the Hudson Bay Hotel in Athlone, on Saturday 23rd June from 1pm to 6pm. The day will entail fun for all members of your family. It will include: a bouncy castle, face painting, and other child centered activities.

The association will also be providing lunch in the form of a BBQ for everyone that wishes to attend. The hotel contains a number of wheelchair accessible bedrooms. They have four rooms, which are fully accessible, and six additional rooms which have walk in showers.

Arthrogryposis Association have agreed a very reasonable rate with the hotel for this. If you decide to stay you can book directly with the hotel referencing the Arthrogryposis Association. The phone number of the hotel is 090 6442000 or email smccormack@hudsonbayhotel.com.

The Arthrogryposis Association can cover travel expenses of members wishing to attend, as well as covering the cost of the entertainment for the day for everyone - so please keep your receipts!

You can book through this e-mail address arthrogryposis.ie@gmail.com. If you have any queries or questions, please get in touch with Brian Dalton, *Association Chairperson Tel: 057 9135152 Mobile 087 2363282 Email: Arthrogryposis.ie@gmail.com Website: www.arthrogryposis.ie*

Making a Scene!

NYCI Youth Arts Programme is now taking bookings for the **Making a Scene!** NYCI Youth Arts Summer School 2012 www.nycitraining.org/yass

The Summer School will take place in Cork's UCC from Wednesday June 27th to Saturday June 30th 2012. There are four workshops on offer and participants **must sign up to one**. These workshops are on Digital Filmmaking, Paper Art & Story, Theatre and Masks, and Song-writing

The weekend costs €200 and this includes food, accommodation AND the workshops. However, if you book and pay by May 31st then you ONLY have to pay the early bird cost of €150.

You must register your preferred workshop by using the online booking form before you submit your application form to us www.nycitraining.org/yass

Further information from the Training Administrator – training@nyci.ie Tel 01 478 4122

STOP Bullying!

Workshop for People with Intellectual Disability

This Anti-bullying Initiative is run by a group of self-advocates with the support of their Advocacy Development Officer. They believe that bullying for people who have an intellectual disability is very serious and needs to stop. The group have designed two types of workshops. One workshop is specifically designed for people who have an intellectual disability. A separate workshop is specifically designed for people who support people with an intellectual disability

The workshops are run by the National Anti-Bullying Advocacy Group, NAAG, who are self-advocates (people with intellectual disabilities speaking up and speaking out for their rights), along with supporters and allies from all over Ireland. The objectives include:

- Communicating to participants about the lived experiences and learnt understandings of bullying from the perspective of those who are working members of the group.
- Providing a safe platform where participants can share their ideas and experiences about their understandings and experiences regarding bullying.
- Recognising and confronting bullying behaviours in themselves and others.
- Learning strategies on how to deal with bullying behaviours directed towards themselves and how to offer support to others.
- Bringing back their new learning's to others who they work or live with.

The program for the day will consist of large and small groups interacting in a comfortable and safe environment. Participants will be encouraged to listen, actively engage in program activities, think about what they say, and ask questions.

Training tools used to illustrate key points and offer support to the process of the day will include role-play, group work sessions, open discussions, and visual aids such as DVD and PowerPoint. There will be refreshments in the morning and afternoon. There will be a sandwiched lunch Participants with receive a certificate of attendance at the end of the day's proceedings.

An Easy to read version STOP-BULLYING WORKSHOP FOR PEOPLE WITH INTELLECTUAL DISABILITY is available.

Further information: National Anti Bullying Advocacy Group 2012 © www.tcd.ie/niid/events Tel: 01 896 3885. The event will take place at the National Institute for Intellectual Disability, 4th Floor, 3 College Green, Dublin 2 (Entrance on Dame Street to left of Starbucks) on Friday 15th June 2012, Registration 10.15 a.m., Workshop finishes at 3.30 pm. Participant: €35 Support staff: €10

Facilitated by the National Anti-bullying Advocacy Group (NAAG)

Access Guide for Dublin

Dublin City Council is looking to raise awareness of, increase use of, and expand the online Access Guide for Dublin (www.accessdublin.ie).

The Access Guide is an online informative tool that provides people with disabilities, their families, friends and carers, parents with young children, older people and people with short and long term injuries with accessible information on venues before they leave their home.

The Access Guide has accessible information on approximately 1000 premises in Dublin, ranging from restaurants, hotels, pubs, cinemas, recreation, sports and leisure centres, libraries and many more.

Dublin City Council would be grateful if you could help them raise awareness by:

1. Distributing the information to your members.
2. Linking the Access Guide for Dublin onto your organisations website.
3. Allowing them to include information in publications produced by your organisation.
4. Link with them on Facebook: http://www.facebook.com/accessdublin

The feedback they have received so far concludes that this service has the potential to be extremely beneficial to those that face accessibility barriers on a daily basis.

The success of the Access Guide will depend on people being made aware of it, using it, and commenting.

For further information, please contact Tom Johnson, Senior Access Officer, Dublin City Council Tel: 01 222 3468 / 2194 / 6706E-mail: audit@accessdublin.ie

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 email: 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@cwc.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.ieTel: 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.ieTel: +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: 01-6236414, or 01- 6236415 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

Sonas 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.i

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

Disability Federation of Ireland is a national support and representation body for voluntary disability sector organisations, covering all areas of disability and disabling conditions. There are currently over 125 voluntary disability organisations in 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),
Tel: 01-4547978
E: anthonycarrick@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 (Dublin Office)
Laois, Offaly, Longford, Westmeath
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

Joan O'Connor
Policy and Research Assistant,
Fumbally Lane, Dublin 8
Tel: 01-4250121
E: joanoconnor@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)
Tel: 01-4547978
E: joanodonnell@disability-federation.ie

Martin Naughton
Dublin North Central, Dublin North West, Dublin North
Mobile: 086 8207196
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

North-West
Jennifer Van Aswegen
Sligo, Leitrim, Donegal
Disability Federation of Ireland
Model Niland, The Mall, Sligo
Co Sligo
Mob: 086 3811261
E: jennifervanaswegen@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 086 3816323
E: a.ryan@disability-federation.ie

Representing the interests and expectations of people with disabilities to be fully included
Comprising organisations that represent and support people with disabilities

The Disability Federation of Ireland (DFI) represents the interests and the expectations of people with disabilities to be fully included in Irish society. It comprises organisations that represent and support people with disabilities and disabling conditions.

The vision of DFI is that Irish society is fully inclusive of people with disabilities and disabling conditions so that they can exercise their full civil, economic, social and human rights and are enabled to reach their full potential in life. DFI's mission is to act as an advocate for the full and equal inclusion of people with disabilities and disabling conditions in all aspects of their lives.

There are over 126 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
- Training and Support
- Networking
- Advocacy and Representation
- Research and Policy Development / Implementation
- Organisation and Management Development

DFI works on the basis that disability is a societal issue, and so works with Government, and across the social and economic strands and interests of society.

For further information go to www.disability-federation.ie

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

Union of Voluntary Organisations of People with Disabilities trading as The Disability Federation of Ireland is a company limited by guarantee not having share capital, registered in Dublin.

Registered No. 140948, CHY No 6177