



Disability Federation of Ireland

## **ANNUAL REVIEW 2012**

## ACRONYMS

CEO	Chief Executive Officer
CIB	Citizens Information Board
CIL	Centre for Independent Living
DAS	Development and Support services
DFI	Disability Federation of Ireland
DSG	Disability Stakeholders Group
EASPD	European Association of Service Providers for People with Disabilities
EDF	European Disability Forum
EIT	Early Intervention Team
EU	European Union
HIQA	Health Information and Quality Authority
HR	Human Resource
HSE	Health Service Executive
IMP	Information Management Performance
MoU	Memorandum of Understanding
NAI	Neurological Alliance of Ireland
NDS	National Disability Strategy
NDSIG	National Disability Strategy Stakeholders Implementation Group
NfPBA	Not for Profit Business Association
NPSDD	National Physical and Sensory Disability Database
NSAI	National Standards Authority of Ireland
PQASSO	Practical Quality Assurance Programme for Small Organisations
UL	University of Limerick
UN	United Nations
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
VFM	Value for Money

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# INTRODUCTION

## Chairperson's Statement

As Chairperson I am pleased to be presenting another Annual Review to you the members of DFI. You receive quarterly reports on the implementation of the Strategic Plan along with this Annual Review. Also presented is the Audit and Directors report. In this opening statement I wish to make a few comments in relation to last year and otherwise point you to the body of this review.

The one event that clearly stands out was the cut to Personal Assistant (PA) services and Home Supports announced at the end of July. The cut would have effectively closed down services for the remainder of the year. This announcement by government triggered a determined response from people with disabilities. The images of people with disabilities sleeping out overnight in front of Government buildings will take a long time to be erased from our memories. DFI fully supported this campaign. Sadly, this announcement of a PA cut represents a significant disconnect between government and the realities of life for people with disabilities and their families, and a disconnect between our government's policy and its practice.

DFI will continue to find ways of responding to the deep felt aspirations of people with disabilities to become free and autonomous participants in society. We will support the disability movement at the personal and individual levels and will also support the broad array of disability organisations within the movement. All must steadfastly work in collaboration and to support people with disabilities aspirations.

DFI has been very clear in stating that disability is a societal issue and not an issue for a distinct sector in society. The risk of disability spans a life course, from birth right through to older age. We still have the "disability sector" and the "elderly sector" as if the experience of disability and disabling conditions were not similar across these domains. DFI welcomes the opportunities that the merging of disability services and older people's services offers in the reconfiguration of the health services to bring greater consistency and continuity to services for people with disabilities regardless of their age. We are conscious too of the considerable work that is being progressed through the changes in children's services.

DFI recognises that organisational governance is critical for effective operations in a rapidly changing and challenging environment. There were regular meetings of the National Council, the AGM took place in May, while the quarterly reports on the Operational Plan provided additional detailed information. The Board progressed the implementation of PQASSO, a quality assurance system, to strengthen performance,

and reviewed existing governance arrangements. Three Board sub-committees also operated to expedite work: on compliance, office premises and finance and audit. The Board Governance Manual is being implemented. A significant information management project was initiated which is improving how we manage our contacts, monitors how we invest our time and provides better evidence of our work. The Board has undertaken to prioritise the review of our governance structures in keeping with commitments in the Strategic Plan. It noted that our Memorandum & Articles, agreed in 1989, are out of date in terms of the substantial structural and organisational changes which have taken place within the disability movement and externally with the development of the National Disability Strategy and the United Nations Convention on the Rights of Persons with Disabilities.

I would like to conclude by thanking my fellow Board members for their work and contribution throughout the year. Apart from Board meetings they also participate in the Board Sub-Committees. This work is a significant call on their time. I particularly acknowledge the support of my fellow officers John O'Sullivan, Vice Chairperson and Don Bailey, Honorary Treasurer.

I would also like to acknowledge and thank the management and staff, and the many volunteers who represent DFI countrywide. Their work and commitment are greatly appreciated.

**Maurice O'Connell**

**Chairperson**

## CEO's Overview

Given the difficult times that we find ourselves in there is a tendency to get caught up in the difficulties of the moment and to miss out on the broader context for our work. DFI's work and the work of the disability movement is in supporting people to have a life of possibilities, a life worth living. People with disabilities, and their families who support them, are greatly affected by this recession. With a few more years of cuts ahead it is difficult to keep this long term ambition at the centre of our thoughts but it is vital to do so in order to effectively steer the right course.

The events of the past five years have been challenging but they have also made it possible and necessary for us all to think and operate in ways we would not have considered before. There are possibilities for shaping our work to achieve our shared objectives. This can be achieved through working outside the "disability box" with government departments, other public bodies and within communities. If we achieve progress on mainstreaming, it frees up our resources which can be applied more effectively in other areas. The National Disability Strategy and the UN Convention on the Rights of Persons with Disabilities are powerful instruments for concerted and focused action. These developments are influencing how DFI is approaching its work. We are putting more emphasis on identifying shared themes and issues and working collectively with organisations and others to make progress. We are working to influence the reform of local government and to ensure that people with disabilities have a voice in local decision making.

DFI is putting a greater focus on how we engage with the EU and in building linkages between our national and local level work in Ireland and our EU related work. There is an international context to our work now which is easily seen through the influence of the Troika. The changes that are occurring at an EU institutional level are having a direct impact on the future of people with disabilities in Ireland. Our acceptance as members of the European Disability Forum (EDF) during the year was an important step in improving our capacity to influence at an international level. We are clear in DFI that the crisis is not simply a financial one. There is an economic crisis but this is more a symptom of a crisis of fundamental social and moral values. Right now there is a crisis of ambition, both at home and across the EU. Is there the ambition to have a socially inclusive Europe where people with disabilities will be factored in from the start rather than having to continue to fight for subsequent entry? This is the edge that we bring to our involvement through the European Disability Forum, European Association of Service Providers for People with Disabilities and to our engagement with Government and others.

DFI and a growing number of its member organisations are seriously attending to organisational governance and orientation issues to embed longer term and strategic considerations to their decision making. This approach will serve us well in the years ahead as we all have to operate and, hopefully, thrive in a very changed environment.

I wish to record my thanks to all in DFI who have contributed to its success over the past year. The Board of Directors has a challenging role, one that is also demanding of their time, to manage the business of the organisation on behalf of the Company Members. As well as the Board meetings there are also sub-committees. The Officers and the Chairperson in particular, have other specific responsibilities that should be acknowledged. We have a growing number of volunteers, many from across our membership, who work for the common good of DFI on various committees and fora and a dedicated staff team that we strongly rely on to promote and carry out the work of DFI. My thanks to all.

**John Dolan**  
**Chief Executive Officer**

# The Year in Review

## Policy Developments

DFI's pre-budgetary campaign focused on the overall financial impact on people with disabilities arising from the cumulative cuts in HSE funding for disability organisations; as well as the cuts to the income supports people with disabilities rely on. An overarching theme of the campaign was the implications of decision-making designed to cut the deficit in the short term. The elements of the campaign included:

- DFI's Pre-Budget Submission 'Disability Federation of Ireland Commentary & Recommendations for Budget 2013' called for the Government's National Recovery Programme to change to achieve a balance in both the social and economic priorities. The DFI Budget Forum, held as usual in the Mansion House, Dublin, was well attended by members of the Oireachtas and representatives of DFI's member organisations.
- In September, DFI led a joint alliance of ten representative national disability organisations in making a joint statement on the need to halt reductions in the basic standard of living of people with disabilities requiring welfare supports; to ensure funding for the services needed by people with disabilities; and to publish and show leadership on an ambitious Implementation Plan for the National Disability Strategy.

DFI described the National Disability Strategy (NDS) as social insurance for everyone in Ireland, should they or a family member or friend be faced with disability during their lives articulating the reason why disability is a social issue and not a narrow sectoral one, noting that as many as one in five people has a disability. DFI highlighted the importance of developing an Implementation Plan for the NDS that will allow the State to fulfil its obligations under the various articles within the UNCRPD.

- A key focus of DFI's work related to actively representing people with disabilities and the organisations supporting them on the consultative structures set up to progress the National Disability Strategy, i.e. the Disability Stakeholders Group (DSG) and the National Disability Strategy Implementation Group (NDSIG).
- DFI tracked the issues being progressed in the NDS Implementation Plan, providing formal commentaries on the draft Plan, and on the DSG priorities. It also commented on implementation processes for the NDS Implementation Plan,

including cross-departmental / agency cooperation, monitoring and the development of meaningful indicators, responsibility for delivering actions, mainstreaming, and implementation at local level.

- In addition a variety of specific actions were taken, including submissions on housing; reforms in education and training; building standards; copyright review; issues related to ratification of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD); proposed changes to income support measures for people with disabilities; and on development aid.
- With regard to the implementation of the NDS at local level, DFI engaged in a range of activities including representation on local structures, the organisation of workshops on the implementation of the NDS, as well as presentations on the local mainstreaming of the NDS.
- We provided training in self-advocacy for people with disabilities in collaboration with DESSA (Disability Equality Specialist Support Agency).
- DFI's work with the HSE and the Department of Health was closely linked to the NDS. The agenda covered both disability-specific services and access to mainstream health and personal support services.
- DFI was actively engaged in a range of health related developments associated with reform of disability services during the course of the year. In relation to the Value for Money & Policy Review of Disability Services and made numerous submissions and held a number of seminars with the aim of influencing the direction of policy, as well as facilitating information sharing on key areas, such as tendering.
- A joint DFI / Not for Profit Business Association research project was commissioned. The aim of the study was to begin to articulate in more depth the nature, scope, level, and quality of community based services and supports.
- DFI engaged actively in the HSE consultative structures, at national, regional, and local levels. Through its participation on the fora, DFI aimed to contribute to the improvement of disability services across the country, as well as improved outcomes for people with disabilities.
- DFI also participated in other HSE initiatives, on Congregated Settings, New Directions – Adult Day Services; Progressing Disability Services for Children

aged 0 – 18; Universal Access; Vulnerable Adults, and engaged with statutory and community bodies in relation to these issues.

- A variety of policy papers / submissions on health related topics were produced including: self-management; national consent policy; review of the Nursing Home Support Scheme, Fair Deal; a National Strategy on Dementia; HSE's National Integrated Care; disability services within reformed health structures.
- DFI supported a campaign to oppose the withdrawal of funding for Personal Assistant Services in August; as well as raising awareness of the Department of Health's handling of the Mobility Allowance and Motorised Transport Scheme.
- DFI also contributed to disability policy development in the EU, and shared Irish experience with other member States. Following a lengthy application phase, DFI was accepted into European Disability Forum (EDF) membership as the National Council member representative for Ireland. The European Association of Service Providers for People with Disabilities (EASPD) pan European project in which DFI participated as a national lead was completed with a report mapping employer / employee dialogue in the disability, older person and child welfare sectors in Ireland being finalised at a meeting in June. DFI continued to participate on EASPD both as a member of the Board and actively in our capacity as a member of the Policy Impact Group.
- With Ireland committed to ratify the UN Convention on the Rights of Persons with Disabilities in the near future, DFI increasingly applied the Convention's principles in its submissions, and began to explore its significance with member organisations through the organisation of seminars / briefings.

# Support for Our Member Organisations

The DFI Developmental and Support Services (DAS) incorporates products and services to support capacity building and good governance for member organisations. The DFI Organisation Healthcheck is the foundation of the Development and Support Services, in total 33 member organisations have significantly engaged in Organisation Healthcheck. DFI actively supports members in the implementation of PQASSO (Practical Quality Assurance System for Small Organisations) and 19 members have engaged with this.

DFI have continued to strengthen our relationship with Charity Evaluation Services (CES), the developers of PQASSO. In 2012 we facilitated five separate two day courses for DFI members in “Implementing PQASSO”, “Outcomes Planning” and “How to Collect Analyse Present and Use Data”. These were delivered by CES trainers and 28 different organisations engaged in these courses. To support organisations implementing PQASSO, we have instigated a PQASSO Champions Network.

DFI has also continued to work closely with the University of Limerick (UL). An “Introduction to Quality Management for Community and Voluntary Organisations” certificate course was delivered twice and previous participants are now participating in the “Quality Management” specialist diploma. A project to evaluate the influence of the supports DFI is providing on improving quality and governance in our member organisations has commenced with UL.

DFI is supporting member organisations to assess how they are listening to people with disabilities. The findings from the ‘Listening and Changing’ project which had worked with 6 members over the past year were presented and a series of resources and supports have been developed in the areas of “Person Centred Consultation”, “Data Gathering & Analysis” and “Social Policy & Analysis”. Another six organisations have now commenced work with the next phase of this project.

Unfortunately funding for the SKILL programme ceased for 2012 but DFI worked to highlight the importance of the programme and to seek the inclusion of DFI members in any future developments.

We have been actively involved in the development of the Quality Ireland Initiative instigated by the National Standards Authority of Ireland and in progressing work on the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland.

DFI hosted platforms and seminars throughout the year for member organisations and the sector. Some of these events were successfully web-streamed, which enabled our members to participate on-line.

The list below gives an outline of the supports DFI offered to its members in 2012:

- We offered 12 different products and services to members through the Development and Support Services.
- 7 member organisations engaged with Organisation Healthcheck in 2012 and 19 members, as well as DFI itself, are undertaking PQASSO Quality Assurance.
- A PQASSO Champions Network has been set up.
- An Introduction to Quality Management for Community and Voluntary Organisations certificate course was delivered in Limerick and in Dublin. Previous participants are now participating in the Quality Management one year Specialist Diploma.
- 4 Lead Organisations continue to process Garda Vetting applications on behalf of other member organisations.
- Findings from the Listening and Changing project were presented and 6 new organisations are now engaged with the next phase of this project. The three Listening and Changing module workshops in “Person Centred Consultation”, “Data Gathering & Analysis” and “Social Policy & Analysis” were held.
- Platform meetings, seminars and support to organisations were given on a range of topics, including Change and Disability Organisations, HSE Children First training, Employment Law, HSE Disability Consultative Fora, National Advocacy Service, Budgeting for Cuts, Human Resources, and Governance.
- 42 individuals from 28 organisations attended Charities Evaluation Services (UK) training on “Implementing PQASSO”, “How to Demonstrate Outcomes” and “How to Collect Analyse Present and Use Data” training.
- DFI developed, with seven other organisations, the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland and supported the launch of the code.
- DFI actively participated on the National Standards Authority of Ireland- Quality Management Standards Committee and participated in the development of the Quality Ireland Initiative.

# **Strengthening the Voice, Impact and Relevance of the Disability Movement in Ireland**

During the period bringing social justice issues to the forefront of the public arena has proved challenging. Although the recession, fiscal deficit, Euro crisis and banking saga took over the policy agenda, we managed to interject disability into the debate at critical junctures. We also facilitated and supported a fundamental shift in the national conversation away from services per se to a focus on enabling and being of service to people.

## **Engaging with Government, Oireachtas**

DFI campaigned heavily throughout the year to influence Budget 2013, highlighting the evidence we had gathered of the cumulative cuts imposed on people with disabilities and their impact. Another theme through DFI's engagement with Government stressed the importance of long term logic in making short term cuts, and in particular the enduring costs that would follow from further erosion of Ireland's social infrastructure. DFI engaged with Ministers and their Advisors, members of the Oireachtas, Political Parties, Oireachtas Committees, as well as across a range of Government Departments and public bodies. Allied to this we sustained our engagement with a wide range of civil society organisations.

## **Progressing the NDS through the Disability Stakeholders Group and by other means**

Minister Lynch T.D. reconfigured the Disability Stakeholders Group and re-started the planning process in 2012 to deliver on the implementation plan for the NDS as committed to in the Programme for Government. Once work commenced DFI made the case for a plan that focussed on the achievement of key priorities, rather than ranging over a large number of actions and thereby impeding an evaluation of progress. It is very disappointing that the implementation plan has still to be published.

DFI was active throughout the period in supporting the three tiered consultative fora reinstated by the HSE, participating on subgroups tasked with implementing person-centred policies. We also contributed to the Value for Money & Policy Review of the Disability Services Programme, highlighting how many voluntary disability organisations enabled people with disabilities to sustain their lives in the community. In response to the Value for Money Review deciding not to review community based services DFI and Not for Profit jointly commissioned research into this area.

Other areas where DFI sought to influence the policy agenda included the Housing Strategy for People with Disabilities and public transport. We assisted NESC staff in their research on quality social services, including disability services.

DFI worked to integrate the NDS and mainstreaming into Irish social policy by participating in a wide range of conferences and seminars. Key themes included the contribution of disability supports to Ireland's social insurance protection for everyone, the importance of 'disability-proofing' and a holistic and co-ordinated approach across the public sector and civil society for achieving progress. Also highlighted was the 'double hit' experienced by people with disabilities due to cuts applying to both disability specific and mainstream public services. The UN Convention on the Rights of Persons with Disabilities was used to underline the implications of the announced disability policy commitments for programmes and practices.

### **Memorandums of Understandings (MoUs) and Relationship Building in Disability and Community and Voluntary Sector**

DFI maintained engagement with the seven MOUs that had been set up. Neurological Alliance of Ireland (NAI) and DFI are progressing a joint project on developing in relation to self-management for people with disabilities. There were planning meetings between DFI and the Not for Profit Business Association and also with the Federation of Voluntary Bodies to strengthen partnership working with the HSE and in the Disability Stakeholders Group. DFI worked with mental health organisations and Inclusion Ireland, particularly in relation to the legal capacity legislation.

DFI worked with the major national representative disability organisations in launching a Joint Statement in September before the 2013 Budget. We also supported the protest by the Leaders Alliance against cuts in the PA budget, mainly by facilitating links with other groups and the media. Participation in the Centre for Disability Policy & Law Summer School in 2012 on the UN Convention was an opportunity to learn about the potential of the Convention as well as to share insights with other like-minded 'students'.

DFI continued to be an active member of the C&V Pillar which developed and articulated a socially responsible approach to the crises and also organised bilateral meetings with key Departments.

DFI continued to participate on disability issues at EU level, DFI has been appointed the Irish national representative to the European Disability Forum and has contributed to the European Association of Service Providers for Persons with Disabilities (EASPD) at Board, General Assembly, and Policy Impact Group meetings.

# DFI: The Organisation

DFI recognises that organisational governance is critical for effective operation in a rapidly changing and challenging environment. There were regular meetings of the Board, and National Council. Three Board Sub-Committees also operated to expedite work: on governance compliance, office premises and finance and audit. A Board Governance Manual is being implemented. The Operational Plan (OP) 2011-12 was implemented using an Outcomes planning process and this plan was reviewed and the plan for 2013 -14 developed. Quarterly Reports on the OP were provided to the Board and the National Council. Implementation of PQASSO, a quality assurance system, continued. A significant information management project was progressed which is improving how we manage our contacts, monitors how we invest our time and better evidence out work. The Board commenced a review of our governance structures in keeping with commitments in the Strategic Plan.

- Operational Plan 2011-12 was reviewed and the next Operational Plan 2013 -14 developed
- The PQASSO committee worked on the following Quality Areas in the process: Communication & Promotion, User-Centred Services, Monitoring & Evaluation and Planning. A change management process has developed alongside PQASSO to structure the changes needed to promote a quality organisation.
- We implemented Office 365 Project and moved our internal email, calendar server to the Cloud. This project allowed us to reduce our IT (Information Technology) servers from five down to three. This project will also reduce our on-going IT costs and allow us to easily scale up or down our systems.
- Exchequer was chosen to replace Sage as our accounting software. The process of transferring balances from Sage to Exchequer was completed following approval from LHM Casey McGrath of closing balances at May 2012.
- Staff members participated (where appropriate) in the following training: Excel, Outcomes Framework, PQASSO: 'Getting ready for Assessment', Exchequer accounting software, Customer Relations Management (CRM), Manual Handling, Health and Safety Rep (Fetac Level 5), Occupational First Aid (Fetac Level 5), ITIL Foundation (IT Service Management)
- Staff appraisal process developed and agreed with staff
- Two Volunteers have commenced and are supporting our policy and organisational change with members work.

- Zurich Life representatives gave a presentation to staff regarding the current environment and the impact it may have on pension funds and Annual Pension Trustees meeting was held in April.
- Work continued on investigating the possibility of DFI increasing its office space.
- Work commenced on reviewing our governance structures namely our memorandum and articles of association
- We changed our registered name from the Union of Voluntary Organisations for the Handicapped to The Union of Voluntary Organisations of People with Disabilities

## **DFI Board 2012**

<b>Maurice O'Connell - Chairperson</b>	Alzheimer Society of Ireland
<b>John O'Sullivan – Vice Chairperson</b>	Enable Ireland
<b>Don Bailey - Treasurer</b>	Vantastic Ltd.
<b>Anne Coffey</b>	KARE
<b>Mike Glynn</b>	Brainwave
<b>Elaine Howley</b>	NCBI
<b>Niall Keane</b>	Deafhear.ie
<b>George Kennedy</b>	Spina Bifida Hydrocephalus Ireland
<b>Barbara O'Connell</b>	Acquired Brain Injury Ireland
<b>Clíodhna O'Neill</b>	Rehab Group
<b>Joe T Mooney</b>	Muscular Dystrophy Ireland
<b>Pat Clarke</b> 2012)	Down Syndrome Ireland (Co-Opted October
<b>Joe Lynch</b>	Parkinson's Association (to September 2012)
<b>Paul Ledwidge</b>	St Michael's House (to May 2012)
<b>Des Kenny</b>	NCBI (to May 2012)
<b>Anne Winslow</b>	MS Society (to May 2012)

# National Council Member Organisations 2012

Acquired Brain Injury Ireland	Fighting Blindness
Action for Mobility	Genetic and Rare Disorders Organisation
Alzheimer Society of Ireland	HAIL Housing Association for Integrated Living
Arthritis Ireland	Headway Ireland
ASPIRE – Asperger Syndrome Association	Huntington’s Disease Association of Ireland
Ataxia Ireland	Irish Deaf Society
AWARE	Irish Guide Dogs for the Blind
BRÍ – Acquired Brain Injury Assoc.	Irish Haemophilia Society
CASA – Caring and Sharing Association	Irish Kidney Association
Central Remedial Clinic	Irish Motor Neurone Disease Association
Centre for Independent Living Mayo	Irish Society for Autism
Centre for Independent Living Tipperary	Irish Wheelchair Association
Centre for Independent Living Carmichael House	Jack and Jill Children’s Foundation
Cheeverstown House Ltd	KARE
COPE Foundation	Leitrim Association of People with Disabilities
Co Roscommon Support Group for People with Disabilities	Multiple Sclerosis Society of Ireland
Cystic Fibrosis Association of Ireland	Muscular Dystrophy Ireland
DeafHear.ie	NCBI
D.E.B.R.A. Ireland	National Federation of Arch Clubs
Disabled Drivers Association	Neurofibromatosis Association of Ireland
Disabled People of Clare	North West MS Therapy Centre
Doorway to Life Ltd	Parkinson’s Association of Ireland
Down Syndrome Ireland	Post Polio Support Group
Dyslexia Association of Ireland	Raynaud’s and Scleroderma Ireland
Enable Ireland	Reach Ireland
Epilepsy Ireland (formerly Brainwave)	Rehab Group
	Royal Hospital Donnybrook

Sophia Housing Association Ltd  
Special Olympics Ireland  
Spina Bifida Hydrocephalus Ireland  
Spinal Injuries Ireland  
St Catherine's Association  
St Gabriel's School and Centre  
St Michael's House  
Vantastic Ltd  
WALK (formerly Walkinstown Association)  
Western Care Association

## **General Members**

Ability West  
ACTS (Accessible Community Transport Southside)  
AHEAD  
Anne Sullivan Centre  
Arklow Disability Action Group  
Bluestack Special Needs Foundation  
Bodywhys  
Camphill Communities of Ireland  
Catholic Institute for Deaf People (CIDP)  
Care Alliance Ireland  
CARELOCAL  
Carmichael Centre for Voluntary Groups  
Centre for Independent Living Blanchardstown  
Centre for Independent Living Carlow  
Centre for Independent Living Cork  
Centre for Independent Living Donegal  
Centre for Independent Gorey

Centre for Independent Living Kilkenny  
Centre for Independent Living Longford  
Centre for Independent Living Offaly  
Centre for Independent Living Sligo  
Centre for Independent Living Waterford  
Centre for Independent Living West Limerick  
Centre for Independent Living Wexford  
Cheshire Ireland  
Children in Hospital Ireland  
Childvision (formerly St Joseph's Centre for the Visually Impaired)  
Co-Action West Cork  
Cork Accessible Transport  
Crosscare Cedar Programme  
Diabetes Federation of Ireland Southern Region  
Dyspraxia Association of Ireland  
Féach  
Fibromyalgia Support Group (Midlands)  
F.I.C.T.A. - Federation of Irish Complementary Therapy Associations  
GROW  
Health Action Overseas  
Heart Children Ireland  
ICARE (Inishowen Children's Autism Related Education)  
Institute for Disability & Senior Citizens Ltd.  
Irish Electromagnetic Radiation Victims Network  
Irish Hard of Hearing Association  
Lucan Disability Action Group  
Mid West Spina Bifida & Hydrocephalus Association  
Migraine Association of Ireland

Move4Parkinson's

Neurological Alliance of Ireland

Noinin Support for Autism

North West Stroke Club

Out and About Association

Peacehaven Trust

Rathmines Pembroke Community Partnership

Sharing the Journey

Sonas APC Ltd

S.T.E.E.R – Support Training Education  
Employment Research

St Hilda's Services

St Mary's Centre (Telford)

The Carers Association

## **DFI Associates**

Livability Ireland (formerly John Groom)

ILIKECAKE Ltd.

Voluntary Services International (VSI)

Extra Care

## **New Organisations Admitted to Membership in 2012**

Move4Parkinson's

# Staff and Contact Details

## National Office

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## Management Team

John Dolan	Chief Executive Officer
Allen Dunne	Senior Executive Officer - Operational / Deputy CEO
Joanne McCarthy	Senior Executive Officer - Policy and Research

## Support Team

Denis Cadogan	Eleanor Reece
Aaron Browne	Jacinta Dixon
Alison Ryan	John Doyle
Mairéad Holohan	Mary Redmond
Cathy McGrath	Sabrina Lane

## Support Officers

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# Representation

## HSE Consultative Fora

### National Fora

#### DFI Representatives

John Dolan (DFI)

Joanne McCarthy (DFI)

### Regional Fora

#### Dublin North East

Donnchadh Whelan

Kieran Loughran (Alt)

Martin Naughton / Joan O'Donnell (Alt) (DFI)

#### Dublin Mid Leinster

Ava Battles

Barbara Flynn (Alt)

Louise McCann / Anthony Carrick (Alt) (DFI)

#### South

Liz Owens

Katie Hourigan

Mary Lawlor (Alt)

Alison Ryan / P.J. Cleere (Alt) (DFI)

#### West

Aidan Larkin

Anna Kelly

Lynn Buffington (Alt)

Toni Gleeson / Mike Corbett (Alt) DFI

## **ACKNOWLEDGEMENTS**

Disability is a societal rather than a sectoral issue and DFI has progressed its work in 2012 by working with a large number of organisations across all aspects of Irish society, including Government Departments and Agencies, community and voluntary organisations, Universities and Local Government.

We are very grateful to all of these organisations, bodies and groups. Their co-operation and support has been greatly beneficial, and very much appreciated.

A large numbers of individuals from our member organisations represent DFI at a wide range of national and local structures.

We wish to acknowledge these individuals, and to extend our sincere thanks for their work and effort on behalf of DFI and people with disabilities. Without their dedication, hard work, and support, the work of DFI would be very much more difficult, and much less effective. To all of you, thank you for your commitment, we are very grateful.

### **DFI also wishes to acknowledge the support and cooperation of its member organisations**

#### **DFI is a member of the following organisations**

- Irish Council for Social Housing (ICSH)
- European Association of Service Providers for Persons with Disabilities (EASPD)
- Irish Charity Tax Research Group (ICTRG)
- The Wheel
- The Carmichael Centre for Voluntary Groups
- European Disability Forum (EDF)

**The Union of Voluntary Organisations of People with Disabilities T/A Disability Federation of Ireland**  
*(A company limited by guarantee and not having a share capital)*

**Directors' Report**  
*for the year ended 31 December 2012*

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**Appendix 1**

The directors present their annual report and the audited financial statements for the year ended 31 December 2012.

**About Disability Federation of Ireland**

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 of organisations that represent and support people with disabilities and disabling conditions.

There are over 130 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, and 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.

**Vision and Mission**

The vision of Disability Federation of Ireland (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 that they 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.

**Business Review**

The Company's activities consist of promoting the affairs of organisations supporting people with disabilities. There has been no significant changes in these activities during the year.

The majority of the Company's funding is from the State, and in the current economic environment this is more vulnerable than it would previously have been. A small amount of income, which is variable, comes from other sources. This income is also vulnerable.

**Risks and Uncertainties**

The main risk and uncertainty facing the organisation at this time arises from the current economic environment. The organisation is dependent on grant funding received from the HSE. In a changing and uncertain environment, and having regard to ongoing

**The Union of Voluntary Organisations of People with Disabilities T/A Disability Federation of Ireland**  
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**Directors' Report**  
*for the year ended 31 December 2012*

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company repositioning work, there is also the risk associated with not prioritising the right areas of work.

**Directors**

In accordance with the Articles of Association, John O'Sullivan, George Kennedy, and Pat Clarke retire by rotation. These directors are eligible for re-election and can choose to offer themselves for re-election if they so wish.

**Results for the year**

The (deficit)/surplus for the year was €(48,941) (2011 : €223,700).

	<b>31 Dec '12</b>	<b>31 Dec '11</b>
	€	€
Accumulated unrestricted funds at 1 January	<b>274,026</b>	157,526
(Deficit)/surplus for the year	<b>(48,941)</b>	223,700
Transfer to designated funds	-	(107,200)
Accumulated unrestricted funds at 31 December	<b>225,085</b>	274,026

# **The Union of Voluntary Organisations of People with Disabilities T/A Disability Federation of Ireland**

*(A company limited by guarantee and not having a share capital)*

## **Directors' Report**

*for the year ended 31 December 2012*

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### **Corporate Governance**

The board manages the business of the Company within the context of the Strategic Plan as agreed by the Members of the Company. The board is provided with regular financial and operational information. It meets regularly, as required and met in full on eleven occasions in 2012. The role of the Chairman and Chief Executive Officer are separate and the directors are independent of the management of the company.

### **Board Committees**

The board has three sub-committees as follows:

#### **- Board Finance and Audit Sub-Committee**

The purpose of the finance function of the committee is to monitor significant financial planning, management and reporting matters of DFI and make recommendations and deliver reports to the board of DFI. The purpose of the audit function of the committee is to assist the organisation in discharging its legal and accounting responsibilities. It provides the communications link with the external auditor and evaluates the risk management process. The committee met six times during the year.

#### **- Premises Sub-Committee**

The purpose of this Committee is to consider options regarding improving DFI office accommodation and report to the board of DFI. The committee met once during the year.

#### **- Governance Compliance Sub-Committee**

The purpose of this committee is to ensure and monitor compliance with the Governance Manual which was prepared for the board. The committee met on three occasions during the year.

### **Legal Status**

DFI is a company limited by guarantee, not having a share capital. It was incorporated in Ireland under the Companies Act, 1963, company registration number 140948. The objectives of the company are charitable in nature with established charitable status (Charity No. CHY 6177).

# **The Union of Voluntary Organisations of People with Disabilities T/A Disability Federation of Ireland**

*(A company limited by guarantee and not having a share capital)*

## **Directors' Report**

*for the year ended 31 December 2012*

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### **Budget Control**

A detailed budget is prepared in line with the strategic plan and it is reviewed by the Finance and Audit Sub-Committee and further reviewed and approved by the board. Actual results and outcomes are compared against the budget to ensure alignment with the plan, and to maintain tight budgetary control and value for money.

### **Organisational Structure**

John Dolan, Chief Executive Officer, manages the operation of the charity with delegated responsibility to the executive staff.

### **Management and Staff**

We acknowledge, with appreciation the committed work of our staff and volunteers. Our success and achievements of our work is due to their dedication and tremendous contribution.

### **Health and Safety**

It is the policy of the Company to ensure the health and welfare of its employees and clients by maintaining a safe place to work. This policy is based on the requirements of the following legislation:

- The Safety, Health and Welfare at Work Act, 2005
- The Safety, Health and Welfare at Work Act (General Applications) Regulations, 2007
- The Safety, Health and Welfare at Work Act (Construction) Regulations, 2006

All Subsequent Regulations and Amendments

### **Environment**

The Company has a proactive approach to assisting all personnel to conduct the organisation's business in a manner that protects the environment, our customers and employees. It is compliant with relevant environmental legislation.

# **The Union of Voluntary Organisations of People with Disabilities T/A Disability Federation of Ireland**

*(A company limited by guarantee and not having a share capital)*

## **Directors' Report**

*for the year ended 31 December 2012*

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### **Dividends and Retention**

The Company is precluded by its Memorandum of Association from paying dividends either as part of normal operations or on a distribution of its assets in the event of a winding-up.

### **Political Contributions**

The Company made no political donations during the year, as defined by the Electoral Act 1997.

### **Directors' Responsibilities**

The directors are responsible for preparing the Director's Report and Financial Statements in accordance with applicable law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board.

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Company and of the surplus or deficit of the Company for that year. In preparing these financial statements the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors confirm that they have complied with the above requirements in preparing the financial statement

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2012 and all regulations to be construed as one with those acts. They are also responsible for safeguarding

**The Union of Voluntary Organisations of People with Disabilities T/A Disability Federation of Ireland**

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**Directors' Report**

*for the year ended 31 December 2012*

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the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities

**Development and Contingency Reserve**

In line with best practice and to exercise financial prudence the board has provided for a Development and Contingency Reserve to provide for any cash flow disruption which may arise equivalent to at least three month's operating costs per the previous year's financial statements and to allow for the development and repositioning of DFI. This Development and Contingency Reserve is included within designated reserves in the Balance Sheet.

**Post Balance Sheet Events**

There were no significant events since the year end.

**Books of account**

The measures taken by the directors to ensure compliance with the requirements of Section 202, Companies Act 1990, regarding proper books of account are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The books of account of the company are maintained at Fumbally Court, Fumbally Lane, Dublin 8.

**Auditors**

The auditors, LHM Casey McGrath, have indicated their willingness to continue in office in accordance with the provisions of Section 160(2) of the Companies Act, 1963.

On behalf of the Board

\_\_\_\_\_  
Maurice O'Connell

Director

\_\_\_\_\_  
Don Bailey

Director

Date:

**The Union of Voluntary Organisations of People with Disabilities T/A Disability  
Federation of Ireland**  
*(A company limited by guarantee and not having a share capital)*

Independent Auditor's Report to the Members of The Union of Voluntary Organisations of People with Disabilities.

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We have audited the financial statements of The Union of Voluntary Organisations of People with Disabilities for the year ended 31 December 2012 on pages 9 to 19. These financial statements have been prepared under the accounting policies set out on page 12.

This report is made solely to the company's members as a body in accordance with the requirements of the Companies Acts 1963 to 2012. Our audit work has been undertaken so that we might state to the company's members those matters that we are required to state to them in the audit report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company or the company's members as a body for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of directors and auditors**

As described on page 5 the company's directors are responsible for the preparation of financial statements in accordance with applicable law and the accounting standards issued by the Accounting Standards Board (Generally Accepted Accounting Practice in Ireland).

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland and are properly prepared in accordance with the Companies Acts. We also report to you whether in our opinion: proper books of account have been kept by the company; and whether the information given in the Directors' Report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the financial statements are in agreement with the books of account.

We report to the members if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not given and, where practicable, include such information in our report.

**The Union of Voluntary Organisations of People with Disabilities T/A Disability  
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*(A company limited by guarantee and not having a share capital)*

Independent Auditor's Report to the Members of The Union of Voluntary Organisations of People with Disabilities.

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We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatement within it.

**Basis of opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

**Opinion**

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31 December 2012 and of its deficit and cash flows for the year then ended; and
- have been properly prepared in accordance with the Companies Acts 1963 to 2012 and all regulations to be construed as one with those acts.

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In our opinion proper books of account have been kept by the company. The financial statements are in agreement with the books of account.

**The Union of Voluntary Organisations of People with Disabilities T/A Disability  
Federation of Ireland**

*(A company limited by guarantee and not having a share capital)*

Independent Auditor's Report to the Members of The Union of Voluntary Organisations of  
People with Disabilities.

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In our opinion the information given in the directors' report is consistent with the financial  
statements.

**Damien Kealy**  
**For and on behalf of**

**LHM Casey McGrath**

Chartered Certified Accountants  
Statutory Audit Firm  
6 Northbrook Road, Dublin 6, Ireland.

Date:

**The Union of Voluntary Organisations of People with Disabilities T/A Disability  
Federation of Ireland**  
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**Income and Expenditure Account**  
*for the year ended 31 December 2012*

	<b>2012</b> €	<b>2011</b> €
<b>Grant income</b>	<b>1,803,396</b>	1,888,086
SKILL grants for administration and small projects	-	82,143
	<u><b>1,803,396</b></u>	<u>1,970,229</u>
Administrative expenses	<u><b>(1,960,490)</b></u>	<u>(1,885,797)</u>
<b>(Deficit)/surplus for year before other income</b>	<b>(157,094)</b>	84,432
Members contributions / affiliation fees	<b>71,980</b>	80,829
Other operating income	<b>2,315</b>	12,958
Interest receivable	<b>33,888</b>	45,481
Interest payable and similar charges	<b>(30)</b>	-
<b>Retained (deficit)/surplus for the year</b>	<u><u><b>(48,941)</b></u></u>	<u><u>223,700</u></u>

There are no recognised surpluses or deficits other than those disclosed above and there have been no discontinued activities or acquisitions in the current or preceding periods.

On behalf of the Board

\_\_\_\_\_  
Maurice O'Connell

\_\_\_\_\_  
Don Bailey

Director

Director

Date:

**The Union of Voluntary Organisations of People with Disabilities T/A Disability Federation of Ireland**

*(A company limited by guarantee and not having a share capital)*

**Balance Sheet**

*as at 31 December 2012*

	2012 €	2011 €
<b>Fixed Assets</b>		
Tangible assets	17,705	15,311
<b>Current Assets</b>		
Debtors	153,416	235,238
Cash held on behalf of SKILL	187,750	221,000
Cash at bank and in hand	1,712,844	1,795,060
	<u>2,054,010</u>	<u>2,251,298</u>
<b>Current liabilities</b>		
Creditors: amounts falling due within one year	(346,531)	(492,484)
<b>Net Current Assets</b>	<u>1,707,479</u>	<u>1,758,814</u>
<b>Total Assets Less Current Liabilities</b>	<u>1,725,184</u>	<u>1,774,125</u>
<b>Reserves</b>		
Designated reserves	1,500,099	1,500,099
Accumulated funds - unrestricted	225,085	274,026
	<u>1,725,184</u>	<u>1,774,125</u>

On behalf of the Board

\_\_\_\_\_  
Maurice O'Connell

\_\_\_\_\_  
Don Bailey

Director

Director

Date



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

## **DISABILITY FEDERATION OF IRELAND**

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.

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Disability Federation of Ireland, Fumbally Court, Fumbally Lane, Dublin 8  
Tel: 01-4547978, Fax: 01-4547981

Email: [info@disability-federation.ie](mailto:info@disability-federation.ie) Web: [www.disability-federation.ie](http://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.  
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