

Annual Report 2014



Údarás Náisiúnta Míchumais
National Disability Authority

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Chairperson's statement

I am pleased to present this Annual Report of the National Disability Authority for 2014 to the Minister for Justice and Equality.

As the chairperson appointed to the new Authority which took office in July 2014, I am particularly pleased to report on how the National Disability Authority has performed in that year delivering on committed strategic objectives and our statutory role as the independent, national body with responsibility to bring evidence-informed advice to the Minister on disability issues and universal design.

The report sets out how, over the course of the year, the National Disability Authority continued to play its part to guide the effective implementation of key strategies and policies that have been adopted by the Government for implementation over a number of years in order to achieve an Irish society that values people with disabilities as equal citizens. We also continued in our drive to promote improved understanding and adoption of universal design, and developed further resources to support designers to achieve that.

Standards and regulations for residential disability centres were introduced from November 2013, and the process of registration and inspection of services by the Health Information and Quality Authority began from that date. In August 2014, we were requested by the Minister for Social and Primary Care, Kathleen Lynch TD, to review the experience and learning from this, one year on. Work began on this project in 2014 and will be completed in 2015. This will provide valuable learning for policy and practice. Our work is being guided by consultation with a wide range of stakeholders including residents, their families, service providers and HIQA.

A major transformation programme for disability services and supports is underway. The policy direction agreed by Government is to support people with disabilities to live ordinary lives in ordinary places. The National Disability Authority is playing an important role in guiding this, for example through our work on an outcomes framework for disability services, on standards to underpin a new model for day services, and on resource allocation systems. However, we are conscious that service transformation is still at the start of a journey, and that many people still live in large residential institutions or centres.

Like many others, the NDA was appalled at the evidence of abuse which has emerged in some residential services, now under investigation, which has resulted in a major action programme led by the HSE on safeguarding residents in all residential centres and to advance quality improvement. The NDA was appointed to the Taskforce chaired by the HSE which had its inaugural meeting on 16th December 2014 with a view to overseeing the implementation of the programme of action.

In 2014, the work of the National Disability Authority has included:

- Work to review Part 4 of the Disability Act 2005 in relation to use of genetic testing information for access to insurance, mortgages and employment.
- Research and guidance to assist in the development of a cross-government comprehensive employment strategy for persons with disabilities
- Research and consultation to inform policy and practice in relation to public services for people with autism
- Completed European and International standards work in the areas of ICT procurement and guidelines for standards developers in applying universal design and accessibility
- A Universal Design Grand Challenge which involved students developing innovative universal design ideas for products, facilities and technologies.

I would also like to thank all of those who engaged with the NDA during 2014 including through consultation and by participating in our workshops and seminars. We value the engagement with all of our stakeholders in government departments, public bodies, disability sector bodies, persons with disabilities and families as well as our universal design stakeholders – professional, standards and educational bodies as well as industry and the public sector.

I would like to thank the staff of the Disability Policy unit in the Department of Justice and Equality, as well as the staff from the Financial Shared Services unit and the shared IT services.

I would like to thank the members who, since their appointment to the Authority, have demonstrated energy and enthusiasm and a wide range of experience, which will enable us to work together in ensuring that the NDA is making a positive difference.

I would like to recognise the dedication, high standard of work and expertise of the National Disability Authority staff who have delivered a very full programme of work.

Yours sincerely,
Helen Guinan
Chairperson.

Overview of 2014

The National Disability Authority's work in 2014 was guided by its Strategic Plan and opportunities to influence national policy and practice to deliver equality and better quality of lives for persons with disabilities and to promote universal design.

During 2014 a new Minister was appointed at the Department of Justice and Equality and Arts, Heritage and the Gaeltacht with special responsibility for Equality, New Communities and Culture. The Minister also took on the role of chairperson of the National Disability Strategy Implementation Group. This steering group monitors implementation of the National Disability Strategy Implementation Plan 2013–2015. Membership includes senior officials from a wide range of government departments, the local authorities, the National Disability and the Disability Stakeholder group.

The National Disability Strategy Implementation Plan covers all persons with disabilities. It sets out actions for delivery by all government departments and agencies under the following high level goals:

1. Equal Citizens – People with disabilities are free from discrimination. They are treated as equal citizens by their fellow citizens. They are included as equals by public services which welcome and accommodate diversity.
2. Independence and Choice – people with disabilities are supported to live the life they choose.
3. Participation – people with disabilities live ordinary lives in ordinary places, participating in the life of the community.
4. Maximise potential – people with disabilities are enabled to reach their full potential.

The NDA continued to work bi-laterally with Departments and agencies to guide on implementation including participating in relevant committees. A mid term review of progress in implementing the plan was undertaken and evaluated by the National Disability Authority. The NDA also chaired and provided secretariat support to the Disability Stakeholder Group who also input its views and recommendations to the national steering group on the Plan. The NDA also undertook work to guide on how the Plan could more effectively meet the needs of those with autism. This included consultation with stakeholders, a workshop, research and

recommendations which would inform a specific action programme to be finalised in 2015.

The NDA continued to work with Departments in developing a 10-year comprehensive employment strategy, incorporating an action plan for the first 3 years. Since 2014 the commitment to produce this Strategy is an integral part of the National Action Plan for Jobs which is published annually by the Department of Jobs, Enterprise and Innovation. The NDA also conducted research to guide on the strategy and commissioned research on vocational rehabilitation systems which will inform further actions under the strategy. The NDA's Annual Conference was dedicated to the theme of employment with shared learning to guide an effective strategy.

The moratorium on recruitment to the public sector continued to operate with very few recruitment opportunities. In line with its statutory function the NDA reported to the Minister on compliance by government departments and public bodies with obligations to achieve a 3% target level of employment of persons with disabilities. While the overall the 3% target had been met in the previous year some individual bodies had yet to demonstrate compliance.

While the UN Convention on the Rights of Persons with Disabilities has yet to be ratified by the Irish Government, many of the provisions of the Convention are being implemented through the National Disability Strategy. This includes the continued development of Assisted Decision Making legislation. It is expected that this will be enacted next year when the NDA will continue to guide on its implementation.

The National Implementation Group for the Value for Money and Disability Policy Review, on which the NDA is represented, continued to advance implementation of the agreed Action Programme. The new policies involved are in line with Article 19 of the UN Convention. The NDA continued to work on a range of projects to guide the delivering specific elements of the programme including a more effective resource allocation system; an appropriate outcomes framework; and standards for new directions alternatives to traditional adult day services. This work will continue into 2015.

Access to voting is basic right of all Irish citizens, and the NDA has been working with the Department of the Environment, Community and Local Government in relation to the specific challenges for those who are blind or have visual impairments. In 2014, this included a pilot of alternative

methods for voting to explore options for future voting opportunities in relation to referenda and general elections.

During 2014, the NDA also continued its work further to a request from the Minister for Justice and Equality to review the operation of the Disability Act in relation to use of information on genetic testing, which would guide on whether Regulations are required. Standards and regulations for residential disability centres were introduced from November 2013, and the process of registration and inspection of services by the Health Information and Quality Authority began from that date. The NDA also commenced work to review experience and learning from regulations and standards process in disability services further to a request from the Minister for Social and Primary Care. The NDA was also invited to join the HSE's Task Force on Safety of Vulnerable Persons to lead and oversee the implementation of an action programme to ensure safe and quality residential services for persons with disabilities.

The NDA's Centre for Excellence in Universal Design has statutory functions to promote design of the built environment, services, products and ICT so that they can be accessed, used and understood by all persons regardless of their age, size, ability, or disability. The Centre has been working with stakeholders in the relevant sectors including professional bodies, standards bodies, education bodies and industry general.

Through its work with European and international standards bodies the Centre has ensured a focus on universal design in new standards covering procurement in ICT and culmination of 4 years' work on new guidelines applying universal design across all new standards being developed at European and international level. New work in 2014 included a role in chairing a committee on a standard covering the design, development and production process of manufacturing goods. The focus of all this work supports the NDA vision of a future where we will all have better services, products and built environments.

Work continued on the research and development of guidelines for universal design dwellings which will be launched in early 2015. These will support the work on the implementation of the national disability housing strategy.

Given its statutory functions to promote the incorporation of universal design in education and training for the professions, the NDA continued to build on research and guidance to inform third level curricula for delivery in future years. It also initiated work on the development of a universal

design curriculum for a second level involving short course for those who may consider pursuing design at third level.

Increasing awareness of universal design was evident through the standard of entries to the NDA's Universal Design Grand Challenge and the level of interest in this. This was focused on students – designers for tomorrow and the winner went on to present their design in other fora. The success of this annual programme will be built upon in future years. Awareness was also enhanced through continued work with the tourism sector and promotion of toolkits to other service areas and through engagement with a policy makers and industry general as the network of universal design champions is expanded.

As the public sector seeks to enhance citizen access to public services and developments at EU level on a Directive, work to ensure the accessibility and usability of public sector websites will be key. The NDA continued to deliver on a partnership project with the Department of CENR to research and explore accessibility of public sector websites in Ireland and other European countries to provide learning for the Irish public service. The report was published in 2014.

The report details the above projects and many more in a year in which a new Authority and Chairperson was appointed to the NDA for a 4-year term. The NDA will continue to build on this work programme into 2015.

Strategic priority 1: National Disability Strategy

“To support the effective delivery of the National Disability Strategy Implementation Plan through our research, advice and guidance to Government Departments and public bodies and to monitor the outcomes for people with disabilities.”

The National Disability Authority continued to advise Government Departments on disability policy and practice, and in particular on implementation of the commitments in the National Disability Strategy Implementation Plan 2013–15. Some highlights of that work are shown here.

Mid-term Review of National Disability Strategy Implementation Plan

At the request of the Department of Justice and Equality, the NDA co-ordinated the compilation of a report summarising progress made by Departments and agencies in relation to their commitments.

Separately, the NDA prepared its independent advice paper for the National Disability Strategy Implementation group, highlighting main strengths and weaknesses in delivering on commitments at the mid-term point.

Survey to monitor the impact of the National Disability Strategy

The NDA published the results of a survey conducted in 2013 to track participation of people with disabilities in key areas of the National Disability Strategy such as access to transport, ease of use of the built environment, and access to technology. The report of the survey looked at changes which had taken place since preceding surveys in 2009 and 2011.

Disability Stakeholders group

The Disability Stakeholder Group, appointed by Minister of State Kathleen Lynch TD to participate in advice and monitoring of the National Disability Strategy, is chaired by the Director of the NDA, and the NDA also provides the secretariat for the group. The Disability Stakeholder group consists of the main disability umbrella organisations, along with a number of individuals with lived experience of disability. The Group held six

ordinary meetings in 2014 and participated in two National Disability Strategy Implementation Group meetings.

Comprehensive employment strategy for people with disabilities

The NDA was requested by Minister Kathleen Lynch TD to co-ordinate preparation of a ten-year comprehensive employment strategy for people with disabilities, and continued to engage with relevant Government Departments and other bodies in this regard. By end 2014, substantial progress had been made in developing the text and agreeing an action programme where Departments and state bodies committed to specific actions and timeframes. The National Disability Authority also prepared a technical paper to guide the strategy in relation to an overall employment target and advised the Minister on specific actions to support achievement of the strategic goals.

Research on vocational rehabilitation

The NDA commissioned research, due for completion in 2015, on the learning from systems of vocational rehabilitation in other jurisdictions, as an input into the employment strategy.

Guide to post-school options

The NDA co-published and co-funded the printing of a guide prepared by the National Council for Special Education on post-school options for young people with disabilities or special education needs.

Advice to Department of Health and HSE

Evaluation of learning from HIQA inspections

The registration and inspection of residential centres for people with disabilities by the Health Information and Quality Authority commenced in November 2013. The Minister of State for Primary and Social Care, Kathleen Lynch TD, asked the National Disability Authority to undertake a review of the learning from this process, one year on. Work on scoping the evaluation took place in 2014, and the evaluation is to be completed in 2015.

National Guidelines on Accessible Health and Social Care Services

The guidelines were developed by the HSE in partnership with the National Disability Authority following a comprehensive consultation process with people with disabilities and with staff. These guidelines give

practical guidance on how to plan and deliver health and social care services that are accessible to patients or service users with a disability. The key messages are Ask, Listen, Plan and Do.

The guidelines will help all those working in mainstream health and social care services to understand how to deliver disability-friendly services, how to make premises accessible, how to accommodate additional needs of people with disabilities, and how to communicate with people with disabilities in ways that are appropriate to their needs. The guidelines were launched in January 2015.

Value for Money and Policy Review of Disability Services

The NDA is a member of the Steering Group on implementation of the Value for Money and Policy Review of Disability Services, and a number of the subgroups appointed to advance implementation of the major transformation of supports and services for people with disabilities funded by the HSE.

Specific pieces of work undertaken include:

- Preparation of draft Standards for Adult Day Services
- Partnering with the HSE on consultation of these standards, including regional meetings, and preparing a report on the consultation
- Advice to the HSE in developing the policy on Safeguarding Adults from Abuse
- Continued engagement with HSE and Department of Health around a national assessment framework
- Continued research and consultation around a national outcomes framework for disability services

Further detail of NDA work in this area is reported under [Strategic Priority 2](#).

Advice to Department of Communications, Energy, and Natural Resources and its agencies

The National Disability Authority responded to a public consultation on the Water Charges Plan. The NDA also engaged with the Commission for Energy Regulation and Irish Water on how to give customers accessible real time information on water usage through for example universally-designed in-home displays linked to water meters.

The NDA continued to work with the Broadcasting Authority of Ireland towards the development of a voluntary Statement of Intent concerning the representation and portrayal of people with disabilities in Irish broadcasting. The NDA also made a submission to the Broadcasting Authority of Ireland's Access Rules consultation.

Advice to Department of Environment, Community, and Local Government

The NDA supported the Department and the Housing Agency in the implementation of the National Housing Strategy for People with a Disability, and the transition of people with intellectual disabilities in residential institutions to community housing. Work areas included the scoping of a long-term plan for deinstitutionalisation, a communications plan for engagement with residents, families and staff, and issues around legal capacity and tenancies. The NDA made detailed submissions to the Department's review of Social Housing Strategy and Statement of Strategy.

Accessible Voting Trials

The National Disability Authority in June 2014 carried out user testing of some alternative ways for people with sight loss to vote. Twenty seven people with severe or complete sight loss tested three different ways to vote: a tactile overlay on the ballot paper, telephone voting and electronic vote casting.

The overall results of the trials indicate that there is no single solution that is likely to work for most voters with sight loss. Most participants could use the tactile overlay successfully for a mock referendum ballot or a mock election with a small number of candidates, however as the number of candidates was increased, this was less usable and reliable. The NDA advises that this system be trialled in a future referendum as an option for voters with sight loss, and the results evaluated.

Voting by computer worked for some voters, probably those who were comfortable and experienced in using screen reading tools. Telephone voting was usable for most voters, but presents many challenges in allowing the voter to be certain that their vote has been cast in line with their intentions. The issues of logistics and security of those options would also need further consideration. The National Disability Authority has forwarded the research to the Department of the Environment, Community and Local Government for their consideration.

Implementation of National Housing Strategy for People with a Disability

We work closely with the Housing Agency and the Department of the Environment, Community and Local Government on the housing aspects of the programme to move about 3,500 people with intellectual disabilities from institutions to community housing. We have been guiding the Department in relation to the various challenges involved in insuring suitable housing in the community including issues of supply, cost, role of standards and regulations.

NDA made a submission to the new Social Housing Strategy, highlighting the importance of Universal Design as a basic criterion to future-proof new social housing developments. NDA made a submission to the new Social Housing Strategy, highlighting the importance of Universal Design as a basic criterion to future-proof new social housing developments.

Advice to Department of Transport, Tourism and Sport

The NDA worked with the Department on guidelines for disability awareness training across the Department's public bodies. The NDA provided advice and assistance on a project for the National Transport Authority to assess the issues and implications associated with a move towards a fully wheelchair accessible fleet in the licensed bus and coach sector, and worked with them on Design Guidelines for the display of travel information. The NDA also did a submission to the National Transport Authority's Taxi Advisory Committee on the Draft Small Public Service Vehicle (Consolidation and Reform) Regulations 2014, and provided input to the Committee in relation to the potential customer base for wheelchair accessible taxis.

Review of Part 4 of the Disability Act

In December 2013, the Minister for Justice and Equality asked the National Disability Authority to conduct a review of the operation of Part 4 of the Disability Act, which prohibits use of information on genetic testing for purposes such as insurance, occupational pensions or mortgages. Section 44 of the Act provided that a review would be initiated no later than 2014. The NDA organised meetings with the main interests involved, held a seminar to highlight key issues, and undertook a focused consultation process. Feedback from the consultation will inform the final report on the review, which will be submitted to the Minister in 2015.

Research and consultation in relation to autism

The NDA conducted research into the strategic approach taken in other jurisdictions to policies and services related to people with autism. It held a consultation event and undertook a wider consultation process to ascertain what were the key challenges facing people with autism and their families. The NDA prepared a paper which mapped the actions already in place or in train in relation to people with autism. The NDA also published a guide to accommodating people with autism in education or training, drawing on research and guidance from other jurisdictions.

Monitoring employment of people with disabilities in the public sector

The National Disability Authority delivered its statutory role of monitoring compliance with the obligations of public bodies in relation to employment of people with disabilities in the public sector. For the third successive year, the proportion of staff with disabilities reported for the public service for 2013, at 3.4%, exceeded the 3% target set out in the Disability Act 2005. The number of recorded employees with disabilities for 2013 was 6,464, down 147 from 2012. The overall number of employees in the public sector for 2013 was some 193,000, down 5,000 from in 2012, in the context of an ongoing embargo on recruitment.

The NDA undertook its regular process of reviewing those public bodies which had not reached 3% of staff with disabilities in the preceding two years. Statutory requests for more specific information were issued to seven bodies. On analysis of this further information, there were no formal rulings made of non-compliance. Bodies that had not reached the 3% target were issued with tailored guidance.

The NDA also submitted a revised report to the Minister in respect of compliance with Part 5 in 2012, consequent on receiving amended data from a large public body which resulted in minor changes to the commentary.

Strategic priority 2: Living independently in the community

“To undertake and collaborate on research and data collection, and to provide information, advice and guidance to guide policy, systems and service changes to ensure that people with disabilities can live independently and participate in the community as active citizens.”

Research programme

The National Disability Authority conducted itself or commissioned a number of pieces of research to inform policy and practice.

Research panel

At the suggestion of the outgoing Authority, the NDA conducted a tender process to create a panel of researchers with competences in different research tasks relevant to disability. Researchers were asked to tender for any or all of a number of different sub-panels relating to different research competencies, e.g. focus groups, analysis of qualitative data, statistical analysis. Following assessment of applications, those who qualified were placed on a research panel from which appropriately-qualified researchers could be selected to tender for specific pieces of work. During 2014, a number of pieces of research were procured via this panel.

Research on children’s disability therapy services

The Health Services Executive is undertaking a programme to reorganise multidisciplinary therapy services for children with disabilities into geographically-based teams to serve the children in their catchment areas, irrespective of the type of impairment. The National Disability Authority was asked by the Health Service Executive to conduct research on the appropriate size and configuration of these teams. The NDA report reviewed the literature, examined international practice, and analysed different sources of data to provide estimates of the additional number of therapists in different specialities that are required to meet the needs of children with disabilities. The report has been submitted to the HSE and has informed additional therapy posts announced for 2015.

Preventing school bullying of children with special educational needs or disability

The National Disability Authority was requested by the Department of Education and Skills to conduct research on effective interventions to prevent bullying of children with disabilities or special education needs, as part of the Department's Action Plan on Bullying. The NDA's research reviewed the literature in this area, analysed information from the Growing Up in Ireland Survey, held discussions with educational practitioners and experts through one-to-one discussions and a round table forum, and visited a sample of schools identified as having good practice. The findings emphasises the importance of 'whole-school' approaches. The report has been submitted to the Department of Education and Skills and is expected to be formally launched in 2015.

Portrait of children with disabilities in Ireland

A piece of commissioned research analysed data from the sample of children included in the National Disability Survey (2006). The findings showed that boys were more likely than girls to have a disability, and there were a higher proportion of children with disabilities in lower socioeconomic groups and among one parent families. Most children with disabilities were educated in mainstream schools, but a higher proportion of children attended special schools at post-primary stage. Children with mental health impairments experienced a lack of social engagement with their peers, and were much more likely to have prolonged absences from school. The research was published jointly by the National Disability Authority and the ESRI in 2015.

Parental expectations

The NDA commissioned the ESRI to use data from the Growing Up in Ireland Survey to examine parental expectations for children with a disability. This will be completed in 2015.

Families with disabled children

The National Disability Authority used the microdata the Growing Up in Ireland survey to analyse how siblings coped in families with a disabled child. The evidence was that siblings coped well, except in cases where the mother was experiencing severe coping difficulties herself.

People with emotional, behavioural, or mental health difficulties

Research commissioned by the NDA analysed the data from the National Disability Survey on people with emotional, behavioural or mental health

difficulties. A key finding was that there is nearly nine out of ten people with a mental health difficulty who had at least one other type of disability, and in most cases the other disability was named as their primary disability. The research shows that support for people's mental health should be an integral part of disability support. Compared to people with other disabilities, people with mental health conditions were more likely to experience stigma, and more likely to avoid doing things because of the attitudes of other people. The research was published jointly by the NDA and the ESRI.

Telecare, telehealth, and assistive technology

Two separate commissioned research studies, on telehealth and telecare, and on analysis of the National Disability Survey dataset in relation to assistive technology, continued throughout 2014 and are expected to complete in 2015.

Research Promotion Grants Scheme

The National Disability Authority invites proposals every year under its Research Promotion Grants Scheme under a specific theme, and selects the projects to be funded through a competitive process based on criteria that include the quality of the proposal, and the relevance to policy or practice.

One of the projects funded under the 2013 scheme, on the theme of people with acquired disabilities living in the community, was published in 2014. The research entitled Living with an Acquired Brain Injury was conducted by University College Cork. It found the most important supports were people's immediate families and friends, along with peer support groups; and secondly neighbours and community-based organisations such as sports or activity-based groups. As people with disabilities move from high-intensity health services, to rehabilitation services, and back to the community, the report stressed that smooth transitions and inter-connectivity of services are essential in facilitating this recovery process.

Research grants awarded 2014

The theme for the 2014 round of grants was employment and disability, and the following projects were funded:

- Analysis of data on employment from the National Disability Survey (ESRI)
- Exploring the factors related to return to work after stroke (Royal College of Surgeons in Ireland)

- The impact of fatigue on work ability of people with rheumatic diseases (Trinity College Dublin)
- Transitions from education/training to employment for people with disabilities (Dublin City University)

Resource Allocation research

The National Disability Authority completed its evaluation of the outcome of the second field trial of resource allocation systems for disability services, comparing the FACE and InterRAI systems, and did a comparative analysis of the four systems studied over two field trials. An advice paper is in preparation.

Promoting positive attitudes to disability

The NDA published the report of the consultation “Your Voice Your Choice” held at end 2013 with people with disabilities and their families on public attitudes to people with disabilities, and positive steps that could be taken towards improving attitudes.

Annual Conference 2014 – Employing people with disabilities

The National Disability Authority’s Annual Conference was held in October on the theme of employment. Guest speakers included Senator Fergal Quinn; Dr Michael Prince, University of Victoria; Gráinne Berrill, WALK Peer project; Peter Furlong and Alice Kinsella, Naas Hospital internship project; and two workers with a disability who spoke about their experiences. 10 organisations presented at a poster session. The conference was attended by over 250 people.

Seminar on Social Role Valorisation

The National Disability Authority hosted a seminar for key policy makers and practitioners, with expert speaker John Armstrong, to explore how people with disabilities can be supported to have valued social roles in their families and communities (“social role valorisation”), and how this approach might be built into person-centred planning in disability services.

Roundtable on parents and parenting with a disability

The NDA co-hosted a Roundtable with the Child and Family Agency (TUSLA) on issues and challenges for parents and parenting with a

disability. Participants included TUSLA, the HSE, disability organisations, disability service providers, the National Advocacy Service and the Citizens Information Board. The report from the roundtable has been given to TUSLA to guide next steps.

Seminar on supporting 3rd level students with disabilities

The NDA partnered with the National University of Ireland Maynooth on a seminar, with guest speaker Myra Berloff, Director at the Massachusetts Office of Disability, on supporting students with disabilities at third level. The NDA also hosted a workshop with the guest speaker and key stakeholders.

Assisted Decision Making (Capacity) Bill 2013

The NDA continued to provide advice to the Department of Justice and Equality on key areas of the Bill, which is an important milestone towards Ireland's ratification of the UN Convention on the Rights of Persons with Disabilities.

Interim Standards for Adult Day Services based on New Directions

The review of HSE Adult Day Services entitled New Directions was published in February 2012. This envisages a new model of service which emphasises support for people with disabilities to engage in mainstream activities in the community. The National Disability Authority is represented on the implementation group. Under the implementation plan, the National Disability Authority was requested to develop Interim Standards for the new model set out in New Directions, in collaboration with a sub-group of the implementation group. In 2014, this work included a public consultation on Draft Interim Standards, in response to which there were 424 submissions. It is expected that the Interim Standards will be finalised in 2015, following consideration of the submissions.

Report for the Minister for Health on the implementation of the HIQA Standards and Regulations for Residential Services for People with Disabilities "One Year On"

HIQA's legal powers to regulate disability residential services came into effect on Friday 1 November 2013. The Minister of State at the

Department of Health, Kathleen Lynch TD requested that the NDA prepare a report on the experience and impact of the Regulations 'one year on' from their implementation. The Minister also asked that consideration be given to holding a workshop on learning from the implementation of the HIQA Standards and Regulations and that the main disability stakeholders would be included in this process.

Strategic priority 3: Universal Design of the environment

“To promote excellence in universal design to facilitate maximum participation in Irish society”

Promoting universal design principles in an Irish context

Research on Universal Design Audit Tool for Roads and Streets

The NDA worked with Age Friendly Ireland on Walkability audits at 8 locations around Ireland. The information collected in the Walkability audits will be used to inform the development of a quality audit tool for roads and streets by the Centre for Excellence in Universal Design (CEUD) in the NDA, in consultation with the Department for Transport, Tourism, and Sport. The audit tool enables the gathering of valuable evidence of the features of roads and streets that can prevent people with a wide range of abilities from easily accessing local amenities, shops and services in their community. The report on the Walkability audits will be published in 2015.

Research & Recommendations on Universal Design Shared Education Campuses (UD-SEC)

Work continued on a research project to guide a Universal Design approach to Shared Educational Campuses in Ireland, using a Universal Design approach. The NDA engaged with the Department of Education in advancing this work. A workshop to discuss key findings from the research was held in spring 2014 with all key stakeholders. This work is to be completed in Spring 2015.

Advising and assisting in the development of standards on universal design

Universal Design for Customer Engagement Toolkits

Further to the publication and launch of the Universal Design for Customer Engagement toolkits for both the tourism and energy sectors in 2012 and 2013. CEUD has been promoting the adaption of the tourism

toolkits. It has also engaged with Fáilte Ireland on developing a number of case studies with a variety of tourism service providers to illustrate the business benefits of using the Toolkits. This work will be completed in early 2015.

Universal Design in ISO/IEC Guide 71

The Centre for Excellence in Universal Design at the National Disability Authority participated as an expert on an International Standards Joint Technical Advisory Group which updates the key international document on accessibility for standards developers, Guidelines for Addressing Accessibility in Standards, known as ISO/IEC Guide 71. In particular, the National Disability Authority integrated content from its research on anthropometry (human size) and on Universal Design, and from the World Health Organization's International Classification of Functioning (ICF).

The project was completed and published in late 2014. The development of a common language on defining diverse user abilities was one of the key outcomes of this work. It contains updated terminology and new approaches on how to consider the abilities and characteristics of a diverse range of users (including older persons and persons with disabilities) in design decisions related to accessibility. As it makes it understandable for industry to define the usability and accessibility of their product or service, it has good potential to be applied in Ireland by providing a clear path to defining the issues for diverse users. Uniquely among international standards, it is in accessible format and free to download from the web.

Universal Design in EC Mandate M/473 “Design for All”

The Centre for Excellence in Universal Design at the National Disability Authority is involved in the European Commission's Mandate M/473 “Design for All”. Part of the Mandate M/473 deliverables involved appointment of the NDA as Convenor for a CEN-CENELEC joint working group to conduct development of a new standard (or equivalent deliverable) that would address the priority areas for design, development and production process of goods manufacturing and service provision, to describe how to consider accessibility for persons with disabilities and older persons following a Design for all (Universal Design) approach.

It is part of a series of work supported by the European Commission on implementing Accessibility as related to the United Nations Convention on

the Rights of Persons with Disabilities. It is expected to be a key publication that will inform further sector-specific standards and guidance. When published as a European Standard (as expected) it will be harmonised and distributed by National Standards Organisation across Europe. The NDA work on the project is scheduled to be completed in 2018. The NDA receives EU funding towards the costs of participation in this work.

Universal Design in a COST Action TU1204

The Centre for Excellence in Universal Design at the National Disability Authority collaborated as a participant in an EU Short Term Scientific Mission research project. Universal Design was applied as a key reference in the COST Action TU 1204 called “People-Friendly Cities in a Data Rich World.” The project had an aim to understand the mechanisms of public participation in the Reference city of Lucca in Italy and to develop a model for the “City Sounding Board” that could be applied to other European cities. The project report outcomes are that Universal Design was demonstrated as an effective part of a strategy to engage citizens, use a common language around design and to enable a community based co-creation processes.

Universal Design Grand Challenge 2014

The Centre for Excellence in Universal Design developed and operated a Universal Design Grand Challenge student awards competition in 2014. Students from the final two years of study in third level and post graduate courses from schools in Ireland were invited to enter their best student project to compete for a People’s Choice and Judges’ Choice Award. The Universal Design Grand Challenge is a key tool in enabling NDA/CEUD to promote its educational materials for 3rd-level courses and to encourage students and instructors to consider Universal Design as a theme in their project work.

CEUD hosted a summer Work Experience / Internship for an Industrial Designer from Italy to work with the Universal Design Grand Challenge project. The designer assisted with operation of the event and prepared professional graphics-based materials on Universal Design concepts and judging processes which can be replicated for future events.

Universal Design Homes for Ireland Cost Assessment

As part of our work to develop guidelines for Universal Designed Homes we have been examining cost considerations and working with the Housing Agency in this regard. . The Housing Agency continued to work on the Cost Assessment project over 2014. This Cost Assessment will provide vital “real world costs” for the construction of Universal Design Homes in Ireland. This work also dovetails with the completed design guidance document “Universal Design Guidelines for Homes in Ireland”. It is expected to be completed by the middle of 2015. A Housing and Universal Design Seminar was held by NDA and the keynote speaker was Kay Saville Smith, a housing and research expert from New Zealand. It was attended by leaders in the housing sector from both the public, private and government sectors.

Universal Design Homes for People Living with dementia, their Families and Carers

The project aims to provide design professionals and relevant stakeholders with the necessary Universal Design guidance to design new homes or to retro-fit existing housing stock in order to maintain for as long as possible the possibility of people living with dementia to be able to remain living in their own homes and communities. The Research, Recommendations and Design Guidance will also cover the requirements of the families of those living with dementia. This work is to be completed in Spring 2015.

The launch of the Design Guidance with the “Universal Design Guidelines for Homes in Ireland” is planned for 2015 as part of Year of Irish Design 2015.

Universal Design 2nd-level Short Course

The Centre for Excellence in Universal Design at the National Disability Authority has started work toward development of a Universal Design curriculum module for use in second-level schools.

The curriculum will highlight respect for diversity as related to introducing second level students to design problem-solving based on user-centred Universal Design practices. The Short Course will align with the Key skills and Learning Statements in the National Council for Curriculum and Assessment, revised Junior Cycle Framework.

The project rationale is to introduce Universal Design thinking earlier into education so as to improve uptake at 3rd level. It will align with related Universal Design education initiatives and operate a 2nd-Level Workshop as part of the Year of Irish Design ID 2015. The Short Course is being planned for rollout in 2016.

Universal Design curriculum for 3rd level courses

The Centre for Excellence in Universal Design continued to promulgate the 3rd level educational materials on Universal Design suitable for use in a variety of courses. This included holding a workshop with all schools of architecture in Ireland on Universal Design. The half day workshop featured an introduction to teaching Universal Design to architecture students by Belgian architect and Emeritus Professor Hubert Froyen. The workshop also featured a talk by a senior member of the RIAI and provided participants with the opportunity to discuss their views on opportunities for teaching Universal Design.

Other meetings and guest lectures to promote use of the curriculum materials were held with various departments within DCU, UCD, IT Carlow, UCC, and IT Blanchardstown.

Member of Department of an Taoiseach's advisory group on Smart Ageing

The Department of an Taoiseach setup an advisory committee which the NDA were invited to be a member. The focus was the potential for Ireland of being a centre of innovation in the area of ageing across all sectors including health, education, technology, transport, tourism. NDA made a submission to the Department and were part of several meetings over the course of 2014. The final research report is due in early 2015.

Smart Metering and in-home Display for Irish Domestic Utilities

Following the publication of the NDA's technical guidelines for in-home displays that provides accessible, usable and understandable information on the consumption of domestic gas, electricity and water, the NDA engaged with the Department of Environment and the Commission for Energy Regulation on the best course of action on implementing these guidelines. This work will continue into 2015.

Promoting awareness and understanding of universal design

The Centre for Excellence in Universal Design at the National Disability Authority maintains a corporate partnership with the Institute of Designers Ireland (IDI). This partnership enables contact with the broad IDI professional membership and is an opportunity to advise the Universal Design (UD) category in the annual IDI Awards. The NDA also holds a seat on the IDI Council where opportunities occur to promote Universal Design in IDI initiatives and the associated Irish Year of Design. The IDI, UD category Award 2014 winner was Gazel, (Universal Design clothes hanger). Promotion of Universal Design across IDI continuously increases and plans are developing to add a Universal Design category into the IDI Graduate Awards 2015.

Collaboration with the RIAI on the RIAI Universal Design Award

Our Centre for Excellence in Universal Design continued to support the Royal Institute of the Architects of Ireland (RIAI) on the Universal Design category as part of their annual architecture awards in 2014. The aim of the award is to promote excellence in Universal Design among the architectural profession in Ireland. As part of its support for the award, the CEUD invites an international architect to chair the jury for the award and to present a lecture related to Universal Design to RIAI members. Stephanie Akkaoui Hughes, a Lebanese architect based in the Netherlands, delivered a lecture on “Designing contexts to foster human interactions”. The lecture was held at UCD Student Centre, winner of Best Universal Design and the Public Choice Award in the 2013 RIAI Architecture Awards.

Measures to improve accessibility of public sector websites in Europe

This report aims to make a new contribution to the existing evidence base on Web accessibility in order to support the current dialogues in the European Parliament and Council of Ministers around the European Commission’s recent proposal for a Directive in this area¹. The study was co-funded by the Department of Communications, Energy and Natural Resources.

The study conducted assessments of 39 websites in Ireland and 6 other Member states and carried out in-depth interviews with public web managers in three countries (Ireland, Germany, and Sweden). The study found that current levels of web accessibility remain low. None of the 37 public service websites that were assessed across the 7 countries currently comply fully with the WCAG 2.0 AA requirements.

The report contains recommendations for EU and national level policy related to web accessibility, and implications for web accessibility practices at national level.

Key recommendations include:

- Centralised, practical supports and tools for web development and management need to be in place within the public sector across Member States for the consistent and systematic management of accessibility.
- The public procurement of website design and development services and software for managing websites needs to systematically include accessibility as a criterion.
- The monitoring of web accessibility at national or EU level (as proposed in the draft Directive) needs to provide operationally useful feedback that public bodies can use to improve the accessibility of their websites.
- The report's recommendations and findings have been submitted to the Departments of Communications, Energy and Natural resources and will inform Ireland's submission on the EU draft Directive.

Strategic priority 4: Effective and efficient organisation

“To develop an environment, supports, policies and systems to enable the National Disability Authority to effectively deliver on its strategic objectives.”

Ensuring effective and efficient systems and communications to deliver objectives to a high standard

Updated websites

The National Disability Authority launched its new websites, available at <http://NDA.ie> and <http://UniversalDesign.ie>. The new websites improve the way in which the NDA disseminates information online, and allows staff to manage the NDA’s online content more efficiently. The new website is an exemplar of modern web design: it is accessible to people of different abilities, and it is flexible enough to be usable on any screen or device. The project included research on the needs and behaviours of the NDA’s target audience, and then to develop a website that addressed these. The NDA aims to publish templates, based on their new website’s design and source code, to allow other public bodies to create similarly accessible, flexible websites.

Building maintenance

Relevant maintenance works were carried out.

It is anticipated that a floor of office accommodation will be leased out in 2015.

Managed Print Services

The National Disability Authority availed of the Department of Justice and Equality’s Managed Print Service Contract in 2013. Further enhancements to printing practice were advanced in 2014 increasing efficiencies.

Information and Communication Technology

The National Disability Authority avails of the Shared ICT Support Service from the Department of Justice and Equality.

Improvements in 2014 included a network system refresh providing a more up to date and supported versions necessary software and internet browsers.

Old National Disability Authority servers were removed to be disposed of as appropriate and to enable key data to be stored.

A new Telephony Solution was introduced that uses data network for transmission of voice communication rather than traditional phone lines, bringing improved functionality as well as significant savings in telecommunications costs. Calls to departments and agencies availing of the same network system are free and there is potential to route calls through a centre at lower costs.

New handsets were deployed to staff which allow for teleconferencing, some allowing for video conferencing with Department of Justice and Equality.

Ensuring effective external communications

eNewsletter

The National Disability Authority published three editions of its eNewsletter which is circulated to over 2,500 subscribers.

“At a glance” summaries

The National Disability Authority has developed a template for “At a glance” summaries of NDA publications that will provide short, easy guides to NDA findings for a wider audience.

Maintaining a library to guide disability and universal design research and policy

The NDA Library supports the development of evidence-based advice through literature searches for staff. The library is open to the general public on Thursdays by prior appointment. Our library holds over 50,000 items on disability, accessibility, and related subjects. The collection includes books, e-books, e-journals, print journals, newsletters, DVDs, CD-ROMs, and archival material. In 2014, library staff responded to over 300 queries, including literature searches for staff, requests for articles, loans, renewals, and queries from staff and the general public. Staff were updated regularly on policy and research developments and online resources to support their work.

Implementing the Human Resources Strategy to support staff and nurture a positive work culture

A number of HR policies were updated to reflect changes in legislation and other impacting factors. Parental Leave has been enhanced, including an increase in the amount of leave available to each parent in line with civil service policy, so that staff can take Parental Leave for children up to age 13 years. Arising out of the Haddington Road Agreement, from 1st July 2014 the amount of Flexi Leave that qualifying staff may take was reduced.

Sanction was granted to the NDA to fill a permanent Senior Research Officer post and subsequently the NDA welcomed the appointment of the officer mid-year.

Training and Development

Staff members Training & Development progressed as informed by their individual PMDS. In addition a range of training took place for select individuals, including; Building Blocks for Emotionally Intelligent Leadership, EnergyMAP, Editing the NDA Website, Realising the Benefits of Risk Management and Line Management Training.

Partnership Committee

Our Partnership Committee met 4 times during 2014. The committee's work over the course of the year included operating the Staff Suggestion Scheme for 2014 for which four prizes were awarded under the categories "Saving Time and Money" and "Energy Initiatives", producing and issuing a Partnership Bulletin for staff, input to the NDA Customer Action Plan, and continuing to bring forward ideas to guide staff morale initiatives.

Ensuring the effective delivery of statutory and regulatory responsibilities

Finance and governance

In line with the National Disability Authority Act 1999, the NDA prepared and submitted financial accounts for 2013 to the Comptroller and Auditor General. The Department of Justice and Equality's Internal Audit Unit undertook a Review of the NDA's Internal Financial Controls.

A new Authority was appointed in July 2014. Following this, the NDA submitted the approved accounts and the Annual Report for 2013 to the Minister. The Authority appointed an Audit Committee and a Finance Committee at their first meeting. The Authority met 3 times in 2014. The Audit Committee met once in 2014, and their Chair reported at the

Authority's final meeting of 2014. The Finance Committee met twice in 2014, and monitored and reported on the NDA's expenditure.

Energy

Overview of Energy Usage in 2014

The National Disability Authority Energy Team has registered and maintains records for the National Disability Authority with the Sustainable Energy Authority of Ireland.

The National Disability Authority has a total floor area of 2,633 m² which comprises of two storeys over garden level Victorian Building (x 2), a link building completed in 2006 and an adjoining three storey plus attic building completed in the early 1980s. The main energy users are:

- Electrical Energy, that is Lighting, ICT & Offices, Air Conditioning and General Services
- Thermal Energy (Natural Gas), that is Space Heating (LTHW radiator circuits and under floor heating) and Hot Water (HWS).

In 2014, the National Disability Authority consumed 45 MWh of energy, consisting of:

- 10.8 MWh of electricity
- 34.2 MWh of fossil fuels
- 0 MWh of renewable fuels.

Actions Undertaken in 2014

In 2014 the National Disability Authority undertook a range of initiatives to improve our energy performance, including:

- introducing a Managed Print Service with energy efficient printers and photocopiers which resulted in 2 MWh of annual savings
- running Energy Awareness Campaign, which resulted in 3.1 MWh of annual savings, focused on the following areas: General Energy, IT Equipment, Energy at Home, Lighting, Transport
- installing timers for coffee machine and microwave which resulted in 0.6 MWh of annual savings
- developing an energy monitoring and targeting system (M&T) manual meter readings. Short term energy monitoring to assess electricity base loads and improve housekeeping efficiency and set targets. Establish energy performance indicators (EnPIs) which resulted in 5.9 MWh of annual savings

- Energy MAP Training undertaken by 2 Energy Team Members
- committing to the Public Sector Energy Partnership Programme (Partnership Support Manager was appointed in November 2014)
- Energy Efficient Procurement, such as procuring energy supplies through the National Procurement Service (NPS), procuring equipment classified as Triple E, and incorporating the principles of energy efficient design at design stage of capital projects
- developing the NDA Energy Policy.

Altogether, these and other energy saving measures are saving the National Disability Authority 11.6 MWh annually.

Access Officer

The NDA's Access Officer, appointed in line with the Disability Act 2005, continued to guide and arrange appropriate help for persons with disabilities who accessed the NDA's facilities, events, and website in 2014. The Access Officer's contact details are on the home page of the NDA's website.

Financial Statements, 31st December 2014

Authority Members and other Information

From July 22nd – December 31st, 2014

Authority Member	Number of Authority meetings attended during this period
Ms. Helen Guinan (Chair)	3/3
Ms. Orla Barry	3/3
Mr. Frank Cunneen	3/3
Mr. Des Kenny	2/3
Ms. Ruthann La Malfa	3/3
Ms. Mary Lavelle	3/3
Ms. Teresa McDonnell	2/3
Mr. Deaglán O'Briain	2/3
Ms. Deirdre O'Connor	3/3
Mr. James O'Grady	2/3
Mr. Donie O'Leary	3/3
Ms. Alison Ryan	3/3
Mr. Donal Rice	3/3

Audit Committee Member	Number of Audit Committee meetings attended during this period
Mr. Donal Lawlor (Audit Committee Chairperson)	1/1

- Director: Siobhan Barron
- Solicitors: Beauchamps Solicitors, Riverside Two, Sir John Rogerson's Quay, Dublin 2
- Bankers: Bank of Ireland, 104 Ranelagh, Dublin 6
- Auditors: Comptroller & Auditor General, Dublin Castle, Dublin 2

National Disability Authority

The National Disability Authority was established on June 12, 2000 under Section 6 of the National Disability Authority Act 1999.

NDA Functions and Powers

The principal function of the NDA is to advise the Minister for Justice and Equality regarding issues of policy and practice relating to disability.

Particular functions of the Authority under Section 8 of the National Disability Authority Act 1999 include:

- To act as a central, national body which will assist the Minister in the coordination and development of policy in relation to persons with disabilities.
- To undertake, commission or collaborate in research projects and activities on issues relating to disability and to assist in the development of statistical information appropriate for the planning, delivery and monitoring of programmes and services for people with disabilities.
- To advise the Minister on appropriate standards for programmes and services provided or to be provided to persons with disabilities and to act as an advisory body with regard to the development of general and specific standards in relation to such programmes and services.
- To monitor the implementation of standards and codes of practice in programmes and services provided to persons with disabilities and to report to the Minister thereon.
- To liaise with other bodies, both corporate and unincorporated, involved in the provision of services to persons with disabilities and to facilitate and support the development and implementation of appropriate standards for programmes and services for persons with disabilities.
- To prepare codes of practice for the purpose of achieving the aim of good standards and quality in the provision of programmes and services provided or to be provided to persons with disabilities.
- To recognise the achievement of good standards and quality in the provision of programmes and services to persons with disabilities, including through the provision of a disability equality awards system.
- To prepare strategic plans.

Additional functions of the Authority under the Disability Act 2005 include:

- To prepare codes of practice relating to the accessibility of public buildings, services, information and heritage sites and to the employment of people with disabilities in the public sector at the request of the Minister (Part 3).
- To monitor compliance with statutory targets for recruitment and employment of people with disabilities in the public sector, recommend actions to be taken where these targets are not being met, and prepare codes of practice where requested (Part 5).
- To establish a Centre for Excellence in Universal Design in the built environment and information technology which will promote the principles of universal design that may be accessed, understood and used to the greatest practicable extent by people with disabilities:
 - In the most independent and natural manner
 - in the widest possible range of situations
 - without the need for adaptation, modification, assistive devices or specialised solution (Part 6).

Statement of Responsibilities of Authority Members

The Authority is required by Section 17 of the National Disability Act 1999 to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Authority and of its income and expenditure for that period.

In preparing those financial statements the Authority is required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- comply with applicable Accounting Standards subject to any material departures disclosed and explained in the Financial Statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the National Disability Authority will continue in existence.

The Authority is responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Authority and enable it to ensure that the financial statements comply with the Act. It is also responsible for safeguarding the assets of

the National Disability Authority and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Authority

Chairperson: _____
Helen Guinan
Chairperson

Director: _____
Siobhan Barron
Director

Date:

Statement on Internal Financial Control for the year ended 31 December 2014

On behalf of the Board of the National Disability Authority, I acknowledge our responsibility for ensuring that an effective system of internal financial controls is maintained and operated.

The systems can provide only reasonable, and not absolute, assurance that the assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely manner.

The board was appointed from 22 July 2014 and since then has taken steps to ensure an appropriate control environment is in place by:

- Establishing formal procedures through various committee functions to monitor the activities and safeguard the assets of the organisation
- Ensuring clearly defined and documented management responsibilities and powers
- Developing a strong culture of accountability across all levels of the organisation.

The Authority is satisfied that there are established processes to identify and evaluate business risks. This is achieved in a numbers of ways including:

- Identifying the nature, extent and financial implications of risks facing the National Disability Authority
- Assessing the likelihood of identified risks occurring. The NDA has a risk register in place which includes strategic, operational, information

technology, financial and reputational /compliance risks. In addition, risk analysis is completed at project planning and scoping stage

- Assessing the National Disability Authority's ability to manage and mitigate the risks that do occur
- Working closely with Government and various agencies and institutions to ensure that there is a clear understanding of the National Disability Authority's goals and support for the Authority's strategies to achieve those goals
- Carrying out regular reviews of the strategic plan and evaluating the risks to the ability to bring the plan to fruition
- Setting annual targets for each area of our business followed by the regular reporting on the results achieved
- Establishing and enforcing standard procedures and provision under which financial assistance may be made available to projects, including provisions requiring repayment if the project does not fulfil commitments made by the contractor.

The system of internal financial control is based on a framework of regular management information, administrative procedures including segregation of duties, and a system of delegation and accountability. In particular it includes:

- A comprehensive budget system with an annual budget which is reviewed and agreed by the Authority
- Regular reviews by the Authority of periodic and annual financial reports which indicate financial performance against forecasts, setting targets to measure financial and other performances

The Authority has outsourced an Internal Audit Service, which operates in accordance with the Framework Code of Best Practice, set out in the Revised Code of Practice on the Governance of State Bodies 2009. During 2014 the Internal Audit Service was carried out by the Department of Justice and Equality. The Internal Audit Service's role includes reporting to the Audit Committee as appropriate. In May 2014 Internal Audit undertook a Review of Internal Financial Controls which the Audit Committee has considered.

The Authority has responsibility for overseeing the implementation of the Internal Audit Service recommendations to ensure proper and effective financial control procedures are maintained and oversees the internal audit function and related plans to include any new identified areas.

The Authority's monitoring and review of the effectiveness of the systems of internal financial control is informed by:

- the work of the Internal Audit Service and the contribution of the Audit Committee established by the Authority which oversees the work of the Internal Auditor and of the corporate governance environment
- the executive managers with the National Disability Authority who have responsibility for the development and the maintenance of the financial control framework
- the Finance committee established by the Authority to report at least quarterly on financial expenditure and related issues;
- the issues raised by the Comptroller and Auditor General.

The Board, for the period prior to its appointment in July, relied on the assurances from the Director that financial controls had been working effectively since start of year. I confirm that the Board conducted a review of the internal financial controls based on a report from the Audit Committee presented to the Board at its meeting in December 2014.

I confirm that, to the best of my knowledge, the above information is accurate.

Helen Guinan
Chairperson

Date:

Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

I have audited the financial statements of the National Disability Authority for the year ended 31 December 2014 under the National Disability Authority Act 1999. The financial statements, which have been prepared under the accounting policies set out therein, comprise the statement of accounting policies, the income and expenditure account, the statement of total recognised gains and losses, the balance sheet, the cash flow statement and the related notes. The financial statements have been prepared in the form prescribed by under Section 17 of the Act, and in accordance with generally accepted accounting practice in Ireland.

Responsibilities of the Members of the Authority

The Authority is responsible for the preparation of the financial statements, for ensuring that they give a true and fair view of the state of the National Disability Authority's affairs and of its income and expenditure, and for ensuring the regularity of transactions.

Responsibilities of the Comptroller and Auditor General

My responsibility is to audit the financial statements and report on them in accordance with applicable law.

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation.

My audit is carried out in accordance with the International Standards on Auditing (UK and Ireland) and in compliance with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements, sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the Authority's circumstances, and have been consistently applied and adequately disclosed
- the reasonableness of significant accounting estimates made in the preparation of the financial statements, and

- the overall presentation of the financial statements

I also seek to obtain evidence about the regularity of financial transactions in the course of audit.

In addition, I read the Authority's annual report to identify material inconsistencies with the audited financial statements. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

Opinion on the financial statements

In my opinion, the financial statements, which have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland, give a true and fair view of the state of the Authority's affairs at 31 December 2014 and of its income and expenditure for 2014.

In my opinion, proper books of account have been kept by Authority. The financial statements are in agreement with the books of account.

Matters on which I Report by Exception

I report by exception if:

- I have not received all the information and explanations I required for my audit, or
- my audit noted any material instance where moneys have not been applied for the purposes intended or where the transactions did not conform to the authorities governing them, or
- the information given in the Authority's Annual Report is not consistent with the financial statements, or
- the Statement on Internal Financial Control does not reflect the Authority's compliance with the Code of Practice for the Governance of State Bodies, or
- I find there are other material matters relating to the manner in which public business has been conducted

I have nothing to report in regard to those matters upon which reporting is by exception.

Patricia Sheehan
For and on behalf of the
Comptroller and Auditor General

7 August 2015

Statement of Accounting Policies

Basis of Accounting

The financial statements have been prepared using the accruals method of accounting, except as indicated below and in accordance with generally accepted accounting principles under the historical cost convention.

Financial Reporting Standards recommended by the recognised accountancy bodies are adopted as they become operative.

Oireachtas Grant Income

The income from this source represents the amounts provided to the NDA by the sponsoring department through the direct payment of salary and other costs.

Fixed Assets and Depreciation

Fixed Assets are shown at original cost or valuation less accumulated depreciation.

Depreciation is provided at the following annual rates:

- Office Furniture and Equipment: 10.00 % (Straight Line)
- Computer Hardware and Software: 20.00 % (Straight Line)
- Premises: 2.50 % (Reducing Balance Basis)

Capital Account

The Capital Account represents the unamortised amount of income allocated for the purchase of fixed assets.

Pensions

The National Disability Authority operates a defined benefit pension scheme which is funded annually on a pay as you go basis from monies available to it, including monies provided by the Department of Justice and Equality and from contributions deducted from staff salaries.

Pension costs reflect pension benefits earned by employees in the period and are shown net of staff pension contributions which are retained on behalf of the National Disability Authority. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments.

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Total Recognised Gains and Losses and a corresponding adjustment is recognised in the amount recoverable from the Department of Justice and Equality.

Pension liabilities represent the present value of future pension payments earned by staff to date. Deferred pension funding represents the corresponding asset to be recovered in future periods from the Department of Justice and Equality.

Income and Expenditure Account for the year ended 31 December 2014

	Notes	2014	2013
Income			
		€	€
Grant income	2(a)	3,240,600	3,426,814
Net Deferred Funding for Pensions	10(b)	778,000	815,000
Other Income	2(b)	22,357	29,866
		4,040,957	4,271,680
Transfer from / (to) Capital Account	8	68,784	74,475
Total Income		4,109,741	4,346,155
Expenditure			
Projects and Commissioned work	3	374,920	509,596
Development, Support and Administration costs			
Payroll Costs	4	1,873,491	1,935,007
Pension Costs	10(c)	1,236,210	1,257,597
Administration Costs	5	479,979	545,460
Depreciation	7	73,963	74,475
		3,663,775	3,812,539
Total Expenditure		4,038,563	4,322,135
Surplus for the year	13	71,178	24,020
Retained Surplus at 1st January		197,668	173,648
Retained Surplus at 31st December		268,846	197,668
Statement of Total Recognised Gains and Losses			
Surplus for the year		71,178	24,020
Actuarial (Gain) / Loss on Pension Liabilities	10(e)	(978,000)	(515,000)
Adjustment to Deferred Pension Funding		978,000	515,000
Total Recognised Gain for the year		71,178	24,020

The results for the year relate to continuing operations.

The Statement of Accounting Policies, the Cash Flow Statement, and Notes 1 to 16 form part of these Financial Statements.

Signed:

Helen Guinan
Chairperson

Signed: _____
Frank Cunneen
Authority Member

Signed: _____
Siobhan Barron
Director

Date: _____

Balance Sheet as at 31 December 2014

	Notes	2014	2013
		€	€
Fixed Assets	7	2,807,709	2,869,467
Current Assets			
Debtors And Prepayments	12	305,399	259,475
Cash At Bank And On Hand	9(b)	1,984	2,323
		307,383	261,798
Current Liabilities			
Creditors And Accruals	11	38,537	64,130
		38,537	64,130
Net Current Assets		268,846	197,668
Total Assets Less Current Liabilities Before Pensions		3,076,555	3,067,135
Deferred Funding Asset For Pensions	10(d)	(16,600,000)	(16,800,000)
Pension Liabilities	10(e)	16,600,000	16,800,000
		3,076,555	3,067,135
Represented By:			
Capital Account	8	2,807,709	2,869,467
Retained Surplus on Income And Expenditure Account	13	268,846	197,668
		3,076,555	3,067,135

The Statement of Accounting Policies, the Cash Flow Statement, and Notes 1 to 16 form part of these Financial Statements.

Signed: _____
Helen Guinan
Chairperson

Signed: _____
Frank Cunneen
Authority Member

Signed: _____
Siobhan Barron
Director

Date: _____

Cash Flow Statement for the year ended 31 December 2014

	Notes	2014	2013
		€	€
Net Cash Outflow From Operating Activities	9a	4,840	(6,038)
Returns On Investments And Servicing Of Finance			
Interest Received		0	1
Net Inflow From Returns On Investments And Servicing Of Finance		0	1
Investing Activities			
Purchase Of Fixed Assets	7	(5,179)	0
Proceeds On Disposal Of Fixed Assets		0	0
Net Cash Outflow From Investing Activities		0	0
Increase / (Decrease) In Cash At Bank And In Hand	9b	(339)	(6,037)

The Statement of Accounting Policies, the Cash Flow Statement and Notes 1 to 16 form part of these Financial Statements.

Signed: _____
Helen Guinan
Chairperson

Signed: _____
Frank Cunneen
Authority Member

Signed: _____
Siobhan Barron
Director

Date: _____

Notes to Financial Statements for the year ended 31st December 2014

1. These Financial Statements cover the year ended 31st December 2014.

2. Income

	2014	2013
	€	€
2 (a) Grant Income		
Total Amount paid by Department of Justice and Equality on behalf of NDA is drawn down under vote 24 subhead D I I	3,240,600	3,426,814
	3,240,600	3,426,814
2 (b) Other Income		
Bank Interest	0	1
Department of Social Protection	7,082	12,113
Sundry	15,275	17,752
	22,357	29,866

3. Projects and Commissioned Work

The National Disability Authority spent €374,920 (2013: €509,596) on projects and commissioned work. Actual spends have been classified under the following subheadings:

	2014	2013
	€	€
Research	158,584	274,122
Information Resources	58,676	27,382
Universal Design Promotion	52,063	66,676
Corporate Services	51,941	53,126
Standards and Guidelines	25,942	23,667
Conferences and Seminars	18,560	57,542
Consultation	6,780	4,084
Translation	2,374	2,997
Total Projects and Commissioned Work	374,920	509,596

4. Payroll Costs

	2014	2013
	€	€

	2014	2013
NDA Staff Pay	1,869,847	1,931,023
Agency Staff	3,644	3,984
	1,873,491	1,935,007

The average number of staff employed by the Authority in the year was 33 (2013: 33).

Director's Remuneration

The Director was paid a salary in 2014 of €95,816 (2013: €97,924) on the Civil Service Principal Officer Scale. No other payment was made in the year to the Director in the nature of pay. The Director is a member of an unfunded defined benefit public sector scheme and her entitlements do not extend beyond the standard entitlements available under such a scheme.

5. Administration Costs

	Notes	2014	2013
		€	€
Travel costs		13,937	24,544
Staff Training, Recruitment and H&S		16,704	32,922
Building related overheads		87,819	87,633
Rates		52,197	68,490
Cleaning / Domestic		52,013	54,228
Authority Fees & Expenses	6	35,193	68,267
Postage and Phones		22,446	22,565
Office running costs		26,831	43,675
Library		7,869	19,141
IT Costs		95,669	84,508
Professional Fees		12,787	22,867
Audit Fees		16,600	16,620
Building Repairs		39,914	0
		479,979	545,460

6. Authority Fees and Expenses

Expenditure of €35,193 (€68,267 in 2013) in respect of the Authority Fees was paid.

Authority Member	Fees	Expenses paid to or on behalf of	Total
Ms. Helen Guinan	€4,489	€1,612	
Ms. Orla Barry	€0		
Mr. Frank Cunneen	€2,993		
Mr. Des Kenny	€2,993		
Ms. Ruthann La Malfa	€2,993		
Ms. Mary Lavelle	€2,993		
Ms. Teresa McDonnell	€2,993	€57	
Mr. Deaglán O'Briain	€0		
Ms. Deirdre O'Connor	€2,993		
Mr. James O'Grady	€2,993		
Mr. Donie O'Leary	€2,993	€643	
Ms. Alison Ryan	€2,993	€172	
Mr. Dónal Rice	€0		
Subtotal	€31,426	€2,484	
Donal Lawlor (Audit Committee Chairperson)	€1,283		
Total	€32,709	€2,484	
			€35,193

The Authority ordinary members and chair designate were appointed by the Minister for Justice and Equality on 22nd July 2014. The Chair Designate attended before the Oireachtas Committee on 17th September 2014, following which the first Authority meeting was scheduled. Half-year fees were paid to the Authority members in December 2014.

7. Fixed Assets

	Computer Hardware and Software	Office Furniture and Equipment	Freehold Premises	Total
	€	€	€	€
Cost or Valuation				

	Computer Hardware and Software	Office Furniture and Equipment	Freehold Premises	Total
Balance at 1 January 2014	411,778	109,129	3,988,604	4,509,511
Additions at cost	5,179	0	0	5,179
Capitalisation of Assets purchased in prior years	6,571	34,591	0	41,162
Disposals	(241,456)	(26,577)	0	(268,033)
Balance at 31 December 2014	182,072	117,143	3,988,604	4,287,819
Accumulated Depreciation				
Balance at 1 January 2014	409,770	108,225	1,122,049	1,640,044
Charged in the year	1,157	1,142	71,664	73,963
Accum. Depreciation on Assets purchased in prior years	4,771	29,365		34,136
Disposals	(241,456)	(26,577)		(268,033)
Balance at 31 December 2014	174,242	112,155	1,193,713	1,480,110
Net Book Value - 31 December 2014	7,830	4,988	2,794,891	2,807,709
Net Book Value - 31 December 2013	2,008	904	2,866,555	2,869,467

The Authority operates its business from premises at 25 Clyde Road, Ballsbridge, Dublin 4, which it owns. The Authority does not own or lease any other property.

8. Capital Account

	Notes	2014	2013
		€	€

	Notes	2014	2013
Balance at 1 January		2,869,467	2,943,942
Income applied to purchase fixed assets	7	5,179	0
Amortised in the year in line with asset depreciation	7	(73,963)	(74,475)
Transfer (to) / from the Income and Expenditure Account		(68,784)	(74,475)
Reclassification of Fixed Assets	7	7,026	0
Total movement		(61,758)	(74,475)
Balance at 31 December		2,807,709	2,869,467

9. Cash Flow Reconciliation

	2014	2013
	€	€
9 (a) Reconciliation Of Surplus For The Year To Cashflow From Operating Activities		
Surplus for the period	71,178	24,020
Adjustment for non operating items		
Interest Receivable	0	(1)
Movement on Capital Account	(61,758)	(74,475)
Adjustment for non cash items		
Depreciation	73,963	74,475
Reclassification of Fixed Assets	(7,026)	0
Change in Debtors	(45,924)	(55,105)
Change in Creditors	(25,593)	25,048
Cash flow from Operating Activities	4,840	(6,038)
9(b) Reconciliation Of Cashflow To Movement In Net Funds		
Net Funds at 31 December 2013	2,323	8,360
Decrease in Cash	(339)	(6,037)
Net Funds at 31 December 2014	1,984	2,323

10. Superannuation

Under the National Disability Authority Act 1999, the Authority with the approval of the Minister for Justice and Equality and the consent of the Minister for Finance, shall make a scheme or schemes for the granting of superannuation benefits to or in respect of the members of staff, including the Director of the Authority.

A Model Scheme has been drafted and is awaiting approval from the Department of Justice and Equality and the Department of Public Expenditure and Reform.

The National Disability Authority (NDA) operates an unfunded defined benefit superannuation schemes for staff. Superannuation entitlements arising under the schemes are paid out of current income and are charged to the Income and Expenditure Account, net of employee superannuation contributions, in the year in which they become payable.

At present staff who were formerly staff of the National Rehabilitation Board who retire receive Superannuation benefits under the terms of the Local Government Superannuation Scheme. Staff who have been employed by NDA subsequent to its establishment and who retire receive benefits in line with the terms of the Nominated Health Agencies Superannuation Scheme.

(a) Pension Scheme

The results set out below are based on an actuarial valuation of the liabilities in respect of the serving, retired and deceased staff of the NDA as at 31 December 2014. This valuation was carried out by a qualified independent actuary for the purposes of the accounting standard, Financial Reporting Standard No. 17 – Retirement Benefits (FRS 17).

This valuation was carried out using the projected unit method. The financial assumptions used to calculate scheme liabilities were as follows:

	2014	2013
Discount Rate	5.5%	5.5%
Salary increase assumption	4%	4%
Pension increase assumption	4%	4%
Price inflation	2%	2%

As the NDA schemes are unfunded, there are no assets held in respect of accrued pension liabilities of the NDA staff.

(b) Net Deferred Funding For Pensions in Year

	2014	2013
	€	€
Funding recoverable in respect of current year pension costs	1,340,000	1,370,000
State Grant applied to pay pensioners	(562,000)	(555,000)
	778,000	815,000

(c) Analysis of the amount charged to operating profit under FRS 17

	2014	2013
	€	€
Current service cost	420,000	460,000
Interest on pension scheme liabilities	920,000	910,000
Employee contribution	(103,790)	(112,403)
Past service cost	-	-
Total operating charge	1,236,210	1,257,597

(d) Deferred Funding Asset for Pensions

The National Disability Authority recognises these amounts as an asset corresponding to the unfunded deferred liability for pensions on the basis of the set of assumptions described above and a number of past events. These events include the statutory basis for the establishment of the superannuation scheme, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. While there is no formal agreement regarding these specific amounts with the Department of Justice and Equality, the National Disability Authority has no evidence that this funding policy will not continue to meet such sums in accordance with current practice. The deferred funding asset for pensions as at 31 December 2014 amounted to €16.6 million (2013: €16.8 million).

(e) Movement in deficit during the year

	2014	2013
	€	€
Scheme Liability at 1 January	€16,800,000	€16,500,000
Current service cost	€420,000	€460,000
Interest on scheme liabilities	€920,000	€910,000
Benefits payable	(€562,000)	(€555,000)
Actuarial Gain recognised in the Statement of Total Recognised Gains and Losses (STRGL)	(€978,000)	(€515,000)
Pension Liability	€16,600,000	€16,800,000

History of experience gains and losses

	2014	2013	2012	2011
Experience (gains) / losses on scheme liabilities	(€978,000)	(€515,000)	(€1,030,000)	(€1,260,000)
percentage of the present value of the scheme liabilities	(6%)	(3%)	(6%)	(8%)

Pension Levy Contributions

€109,695 was deducted from staff by way of pension levy and retained by the Department of Justice and Equality.

11. Creditors and Accruals

	2014	2013
	€	€
Accruals	€38,537	€64,130
Total Creditors	€38,537	€64,130

12. Debtors and Prepayments

	2014	2013
	€	€
Dept of Justice and Equality	€294,092	€230,531
Prepayments	€10,993	€13,144
Other Debtors	€314	€15,800
Total Debtors	€305,399	€259,475

Other debtors relates to the surplus arising from the accumulated superannuation contributions deducted from NDA staff less accumulated pension payments made on retirement to staff financed from this fund.

13. Movement of Retained Surplus

	2014	2013
	€	€

	2014	2013
	€	€
Retained Surplus at 1 January	€197,668	€173,648
Movement in the Year		
Prepayments and Other Debtors	(€17,637)	(€2,654)
Accruals	€25,593	(€25,048)
Pension Suspense	€63,561	€57,759
Decrease in bank account	(€339)	(€6,037)
Total Recognised Gain for the year	€71,178	€24,020
Retained Surplus at 31 December	€268,846	€197,668

14. Contingent Liabilities

There are no contingent liabilities at 31 December 2014.

15. Capital Commitments

The Authority had no outstanding capital commitments as at 31 December 2014.

16. Approval of Financial Statements

The Financial Statements were approved by the Authority on 16th July 2015.

Appendix 1: Authority and other committees in 2014

A new Authority was appointed in July 2014.

- Ms. Helen Guinan (Chair)
- Ms. Orla Barry
- Mr. Frank Cunneen
- Mr. Des Kenny
- Ms. Ruthann La Malfa
- Ms. Mary Lavelle
- Ms. Teresa McDonnell
- Mr. Deaglan O'Briain
- Ms. Deirdre O'Connor
- Mr. James O'Grady
- Mr. Donie O'Leary
- Mr. Dónal Rice
- Ms. Alison Ryan

Audit Committee

- Donal Lawlor (Chair)
- Lawrence Byrne
- Robert Cashell
- Frank Cunneen
- Des Kenny
- Alison Ryan

Finance Committee

- Frank Cunneen (Chair)
- Pat Fitzsimons
- Des Kenny
- Ruthann La Malfa

- Teresa McDonnell
- David Scott

Appendix 2: Representation on external bodies in 2014

Public sector:

Department of Education and Skills

- Member of Disability Advisory Committee
- Membership of the National Council for Special Education, and of its Consultative Forum
- Membership of the Working Group on a new model for allocation of resource teaching

Department of Communications, Energy, and Natural Resources

- Sectoral Plan and Part 5 Monitoring Committee
- Broadcasting Authority of Ireland (Working group on Representation of People with Disabilities in Broadcast Media)
- Commission for Communications Regulation's Consumer Advisory Panel and its Industry Forum on Electronic Communications Services for People with Disabilities
- Commission for Energy Regulation's Consumer Stakeholder Group

Department of the Environment, Community, and Local Government

- Monitoring Group for Housing Strategy for people with disabilities
- Implementation Monitoring Group for National Housing Strategy for People with a Disability, and Housing Agency sub-committee on its implementation
- Irish Water Stakeholder Forum

Department of Health

- Member of Implementation Steering Group of Value for Money Policy Review of Disability Services, and of Working Groups 1, 2, 4 and 5 of the implementation process
- Member of Disability Advisory Committee
- Member of HSE's National Consultative Forum
- Member of HSE's Working Group on Shaping the Future of Intellectual Disability Nursing in Ireland

- Member of HSE's Universal Access Committee

Department of Justice and Equality

- Part 5 Monitoring Committee
- The National Steering Committee on Violence Against Women, and its Public Awareness sub-committee

Department of Social Protection

- Board of National Advocacy Service for People with Disabilities
- Disability Consultative Forum
- Implementation group — Domiciliary Care Allowance

Department of Transport, Tourism, and Sport

- Accessibility Consultative Committee
- National Transport Authority — Taxi Advisory Committee

Other

- RIAI (Royal Institute of Architects of Ireland) Universal Design Task Force

Appendix 3: Publications in 2014

- Annual Report 2013
- Consultation with people with disabilities on public attitudes — Your Voice Your Choice Report 2013
- Living with an acquired brain injury
- National Disability Authority Resource Allocation Feasibility Study Phase 2
- National Disability Authority eNewsletters
- Post school education and training options for people with disabilities (jointly with NCSE)
- Reasonable Accommodation for people with Autism Spectrum Disorder
- Survey on National Disability Strategy Indicators 2013
- The effect of a disability on siblings (conference presentation)
- Understanding Emotional, Psychological, and Mental Health disability in Ireland: Factors Facilitating Social Inclusion (Jointly with ESRI)
- 2013 Report on Compliance with Part 5 of the Disability Act

Appendix 4: Policy advice papers in 2014

- Broadcasting Authority of Ireland Access Rules Consultation
- Department of Children and Youth Affairs — Statement of Strategy 2015–2017
- Department of Education and Skills — NCSE Working Group Report on new models of allocating teaching resources
- Department of Health — Expert panel review of medical cards scheme
- Department of Health — Statement of Strategy 2015–2017
- Department of Health — Universal Health Insurance
- HSE — on Shaping the Future of Intellectual Disability Nursing in Ireland
- National Transport Authority’s Draft Small Public Service Vehicle (Consolidation and Reform) Regulations 2014
- Submission to the Department of Justice and Equality on the new National Strategy on Domestic, Sexual, and Gender-based Violence.
- Submission to the Department of Justice and Equality on Sexual Violence against Vulnerable adults (in context of the Criminal Law (Sexual Offences) Bill 2015)
- Submission on the draft General Scheme of legislative provisions for Advance Healthcare Directives to be incorporated into the Assisted Decision-Making (Capacity) Bill 2013
- Submission to the Department of the Environment, Community, and Local Government on the review of Social Housing Strategy
- Submission to the Department of the Environment, Community, and Local Government on the review of the Department’s Statement of Strategy

National Disability Authority

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National Disability Authority is the independent state body providing expert advice on disability policy and practice to the Minister, and promoting Universal Design in Ireland.

Tuarascáil Bhliantúil 2014



Údarás Náisiúnta Míchumais
National Disability Authority

Ráiteas an Chathaoirligh

Tá áthas orm Tuarascáil Bhliantúil seo an Údarás Náisiúnta Míchumais don bhliain 2014 a chur bhráid an Aire Dlí agus Cirt agus Comhionannais.

Mar an gcathaoirleach a ceapadh leis an Údarás nua a ghlac leis an oifig in Iúil 2014, is rí-dheas liom tuairisciú a dhéanamh ar conas a d'éirigh leis an Údarás Náisiúnta Míchumais sa bhliain sin maidir le tabhairt faoi chuspóirí straitéiseacha tiomanta agus ár ról reachtúil mar an gcomhlacht neamhspleách náisiúnta atá freagrach as comhairle atá bunaithe ar fhianaise a sholáthar don Aire ar shaincheisteanna míchumais agus dearadh uilíoch.

Tugtar cuntas sa tuarascáil ar conas a lean an tÚdarás Náisiúnta Míchumais, i gcaitheamh na bliana, lena ról a chomhlíonadh maidir le cur i bhfeidhm éifeachtach na bpríomhstraitéisí agus na bpríomhbheartas a threorú lenar ghlac an Rialtas lena gcur i bhfeidhm i gcaitheamh roinnt blianta chun sochaí Éireannach a bhaint amach a bhfuil luach aici ar dhaoine atá faoi mhíchumas mar shaoránaigh chomhionanna. Anuas air sin, leanamar lenár gcuid iarrachtaí a dhéanamh chun tuiscint agus glacadh feabhsaithe le dearadh uirbeach a chur chun cinn, agus rinneamar breis forbartha ar acmhainní breise chun tacú le dearthóirí chun sin a bhaint amach.

Tugadh isteach caighdeán agus rialacháin d'ionaid mhíchumas cónaithe ó Shamhain 2013 ar aghaidh, agus chuir an tÚdarás um Fhaisnéis agus Cáilíocht Sláinte (an ÚFCS) tús le próiseas clárúcháin agus cigireachta seirbhísí ón dáta sin. I Lúnasa 2014, d'iarr an tAire Cúraim Phríomhúil agus Shóisialta, Kathleen Lynch, T.D., orainn athbhreithniú a dhéanamh ar an eispéireas agus ar an méid a foghlaimíodh uaidh seo, bliain amháin chun cinn. Cuireadh tús leis an tionscadal seo in 2014 agus tabharfar chun críche í in 2015. Soláthróidh seo foghlaim luachmhar do bheartas agus cleachtas. Tá ár n-obair á stiúradh ag comhairliúchán le réimse fairsing de pháirtithe leasmhara, lena n-áirítear cónaitheoirí, a dteaghlaigh, soláthraithe seirbhíse agus an ÚFCS.

Tá clár mór claochlaithe le haghaidh seirbhísí agus tacaíochtaí míchumais ar bun faoi láthair. Is é an treo beartais lenar chomhaontaigh an Rialtas chun tacú le daoine atá faoi mhíchumas chun gnáthshaol a chaitheamh i ngnátháiteanna. Tá ról tábhachtach á chomhlíonadh ag an Údarás Náisiúnta Míchumais chun seo a threorú, mar shampla, trínár gcuid oibre ar chreatlach thorthaí le haghaidh seirbhísí míchumais, ar chaighdeán chun bheith mar bhonn agus taca le samhail nua do sheirbhísí lae, agus ar chórais leithdháilte acmhainní. Táimid coinsiasach, áfach, go bhfuil claochlú na

seirbhíse fós ag tosach aistir, agus go gcónaíonn go leor daoine go fóill in institiúidí nó ionaid mhóra chónaithe.

Ar nós go leor eile, bhí déistin ar an ÚNM faoin bhfianaise i leith drochíde a tháinig chun solais i roinnt seirbhísí cónaithe, atá á fiosrú anois, ar eascair clár mór gníomhaíochta as atá faoi stiúir FSS maidir le cónaitheoirí i ngach ionad cónaithe a chosaint agus chun feabhsú cáilíochta a chur chun cinn. Ceapadh an ÚNM leis an Tascfhórsa a bhfuil FSS mar chathaoirleach air, a raibh a gcrúinniú tionscnaimh acu an 16 Nollaig 2014 d'fhonn maoirsiú a dhéanamh ar chur i bhfeidhm an chláir ghníomhaíochta.

In 2014, áiríodh le hobair an Údaráis Náisiúnta Mhíchumais:

- Obair chun athbhreithniú a dhéanamh ar Chuid 4 den Acht Míchumais, 2005 maidir le húsáid a bhaint as faisnéis faoi thástáil ghéiniteach le haghaidh rochtana ar árachas, morgáistí agus fostaíocht.
- Taighde agus treoir chun cabhrú le straitéis chuimsitheach trasrialtais fostaíochta a fhorbairt do dhaoine atá faoi mhíchumas.
- Taighde agus comhairliúchán chun faisnéis a sholáthar do bheartas agus cleachtas maidir le seirbhísí poiblí do dhaoine atá thíos le huathachas.
- Oibríonn caighdeán chríochnaithe Eorpacha agus Idirnáisiúnta i limistéir fála TFC agus treoirlinnte le haghaidh forbróirí caighdeán maidir le dearadh agus inrochtaineacht uilíoch a chur i bhfeidhm.
- Olldúslán Dearaidh Uilíoch ina raibh baint ag mic léinn a raibh smaointe nuálacha uilíocha á bhforbairt acu do tháirgí, áiseanna agus teicneolaíochtaí.

Ba mhian liom buíochas a ghlacadh, chomh maith leis sin, leo siúd a raibh idirchaidreamh acu leis an ÚNM, trí chomhairliúchán agus trí pháirt a ghlacadh inár gceardlanna agus seimineáir. Tá luach againn ar an idirchaidreamh lenár bpáirtithe leasmhara go léir i ranna rialtais, comhlachtaí poiblí, comhlachtaí na hearnála míchumais, daoine atá faoi mhíchumas agus a dteaghlaigh mar aon lenár bpáirtithe leasmhara dearaidh uilíoch – comhlachtaí gairmiúla, caighdeán agus oideachais mar aon leis an tionscal agus an earnáil phoiblí.

Ba mhian liom buíochas a ghabháil le foireann aonad an Bheartais Mhíchumais sa Roinn Dlí agus Cirt agus Comhionannais mar aon leis an bhfoireann ón Aonad Seirbhísí Comhroinnte Airgeadais agus na seirbhísí comhroinnte TF.

Ba mhian liom buíochas a ghabháil leis na comhaltaí a thaispeáin fuinneamh agus díocas mar aon le réimse fairsing taithí ó ceapadh iad leis an Údarás, a

chuirfidh ar chumas againn oibriú as lámh a chéile lena chinntiú go bhfuil difear dearfach á dhéanamh ag an ÚNM.

Ba mhian liom tiomantas, ardchaighdeán oibre agus taithí fhoireann an Údaráis Náisiúnta Mhíchumais a aithint, a sholáthair clár an-lán oibre.

Is mise, le meas,
Helen Guinan
Cathaoirleach.

Forbhreathnú ar 2014

Rinne a bPlean Straitéiseach chomh maith le deiseanna chun dul i bhfeidhm ar bheartais agus cleachtas náisiúnta chun comhionannas agus cáilíocht níos fearr saoil a sholáthar do dhaoine atá faoi mhíchumas agus chun dearadh uilíoch a chur chun cinn, obair an Údaráis Náisiúnta Míchumais a threorú in 2014.

I rith 2014, cheap an Roinn Dlí agus Cirt agus an Roinn Ealaíon, Oidhreacht agus Gaeltachta Aire nua, ar a bhfuil freagracht speisialta as Comhionannas, Pobail Nua agus an Cultúr. Sa mhullach air sin, ghlac an tAire le ról cathaoirligh Ghrúpa um Fheidhmiú na Straitéise Náisiúnta Míchumais. Déanann an grúpa stiúrtha seo monatóireacht ar chur i bhfeidhm Phlean um Fheidhmiú na Straitéise Náisiúnta Míchumais 2013-2015. I measc na ballraíochta, tá oifigigh shinsearacha ó réimse leathan de ranna rialtais, na húdaráis áitiúla, an grúpa Náisiúnta Míchumais agus an grúpa Páirtithe Leasmhara Míchumais.

Cuimsíonn Plean um Fheidhmiú na Straitéise Náisiúnta Míchumais gach duine atá faoi mhíchumas. Leagtar amach ann gníomhartha a bhfuil gach roinn agus gníomhaireacht rialtais le tabhairt fúthu faoi na spriocanna ardleibhéil a leanas:

1. Saoránaigh Chomhionanna – tá daoine atá faoi mhíchumas saor ó idirdhealú. Caitheann a gcomhshaoránaigh leo mar shaoránaigh chomhionanna. Cuireann seirbhísí poiblí san áireamh iad mar dhaoine comhionanna a fháiltíonn agus a fhreastalaíonn ar éagsúlacht.
2. Neamhspleáchas agus Rogha – tacaítear le daoine atá faoi mhíchumas chun an saol a roghnaíonn siad a chaitheamh.
3. Rannpháirtíocht – caitheann daoine atá faoi mhíchumas gnáthshaol i ngnátháiteanna, agus glacann siad páirt i mbeatha an phobail.
4. Cumas a uasmhéadú – cuirtear ar chumas daoine atá faoi mhíchumas a lánchumas a bhaint amach.

Lean an ÚNM ag oibriú go déthaobhach le Ranna agus gníomhaireachtaí chun treorú a thabhairt ar chur i bhfeidhm, lena n-áirítear páirt a ghlacadh sna coistí ábhartha. Thug an tÚdarás Náisiúnta Míchumais faoi athbhreithniú meántéarmach ar dhul chun cinn leis an bplean a chur i bhfeidhm agus rinne siad measúnacht air. Chomh maith leis sin, bhí an ÚNM ina gcathaoirleach don Ghrúpa Páirtithe Leasmhara Míchumais agus thug siad tacaíocht rúnaíochta dóibh, a chuir a dtuairimí agus a moltaí san áireamh don ghrúpa náisiúnta stiúrtha i dtaca leis an bPlean. Ina theannta

sin, thug an ÚNM faoi obair chun treorú a dhéanamh ar conas a d'fhéadfadh an Plean freastal go héifeachtach ar riachtanais iad siúd a bhfuil uathachas orthu. Áiríodh leis seo comhairliúchán le páirtithe leasmhara, ceardlann, taighde agus moltaí a chuirfeadh faisnéis ar fáil do chlár sonrach gníomhaíochta a chríochnú in 2015.

Lean an ÚNM ag oibriú le Ranna chun straitéis chuimsitheach fostaíochta 10 mbliana a fhorbairt, ina gcuimsítear plean gníomhaíochta do na chéad trí bliana. Ó 2014 i leith, cuid lárnach den Plean Náisiúnta Gnímh maidir le Poist, a fhoilsíonn an Roinn Post, Fiontar agus Nuálaíochta gach bliain, is ea an Straitéis seo a chur i dtoll a chéile. Anuas air sin, thug an ÚNM faoi thaighde chun treorú a dhéanamh ar an straitéis agus choimisiúnaigh siad taighde ar chórais athinmheachán gairme a chuirfidh faisnéis ar fáil do breis gníomhartha faoin straitéis. Bhí Comhdháil Bhliantúil an ÚNM tiomnaithe do théama na fostaíochta le foghlaim chomhroinnte chun straitéis éifeachtach a threorú.

Lean an moratóir ar earcú don earnáil phoiblí ag oibriú agus ba bheag scáinte na deiseanna earcaíochta a bhí ann. Ar aon dul lena bhfeidhm reachtúil, thuairiscigh an ÚNM don Aire maidir le comhlíonadh ag ranna rialtais agus comhlachtaí poiblí a bhfuil dualgais orthu sprioc 3% a bhaint amach i dtaca le daoine atá faoi mhíchumas a fhostú. Cé gur baineadh amach an sprioc fhoriomlán 3% an bhliain roimhe sin, níor léirigh roinnt comhlachtaí aonair comhlíonadh go fóill.

Cé nár dhaingnigh Rialtas na hÉireann Coinbhinsiún na Náisiún Aontaithe ar Chearta Daoine atá faoi Míchumas, tá go leor d'fhorálacha an Choinbhinsiúin á gcur i bhfeidhm tríd an Straitéis Náisiúnta Míchumais. Áirítear leis seo forbairt leanúnach a dhéanamh ar reachtaíocht um Chinnteoireacht Chuidithe. Táthar ag súil leis go n-achtófar seo an bhliain seo chugainn nuair a leanfaidh an ÚNM le treorú a thabhairt ar a cur i bhfeidhm.

Lean an Grúpa Náisiúnta um Fheidhmiú um Luach ar Airgead agus Athbhreithniú ar Bheartas Míchumais, ina ndéantar ionadaíocht don ÚNM, le cur i bhfeidhm an Chláir chomhaontaithe Ghníomhaíochta a chur chun cinn. Tá na beartais nua atá bainteach ar aon dul le hAirteagal 19 de Choinbhinsiún na NA. Lean an ÚNM le hoibriú ar réimse tionscadal chun gnéithe sonracha an chláir a sholáthar, lena n-áirítear córas leithdháilte acmhainní níos éifeachtaí; creatlach chuí thorthaí; agus caighdeán do roghanna um threoracha nua ar sheirbhísí traidisiúnta lae do dhaoine fásta. Leanfaidh an obair seo isteach in 2015.

Buncheart atá i vótáil atá ag gach saoránach Éireannach, agus bhí an ÚNM ag oibriú leis an Roinn Comhshaoil, Pobail agus Rialtais Áitiúil maidir leis na dúshlán shonracha dóibh siúd atá dall nó a bhfuil lagú amhairc orthu. In 2014, áiríodh leis seo clár píolótach de mhodhanna malartacha chun vótáil a dhéanamh d'fhonn roghanna a fhiosrú le haghaidh deiseanna vótála amach anseo maidir le reifrinn agus olltoghchán.

I rith 2014, lean an ÚNM lena gcuid oibre tar éis iarratas a fháil ón Aire Dlí agus Cirt agus Comhionannais chun athbhreithniú a dhéanamh ar oibriú an Achta Míchumais maidir le faisnéis a úsáid maidir le tástáil ghéiniteach, a thabharfadh treorú ar cibé acu an dteastaíonn nó nach dteastaíonn Rialacháin. Tugadh isteach caighdeán agus rialacháin d'ionaid mhíchumas cónaithe ó Shamhain 2013 ar aghaidh, agus chuir an tÚdarás um Fhaisnéis agus Cáilíocht Sláinte (an ÚFCS) tús le próiseas clárúcháin agus cigireachta seirbhísí ón dáta sin. Sa mhullach air sin, chuir an ÚNM tús le hobair chun eispéireas agus foghlaim a athbhreithniú ón bpróiseas rialachán agus caighdeán i seirbhísí míchumais tar éis iarratas a fháil ón Aire Cúraim Phríomhúil agus Shóisialta. Anuas air sin, tugadh cuireadh don ÚNM bheith rannpháirteach i dTascfhórsa FSS um Shábháilteacht Daoine Leochaileacha chun stiúradh agus maoirsiú a dhéanamh ar chlár gníomhaíochta a chur i bhfeidhm le seirbhísí sábháilte agus ardchaighdeán a chinntiú do dhaoine atá faoi mhíchumas.

Tá feidhmeanna reachtúla ag an Lárionad Sármhaitheasa i nDearadh Uirbeach de chuid an ÚNM chun dearadh na timpeallachta tógtha, seirbhísí, táirgí agus TFC a chur chun cinn ionas gur féidir le gach duine rochtain a fháil orthu, iad a úsáid agus iad a thuiscint, gan aird ar a n-aois, méid, cumas nó míchumas. Bhí an Lárionad ag oibriú le páirtithe leasmhara sna hearnálacha cuí, lena n-áirítear comhlachtaí gairmiúla, comhlachtaí caighdeán, comhlachtaí oideachais agus an tionscal i gcoitinne.

Trína gcuid oibre le comhlachtaí caighdeán Eorpach agus idirnáisiúnta, chinntigh an Lárionad gur díríodh ar dhearadh uirbeach i gcaighdeán nua a chuimsíonn soláthar in TFC agus toradh obair ceithre bliana ar threoirlínte nua a chuireann dearadh uilíoch i bhfeidhm i measc na gcaighdeán nua a fhorbraítear ar leibhéal Eorpach agus idirnáisiúnta. Áiríodh le hobair nua in 2014 ról cathaoirligh ar choiste i dtaca le caighdeán a chumhdaigh dearadh, forbairt agus próiseas táirgthe earraí déantúsaíochta. Tacaíonn díriú na hoibre go léir seo le fíis an ÚNM de thodhchaí ina mbeidh seirbhísí, táirgí agus timpeallachtaí tógtha níos fearr againn.

Lean obair ar siúl ar thaighde agus forbairt treoirilínite do dhearadh uilíoch áitreabh a sheolfar go luath in 2015. Tacóidh iad seo leis an obair ar chur i bhfeidhm na straitéise náisiúnta tithíocht mhíchumais.

Agus aird ar a bhfeidhmeanna reachtúla chun corprú an dearaidh uilíoch in oideachas agus in oiliúint do na gairmeacha a chur chun cinn, lean an ÚNM le cur le taighde agus treoir chun eolas a sholáthar do na curaclaim thríú leibhéal a sholáthrófar sna blianta amach romhainn. Anuas air sin, chuir siad tús le hobair ar churaclam dearaidh uilíoch a fhorbairt don dara leibhéal ina raibh baint ag gearrchúrsa dóibh siúd a d'fhéadfadh bheith ag machnamh ar thabhairt faoi dhearadh ar an tríú leibhéal.

Ba léir go raibh feasacht mhéadaitheach ar dhearadh uilíoch tríd an gcaighdeán iontrálacha chuig Olldúshlán Dearaidh Uilíoch an ÚNM agus an méid spéise atá ann seo. Díríodh seo ar mhic léinn – dearthóirí na todhchaí agus lean an buaiteoir ar aghaidh lena ndearadh a chur i láthair i bhfóraim eile. Cuirfear le rath an chlár bhliantúil seo i mblianta amach anseo. Ina theannta sin, cuireadh feabhas ar fheasacht, chomh maith, trí obair leantach leis an earnáil turasóireachta agus sraith straitéisí a chur chun cinn i limistéir sheirbhíse eile agus trí idirchaidreamh le déantóirí beartais agus leis an tionscal i gcoitinne de réir mar a fhairsingítear an líonra de sheaimpíní dearaidh.

Mar gheall go lorgaíonn an earnáil phoiblí le rochtain saoránach a fheabhsú ar sheirbhísí agus fhorbairtí poiblí ar leibhéal an AE ar Threoir, bainfidh ríthábhacht le hobair chun inrochtaineacht agus inúsáidteacht láithreáin ghréasáin earnála poiblí. Lean an ÚNM ag tabhairt faoi thionscadal comhpháirtíochta leis an Roinn Cumarsáide, Fuinnimh agus Acmhainní Nádurtha agus le fiosrú a dhéanamh ar inrochtaineacht láithreáin ghréasáin na hearnála poiblí in Éirinn agus i dtíortha Eorpacha eile chun foghlaim a sholáthar do sheirbhís phoiblí na hÉireann. Foilsíodh an tuarascáil in 2014.

Sonraítear sa tuarascáil na tionscadail thuas agus go leor eile i mbliain inar ceapadh Údarás agus Cathaoirleach nua leis an ÚNM ar feadh téarma 4 bliana. Leanfaidh an ÚNM ag cur leis an gclár oibre seo isteach in 2015.

Tosaíocht straitéiseach 1: An Straitéis Náisiúnta Míchumais

“Tacú le soláthar éifeachtach Phlean um Fheidhmiú na Straitéise Náisiúnta Míchumais trínár dtaighde, comhairle agus treoird do Ranna Rialtais agus comhlachtaí poiblí agus chun monatóireacht a dhéanamh ar thorthaí do dhaoine atá faoi mhíchumas.”

Lean an tÚdarás Náisiúnta Míchumais le comhairle a chur ar Ranna Rialtais ar bheartas agus cleachtas míchumais, agus go háirithe maidir leis na gealltanais i bPlean um Fheidhmiú na Straitéise Náisiúnta Míchumais 2013-2015 a chur i bhfeidhm. Taispeántar roinnt buaicphointí den obair sin anseo.

Athbhreithniú Meántéarmach ar Phlean um Fheidhmiú na Straitéise Náisiúnta Míchumais

Ar iarraidh na Roinne Dlí agus Cirt agus Comhionannais, chomhordaigh an ÚNM tuarascáil a chur i dtoll a chéile inar tugadh achoimriú ar dhul chun cinn a rinne Ranna agus Gníomhaireachtaí maidir lena ngealltanais.

Go leithleach, d’ullmhaigh an ÚNM a bpáipéar comhairle neamhspleáiche do ghrúpa um Fheidhmiú na Straitéise Náisiúnta Míchumais, a leag an bhéim ar phríomhláidreachtaí agus príomhlaiseachtaí maidir le tabhairt faoi ghealltanais ag an bpointe meántéarmach.

Suirbhé chun monatóireacht a dhéanamh ar thionchar na Straitéise Náisiúnta Míchumais

D’fhoilsigh an ÚNM torthaí suirbhé faoinar tugadh in 2013 chun rannpháirtíocht daoine atá faoi mhíchumas a rianú i bpríomhlímistéir na Straitéise Náisiúnta Míchumais, ar nós rochtain ar iompar, éascaíocht úsáid na timpeallachta tógtha agus rochtain ar theicneolaíocht. Chaith tuarascáil an tsuirbhé súil ar athruithe a tharla ó rinneadh suirbhéanna roimhe sin in 2009 agus 2011.

Grúpa Páirtithe Leasmhara Míchumais

Tá Stiúrthóir an ÚNM mar chathaoirleach ar an nGrúpa Páirtithe Leasmhara Míchumais, atá ceaptha ag an Aire Stáit, Kathleen Lynch, T.D., chun páirt a ghlacadh i gcomhairle a sholáthar agus i monatóireacht a

dhéanamh ar an Straitéis Náisiúnta Míchumais, agus soláthraíonn an ÚNM an rúnaíocht don ghrúpa chomh maith. Is éard atá sa ghrúpa Páirtithe Leasmhara Míchumais ná na príomh-bhrateagraíochtaí míchumais, mar aon le líon daoine aonair a bhfuil fíor-thaithí acu bheith faoi mhíchumas. Bhí sé ghnáthchruinniú ar siúl ag an nGrúpa in 2014 agus ghlac siad páirt in dhá chruinniú Ghrúpa um Fheidhmiú na Straitéise Náisiúnta Míchumais.

Straitéis chuimsitheach fostaíochta do dhaoine atá faoi mhíchumas

D'iarr an tAire Kathleen Lynch, T.D., ar an ÚNM chun ullmhú straitéis chuimsitheach fostaíochta deich mbliana a chomhordú do dhaoine atá faoi mhíchumas, agus lean siad le hidirchaidreamh a dhéanamh leis na Ranna Rialtais ábhartha agus le comhlachtaí eile ina leith seo. Faoi dheireadh 2014, rinneadh dul chun cinn substainteach maidir leis an téacs a fhorbairt agus comhaontú a dhéanamh ar chlár gníomhaíochta inar thiomnaigh Ranna agus comhlachtaí stáit do ghníomhartha agus amhrámaí sonracha. Chomh maith leis sin, d'ullmhaigh an tÚdarás Náisiúnta Míchumais páipéar teicniúil chun an straitéis a threorú maidir le sprioc fhoriomlán fostaíochta agus chuir siad comhairle ar an Aire maidir le gníomhartha sonracha chun tacú le baint amach na spriocanna straitéiseacha.

Taighde ar athinmheachán gairme

Choimisiúnaigh an ÚNM taighde a bhí le críochnú in 2015, ar an bhfoghlaim ó chórais d'athinmheachán gairme i ndlínsí eile, mar ionchur isteach sa straitéis fostaíochta.

Treoir maidir le roghanna iarscoile

Rinne an ÚNM comhfhoilsiú agus comhchistiú ar threoir a cuireadh i gcló a d'ullmhaigh an Chomhairle Náisiúnta um Oideachas Speisialta ar roghanna iarscoile do dhaoine óga atá faoi mhíchumas nó a bhfuil riachtanais speisialta oideachais acu.

Comhairle don Roinn Sláinte agus do FSS

Measúnacht ar fhoghlaim ó chigireachtaí an ÚFCS

Chuir an tÚdarás um Fhaisnéis agus Cáilíocht Sláinte tús le clárú agus le cigireacht a dhéanamh ar ionaid chónaithe do dhaoine atá faoi mhíchumas i Samhain 2013. D'iarr an tAire Stáit Cúraim Phríomhúil agus Shóisialta, Kathleen Lynch, T.D., ar an Údarás Náisiúnta Míchumais chun tabhairt faoi athbhreithniú ar an bhfoghlaim ón bpróiseas seo, bliain amháin chun cinn. Thit obair amach leis an measúnacht a scóipeáil in 2014, agus tá an mheasúnacht le críochnú in 2015.

Treoirlínte Náisiúnta ar Sheirbhísí Inrochtana Sláinte agus Cúraim Shóisialta

D'fhorbair FSS na treoirlínte i gcomhpháirtíocht leis an Údarás Náisiúnta Míchumais i ndiaidh próiseas cuimsitheach comhairliúcháin le daoine atá faoi mhíchumas agus leis an bhfoireann. Tugtar treoir phraiticiúil sna treoirlínte seo ar conas pleanáil a dhéanamh agus seirbhísí sláinte agus cúraim shóisialta a sholáthar atá inrochtana d'othair nó d'úsáideoirí seirbhíse atá faoi mhíchumas. Is iad na príomhtheachtaireachtaí ná 'larr, Éist, Pleanáil agus Déan'.

Cabhróidh na treoirlínte seo leo siúd atá ag oibriú i seirbhísí príomhshrutha sláinte agus cúraim shóisialta chun tuiscint a fháil ar conas seirbhísí a fhreastalaíonn ar dhaoine atá faoi mhíchumas a sholáthar, conas áitreabh inrochtana a dhéanamh d'áitreabh, conas freastal ar riachtanais bhreise daoine atá faoi mhíchumas, agus conas cumarsáid a dhéanamh le daoine atá faoi mhíchumas ar bhealaí a oireann dá riachtanais. Seoladh na treoirlínte in Eanáir 2015.

Luach ar Airgead agus Athbhreithniú Beartais ar Sheirbhísí Míchumais

Comhalta iad an ÚNM den Ghrúpa Stiúrtha um fheidhmiú Luach ar Airgead agus Athbhreithniú Beartais ar Sheirbhísí Míchumais, agus de líon de na foghrúpaí a ceapadh chun cur i bhfeidhm chlaochlú mór na dtacaíochtaí agus na seirbhísí do dhaoine atá faoi mhíchumas atá cistithe ag FSS a chur chun cinn.

I measc na bpíosáí ar leith oibre faoinar tugadh, tá:

- Dréacht-Chaighdeán le haghaidh Seirbhísí Lae do Dhaoine Fásta arna n-ullmhú
- Rinneadh comhpháirtíocht le FSS maidir le comhairliúchán a dhéanamh ar na caighdeáin seo, lena n-áirítear cruinnithe réigiúnacha, agus tuarascáil ar an gcomhairliúchán a réiteach.
- Cuireadh comhairle ar FSS chun an beartas ar Dhaoine Fásta a chosaint ó Dhrochíde
- Rinneadh idirchaidreamh leanúnach le FSS agus leis an Roinn Sláinte maidir le creatlach náisiúnta measúnaithe
- Rinneadh taighde agus comhairliúchán leanúnach ar chreatlach thorthaí náisiúnta do sheirbhísí míchumais

Déantar tuairisciú ar bhreis sonraí faoi obair an ÚNM sa limistéar seo faoi [Thosaíocht Straitéiseach 2](#).

Comhairle a chur ar an Roinn Cumarsáide, Fuinnimh agus Acmhainní Nádurtha agus a ngníomhaireachtaí

D'fhreagair an tÚdarás Náisiúnta Míchumais ar chomhairliúchán poiblí ar Phlean na Muirear Uisce. Anuas air sin, rinne an ÚNM idirchaidreamh leis an gCoimisiún um Rialáil Fuinnimh agus le hUisce Éireann maidir le conas faisnéis inrochtana fíor-ama a thabhairt do chustaiméirí ar úsáid uisce trí thaispeántaí intí a dheartar go huilíoch atá nasctha le méadair uisce, mar shampla.

Lean an ÚNM ag oibriú le hÚdarás Craolacháin na hÉireann i dtreo Léiriú deonach Intinne a bhain le hionadaíocht a dhéanamh do dhaoine atá faoi mhíchumas agus na daoine siúd a léiriú i gcraolachán Éireannach. Sa mhullach air sin, rinne an ÚNM aighneacht le hÚdarás Craolacháin na hÉireann i dtaobh chomhairliúchán Rialacha Rochtana na hÉireann.

Comhairle a chur ar an Roinn Comhshaoil, Pobail agus Rialtais Áitiúil

Thacaigh an ÚNM leis an Roinn agus leis an nGníomhaireacht Tithíochta i gcur i bhfeidhm na Straitéise Náisiúnta Tithíochta do Dhaoine atá faoi Mhíchumas, agus d'aistriú daoine atá faoi mhíchumas intleachtach in institiúidí cónaithe chuig tithíocht phobail. I measc na limistéar oibre, bhí plean fadtéarmach a scóipeáil le haghaidh dí-institiúidiú, plean cumarsáide le haghaidh idirchaidrimh le cónaitheoirí, teaghlaigh agus foirne, agus saincheisteanna maidir le cumas dlíthiúil agus tionóntachtaí. Rinne an ÚNM aighneachtaí mionsonraithe le hathbhreithniú na Roinne ar an Straitéis Tithíochta Sóisialta agus an Ráiteas Straitéise.

Trialacha Inrochtana Vótála

Thug an tÚdarás Náisiúnta Míchumais faoi thástáil ar úsáideoirí i Meitheamh 2014 ar roinnt bealaí malartacha go gcaithfidh daoine atá thíos le caillteanas radhairc vóta. Rinne fiche a seacht duine a bhí thíos le caillteanas tromchúiseach nó caillteanas iomlán radhairc tástáil ar thrí bealach éagsúla chun vóta a chaitheamh: forluí tadhlaigh ar an bpáipéar ballóide, vótáil ar an nguthán agus vóta a chaitheamh go leictreonach.

Tugann torthaí foriomlána na dtrialacha le fios nach bhfuil aon réiteach amháin ann is dóchúil a oibreoidh i measc thromlach na vótálaithe atá thíos le caillteanas radhairc. D'fhéadfadh an chuid is mó de na rannpháirtithe an forluí tadhlaigh a úsáid go rathúil i gcás ballóid bhréige nó toghchán bréige i measc líon beag iarrthóirí, ach de réir mar a méadaíodh an líon iarrthóirí,

ní raibh an rogha seo chomh hinúsáidte agus chomh hiontaofa céanna. Molann an ÚNM go mbainfear triail as an gcóras seo i reifreann amach anseo mar rogha le haghaidh vótálaithe atá thíos le cailteanas radhairc, agus go ndéantar measúnú ar na torthaí.

D'éirigh le vótáil trí ríomhaire i measc roinnt vótálaithe, is dócha gurbh iad seo na daoine a bhí compordach agus a raibh taithí acu le huirlisí léimh scáileáin a úsáid. Bhí vótáil ar an nguthán inúsáidte i measc thromlach na vótálaithe, ach cruthaíonn sí go leor dúshlán don vótálaí a bheith cinnte gur caitheadh a vóta ar aon dul lena raibh beartaithe acu. Ina theannta sin, bheadh breis machnaimh le déanamh ar shaincheisteanna lóistíochta agus shlándáil na roghanna siúd. Chuir an tÚdarás Náisiúnta Míchumais an taighde faoi bhráid na Roinne Comhshaoil, Pobail agus Rialtais Áitiúil go ndéanfaidh siad breithniú air.

Straitéis Náisiúnta Tithíochta a chur i bhfeidhm do Dhaoine atá faoi Mhíchumas

Oibrímid go dlúth leis an nGníomhaireacht Tithíochta agus leis an Roinn Comhshaoil, Pobail agus Rialtais Áitiúil ar ghnéithe tithíochta an chláir chun thart ar 3,500 duine atá faoi mhíchumas intleachtach a aistriú ó institiúidí chuig tithíocht phobail. Bhí an Roinn á treorú againn maidir leis na dúshláin éagsúla a bhí i gceist chun tithíocht oiriúnach a chinntiú sa phobal, lena n-áirítear saincheisteanna soláthair, costais, ról na gcaighdeán agus rialacháin.

Rinne an ÚNM aighneacht leis an Straitéis Tithíochta Sóisialta nua, agus leagadh béim ar thábhacht Dearaidh Uilíoch mar chritéar bunúsach i dtaobh forbairtí nua tithíochta sóisialta a sheasfaidh an aimsir. Rinne an ÚNM aighneacht leis an Straitéis Tithíochta Sóisialta nua, agus leagadh béim ar thábhacht Dearaidh Uilíoch mar chritéar bunúsach i dtaobh forbairtí nua tithíochta sóisialta a sheasfaidh an aimsir.

Comhairle a chur ar an Roinn Iompair, Turasóireachta agus Spóirt

D'oibrigh an ÚNM leis an Roinn ar threoirlínte maidir le hoiliúint um fheasacht ar mhíchumas i measc chomhlachtaí poiblí na Roinne. Sholáthair an ÚNM comhairle agus cúnamh ar thionscadal don Údarás Náisiúnta Iompair chun measúnú a dhéanamh ar na saincheisteanna agus na himpleachtaí a bhaineann le haistriú i dtreo cabhrach atá go hiomlán inrochtana do chathaoireacha rothaí san earnáil bhusanna agus chóistí ceadúnaithe, agus d'oibrigh siad leo maidir le Treoirlínte Dearaidh chun faisnéis taistil a thaispeáint. Anuas air sin, rinne an ÚNM aighneacht le

Coiste Comhairleach Tacsaithe an Údaráis Náisiúnta Iompair maidir leis na Rialacháin um Fheithiclí Beaga Seirbhíse Poiblí (Comhdhlúthú agus Leasú), 2014, agus sholáthair siad ionchur sa Choiste maidir leis an mbonn féideartha custaiméirí le haghaidh tacsaithe atá inrochtana do chathaoireacha rothaí.

Athbhreithniú ar Chuid 4 den Acht Míchumais

I Nollaig 2013, d'iarr an tAire Dlí agus Cirt agus Comhionannais ar an Údarás Náisiúnta Míchumais chun tabhairt faoi athbhreithniú ar oibriú Chuid 4 den Acht Míchumais, a chuireann toirmeasc ar fhaisnéis ar thástáil ghéiniteach a úsáid le haghaidh cuspóirí, ar nós árachais, pinsin nó morgáistí ceirde. D'fhoráil Alt 44 den Acht go gcuirfí tús le hathbhreithniú tráth nach déanaí ná 2014. D'eagraigh an ÚNM cruinnithe leis an bpríomhleas a bhí i gceist, chuir siad seimineár ar bun chun béim a leagan ar na príomhshaincheisteanna, agus thug siad faoi phróiseas dírithe comhairliúcháin. Cuirfidh aiseolas ón gcomhairliúchán faisnéis ar fáil don tuarascáil deiridh ar an athbhreithniú, a chuirfear faoi bhráid an Aire in 2015.

Taighde agus comhairliúchán maidir le huathachas

Thug an ÚNM faoi thaighde ar an gcur chuige straitéiseach a glacadh i ndlínsí eile i dtaobh beartas agus seirbhísí a bhain le daoine a raibh uathachas orthu. Bhí imeacht comhairliúcháin ar siúl acu agus thug siad faoi phróiseas comhairliúcháin ní b'fhairsinge lena dheimhniú cérbh iad na príomhdhúshláin a bhí roimh dhaoine a bhfuil uathachas orthu agus a dteaghlaigh. D'ullmhaigh an ÚNM páipéar a rinne na gníomhartha a bhí i bhfeidhm cheana féin a léarscáiliú nó a raibh oiliúint á cur orthu maidir le daoine a bhfuil uathachas orthu. Chomh maith leis sin, d'fhoilsigh an ÚNM treoir maidir le freastal ar dhaoine a bhfuil uathachas orthu san oideachas nó san oiliúint, ag baint leasa ó thaighde agus ó threoir ó dhlínsí eile.

Monatóireacht a dhéanamh ar dhaoine atá faoi mhíchumas a fhostú san earnáil phoiblí

Sholáthair an tÚdarás Náisiúnta Míchumais a ról reachtúil chun monatóireacht a dhéanamh ar chomhlíonadh dualgais chomhlachtaí poiblí maidir le daoine a fhostú atá faoi mhíchumas san earnáil phoiblí. Don tríú bliain as a chéile, rinne comhréir na foirne atá faoi mhíchumas a tuairiscíodh don tseirbhís phoiblí don bhliain 2013 (3.4%) an sprioc 3% a leagtar amach san Acht Míchumais, 2005 a shárú. B'ionann líon na

bhfostaithe atá faoi mhíchumas, a cuireadh i dtaifead don bhliain 2013 agus 6,464, ar laghdú 147 duine é seo anuas ón mbliain 2012. B'ionann líon iomlán na bhfostaithe san earnáil phoiblí sa bhliain 2013 agus thart ar 193,000, ar laghdú 5,000 duine é seo anuas ó 2012, i gcomhthéacs an lánchoisc leanúnaigh ar earcaíocht.

Thug an ÚNM faoina bpróiseas rialta ina ndéantar athbhreithniú ar na comhlachtaí poiblí siúd nár bhain 3% den fhoireann amach atá faoi mhíchumas sa dá bhliain roimhe sin. Eisíodh iarratais reachtúla ar fhaisnéis níos sonraí do sheacht gcomhlacht. Tar éis anailís a dhéanamh ar an bhfaisnéis bhreise seo, ní dhearnadh aon rialú foirmiúil i leith neamhchomhlíonta. Eisíodh treoir shaindeartha do chomhlachtaí nár bhain an sprioc 3% amach.

Anuas air sin, chuir an ÚNM tuarascáil leasaithe faoi bhráid an Aire maidir le comhlíonadh Chuid 5 in 2012, tar éis sonraí leasaithe a fháil ó chomhlacht poiblí mór as ar eascair mionathruithe ar an tráchttaireacht.

Tosaíocht straitéiseach 2: Ag maireachtáil go neamhspleách sa phobal

“Chun taighde a dhéanamh agus a chomhordú maidir le sonraí a bhailiú, agus faisnéis, comhairle agus treoir a thabhairt chun athruithe beartais, córas agus seirbhíse a threorú lena chinntiú gur féidir le daoine atá faoi mhíchumas maireachtáil go neamhspleách agus páirt a ghlacadh sa phobal mar shaoránaigh ghníomhacha.”

Clár taighde

Thug an tÚdarás Náisiúnta Míchumais, iad féin, faoi phíosáí taighde chun faisnéis a sholáthar do bheartas agus do chleachtas nó choimisiúnaigh siad an taighde seo a dhéanamh.

Painéal taighde

Tar éis gur mhol an tÚdarás a bhí ag dul as oifig, thug an ÚNM faoi phróiseas tairisceana chun painéal taighdeoirí a chruthú a raibh inniúlachtaí acu i dtascanna éagsúla taighde a bhain le míchumas. Iarradh ar thaighdeoirí tairiscint a dhéanamh d’aon fhophainéil nó gach fophainéal a bhain le hinniúlachtaí éagsúla taighde, e.g. grúpaí fócais, anailís ar shonraí cáilíochtúla, anailís staitistiúil. I ndiaidh measúnú a dhéanamh ar iarratais, cuireadh iad siúd a bhí cáilithe ar phainéal taighde óna bhféadfaí taighdeoirí a bhain na cáilíochtaí cuí amach, a roghnú chun tairiscint a dhéanamh do phíosáí ar leith oibre. I rith 2014, soláthraíodh líon píosáí taighde tríd an bpainéal seo.

Taighde ar sheirbhísí teiripe mhíchumais leanaí

Tá Feidhmeannacht na Seirbhíse Sláinte ag tabhairt faoi chláir chun seirbhísí ildisciplíneacha teiripe a atheagrú do leanaí atá faoi mhíchumas isteach i bhfoirne atá bunaithe i dtaobh tíreolaíochta de chun freastal ar na leanaí ina ndobharcheantair, gan aird ar an saghas lagaithe a bhí orthu. D’iarr Feidhmeannacht na Seirbhíse Sláinte ar an Údarás Náisiúnta Míchumais chun tabhairt faoi thaighde ar mhéid agus chumraíocht chuí na bhfoirne seo. Rinne tuarascáil an ÚNM athbhreithniú ar an litríocht, scrúdú ar an gcleachtas idirnáisiúnta, agus anailís ar fhoinsí éagsúla sonraí chun meastacháin a sholáthar den líon breise teiripeoirí i speisialtachtaí éagsúla ar gá dóibh freastal ar riachtanais leanaí atá faoi mhíchumas. Cuireadh an

tuarascáil faoi bhráid FSS agus chuir sí faisnéis ar fáil do phoist bhreise teiripe a fógraíodh don bhliain 2015.

Bulaíocht scoile ar leanaí a bhfuil riachtanais speisialta oideachais acu nó atá faoi mhíchumas a chosc

D'iarr an Roinn Oideachais agus Scileanna ar an Údarás Náisiúnta Míchumais chun tabhairt faoi thaighde ar idirghabháil éifeachtach chun bulaíocht leanaí atá faoi mhíchumas nó a bhfuil riachtanais speisialta oideachais acu a chosc, mar chuid de Phlean Gníomhaíochta na Roinne ar Bhulaíocht. Rinne taighde an ÚNM athbhreithniú ar an litríocht sa limistéar seo, rinne siad anailís ar an bhfaisnéis ón Suirbhé 'Ag Fás Aníos in Éirinn', bhí plé acu le cleachtóirí agus saineolaithe oideachais trí phlé duine ar dhuine agus fóram comhchéime, agus thug siad cuairt ar roinnt scoileanna ar sainaithníodh go bhfuil dea-chleachtas iontu. Leagann torthaí an tsuirbhé an bhéim ar thábhacht chur chuige 'scoile iomláine'. Cuireadh an tuarascáil faoi bhráid na Roinne Oideachais agus Scileanna agus meastar go seolfar go foirmiúil í in 2015.

Cuntas ar leanaí atá faoi mhíchumas in Éirinn

Rinne píosa taighde a coimisiúnaíodh anailís ar shonraí ón sampla de leanaí a bhí curtha san áireamh sa Suirbhé Náisiúnta ar Mhíchumas (2006). Léirigh na torthaí gur dhóchúla go raibh buachaillí faoi mhíchumas ná cailíní, agus go raibh comhréir ní b'airde de leanaí faoi mhíchumas i ngrúpaí socheacnamaíocha níos ísle agus i measc teaghlaigh aontuismitheora. Cuireadh oideachas ar fhormhór na leanaí a bhí faoi mhíchumas i scoileanna príomhshrutha, ach d'fhreastail comhréir ní b'airde de leanaí ar scoileanna speisialaithe ag céim na hiar-bhunscoile. Bhí leanaí ar a raibh lagú meabhairshláinte thíos le heaspa d'idirchaidreamh sóisialta lena bpiaraí, agus ba dhóchúla go mbeidís as láthair go fadálach ón scoil. Chomhfhóilsigh an tÚdarás Náisiúnta Míchumais agus an Institiúid Taighde Eacnamaíochta agus Sóisialta (ITES) in 2015.

Ionchais tuismitheora

Choimisiúnaigh an ÚNM an ITES chun sonraí a úsáid ón Suirbhé 'Ag Fás Aníos in Éirinn' chun scrúdú a dhéanamh ar ionchais do leanaí atá faoi mhíchumas. Cuirfear seo i gcrích in 2015.

Teaghlaigh a bhfuil leanaí atá faoi mhíchumas acu

D'úsáid an tÚdarás Náisiúnta Míchumais micreashonraí ón suirbhé 'Ag Fás Aníos in Éirinn' chun anailís a dhéanamh ar conas a d'éirigh le siblíní i dteaghlaigh ina raibh leanbh atá faoi mhíchumas. Thug an fhianaise le fios

gur éirigh go maith leo, seachas i gcásanna ina raibh deacrachtaí tromchúiseacha ag an máthair chun déileáil leis na deacrachtaí í féin.

Daoine a bhfuil deacrachtaí mothúchánacha, iompair nó meabhairshláinte acu

Rinne taighde a choimisiúnaigh an ÚNM anailís ar na sonraí ón Suirbhé Náisiúnta Míchumais ar dhaoine a bhfuil deacrachtaí mothúchánacha, iompair nó meabhairshláinte acu. Ar cheann de na príomhthorthaí, deimhníodh go raibh ar a laghad saghas amháin eile de mhíchumas ar naonúr as gach deichniúr a raibh deacracht mheabhairshláinte acu, agus i dtromlach na gcásanna, ainmníodh an míchumas eile mar a bpríomh-mhíchumas. Léiríonn an taighde gur cheart go mbeadh tacaíocht le meabhairshláinte dhaoine mar chuid lárnach de thacaíocht mhíchumais. I gcomparáid le míchumas eile, ba dhóchúla go raibh stiogma ar dhaoine ar a raibh riochtaí meabhairshláinte, agus ba dhóchúla gur sheachain siad rudaí a dhéanamh mar gheall ar mheonta daoine eile. Chomhfhóilsigh an ÚNM agus an ITES an taighde.

Teileachúram, teileashláinte agus teicneolaíocht oiriúnaitheach

Lean dhá staidéar choimisiúnaithe taighde, ar theileashláinte agus theileachúram, agus ar anailís ar thacar sonraí an tSuirbhé Náisiúnta Míchumais maidir le teicneolaíocht oiriúnaitheach, ar aghaidh in 2014 agus meastar go gcríochnófar iad in 2015.

Scéim Deontas um Chur chun Cinn Taighde

Tugann an tÚdarás Náisiúnta Míchumais cuireadh do thograí gach bliain faoina Scéim Deontas um Chur chun Cinn Taighde faoi théama sonrach, agus roghnaíonn siad na tionscadail atá le cistiú trí phróiseas iomaíoch atá bunaithe ar chritéir lena n-áirítear cáilíocht an togra, agus a mhéid a bhaineann siad le beartas nó cleachtas.

Foilsíodh ceann de na tionscadail a cistíodh faoi Scéim 2013, ar théama daoine atá faoi mhíchumas faighte a chónaíonn sa phobal, in 2014. Thug Coláiste na hOllscoile, Corcaigh faoin taighde dar teideal “Ag Maireachtáil le Gortú Faighte Inchinne” (“Living with an Acquired Brain Injury”). Dheimhnigh an tionscadal gurbh iad neasteaghlach agus cairde daoine na tacaíochtaí is tábhachtaí, mar aon le grúpaí piarthacaíochta; agus comharsana agus eagraíochtaí pobalbhunaithe, ar nós grúpaí spóirt nó grúpaí atá bunaithe ar ghníomhaíochtaí ina dhiaidh sin. De réir mar a aistríonn daoine atá faoi mhíchumas ó sheirbhísí sláinte ard-déine, chuig seirbhísí athshlánaithe, agus ar ais chuig an bpobal, leag an tuarascáil béim

air go mbaineann rithábacht le haistrithe míne agus idirnascacht seirbhísí chun an próiseas téarnaimh seo a éascú.

Deontais taighde a bronnadh in 2014

Ba iad fostaíocht agus míchumas an téama do bhabhta deontas 2014, agus cistíodh na tionscadail a leanas:

- Anailís ar shonraí faoi fhostaíocht ón Suirbhé Náisiúnta Míchumais (ITES)
- Na tosca a fhiosrú a bhaineann le filleadh ar obair i ndiaidh stróc (Coláiste Ríoga na Máinlianna in Éirinn)
- Tionchar na tuirse ar chumas oibre daoine ar a bhfuil galair réamatacha (Coláiste na Tríonóide, Baile Átha Cliath)
- Aistrithe ó oideachas/oiliúint chuig fostaíocht i measc daoine atá faoi mhíchumas (Ollscoil Chathair Bhaile Átha Cliath)

Taighde ar Leithdháileadh Acmhainní

Chríochnaigh an tÚdarás Náisiúnta Míchumais a measúnacht ar thoradh an dara tástáil allamuigh de chórais leithdháilte acmhainní le haghaidh seirbhísí míchumais, agus cuireadh córais FACE agus InterRAI i gcomparáid lena chéile, agus tugadh faoi anailís chomparáideach ar na ceithre chóras ar a ndearnadh staidéar thar an dá thástáil allamuigh. Tá páipéar comhairle á ullmhú.

Meonta dearfacha i leith míchumais a chur chun cinn

D'fhoilsigh an ÚNM tuarascáil an chomhairliúcháin “Do Ghlór, Do Rogha” (“Your Voice, Your Choice”) a bhí ar siúl ag deireadh na bliana 2013 i dteannta daoine atá faoi mhíchumas agus a dteaghlaigh maidir le meonta poiblí i leith daoine atá faoi mhíchumas, agus céimeanna dearfacha a bhféadfaí tabhairt fúthu i dtreo feabhas a chur ar mheonta.

Comhdháil Bhliantúil 2014 – Daoine atá faoi mhíchumas a fhostú

Cuireadh Comhdháil Bhliantúil an Údaráis Náisiúnta Míchumais ar bun i nDeireadh Fómhair ar théama na fostaíochta. I measc na n-aoichainteoirí, bhí an Seanadóir Fergal Quinn; an Dr Michael Prince, Ollscoil Victoria; Gráinne Berrill, Piarthionscadal WALK; Peter Furlong agus Alice Kinsella, tionscadal intéirneachta Ospidéal an Náis; agus beirt oibrithe atá faoi

mhíchumas a labhair faoina gcuid eispéireas. Rinne 10 n-eagraíocht cur i láthair ag seisiún póstaer. D'fhreastail os cionn 250 duine ar an gcomhdháil.

Seimineár ar Luachshocrú Róil Shóisialta

Bhí an tÚdarás Náisiúnta Míchumais ina n-óstaigh ar sheimineár don phríomhlucht déanta beartais agus do chleachtóirí, i dteannta an aoichainteora shaineolaigh, John Armstrong, lena fhiosrú conas is féidir tacú le daoine atá faoi mhíchumas go léireofar luach ar a róil shóisialta ina dteaghlaigh agus a bpobail (“luachshocrú róil shóisialta”), agus conas a d'fhéadfaí an ról seo a chuimsiú i bpleanáil dhuinelárnach i seirbhísí míchumais.

Cruinniú comhchéime maidir le tuismitheoirí agus tuistiú faoi mhíchumas

Rinne an ÚNM comhóstáil ar Chruinniú Comhchéime leis an nGníomhaireacht um Leanaí agus an Teaghlach (TÚSLA) ar shaincheisteanna agus dúshlán atá roimh tuismitheoirí agus tuistiú faoi mhíchumas a dhéanamh. I measc na rannpháirtithe, bhí TÚSLA, FSS, eagraíochtaí míchumais, soláthraithe seirbhís míchumais, an tSeirbhís Náisiúnta Abhcóideachta agus an Bord um Fhaisnéis do Shaoránaigh. Tugadh an tuarascáil ón gcruinniú comhchéime do TÚSLA go dtabharfar treoir ar na chéad chéimeanna eile.

Seimineár ar thacú le mic léinn tríú leibhéal atá faoi mhíchumas

Bhí an ÚNM ina gcomhpháirtithe le hOllscoil na hÉireann, Má Nuad maidir le seimineár ar ar fhreastail an t-aoichainteoir, Myra Berloff, Stiúrthóir ag Oifig Mhíchumais Massachusetts, maidir le tacú le mic léinn atá faoi mhíchumas ar an tríú leibhéal. Anuas air sin, bhí an ÚNM ina n-óstaigh ar cheardlann leis an aoichainteoir agus leis na príomhpháirtithe leasmhara.

An Bille um Chinnteoireacht Chuidithe (Cumas), 2013

Lean an ÚNM le comhairle a sholáthar don Roinn Dlí agus Cirt agus Comhionannais ar phríomhlimistéir an Bhille, ar garsprioc thábhachtach iad i dtreo dhaingniú Choinbhinsiún na Náisiún Aontaithe ar Chearta Daoine faoi Mhíchumas ag Éirinn.

Caighdeáin eatramhacha le haghaidh Seirbhísí Lae do Dhaoine Fásta bunaithe ar Threoracha Nua

Foilsíodh an t-athbhreithniú ar Sheirbhísí Lae do Dhaoine Fásta FSS dar teideal ‘Treoracha Nua’ i bhFeabhra 2012. Déanann seo samhail nua seirbhíse a bheartú a leagann an bhéim ar thacú le daoine atá faoi mhíchumas chun tabhairt faoi ghníomhaíochtaí príomhshrutha sa phobal. Déantar ionadaíocht don Údarás Náisiúnta Míchumais ar an ngrúpa um fheidhmiú. Faoi bplean um fheidhmiú, iarradh ar an Údarás Náisiúnta Míchumais Caighdeáin Eatramhacha a fhorbairt don tsamhail nua a leagtar amach in Treoracha Nua, i gcomhoibriú le foghrúpa den ghrúpa um fheidhmiú. In 2014, áiríodh leis an obair seo comhairliúchán poiblí ar Dhréacht-Chaighdeáin Eatramhacha, a raibh 424 aighneacht ann mar fhreagairt air seo. Táthar ag súil leis go gcríochnófar na Caighdeáin Eatramhacha in 2015, i ndiaidh breithniú a dhéanamh ar na haighneachtaí.

Tuarascáil don Aire Sláinte ar chur i bhfeidhm Chaighdeáin agus Rialacháin an ÚFCS um Sheirbhísí Cónaithe do Dhaoine atá faoi Mhíchumas “Bliain Amháin chun Cinn” (“One Year On”)

Tháinig cumhachtaí dlíthiúla an ÚFCS chun seirbhísí cónaithe míchumais a rialáil i bhfeidhm Dé hAoine, an 1 Samhain 2013. D’iarr an tAire Stáit ag an Roinn Sláinte, Kathleen Lynch, T.D., go n-ullmhóidh an ÚNM tuarascáil ar eispéireas agus tionchar na Rialachán ‘bliain amháin chun cinn’ tar éis gur cuireadh i bhfeidhm iad. Ina theannta sin uile, d’iarr an tAire go ndéanfaí breithniú ar cheardlann a chur ar bun ar fhoghlaim ó chur i bhfeidhm Chaighdeáin agus Rialacháin an ÚFCS agus go gcuirfí na príomhpháirtithe leasmhara míchumais san áireamh sa phróiseas seo.

Tosaíocht straitéiseach 3:

Dearadh uirbeach na timpeallachta

“Sármhaitheas i ndearadh uilíoch a chur chun cinn chun rannpháirtíocht uasta i sochaí na hÉireann a éascú”

Prionsabail um dhearadh uilíoch a chur chun cinn i gcomhthéacs Éireannach

Taighde ar Uirlis Iniúchta Dearaidh Uilíoch do Bhóithre agus Sráideanna

D'oibrigh an ÚNM le hAoisbhá Éireann i dtaca le hiniúchtaí Insiúilte ag 8 láthair timpeall na hÉireann. Úsáidfear an fhaisnéis a bhailítear sna hiniúchtaí Insiúilte chun faisnéis a sholáthar d'uirlis ardchaighdeán iniúchta le haghaidh bóithre agus sráideanna a fhorbróidh an Lárionad Sármhaitheasa i nDearadh Uilíoch (LSDU) san ÚNM, i gcomhairliúchán leis an Roinn Iompair, Turasóireachta agus Spóirt. Cuireann an uirlis iniúchta ar chumas fianaise luachmhar a bhailiú i leith gnéithe bóithre agus sráideanna ar féidir leo cosc a chur ar dhaoine a bhfuil réimse leathan cumais acu ó rochtain gan stró a fháil ar fhóntais, siopaí agus seirbhísí áitiúla atá ina bpobal. Foilseofar an tuarascáil ar na hiniúchtaí Insiúilte in 2015.

Taighde agus Moltaí ar Champais Oideachais Chomhroinnte Dearaidh Uilíoch (UD-SEC)

Lean obair ar siúl ar thionscadal taighde chun cur chuige Dearaidh Uilíoch a threorú i leith Campais Oideachais Chomhroinnte in Éirinn, agus cur chuige Dearaidh Uilíoch á úsáid. Rinne an ÚNM idirchaidreamh leis an Roinn Oideachais maidir leis an obair seo a chur chun cinn. Thug ceardlann chun plé a dhéanamh ar na príomhthorthaí ón taighde lámh chunta in Earrach 2014 i gcomhar leis an uile phríomhpháirtí leasmhar. Tá an obair seo le críochnú in Earrach 2015.

Comhairle agus cúnamh a thabhairt i gcaighdeán um dhearadh uilíoch a fhorbairt

Dearadh Uilíoch do Shraitheanna Straitéisí um Idirchaidreamh Custaiméirí

Tar éis na sraitheanna straitéisí um Dhearadh Uilíoch d'Idirchaidreamh Custaiméirí do na hearnálacha turasóireachta agus fuinnimh a fhoilsiú agus a sheoladh in 2012 agus 2013, tá oiriúnú na sraitheanna straitéisí á chur chun cinn ag an LSDU. Anuas air sin, rinne siad idirchaidreamh le Fáilte Éireann maidir le roinnt cás-staidéar a fhorbairt le roinnt soláthraithe seirbhís turasóireachta chun na tairbhí gnó a léiriú is féidir a bhaint trí na Sraitheanna Straitéisí a úsáid. Críochnófar an obair go luath in 2015.

Dearadh Uilíoch i dTreoir ISO/IEC 71

Ghlac an Lárionad Sármhaitheasa i nDearadh Uilíoch ag an Údarás Náisiúnta Míchumas páirt mar shaineolaí i gComhghrúpa Comhairleach Teicniúil Idirnáisiúnta Caighdeán a nuashonraíonn an phríomhcháipéis idirnáisiúnta maidir le hinrochtaineacht d'fhorbróirí caighdeán, Treoirlínte chun Dul i nGleic le hinrochtaineacht i gCaighdeán, ar a dtugtar Treoir ISO/IEC 71. Chomhcheangail an tÚdarás Náisiúnta Míchumais ábhar óna gcuid taighde ar antrapaiméadracht (méid an duine) agus ar Dhearadh Uilíoch, go háirithe, agus ábhar ó Aicmiú Idirnáisiúnta na hEagraíochta Sláinte Domhanda um Fheidhmiú (AIF).

Críochnaíodh agus foilsíodh an tionscadal seo go déanach in 2014. Bhí teanga choiteann a fhorbairt maidir le cumas fairsing úsáideora a shainiú ar cheann de phríomhthorthaí na hoibre seo. Cuimsítear ann téarmaíocht nuashonraithe agus cur chuige nua ar conas breithniú a dhéanamh ar chumas agus saintréithe réimse fairsing úsáideoirí (lena n-áirítear daoine breacaosta agus daoine atá faoi mhíchumas) i gcinntí dearaidh a bhaineann le hinrochtaineacht. Mar gheall gurb intuigthe don tionscal inúsáidteacht agus inrochtaineacht a dtáirge nó a seirbhíse a shainiú, d'fhéadfaí é a chur i bhfeidhm in Éirinn gan stró, trí bhealach gan bhacainn a sholáthar chun na saincheisteanna a bhíonn i ndán d'úsáideoirí fairsinge dul i ngleic leo a shainiú. Tá an tionscadal i measc caighdeán idirnáisiúnta ar bhonn uathúil agus tá sé i bhformáid inrochtana agus is féidir é a íoslódáil ón ngréasán saor in aisce.

Dearadh Uilíoch i Sainordú CE M/473 “Dearadh do Chách” (“Design for All”)

Tá baint ag an Lárionad Sármhaitheasa i nDearadh Uirbeach ag an Údarás Náisiúnta Míchumais le Sainordú M/473 “Dearadh do Chách” an Choimisiúin Eorpaigh. B'éard a bhí i gceist le cuid de ghnéithe insoláthartha Shainordú M/473 ná an ÚNM a cheapadh mar Thionólaí le haghaidh comhghrúpa oibre CEN-CENELEC chun tabhairt faoi chaighdeán nua a fhorbairt (nó a chomhionann de tháirge insoláthartha) a rachadh i ngleic leis na limistéir thosaíochta do phróiseas dearaidh, forbartha agus táirgthe na déantúsaíochta earraí agus soláthair seirbhíse, chun cur síos a dhéanamh ar conas breithniú a dhéanamh ar inrochtaineacht do dhaoine atá faoi mhíchumas agus daoine breacaosta agus cur chuige um Dhearadh do Chách á leanúint (Dearadh Uilíoch).

Tá sé mar chuid de shraith oibre lena dtacaíonn an Coimisiún Eorpach maidir le hInrochtaineacht a chur i bhfeidhm, faoi mar a bhaineann sé le Coinbhinsiún na Náisiún Aontaithe ar Chearta Daoine faoi Mhíchumas. Meastar go mbeidh sé ina fhoilseachán tábhachtach a chuirfidh faisnéis ar fáil ar bhreis caighdeán agus treorach a bhaineann go sonrach le hearnáil. Nuair a fhoilseofar é mar Chaighdeán Eorpach (faoi mar a bheifí ag súil leis), déanfaidh an Eagraíocht Náisiúnta Chaighdeán é a chomhchuibhiú agus a scaipeadh ar fud na hEorpa. Tá obair an ÚNM ar an tionscadal in ainm is bheith críochnaithe in 2018. Faigheann an ÚNM cistiú ón AE i dtreo chostais na rannpháirtíochta san obair seo.

Dearadh Uilíoch i nGníomh COST TU1204

Chomhoibriú an Lárionad Sármhaitheasa i nDearadh Uilíoch ag an Údarás Náisiúnta Míchumais mar rannpháirtí i dtionscadal taighde Mhisean Eolaíochta Gearrthéarmach an AE. Cuireadh Dearadh Uilíoch i bhfeidhm mar phríomhthagairt i nGníomh COST TU 1204 ar a dtugtar “Cathracha atá Cairdiúil do Dhaoine i nDomhan ina bhfuil Saibhreas Sonraí” (“People-Friendly Cities in a Data Rich World”). Bhí sé de chuspóir ag an tionscadal seo tuiscint a fháil ar mheicníochtaí na rannpháirtíochta poiblí i gcathair Thagartha Lucca san Iodáil agus chun samhail a fhorbairt do “Bhonn Braite na Cathrach” a d'fhéadfaí a chur i bhfeidhm i gcathracha Eorpacha eile. Is iad torthaí thuarascáil an tionscadail ná gur léiríodh Dearadh Uilíoch mar chuid éifeachtach de straitéis chun saoránaigh a spreagadh chun gnímh, chun teanga choiteann a úsáid maidir le dearadh agus chun próisis chomhchruthaithe phobalbhunaithe a chumasú.

Olldúshlán Dearaidh Uilíoch 2014

D'fhorbair agus d'oibrigh an Lárionad Sármhaitheasa i nDearadh Uilíoch comórtas dámhachtainí mic léinn Olldúshlán Dearaidh in 2014. Tugadh cuireadh do mhic léinn sa dá bhliain dheireanacha staidéir ar an tríú leibhéal agus i gcúrsaí iarchéime i scoileanna in Éirinn chun a dtionscadal mac léinn is fearr a iontráil chun dul san iomaíocht le haghaidh Dhámhachtain Rogha na Moltóirí agus Rogha na nDaoine. Príomhuirlis atá san Olldúshlán Dearaidh Uilíoch a chuireann ar chumas an ÚNM/LSDU chun a n-ábhair oideachais a chur chun cinn le haghaidh cúrsaí tríú leibhéal agus chun mic léinn agus teagascóirí a spreagadh chun breithniú a dhéanamh ar Dhearadh Uirbeach mar théama ina n-obair thionscadail.

Bhí an LSDU mar óstaigh ar Thaithí Oibre / Intéirneacht le haghaidh Dearthóir Tionsclaíoch ón Iodáil chun oibriú le tionscadal an Olldúshláin Dearaidh Uilíoch. Chabhraigh an dearthóir le hoibriú an imeachta agus réitigh sé ábhair ghairmiúla a bhí bunaithe ar ghrafaicí ar choincheapa Dearaidh Uilíoch agus próisis bhreithiúnais ar féidir iad a mhacasamhlú le haghaidh imeachtaí amach anseo.

Treoirilínte maidir le Dearadh Uilíoch do Thithe in Éirinn

Mar chuid dár n-obair chun treoirilínte a fhorbairt do Thithe a Dearadh go hUilíoch, rinneamar scrúdú ar bhreithniúcháin chostais agus oibriú leis an nGníomhaireacht Tithíochta ina leith seo. . Lean an Gníomhaireacht Tithíochta ag oibriú ar an tionscadal Measúnaithe Costais i gcaitheamh 2014. Soláthróidh an Measúnú Costais seo fíor-chostais réalaíocha chun Tithe Dearaidh Uilíoch a thógáil in Éirinn. Anuas air sin, tá an obair seo fite fuaite sa cháipéis chríochnaithe um threoir dhearaidh, “Treoirilínte maidir le Dearadh Uilíoch do Thithe in Éirinn”. Táthar ag súil leis seo a bheith críochnaithe faoi lár 2015. Chuir an ÚNM Seimineár Tithíochta agus Dearaidh Uilíoch ar siúl agus ba í Kay Saville Smith, saineolaí tithíochta agus taighde ón Nua-Shéalainn, an príomhchainteoir. D'fhreastail ceannasaithe san earnáil tithíochta ó na hearnálacha poiblí, príobháideacha agus rialtais araon.

Tithe Dearaidh Uilíoch do Dhaoine a bhfuil néaltrú orthu, a dTeaghlaigh agus a gCúramóirí

Tá sé de chuspóir ag an tionscadal gairmithe dearaidh agus páirtithe leasmhara ábhartha a sholáthar a bhfuil an treoir riachtanach um Dhearadh Uilíoch acu chun tithe nua a dhearadh nó chun stoc reatha tithíochta a

aisfheistiú lena éascú, a fhad agus is féidir, go mbeidh daoine a bhfuil néaltrú orthu in ann fanacht ina gcónaí ina dtithe agus ina bpobail. Cuimseoidh an Taighde, na Moltaí agus an Treoir maidir le Dearadh ceanglais theaghlaigh na ndaoine siúd a bhfuil néaltrú orthu. Tá an obair seo le críochnú in Earrach 2015.

Tá sé beartaithe an Treoir um Dhearadh ina bhfuil “Treoirlínte um Dhearadh Uilíoch do Thithe in Éirinn” a sheoladh in 2015 mar chuid de Bhliain Dearaidh na hÉireann 2015.

Gearrchúrsa dara leibhéal i nDearadh Uilíoch

Chuir an Lárionad Sármhaitheasa i nDearadh Uilíoch ag an Údarás Náisiúnta Míchumais tús le hobair i dtreo modúl curaclaim Dearaidh Uilíoch a fhorbairt a úsáidfear i scoileanna dara leibhéal.

Leagfaidh an curaclam béim ar mheas a léiriú ar éagsúlacht, i dtaobh fadhbréiteach dearaidh bunaithe ar chleachtais Dearaidh Uilíoch atá úsáideoirlárnach a mhúineadh do dhaltáí dara leibhéal. Beidh an Gearrchúrsa ar aon dul leis na Ráitis Príomhscileanna agus Foghlama i gCreatlach leasaithe na Sraithe Sóisearaí de chuid na Comhairle Náisiúnta Curaclaim agus Measúnachta.

Is é an réasúnaíocht an tionscadal chun smaointeoireacht Dearaidh Uilíoch a thabhairt isteach san oideachas d’fhonn an glacadh leis ar an tríú leibhéal a fheabhsú. Beidh sé ar aon dul le tionscnaimh ghaolmhara oideachais Dearaidh Uilíoch agus oibreofar Ceardlann Dara Leibhéal mar chuid de Bhliain Dearaidh na hÉireann 2015. Tá sé beartaithe an Gearrchúrsa a thabhairt isteach in 2016.

Curaclam Dearaidh Uilíoch le haghaidh cúrsaí tríú leibhéal

Lean an Lárionad Sármhaitheasa i nDearadh Uilíoch leis na hábhair oideachais tríú leibhéal ar Dhearadh Uilíoch a fhógairt amhail bheith oiriúnach lena n-úsáid i réimse cúrsaí. Áiríodh leis seo ceardlann a chur ar siúl le gach scoil ailtireachta in Éirinn ar Dhearadh Uilíoch. Thug an t-aittire Beilgeach agus an tOllamh Emeritus, Hubert Froyen, réamheolas sa cheardlann ar Dhearadh Uilíoch a mhúineadh do mhic léinn ailtireachta. Thug comhalta sinsearach den IRAÉ caint sa cheardlann chomh maith agus soláthraíodh an deis do na rannpháirtithe a dtuairimí ar dheiseanna chun Dearadh Uilíoch a mhúineadh a phlé.

Bhí cruinnithe eile agus léachtaí le haíonna ar siúl chun an úsáid a bhaintear as ábhair an churaclaim a chur chun cinn le ranna éagsúla laistigh de DCU, UCD, IT Cheatharlach, UCC agus IT Bhaile Bhlainséir.

Comhalta de ghrúpa comhairleach um Aosú Cliste Roinn an Taoisigh

Bhunaigh Roinn an Taoisigh coiste comhairleach agus tugadh cuireadh don ÚNM bheith mar chomhalta de. Díriodh ar an gcumas atá ag Éirinn bheith i gceartlár na nuálaíochta i limistéar an aosaithe i measc gach earnála, sláinte, oideachas, teicneolaíocht, iompar agus turasóireacht ina measc. Rinne an ÚNM aighneacht leis an Roinn agus bhí siad mar chuid de roinnt cruinnithe i gcaitheamh 2014. Tá an tuarascáil deiridh taighde le foilsiú go luath in 2015.

Méadrú Cliste agus Taispeáint intí d'Fhóntais Bhaile Éireannacha

I ndiaidh gur foilsíodh treoirlínte teicniúla an ÚNM le haghaidh taispeántí intí a sholáthraíonn faisnéis inrochtana, inúsáidte agus intuigthe ar ghás, leictreachas agus uisce tí a úsáid, rinne an ÚNM idirchaidreamh leis an Roinn Comhshaoil agus leis an gCoimisiún um Rialáil Fuinnimh ar cad iad na gníomhartha is fearr chun na treoirlínte seo a chur i bhfeidhm. Leanfaidh an obair seo isteach in 2015.

Feasacht agus tuiscint a chur chun cinn ar dhearadh uilíoch

Coimeádann an Lárionad Sármhaitheasa i nDearadh Uirbeach ag an Údarás Náisiúnta Míchumais comhpháirtíocht chorparáideach le hInstitiúid Dearthóirí Éireann (IDÉ). Cuireann an chomhpháirtíocht seo ar chumas teagmháil a dhéanamh le ballraíocht fhairsing ghairmiúil IDÉ agus cruthaíonn sé an deis chun an chatagóir Dhearaidh Uilíoch (DU) i nDámhachtainí bliantúla IDÉ a mholadh. Tá suíochán ag an ÚNM ar Chomhairle IDÉ, áit a dtagann deiseanna aníos chun Dearadh Uilíoch i dtionscnaimh IDÉ agus Bliain Dearaidh na hÉireann, a bhaineann le hábhar chomh maith, a chur chun cinn. Ba é Gazel, (crochadán éadaigh Dearthóirí Uilíoch) buaiteoir chatagóir DU Dhámhachtain IDÉ 2014. Tá cur chun cinn an Dearthóirí Uilíoch ar fud IDÉ ag dul i méid i gcónaí agus tá forbairt á déanamh ar phleananna chun chatagóir Dhearaidh Uilíoch a chur san áireamh i nDámhachtainí Céimithe IDÉ 2015.

Comhoibriú leis an IRAÉ ar Dhámhachtain Dearaidh Uilíoch an IRAÉ

Lean ár Lárionad Sármhaitheasa i nDearadh Uilíoch ag tacú le hInstitiúid Ríoga Ailtirí na hÉireann (IRAÉ) maidir leis an gcatagóir Dhearaidh Uilíoch mar chuid dá ndámhachtainí bliantúla ailtireachta in 2014. Is é cuspóir na dámhachtana chun sármhaitheas i nDearadh Uilíoch a chur chun cinn i measc ghairm na haitireachta in Éirinn. Mar chuid dá dtacaíocht leis an dámhachtain, tugann an LSDU cuireadh d'aitire idirnáisiúnta chun bheith mar chathaoirleach ar an ngiúiré don dámhachtain agus chun léacht a chur i láthair a bhaineann le Dearadh Uilíoch do chomhaltaí an IRAÉ. Thug Stephanie Akkaoui Hughes, ailtire Liobánach atá bunaithe san Ísiltír, léacht ar “Comhthéacsanna a dhearadh chun idirghníomhú daonna a chothú” (“Designing contexts to foster human interactions”). Cuireadh an léacht ar siúl ag Ionad Mic Léinn UCD, buaiteoir an Dearaidh Uilíoch is Fearr agus Dhámhachtain Rogha an Phobail i nDámhachtainí Ailtireachta 2013 an IRAÉ.

Bearta chun inrochtaineacht láithreáin ghréasáin phoiblí san Eoraip a fheabhsú

Tá sé de chuspóir ag an tuarascáil seo ranníocaíocht nua a dhéanamh leis an mbonn reatha fianaise ar inrochtaineacht Ghréasáin d'fhonn tacú leis an bplé reatha i bParlaimint na hEorpa agus Comhairle na nAirí maidir leis an togra a rinne an Coimisiún Eorpach le déanaí chun Treoir sa limistéar seo a chur i dtoll a chéile². Chomhchistigh an Roinn Cumarsáide, Fuinnimh agus Acmhainní Nádurtha an staidéar.

Thug an staidéar faoi measúnuithe ar 39 láithreán gréasáin in Éirinn agus i sé Bhallstát eile agus thug sé faoi agallaimh dhoimhne le bainisteoirí poiblí gréasáin i dtrí thír (Éire, an Ghearmáin agus an tSualainn). Dheimhnigh an staidéar go bhfuil na leibhéil reatha d'inrochtaineacht ghréasáin íseal go fóill. Ní chomhlíonann aon cheann de na 37 láithreán gréasáin seirbhíse poiblí a measúnaíodh i measc na seacht dtír ceanglais WCAG 2.0 AA go hiomlán faoi láthair.

Cuimsítear moltaí sa tuarascáil do bheartas ar leibhéal an AE agus ar leibhéal náisiúnta a bhaineann le hinrochtaineacht ghréasáin, agus impleachtaí le haghaidh cleachtais inrochtaineachta gréasáin ar leibhéal náisiúnta.

I measc na bpríomh-mholtaí, tá:

- Is gá tacaíochtaí agus uirlisí láraithe, praiticiúla le haghaidh forbairt agus bainistíocht gréasáin a bheith i bhfeidhm laistigh den earnáil phoiblí i measc na mBallstát go ndéanfar bainistíocht chórasach agus chomhsheasmhach ar inrochtaineacht.
- Is gá inrochtaineacht a chur san áireamh go córasach mar chritéar nuair a bhíonn dearadh láithreán gréasáin agus seirbhísí agus bogearraí forbartha á soláthar go poiblí chun láithreáin ghréasáin a bhainistiú.
- Ba cheart go soláthródh monatóireacht a dhéanamh ar inrochtaineacht ghréasáin ar leibhéal náisiúnta nó an AE (faoi mar a bheartaítear sa dréacht-Treoir) aiseolas atá áisiúil i dtaobh cúrsaí oibríochtúla de ar féidir le comhlachtaí poiblí a úsáid chun feabhas a chur ar inrochtaineacht a láithreán gréasáin.
- Cuireadh moltaí agus torthaí na tuarascála faoi bhráid na Roinne Cumarsáide, Fuinnimh agus Acmhainní Nádurtha agus cuirfidh siad faisnéis ar fáil d'aighneacht na hÉireann ar dhréacht-Treoir an AE.

Tosaíocht straitéiseach 4: Eagraíocht éifeachtach agus éifeachtúil

“Timpeallacht, tacaíochtaí, beartais agus córais a fhorbairt lena chur ar chumas an Údaráis Náisiúnta Míchumais tabhairt faoina gcuspóirí straitéiseacha go héifeachtach.”

Córais agus cumarsáid éifeachtach agus éifeachtúil a chinntiú chun tabhairt faoi chuspóirí ar ardchaighdeán

Láithreáin ghréasáin nuashonraithe

Sheol an tÚdarás Náisiúnta Míchumais a láithreáin ghréasáin nua, atá ar fáil ag <http://NDA.ie> agus <http://UniversalDesign.ie>. Feabhsaíonn na láithreáin ghréasáin nua an bealach a scaipeann an ÚNM faisnéis ar líne, agus cuireann siad ar chumas na foirne bainistiú níos éifeachtúla a dhéanamh ar ábhar ar líne an ÚNM. Eiseamláir is ea an láithreán gréasáin nua de dhearadh gréasáin nua-aimseartha: tá sé inrochtana do dhaoine atá ar chumas éagsúil, agus tá sé solúbtha a dhóthain é a úsáid ar aon scáileán nó fearas. Áiríodh leis an tionscadal taighde ar riachtanais agus iompar sprioclucht an ÚNM, agus d'fhorbair siad láithreán gréasáin a chuaigh i ngleic leo siúd ina dhiaidh sin. Tá sé de chuspóir ag an ÚNM teimpléid a fhoilsiú, bunaithe ar dhearadh agus ar chód foinseach a láithreáin ghréasáin nua, le ligean do chomhlachtaí poiblí eile láithreáin ghréasáin atá chomh hinrochtana agus chomh solúbtha céanna a chruthú.

Cothabháil foirgnimh

Tugadh faoi na hoibreacha ábhartha cothabhála.

Meastar go ligfear urlár de chóiríocht na hoifige ar léas in 2015.

Seirbhísí Bainistithe Cló

Ghlac an tÚdarás Náisiúnta Míchumais le Conradh Seirbhísí Bainistithe Cló na Roinne Dlí agus Cirt agus Comhionannais in 2013. Cuireadh breis feabhsúchán ar chleachtas priontála chun cinn in 2014 agus mhéadaigh seo éifeachtúlacht.

Teicneolaíocht Faisnéise agus Cumarsáide

Baineann an tÚdarás Náisiúnta Míchumais leas as an tSeirbhís Chomhroinnte Tacaíochta TFC ón Roinn Dlí agus Cirt agus Comhionannais.

I measc na bhfeabhsúcháin in 2014, bhí athnuachan chóras an líonra a sholáthair leaganacha níos cothroime le dáta agus a bhfuil tacaíocht níos fearr acu de na bogearraí agus na brabhsálaithe idirlín riachtanacha.

Baineadh na seanfhreastalaithe den Údarás Náisiúnta Míchumais go ndéanfaí iad a dhiúscairt go cuí agus lena chur ar chumas na príomhshonraí a stóráil.

Tugadh Réiteach Teileafónaíochta nua isteach a úsáideann líonra sonraí chun cumarsáid ghutha a tharchur, seachas línte gutháin traidisiúnta, a chruthaíonn feidhmiúlacht fheabhsaithe mar aon le coigiltí suntasacha i gcostais teileachumarsáide. Tá glaonna ar ranna agus gníomhaireachtaí a bhaineann leas as an gcóras céanna líonra saor in aisce agus d'fhéadfaí glaonna a atreorú trí ionad glaonna ar chostais níos ísle.

Scaipeadh sáis láimhe nua ar an bhfoireann a chuireann ar a gcumas teileachomhdháil a dhéanamh, agus cuireann cuid díobh ar chumas físchomhdháil a dhéanamh leis an Roinn Dlí agus Cirt agus Comhionannais.

Cumarsáid éifeachtach sheachtrach a chinntiú

Ríomh-Nuachtlitir

D'fhoilsigh an tÚdarás Náisiúnta Míchumais trí eagrán dá Ríomh-Nuachtlitir a scaiptear ar bhreis agus 2,500 síntiúsóir.

Achoimrí “Sracfhéachana”

D'fhorbair an tÚdarás Náisiúnta Míchumais teimpléad le haghaidh achoimrí “Sracfhéachana” d'fhoilseacháin an ÚNM a sholáthróidh treoracha gearra furasta maidir le torthaí an ÚNM le haghaidh lucht leanta níos fairsinge.

Leabharlann a choimeád chun taighde agus beartas míchumais agus dearaidh uilíoch a threorú

Tacaíonn Leabharlann an ÚNM le comhairle fhianaisebhunaithe a fhorbairt trí chuardaigh litríochta don fhoireann. Tá an leabharlann ar oscailt don phobal i gcoitinne Déardaoine tar éis coinne roimh ré a dhéanamh. Tá breis agus 50,000 earra inár leabharlann maidir le míchumas, inrochtaineacht

agus ábhair ghaolmhara. I measc an bhailiúcháin, tá leabhair, ríomhleabhair, ríomh-irisleabhair, irisleabhair chlóite, DVDanna, CD-ROManna agus ábhar cartlainne. In 2014, d'fhreagair foireann na leabharlainne do bhreis ar 300 ceist, lena n-áirítear cuardaigh litríochta don fhoireann, iarratais ar ailt, leabhair a fháil ar iasacht, athnuachan, agus fiosrúchán ón bhfoireann agus ón bpobal i gcoitinne. Cuireadh an fhoireann ar an eolas go rialta ar fhorbairtí beartais agus taighde agus ar acmhainní ar líne chun tacú lena gcuid oibre.

An Straitéis Acmhainní Daonna a chur i bhfeidhm chun tacú leis an bhfoireann agus cultúr dearfach oibre a chothú

Nuashonraíodh líon beartais AD chun freagairt d'athruithe a tháinig ar an reachtaíocht agus tosca eile a d'imir tionchar. Cuireadh feabhas ar shaoire thuismitheora, lena n-áirítear méadú ar an méid saoire atá ar fáil do gach tuismitheoir ar aon dul le beartas na státseirbhíse, ionas gur féidir leis an bhfoireann Saoire Thuismitheora a ghlacadh le haghaidh leanaí a shine le 13 bliana d'aois. Ag eascairt as Comhaontú Bhóthar Haddington, ón 1 Iúil 2014, laghdáíodh an méid Fleisc-Shaoire is féidir leis an bhfoireann cháilitheach a ghlacadh.

Tugadh cead don ÚNM chun post buan Oifigeach Sinsearach Taighde a líonadh agus d'fháiltigh an ÚNM roimh cheapadh an oifigigh i lár na bliana ina dhiaidh sin.

Oiliúint agus Forbairt

Lean Oiliúint agus Forbairt na gcomhaltaí foirne ar bun agus faoi mar a chuir a gcóras bainistíochta agus forbartha feidhmíochta (PMDS) in iúl. Anuas ar réimse oiliúna a thit amach i measc daoine aonair áirithe, lena n-áirítear Bloic Thógála le haghaidh Ceannaireacht Chliste i dtaobh cúrsaí Mothúcháin, Plean Gníomhaíochta Bainistíocht Fuinnimh, Láithreán Gréasáin an ÚNM a Chur in Eagar, Tairbhí Bainistíocht Riosca a Aithint agus Oiliúint Bainistíocht Líne.

Coiste Comhpháirtíochta

Chas ár gCoiste Comhpháirtíochta 4 huairé i rith 2014. Áiríodh le hobair an choiste i gcaitheamh na bliana Scéim na Moltaí Foirne don bhliain 2014 a oibriú inar bronnadh ceithre dhuais faoi na catagóirí "Am agus Airgead a Shábháil" agus "Tionscnaimh Fuinnimh", Bullaitín Comhpháirtíochta don fhoireann a chur i dtoll a chéile agus a eisiúint, ionchur i bPlean Gníomhaíochta Custaiméirí an ÚNM, agus leanúint le smaointe a thabhairt chun solais chun tionscnaimh mheánma na foirne a threorú.

Soláthar freagrachtaí éifeachtacha reachtúla agus rialála a chinntiú

Airgeadas agus rialachas

Ar aon dul leis an Acht um Údarás Náisiúnta Míchumais, 1999, d'ullmhaigh agus chuir an ÚNM cuntais airgeadais don bhliain 2013 faoi bhráid an Ard-Reachtaire Cuntas agus Ciste. Thug Aonad Iniúchta Inmheánaigh na Roinne Dlí agus Cirt agus Comhionannais faoi Athbhreithniú ar Rialuithe Inmheánacha Airgeadais an ÚNM.

Ceapadh Údarás nua in Iúil 2014. Ina dhiaidh seo, sheol an ÚNM na cuntais fhaofa agus an Tuarascáil Bhliantúil le haghaidh 2013 ar aghaidh chuig an Aire. Cheap an tÚdarás Coiste Iniúchta agus Coiste Airgeadais ag a gcéad chruinniú. Chas an tÚdarás ar a chéile 3 huaire in 2014. Chas an Coiste Iniúchta uair amháin in 2014, agus rinne a gCathaoirleach tuairisciú ag cruinniú deiridh an Údaráis in 2014. Chas an Coiste Airgeadais ar a chéile faoi dhó in 2014, agus rinne siad faireachas agus tuairisciú ar chaiteachas an ÚNM.

Fuinneamh

Forbhreathnú ar Úsáid Fuinnimh in 2014

Tá clárú déanta ag Foireann Fuinnimh an Údaráis Náisiúnta Mhíchumais agus tá cuntais á gcoimeád acu don Údarás Náisiúnta Míchumais le hÚdarás Fuinnimh Inmharthana na hÉireann.

Tá achar iomlán urláir 2,633m² san Údarás Náisiúnta Míchumais ina bhfuil dhá stór os cionn Foirgneamh Victeoiriach ar leibhéal gairdín (x 2), foirgnimh naisc a críochnaíodh in 2006 agus foirgneamh trí stór ina aice sin ina bhfuil áiléar chomh maith, a críochnaíodh go luath sna 1980idí. Is iad na príomhúsáideoirí fuinnimh:

- Fuinneamh Leictreach, is é sin, Soilsiú, TFC agus Oifigí, Aerchóiriú agus Seirbhísí Ginearálta
- Fuinneamh Teirmeach (Gás Nádúrtha), is é sin, Téamh Spáis (ciorcaid radaítheora LTHW agus téamh faoin urlár) agus Uisce Te (HWS).

In 2014, d'úsáid an tÚdarás Náisiúnta Míchumais 45 MWh d'fhuinneamh, as a raibh:

- 10.8 MWh de leictreachas
- 34.2 MWh de bhreoslaí iontaise
- 0 MWh de bhreoslaí in-athnuaite.

Gníomhartha faoinar tugadh in 2014

In 2014, thug an tÚdarás Náisiúnta Míchumais faoi réimse tionscnamh chun feabhas a chur ar ár bhfeidhmíocht fuinnimh, lena n-áirítear:

- Seirbhís Bhainistithe Chló a thabhairt isteach ina bhfuil printéirí agus innill fótachóipeála éifeachtúla as ar eascair coigiltí bliantúla 2 MWh
- Feachtas Feasachta ar Fhuinneamh, as ar eascair coigiltí bliantúla 3.1 MWh de choigiltí bliantúla, a bhí dírithe ar na limistéir a leanas: Fuinneamh Ginearálta, Trealamh TF, Fuinneamh sa Bhaile, Soilsíú, Iompar
- D'eascair coigiltí 0.6 MWh as uaineadóirí a shuiteáil le haghaidh an innill chaife agus an oighinn mhicreathonnaigh
- córas monatóireachta agus sprioctha fuinnimh (M agus S) a fhorbairt inar féidir léimh mhéadair de láimh a dhéanamh Monatóireacht ghearrthéarmach fuinnimh a dhéanamh chun measúnú a dhéanamh ar bhonnualaí leictreachais agus chun feabhas a chur ar éifeachtúlacht agus spriocanna a leagan amach Táscairí feidhmíochta fuinnimh (TFFanna) a dheimhniú, as ar eascair coigiltí bliantúla 5.9 MWh
- Thug beirt Chomhaltaí na Foirne Fuinnimh faoi Oiliúint ar Phlean Gníomhaíochta Bainistíocht Fuinnimh
- Léiríodh tiomantas do Chlár Comhpháirtíochta Fuinnimh na hEarnála Poiblí (ceapadh Bainisteoir Tacaíochta Comhpháirtíochta i Samhain 2014)
- Soláthar atá Éifeachtúil i dtaobh Fuinnimh de, ar nós soláthairtí fuinnimh a sholáthar tríd an tSeirbhís Náisiúnta Soláthair (SNS), trealamh a rangáítear amhail Trí-E a sholáthar, agus prionsabail an dearaidh atá éifeachtúil i dtaobh fuinnimh de a chuimsiú ag céim dhearaidh thionscadal caipitiúil.
- Beartas fuinnimh an ÚNM a fhorbairt

I dteannta a chéile, tá 11.6 MWh d'fhuinneamh á choigilt gach bliain ag an Údarás Náisiúnta Míchumais mar gheall ar na beartais coigilte fuinnimh seo agus cinn eile.

Oifigeach Rochtana

Lean Oifigeach Rochtana an ÚNM, a ceapadh ar aon dul leis an Acht Míchumais, 2005, leis an gcabhair chuí a threorú agus a shocrú do dhaoine atá faoi mhíchumas a fuair rochtain ar áiseanna, imeachtaí agus láithreán gréasáin an ÚNM in 2014. Tá sonraí teagmhála an Oifigh Rochtana ar leathanach baile láithreán gréasáin an ÚNM.

Ráitis Airgeadais, an 31 Nollaig 2014

Comhaltaí an Údaráis agus Faisnéis eile

Ón 22 Iúil go dtí an 31 Nollaig 2014

Comhalta den Údarás	Líon chruinnithe an Údaráis ar ar freastalaíodh i rith na tréimhse seo
An tUasal Helen Guinan (Cathaoirleach)	3/3
An tUasal Orla Barry	3/3
An tUasal Frank Cunneen	3/3
An tUasal Des Kenny	2/3
An tUasal Ruthann La Malfa	3/3
An tUasal Mary Lavelle	3/3
An tUasal Teresa McDonnell	2/3
An tUasal Déaglán Ó Briain	2/3
An tUasal Deirdre O'Connor	3/3
An tUasal James O'Grady	2/3
An tUasal Donie O'Leary	3/3
An tUasal Alison Ryan	3/3
An tUasal Donal Rice	3/3

Comhalta den Choiste Iniúcháireachta	Líon chruinnithe an Choiste Iniúchta ar ar freastalaíodh i rith na tréimhse seo
An tUasal Donal Lawlor (Cathaoirleach an Choiste Iniúchta)	I/I

- Stiúrthóir: Siobhán Barron
- Aturnaetha: Aturnaetha Beauchamps, Uimhir a Dó Cois Abhann, Cé Sir John Rogerson, Baile Átha Cliath 2
- Baincéirí: Banc na hÉireann, 104 Raghmallach, Baile Átha Cliath 6
- Iniúcháirí: An tArd-Reachtair Cuntas agus Ciste, Caisleán Bhaile Átha Cliath, Baile Átha Cliath 2

An tÚdarás Náisiúnta Míchumais

Bunaíodh an tÚdarás Náisiúnta Míchumais an 12 Meitheamh, 2000 faoi Alt 6 den Acht um Údarás Náisiúnta Míchumais, 1999.

Feidhmeanna agus cumhachtaí an Údaráis Náisiúnta Mhíchumais

Is í príomhfheidhm an Údaráis Náisiúnta Mhíchumais ná comhairle a chur ar an Aire Dlí agus Cirt agus Comhionannais faoi shaincheistean beartais agus cleachtais i ndáil le míchumas.

I measc fheidhmeanna ar leith an Údaráis faoi Alt 8 den Acht um Údarás Náisiúnta Míchumais, 1999, tá:

- Gníomhú mar chomhlacht lárnach náisiúnta a chabhróidh leis an Aire beartas a chomhordú agus a fhorbairt i ndáil le daoine faoi mhíchumas.
- Tabhairt faoi thionscadail taighde agus ghníomhaíochtaí ar shaincheistean a bhaineann le míchumas, iad a choimisiúnú nó comhoibriú iontu agus cabhrú le heolas staitistiúil a fhorbairt atá oiriúnach do phleanáil, sheachadadh agus mhonatóireacht clár agus seirbhísí do dhaoine faoi mhíchumas.
- Comhairle a chur ar an Aire faoi chaighdeán oiriúnacha do chláir agus sheirbhísí arna soláthar nó atá le soláthar do dhaoine faoi mhíchumas agus gníomhú mar chomhlacht comhairleach maidir le caighdeán ghinearálta agus shonracha a fhorbairt i ndáil le cláir agus seirbhísí den sórt sin.
- Monatóireacht a dhéanamh ar chur i bhfeidhm caighdeán agus cóid chleachtais i gcláir agus seirbhísí arna soláthar do dhaoine faoi mhíchumas agus tuairisc a thabhairt don Aire air sin.
- Idirchaidreamh a dhéanamh le comhlachtaí eile, idir comhlachtaí corparáideacha agus neamhchorpraithe, atá i mbun seirbhísí a sholáthar do dhaoine faoi mhíchumas agus forbairt agus cur i bhfeidhm caighdeán oiriúnach um chláir agus sheirbhísí do dhaoine faoi mhíchumas a éascú agus a thacú.
- Cóid chleachtais a ullmhú agus é mar aidhm dea-chaighdeán agus cáilíocht a bhaint amach maidir le soláthar clár agus seirbhísí arna soláthar nó atá le soláthar do dhaoine faoi mhíchumas.
- Baint amach dea-chaighdeán agus cáilíochta i soláthar clár agus seirbhísí do dhaoine faoi mhíchumas a aithint, lena n-áirítear trí chóras gradam um chomhionannas míchumais.
- Pleananna straitéiseacha a ullmhú

I measc fheidhmeanna breise an Údaráis faoin Acht Míchumais, 2005, tá:

- Cóid chleachtais a ullmhú maidir le hinrochtaineacht foirgneamh poiblí, seirbhísí, eolais agus suíomhanna oidhreacht agus maidir le fostú daoine faoi mhíchumas san earnáil phoiblí ar iarratas an Aire (Cuid 3).
- Monatóireacht a dhéanamh ar chomhlíonadh spriocanna reachtúla um earcú agus fostú daoine faoi mhíchumas san earnáil phoiblí, gníomhartha a mholadh le glacadh áit nach bhfuil na spriocanna sin á gcomhlíonadh, agus cóid chleachtais a ullmhú áit a n-iarrtar sin (Cuid 5).
- Lárionad Sármhaitheasa i nDearadh Uilíoch sa timpeallacht thógtha agus i dteicneolaíocht faisnéise a bhunú a dhéanfaidh cur chun cinn ar phrionsabail an dearaidh uilíoch ar féidir le daoine faoi mhíchumas rochtain a fháil orthu agus iad a thuiscint agus a úsáid an oiread is féidir:
 - ar an mbealach is neamhspleáiche agus is nádúrtha
 - sa raon suíomhanna is leithne is féidir
 - gan oiriúint, modhnú, fearais chúnta nó réiteach speisialaithe a bheith ag teastáil (Cuid 6).

Ráiteas ar Fhreagrachtaí Chomhaltaí an Údaráis

Ceanglaítear ar an Údarás trí hAlt 17 den Acht um Údarás Náisiúnta Míchumais, 1999 ráitis airgeadais a ullmhú le haghaidh gach bliana airgeadais a thugann léargas fírinneach agus cothrom ar staid ghnóthaí an Údaráis agus ar a gcuid ioncaim agus caiteachais don tréimhse sin.

Agus na ráitis airgeadais siúd á réiteach, ceanglaítear ar an Údarás:

- beartais chuntasaíochta oiriúnacha a roghnú agus iad a chur i bhfeidhm go comhsheasmhach ina dhiaidh sin;
- breithiúnais agus meastacháin a dhéanamh atá réasúnta agus stuama;
- cloí leis na Caighdeáin Chuntasaíochta infheidhme, faoi réir aon imeachtaí ábhartha a nochtar agus a mhínítear sna Ráitis Airgeadais;
- na ráitis airgeadais a réiteach ar bhonn gnóthas leantach, mura cuí a mheas go leanfaidh an tÚdarás Náisiúnta Míchumais i mbun feidhme.

Tá an tÚdarás freagrach as leabhair chuí chuntais a choimeád, ina nochtar le cruinneas réasúnta, ag tráth ar bith, staid airgeadais an Údaráis agus a chuireann ar a gcumas a chinntiú go gcomhlíonann na ráitis airgeadais an tAcht. Anuas air sin, tá an tÚdarás freagrach as sócmhainní an Údaráis Náisiúnta Míchumais a chosaint agus as bearta réasúnta a ghlacadh feasta chun calaois agus neamhrialtachtaí eile a chosc agus a bhrath.

Thar cheann an Údaráis

Cathaoirleach:

Helen Guinan
Cathaoirleach

Stiúrthóir:

Siobhán Barron
Stiúrthóir

Dáta:

An Ráiteas ar Rialú Inmheánach Airgeadais don Bhliain dar críoch an 31 Nollaig 2014

Thar cheann Bhord an Údaráis Náisiúnta Mhíchumais, is mian liom ár bhfreagracht a aithint a chinntiú go gcoimeádtar agus go n-oibrítear córas éifeachtach rialaithe inmheánaigh airgeadais.

Ní féidir leis an gcóras ach a dhearbhu go réasúnta seachas go hiomlán go gcosnaítear sócmhainní, go n-údaraítear idirbhearta agus go gcuirtear i dtaifead iad i gceart, agus go gcoisctear earráidí nó neamhrialtachtaí ábhartha nó go mbraithfí iad ar bhealach tráthúil.

Ceapadh an Bord ón 22 Iúil 2014 ar aghaidh agus ghlac siad bearta, idir an dá linn, lena chinntiú go bhfuil timpeallacht chuí rialaithe i bhfeidhm, tríd an méid a leanas a dhéanamh:

- Nósanna imeachta foirmiúla a bhunú trí fheidhmeanna éagsúla coiste chun monatóireacht a dhéanamh ar ghníomhaíochtaí na heagraíochta agus chun sócmhainní na heagraíochta a chosaint
- A chinntiú go ndéantar freagrachtaí agus cumhachtaí bainistíochta a shainmhíniú agus a dhoiciméadú go soiléir
- Cultúr tréan freagrachta a fhorbairt ar fud gach leibhéal den eagraíocht.

Tá an tÚdarás sásta go bhfuil próisis bhunaithe ann chun rioscaí gnó a shainaithint agus le measúnú a dhéanamh orthu. Baintear seo amach ar roinnt bealaí, lena n-áirítear:

- Cineál, méid agus impleachtaí airgeadais na rioscaí a shainaithint atá roimh an Údarás Náisiúnta Míchumais
- Measúnú a dhéanamh ar an dóchúlacht go dtarlódh na rioscaí a sainaithníodh Tá clár riosca i bhfeidhm ag an ÚNM lena n-áirítear rioscaí straitéiseacha, oibríochtúla, teicneolaíocht faisnéise, airgeadais

agus clú / comhlíonta Anuas air sin, críochnaítear anailís riosca ag céim phleanála agus scóipeála an tionscadail

- Measúnú a dhéanamh ar chumas an Údaráis Náisiúnta Mhíchumais chun na rioscaí a tharlaíonn a bhainistiú agus a mhaolú
- Oibriú go dlúth leis an Rialtas agus le gníomhaireachtaí agus institiúidí éagsúla lena chinntiú go bhfuil tuiscint shoiléir ann ar spriocanna an Údaráis Náisiúnta Mhíchumais agus tacú le straitéisí an Údaráis chun na spriocanna siúd a bhaint amach
- Tabhairt faoi athbhreithnithe rialta ar an bplean straitéiseach agus measúnú a dhéanamh ar na rioscaí i dtaobh an chumais chun an plan a thabhairt chun críche
- Spriocanna bliantúla a leagan amach le haghaidh gach limistéir dár ngnólacht, agus tuairisciú rialta a dhéanamh ar na torthaí a baineadh amach
- Nósanna imeachta agus foráil chaighdeánach a bhunú agus a chur i bhfeidhm faoinar féidir cúnamh airgeadais a chur ar fáil do thionscadail, lena n-áirítear forálacha a cheanglaíonn aisíocaíocht mura gcomhlíonann an tionscadal na tiomantais a rinne an conraitheoir

Tá an córas rialaithe inmheánaigh airgeadais bunaithe ar chreat d'fhaisnéis bhainistíochta rialta, nósanna imeachta riaracháin, lena n-áirítear leithscaradh dualgas, agus córas tarmलगin agus cuntasáíochta. Go háirithe san áireamh tá:

- Córas cuimsitheach buiséadta ag a bhfuil buiséad bliantúil a ndéanann comhaltaí an Údaráis comhaontú agus athbhreithniú air
- Athbhreithnithe rialta ag an Údarás ar thuarascálacha tréimhsiúla agus bliantúla airgeadais a thugann feidhmíocht airgeadais le fios i leith na dtuatha, a leagann spriocanna amach chun feidhmíocht airgeadais agus eile a thomhais

Sheachfhoinsigh an tÚdarás Seirbhís Iniúchta Inmheánaigh, a oibríonn de réir an Chreatchóid Dea-Chleachtais atá leagtha amach sa Chód Cleachtais Leasaithe ar Rialachas Comhlachtaí Stáit 2009. I rith 2014, thug an Roinn Dlí agus Cirt, Comhionannais faoin tSeirbhís Iniúchta Inmheánaigh. Áirítear le ról na Seirbhíse Iniúchta Inmheánaigh tuairisciú rialta a dhéanamh don Choiste Iniúchta, faoi mar is cuí. I mBealtaine 2014, thug Iniúchadh Inmheánach faoi Athbhreithniú ar na Rialuithe Inmheánacha Airgeadais agus rinne an Coiste Iniúchta breithniú air seo.

Tá an tÚdarás freagrach as maoirseacht a dhéanamh ar chur i bhfeidhm mholtaí na Seirbhíse Iniúchta Inmheánaigh chun cinntiú go gcoimeádtar nósanna imeachta cearta agus éifeachtacha um rialú airgeadais agus déanann siad maoirsiú ar an bhfeidhm iniúchta inmheánaigh agus ar aon phleananna bainteacha chun aon réimsí nua a sainaithníodh a chur san áireamh:

Cuireann an méid a leanas faisnéis ar fáil do mhonatóireacht agus athbhreithniú an Údaráis ar éifeachtacht na gcóras rialaithe inmheánaigh airgeadais:

- obair na Seirbhíse Iniúchta Inmheánaigh agus ról an Choiste Iniúchta a bhunaigh an tÚdarás, a dhéanann maoirseacht ar obair an Iniúcháir Inmheánaigh agus ar an timpeallacht rialachais corparáidigh
- na bainisteoirí feidhmiúcháin leis an Údarás Náisiúnta Míchumais atá freagrach as an gcreat um rialú airgeadais a fhorbairt agus a choimeád
- an coiste Airgeadais a bhunaigh an tÚdarás a thugann tuairisc gach ráithe, ar a laghad, ar chaiteachas airgeadais agus shaincheisteanna gaolmhara,
- na saincheisteanna a thugann an tArd-Reachtair Cuntas agus Ciste chun solais.

Bhraith an Bord, i gcaitheamh na tréimhse sular ceapadh é in Iúil, ar dhearbhuíthe ón Stiúrthóir go raibh rialuithe airgeadais ag oibriú go héifeachtach ó thús na bliana i leith. Deimhním gur thug an Bord faoi athbhreithniú ar na rialuithe inmheánacha airgeadais bunaithe ar thuairisc ón gCoiste Iniúchta a cuireadh faoi bhráid an Bhoird ag a chruinniú i Nollaig 2014.

Dearbhaím, chomh fada agus is eol dom, go bhfuil an fhaisnéis thuas cruinn.

Helen Guinan
Cathaoirleach

Dáta:

Tuarascáil an Ard-Reachtair Cuntas agus Ciste le cur faoi bhráid Thithe an Oireachtais

Rinne mé iniúchadh ar ráitis airgeadais an Údarás Náisiúnta Míchumais don bhliain dar chríoch an 31 Nollaig 2014 faoi Acht an Údarás Náisiúnta Míchumais 1999. Cuimsíonn na ráitis airgeadais, a ullmhaíodh de réir na bpolasaithe cuntasaíochta atá leagtha amach iontu, an ráiteas faoi pholasaithe cuntasaíochta, an cuntas ioncaim agus caiteachais, an ráiteas faoi iomlán na ngnóthachan agus na gcaillteanas aitheanta, an clár comhardaithe, an ráiteas faoi shreabhadh airgid agus na nótaí bainteacha. Ullmhaíodh na ráitis airgeadais san fhoirm atá sainordaithe de réir Alt 17 den Acht, agus de réir an chleachtais chuntasaíochta a bhfuil glacadh leis in Éirinn.

Freagrachtaí Chomhaltaí an Údaráis

Tá an tÚdarás freagrach as na ráitis airgeadais a ullmhú, as cinntiú go dtugann siad léargas fírinneach cóir ar ghnóthaí an Údarás Náisiúnta Míchumais agus ar a chuid ioncaim agus caiteachais, agus as rialtacht idirbheart a chinntiú.

Freagrachtaí an Ard-Reachtair Cuntas agus Ciste

Is é mo chúram ná iniúchadh a dhéanamh ar na ráitis airgeadais agus tuairisc a dhéanamh orthu de réir an dlí is infheidhme.

Déantar m'iniúchadh trí fhéachaint chuig na comaoiní speisialta a ghabhann le Comhlachtaí Stáit maidir le bainistíocht agus oibriú na gcomhlachtaí céanna.

Déantar m'iniúchadh de réir na gCaighdeán Idirnáisiúnta Iniúcháireachta (An RA agus Éire) agus i gcomhréir leis na Caighdeáin Eiticiúla d'Iniúcháirí de chuid an Bhoird um Chleachtais Iniúcháireachta.

Raon Feidhme an Iniúchta ar na Ráitis Airgeadais

Is é atá i gceist le hiniúchadh ná dóthain fianaise a fháil maidir leis na méideanna agus na nochtuithe sna ráitis airgeadais, chun dearbhú réasúnta a thabhairt go bhfuil na ráitis airgeadas saor ó mhíríteas ábhartha, cibé acu trí chalaois nó trí earráid. Mar chuid den iarracht sin déantar measúnú maidir leis na saincheistean seo a leanas:

- cibé acu an bhfuil na polasaithe oiriúnach do chúinsí an Údaráis, agus ar cuireadh i bhfeidhm go comhréireach iad agus ar nochtadh go dóthanach iad.

- cibé acu an raibh nó nach raibh na meastacháin a rinneadh agus na ráitis airgeadais á n-ullmhú réasúnta
- leagan amach iomlán na ráiteas airgeadais

Freisin déanaim iarracht fianaise a fháil le linn an iniúchta maidir le rialtacht na n-idirbheart airgeadais.

Ina theannta sin, léim tuarascáil bhliantúil an Údaráis chun aon neamhréireachtaí ábhartha leis na ráitis airgeadais iniúchta a aithint. Má thagaim ar an eolas go bhfuil aon mhírátis nó neamhréireachtaí ábhartha soiléire i gceist déanaim machnamh ar na himpleachtaí le haghaidh mo thuarascála.

Tuairim maidir leis na Ráitis Airgeadais

Is é mo thuairim ná go dtugann na ráitis airgeadais, ar ullmhaíodh i gceart iad de réir an Chleachtais Chuntasaíochta a bhfuil Glacadh Leis in Éirinn, léargas fírinneach cóir ar staid cúrsaí an Údaráis amhail an 31 Nollaig 2014 agus ar a chuid ioncaim agus caiteachais le haghaidh 2014.

Is é mo thuairim ná gur choimeád an tÚdarás leabhair chearta chuntais. Réitíonn na ráitis airgeadais leis na leabhair chuntais.

Ábhair a nDéanaim Tuairisc Orthu trí hEisceacht

Tugaim tuairisc trí heisceacht más amhlaidh

- Nach bhfuair mé an fhaisnéis agus na míniúcháin go léir a theastaigh uaim le haghaidh m'iniúchta, nó
- gur tugadh faoi deara le linn m'iniúchta aon tarlúint ábhartha áit nár baineadh úsáid as airgead le haghaidh na gcuspóirí beartaithe nó áit nár chloígh idirbhearta leis na húdaráis arna rialú, nó
- nach bhfuil an fhaisnéis a tugadh i dTuarascáil Bhliantúil an Údaráis i gcomhréir leis na ráitis airgeadais, nó
- nach léiríonn an Ráiteas ar Rialú Inmheánach Airgeadais go bhfuil an tÚdarás ag comhlíonadh an Chód Cleachtais um Rialachas Comhlachtaí Stáit,
- Go bhfaighim go bhfuil ábhair ábhartha eile i gceist maidir leis an mbealach ina ndearnadh gnó poiblí.

Níl aon ní le tuairisciú agam maidir leis na hábhair úd a ndéantar tuairisciú orthu trí heisceacht

Patricia Sheehan

Le haghaidh agus thar ceann an
Ard-Reachtair Cuntas agus Ciste

7 Lúnasa 2014

An Ráiteas ar Bheartais Chuntasaíochta

Bonn na Cuntasaíochta

Ullmhaíodh na ráitis airgeadais de réir mhodh fabhraithe na cuntasaíochta, seachas sna cásanna a thugtar le fios thíos, agus de réir prionsabail chuntasaíochta a nglactar leo go ginearálta, faoi choinbhinsiún an chostais stairiúil.

Glacann na comhlachtaí aitheanta cuntasaíochta le Caighdeáin Tuairiscithe Airgeadais, de réir mar a bhíonn siad infheidhme.

Ioncam Dheontas an Oireachtais

Léiríonn an t-ioncam ón bhfoinse seo na suimeanna a sholáthair an roinn urraithe don ÚNA trí thuarastail agus costais eile a íoc go díreach.

Sócmhainní Seasta agus Dímheas

Léirítear Sócmhainní Seasta ar a gcostas bunúil, nó ar luacháil lúide dímheas carnach.

Gearrtar dímheas ar na rátaí bliantúla a leanas:

- Troscán agus Trealamh Oifige: 10.00 % (Líne Dhíreach)
- Crua-Earraí agus Bogearraí Ríomhaire: 20.00 % (Líne Dhíreach)
- Áitreabh: 2.50 % (ar bhonn larmhéid Laghdaitheach)

An Cuntas Caipitil

Léiríonn an Cuntas Caipitiúil an tsuim neamhamúchta ioncaim a dáileadh chun sócmhainní seasta a cheannach.

Pinsin

Oibríonn an tÚdarás Náisiúnta Míchumais scéim pinsin sochair shainithe, atá cistithe go bliantúil ar bhonn 'íoc de réir a chéile' ó airgead atá ar fáil dóibh, lena n-áirítear airgead arna sholáthar ag an Roinn Dlí agus Cirt agus Comhionannais agus ó ranníocaíochtaí a asbhaineadh as tuarastail na foirne.

Léiríonn costais phinsin sochair phinsin arna dtuilleamh ag fostaithe sa tréimhse agus léirítear iad glan ar ranníocaíochtaí pinsin na foirne, a

choimeádtar thar ceann an Údaráis Náisiúnta Mhíchumais. Aithnítear suim atá cothrom leis an táille phinsin mar ioncam sa mhéid is go bhfuil sé in-aisghabhála, agus seach-churtha ag deontais a fuarthas sa bhliain d'fhonn íocaíochtaí pinsin a scaoileadh.

Léirítear gnóthachain nó caillteanais achtúireacha a eascraíonn as dliteanais scéime i Ráiteas na nGnóthachan agus na gCaillteanas Aitheanta Iomlán agus aithnítear coigeartú comhfhreagrach sa mhéid atá in-aisghabhála ón Roinn Dlí agus Cirt agus Comhionannais.

Léiríonn dliteanais phinsin luach reatha na n-íocaíochtaí pinsin amach anseo a thuill an fhoireann go dtí seo. Léiríonn cistiú iarchurtha pinsin an tsócmhainn chomhfhreagrach a bheidh le gnóthú i dtréimhsí amach anseo ón Roinn Dlí agus Cirt agus Comhionannais.

An Cuntais Ioncaim agus Caiteachais don bhliain dar críoch an 31 Nollaig 2014

	Nótaí	2014	2013
Ioncam			
		€	€
Ioncam deontais	2(a)	3,240,600	3,426,814
Glanhistiú iarchurtha le haghaidh Pinsean	10(b)	778,000	815,000
Ioncam Eile	2(b)	22,357	29,866
		4,040,957	4,271,680
Aistriú ó / (chuig) an gCuntas Caipitiúil	8	68,784	74,475
Ioncam Iomlán		4,109,741	4,346,155
Caiteachas			
Tionscadail agus Obair Choimisiúnaithe	3	374,920	509,596
Costais Forbartha, Tacaíochta agus Riaracháin			
Costais Phárolla	4	1,873,491	1,935,007
Costais Phinsin	10(c)	1,236,210	1,257,597
Costais Riaracháin	5	479,979	545,460
Dímheas	7	73,963	74,475
		3,663,775	3,812,539
Caiteachas Iomlán		4,038,563	4,322,135
Barrachas don bhliain	13	71,178	24,020

	Nótaí	2014	2013
Barrachas a coimeádadh amhail an 1 Eanáir		197,668	173,648
Barrachas a coimeádadh amhail an 31 Nollaig		268,846	197,668
Ráiteas na nGnóthachan agus na gCaillteanas Aitheanta Iomlán			
Barrachas don bhliain		71,178	24,020
(Gnóthachan) / Caillteanas Achtúireach ar Dhliteanais Phinsin	10(e)	(978,000)	(515,000)
Coigeartú an Chistithe larchurtha Pinsin		978,000	515,000
Gnóthachan Aitheanta Iomlán don Bhliain		71,178	24,020

Baineann na torthaí don bhliain le hoibríochtaí leanúnacha.

Tá an Ráiteas ar Bheartais Chuntasaíochta, an Ráiteas ar Shreabhadh Airgid agus Nótaí 1 go dtí 16 ina gcuid de na Ráitis Airgeadais seo.

Sínithe:

Helen Guinan
Cathaoirleach

Sínithe:

Frank Cunneen
Comhalta an Údaráis

Sínithe:

Siobhán Barron
Stiúrthóir

Dáta:

An Clár Comhardaithe amhail an 31 Nollaig 2014

	Nótaí	2014	2013
		€	€
Sócmhainní Seasta	7	2,807,709	2,869,467
Sócmhainní Reatha			
Féichiúnaithe agus Réamhíocaíochtaí	12	305,399	259,475
Airgead sa Bhanc agus ar Láimh	9(b)	1,984	2,323
		307,383	261,798
Dlíteanais Reatha			

	Nótaí	2014	2013
Creidiúnaithe agus Fabhruithe	11	38,537	64,130
		38,537	64,130
Glansócmhainní Reatha		268,846	197,668
Sócmhainní Iomlána Iúide			
Dliteanais roimh Phinsin		3,076,555	3,067,135
Sócmhainn Mhaoinithe			
Iarchurtha le haghaidh Pinsean	10(d)	(16,600,000)	(16,800,000)
Dliteanais Phinsin	10(e)	16,600,000	16,800,000
		3,076,555	3,067,135
Arna léiriú ag:			
An Cuntas Caipitil	8	2,807,709	2,869,467
Barrachas a Coimeádadh ar an			
gCuntas Ioncaim agus			
Caiteachais	13	268,846	197,668
		3,076,555	3,067,135

Tá an Ráiteas ar Bheartais Chuntasaíochta, an Ráiteas ar Shreabhadh Airgid agus Nótaí 1 go dtí 16 ina gcuid de na Ráitis Airgeadais seo.

Sínithe:

Helen Guinan
Cathaoirleach

Sínithe:

Frank Cunneen
Comhalta an Údaráis

Sínithe:

Siobhán Barron
Stiúrthóir

Dáta:

An Ráiteas ar Shreabhadh Airgid don Bhliain dar críoch an 31 Nollaig 2014

	Nótaí	2014	2013
		€	€
Glan-Eis-Sreabhadh Airgid ó			
Ghníomhaíochtaí Oibriúcháin	9a	4,840	(6,038)
Torthaí ar Infheistíochtaí agus ar Sheirbhísíú Airgeadais			

	Nótaí	2014	2013
Ús a Fuarthas		0	1
Glan-Insreabhadh ó Thorthaí ar Infheistíochtaí agus ar Sheirbhísiú Airgeadais		0	1
Gníomhaíochtaí Infheistíochta			
Sócmhainní Seasta a Cheannach	7	(5,179)	0
Fáltais ó Dhiúscairt Sócmhainní Seasta		0	0
Glan-Eis-Sreabhadh Airgid ó Gníomhaíochtaí Infheistíochta		0	0
Méadú / (Laghdú) ar Airgead sa Bhanc agus ar Láimh	9b	(339)	(6,037)

Tá an Ráiteas ar Bheartais Chuntasaíochta, an Ráiteas ar Shreabhadh Airgid agus Nótaí 1 go dtí 16 ina gcuid de na Ráitis Airgeadais seo.

Sínithe:

Helen Guinan
Cathaoirleach

Sínithe:

Frank Cunneen
Comhalta an Údaráis

Sínithe:

Siobhán Barron
Stiúrthóir

Dáta:

Nótaí leis na Ráitis Airgeadais don Bhliain dar críoch an 31 Nollaig 2014

1. Cuimsíonn na Ráitis Airgeadais an bhliain dar críoch an 31 Nollaig 2014.

2. Ioncam

	2014	2013
	€	€
2 (a) Ioncam Deontais		

	2014	2013
Déantar an méid iomlán a íocann an Roinn Dlí agus Cirt agus Comhionannais thar ceann an ÚNM a tharraingt anuas faoi fhotheideal DII vóta 24	3,240,600	3,426,814
	3,240,600	3,426,814
2 (b) Ioncam Eile		
Ús Bainc	0	1
An Roinn Coimirce Sóisialaí	7,082	12,113
Ilearraí	15,275	17,752
	22,357	29,866

3. Tionscadail agus Obair Choimisiúnaithe

Chaith an tÚdarás Náisiúnta Míchumais €374,920 (2013: €509,596) ar thionscadail agus ar obair choimisiúnaithe. Rangaíodh caitheamh iarbhir faoi na fotheidil a leanas:

	2014	2013
	€	€
Taighde	158,584	274,122
Acmhainní Faisnéise	58,676	27,382
Dearadh Uilíoch a Chur chun Cinn	52,063	66,676
Seirbhísí Corparáideacha	51,941	53,126
Caighdeáin agus Treoirínte	25,942	23,667
Comhdhálacha agus Seimineáir	18,560	57,542
Sainchomhairleoireacht	6,780	4,084
Aistriúchán	2,374	2,997
Iomlán na dTionscadal agus na hOibre a Coimisiúnaíodh	374,920	509,596

4. Costais Phárola

	2014	2013
	€	€
Pá Foirne an ÚNM	1,869,847	1,931,023
Foireann Ghníomhaireachta	3,644	3,984
	1,873,491	1,935,007

Ba é 33 duine an meánlíon foirne a bhí fostaithe ag an Údarás i gcaitheamh na bliana (2013: 33).

Luach saothair an Stiúrthóra

Íocadh tuarastal €95,816 (2013: €97,924) leis an Stiúrthóir in 2014 ar Scála Phríomhoifigeach na Státseirbhíse. Ní dhearnadh aon íocaíocht eile de chineál pá leis an Stiúrthóir i rith na bliana. Tá an Stiúrthóir ina comhalta de scéim sochair shainithe neamhchistithe de chuid na hearnála poiblí agus ní sháraíonn a cuid teidlíochtaí na teidlíochtaí caighdeánacha a bhíonn ar fáil do scéim den sórt sin.

5. Costais Riaracháin

	Nótaí	2014	2013
		€	€
Costais Taistil		13,937	24,544
Oiliúint agus Earcaíocht Foirne agus Sláinte agus Sábháilteacht		16,704	32,922
Forchostais a bhaineann leis an bhfoirgneamh		87,819	87,633
Rates		52,197	68,490
Glantachán / Costais Tí		52,013	54,228
Táillí agus Costais an Údaráis	6	35,193	68,267
Postas agus Gutháin		22,446	22,565
Costais reatha na hoifige		26,831	43,675
An Leabharlann		7,869	19,141
Costais TF		95,669	84,508
Táillí Gairmithe		12,787	22,867
Táille Iniúchta		16,600	16,620
Deisiúcháin Foirgnimh		39,914	0
		479,979	545,460

6. Táillí agus Costais an Údaráis

Íocadh caiteachas €35,193 (€68,267 in 2013) i dtaca le Táillí an Údaráis.

Comhalta den Údarás	Táillí	Costais a íocadh le nó thar ceann	Iomlán

Comhalta den Údarás	Táillí	Costais a íocadh le nó thar ceann	Iomlán
An tUasal Helen Guinan	€4,489	€1,612	
An tUasal Orla Barry	€0		
An tUasal Frank Cunneen	€2,993		
An tUasal Des Kenny	€2,993		
An tUasal Ruthann La Malfa	€2,993		
An tUasal Mary Lavelle	€2,993		
An tUasal Teresa McDonnell	€2,993	€57	
An tUasal Déaglán Ó Briain	€0		
An tUasal Deirdre O'Connor	€2,993		
An tUasal James O'Grady	€2,993		
An tUasal Donie O'Leary	€2,993	€775	
An tUasal Alison Ryan	€2,993	€172	
An tUasal Dónal Rice	€0		
Fo-iomlán	€31,426	€2,484	
Donal Lawlor (Cathaoirleach an Choiste Iniúchta)	€1,283		
Iomlán	€32,709	€2,484	
			€35,193

Cheap an tAire Dlí agus Cirt agus Comhionannais gnáthchomhaltaí an Údaráis agus an Cathaoirleach ainmnithe an 22 Iúil 2014. Tháinig an Cathaoirleach ainmnithe os comhair Choiste an Oireachtais an 17 Meán Fómhair 2014, inar sceidealáíodh chéad chruinniú an Údaráis ina dhiaidh sin. Íocadh táillí leathbhliana le comhaltaí an Údaráis i Nollaig 2014.

7. Sócmhainní Seasta

	Crua-Earraí agus Bogearraí Ríomhaire	Troscán agus Trealamh Oifige	Áitreab h Ruilse	Iomlán

	Crua-Earraí agus Bogearraí Ríomhaire	Troscán agus Trealamh Oifige	Áitreabh Ruilse	Iomlán
	€	€	€	€
Costas nó Lúcháil				
Iarmhéid amhail an 1 Eanáir 2014	411,778	109,129	3,988,604	4,509,511
Breisiúcháin ar chostas	5,179	0	0	5,179
Caipitliú Sócmhainní a ceannaíodh i mblianta roimhe seo	6,571	34,591	0	41,162
Diúscairtí	(241,456)	(26,577)	0	(268,033)
Iarmhéid amhail an 31 Nollaig 2014	182,072	117,143	3,988,604	4,287,819
Dímheas Carnach				
Iarmhéid amhail an 1 Eanáir 2014	409,770	108,225	1,122,049	1,640,044
Gearrtha sa bhliain	1,157	1,142	71,664	73,963
Dímheas Carnach ar Shócmhainní a ceannaíodh i mblianta roimhe seo	4,771	29,365		34,136
Diúscairtí	(241,456)	(26,577)		(268,033)
Iarmhéid amhail an 31 Nollaig 2014	174,242	112,155	1,193,713	1,480,110
Glanluach Leabhar amhail an 31 Nollaig 2014	7,830	4,988	2,794,891	2,807,709
Glanluach Leabhar amhail an 31 Nollaig 2013	2,008	904	2,866,555	2,869,467

Oibríonn an tÚdarás a ngnó óna n-áitreabh ag 25 Bóthar Chluaidh, Droichead na Dothra, Baile Átha Cliath 4, a bhfuil siad ina n-úinéir air. Níl

aon réadmhaoin eile ag an Údarás agus ní léasaíonn siad aon réadmhaoin eile.

8. An Cuntas Caipitil

	Nótaí	2014	2013
		€	€
Iarmhéid amhail an 1 Eanáir		2,869,467	2,943,942
Ioncam a úsáideadh chun sócmhainní seasta a cheannach	7	5,179	0
Ioncam a amúchadh sa bhliain ar aon dul le dímheas sócmhainní	7	(73,963)	(74,475)
Aistriú (chuig) / ón gCuntas Ioncaim agus Caiteachais:		(68,784)	(74,475)
Athrangú Sócmhainní Seasta	7	7,026	0
Gluaiseacht iomlán		(61,758)	(74,475)
Iarmhéid amhail an 31 Nollaig		2,807,709	2,869,467

9. Réiteach Sreabhadh Airgid

	2014	2013
	€	€
9 (a) Réiteach an Bharrachais don Bhliain go dtí Airgead ó Ghníomhaíochtaí Oibriúcháin		
Barrachas don tréimhse	71,178	24,020
Coigeartú le haghaidh earraí neamhoibriúcháin		
Ús Infhaighte	0	(1)
Gluaiseacht ar an gCuntas Caipitiúil	(61,758)	(74,475)
Coigeartú le haghaidh earraí neamhairgid		
Dímheas	73,963	74,475
Athrangú Sócmhainní Seasta	(7,026)	0
Athrú i bhFabhrúithe	(45,924)	(55,105)
Athrú i gCreidiúnaithe	(25,593)	25,048
Sreabhadh airgid ó Ghníomhaíochtaí Oibriúcháin	4,840	(6,038)
9 (b) Réiteach an Sreafa airgid chuig Ghluaiseacht sna Glanchistí		

	2014	2013
Glanhistí amhail an 31 Nollaig 2013	2,323	8,360
Laghdú ar Airgead	(339)	(6,037)
Glanhistí amhail an 31 Nollaig 2014	1,984	2,323

10. Aoisliúntas

Faoin Acht um Údarás Náisiúnta Míchumais, 1999, déanfaidh an tÚdarás le faomhadh an Aire Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí scéim nó scéimeanna chun sochair aoisliúntais a dheonú do chomhaltaí foirne, lena n-áirítear Stiúrthóir an Údaráis, nó i dtaobh na gcomhaltaí foirne sin.

Tá Samhailscéim dréachtaithe agus tá sí ar feitheamh faofa ón Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí agus ón Roinn Caiteachais Phoiblí agus Athchóirithe.

Oibríonn an tÚdarás Náisiúnta Míchumais (ÚNM) scéimeanna neamhchistithe sochair shainithe aoisliúntais don fhoireann. Íoctar teidlíochtaí aoisliúntais a eascraíonn faoi na scéimeanna as ioncam reatha agus déantar iad a mhuirearú ar an gCuntas Ioncaim agus Caiteachais, glan ó ranníocaíochtaí aoisliúntais fostaí, sa bhliain ina mbíonn siad iníoctha.

Faoi láthair, faigheann an fhoireann a bhí mar fhoireann an Bhoird Náisiúnta Athshlánúcháin a théann ar scor sochair aoisliúntais faoi théarmaí Scéim Aoisliúntas an Rialtais Áitiúil. Faigheann an fhoireann a bhí fostaíthe ag an ÚNM tar éis a mbunaithe agus a théann ar scor, sochair scoir de réir théarmaí Scéim Aoisliúntais na nGníomhaireachtaí Sláinte Ainmnithe.

(a) Scéim Pinsin

Bunaítear na torthaí a leagtar amach thíos ar luacháil achtúireach na ndliteanas pinsin maidir le foireann seirbheála ar scor agus foireann an ÚNM a fuair bás amhail an 31 Nollaig 2014. Thug achtúire neamhspleách cáilithe faoin luacháil ar mhaithe leis an gcaighdeán cuntasáíochta, Caighdeán Tuairiscithe Airgeadais Uimh. 17 – Sochair Scoir (FRS).

Tugadh faoin luacháil seo agus úsáid á baint as modh na n-aonad réamh-mheasta. Ba iad seo a leanas na toimhdí airgeadais a úsáideadh chun dliteanais na scéime a ríomh:

	2014	2013
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	2014	2013
Ráta Iascaine	5.5%	5.5%
Toimhde faoi mhéadú ar thuarastal	4%	4%
Toimhde faoi mhéadú ar phinsean	4%	4%
Boilsciú praghaís	2%	2%

Toisc go bhfuil scéimeanna an ÚNM neamhchistithe, ní choimeádtar aon sócmhainní i dtaobh dliteanais pinsin chanaigh de chuid chomhaltaí foirne an ÚNM.

(b) Glanchistiú Iarchurtha le haghaidh Pinsean sa bhliain

	2014	2013
	€	€
Cistiú atá in-aisghnóthaithe maidir le costais pinsin na bliana reatha	1,340,000	1,370,000
Deontas Stáit a úsáideadh chun pinsinéirí a íoc	(562,000)	(555,000)
	778,000	815,000

(c) Anailís ar an méid a gearradh ar bhrabús oibriúcháin faoi FRS 17

	2014	2013
	€	€
Costas reatha seirbhíse	420,000	460,000
Ús ar dhliteanais na scéime pinsin	920,000	910,000
Ranníocaíocht fostaí	(103,790)	(112,403)
Costais seirbhíse roimhe seo	-	-
Muirear iomlán oibriúcháin	1,236,210	1,257,597

(d) Sócmhainn Chistithe Iarchurtha le haghaidh Pinsean

Aithníonn an tÚdarás Náisiúnta Míchumais na suimeanna seo amhail bheith ina sócmhainn a chomhfhreagraíonn don dliteanas neamhchistithe le haghaidh pinsean ar bhonn sraith toimhdí a ndéantar cur síos orthu thuas, mar aon le líon imeachtaí roimhe seo. Áirítear leis na himeachtaí seo, an bonn reachtúil le bunú na scéimeanna aoisliúntais, agus an beartas agus an cleachtas atá i bhfeidhm faoi láthair i dtaca le pinsin seirbhíse poiblí a chistiú, lena n-áirítear ranníocaíochtaí ag fostaithe agus an próiseas bliantúil meastachán. Cé nach bhfuil aon chomhaontú foirmiúil i bhfeidhm maidir leis na méideanna sonracha seo leis an Roinn Dlí agus Cirt agus Comhionannais, níl aon fhianaise ag an Údarás Náisiúnta Míchumais a

thabharfadh le fios nach leanfaidh an beartas cistithe seo ar aghaidh leis na suimeanna sin a chumhdaigh de réir an chleachtais reatha. B'ionann an tsócmhainn chistithe iarchurtha le haghaidh pinsean amhail an 31 Nollaig 2014 agus €16.6 milliún (2013: €16.8 milliún).

(e) Gluaiseacht in easnamh i rith na bliana

	2014	2013
	€	€
Dlíteanas na Scéime amhail an 1 Eanáir	€16,800,000	€16,500,000
Costas reatha seirbhíse	€420,000	€460,000
Ús ar dhlíteanais scéime	€920,000	€910,000
Sochair iníoctha	(€562,000)	(€555,000)
Gnóthachan Achtúireach a aithnítear i Ráiteas na nGnóthachan agus na gCailteanas Aitheanta Iomlán (RGCAI)	(€978,000)	(€515,000)
Dlíteanas Pinsin	€16,600,000	€16,800,000

Stair na ngnóthachan agus na gcaillteanas ó thaithí

	2014	2013	2012	2011
(Gnóthachain) / cailteanais ó thaithí ar dhlíteanais na scéime	(€978,000)	(€515,000)	(€1,030,000)	(€1,260,000)
Céatadán luach reatha na ndlíteanas scéime	(6%)	(3%)	(6%)	(8%)

Ranníocaíochtaí an Tobhaigh Phinsin

Asbhaineadh €109,695 ó bhaill foirne mar thobhach pinsin agus choimeád an Roinn Dlí agus Cirt agus Comhionannais é.

11. Creidiúnaithe agus Fabhruithe

	2014	2013
	€	€
Fabhruithe	€38,537	€64,130
Creidiúnaithe Iomlána	€38,537	€64,130

12. Féichiúnaithe agus Réamhíocaíochtaí

	2014	2013
	€	€
An Roinn Dlí agus Cirt agus Comhionannais	€294,092	€230,531
Réamhíocaíochtaí	€10,993	€13,144
Féichiúnaithe Eile	€314	€15,800
Féichiúnaithe Iomlána	€305,399	€259,475

Baineann féichiúnaithe eile leis an mbarrachas a eascraíonn ó ranníocaíochtaí carnacha aoisliúntais a asbhaineadh ó fhoireann an ÚNM lúide íocaíochtaí carnacha pinsin a rinneadh leis an bhfoireann ar dhul ar scor dóibh a cistíodh ón gciste seo.

13. Gluaiseacht an Bharrachais a Coimeádadh

	2014	2013
	€	€
Barrachas a coimeádadh amhail an 1 Eanáir	€197,668	€173,648
Gluaiseacht sa Bhliain		
Réamhíocaíochtaí agus Féichiúnaithe Eile	(€17,637)	(€2,654)
Fabhruithe	€25,593	(€25,048)
Fionraí Pinsin	€63,561	€57,759
Laghdú sa chuntas bainc	(€339)	(€6,037)
Gnóthachan Aitheanta Iomlán don bhliain	€71,178	€24,020
Barrachas a coimeádadh amhail an 31 Nollaig	€268,846	€197,668

14. Dlíteanais Theagmhasacha

Níl aon dlíteanais theagmhasacha ann amhail an 31 Nollaig 2014.

15. Ceangaltais Chaipitil

Ní raibh aon cheangaltais chaipitil gan íoc ag an Údarás amhail an 31 Nollaig 2014.

16. Faomhadh na Ráiteas Airgeadais

D'fhaomh an tÚdarás na Ráitis Airgeadais an 16 Iúil 2015.

Aguisín 1: An tÚdarás agus coistí eile in 2014

Ceapadh Údarás nua in Iúil 2014.

- An tUasal Helen Guinan (Cathaoirleach)
- An tUasal Orla Barry
- An tUasal Frank Cunneen
- An tUasal Des Kenny
- An tUasal Ruthann La Malfa
- An tUasal Mary Lavelle
- An tUasal Teresa McDonnell
- An tUasal Déaglán Ó Briain
- An tUasal Deirdre O'Connor
- An tUasal James O'Grady
- An tUasal Donie O'Leary
- An tUasal Dónal Rice
- An tUasal Alison Ryan

An Coiste Iniúchta

- Donal Lawlor (Cathaoirleach)
- Lawrence Byrne
- Robert Cashell
- Frank Cunneen
- Des Kenny
- Alison Ryan

An Coiste Airgeadais

- Frank Cunneen (Cathaoirleach)
- Pat Fitzsimons
- Des Kenny
- Ruthann La Malfa

- Teresa McDonnell
- David Scott

Aguisín 2: Ionadaíocht ar chomhlachtaí seachtracha in 2014

An Earnáil Phoiblí:

An Roinn Oideachais agus Scileanna

- Comhalta den Choiste Comhairleach Míchumais
- Ballraíocht den Chomhairle Náisiúnta um Oideachas Speisialta, agus dá bhFóram Comhairliúcháin
- Ballraíocht den Ghrúpa Oibre ar shamhail nua chun múinteoireacht acmhainní a leithdháileadh

An Roinn Cumarsáide, Fuinnimh agus Acmhainní Nádúrtha

- Plean Earnála agus Coiste Monatóireachta Chuid 5
- Údarás Craolacháin na hÉireann (Grúpa oibre ar Ionadaíocht Daoine atá faoi Mhíchumas sna Meáin Chraolacháin)
- Painéal Comhairleach do Thomhaltóirí an Choimisiúin um Rialáil Cumarsáide agus a bhFóram Tionscail ar Sheirbhísí Cumarsáide Leictreonaí do Dhaoine faoi Mhíchumas
- Grúpa Páirtithe Leasmhara Tomhaltóirí an Choimisiúin um Rialáil Fuinnimh

An Roinn Comhshaoil, Pobail agus Rialtais Áitiúil

- Grúpa Monatóireachta le haghaidh na Straitéise Tithíochta do dhaoine atá faoi mhíchumas
- Grúpa Monatóireachta um Fheidhmiú le haghaidh na Straitéise Náisiúnta Tithíochta do Dhaoine atá faoi Mhíchumas, agus fochoiste na Gníomhaireachta Tithíochta ar a cur i bhfeidhm
- Fóram Páirtithe Leasmhara Uisce Éireann

An Roinn Sláinte

- Comhalta den Ghrúpa Stiúrtha um Fheidhmiú Athbhreithniú Beartais ar Luach ar Airgead ar Sheirbhísí Míchumais, agus de Ghrúpaí Oibre 1, 2, 4 agus 5 den phróiseas um chur i bhfeidhm
- Comhalta den Choiste Comhairleach Míchumais
- Comhalta d'Fhóram Comhairleach Náisiúnta FSS

- Comhalta de Ghrúpa Oibre FSS ar Thodhchaí an Altranais Mhíchumais Intleachtaigh in Éirinn a Mhúnlú
- Comhalta de Choiste Rochtana Uilíche FSS

An Roinn Dlí agus Cirt agus Comhionannais

- Coiste Monatóireachta Chuid 5
- An Coiste Stiúrtha Náisiúnta ar Fhoréigean i gcoinne Ban, agus a bhfochoiste Feasachta Poiblí

An Roinn Coimirce Sóisialaí

- Bord na Seirbhíse Náisiúnta Abhcóideachta do Dhaoine faoi Mhíchumas
- An Fóram Comhchomhairliúcháin Mhíchumais
- Grúpa um Fheidhmiú – Liúntas Cúram Baile

An Roinn Iompair, Turasóireachta agus Spóirt

- Coiste Comhairliúcháin Inrochtaineachta
- An tÚdarás Náisiúnta Iompair – an Coiste Comhairleach do Thacsaithe

Eile

- Tascfhórsa Dearaidh Uilíoch Institiúid Ríoga Ailtirí na hÉireann (IRAÉ)

Aguisín 3: Foilseacháin in 2014

- Tuarascáil Bhliantúil 2013
- Comhairliúchán le daoine atá faoi mhíchumas ar mheonta poiblí – Tuarascáil ‘Do Ghlór, Do Rogha’ 2013
- Ag maireachtáil agus gortú faighte inchinne ort
- Céim 2 de Staidéar Indéantachta Leithdháileadh Acmhainní an Údaráis Náisiúnta Míchumais
- Ríomh-Nuachtlitreacha an Údaráis Náisiúnta Míchumais
- Roghanna oideachais agus oiliúna iar-scoile do dhaoine atá faoi mhíchumas (“Post school education and training options for people with disabilities”) (i gcomhar leis an gComhairle Náisiúnta um Oideachas Speisialta)
- Freastal Réasúnta ar dhaoine a bhfuil Neamhord de chuid Speictream an Uathachais orthu (“Reasonable Accommodation for people with Autism Spectrum Disorder”)
- Suirbhé ar Tháscairí na Straitéise Náisiúnta Míchumais 2013
- An tionchar a imríonn míchumas ar shiblí (cur i láthair comhdhála)
- Míchumas Mothúcháinach, Síceolaíoch agus Meabhairshláinte in Éirinn a thuiscint: Tosca a Éascaíonn Cuimsiú Sóisialta (i gcomhar leis an gComhairle Náisiúnta um Oideachas Speisialta) (“Understanding Emotional, Psychological, and Mental Health disability in Ireland: Factors Facilitating Social Inclusion (Jointly with ESRI)”. Tuarascáil 2013 ar Chomhlíonadh Chuid 5 den Acht Míchumais

Aguisín 4: Páipéir chomhairle beartais in 2014

- Comhairliúchán ar Rialacha Rochtana Údarás Craolacháin na hÉireann
- An Roinn Leanaí agus Gnóthaí Óige – Ráiteas Straitéise 2015-2017
- An Roinn Oideachais agus Scileanna – Tuarascáil Ghrúpa Oibre na Comhairle Náisiúnta um Oideachas Speisialta ar shamhlacha nua d'acmhainní múinteoireachta a leithdháileadh
- An Roinn Sláinte – Athbhreithniú ag painéal saineolaithe ar an scéim cártaí leighis
- An Roinn Sláinte – Ráiteas Straitéise 2015-2017
- An Roinn Sláinte - Árachas Uilíoch Sláinte
- FSS – Todhchaí an Altranais Mhíchumais Intleachtaigh in Éirinn a Mhúnlú
- Dréacht-Rialacháin an Údaráis Náisiúnta Iompair um Fheithiclí Beaga Seirbhíse Poiblí (Comhdhlúthú agus Leasú), 2014
- Aighneacht leis an Roinn Dlí agus Cirt agus Comhionannais ar an Straitéis Náisiúnta nua ar Fhoréigean Baile, Gnéasach agus Inscnebhunaithe.
- Aighneacht leis an Roinn Dlí agus Cirt agus Comhionannais ar Fhoréigean Gnéasach i leith daoine Leochaileacha (i gcomhthéacs an Bhille um an Dlí Coiriúil (Cionta Gnéasacha), 2015
- Aighneacht ar dhréacht-Scéim Ghinearálta na bhforálacha reachtaíochta le haghaidh Réamhthreoracha Cúram Sláinte a chuimsiú isteach sa Bhille um Chinnteoireacht Chuideachta (Cumas), 2013
- Aighneacht chuig an Roinn Comhshaoil, Pobail agus Rialtais Áitiúil, agus chuig an Rialtas Áitiúil ar athbhreithniú a dhéanamh ar an Straitéis Tithíochta Sóisialta
- Aighneacht chuig an Roinn Comhshaoil, Pobail agus Rialtais Áitiúil, agus chuig an Rialtas Áitiúil ar athbhreithniú a dhéanamh ar Ráiteas Straitéise na Roinne.

An tÚdarás Náisiúnta Míchumais

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Is é an tÚdarás Náisiúnta Míchumais an comhlacht neamhspleách a thugann sainchomhairle ar bheartas agus chleachtas míchumais don Aire, agus a dhéanann Dearadh Uilíoch a chur chun cinn in Éirinn.