

# **Annual Report 2011**



Údarás Náisiúnta Míchumais  
National Disability Authority



<b>Contents</b>
-----------------

Chairperson’s Statement .....	4
Director’s Statement .....	6
Overview of 2011 .....	8
Strategic Priority 1: To provide support and evidence-based advice to Government Departments and Public Bodies.....	11
Strategic Priority 2: To provide evidence-based policy advice to promote independence and the quality of daily life for people with disabilities across the lifecycle.....	20
Strategic Priority 3: To promote inclusion through accessibility and universal design .....	25
Strategic Priority 4: To build the National Disability Authority’s capacity to deliver on its strategic goals.....	30
Financial Statements 31 December 2011 .....	33
Appendices .....	61
Appendix 1: Authority and other Committees in 2011 .....	62
Appendix 2: Representation on external bodies in 2011 .....	63
Appendix 3: Publications in 2011 .....	65
Appendix 4: Policy advice papers in 2011 .....	66

## **Chairperson's Statement**

I am pleased to present the Annual Report of the National Disability Authority for 2011 to the Minister for Justice and Equality. The National Disability Authority is the independent, national advisory body to the Minister on disability issues and universal design and this report outlines its activities.

Economic difficulties continue to have an impact on the lives of people with disabilities. However, such difficulties can also provide the impetus for a new way of doing things, and the National Disability Authority is participating in various initiatives that seek to improve the delivery of services to people with disabilities and further enhance their inclusion in society. In 2011, the work of the National Disability Authority included:

- the publication of the National Disability Authority's third National Survey of Public Attitudes to Disability in Ireland
- the development of the world's first universal design standard for customer service in public energy suppliers
- the publication of a guide for employers on how to retain employees who acquire a disability
- the publication of a statutory code of practice covering accessible heritage sites
- conduct of a review of the operation of the statutory assessment of need process, under Part 2 of the Disability Act 2005
- the launch of a free eLearning module to train public sector staff to provide quality services to people with disabilities

As for many others in the public service, 2011 was another challenging year with further reductions in staff. To this end, much of the focus during the year was placed on ensuring flexibility of resources and on the appropriate deployment of skills, across the organisation, to effectively and efficiently deliver the remit of the National Disability Authority. Emphasis was also placed on achieving further efficiencies and value for money throughout all operations.

I would like to thank the staff of the Disability Policy section in the Department of Justice and Equality, as well as the staff of the Financial Shared Services unit and the shared IT services. They assisted the National Disability Authority in its transfer back to the newly constituted Department from the former Department of Community, Equality and Gaeltacht Affairs. I would also like to thank those groups which provided advice and oversight on individual projects.

This year marks the halfway point in the four-year term of the current Authority. I take this opportunity to thank the members for their work during this time, and also the members of the Finance and Audit committees. The consistent level of attendance and the high standard of contributions across the board have demonstrated a strong commitment to making a difference.

I would like to recognise the continued dedication, enthusiasm and expertise of the National Disability Authority staff. I have no doubt that they will continue to work committedly to provide quality information and advice to government to guide policy and practice for people with disabilities.

Peter McKeivitt

Chairperson

## **Director's Statement**

The National Disability Authority delivered a full work programme in 2011 under the second year of our current Strategic Plan 2010-2012. The focus of our work has been on supporting continued implementation of the National Disability Strategy; guiding policy to ensure effective supports for independent living in the community; and promoting the universal design and accessibility of goods, services and places.

The National Disability Authority has continued to advise Departments on their individual programmes which form the National Disability Strategy. With changes in Departmental responsibilities, and a focus on what has to be done towards ratifying the UN Convention on the Rights of Persons with Disabilities, the scope will expand to bring in new areas under the umbrella of the National Disability Strategy, such as mental capacity legislation, and the areas of culture, tourism and sport.

There have been many important developments during 2011 including publication of the Policy Review of Disability Services produced by the Expert Group chaired by the Department of Health, and of the Housing Strategy for People with Disabilities. As the next phase entails the implementation of new policy directions as they are adopted, the National Disability Authority has been working to guide on the systems and practices that can enable the delivery of effective supports for people with disabilities including research in the area of individualised budgets and natural community supports.

The National Disability Authority's Centre for Excellence in Universal Design continued to lead the way in promoting universal design which is relevant for the wider population. This work is especially relevant to an ageing society, and the issues being discussed in the European Year of Active Ageing 2012. A key focus of work in 2012 will be how technology can support people in their own homes through Telecare and Telehealth.

I had the opportunity to represent the National Disability Authority on the Steering Group for the Taxi Regulation Review and the associated Working Group on Licensing and Administration. This was important to guide on the issues relevant to customers with disabilities including accessibility, availability and affordability. The report of the Steering Group is expected in early 2012.

There was a very smooth transition back to the Department of Justice and Equality from the Department of Community, Equality and Gaeltacht Affairs. We are grateful for the support from all those involved and to those who administer

the shared services facilities in Finance and Information Technology which support the work of the National Disability Authority.

The National Disability Authority continued to work to achieve efficiencies in operations as committed in our action plan under the Public Service (Croke Park) Agreement, and while we lost a number of staff during the year, we worked to deploy remaining resources to best effect. Staff delivered an ambitious work programme demonstrating flexibility, commitment, high levels of performance and initiative, in the shared goal to help shape policy and practice that can make a difference in the lives of people with disabilities. I thank them for this.

I would also like to thank the Chairman and the members of the Authority for their strategic guidance, vision and support to the executive in delivering on this programme in line with the National Disability Authority's strategic objectives.

Siobhan Barron

Director

## Overview of 2011

The National Disability Authority continued to fulfil its remit by offering advice and guidance towards advancing the inclusion of people with disabilities. The continued recession and its negative affect on the public finances meant that this work was carried out with less available resources than in previous years.

2011 was a year in which a new Government was appointed leading to a change in functions of individual Government Departments. The programme for Government set out commitments to publish an implementation plan for the National Disability Strategy and to move towards personalised budgets for people with disabilities. Aligned with this, the Minister for Disability, Equality, Mental Health and Older Persons established new structures to support the development of the Implementation Plan and to support its implementation on the ground. The National Disability Authority advised on the framework for the Plan and continued in its role as independent advisory body within the new structures.

A number of major reports have been published on the future of Health Service Executive-funded disability support services. These include the **Report of the Disability Policy Review** and the report **Time to Move on from Congregated Settings**, as well as a review of the future of adult day services. In addition, the Government has committed to move a share of disability funding to a personalised budget model. These will mean significant changes for how disability services are organised and funded. To support the work of policy development and implementation, the National Disability Authority continued to undertake relevant research and provide policy advice and information, to guide new systems of funding and supporting people with disabilities. The National Disability Authority has also hosted conferences, seminars and workshops, providing an opportunity for practitioners and policymakers to learn from research findings and from good practice in other jurisdictions.

In line with the Strategic Plan, the National Disability Authority continued to work on disability issues across the lifecycle. During the year, the National Disability Authority undertook a study of policy and practice in other jurisdictions in relation to Early Childhood Care and Education. The National Disability Authority also undertook a study on how the statutory assessment of need of young children was being delivered on the ground in Ireland.

In recognition that most people acquire disabilities during working age, we also published guidelines to support the retention of staff with disabilities in employment. A series of workshops on employment were conducted, looking



separately at integrated support systems to promote and sustain employment of those with intellectual disability, those with mental health difficulties, and those with physical or sensory disabilities.

The National Disability Authority published research which reviewed the literature on resource allocation models, drawing on systems of assessment and resource allocation for adults in other jurisdictions. Such models can match resources to need in an equitable way and are also the foundation for systems of personalised budgets. To inform the practical choice of resource allocation model for Ireland, the National Disability Authority began a field trial of two of the most widely-used needs assessment tools.

It is recognised that greater participation in the local community is enabled by a variety of supports, including the family, mainstream organisations and services accessed by the wider community. With this in mind the National Disability Authority conducted research on the role of natural community supports, and how people with disabilities can be supported to engage in mainstream community activities.

The **National Survey of Public Attitudes to Disability in Ireland** was published towards the end of the year. The findings of our study indicated a hardening of attitudes across all types of impairments and areas of daily living, relative to the previous such survey in 2006. As attitudes are one of the key barriers to the inclusion of people with disabilities in mainstream society, the findings will be relevant to many sectors and those who can influence positive change.

The statutory **Code of Practice on Accessible Heritage Sites**, developed by the National Disability Authority, was published, providing practical advice on making a heritage site accessible without compromising its heritage value.

The National Disability Authority also piloted and formally launched an eLearning disability awareness training module for public sector staff. This is available to download, free of charge, and takes about 90 minutes to complete. This training is a cost-effective way, in line with the public sector transformation agenda, to provide public service staff and others with the information and skills to improve services to people with disabilities. It is a tool that can assist in changing attitudes.

The National Disability Authority's Centre for Excellence in Universal Design was centrally involved in the drafting of the world's first national standard on universal design in customer services provided by public energy companies. It also published guidelines for digital television equipment and services in advance of the national digital switch over in October 2012. Society as a whole can benefit from the continued adoption of a universal design approach – getting it right from the

start and saving on retrofits and specialised solutions. Promoting awareness was supported through the Universal Design Challenge where students in the areas of design come to understand the diverse needs and preferences in our society by working with partners representing the areas of age, size, ability or disability.

## **Strategic Priority I: To provide support and evidence based advice to Government Departments and Public Bodies**

- **supporting the effective implementation of the National Disability Strategy**
- **monitoring the impact of the National Disability Strategy**

### **National Disability Strategy**

The National Disability Strategy continued to be progressed as a whole-of-government approach to working to achieve the enhanced participation and inclusion of people with disabilities in the mainstream of Irish society. The National Disability Authority provided ongoing advice on the implementation of the National Disability Strategy to the Minister of State with special responsibility for Disability, Equality, Mental Health and Older People, to relevant Government Departments and to relevant public bodies such as the Health Service Executive, local authorities, state transport companies and the communications and energy sectors.

The Programme for Government<sup>1</sup> pledged to publish a: “realistic implementation plan for the National Disability Strategy”. One of the early changes in approach was the reconstitution of the national committee to oversee this work by the appointment of members to the National Disability Strategy Stakeholder Implementation Group. This new Group consists of senior officials from 10 Government Departments, the National Disability Authority, the County and City Managers' Association and includes the Disability Stakeholder Group which is representative of persons with disabilities.

The purpose of the National Disability Strategy Stakeholder Implementation Group is:

- To provide a forum under the leadership of the Minister of State, within which government officials and disability stakeholders can work together, to guide the development of a National Disability Strategy Implementation Plan and to collaborate on its implementation, including advising on resolution of implementation difficulties
- To bring the lived experience of people with disabilities to bear on strategic and cross-sectoral implementation issues

---

<sup>1</sup> Government for National Recovery 2011-2016, p.54

- To promote positive change in attitudes towards disability
- To support the Minister of State in reporting on the Implementation Plan as required to the Cabinet Committee on Social Policy

The National Disability Authority provided written advice to the National Disability Strategy Stakeholder Implementation Group in an independent capacity and attended its first meeting in November 2011. The Minister appointed members to the Disability Stakeholder Group which was tasked to work with Departments to support the development and implementation of a 3 year action programme for the Strategy. The Minister appointed the Director of the National Disability Authority as independent chairperson of the Disability Stakeholder Group to facilitate a co-ordinated input to the National Disability Strategy Implementation Group, and the National Disability Authority provides its secretariat.

### **Departmental Strategy Statements**

The National Disability Authority contributed policy advice to government departments in relation to new Strategy Statements legally required following a change of Government. These policy advice papers contained particular recommendations on disability matters for inclusion in the strategy statements. In particular, the reorganisation of Departments in March 2011 widened the remit of a number of those Departments obliged under the Disability Act to have sectoral plans on disability, creating the opportunity to bring a stronger disability focus to the wider work of these Departments. The National Disability Authority also advised on measures needed to comply with the obligation to deliver accessible public services and to promote and support the employment of people with disabilities.

### **Disability Impact Assessment**

The National Disability Authority has worked in partnership with the Department of Justice and Equality, and the Equality Authority, in the development of guidelines for government departments on how to conduct a Disability Impact Assessment. A Disability Impact Assessment looks at the likely impacts, identifies key issues and applies reasonable actions, in relation to any proposed policy or legislation. The Cabinet Handbook requires that all substantive memoranda coming to government must have had a Disability Impact Assessment done. These guidelines are aimed at helping this process. The draft guidelines were piloted in a number of departments during 2011. The guidelines will be published in 2012.

## **Health and disability support services**

### **Assessment of Need**

The National Disability Authority undertook a project to look at the operation of the statutory assessment of need process under the Disability Act 2005. This work was done in partnership with the Department of Health (Office of Disability and Mental Health) and the Health Service Executive (National Disability Unit).

The overall aims were:

- to describe practice and understandings of various personnel involved in the statutory assessment of need
- to understand parents' understandings, motivations and experiences of the statutory assessment of need process

The work undertaken involved face to face interviews with a range of professionals drawn from eight Local Health Office areas across the country and interviews with parents who had been through the statutory assessment of need process.

The findings highlight challenges that have emerged in operating the statutory assessment of need process. They also highlight some good practice and innovations that have been developed to meet the needs of young children and families which are in keeping with the legal requirements of the Disability Act 2005. The full report will be published in 2012.

### **Mainstream early childhood care and education**

At the request of the Office for Disability and Mental Health in the Department of Health, the National Disability Authority produced a briefing paper on the inclusion of children with disabilities in the Early Childhood Care and Education scheme. The briefing paper was based on evidence from the research literature and evidence of practice of how similar schemes are administered in other countries.

### **Consultation on a Commissioning Framework for Disability Services**

Commissioning is a means by which social support services can be planned for and funded. The National Disability Authority review of contemporary disability service systems, completed in 2010, identified commissioning as one of the ways in which other jurisdictions fund disability services.

In 2011, the National Disability Authority undertook a consultation process on the commissioning of disability support services. The consultation process included:

- developing a preliminary discussion paper on commissioning disability services and circulating it to stakeholders for comments
- collating an analysis of responses by service user groups and service providers to the National Disability Authority's "preliminary view" paper on commissioning disability services
- organising an expert seminar on commissioning of disability services

### **Review of the Mental Health Act 2001**

The National Disability Authority made a submission to the Department of Health in October 2011, in relation to the Review of the Mental Health Act 2001. As part of the process of informing this submission, the National Disability Authority engaged with a number of stakeholders who are involved in the area of mental health - including service users, service providers, advocates and organisations - to listen to their views regarding the operation of the Mental Health Act 2001.

Some of the key issues highlighted in the submission included:

- The need to make the Mental Health Act 2001 consistent with the proposed mental capacity legislation
- The position of children and young people who require mental health services
- Safeguards for people with mental health difficulties in relation to detention, treatment and restraint in line with best international practice
- The extension of the remit of the Mental Health Commission and the Mental Health Inspectorate and the licensing of all mental health services

### **Value for Money Review of disability support services**

The National Disability Authority has provided significant input, over the last two years, to guide the review of disability service policy as part of the Department of Health's wider Value for Money and Policy Review of Disability Services. Following publication of proposals from the expert working group on policy, the National Disability Authority submitted a further policy advice in November 2011 paper in response to the Department of Health's consultation on those proposals.

The **Report of Disability Policy Review** substantially reflects the strategic direction proposed in the advice paper which the Authority submitted in 2010. The National Disability Authority also welcomed the suggestion in the policy paper about working with the National Disability Authority's Centre for Excellence in Universal Design on telehealth and telecare.

The National Disability Authority's advice focused on key areas, including:

- Tailoring supports to individuals rather than slotting individuals into existing services can deliver a better and more fulfilled life for people with disabilities
- Resource allocation would be based on an assessment of the individual's needs, taking account of the supports available to them
- Assistance towards making choices and shaping the supply of services
- Role of commissioning
- Consideration of the impact on service users with more complex needs and older people with disabilities

### **Promotion of public health policy**

The National Disability Authority made a submission to the Department of Health in September 2011. This submission was in response to the public consultation on: **Your Health is Your Wealth – a public health policy framework for a healthier Ireland 2012-2020.**

The submission considered that health is of fundamental importance to the inclusion of people with disabilities in Irish society. The potential participation and contribution of people with disabilities is compromised by:

- negative experiences of a range of social determinants of health
- the health impacts of disability
- inequalities in access to general health services
- poor access to health-promoting activities such as physical activity

### **Social Protection**

#### **Value for Money Review of the Disability Allowance Scheme**

The National Disability Authority made a submission to the Department of Social Protection's Value for Money Review of the Disability Allowance Scheme in July 2011. This submission was informed by our own analysis and learning from a seminar on the Review held in April 2011 for representatives from government departments and public bodies, people with disabilities and service providers.

Key points in the National Disability Authority paper included:

- Profiling and activation should be based on functional capacity rather than medical diagnosis
- The starting age for the Disability Allowance should be 18. Transitional measures need to be in place to prepare and support people with disabilities and their families for this change
- The income and entitlements someone on Disability Allowance can get when in work should be publicised

- The presumption of legal capacity, to be set out in forthcoming mental capacity legislation, should be the framework for guidelines on payment to an agent

## **Employment**

### **Supports to employment for people with high-support needs**

The National Disability Authority held three seminars on disability and employment. Themes included intellectual disability, mental health and physical and sensory disabilities. Each seminar focused on strategic approaches to supporting people with disabilities to find work as a means of sharing learning and generating discussion towards guiding a comprehensive employment strategy for persons with disabilities.

### **Employee retention**

The National Disability Authority produced a document called **Retaining employees who acquire a disability - a guide for employers**, to assist employers to support and retain employees who acquire a disability and enable such workers to remain in employment. The guidelines are based on a review of research evidence and best practice guidance, already published by the NDA. They include practical information for employers around the supports available.

### **Employment of people with disabilities in the public service**

Public bodies are legally required to promote and support the employment of people with disabilities in the public service, with a target of having people with disabilities comprising 3% of this workforce. The National Disability Authority has the statutory function to monitor compliance with these provisions.

The National Disability Authority's Report on compliance in 2010 was published in December 2011. It showed that the proportion of staff with disabilities reported across the public service had decreased slightly, from 2.9% in 2009 to 2.7% in 2010 (Table 1). This shows a break in the pattern of annual, incremental increases, that had been achieved since the target became a statutory obligation on 31 December 2005.

The total number of public service employees, with a disability, for 2010, as defined in the Disability Act 2005 was 5,748, a decrease of 632 on the 2009 figure. This decrease occurred against a backdrop of a fall in the total number of employees in the public bodies reporting under the Disability Act 2005 from 219,653 in 2009 to 210,267 in 2010 (Table 1). Overall 6,308 employees with disabilities would have been required in order to reach the 3% target.



**Table 1: Progress towards 3% Target, 2009-2010**

	<b>Total staff</b>	<b>Staff with disabilities</b>	<b>% staff with disabilities</b>
<b>2009</b>	219,653	6,380	2.9%
<b>2010</b>	210,267	5,748	2.7%
<b>Change 2009-10</b>	-9,386	-632	-0.2%

People with disabilities were affected disproportionately by the decline in public sector employment since the introduction of the moratorium on recruitment into the public sector in March 2009. The absolute number of people with disabilities employed in the public sector declined by 9.9% (632) compared to a 4% decline in overall employment (9,386).

### **Transport, Tourism and Sport**

The National Disability Authority submitted a policy advice paper to the Department in October, in response to its public consultation on the review of its sectoral plan **Transport Access for All**. The paper emphasised the importance of an integrated, accessible, available and affordable public transport system, and of providing information to enable people with disabilities plan linked journeys. It promoted the more efficient use of vehicles currently used by of the Health Service Executive, the School Transport Scheme and the Rural Transport Programme. It also suggested bringing community door-to-door transport services under the same regulatory framework as taxis.

### **National Transport Authority**

A submission was made to the National Transport Authority's public consultation in April on its **Greater Dublin Area Draft Transport Strategy 2011-2030 (2030 Vision)**.

### **Taxis**

The National Disability Authority's Director was appointed a member of Taxi Regulation Review Steering Group which was established under the Programme for Government with a view to examining standards and practices in the taxi sector. In August, the National Disability Authority submitted a wide-ranging submission based on the themes of availability, accessibility and affordability.

In parallel with that Review the National Transport Authority ran a consultation entitled: **Vehicle Standards – Consultation paper for the taxi, hackney and limousine fleet**, which took place following the revoking of the rule that renewal of standard hackney and taxi vehicle licences would only be for vehicles less than nine years old. The National Disability Authority responded to this consultation.

## **Tourism**

The Car Rental Council of Ireland - on foot of National Disability Authority enquiries in this area - stated that they are committed to ensuring that customer referrals for visitors with disabilities are handled more efficiently.

## **Communications and Energy**

### **Broadcasting Authority of Ireland**

In 2009, the former Broadcasting Commission of Ireland and the National Disability Authority published research on the **Representation and Portrayal of People with Disabilities in Irish Broadcasting**. The aim of this collaboration was to carry out research that would inform broadcasters, policy makers and the public (including people with disabilities) and would be used in the development of voluntary guidelines on the fair and accurate representation of people with disabilities in broadcast media.

In 2011 the project was moved forward and agreement was reached that the newly constituted Broadcasting Authority of Ireland will progress the development of these voluntary guidelines in 2012, with the assistance of the National Disability Authority.

The National Disability Authority also submitted policy advice papers to the Broadcasting Authority of Ireland, in relation to their consultations on its **Draft Broadcasting Code on Referenda and Election Coverage**, in August and to its **Draft Broadcasting Services Strategy** in September.

The former paper asked, that people with disabilities and older persons be accommodated by broadcasters in order to support their participation in civic society. The latter paper emphasised the importance of the future ratification of the United Nations Convention on the Rights of Persons with Disabilities on the work of the Broadcasting Authority of Ireland; in particular the portrayal of people with disabilities in the media under Article 8.

### **Commission for Communications Regulation**

The National Disability Authority hosted four meetings of the Forum on Electronic Services for People with Disabilities. Discussions concentrated on developing guidance for the telecommunications companies on how best they can implement Regulation 17 of S.I. No. 337 of 2011: **European Communities (Electronic Communications Networks and Services) (Universal Service and Users' Rights) Regulations 2011**.

The purpose of these Regulations is to give effect to a European Union Directive on universal service and users' rights, relating to electronic communications networks and services (**Universal Service Directive**).

The National Disability Authority also submitted a policy advice paper to the Commission's consultation on proposed consumer protection measures, in respect of consumer bills and billing mediums, supporting the Commissions' proposals to provide greater protection and choice for vulnerable customers, along with emphasising the benefits of incorporating universal design when planning for the billing process.

### **Commission for Energy Regulation**

The National Disability Authority responded to the Commission's consultation on the proposed national roll out of electricity and gas smart metering emphasising the benefits of a universal design approach in the provision of an inclusive, understandable, accessible and usable public infrastructure project.

## **Strategic Priority 2: To provide evidence-based policy advice to promote independence and the quality of daily life for people with disabilities across the lifecycle**

### **National Survey of Public Attitudes to Disability in Ireland**

As part of the National Disability Authority's strategic commitment to raising awareness and promoting positive attitudes to disability, the National Disability Authority commissioned a national survey of public attitudes to disability in Ireland, in July and August 2011. This survey builds upon previous surveys conducted by the National Disability Authority in 2001 and 2006.

The research was based on a nationally representative sample of 1,039 adults aged over 18 years, plus an additional 265 adults, also aged over 18 years, with disabilities to bring the total disability sub-sample to 400 people. Overall, the survey included 1,304 face to face interviews.

In general, the survey found a hardening of attitudes towards people with all types of disabilities, across a range of settings including the workplace, schools and in the community. This trend follows a period of improved attitudes and knowledge regarding disability. There is some evidence that attitudes towards people with mental health difficulties have sustained some of the improvements that were achieved between 2001 and 2006.

### **National Disability Authority Annual Conference**

The aim of the annual conference 2011 was to showcase national and international policies, practices, and initiatives that promote participation, independence, and safety, for people with disabilities living in the community. Leading, international experts presented on good practice initiatives and policy developments. In addition to the plenary sessions, there were other presentations on: using assistive technology to participate fully in the community; sexuality, parenting and family relationships; person-centred budgets; building safe communities.

### **Resource allocation models**

#### **Literature review**

The National Disability Authority conducted an extensive review of the research literature on models used internationally to allocate resources for disability services, concentrating in particular on findings in relation to the US Supports Intensity Scale, the UK resource allocation model developed by In Control, and the Australian I-Can system. This review of the literature is published on the National Disability Authority website.

### **Field trial**

To inform the practical choice of resource allocation model for Ireland, the National Disability Authority began a field trial of two of the most widely-used needs assessment tools, the Supports Intensity Scale developed in the US, and the Resource Allocation System (RAS5) used in allocating personal budgets in England, to compare the relative merits in an Irish context and to explore any issues arising. The target is to administer each of these questionnaires to 120 participants with disabilities, and collect information to inform their usability, acceptability and value in an Irish context. Interviewers are experienced professionals working in disability services, who will interview people with disabilities in a different (or no) service. Training for interviewers was provided in 2011 in each of these questionnaires, in advance of fieldwork scheduled for 2012.

### **Natural Community Supports**

Three pieces of work were undertaken to examine the role of natural community supports in supporting and enabling people with disabilities to live independent lives in the community.

#### **Review of literature**

The first piece of work, commissioned from the Work Research Centre, summarises the findings of the research literature, and has been published on [www.nda.ie](http://www.nda.ie). The findings show that lack of amenities, poor public transport, lack of finance and stigma can be barriers to the formation of social networks (and therefore social support). Individuals with severe disabilities or who lack social skills find it harder to form social networks that provide informal support.

Where people are in disability services, staff practices, such as a priority given to care over community participation were a factor. Risk management emerged as a key barrier to the promotion by service provider staff of greater independence and social inclusion.

The review highlighted that clear policies that are subject to monitoring and a cultural change in how services were delivered, facilitated greater community engagement and growth of natural support. Staff training is a key issue, as well as roles dedicated to working with people with disabilities in building links to their local communities. The need to support those who provide natural support is also acknowledged.

#### **Research in progress**

A second piece of work documents projects around promoting networks and natural supports that were submitted by a sample of service providers. A third piece surveyed people with disabilities living independently to ascertain what

natural community supports sustained them in their independence. These reports will be completed in 2012.

### **Commissioned papers to summarise current evidence**

In June 2011, the National Disability Authority commissioned Queens University, Belfast, to develop three discussion papers on key policy concerns, summarising the current evidence in these areas relating to disability. The three topics were:

- Review of social health insurance systems and provision of health services for people with disabilities in specified jurisdictions
- Good practice in supported decision-making under modern mental capacity legislation
- The transition to personal budgets for people with disabilities: a review of practice in specified jurisdictions

The discussion papers appraise and summarise international evidence; consider and discuss the implications of the research for Irish policy makers and practitioners; and identify gaps/limitations in the research. The discussion papers will form the basis for further consultation with key stakeholders and informing future policy advice to the Minister.

### **Research Promotion Scheme 2011**

The Research Promotion Scheme is a funding mechanism that aims to enhance the National Disability Authority's knowledge base, with specific proposals identified and developed by independent researchers. The focus of research topics for the Research Promotion Scheme was: Promoting Safety and Freedom from Abuse for People with Disabilities.

Contracts were awarded to the following bodies

- University College Cork, for the report – **Access to Justice for People with Disabilities as Victims of Crime in Ireland**
- Rape Crisis Network Ireland, for the report – **Sexual Violence against People with Disabilities: Data collection and barriers to disclosure**
- National Institute for Intellectual Disability, for an easy-to-read **Stop Bullying: Bullying Information Guide** and a report on the nature, extent and experience of bullying of people with intellectual disabilities as concluded from both a literature review and focus-group research.

### **Expert seminars on disability**

The National Disability Authority hosted expert seminars with Carl Dunst, a US expert on family-centred models of supports for children with disabilities, and

with John O'Brien, a US expert on independent living and on transformation of disability services.

### **Disability training eLearning module**

The National Disability Authority completed and launched its new eLearning module, in December 2011, to train public sector staff to provide quality services to people with disabilities. The eLearning module is available free of charge to public bodies. It allows public bodies to train large numbers of staff without paying for trainers or training venues and allows trainees to spend as much or as little time on the training as they require. The module was piloted in 2011 in a number of Departments and was formally launched by the Secretary-General of the Department of Public Expenditure and Reform in December.

The module can be used anywhere a computer with audio output is available, and there is also a written version. The course offers practical advice on dealing with customers with different types of disabilities. Assessment questions are spread throughout the training course, to help trainees to manage their own learning. The National Disability Authority is currently working with a number of public bodies to roll out this training across the public sector.

### **Accessibility of Heritage Sites**

The National Disability Authority launched the statutory **Code of Practice on Accessible Heritage Sites** in December 2011. The practical advice in this Code of Practice will help public bodies to meet their obligations under section 29 of the Disability Act 2005, to ensure that heritage sites are accessible for people with disabilities.

The **Code of Practice on Accessible Heritage Sites** was developed in consultation with government departments, public bodies, heritage groups and disability organisations.

The National Disability Authority also worked closely with the Architectural Heritage Unit of the Department of Arts, Heritage and the Gaeltacht on a complementary publication titled: **Access: Improving the Accessibility of Historic Buildings and Places** for owners and managers of heritage sites. This publication provides many examples of good practice and guidance on achieving a high standard of accessibility, while protecting the integrity of the heritage site.

### **Procurement**

The National Disability Authority is currently developing guidance for procurement professionals, to help them to comply with section 27 of the Disability Act 2005. The Act requires the head of a public body to ensure that goods and services supplied to that body are accessible to people with disabilities.

The guidance will help anyone involved with preparing or evaluating tenders to make sure that the needs of people with disabilities are considered throughout the process. The National Disability Authority carried out a consultation exercise with procurement officers from a range of public bodies to ensure that the guidance publication will meet their needs. This guidance is expected to be published in 2012.



## **Strategic Priority 3: To promote inclusion through accessibility and universal design**

### **Guidance and standards**

#### **Building for Everyone: A Universal design approach**

Work continued in producing a suite of booklets to promote a universal design approach to the built environment, updating the National Disability Authority's original **Building for Everyone** guidance from 2002, in line with new standards and a universal design approach.

The new version comprises a series of 10 booklets covering different aspects of building design including external space, vertical and horizontal circulation, and the planning process. There is detailed practical guidance, along with diagrams, photographs and checklists, to encourage developers, architects, designers, builders and building managers to be innovative and think creatively about solutions that meet the needs of all, regardless of their age, size, ability or disability. The series embodies in a practical way the concepts and philosophy of universal design. The series is to be launched in early 2012.

#### **Universal design for Energy Suppliers**

As a result of S.I. No. 463 of 2011: **European Communities (Internal Market in Electricity and Gas) (Consumer Protection) Regulations 2011**, the Commission for Energy Regulation had to implement a requirement for energy suppliers to incorporate universal service design when planning their delivery of customer services.

The National Disability Authority collaborated with the Commission and the National Standards Authority of Ireland in the production of a SWiFT (Standard Written in Fast Track) standard for universal design for energy suppliers; the first of its kind in the world.

The standard will provide tools for use by energy suppliers to apply around 100 design requirements that will ensure that their written, verbal and web based customer communications are universally designed. This standard will be completed and launched in early 2012.

#### **Universal design guidelines for digital television equipment and services**

Currently, many aspects of digital television services and equipment are overly complex and inaccessible for large numbers of people to use independently and with comfort. The National Disability Authority's Centre for Excellence in Universal Design commissioned research to inform guidelines for achieving

universal design in digital television equipment and services. This research will guide manufacturers, designers, broadcasters and television service providers on the universal design features necessary to ensure that the needs of the widest possible range of digital television users are taken into account. The guidelines are due to be published in early 2012.

### **Mandate 376: European Procurement Toolkit for Accessible ICT**

The National Disability Authority is contributing to the standardisation effort Mandate 376, by the European Commission and two European standardisation bodies, CEN and ETSI, to develop a European standard and accompanying toolkit to enable the public procurement of information and communication technologies that are accessible. Work in 2011 comprised of gathering requirements from stakeholders including industry, public procurement officials and people with disabilities. Research was also conducted into the accessibility advice needed for the various stages of procurement and to insure that the toolkit aligns with standards and procurement guidelines from other regions of the world. The work on the toolkit is to be completed by the end of 2012.

### **Universal design homes guidelines**

The National Disability Authority is working to develop guidelines for universal design homes; homes that are suited to people of different age, size, ability or disability and are readily adaptable to the different life stages. It is intended that these guidelines would be appropriate for all houses and apartments. The guidelines are to be completed in early 2012.

### **Accessibility for All Standards Consultative Committee**

The National Disability Authority collaborates with the National Standards Authority of Ireland, through work of the Accessibility for All Standards Consultative Committee and the seven working groups that it supports focusing on universal design of products, services, information and communication technology and the built environment. The working groups have made submissions on a number of European and international standards, which were specific to accessibility and usability of products, services, information and communication technology and the built environment. The highlight of the year was working on developing the first national guidance standard on universal design in energy services. The detail of this work is covered above.

### **Award schemes**

#### **Universal Design Challenge 2011**

The National Disability Authority's Centre for Excellence in Universal Design organised the third annual Universal Design Challenge event. The Universal Design Challenge is a 24 hour design competition that organises design teams in a user-centred design process. The design teams present new design concepts that

are judged for accessibility and usability according to the universal design principles. The theme for 2011 was: **Everyday Consumer Products**. The winning design recognised the universal difficulty experienced by all people when accessing lamp fittings or smoke detectors mounted high on walls or on ceilings. The participants in the 2011 challenge were final year undergraduate and first year postgraduate design students.

## **Awareness**

The National Disability Authority's Centre for Excellence in Universal Design hosted a series of seminars to create awareness and understanding of universal design and promote its adoption by stakeholders including:

- Integrating universal design and assistive technology - a half day seminar for government officials, health services practitioners and academics to hear about universal design research from the USA. There were presentations on integrating universal design into assistive technologies
- The "Need to Knowledge" product development model - a seminar for government officials, health services practitioners and academics on the "Need to Knowledge" model. This is a model for product and service development that has become the required best practice method in the USA
- A seminar with Enterprise Ireland, for technology transfer experts on how universal design is an important factor to ensure cost effectiveness in the "Need to Knowledge" model

## **Research and information**

### **Size for universal design**

The National Disability Authority commissioned research to determine how human body size impacts on the development of universal design, as this is a core element of universal design as defined in the Disability Act 2005. The three-part project includes an international review of the literature, a national survey of designers, design students and procurement specialists and reports for guidance on future best practice. The findings will inform guidance to designers, educators and procurement specialists and will be published in 2012.

### **Public sector websites**

The National Disability Authority is conducting research into how the design of online public information and services can be improved to enable a better online experience for users and to improve efficiencies for government and public bodies. Interviews and surveys with a wide range of stakeholders, as well as an analysis of key public sector websites, will inform the development of design guidelines to be published in 2012.

### **Research of shared spaces and surfaces**

The purpose of this project was to research contemporary national and international practices and thinking on shared spaces, shared surfaces and “home zones” with key recommendations on the direction that the National Disability Authority should take on this issue. This research is to be published in early 2012.

### **Universal design research projects**

The National Disability Authority is supervising and supporting, post-doctoral research projects that study how universal design impacts product design and development.

- A Trinity College Dublin bio-medical engineering researcher, is integrating universal design into a new product design that is informing related engineering curriculum development
- A Dublin Institute of Technology researcher is integrating user-centred design tools and techniques into the “Need to Knowledge” model to improve the potential for universal design outcomes
- Doctoral research on defining a universal design rating system for buildings. A Trinity College Dublin architectural researcher is investigating this area and in particular, how it may work with the Building Energy Rating system already in place in Ireland.

Universal design is starting to appear as academic content in the host universities as a result of these research projects.

## **Education**

### **Third-level universal design module**

The National Disability Authority’s Centre for Excellence in Universal Design commenced a project to develop a module on universal design that is suitable for use in all first year engineering, architecture, technology and design courses. A consortium of third-level educational institutions was engaged in the development of the curriculum and its content materials in 2011, which will be tested in 2012 in various third-level colleges and will be completed in late 2012.

### **Second-level universal design pilot**

The National Disability Authority’s Centre for Excellence in Universal Design commenced a project in collaboration with Cambridge University which involves operating pilot trials of a universal design curriculum module at second-level in technology-focused transition year programmes. The curriculum introduces design problem-solving based on user-centred design practices that create universal design solutions. The results and curriculum module will be published and launched in 2012.

**Curriculum for training information and communications technology professionals in universal design**

The National Disability Authority's Senior Advisor on Universal Design in information and communications technology chaired the development of a European CEN Workshop Agreement, which describes the curriculum needed in training information and communications technology professionals, to adopt a universal design approach in the design, development and delivery of information and communications technology goods and services that are usable and accessible to the widest possible range of users. This European standard was published in early 2012 and will be the first European accessible standard of its kind.

## **Strategic Priority 4: To build the National Disability Authority's capacity to deliver on its strategic goals**

### **Training and development 2011**

In order to support the on-going implementation of an effective Performance Management and Development System in the National Disability Authority, all staff received refresher training on implementing this system. The Performance Management and Development System is the mechanism used to assess, manage and support staff performance in line with current practice in the public service.

In line with the **National Disability Authority's Communications Strategy 2010-2012**, effective writing workshops were held for staff in August and September 2011, followed by advanced writing coaching for selected staff.

A range of individual training and development opportunities were delivered, in line with, and informed by, the Performance Management and Development System.

### **Finance and governance**

In April 2011, the National Disability Authority reverted back to the reorganised Department of Justice and Equality from the former Department of Community, Equality and Gaeltacht Affairs. As a result, the National Disability Authority's payments processing migrated, in May 2011, to the Department of Justice and Equality's Financial Shared Services, from the shared service facility of the Department of Finance that the Department of Community, Equality and Gaeltacht Affairs had been using.

In line with good governance, the National Disability Authority conducted a review of internal financial controls in April 2011. Following comprehensive work, the National Disability Authority's **Corporate Governance Manual** was approved by the Authority in November. The revised manual reflects current best practice; the legal and governance structure of National Disability Authority; and, in particular, incorporates the requirements of the revised **Code of Practice for the Governance of State Bodies 2009**.

The National Disability Authority developed a set of Quality Criteria to be applied to both internal and externally-commissioned work. These quality criteria cover policy advice; standards and guidelines; and research, and update and build on the previously developed quality standards for externally-commissioned research.

## **Information and record systems**

Work on the enhancement of the IT element of the National Disability Authority's Fixed Asset Register was completed. This will form part of an overall single comprehensive asset register. Work also commenced on the refinement of all other remaining assets into a single comprehensive register.

## **Partnership**

The National Disability Authority's Partnership Committee met on nine occasions. A wide-ranging work programme was undertaken by the Committee and included input into the development of a new staff canteen, sign-off on the Croke Park Agreement report, and input into the development of new policies and protocols, including: attendance management; supports for staff with disabilities; and an email protocol. The Committee also supported the development of the new Human Resources Strategy and reviewed a proposal to implement a Staff Suggestion Scheme.

## **Access Officer**

The Disability Act 2005 requires every public body to have a least one Access Officer. The National Disability Authority's Access Officer arranged appropriate assistance for people with disabilities who used the National Disability Authority's information and services. The Access Officer's contact details are available on the home page of the website.

## **Communication strategy**

Following consultation with National Disability Authority's external stakeholders, and internally with staff, a **Communication Strategy 2010-2012** and associated action plan was developed to support the delivery of the **Strategic Plan 2010-2012**. Implementation of the action plan was progressed, including the development of capabilities for Skype and web conferencing.

## **Library service**

The National Disability Authority holds over 55,000 items on disability and related topics, providing a resource to support evidence-based information, advice and guidance. The extensive collection is made up of books, journals, newsletters, newspaper articles, DVDs, videos and CD-ROMs. As well as offering an online catalogue, the Library also provides books and journal articles by post. People can visit the Library for more in-depth work. The Library also sources books and articles, for staff, from other larger library resources. The Library is operated on a part-time basis, providing telephone access each weekday morning and taking appointments one day each week.

During 2011, the Library answered 684 queries (190 of which came from staff), with 15 new members joining up during the year. The Library also provided 167 books on loan and 144 journal articles.

### **Human resources strategy**

The National Disability Authority's new **Human Resources Strategy 2011-2013** was developed and presented to staff. The Strategy takes account of factors such as the public service moratorium on recruitment, the Employment Control Framework and new work practices governed by the Croke Park Agreement. The policy will ensure that the immediate and upcoming needs of the organisation are met and will assist the achievement of organisational goals and objectives. It will support the ongoing development of staff, develop a high performing organisation and promote a motivating and positive work environment

### **Attendance management policy**

In line with section 4.10 of the Croke Park Agreement, which commits to implementing revised procedures for managing sick leave, the National Disability Authority developed a new attendance management policy. This new policy is intended to ensure effective supports are in place for staff and to assist the National Disability Authority to achieve a 10% reduction in absentee levels, as required by the Government's Civil Service and Non-Commercial State Agency Sector Action Plan. The policy was reviewed by the Partnership Committee and was also sent to the union for comment.

### **Supporting staff**

The National Disability Authority aims to be a model of good practice in employing staff with disabilities further to complying with its obligations under Part 5 of the Disability Act 2005 and the relevant equality legislation. The National Disability Authority is committed to having an inclusive working environment, which has effective policies to support staff, including staff with a disability. The purpose of the policy is to guide staff to the various supports available and the relevant sections in the personnel manual.

### **Financial statements**

In line with the National Disability Authority Act 1999, the National Disability Authority prepared and submitted financial accounts, for 2010, for audit by the Comptroller and Auditor General. The statements were approved in June 2011 and included as part of the 2010 Annual Report that was submitted to the Minister in September 2011.



## **Financial Statements 2011**

|

|

## Contents

Authority Members and other Information.....	36
National Disability Authority Functions and Powers .....	37
Statement of Responsibilities of Authority Members.....	39
Statement on Internal Financial Control.....	40
Report of the Comptroller and Auditor General .....	43
Statement of Accounting Policies .....	45
Income and Expenditure Account.....	47
Balance Sheet.....	48
Cash Flow Statement.....	49
Notes to Financial Statements.....	50

## Authority Members and other Information

**From January 1st – December 31st, 2011**

	<b>Number of meetings attended during this period</b>	<b>Fees</b>	<b>Expenses</b>
<b>Mr. Peter Mc Kevitt, Chairman</b>	10/10	€8,978.00	€761.80
<b>Dr. Tony Bates</b>	4/10	€5,985.00	
<b>Ms. Caroline Burrell</b>	8/10	€5,985.00	€312.28
<b>Mr. Frank Cunneen</b>	8/10	€5,985.00	
<b>Ms. Tara Cunningham</b>	4/10*	€5,985.00	€1,489.79
<b>Ms. Fiona Duignan</b>	2/10*	€5,985.00	
<b>Ms. Linda Grealay</b>	4/10		
<b>Mr. Shane Hogan</b>	10/10		
<b>Mr. David Joyce</b>	6/10	€5,985.00	
<b>Mr. Des Kenny</b>	9/10	€5,985.00	
<b>Ms. Mary Lavelle</b>	9/10	€5,985.00	
<b>Ms. Joanne McCarthy</b>	6/10*	€5,985.00	
<b>Mr. James O'Grady</b>	10/10	€5,985.00	€1,933.82
<b>Mr. Donal Lawlor (Audit Chair)</b>	3/4	€4,488.75	

\* On maternity leave

**Director:** Siobhan Barron

**Solicitors:** Mason, Hayes and Curran  
South Bank House  
Barrow Street  
Dublin 4

**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)

### **Statutory powers**

In order to fulfil its statutory functions the Authority has certain statutory powers under the National Disability Authority Act 1999:

- The Authority has right of access to information (including data) of relevance to its functions which is held by public bodies (Section 13)
- The Authority may seek information on any matter which concerns the provision of programmes or services for persons with disabilities that is provided by statutory duty and that is publicly funded in whole or in part (Section 14)
- The Authority makes recommendations for the review, reduction or withdrawal of moneys provided by the Oireachtas for any programme or service where it feels it is being provided in an inadequate or unsatisfactory manner or is not being provided to people with disabilities (Section 15(4))

The Authority makes annual reports and other reports to the Minister with respect to its functions (Section 15)

## **Statement of Responsibilities of Authority Members**

The Authority is required by Section 17 of the National Disability Authority 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**          Peter McKevitt

**Director**              Siobhán Barron

**Date**                    10 September 2012

## **Statement on Internal Financial Control for the year ended 31 December 2011**

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 Authority 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
- Clearly defining and documenting management responsibilities and powers
- Developing a strong culture of accountability across all levels of the organisation

The Authority has also established processes to identify and evaluate business risks. This is achieved in a number 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 prepared a risk register including 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 strategic plans both short and long term and evaluating the risks to bringing those plans to fruition
- Setting annual and longer term targets for each area of our business followed by the regular reporting on the results achieved



- Establishing and enforcing extensive 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 promoter

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
- Clearly defined capital investment control guidelines
- Formal project management disciplines

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. As and from April 2011 the Internal Audit Service was carried out by the Department of Justice and Equality. The Internal Audit Service reports regularly to the Audit Committee. In 2011, Internal Audit completed a review of the implementation of the recommendations from previous audits (payroll, procurement and fixed assets). There were no high risk areas for concern noted.

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 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 who report at least quarterly on financial expenditure and related issues and

- the issues raised by the Comptroller and Auditor General

I confirm that the Authority has carried out a formal review of the effectiveness of the systems of internal financial controls for 2011.

Peter McKeivitt

Chairman

10 September 2012

## **Report of the Comptroller and Auditor General 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 2011 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 reporting framework that has been applied in their preparation is applicable law and 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 all the financial and non-financial information in the 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 2011 and of its income and expenditure for the year then ended.

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 for the year for which the financial statements are prepared 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.

Andrew Harkness

For and on behalf of the Comptroller and Auditor General

14 September 2012

## **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 departments through the direct payment of salary and other costs.

### **Other Income – Department of Education and Skills**

Recoupment from the Department of Education and Skills in respect of salaries and superannuation met by the National Disability Authority is accounted for on an accruals basis.

### **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	20.00 % (Straight Line)
Computer Hardware and Software	33.33 % (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 by 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 2011

	Notes	2011	2010
<b>Income</b>			
		€	€
<b>Grant income</b>	2(a)	4,170,812	3,814,576
<b>Net Deferred Funding for Pensions</b>	10(b)	860,000	1,013,728
<b>Other Income</b>	2(b)	18,440	20,155
		5,046,477	4,848,459
<b>Transfer from / (to) Capital Account</b>	8	84,099	93,251
<b>Total income</b>		5,130,576	4,941,710
<b>Expenditure</b>			
<b>Projects and Commissioned work</b>	3	968,216	468,863
<b>Development, Support and Administration costs</b>			
<b>Payroll</b>	4	2,099,230	2,235,538
<b>Pension Costs</b>	10(c)	1,312,002	1,407,280
<b>Administration Costs</b>	5	677,175	618,039
<b>Depreciation</b>	7	93,334	96,980
		4,178,966	4,357,837
<b>Total Expenditure</b>		5,147,182	4,826,700
<b>Surplus / Deficit for the year</b>		(16,606)	115,010
<b>Retained Surplus / (Deficit) at 1 January</b>		46,019	(68,991)
<b>Retained Surplus/ (Deficit) at 31 December</b>		29,413	46,019
<b>Statement of Total Recognised Gains and Losses</b>			
<b>Suplus /(Deficit) for the year</b>		(16,606)	115,010
<b>Actuarial (Gain) / Loss on Pension Liabilities</b>		(1,260,000)	(2,419,000)
<b>Adjustment to Deferred Pension Funding</b>		1,260,000	2,419,000
<b>Total Recognised Gain / (Loss) for the year</b>		<b>(16,606)</b>	<b>115,010</b>

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:** Peter McKevitt (Chairperson)  
**Signed:** Frank Cuneen (Authority Member)  
**Signed:** Siobhán Barron (Director)  
**Date:** 10 September 2012

## Balance Sheet as at 31 December 2011

	Notes	2011	2010
		€	€
<b>Fixed Assets</b>	7	3,027,866	3,111,965
<b>Current Assets</b>			
<b>Debtors And Prepayments</b>	12	151,608	92,999
<b>Cash At Bank And On Hand</b>	9(b)	114	301
		151,722	93,300
<b>Current Liabilities</b>			
<b>Creditors And Accruals</b>	11	122,309	47,280
		122,309	47,280
<b>Net Current Assets</b>		29,413	46,019
<b>Total Assets Less Current Liabilities Before Pensions</b>		3,057,279	3,157,985
<b>Deferred Funding Asset For Pensions</b>	10(d)	(16,700,000)	(17,100,000)
<b>Pension Liabilities</b>	10(e)	16,700,000	17,100,000
		3,057,279	3,157,985
<b>Represented By:</b>			
<b>Capital Account</b>	8	3,027,866	3,111,965
<b>Retained Surplus / (Deficit) On Income And Expenditure Account</b>		29,413	46,019
		3,057,279	3,157,985

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

**Signed:** Peter McKevitt (Chairperson)  
**Signed:** Frank Cuneen (Authority Member)  
**Signed:** Siobhán Barron (Director)  
**Date:** 10 September 2012



## Cash Flow Statement for the year ended 31 December 2011

	Notes	2011	2010
		€	€
<b>Net Cash Outflow From Operating Activities</b>	9a	9,048	(27,036)
<b>Returns On Investments And Servicing Of Finance</b>			
<b>Interest Received</b>		0	1
<b>Net Inflow From Returns On Investments And Servicing Of Finance</b>		0	1
<b>Investing Activities</b>			
<b>Purchase Of Fixed Assets</b>		(9,235)	(3,729)
<b>Proceeds On Disposal Of Fixed Assets</b>		0	0
<b>Net Cash Outflow From Investing Activities</b>		(9,235)	(3,729)
<b>Decrease In Cash At Bank And In Hand</b>		(187)	(30,764)

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

**Signed:** Peter McKevitt (Chairperson)  
**Signed:** Frank Cuneen (Authority Member)  
**Signed:** Siobhán Barron (Director)  
**Date:** 10 September 2012

## Notes to Financial Statements for the year ended 31st December, 2011

**1. These Financial Statements cover the year ended 31<sup>st</sup> December 2011**

### **2. Income**

	<b>2011</b>	<b>2010</b>
	€	€
<b>2 (a) Grant Income</b>		
<b>Total Amount paid by Department of Justice and Equality on behalf of NDA</b>	3,334,862	1,561,795
<b>Total Amount Paid by NDA to Department (A in A)</b>	0	(36,070)
<b>Total Amount paid by Department of Community, Equality and Gaeltacht Affairs on behalf of NDA</b>	835,520	2,288,851
	4,170,382	3,814,576
<b>2 (b) Other Income</b>		

	<b>2011</b>	<b>2010</b>
<b>Bank Interest</b>	0	1
<b>DSFA Receipts</b>	18,440	17,470
<b>Sundry</b>	430	2,684
	18,870	20,155

### **3. Projects and Commissioned Work**

	<b>2011</b>	<b>2010</b>
	€	€
<b>Natural Community Supports</b>	101,695	0
<b>State of Evidence Paper</b>	81,761	0
<b>Research Promotion Scheme</b>	79,732	8,318
<b>Building For Everyone</b>	84,027	19,887
<b>E Learning</b>	81,663	48,402
<b>New Materials - Library</b>	45,222	55,821
<b>Irish Size Statistical research</b>	56,187	0
<b>Assistive Technology</b>	43,869	0
<b>IRCSET</b>	39,125	0
<b>Attitudes Survey</b>	42,961	0
<b>UD curriculum for students in transition year</b>	36,755	3,303
<b>Health Services research</b>	31,805	0
<b>Disability indicators</b>	24,853	0
<b>Development of UD curriculum modules in 3 areas</b>	24,704	0
<b>Web Accessibility</b>	24,502	0
<b>Annual Research Conference</b>	24,185	19,402
<b>Digital Terrestrial TV</b>	20,500	20,500
<b>24 hr Challenge</b>	17,053	32,778
<b>Resource Allocation Feasibility Study</b>	25,227	0
<b>Development of detailed guidelines on Lifetime Homes</b>	12,745	0
<b>Project with DCC to guide UD approach in urban design</b>	10,930	0
<b>Heritage Code Of Practice</b>	7,944	0
<b>Disability book</b>	7,321	11,314
<b>NSAI standards for services</b>	6,001	0
<b>Review of Corporate Governance Manual</b>	4,800	0
<b>Review Internal Financial Controls</b>	4,790	3,279
<b>Excellence through Accessibility Award &amp; Monitoring Scheme</b>	4,252	74,320
<b>Research Scholarships</b>	4,087	5,802
<b>Strategic Planning</b>	3,328	0
<b>Job retention Guidelines</b>	3,291	0
<b>Misc Speaker Travel</b>	2,894	0
<b>Monitoring of the Implementation of Codes of</b>	2,054	318

	<b>2011</b>	<b>2010</b>
<b>Practice on Accessible Public Services</b>		
<b>World Report on Disability</b>	1,900	0
<b>NDA Annual Report</b>	1,639	3,688
<b>eNewsletter</b>	1,258	0
<b>Employment Seminars</b>	701	0
<b>Part 5 Disability Act - Statutory Report</b>	685	2,287
<b>Mandate 376</b>	657	0
<b>Commissioning Seminar</b>	553	0
<b>UD Standards arising from continued work with NSAI etc</b>	471	0
<b>Accessible Disability Resource Pack</b>	89	0
<b>Report on views of individuals with disabilities gathered through focus groups on independent/community living</b>	0	42,750
<b>Research re funding for PWD</b>	0	21,152
<b>Research into health services for pregnant women with disabilities</b>	0	17,081
<b>Abuse Project</b>	0	12,960
<b>Research attitudes to Mental Health</b>	0	12,750
<b>Evacuation Related Upgrades</b>	0	12,596
<b>Need to Knowledge Project</b>	0	10,000
<b>UD In National Legislation workshop</b>	0	9,685
<b>Shared Space Seminar &amp; Policy Paper</b>	0	4,930
<b>Communications Project</b>	0	4,254
<b>BFE Seminar for Planners</b>	0	3,956
<b>Guidelines on Crisis Pregnancy Counselling</b>	0	2,439
<b>CEUD Advertisement</b>	0	2,420
<b>Secondary School Guidance</b>	0	1,758
<b>NDA Advertisement</b>	0	1,453
<b>Rehabilitation International Roundtable</b>	0	196
<b>Guidance on UD for Local Authorities</b>	0	64
<b>Publication of Health &amp; Safety Guidelines for Egress</b>	0	(1,000)
	<b>968,216</b>	<b>468,863</b>

#### 4. Payroll Costs

	2011	2010
	€	€
<b>NDA Staff Pay</b>	2,097,591	2,230,067
<b>Agency Staff</b>	1,639	5,471
	<b>2,099,230</b>	<b>2,235,538</b>

The average number of staff employed by the Authority in the year was 32.5 (2010: 36)

#### Director's Remuneration

The Director was paid a salary in 2011 of €99,236 (2010: €98,054 including arrears of €5,035) 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	2011	2010
		€	€
<b>Travel</b>		28,001	28,612
<b>Training</b>		23,729	17,331
<b>Conference / Seminar Fees</b>		5,022	6,707
<b>Authority Fees &amp; Expenses</b>	6	85,721	70,736
<b>Audit fee</b>		17,240	18,620
<b>Bank Interest / Charges</b>		585	497
<b>Canteen/meals</b>		59,563	80,654
<b>Cleaning / Domestic</b>		56,522	50,508
<b>Computer Software Non Capital</b>		11,211	15,763
<b>Computer supplies</b>		2,107	868
<b>Consultancy fees</b>		4,341	1,809
<b>Couriers</b>		1,753	2,863
<b>Gas / electricity</b>		39,002	41,234
<b>Health &amp; Safety</b>		1,503	1,315
<b>Insurance</b>		14,380	14,509
<b>IT Support</b>		80,483	64,203
<b>Late Payment Interest</b>		66	28
<b>Legal/Professional Fees</b>		12,876	6,194
<b>Maintenance</b>		65,164	25,044
<b>Office furniture/equipment Non Capital</b>		976	430
<b>Office supplies</b>		8,182	10,102
<b>Postage and Telephones</b>		24,806	33,766
<b>Printing / photocopying</b>		20,362	14,704
<b>Print Management</b>		2,189	12,187
<b>Publications / periodicals</b>		60	239
<b>Rates</b>		70,031	70,459
<b>Representations</b>		112	0
<b>Security</b>		17,531	11,649
<b>Subscriptions / Donations</b>		21,857	11,290
<b>Sundry</b>		-488	2,833
<b>Translations / Interpreters</b>		181	0
<b>Telephone Maintenance</b>		2,107	2,885
		677,175	618,039

## 6. Authority Fees and Expenses

Expenditure of €73,316.75 (€62,843 in 2010) in respect of the Authority Fees was paid.

Authority Member	Fees	Expenses paid to or on behalf of	Total
Peter McKevitt	€8,978.00	€761.80	
Caroline Burrell	€5,985.00	€312.28	
Desmond Kenny	€5,985.00		
Fiona Duignan	€5,985.00		
Joanne McCarthy	€5,985.00		
Mary Lavelle	€5,985.00		
Tara Cunningham	€5,985.00	€1,489.79	
Tony Bates	€5,985.00		
Frank Cunneen	€5,985.00		
David Joyce	€5,985.00		
James O'Grady	€5,985.00	€1,933.82	
Donal Lawlor (Audit Committee Chairperson)	€4,488.75		
<b>Total</b>	<b>€73,316.75</b>	<b>€4,497.69</b>	<b>€77,814.44</b>
<b>Employers PRSI for Authority</b>			<b>€6,508.74</b>
<b>Other Expenses</b>			<b>€1,398.43</b>
			<b>€85,721.61</b>

## 7. Fixed Assets

	Computer Hardware and Software	Office Furniture and Equipment	Premises	Total
	€	€	€	€
<b>Cost or Valuation</b>				
<b>Balance at 1 January 2011</b>	392,584	312,425	3,941,086	4,646,095
<b>Additions at cost</b>	7,950	1,285	0	9,235
<b>Disposals at Cost</b>	0	0	0	0
<b>Balance at 31 December 2011</b>	400,534	313,710	3,941,086	4,655,330
<b>Accumulated Depreciation</b>				

	<b>Computer Hardware and Software</b>	<b>Office Furniture and Equipment</b>	<b>Premises</b>	<b>Total</b>
<b>Balance at 1 January 2011</b>	389,206	296,599	848,325	1,534,130
<b>Charged in the year</b>	4,108	11,907	77,319	93,334
<b>Disposals</b>	0	0	0	0
<b>Balance at 31 December 2011</b>	<b>393,314</b>	<b>308,506</b>	<b>925,644</b>	<b>1,627,464</b>
<b>Net Book Value - 31 December 2011</b>	7,220	5,204	3,015,442	3,027,866
<b>Net Book Value - 31 December 2010</b>	3,378	15,826	3,092,761	3,111,965

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

## 8. Capital Account

	<b>Notes</b>	<b>2011</b>	<b>2010</b>
		€	€
<b>Balance at 1 January</b>		3,111,965	3,205,216
<b>Transfer (to) / from the Income and Expenditure Account</b>			
<b>Income applied to purchase fixed assets</b>	7	9,235	3,729
<b>Amortised in the year in line with asset depreciation</b>	7	(93,334)	(96,980)
<b>Release on Disposal of Fixed Assets</b>	7	0	0
		(84,099)	(93,251)
<b>Balance at 31 December</b>		3,027,866	3,111,965

## 9. Cash Flow Reconciliation

	<b>2011</b>	<b>2010</b>
	€	€
<b>9 (a) Reconciliation Of Deficit For The Year To Cashflow From Operating Activities</b>		



	<b>2011</b>	<b>2010</b>
<b>Surplus / (Deficit) for the period</b>	(16,606)	115,010
<b>Adjustment for non operating items</b>		
<b>Interest Receivable</b>	0	(1)
<b>Movement on Capital Account</b>	(84,099)	(93,251)
<b>Adjustment for non cash items</b>		
<b>Depreciation</b>	93,334	96,980
<b>Change in Debtors</b>	(58,609)	(2,575)
<b>Change in Creditors</b>	75,028	(143,200)
<b>Cashflow from Operating Activities</b>	9,048	(27,036)
<b>9(b) Reconciliation Of Cashflow To Movement In Net Funds</b>		
<b>Net Funds at 31 December 2010</b>	301	31,065
<b>Decrease in Cash</b>	(187)	(30,764)
<b>Net Funds at 31 December 2011</b>	114	301

## **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 Finance.

The National Disability Authority operates unfunded defined benefit of 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 2011. This valuation was carried out by a qualified independent actuary for the purpose 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:

	<b>2011</b>	<b>2010</b>
<b>Discount Rate</b>	5.5%	5.5%
<b>Salary increase assumption</b>	4%	4%
<b>Pension increase assumption</b>	4%	4%
<b>Price inflation</b>	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**

	<b>2011</b>	<b>2010</b>
	€	€
<b>Funding recoverable in respect of current year pension costs</b>	1,440,000	1,550,000
<b>State Grant applied to pay pensioners</b>	(580,000)	(536,272)
	860,000	1,013,728

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

	<b>2011</b>	<b>2010</b>
	€	€
<b>Current service cost</b>	500,000	550,000
<b>Interest on pension scheme liabilities</b>	940,000	1,000,000
<b>Employee contribution</b>	(127,998)	(142,720)
<b>Past service cost</b>	-	-
<b>Total operating charge</b>	1,312,002	1,407,280

#### **(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 2011 amounted to €16.7 million (2010: €17.1 million).

**(e) Movement in deficit during the year**

	<b>2011</b>	<b>2010</b>
	€	€
<b>Scheme Liability at 1 January</b>	€17,100,000	€18,500,000
<b>Current service cost</b>	€500,000	€550,000
<b>Interest on scheme liabilities</b>	€940,000	€1,000,000
<b>Benefits payable</b>	(€580,000)	(€531,000)
<b>Actuarial loss recognised in STRGL</b>	(€1,260,000)	(€2,419,000)
<b>Pension Liability</b>	<b>€16,700,000</b>	<b>€17,100,000</b>

**History of experience gains and losses**

<b>Experience (gains) / losses on scheme liabilities</b>				
	<b>2011</b>	<b>2010</b>	<b>2009</b>	<b>2008</b>
<b>amount</b>	(€1,260,000)	(€2,419,000)	(€300,000)	245,000
<b>percentage of the present value of the scheme liabilities</b>	(8%)	(14%)	-2.0%	2%

**Pension Levy Contributions**

€122,791 was deducted from staff by way of pension levy and retained by the Department of Justice and Equality.

**11. Creditors and Accruals**

	<b>2011</b>	<b>2010</b>
	€	€
<b>Accruals</b>	€122,309	€47,280
<b>Total Creditors</b>	<b>€122,309</b>	<b>€47,280</b>

**12. Debtors and Prepayments**

	<b>2011</b>	<b>2010</b>
	€	€
<b>Sundry Debtors NDA</b>	€100,128	€52,692
<b>Prepayments</b>	€51,480	€40,307
<b>Total Debtors</b>	<b>€151,608</b>	<b>€92,999</b>

**13. Contingent Liabilities**

There are no contingent liabilities at 31 December 2011.

**14. Capital Commitments**

The Authority had no outstanding capital commitments as at 31 December 2011.

**15. Premises**

The Authority operates from a premises at 25 Clyde Road, Ballsbridge, Dublin 4, which it occupies and owns.

**16. Approval of Financial Statements**

The Financial Statements were approved by the Authority on 10 September 2012

## Appendices

## Appendix I: Authority and other Committees in 2011

### National Disability Authority members in 2011

	Number of meetings attended 10 meetings held
Peter Mc Kevitt (Chair)	10
Tony Bates	4
Caroline Burrell	8
Frank Cunneen	8
Tara Cunningham	4 <sup>2</sup>
James O'Grady <sup>3</sup> (appointed January 2011)	10
Fiona Duignan	2 <sup>2</sup>
Linda Greal	4
Shane Hogan	10
David Joyce	6
Des Kenny	9
Mary Lavelle	9
Joanne Mc Carthy	6 <sup>2</sup>

#### Audit Committee

Donal Lawlor (Chair)  
Robert Cashell  
Frank Cunneen  
Brian Duffy  
Des Kenny

#### Finance Committee

Frank Cunneen (Chair)  
Caroline Burrell  
David Joyce  
Des Kenny  
David Scott

#### National Disability Strategy Sub-committee

Shane Hogan (Chair)  
Tara Cunningham  
James O'Grady<sup>4</sup>

<sup>2</sup> On maternity leave during 2011

<sup>3</sup> Replaced Colm Desmond, Department of Health, who resigned in December 2010

David Joyce  
Mary Lavelle  
Joanne McCarthy

## **Appendix 2: Representation on external bodies in 2011**

### **Commission for Communications Regulation**

Consumer Advisory Panel

Industry Forum on Services for People with Disabilities

### **Department of Children and Youth Affairs**

National Children's Advisory Council

### **Department of Communications, Energy and Natural Resources**

Sectoral Plan and Part 5 Monitoring Committee

### **Department of Transport, Tourism and Sport**

Public Transport Accessibility Committee

Taxi Regulation Review Steering Group

Working Group on Licensing and Administration

### **Equality Authority**

Public Sector Equality Learning Network

Progress Advisory Committee

### **Health Service Executive**

Universal Access Policy Working Group

### **Local Government Management Services Board**

Disability Act Steering Group, and its subgroups on Training and Communications; Access; and Disability Access Certificates

### **National Council for Special Education**

Board

Audit Committee

---

<sup>4</sup> Ibid.

Finance Committee

**National Standards Authority of Ireland**

Accessibility for All Standards Consultative Committee/Working Group 6:  
Universal Design in Energy Customer Services

**National Transport Authority**

Taxi Advisory Council

**Rehabilitation International/RI Europe**



## **Appendix 3: Publications in 2011**

2009 Report on Compliance with Part 5 of the Disability Act 2005 on Employment of People with Disabilities in the Public Service

2010 Report on Compliance with Part 5 of the Disability Act 2005 on Employment of People with Disabilities in the Public Service

Annual Report 2010

Code of Practice on Accessible Heritage Sites<sup>5</sup>

Guidance on retaining employees with a disability: Literature review

Health and Personal Social Services for People with Disabilities in England: A Contemporary Developments in Disability Services Paper

Health and Personal Social Services for People with Disabilities in New Zealand: A Contemporary Developments in Disability Services Paper

Health and Personal Social Services for People with Disabilities in the Netherlands: A Contemporary Developments in Disability Services Paper

National Survey of Public Attitudes to Disability in Ireland

Retaining employees who acquire a disability: A guide for employers

Safe Evacuation For All: A Planning and Management Guide (revised)

Strategic approaches to employing people with intellectual disability: Lessons from the UK

Strategic approaches to employing people with mental health issues

The Introduction of Individual Budgets as a Resource Allocation System for Disability Services in Ireland: A Contemporary Developments in Disability Services Paper

---

<sup>5</sup> S.I. No. 484 of 2011 Disability Act 2005 (Code of Practice) (Declaration) Order 2011.

## **Appendix 4: Policy advice papers in 2011**

### **Broadcasting Authority of Ireland**

Draft Broadcasting Code on Referenda and Election Coverage

Draft Broadcasting Services Strategy

### **Commission for Energy Regulation**

Consultation Paper on National Rollout of Electricity and Gas Smart Metering (CER11191)

### **Commission for Communications Regulation**

Proposed consumer protection measures in respect of consumer bills and billing mediums and proposed amendments to General Authorisation. ComReg 11/78

### **Department of Agriculture, Food and the Marine**

Statement of Strategy 2012-2014

### **Department of Children and Youth Affairs**

Report on the Practice of Assessment of Need under Disability Act 2005

Statement of Strategy 2012-2014

### **Department of Communications, Energy and Natural Resources**

Statement of Strategy 2012-2014

### **Department of Defence**

Statement of Strategy 2012-2014

### **Department of Education and Skills**

Continuum of teacher education

Inclusion of children with disabilities in preschools/early childhood care and education

Report on the Practice of Assessment of Need under Disability Act 2005

Statement of Strategy 2012-2014

### **Department of the Environment, Community and Local Government**

Advice on draft Sectoral Plan

Review of Presiding Officers manual for Presidential election

Statement of Strategy 2012-2014

### **Department of Foreign Affairs**

Statement of Strategy 2012-2014

### **Department of Health**

Report on the Practice of Assessment of Need under Disability Act 2005

Response to the Report of the Disability Policy Review

Review of Mental Health Act 2001

Statement of Strategy 2012-2014

Your Health is Your Wealth: a public health policy framework for a healthier Ireland 2012-2020

### **Department of Justice and Equality**

Next steps in implementing the UN Convention

Statement of Strategy 2012-2014

### **Department of Social Protection**

Response to Review of Disability Allowance

Statement of Strategy 2012-2014

### **Department of the Taoiseach**

Statement of Strategy 2012-2014

### **Department of Transport, Tourism and Sport**

Review of the Sectoral Plan for Accessible Transport under the Disability Act 2005: Transport Access for All

Statement of Strategy 2012-2014

Taxi Regulation Review

### **Local Government Management Services Board**

Advice on Disability Access Certificate guidance

A sample-based approach to applying for a Disability Access Certificate

**National Standards Authority of Ireland**

ISO/TC 173 - ISO/FDIS 23599: Assistive products for blind and vision-impaired persons -- Tactile walking surface indicators

**National Transport Authority**

Greater Dublin Area: Draft Transport Strategy 2011-2030

Vehicle Standards: Consultation paper for the taxi, hackney and limousine fleet

**Tuarascáil Bhliantúil 2011**

|

|

## Clár Ábhar

Ráiteas an Chathaoirligh .....	71
Ráiteas an Stiúrthóra.....	73
Achoimre den bhliain 2011 .....	75
Tosaíocht Straitéiseach 1: Tacaíocht agus comhairle fhianaise-bhunaithe a sholáthar do Ranna Rialtais agus Comhlachtaí Poiblí.....	78
Tosaíocht Straitéiseach 2: Comhairle beartais fhianaise-bhunaithe a sholáthar chun neamhspleáchas agus caighdeán an ghnáthshaoil laethúil a chur chun cinn do dhaoine le míchumais ó cheann ceann na beatha .....	87
Tosaíocht Straitéiseach 3: Cuimsiú a chur chun cinn trí inrochtaineacht agus dearadh uilíoch .....	92
Tosaíocht Straitéiseach 4: Cumas an Údaráis Náisiúnta Míchumais a thógáil lena spriocanna straitéiseacha a sheachadadh .....	97
Ráitis Airgeadais 31 Nollaig 2011 .....	101
Foscríbhinní .....	129
Foscríbhinn 1: Údarás agus Coistí eile i 2011 .....	130
Foscríbhinn 2: Ionadaíocht ar chomhlachtaí seachtracha i 2011 .....	131
Foscríbhinn 3: Foilseacháin i 2011 .....	133
Foscríbhinn 4: Páipéir chomhairle bheartais i 2011 .....	134

## **Ráiteas an Chathaoirligh**

Is maith liom Tuarascáil Bhliantúil an Údaráis Náisiúnta Míchumais don bhliain 2011 a chur faoi bhráid an Aire Dlí agus Cirt, agus Comhionannais. Is é Údarás Náisiúnta Míchumais an comhlacht comhairleach neamhspleách náisiúnta don Aire i dtaobh saincheisteanna míchumais agus dearaidh uilíoch, agus is sa tuarascáil seo a imlínítear a chuid gníomhaíochtaí.

Bíonn tionchar leanúnach ag na deacrachtaí eacnamúla ar bheatha na ndaoine le míchumas. Is féidir leis na deacrachtaí úd bheith mar an spreagadh d'athrú cúrsa, agus tá an tÚdarás Náisiúnta Míchumais ag glacadh rannpháirte i roinnt tionscnamh éagsúil ina bhféachtar le seachadadh seirbhísí do dhaoine le míchumas a fheabhsú agus lena gcuimsiú sa tsochaí a fheabhsú a thuilleadh. Áiríodh le sathair an Údaráis Náisiúnta Míchumais sa bhliain 2011:

- foilsiú tríú Suirbhé Náisiúnta an Údaráis Náisiúnta Míchumais um Dhearcadh an Phobail in Éirinn i leith an Mhíchumais
- forbairt an chéad chaighdeán ar domhan don dearadh uilíoch i gcomhair na seirbhíse custaiméara sna soláthróirí fuinnimh phoiblí
- foilsiú treoirleabhair d'fhostóirí faoin gcaoi le coinneáil na bhfostaithe a mbaineann míchumas dóibh
- foilsiú cóid chleachtais reachtúil ag cuimsiú suíomh oidhreacht inrochtana
- athbhreithniú ar fheidhmiú an phróisis reachtúil do mheasúnú éilimh, faoi Chuid 2 den Acht um Míchumas 2005
- seoladh modúil ríomh-Fhoghlama saoir in aisce le hoiliúint a chur ar fhoireann na hearnála poiblí seirbhísí den scoth a sholáthar do dhaoine le míchumas

Mar ab amhlaidh i gcás go leor codanna eile den tseirbhís phoiblí, bliain dhúshlánach eile ab ea 2011 le tuilleadh laghdaithe i líon na foirne. Ba chun na críche sin a cuireadh cuid mhaith den bhéim i gcaitheamh na bliana ar chinntiú solúbthacht na n-acmhainní agus ar imlonnú iomchuí na n-oilteachtaí ar fud an eagrais, chun sainchúram an Údaráis Náisiúnta Míchumais a sheachadadh go héifeachtach agus go héifeachtúil. Leagadh an bhéim freisin ar thuilleadh éifeachtúlachtaí agus luacha airgid a ghnóthú ar fud gach oibríocht.

Ba mhaith liom buíochas a ghabháil le foireann na rannóige Beartais Mhíchumais sa Roinn Dlí agus Cirt agus Comhionannais, chomh le foireann an aonaid Seirbhísí Airgeadais agus na seirbhísí TF comhroinnte. Thug siad cúnamh don Údarás Náisiúnta Míchumais lena aistriú ar ais chuig an Roinn nua-bhunaithe ón iar-Roinn Gnóthaí Pobail, Comhionannais agus Gaeltachta. Ba mhaith liom buíochas a

ghabháil freisin leis na grúpaí úd a sholáthraigh comhairle agus maoirsiú ar thionscadail aonair.

Leath bealaigh atá ann i mbliain i dtéarma cheithre bliana an Údaráis reatha. Táim ag tapú na deise seo buíochas a ghabháil leis na baill as ucht a saothair sa tréimhse sin, agus freisin le baill na gcoistí Airgeadais agus Iniúcháireachta. Léirigh an leibhéal tinrimh chomhsheasmhach agus caighdeán ard na rannchur i measc an bhoird tiomantas láidir don bheart de réir briathair.

Ba mhaith liom aitheantas a thabhairt do dhúthracht, díograis agus saineolas leanúnach fhoireann an Údaráis Náisiúnta Míchumais. Níl aon amhras orm ach go leanfaidh siad ar aghaidh ag saothrú go dúthrachtach chun eolas agus comhairle den scoth a sholáthar don rialtas d'fhonn an beartas agus an cleachtas do dhaoine le míchumais a threorú.

Peter McKevitt

Cathaoirleach



## **Ráiteas an Stiúrthóra**

Sheachaid an tÚdarás Náisiúnta Míchumais clár oibre iomlán sa bhliain 2011 faoin dara bliain dár bPlean Straitéiseach reatha 2010-2012. Leagadh béim ár gcuid saothair ar thacaíocht a thabhairt d'fhorfheidhmiú leanúnacha na Straitéise Náisiúnta Míchumais; teorú an bheartais chun tacaíochtaí éifeachtacha a chinntiú do ghnáthshaol neamhspleách sa phobal; agus chun dearadh uilíoch agus inrochaineacht earraí, seirbhísí agus ionad a chur chun cinn.

Choinnigh an tÚdarás Náisiúnta Míchumais air ag tabhairt comhairle do Ranna i leith a gclár aonair atá mar bhonn den Straitéis Náisiúnta Míchumais. Le hathruithe sna cúraimí Rannacha, agus aird ar an méid a gnóthaíodh chun Coinbhinsiún na NA um Chearta na nDaoine le Míchumais a dhaingniú, is amhlaidh a fhorfhéadófáir an scóip le limistéir nua a thabhairt faoi scáth na Straitéise Náisiúnta Míchumais, ar nós na reachtaíocht um inniúlacht meabhrach, agus limistéir an chultúir, na turasóireachta agus an spóirt.

Tharla go leor forbairtí dearfacha le linn na bliana 2011 lenar áiríodh foilsíú an Athbhreithnithe Beartais um Sheirbhísí Míchumais arna tháirgeadh ag an nGrúpa Saineolach faoi chathaoirleacht na Roinne Sláinte, agus foilsíú na Straitéise Tithíochta do Dhaoine le Míchumas. Tá an tÚdarás Náisiúnta Míchumais tar éis bheith ag saothrú chun treoir a thabhairt i leith na gcóras agus na gcleachtas a fhéadann seachadadh tacaíochtaí éifeachtacha do dhaoine le míchumas - óir go mbainfidh forfheidhmiú na dtreonna beartais nua de réir mar a ghlactar leo leis an gcéad chéim eile - lena n-áirítear taighde i limistéar na mbuiséad aonraithe agus na dtacaíochtaí nádúrtha ón bpobal.

Choinnigh Lárionad an Údaráis Náisiúnta Míchumais don Fheabhas sa Dearadh Uilíoch air i gceannródaíocht chur chun cinn an dearaidh uilíoch ar ábhartha don phobal i gcoitinne é. Tá an saothar sin rí-ábhartha do shochaí atá ag dul in aois, agus do na saincheisteanna a bhfuiltear á bplé sa Bhliain Eorpach 2012 don Dul in Aois Ghníomhach. Díreofar aird ar leith sa saothar sa bhliain 2012 ar an gcaoi inar féidir leis an teicneolaíocht tacú le daoine ina mbaile féin trí mheán an Chúraim Chianda agus na Sláinte Cianda.

Bhí an deis agam feidhmiú mar ionadaí an Údaráis Náisiúnta Míchumais ar an nGrúpa Stiúrtha d'Athbhreithniú na Rialála Tacsaithe agus ar an nGrúpa Oibre comhghaolmhar um Cheadúnú agus Riarachán. Bhain tábhacht leis sin mar threorú i leith saincheisteanna ar ábhartha do chustaiméirí le míchumas iad, lena n-áirítear inrochtaineacht, infhaighteacht agus inacmhainneacht. Táthar ag dúil le tuarascáil an Ghrúpa Stiúrtha go luath sa bhliain 2012.

B'fhurasta an t-aistriú ar ais chuig an Roinn Dlí agus Cirt, agus Comhionannais ón Roinn Gnóthaí Pobail, Comhionannais agus Gaeltachta. Táimid buíoch as an tacaíocht uathu siúd go léir a bhí páirteach agus astu siúd a riarann na saoráidí seirbhísí comhroinnte san Airgeadas agus i dTeicneolaíocht na Faisnéise a thacaíonn le saothar an Údaráis Náisiúnta Míchumais.

Lean an tÚdarás Náisiúnta Míchumais ar aghaidh ag saothrú chun éifeachtúlachtaí a ghnóthú sna hoibríochtaí, mar a gealladh inár bplean gnímh faoi Chomhaontú na Seirbhíse Poiblí (Pháirc an Chrócaigh), agus cé go mb'amhlaidh gur baineadh roinnt foirne dinn i rith na bliana, d'oibríomar chun fuilleach na n-acmhainní a imlonnú an oiread agus ab fhéidir. Sheachaid an fhoireann clár oibre uailmhianach, rud a léirigh solúbthacht, tiomantas, leibhéil arda feidhmíochta agus tionscnaimh, leis an sprioc i gcoitinne an beartas agus an cleachtas a mhúnlú ar féidir leo dul i bhfeidhm ar bheatha daoine le míchumas. Táim buíoch díobh as sin.

Ba mhaith liom buíochas a ghabháil freisin leis an gCathaoirleach agus le baill an Údaráis as ucht a dtreorach straitéisí, a bhfíse agus a dtacaíochta don fheidhmeannas chun an clár seo a sheachadadh i gcomhréir le cuspóirí straitéiseacha an Údaráis Náisiúnta Míchumais.

Siobhan Barron

Stiúrthóir

## Achoimre den bhliain 2011

Choinnigh an tÚdarás Náisiúnta Míchumais air ag comhlíonadh a shainchúraim trí chomhairle agus treoir a thairiscint do chur chun cinn daoine le míchumas. Chuathas i mbun na hoibre sin le ní ba lú acmhainní infhaighte le hais na mblianta roimhe sin de bharr an chúlaithe eacnamaíochta agus an tionchair dhiúltaigh a d'fheidhmigh sé ar an airgeadas poiblí.

Ceapadh Rialtas nua sa bhliain 2011, ónar tháinig athrú i bhfeidhmeanna na Ranna Rialtais aonair. Leagadh amach sa chlár don Rialtas tiomantais chun plean forfheidhmiúcháin a fhoilsiú don Straitéis Náisiúnta Míchumais agus chun aistriú chuig buiséid fhéinoiriúnaithe do dhaoine le míchumas. Ba ina theannta sin a bhunaigh an tAire Míchumais, Comhionannais, Meabhair-Shláinte agus Daoine Scothaosta struchtúir nua chun tacú le forbairt an Phlean Fhorfheidhmiúcháin agus chun tacú lena fhorfheidhmiú praiticiúil. Thug an tÚdarás Náisiúnta Míchumais comhairle faoin gcreatlach don Phlean agus lean sé ar aghaidh lena ról mar chomhlacht comhairleach neamhspleách laistigh de na struchtúir nua.

Táthar tar éis roinnt tuarascálacha móra a fhoilsiú ar thodhchaí na seirbhísí tacaíochta míchumais arna gcistiú ag Feidhmeannas na Seirbhíse Sláinte. Áirítear leo sin **Tuarascáil an Athbhreithnithe um Beartas Míchumais** agus an tuarascáil **Time to Move on from Congregated Settings (In Am Bogadh ar Aghaidh ó Láithreacha Cullachta)**, chomh maith le hathbhreithniú ar thodhchaí na seirbhísí isló d'aoisigh. Ina theannta sin, thug an Rialtas tiomantas cion den chistiú míchumais a aistriú chuig samhail an bhuiséid fhéinoiriúnaithe. Beidh athruithe nach beag don chaoi a n-eagraítear agus a gcistítear na seirbhísí míchumais dá dtoradh sin. Lean an an tÚdarás Náisiúnta Míchumais air ag dul i mbun taighde ábhartha agus comhairle agus eolas beartais a sholáthar chun tacú le saothar fhorbairt agus fhorfheidhmiú beartais, chun córais nua cistithe agus tacaíochta do dhaoine le míchumas a threorú. D'fheidhmigh an tÚdarás Náisiúnta Míchumais mar óstach freisin do chomhdhálacha, seimineáir agus ceardlanna, ag soláthar deise do chleachtóirí agus lucht ceaptha beartais chun foghlaim ó thorthaí taighde agus ón dea-chleachtas i ndlínsí eile.

I gcomhréir leis an bPlean Straitéiseach ab amhlaidh a choinnigh an tÚdarás Náisiúnta Míchumais ar aghaidh ag obair ar shaincheisteanna míchumais ar fud na beatha. Chuaigh an tÚdarás Náisiúnta Míchumais i mbun staidéir i gcaitheamh na bliana ar bheartas agus cleachtas i ndlínsí eile i ndáil le Cúram agus Oideachas Leanbhaoise Luaithe. Chuaigh an tÚdarás Náisiúnta Míchumais i mbun staidéir freisin ar an gcaoi a rabhthas ag seachadadh measúnú reachtúil ar éileamh leanaf óga go praiticiúil in Éirinn.

Agus aitheantas á thabhairt go mbaineann míchumais don chuid is mó daoine le linn a mbeatha oibre, d'fhoilsíomar treoirlínte freisin chun tacú le coinneáil foirne le míchumas i mbun fostaíochta. Rinneadh sraith ceardlann ar an bhfostaíocht, ag féachaint ar leithligh ar chórais tacaíochta comhtháite chun fostaíocht na ndaoine le míchumas meabhrach, le deacrachtaí meabhair-shláinte, agus le míchumas colanda nó céadfach a chur chun cinn agus a bhuanú.

D'fhoilsigh an tÚdarás Náisiúnta Míchumais taighde inar athbhreithníodh an litríocht faoi shamhlacha leithdháilte acmhainne, ag tarraingt ar chórais mheasúnaithe agus leithdháilte acmhainne d'aosaigh i ndlínsí eile. Féadtar acmhainní a chur in oiriúint don éileamh na samhlacha sin ar bhealach cothrom agus atá mar bhunús do chórais bhuiséad féinoiriúnaithe. Thosaigh an tÚdarás Náisiúnta Míchumais triail allamuigh ar dhá cheann de na huirlisí measúnaithe is forleithne as a mbaintear leas chun rogha phraiticiúil na samhlach leithdháilte acmhainne d'Éirinn a mhúnlú.

Aithnítear gurb í an éagsúlacht tacaíochtaí a chumasaíonn rannpháirtíocht níos mó sa phobal áitiúil, lena n-áirítear an teaghlach, eagrais phríomhshrutha agus seirbhísí atá ar fáil don phobal i gcoitinne. Ba chuige sin a chuaigh an tÚdarás Náisiúnta Míchumais i mbun taighde ar ról na dtacaíochtaí pobail nádúrtha, agus ar an gcaoi ar féidir tacú le daoine le míchumas dul i ngleic le gníomhaíochtaí pobail phríomhshrutha.

Foilsíodh an **Suirbhé Náisiúnta um Dhearcadh an Phobail i leith Míchumais in Éirinn** i dtreo deireadh na bliana. Tugadh le fios ó thorthaí ár staidéir go raibh an dearcadh ag éirí ní ba ghéire i leith gach cineál lagú agus limistéar gnáthshaoil, le hais an tsuirbhé roimhe sin thiar sa bhliain 2006. Bainfidh ábharthacht leis na torthaí do go leor earnálacha agus dóibh siúd ar féidir leo tionchar a fheidhmiú ar athrú dearfach, óir gurb é an dearcadh atá mar cheann de na príomh-chonstaicí do chuimsiú daoine le míchumas sa tsochaí i gcoitinne.

Foilsíodh an **Cód Cleachtais um Láithreacha Oidhreacht Inrochtana**, arna fhorbairt ag an Údarás Náisiúnta Míchumais, ag soláthar comhairle praiticiúla faoi inrochtaineacht suímh oidhreacht a éascú gan dochar a dhéanamh dá luach oidhreacht.

Rinne an tÚdarás Náisiúnta Míchumais modúl oiliúna feasachta míchumais ríomh-Fhoghlama a phíolótú agus a sheoladh do gach foireann san earnáil phoiblí go foirmiúil freisin. Tá sé seo ar fáil lena íoslódáil, saor in aisce, agus glacfadh sé timpeall 90 nóiméad é a chomhlánú. Is bealach éifeachtach ó thaobh na gcostas de é seo, i gcomhréir leis an gclár claochlaithe san earnáil phoiblí, chun an t-eolas agus na hoilteachtaí a sholáthar d'fhoireann na seirbhíse poiblí agus eile chun seirbhísí do dhaoine le míchumas a fheabhsú. Is uirlis í a fhéadann cuidiú le dearcadh daoine a iompú.

Bhí baint lárnach ag Lárionad Feabhais an Údaráis Náisiúnta Míchumais sa Dearadh Uilíoch le dréachtú an chéad chaighdeán náisiúnta ar domhan don dearadh uilíoch sna seirbhísí do chustaiméirí arna soláthar ag cuideachtaí fuinnimh phoiblí. D'fhoilsigh sé treoirlínte freisin do threalamh agus seirbhísí teilifíse digití roimh an aistriú digiteach náisiúnta i mí Dheireadh Fómhair 2012. Is féidir leis an tsochaí i gcoitinne leas a bhaint as an nglacadh leanúnach de chur chuige an dearaidh uilíoch – an dearadh ceart ón tús agus coigilteas ar iarfheistiú agus réitigh shainiúla. Tacaíodh le spreagadh na feasachta trí Dhúshlán an Dearaidh Uilíoch mar a bhfaigheann mic léinn i ndearadh tuiscint ar éilimh agus roghanna éagsúla inár sochaí trí oibriú le comhpháirtithe ag feidhmiú mar ionadaithe do limistéir na haoise, na méide, an chumais nó an mhíchumais.

## **Tosaíocht Straitéiseach I: Tacaíocht agus comhairle fhianaise-bhunaithe a sholáthar do Ranna Rialtais agus Comhlachtaí Poiblí**

- **Tacú le forfheidhmiú éifeachtach na Straitéise Náisiúnta Míchumais**
- **monatóireacht ar thionchar na Straitéise Náisiúnta Míchumais**

### **An Straitéis Náisiúnta Míchumais**

Leanadh ar aghaidh ag cur chun cinn na Straitéise Náisiúnta Míchumais mar chur chuige lán-rialtas don saothrú faoi chomhair rannpháirtíocht agus cuimsitheacht na ndaoine le míchumas a ghnóthú i sochaí na hÉireann i gcoitinne. Thug an tÚdarás Náisiúnta Míchumais comhairle leanúnach faoi fhorfheidhmiú na Straitéise Náisiúnta Míchumais don Aire Stáit le freagracht ar leith do Mhíchumas, Comhionannas, Meabhair-Shláinte agus Daoine Scothaosta, do na Ranna Rialtais ábhartha agus do na comhlachtaí poiblí ábhartha ar nós Fheidhmeannas na Seirbhíse Sláinte, d'údaráis áitiúla, cuideachtaí iompair stáit agus do na hearnálacha cumarsáide agus fuinnimh.

Gealladh sa Chlár don Rialtas<sup>6</sup>: “plean fofheidhmiúcháin réalaíoch don Straitéis Náisiúnta Míchumais” a fhoilsiú. Ceann de na hathruithe luatha sa chur chuige ab ea athbhunú an choiste náisiúnta do mhaoirsiú an tsaothair sin trí cheapadh bhaill an Ghrúpa Forfheidhmiúcháin do Gheallsealbhóirí na Straitéise Náisiúnta Míchumais. Feidhmeannaigh shinsearacha atá sa Ghrúpa nua seo ó 10 Roinn Rialtais, ón Údarás Náisiúnta Míchumais, ó Chumann na mBainisteoirí Contae agus Cathrach agus áirítear leis an Grúpa Geallsealbhóirí Míchumais a fheidhmíonn mar ionadaí do dhaoine le míchumas.

Is éard is cuspóir don Ghrúpa Forfheidhmiúcháin do Gheallsealbhóirí na Straitéise Náisiúnta Míchumais:

- Fóram a sholáthar faoi cheannaireacht an Aire Stáit, inar féidir le feidhmeannaigh rialtais agus geallsealbhóirí míchumais obair le chéile, chun forbairt Phlean Forfheidhmiúcháin na Straitéise Náisiúnta Míchumais a threorú agus chun comhoibriú le chéile faoina fhorfheidhmiú, lena n-áirítear comhairle a thabhairt faoi réiteach na ndeacrachtaí forfheidhmiúcháin
- Taithí bheatha na ndaoine le míchumas a chur chun feidhme i leith saincheistanna forfheidhmiúcháin straitéiseacha agus tras-earnálacha
- Athrú dearfach sa dearcadh i leith an mhíchumais a chur chun cinn

---

<sup>6</sup> Rialtas do Théarnamh Náisiúnta 2011-2016, I.54

- Tacú leis an Aire Stáit chun tuairisciú ar an bPlean Forfheidhmiúcháin de réir mar is gá chuig Coiste na Comhaireachta um Beartas Sóisialta

Sholáthair an tÚdarás Náisiúnta Míchumais comhairle scríofa do Ghrúpa Forfheidhmiúcháin do Gheallsealbhóirí na Straitéise Náisiúnta Míchumais i gcáil neamhspleách agus d'fhreastail ar a chéad chruinniú i mí na Samhna 2011. Cheap an tAire baill chuig an nGrúpa Geallsealbhóirí Míchumais dár tugadh an tasc oibriú le Ranna chun tacú le forbairt agus forfheidhmiú chlár gnímh 3 bliana don Straitéis. Cheap an tAire Stiúrthóir an Údaráis Náisiúnta Míchumais mar chathaoirleach neamhspleách den Ghrúpa Geallsealbhóirí Míchumais chun ionchur comhordaithe don Ghrúpa Forfheidhmiúcháin do Gheallsealbhóirí na Straitéise Náisiúnta Míchumais, agus is é an tÚdarás Náisiúnta Míchumais a sholáthraíonn a rúnaireacht.

### **Ráitis Straitéise Rannacha**

Rannchuir an tÚdarás Náisiúnta Míchumais comhairle beartais do ranna rialtais i ndáil le Ráitis Straitéise nua atá éigeantach go dlíthiúil tar éis athrú Rialtais. Is sna páipéir chomhairle beartais sin a fuarthas moltaí sonracha do chúrsaí míchumais lena n-áireamh sna ráitis straitéise. Leathnaíodh sainchúram na Ranna úd nach foláir pleananna earnálacha don mhíchumas bheith acu faoin Acht Míchumais go sonrach le hatheagrú na Ranna i mí an Mhárta 2011, ag cruthú na deise béim ní ba threise a leagan ar an míchumas i saothar ní b'fhorleithne na Ranna úd. Thug an tÚdarás Náisiúnta Míchumais comhairle freisin faoi na bearta a theastaíonn chun cloí leis an gceangaltas seirbhísí poiblí inrochtana a sheachadadh agus chun fostaíocht na ndaoine le míchumas a chur chun cinn agus chun tacú léi.

### **Measúnacht Tionchair Mhíchumais**

D'oibrigh an tÚdarás Náisiúnta Míchumais i gcomhpháirt leis an Roinn Dlí agus Cirt, agus Comhionannais, agus leis an Údarás Comhionannais, i bhforbairt na dtreoirilíní do ranna rialtais faoin gcaoi chun Measúnú Tionchair Mhíchumais a chomhlánú. Is i Measúnú Tionchair Mhíchumais a fhéachtar ar na tionchair dhóchúla, a aithnítear eochaircheisteanna agus a chuirtear bearta réasúnacha chun feidhme, i dtaca le haon bheartas nó reachtaíocht mholta. Ní foláir de réir Lámhleabhar na Comhaireachta go ndéantar Measúnú Tionchair Mhíchumais i gcás gach meabhrán substainteach a thagann os comhair an rialtais. Ceapadh na treoirilíní seo chun cuidiú leis an bpróiseas. Rinneadh na dréacht-threoirilíní a phíolótú i roinnt ranna i gcaitheamh na bliana 2011. Foilseofar na treoirilíní sa bhliain 2012.

## **Seirbhísí tacaíochta Sláinte agus Míchumais**

### **Measúnú ar Éileamh**

Chuaigh an tÚdarás Náisiúnta Míchumais i mbun tionscadail chun féachaint ar fheidhmiú phróiseas measúnaithe reachtúil ar éileamh faoin Acht Míchumais 2005. Rinneadh an saothar sin i gcomhpháirt leis an Roinn Sláinte (an Oifig Míchumais agus Meabhair-Shláinte) agus le Feidhmeannacht na Seirbhíse Sláinte (an tAonad Náisiúnta Míchumais).

Ba iad na príomh-aidhmeanna:

- tuairisciú faoi chleachtas agus tuiscintí pearsanra éagsúil ag a mbíonn baint le measúnú reachtúil ar éileamh
- tuiscintí, spreagadh agus taithí tuismitheoirí ar phróiseas an mheasúnaithe reachtúil ar éileamh a thuiscint

Bhain agallaimh aonair leis an saothar a rinneadh le réimse gairmeach ó ocht limistéar Oifig Sláinte Áitiúil ar fud na tíre agus agallaimh le tuismitheoirí a chuaigh trí phróiseas an mheasúnaithe reachtúil ar éileamh.

Léiríonn na torthaí na dúshláin atá tar éis teacht aníos i bhfeidhmiú phróiseas an mheasúnaithe reachtúil ar éileamh. Léiríonn siad freisin roinnt dea-chleachtais agus nuálaíochtaí a bhfuiltear tar éis forbartha chun éilimh leanaí óga agus teaghlach a shásamh, rud a chloíonn le ceangaltas dlíthiúla an tAcht Míchumais 2005. Foilseofar an tuarascáil ina hiomláine sa bhliain 2012.

### **Cúram agus oideachas príomhshrutha don leanbhaois luath**

Ar iarratas ón Oifig don Mhíchumas agus Meabhair-Shláinte laistigh den Roinn Sláinte ab amhlaidh a chuir an tÚdarás Náisiúnta Míchumais páipéar faisnéise i dtoll a chéile faoi chuimsiú leanaí le míchumas sa scéim Cúraim agus Oideachais Leanbhaoise Luaithe. Bhí an páipéar faisnéise bunaithe ar fhianaise ón litríocht taighde agus ó fhianaise de chleachtadh scéimeanna comhchosúla arna riaradh i dtíortha eile.

### **Comhairliúchán i leith Creatlaí Comisiúnaithe do Sheirbhísí Míchumais**

Is bealach é an coimisiúnú trínar féidir pleanáil do sheirbhísí tacaíochta sóisialta agus trínar féidir iad a chistiú. Aithníodh in aithbhreithniú an Údaráis Náisiúnta Míchumais ar chórais seirbhíse míchumais chomhaimseartha, a thugadh chun críche sa bhliain 2010, an coimisiúnú mar cheann de na bealaí ina gcistíonn dlínsí eile na seirbhísí míchumais.

Chuaigh an tÚdarás Náisiúnta Míchumais i mbun próisis chomhairliúcháin sa bhliain 2011, ar choimisiúnú seirbhísí tacaíochta míchumais. Áiríodh leis an bpróiseas comhairliúcháin:



- páipéar réamhphlé a fhorbairt i leith choimisiúnú na seirbhísí míchumais agus é a scaipeadh i measc geallsealbhóirí lena dtuairimí a fháil
- comparáid a dhéanamh idir freagraí ag grúpaí úsáideoirí seirbhíse agus soláthróirí seirbhíse do pháipéar “réamhthuirime” an Údaráis Náisiúnta Míchumais i leith seirbhísí coimisiúnaithe míchumais
- seimineár saineolach a chur in eagar ar choimisiúnú seirbhísí míchumais

### **Athbhreithniú ar an Acht Meabhair-Shláinte 2001**

Rinne an tÚdarás Náisiúnta Míchumais aighneacht don Roinn Sláinte i mí Dheireadh Fómhair na bliana 2011, i ndáil leis an Athbhreithniú den Acht Meabhair-Shláinte 2001. Chuaigh an tÚdarás Náisiúnta Míchumais i ngleic le roinnt geallsealbhóirí mar chuid den phróiseas an aighneacht sin a mhúnlú, ar geallsealbhóirí iad ag a bhfuil baint leis an meabhair-shláinte – lena n-áirítear úsáideoirí seirbhíse, soláthróirí seirbhíse, tacadóirí agus eagrais – chun éisteacht lena dtuairimí maidir le feidhmiú an tAcht Meabhair-Shláinte 2001.

Áiríodh le roinnt d'eochaircheisteanna a léiríodh san aighneacht:

- An gá go mbeadh an tAcht Meabhair-Shláinte 2001 comhsheasmhach leis an reachtaíocht mholta don inniúlacht meabhrach
- Seasamh leanaí agus daoine óga óna dteastaíonn seirbhísí meabhair-shláinte
- Cosaintí do dhaoine le deacrachtaí meabhair-shláinte i ndáil le coinneáil, cóir agus srianadh i gcomhréir leis an dea-chleachtas idirnáisiúnta
- Síneadh sainchúraim an Choimisiúin Mheabhair-Shláinte agus na Cigireachta Meabhair-Shláinte agus ceadúnú gach seirbhí meabhair-shláinte

### **Athbhreithniú Luacha Airgid ar sheirbhísí tacaíochta míchumais**

Rinne an tÚdarás Náisiúnta Míchumais rannchur nach beag, le dhá bhliain anuas, chun athbhreithniú ar bheartas na seirbhíse míchumais a threorú mar chuid d'Athbhreithniú ní b'fhorleithne na Roinne Sláinte do Luach Airgid agus Beartas i gcás na Seirbhísí Míchumais. Tar éis foilsiú mholtaí beartais an ghrúpa oibre saineolaithe, thaisc an tÚdarás Náisiúnta Míchumais tuilleadh comhairle beartais i bpáipéar mhí na Samhna 2011 mar fhreagra do chomhairliúchán na Roinne Sláinte i leith na moltaí úd.

Léiríonn **Tuarascáil an Athbhreithnithe um Beartas Míchumais** den chuid is mó an treo straitéiseach a mholtar sa pháipéar comhairle a chuir an tÚdarás faoina bhráid sa bhliain 2010. D'fhear an tÚdarás Náisiúnta Míchumais fáilte freisin roimh an moladh sa pháipéar beartais faoi shaothrú le Lárionad an Údaráis Náisiúnta Míchumais don Fheabhas sa Dearadh Uilíoch faoin gciansláinte agus faoin gcianchúram.

Díríodh comhairle an Údaráis Náisiúnta Míchumais ar eochair-réimsí, lenar áiríodh:

- Tacaíochtaí a chur in oiriúint do dhaoine aonair seachas daoine a rangú leis na seirbhísí reatha, rud a fhéadann beatha níos fearr agus níos folláine a sheachadadh do dhaoine le míchumas
- Bhunófaí leithdháileadh acmhainne ar mheasúnú d'éilimh dhaoine aonair, ag glacadh san áireamh na tacaíochtaí atá ar fáil dóibh
- Cúnamh le roghanna a dhéanamh agus le soláthar seirbhísí a mhúnlú
- Ról an choimisiúnaithe
- Machnamh a thabhairt don tionchar ar úsáideoirí seirbhíse le héilimh níos casta agus ar dhaoine scothaosta le míchumas

### **Cur chun cinn an bheartais um shláinte phoiblí**

Chuir an tÚdarás Náisiúnta Míchumais aighneacht faoi bhráid na Roinne Sláinte i mí Mheán Fómhair na bliana 2011. Tháinig an aighneacht sin mar fhreagra don chomhairliúchán poiblí i leith: **Is í do Shláinte do Shaibhreas – creatlach do bheartas sláinte poiblí i gcomhair Éire níos sláintiúla 2012-2020.**

Measadh tábhacht ríbhunúsach bheith ag an tsláinte san aighneacht do chuimsiú daoine le míchumas i sochaí na hÉireann. Lagáítear rannpháirt agus rannchur féideartha na ndaoine le míchumas trí:

- taithí dhiúltach ar réimse deitéarmanant sóisialta laistiar den tsláinte
- tionchair shláinte an mhíchumais
- éagothromachtaí sa rochtain ar sheirbhísí sláinte ginearálta
- droch-rochtain ar ghníomhaíochtaí cothaithe sláinte ar nós na haclaíochta

### **Coimirce Shóisialach**

#### **Athbhreithniú Luacha Airgid ar an Scéim Liúntais Mhíchumais**

Rinne an tÚdarás Náisiúnta Míchumais aighneacht d'Athbhreithniú Luacha Airgid na Roinne Coimirce Sóisialaí den Scéim Liúntais Mhíchumais i mí Iúil 2011. Ba í ár n-anailís féin agus foghlaim ó sheimineár faoin Athbhreithniú a mhúnlaigh an aighneacht sin, seimineár a reáchtáladh i mí Aibreáin 2011 d'ionadaithe ó ranna rialtais agus comhlachtaí poiblí, daoine le míchumas agus soláthróirí seirbhíse.

Áiríodh leis na heochairphointí i bpáipéar an Údaráis Náisiúnta Míchumais:

- Ba cheart go mbunófaí an próifiliú agus an gníomhachtú ar inniúlacht fheidhmiúil seachas ar dhiagnóis leighis

- Ba chóir gurb é 18 an aois ag a dtosófaí ag íoc an Liúntais Míchumais. Caitheann bearta eatramhacha bheith i bhfeidhm chun daoine le míchumas agus a muintir a ullmhú don athrú sin agus chun tacú leo tríd
- Ba cheart go bpoibleofaí an t-ioncam agus na teidlíochtaí is féidir le duine éigin ar Liúntas Míchumais a fháil agus iad i bhfostaíocht
- Toimhde na hinniúlachta dlíthiúla, le leagan amach sa reachtaíocht inniúlachta meabhrach amach anseo; ba chóir gurbh ise an chreatlach do threoirlínte íocaíochta le gníomhaire

## **Fostaíocht**

### **Tacaíochtaí fostaíochta do dhaoine le héilimh ardtacaíochta**

Reáchtáil an tÚdarás Náisiúnta Míchumais trí sheimineár faoin míchumas agus an fhostaíocht. Áiríodh leis na téamaí míchumas meabhrach, an mheabhair-shláinte agus míchumais cholanda agus céadfacha. Díríodh gach aon seimineár ar chur chuige straitéiseach chun tacú le daoine le míchumas teacht ar obair mar bhealach leis an fhoghlaim a chomhroinnt agus le plé a spreagadh i dtreo mhúnlú straitéise fostaíochta cuimsithí do dhaoine le míchumas.

### **Coinneáil fostaithe**

Tháinig an tÚdarás Náisiúnta Míchumais cáipéis dar theideal **Coinneáil fostaithe dá mbaineann míchumas – treoir d'fhostóirí**, chun cúnamh le fhostóirí tacú le fostaithe dá mbaineann míchumas agus chun iad a choinneáil, agus le cur ar a gcumas fanacht i bhfostaíocht. Tá na treoirlínte bunaithe ar athbhreithniú d'fhianaise taighde agus de threoir dea-chleachtais, arna fhoilsiú ag an NDA cheana féin. Áirítear leo eolas praiticiúil d'fhostóirí faoi na tacaíochtaí atá ar fáil.

### **Fostaíocht daoine le míchumas sa tseirbhís phoiblí**

Ní foláir do chomhlachtaí poiblí de réir an dlí fostaíocht daoine le míchumas a chur chun cinn agus tacaíocht a thabhairt di laistigh den tseirbhís phoiblí, agus an sprioc ann 3% den lucht saothair bheith ina ndaoine le míchumas. Is ag an Údarás Náisiúnta Míchumais atá an fheidhm reachtúil monatóireacht a dhéanamh ar chomhlíonadh leis na forálacha úd.

Foilsíodh Tuarascáil an Údaráis Náisiúnta Míchumais don chomhlíonadh sa bhliain 2010 i mí na Nollag 2011. B'inti a léiríodh gur tháinig laghdú beag ar chion na foirne le míchumas a tuairiscíodh ar fud na seirbhíse poiblí, ó 2.9% thiar sa bhliain 2009 anuas chuig 2.7% sa bhliain 2010 (Tábla 1). Taispeántar leis sin briseadh i bpatrún na méaduithe bliantúla breisíocha a gnóthaíodh ó éirí an sprioc ina ceangaltas reachtúil thiar an 31 Nollaig 2005.

B'ionann líon iomlán na bhfostaithe seirbhíse poiblí, le míchumas, don bhliain 2010, arna shainmhíniú san Acht Míchumais 2005, agus 5,748; ar laghdú faoi 632

ar fhigiúr na bliana 2009 é. Tharla an laghdú sin os coinne chúlra de thitim i líon iomlán na bhfostaithe sna comhlachtaí poiblí ag tuairisciú faoin Acht Míchumais 2005 ó 219,653 thiar sa bhliain 2009 chuig 210,267 sa bhliain 2010 (Tábla 1). Theastódh 6,308 fostaí trí chéile d'fhonn an sprioc 3% a shásamh.

**Tábla 1: Dul chun cinn i dtreo na Sprice 3%, 2009-2010**

	<b>Líon foirne iomlán</b>	<b>Líon foirne le míchumas</b>	<b>% foirne le míchumas</b>
<b>2009</b>	219,653	6,380	2.9%
<b>2010</b>	210,267	5,748	2.7%
<b>Athrú 2009-10</b>	-9,386	-632	-0.2%

Ba dhíréireach an tionchar ar dhaoine le míchumas ón meathlú i líon fostaíochta na hearnála poiblí ó thabhairt isteach an mhoratóra i gcoinne na hearcaíochta go dtí an earnáil phoiblí i mí an Mhárta 2009. Tháinig meath faoi 9.9% (632) i ndearbhlíon na ndaoine le míchumas i bhfostaíocht san earnáil phoiblí i gcomparáid le meath 4% san fhostaíocht fhoriomlán (9,386).

### **Iompar, Turasóireacht agus Spórt**

Chuir an tÚdarás Náisiúnta Míchumais páipéar comhairle beartais faoi bhráid na Roinne i mí Dheireadh Fómhair, mar fhreagra dá chomhairliúchán poiblí i leith athbhreithniú a plean earnálaigh **Rochtain Iompair do Chách**. Leagadh an bhéim sa pháipéar ar an tábhacht a bhain le córas iompair poiblí ar comhtháite, inrochtana, infhaighte agus inacmhainne é, agus le heolas a sholáthar le cur ar chumas daoine le míchumas aistir idirnasctha a phleanáil. Chuir sé chun cinn úsáid níos éifeachtúla de na feithiclí as a mbaineann Feidhmeannas na Seirbhíse Sláinte, an Scéim Iompair Scoile agus an Clár Iompair Thuaithe leas i láthair na huaire. Mhol sé freisin na seirbhísí iompair phobail ó dhoras go doras a thabhairt faoin gcreatlach rialaitheach chéanna leis na tacsaithe.

### **An tÚdarás Náisiúnta Iompair**

Taisceadh aighneacht le comhairliúchán poiblí an Údaráis Náisiúnta Iompair i mí Aibreáin i leith **Dhréacht-Straitéis Iompair do Mhórchéantar Bhaile Átha Cliath 2011-2030 (Fís 2030)**.

### **Tacsaithe**

Ceapadh Stiúrthóir an Údaráis Náisiúnta Míchumais ina bhall den Ghrúpa Stiúrtha d'Athbhreithniú Rialáil na dTacsaithe, a bunaíodh faoin gClár don Rialtas ag féachaint le caighdeáin agus cleachtais in earnáil na dtacsaithe a imscrúdú. Thaisc an tÚdarás Náisiúnta Míchumais aighneacht fhadréimseach i mí Lúnasa bunaithe ar théamaí na hinfhaighteachta, na hinrochtaineachta agus na hinacmhainneachta.

Rinne an tÚdarás Náisiúnta lompair comhairliúchán go comhthreomhar leis an Athbhreithniú úd dar theideal: **Caighdeán Fheithicle – Páipéar comhairliúcháin don fhlít tacsaithe, hacnaithe agus limisíní**, a reáchtáladh tar éis aisghairm na rialach nach mbainfeadh athnuachan na gceadúnas caighdeánach d'fheithiclí hacnaí agus tacsáí ach amháin le feithiclí faoi bhun naoi mbliana d'aois. D'fhreagair an tÚdarás Náisiúnta Míchumais don chomhairliúchán sin.

### **Turasóireacht**

Mhaígh Comhairle Carrchíosa na hÉireann – de bhun fhiosruithe an Údaráis Náisiúnta Míchumais faoin ábhar seo – go raibh siad tiomanta chun a chinntiú go bpléitear níos éifeachtúla le tarchur custaiméirí do chuairteoirí le míchumas.

### **Cumarsáid agus Fuinneamh**

#### **Údarás Craolacháin na hÉireann**

D'fhoilsigh iar-Choimisiún Craolacháin na hÉireann agus an tÚdarás Náisiúnta Míchumais taighde sa bhliain 2009, faoi **Ionadaíocht agus Léiriú Daoine le Míchumas sa Chraolachán Éireannach**. B'éard ab aidhmh leis an gcomhshaothar sin dul i mbun taighde a thabharfadh eolas do chraoltóirí, lucht ceaptha beartais agus don phobal (lena n-áirítear daoine le míchumas) agus as a mbainfí leas d'fhorbairt treoirilínite deonacha faoi léiriú cothrom cruinn de dhaoine le míchumas sna meáin chraolta.

Tugadh an tionscadal ar aghaidh sa bhliain 2011 agus thángthas ar chomhaontú gurb é Údarás Craolacháin na hÉireann nuabhunaithe a chuirfidh chun cinn fhorbair na dtreoirilínite deonacha sin sa bhliain 2012, le cúnamh ón Údarás Náisiúnta Míchumais.

Chuir an tÚdarás Náisiúnta Míchumais páipéir chomhairle beartais faoi bhráid Údarás Craolacháin na hÉireann freisin i ndáil lena gcomhairliúcháin faoina **Dhréacht-Chód Craolacháin um Chlúdach Reifreann agus Toghchán**, i mí Lúnasa agus lena **Dhréacht-Straitéis Seirbhísí Craolacháin** i mí Mheán Fómhair.

Iarradh sa chéad pháipéar go bhfónfadh craoltóirí do dhaoine le míchumas agus daoine scothaosta d'fhonn tacú lena rannpháirt sa tsochaí shibhialta. Leagadh an bhéim sa dara páipéar ar an tábhacht a bhaineann le daingniú amach anseo Choinbhinsiún na Náisiún Aontaithe um Chearta Daoine le Míchumas do shaothar Údarás Craolacháin na hÉireann; go sonrach le léiriú daoine le míchumas sna meáin faoi Airteagal 8.

### **An Coimisiún um Rialáil Cumarsáide**

D'fheidhmigh an tÚdarás Náisiúnta Míchumais mar óstach do cheithre chruinniú den Fhóram um Sheirbhísí Leictreonacha do Dhaoine le Míchumas. Dhírigh an comhphlé ar fhorbairt na treorach do na cuideachtaí teileachumaráside faoin gcaoi ab fhearr ar féidir leo Rialachán 17 I.R. Uimh. 337 de 2011 a chur i bhfeidhm: Rialacháin na gComhphobal Eorpach (**Líonraí agus Seirbhísí Cumarsáide Leictreonaí**) (**Seirbhís Uilíoch agus Cearta Úsáideoirí**) **2011**.

Is éard is cuspóir leis na Rialacháin sin Treoir an Aontais Eorpaigh a chur chun feidhme i leith na seirbhíse uilíche agus chearta na n-úsáideoirí, i ndáil le líonraí agus seirbhísí cumarsáide leictreonaí (**Treoir Seirbhíse Uilíche**).

Thaisc an tÚdarás Náisiúnta Míchumais páipéar comhairle beartais freisin le comhairliúchán an Choimisiúin i leith beart molta um chosaint tomhaltóirí, i dtaca le billí tomhaltóirí agus meáin bhilleála, ag tacú le moltaí an Choimisiúin chun cosaint agus rogha ní ba mhó do chustaiméirí leochaileacha, i dteannta le béim a leagan ar an tairbhe a bhainfeadh le háireamh an dearaidh uilíoch nuair a bhítear ag planáil don phróiseas billeála.

### **An Coimisiún um Rialáil Fuinnimh**

D'fhreagair an tÚdarás Náisiúnta Míchumais do chomhairliúchán an Choimisiúin i leith rolladh amach náisiúnta molta an mhéadraithe chliste leictreachais agus gáis, ag leagan béime ar thairbhe chur chuige an dearaidh uilíoch um sholáthar tionscadail bhonneagair phoiblí ar cuimsitheach, intuigthe, inrochtana agus inúsáide é.

## **Tosaíocht Straitéiseach 2: Comhairle beartais fhianaise-bhunaithe a sholáthar chun neamhspleáchas agus caighdeán an ghnáthshaoil laethúil a chur chun cinn do dhaoine le míchumais ó cheann ceann na beatha**

### **Suirbhé Náisiúnta ar Dhearcadh an Phobail in Éirinn i leith an Mhíchumais**

Choimisiúnaigh an tÚdarás Náisiúnta Míchumais suirbhé náisiúnta ar dhearcadh an phobail in Éirinn i leith an Mhíchumais i míonna Iúil agus Lúnasa 2011 mar chuid de thiomantas straitéiseach an Údaráis Náisiúnta Míchumais do spreagadh na feasachta agus do chur chun cinn dearcaidh dhearfaigh i leith an mhíchumais. Cuireann an suirbhé sin le suirbhéanna roimhe seo arna stiúradh ag an Údarás Náisiúnta Míchumais sna blianta 2001 agus 2006.

Bhí an taighde bunaithe ar shampla ionadaíoch náisiúnta de 1,039 aosach os cionn 18 bliain d'aois, móide 265 aosach breise, os cionn 18 bliain d'aois freisin, le míchumas ag tabhairt an fho-shampla iomláin do mhíchumas chuig 400 duine. Áiríodh leis an suirbhé 1,304 agallamh aonair trí chéile.

Chonacthas géarú ar dhearcadh i leith daoine le gach cineál míchumais go ginearálta sa suirbhé, thar réimse suíomh lena n-áirítear an láthair oibre, scoileanna agus sa phobal. Tagann an treocht sin sna sála ar thréimhse ina bhfacthas dearcadh agus eolas feabhsaithe i leith míchumais. Tá roinnt fianaise ann go bhfacthas roinnt de na feabhsuithe idir na bliana 2001 agus 2006 sa dearcadh i leith daoine le deacrachtaí meabhair-shláinte.

### **Comhdháil Bhliantúil an Údaráis Náisiúnta Míchumais**

B'éard ab aidhm leis an gcomhdháil bhliantúil 2011 taispeántas a léiriú de bheartais, cleachtais agus tionscnaimh náisiúnta agus idirnáisiúnta trína gcuirtear chun cinn rannpháirtíocht, neamhspleáchas, agus sábháilteacht do dhaoine le míchumas a chónaíonn sa phobal. Thug saineolaithe idirnáisiúnta móra le rá cur i láthair uathu faoi thionscnaimh dhea-chleachtais agus forbairtí beartais. I dteannta na seisiún iomlánach, bhí cur i láthair eile ann faoi: leas a bhaint as teicneolaíocht chúnta chun rannpháirt iomlán a ghlacadh sa phobal; caidrimh ghnéasúlachta, tuismitheoireachta agus teaghlaigh; buiséid duine-láraithe; ag tógáil pobal sábháilte.

### **Samhlacha leithdháilte acmhainne**

#### **Athbhreithniú litríochta**

Rinne an tÚdarás Náisiúnta Míchumais athbhreithniú cuimsiteach ar litríocht an taighde faoi shamhlacha as a mbaintear leas go hidirnáisiúnta chun acmhainní do sheirbhísí míchumais a leithdháileadh, ag díriú go sonrach ar thorthaí i ndáil leis an

Scála Tacaíochtaí SAM, samhail leithdháilte na RA arna forbairt ag In Control, agus an córas Astrálach I-Can. Foilsítear an t-athbhreithniú litríochta sin ar láithreán gréasáin an Údaráis Náisiúnta Míchumais.

### **Triail allamuigh**

Thosaigh an tÚdarás Náisiúnta Míchumais triail allamuigh den dá uirlis mheasúnaithe ar éilimh is foirleithne a úsáidtear d'fhonn roghnú praiticiúil samhail an leithdháilte acmhainne d'Éirinn a mhúnlú, mar atá an Scála Déine Tacaíochtaí i SAM, agus an Córas Leithdháilte Acmhainne (RAS5) as a mbaintear leas chun buiséid phearsanta a leithdháileadh i Sasana, le comparáid a dhéanamh idir na fiúntais choibhneachta leo i gcomhthéacs na hÉireann agus chun aon saincheist ag éirí as sin a thaiscéaladh. Gach aon cheann de na ceistneoirí sin a chur ar 120 rannpháirtí le míchumas is í an sprioc, agus chun eolas a bhailiú lena n-inúsáidteacht, a n-inghlacthacht agus a luach sa chomhthéacs Éireannach a mhúnlú. Is gairmigh iad na hagallóirí a bhfuil taithí acu ag obair sna seirbhísí míchumais, a chuirfidh agallamh ar dhaoine le míchumas i seirbhís éagsúil (nó i seirbhís ar bith). Tugadh an oiliúint do na hagallóirí sa bhliain 2011 i leith gach aon cheistneoir, roimh an saothar allamuigh a bhí ar an sceideal don bhliain 2012.

### **Tacaíochtaí Nádúrtha Pobail**

Chuathas i mbun trí cinn de shaothair le féachaint ar ról na dtacaíochtaí nádúrtha pobail chun tacú agus cumasú daoine le míchumas beatha neamhspleách a bheith sa phobal acu.

### **Athbhreithniú litríochta**

Is sa chéad shaothar, arna choimisiúnú ón Lárionad Taighde Oibre, a dhéantar achoimre ar na torthaí ó litríocht an taighde, agus foilsíodh ar [www.nda.ie](http://www.nda.ie) é. Léirítear sna torthaí go bhféadann easpa fiontas, drochiompar poiblí, easpa airgeadais agus an náire bheith ina mbacainní do chruthú na líonraí sóisialta (agus don tacaíocht shóisialta dá réir). Is deacra do dhaoine le míchumas géar nó atá ar bheagan scileanna sóisialta líonraí sóisialta a chruthú chun tacaíocht neamhfhoirmiúil a sholáthar.

B'fhachtóir iad cleachtais na foirne sna cásanna ina bhfaigheann daoine seirbhísí míchumais, ar nós an tosaíocht a thugtar don chúram thar rannpháirtíocht an phobail. Tháinig bainistiú an phriacail aníos ina eochair-bhacainn do chothú neamhspleáchais agus cuimsitheachta sóisialta ní ba mhó ag foireann na soláthróirí seirbhíse.

Léiríodh san athbhreithniú gurbh iad na beartais soiléire faoi réir na monatóireachta agus athrú béascna sa chaoi ina seachadtar seirbhísí a d'éascaigh do ghníomhaíocht ní ba mhó ag an bpobal agus d'fhorás sa tacaíocht nádúrtha. Is eochaircheist í oiliúint na foirne, chomh maith le rólanna saintiomanta chun



saothrú le daoine le míchumas chun naisc lena bpobail áitiúla a thógáil. Aithnítear freisin chun tacú leo siúd a sholáthraíonn tacaíocht nádúrtha.

### **Taighde idir lámha**

Doiciméadaítear sa dara saothar tionscadail a bhaineann le cur chun cinn líonraí agus tacaíochtaí nádúrtha arna dtaisceadh ag sampla soláthróirí seirbhíse. Rinneadh suirbhé sa tríú saothar ar dhaoine le míchumas a chónaíonn go neamhspleách leis na tacaíochtaí pobail a dtugtar dóibh chun fanacht neamhspleách a fháil amach. Tabharfar na tuarascálacha sin chun críche sa bhliain 2012.

### **Páipéir Choimisiúnaithe le hachóimre a thabhairt den fhianaise reatha**

Choimisiúnaigh an tÚdarás Náisiúnta Míchumais Ollscoil na Banríona, Béal Feirste, i mí an Mheithimh 2011, chun trí phlépháipéar a fhorbairt i leith eochairábhar beartais, mar achoimriú den fhianaise reatha sna limistéir úd de réir mar a bhaineann sí leis an míchumas. Ba iad na trí ábhar:

- Athbhreithniú ar chórais árachais sláinte sóisialta agus soláthar seirbhísí sláinte do dhaoine le míchumas i ndlínsí sonraithe
- An dea-chleachtas sa chinnteoireacht le tacaíocht faoi reachtaíocht nua-aimseartha na hinniúlachta meabhrach
- An t-aistriú chuig buiséid phearsanta do dhaoine le míchumas: athbhreithniú ar chleachtas i ndlínsí sonraithe

Déantar breithmheas agus achoimre ar an bhfianaise idirnáisiúnta sna plépháipéir; déantar machnamh agus plé iontu ar impleachtaí an taighde do lucht ceaptha beartais agus cleachtóirí Éireannacha; agus is iontu a aithnítear bearnaí/teorainneacha sa taighde. Is iad na plépháipéir a bheidh mar bhunús do chomhairliúchán breise le heochair-gheallsealbhóirí agus a mhúnlóidh comhairle beartais na todhchaí sdon Aire.

### **An Scéim do Chur chun Cinn an Taighde 2011**

Is gléas cistithe í an Scéim do Chur chun Cinn an Taighde a bhfuil mar aidhm aici bunachar eolais an Údaráis Náisiúnta Míchumais a fheabhsú, le tograí sonracha á n-aithint agus á bhforbairt ag taighdeoirí neamhspleácha. B'éard ba chuspór na n-ábhar taighde don Scéim do Chur chun Cinn an Taighde: An tSábháilteacht agus an tSaoirse ó Mhí-úsáid do Dhaoine le Míchumas a Chur chun Cinn.

Bronnadh conarthaí ar na comhlachtaí seo a leanas

- Coláiste na hOllscoile Chorcaí, don tuarascáil – **Rochtain ar Cheartas do Dhaoine le Míchumas mar Íobartaigh Choireachta in Éirinn**

- Líonra na nIonad Éigeandála um Éigniú in Éirinn, don tuarascáil – **Foréigean Gnéasach i gcoinne Daoine le Míchumas: Bailiú sonraí agus bacainní i gcoinne a nochta**
- An Lárionad Náisiúnta do Mhíchumas Meabhrach, don **Treoir Eolais Bhulaíocht: Cuir stad leis an mBulaíocht** agus treoir faoi chineál, méid agus taithí na ndaoine le míchumas meabhrach mar a fuarthas amach ó athbhreithniú litríochta agus taighde fócasghrúpa araon.

### **Seimineáir ó Shaineolaithe um Míchumas**

D'óstáil an tÚdarás Náisiúnta Míchumais seimineáir shaineolacha le Carl Dunst, saineolaí SAM ar shamhlacha teaghlaigh-bhunaithe de thacaíochtaí do leanaí le míchumas, agus le John O'Brien, saineolaí SAM ar mhaireachtaí neamhspleách agus ar chlaohlú na seirbhísí míchumais.

### **Modúl ríomh-Fhoghlama san oiliúint Míchumais**

Chríochnaigh agus sheol an tÚdarás Náisiúnta Míchumais a mhodúl nua ríomh-Fhoghlama, 1 mí na Nollag 2011, le hoiliúint ar chur ar fhoireann na hearnála poiblí chun seirbhísí den scoth a sholáthar do dhaoine le míchumas. Tá an modúl ríomh-Fhoghlama ar fáil saor in aisce do chomhlachtaí poiblí. Ligeann sé do chomhlachtaí poiblí oiliúint a chur ar líon mór foirne gan fócas as oilúnóirí ná ionaid oiliúna agus ligeann sé d'oiliúnaithe an oiread ama nó a laghad ama agus is gá dóibh a chaitheamh ar an oiliúint. Rinneadh an modúl a phíolótú sa bhliain 2011 i roinnt Ranna, agus sheol Ard-Rúnaí na Roinne Caiteachais Phoiblí agus Athchóirithe go foirmiúil i mí na Nollag é.

Is féidir leas a bhaint as an modúl aon áit a bhíonn ríomhaire le clos-aschur ar fáil, agus tá leagan clóite de ann freisin. Tairgtear comhairle phraiticiúil sa chúrsa chun plé le custaiméirí de chineálacha míchumais éagsúla. Scaiptear na ceisteanna measúnaithe ar fud an chúrsa oiliúna, chun cuidiú le hoiliúnaithe a gcuid foghlama féin a bhainistiú. Is é an tÚdarás Náisiúnta Míchumais atá ag obair le roinnt comhlachtaí poiblí i láthair na huaire leis an oiliúint sin a rolladh amach ar fud na hearnála poiblí.

### **Inrochtaineacht na Láithreán Oidhreachta**

Sheol an tÚdarás Náisiúnta Míchumais **an Cód Cleachtais** (reachtúil) **um Láithreáin Oidhreachta Inrochtana** i mí na Nollag 2011. Cuideoidh an chomhairle phraiticiúil sa Chód Cleachtais seo le comhlachtaí poiblí a gcuid ceangaltas faoi alt 29 den Acht Míchumais 2005 a shásamh, chun a chinntiú go mbíonn na suímh oidhreachta inrochtana do dhaoine le míchumas.

Forbraíodh **an Cód Cleachtais um Láithreáin Oidhreachta Inrochtana** i gcomhairle le ranna rialtais, comhlachtaí poiblí, grúpaí oidhreachta agus eagrais mhíchumais.

D'oibrigh an tÚdarás Náisiúnta Míchumais go dlúth freisin leis an Aonad Oidhreachta Ailtireachta de chuid na Roinne Ealaíon, Oidhreachta agus Gaeltachta ar fhoilseachán comhlántach dar teideal: **An rochtain: Inrochtaineacht na bhFoirgneamh agus na nIonad Stairiúil a Fheabhsú** d'úinéirí agus bainisteoirí na suíomh oidhreachta. Is san fhoilseachán sin a sholáthraítear go leor samplaí den dea-chleachtas agus treoir faoi chaighdeán ard inrochtaineachta a ghnóthú, agus cosaint á tabhairt do shláine an láithreáin oidhreachta.

### **An Soláthar**

Tá an tÚdarás Náisiúnta Míchumais ag forbairt treorach i láthair na huaire do ghairmigh sholáthair, chun cuidiú leo comhlíonadh le halt 27 den Acht Míchumais 2005. Ní foláir de réir an Achta go gcinntíonn ceann comhlachta poiblí gurb inrochtana do dhaoine le míchumas iad na hearraí agus seirbhísí a sholáthraítear don chomhlacht sin. Cuideoidh an treoir le haon duine a mbíonn baint acu le hullmhú nó le measúnú tairiscintí chun a chinntiú go dtugtar aird d'éilimh dhaoine le míchumas ar feadh an phróisis. Chuaigh an tÚdarás Náisiúnta Míchumais i mbun cleachtaidh chomhairliúcháin le feidhmeannaigh sholáthair ó réimse comhlachtaí poiblí chun a chinntiú go sásóidh foilseachán na treorach a gcuid éileamh. Táthar ag dúil go bhfoilseofar an treoir sin amach sa bhliain 2012.

## **Tosaíocht Straitéiseach 3: Cuimsiú a chur chun cinn trí inrochtaineacht agus dearadh uilíoch**

### **Treoir agus caighdeán**

#### **Tógáil do chách: Cur chuige dearaidh uilíoch**

Leanadh den obair i gcruthú sraith leabhrán chun cur chuige dearaidh uilíoch i leith na timpeallachta tógtha a chur chun cinn, rud a nuashonraíonn treoir bhunaidh **Tógáil do Chách** an Údaráis Náisiúnta Míchumais ó 2002, i gcomhréir le caighdeán nua agus cur chuige dearaidh uilíoch.

Cuimsíonn an leagan nua sraith 10 leabhrán a chuimsíonn réimsí éagsúla de dhearadh foirgníochta, lena n-áirítear spás seachtrach, cúrsaíocht ingearach agus chothrománach agus an próiseas planála. Tá treoir mhionsonraithe phraiticiúil ann, in éineacht le léaráidí, grianghraif agus seicliostaí, ar mhaithe le forbróirí, ailtirí, dearthóirí, tógálaithe agus bainisteoirí foirgníochta a spreagadh le bheith nuálaíoch agus a bheith ag smaoineamh go cruthaitheach faoi réitigh a fhreastalaíonn ar riachtanais cáich, beag beann ar a n-aois, méid, cumas nó míchumas. Cuimsíonn an tsraith coincheapa agus fealsúnacht dearaidh uilíoch ar bhealach praiticiúil. Seolfar an tsraith sa chuid luath de 2012.

#### **Dearadh uilíoch do Sholáthraithe Fuinnimh**

Mar thoradh ar I.R. Uimh. 463 de 2011: **Rialacháin na gComhphobal Eorpach (Margadh Inmheánach sa Leictreachas agus Gás) (Cosaint Tomhaltóirí) 2011**, bhí ar an gCoimisiún um Rialáil Fuinnimh riachtanas a chur i bhfeidhm go gcuimseoidh soláthraithe fuinnimh dearadh seirbhíse uilíoch nuair a bhíonn siad ag planáil sholáthar a seirbhísí do chustaiméirí.

Bhí an tÚdarás Náisiúnta Míchumais ag obair i gcomhar leis an gCoimisiún agus leis an Údarás um Chaighdeán Náisiúnta na hÉireann i gcruthú caighdeán SWiFT (Standard Written in Fast Track) do dhearadh uilíoch le haghaidh soláthraithe fuinnimh; an chéad cheann dá chineál ar domhan.

Soláthróidh an caighdeán uirlisí a bheidh úsáidte ag soláthraithe fuinnimh le bheith curtha i bhfeidhm maidir le thart ar 100 riachtanas dearaidh a chinnteoidh go mbeidh a gcumarsáid scríofa, béil agus gréasáin le custaiméirí deartha go huilíoch. Críochnófar agus seolfar an caighdeán seo sa chuid luath de 2012.

#### **Treoirlínte dearaidh uilíoch do threalamh agus seirbhísí teilifíse digití**

I láthair na huaire, tá cuid mhaith de ghnéithe na seirbhísí agus an trealaimh teilifíse digití róchasta agus ní féidir le cuid mhaith daoine teacht orthu chun iad a úsáid go neamhspleách agus go compordach. Choimisiúnaigh Ionad an Údaráis Náisiúnta Míchumais um Fheabhas Dearaidh Uilíoch taighde le cur le treoirlínte

chun dearadh uilíoch a bhaint amach i dtrealamh agus seirbhísí teilifíse digití. Tabharfaidh an taighde seo treoir do dhéantúsóirí, dearthóirí, craoltóirí agus soláthraithe seirbhísí teilifíse ar na gnéithe dearaidh uilíoch a bhfuil gá leo le cinntiú go gcuirtear riachtanais an réimse úsáideoirí teilifíse digití is leithne san áireamh. Tá na treoirlínte le bheith foilsithe sa chuid luath de 2012.

### **Sainordú 376: Foireann Uirlisí Eorpach Soláthair um TF Inrochtana**

Tá an tÚdarás Náisiúnta Míchumais ag cur le hiarracht caighdeánaithe Shainordú 376 ag an gCoimisiún Eorpach agus dhá chomhlachtaí Eorpacha caighdeánaithe, CEN agus ETSI, ar mhaithe le caighdeán Eorpach agus foireann uirlisí tionlacain a fhorbairt, chun soláthar poiblí teicneolaíochta faisnéise agus cumarsáide atá inrochtana a chumasú. Chuimsigh an obair i rith 2011 bailiú riachtanas ó pháirtithe leasmhara, lena n-áirítear lucht tionscail, oifigigh soláthair phoiblí agus daoine faoi mhíchumas. Rinneadh taighde chomh maith ar an gcomhairle inrochtaineachta a bhfuil gá léi le haghaidh na gcéimeanna éagsúla soláthair agus le cinntiú go bhfuil an fhoireann uirlisí i gcomhréir le caighdeán agus treoirlínte soláthair ó réigiún eile an domhain. Tá an obair ar an bhfoireann uirlisí le bheith críochnaithe faoi dheireadh 2012.

### **Treoirlínte áiteanna cónaithe dearaidh uilíoch**

Tá an tÚdarás Náisiúnta Míchumais ag obair chun treoirlínte a fhorbairt d'áiteanna cónaithe dearaidh uilíoch; áiteanna cónaithe atá oiriúnacha do dhaoine a bhfuil aois, méid, cumas nó míchumas difriúil ag baint leo agus atá inoiriúnaithe go héasca do na céimeanna saoil éagsúla. Tá sé i gceist go mbeadh na treoirlínte seo oiriúnach do gach teach agus árasán. Tá na treoirlínte le bheith críochnaithe sa chuid luath de 2012.

### **Coiste Comhairleach um Inrochtaineacht ar Gach Caighdeán**

Bíonn an tÚdarás Náisiúnta Míchumais ag obair i gcomhar le hÚdarás um Chaighdeán Náisiúnta na hÉireann, trí obair an Choiste Chomhairligh um Inrochtaineacht ar Gach Caighdeán agus na seacht meitheal a dtacaíonn sé leo agus a dhíríonn ar dhearadh uilíoch táirgí, seirbhísí, eolais agus teicneolaíochta cumarsáide, chomh maith leis an timpeallacht thógtha. Tá aighneachtaí déanta ag na grúpaí oibre ar roinnt caighdeán Eorpach agus idirnáisiúnta a bhain go sonrach le hinrochtaineacht agus inúsáidteacht táirgí, seirbhísí, eolais agus teicneolaíochta cumarsáide, chomh maith leis an timpeallacht tógtha. Ba é buaic na bliana ná obair a dhéanamh ar fhorbairt an chéad chaighdeán náisiúnta treorach ar dhearadh uilíoch sna seirbhísí fuinnimh. Tá cur síos ar shonraí na hoibre seo thíos.

### **Scéimeanna dámhachtainí**

#### **Dúshlán Dearaidh Uilíoch 2011**

D'eagraigh Ionad an Údaráis Náisiúnta Míchumais um Fheabhas Dearaidh Uilíoch an tríú hócáid bhliantúil Dúshlán Dearaidh Uilíoch. Is comórtas dearaidh 24 uair é

an Dúshlán Dearaidh Uilíoch a eagraíonn foirne dearaidh i bpróiseas dearaidh atá dírithe ar úsáideoirí. Léiríonn na foirne dearaidh coincheapa nua dearaidh a ndéantar breithiúnas orthu as inrochtaineacht agus inúsáidteacht de réir prionsabail dearaidh uilíoch. Ba é téama 2011 ná **Gnáth-tháirgí Tomhaltais**. D'aithin an dearadh buach an deacracht uilíoch a bhíonn ag gach duine nuair a bhíonn siad ag iarraidh teacht ar fheistí lampaí nó braiteoirí deataigh atá crochta go hard ar bhallaí nó ar shíleálacha. B'fhochéimithe na bliana deireanaí agus mic léinn iarchéime dearaidh den chéad bhliain iad na rannpháirtithe i ndúshlán 2011.

## **Feasacht**

Chuir Ionad an Údaráis Náisiúnta Míchumais um Fheabhas Dearaidh Uilíoch sraith seimineár i láthair ar mhaithe le feasacht agus tuiscint a chruthú ar dhearadh uilíoch agus a ghlacadh ag páirtithe leasmhara a chur chun cinn, lena n-áirítear:

- Dearadh uilíoch agus teicneolaíocht chúntach a chomhtháthú – seimineár leathlae d'oifigigh rialtais, cleachtóirí seirbhísí leighis agus lucht acadúil le héisteacht faoi thaighde dearaidh uilíoch ó SAM. Rinne cur i láthair ar dhearadh uilíoch a chomhtháthú le teicneolaíocht chúntach.
- An tsamhail forbartha táirge “Need to Knowledge” – seimineár d'oifigigh rialtais, cleachtóirí seirbhísí sláinte agus daoine acadúla ar an tsamhail “Need to Knowledge”. Seo samhail d'fhorbairt táirgí agus seirbhíse arb é an modh cleachtais is fearr atá éigeantach i SAM
- Seimineár in éineacht le Fiontraíocht Éireann do shaineolaithe aistrithe teicneolaíochta ar an gcaoi ar fachtóirí tábhachtach é dearadh uilíoch chun costéifeachtacht a chinntiú sa mhúnla “Need to Knowledge”

## **Taighde agus eolas**

### **Méid do dhearadh uilíoch**

Choimisiúnaigh an tÚdarás Náisiúnta Míchumais taighde le cinneadh cén chaoi a dtéann méid chorp an duine i bhfeidhm ar fhorbairt dearaidh uilíoch, ós rud é gur príomheilimint é seo de dhearadh uilíoch mar atá sainmhínithe san Acht Míchumais, 2005. Cuimsíonn an tionscadal trí pháirt athbhreithniú idirnáisiúnta ar an litríocht, suirbhé náisiúnta ar dhearthóirí, mic léinn dearaidh agus speisialtóirí soláthair, chomh maith le tuairiscí do threoir ar an gcleachtas is fearr amach anseo. Cuirfidh na torthaí le treoir do dhearthóirí, oiliúnaithe agus speisialtóirí soláthair agus foilseofar é i 2012.

### **Láithreáin ghréasáin earnála poiblí**

Tá taighde á dhéanamh ag an Údarás Náisiúnta Míchumais ar an gcaoi is féidir dearadh eolais phoiblí agus seirbhísí ar líne a fheabhsú, ar mhaithe le heispéireas ar líne níos fearr d'úsáideoirí a chumasú agus chun éifeachtúlacht a fheabhsú don rialtas agus comhlachtaí poiblí. Cuirfidh agallaimh agus suirbhéanna le réimse

leathan páirtithe leasmhara, chomh maith le hanailís ar shuíomhanna gréasáin poiblí, cuirfidh siad le forbairt treoirlinnte dearaidh atá le foilsiú i rith 2012.

### **Taighde ar spásanna agus dromchlaí coiteanna**

Ba é cuspóir an tionscadail seo ná taighde a dhéanamh ar chleachtais agus smaointeoireacht chomhaimseartha náisiúnta agus idirnáisiúnta ar spásanna coiteanna, dromchlaí coiteanna agus “criosanna baile”, in éineacht le príomhmholtaí ar an gcaoi ar chóir don Údarás Náisiúnta Míchumais cur chuig an gceist seo. Foilseofar an taighde seo sa chuid luath de 2012.

### **Tionscadail taighde dearaidh uilíoch**

Tá an tÚdarás Náisiúnta Míchumais ag maoirsiú agus ag tacú le tionscadail taighde iar-dhochtúireachta a dhéanann staidéar ar an gcaoi a dtéann dearadh uilíoch i bhfeidhm ar dhearadh agus forbairt táirgí.

- Tá taighdeoir innealtóireachta bithleighis i gColáiste na Tríonóide, Baile Átha Cliath, ag comhtháthú dearadh uilíoch ina dhearadh táirgí nua atá ag cur le forbairt gaolmhar an churaclaim innealtóireachta.
- Tá taighdeoir in Institiúid Teicneolaíochta Bhaile Átha Cliath ag comhtháthú uirlisí agus teicnící dearaidh atá dírithe ar an úsáideoir sa mhúnla “Need to Knowledge”, ar mhaithe le hacmhainneacht torthaí dearaidh uilíoch a fheabhsú.
- Taighde dochtúireachta ar chóras rátála dearaidh uilíoch a shainmhíniú d’fhoirgnimh. Tá taighdeoir ailtireachta i gColáiste na Tríonóide, Baile Átha Cliath, ag fiosrú an réimse seo agus cén chaoi a bhféadfadh sé oibriú leis an gcóras Rátála Fuinnimh d’Fhoirgnimh atá i bhfeidhm in Éirinn cheana go háirithe.

Tá dearadh uilíoch ag teacht ar an bhfód mar ábhar acadúil sna hóstollscoileanna mar gheall ar na tionscadail taighde seo.

## **Oideachas**

### **Modúl uilíoch dearaidh tríú leibhéal**

Chuir Ionad an Údaráis Náisiúnta Míchumais um Fheabhas Dearaidh Uilíoch tús le tionscadal chun modúl a fhorbairt ar dhearadh uilíoch atá oiriúnach le bheith úsáidte sna cúrsaí innealtóireachta, ailtireachta, teicneolaíochta agus dearaidh go léir den chéad bhliain. Bhí cuibhreannas institiúidí oideachais tríú leibhéal páirteach i bhforbairt an churaclaim agus na n-ábhar atá ann i rith 2011, rud a thástálfar i rith 2012 i gcoláistí éagsúla tríú leibhéal agus críochnófar é sa chuid dheireanach de 2012.

### **Clár píolótach dearaidh uilíoch dara leibhéal**

Chuir Ionad an Údaráis Náisiúnta Míchumais um Fheabhas Dearaidh Uilíoch tús le tionscadal i gcomhar le hOllscoil Cambridge ina n-oibrítear trialacha píolótacha modúl curaclaim dearaidh uilíoch ar an dara leibhéal i gclár idirbhliana atá dírithe ar theicneolaíocht. Tugann an curaclam isteach réiteach fadhbanna dearaidh atá bunaithe ar chleachtais dearaidh atá dírithe ar úsáideoirí agus a chruthaíonn réitigh dearaidh uilíoch. Foilseofar na torthaí agus an modúl curaclaim agus seolfar iad i rith 2012.

### **Curaclam chun daoine gairmiúla teicneolaíochta faisnéise agus cumarsáide a oiliúint i ndearadh uilíoch**

Bhí Comhairleoir Sinsearach an Údaráis Náisiúnta Míchumais ar Dhearadh Uilíoch sa teicneolaíocht faisnéise agus cumarsáide mar chathaoirleach ar fhorbairt Comhaontú Ceardlainne Eorpach CEN, a chuireann síos ar an gcuraclam a bhfuil gá leis chun daoine gairmiúla teicneolaíochta faisnéise agus cumarsáide a oiliúint, le glacadh le cur chuige dearaidh uilíoch i ndearadh, forbairt agus soláthar earraí agus seirbhísí teicneolaíochta cumarsáide agus faisnéise atá inúsáidte agus ar féidir leis an réimsí úsáideoirí is leithne is féidir teacht air. Foilsíodh an caighdeán Eorpach seo sa chuid luath de 2012 agus beidh sé ar an gcéad chaighdeán inrochtana Eorpach den chineál seo.



## **Tosaíocht Straitéiseach 4: Cumas an Údaráis Náisiúnta Míchumais a thógáil lena spriocanna straitéiseacha a sheachadadh**

### **Oiliúint agus forbairt 2011**

Le cur i bhfeidhm leanúnach de Chóras éifeachtach Feidhmíochta Bainistíochta agus Forbartha san Údarás Náisiúnta Míchumais a thacú, fuair gach ball foirne oiliúint athnuachana ar chur i bhfeidhm an chórais seo. Is é an Córas Feidhmíochta Bainistíochta agus Forbartha an mheicníocht atá in úsáid chun feidhmíocht na foirne a mheasúnú, a bhainistiú agus a thacú de réir cleachtais reatha sa tseirbhís phoiblí.

De réir **Straitéise Cumarsáide an Údaráis Náisiúnta Míchumais 2010-2012**, reáchtáladh ceardlanna scríbhneoireachta éifeachtaí don fhoireann i Lúnasa agus i Meán Fómhair 2011, agus ina dhiaidh sin cóitseáil in ardscribhneoireacht do bhaill foirne roghnaithe.

Seachadadh réimse de dheiseanna oiliúna agus forbartha aonair, de réir an Chórais Fheidhmíochta Bainistíochta agus Forbartha, agus foirmithe aige freisin.

### **Airgeadais agus rialachas**

I mí Aibreáin 2011, d'fhill an tÚdarás Náisiúnta Míchumais ar ais chuig an Roinn Dlí agus Cirt agus Comhionannais athshocraithe ón iar-Roinn Gnóthaí Pobail, Comhionannais agus Gaeltachta. Mar thoradh air sin, aistríodh próiseáil focaíochtaí an Údaráis Náisiúnta Míchumais, i mBealtaine 2011, chuig Seirbhísí Comhroinnte na Roinne Dlí agus Cirt agus Comhionannais, ó shaoráid sheirbhíse comhroinnte na Roinne Airgeadais a bhí á húsáid ag an Roinn Gnóthaí Pobail, Comhionannais agus Gaeltachta.

De réir dea-rialachais, rinne an tÚdarás Náisiúnta Míchumais athbhreithniú ar rialú inmheánach airgeadas in Aibreán 2011. Tar éis obair chuimsitheach a dhéanamh, i Samhain d'fhaomh an tÚdarás **Lámhleabhar Rialachais Chorparáidigh** an Údaráis Náisiúnta Míchumais. Léiríonn an lámhleabhar athbhreithnithe seo dea-chleachtas reatha; struchtúr dlí agus rialachais an Údaráis Náisiúnta Míchumais; agus go háirithe ionchorpraíonn sé riachtanais an **Chóid Chleachtais um Rialachas Chomhlachtaí an Stáit 2009**.

D'fhorbair an tÚdarás Náisiúnta Míchumais sraith de Chritéir Cháilíochta le cur i bhfeidhm ar obair choimisúnaithe go hinmheánach agus go seachtrach. Cumhdaíonn na critéir cháilíochta seo comhairle bheartais; caighdeán agus

treoirilínthe; agus taighde, agus tógann agus cuireann siad leis na caighdeáin cháilíochta a forbraíodh roimhe do thaighde coimisiúnaithe go seachtrach.

### **Córais fhaisnéis agus thaifead**

Tugadh obair ar fheabhsúchán chuid TF an Chláir Shócmhainne Sheasta de chuid an Údaráis Náisiúnta Míchumais chun deiridh. Beidh sé sin mar chuid de chlár iomlán sócmhainne cuimsitheach aonair. Cuireadh tús freisin le hobair ar mhionchoigeartú de na sócmhainní eile atá fágtha go dtí clár cuimsitheach aonair.

### **Comhpháirtíocht**

Bhuail Coiste Comhpháirtíochta an Údaráis Náisiúnta Míchumais le chéile naoi n-uaire. Rinne an Coiste clár fadréimseach oibre, lena n-áirítear ionchur isteach i bhforbairt de cheaintín foirne nua, ainm a chur le tuarascáil Chomhaontaithe Pháirc an Chrócaigh, agus ionchur isteach i bhforbairt de bheartais agus de phrótacail nua, lena n-áirítear: bainistíocht freastail; tacaíochtaí do bhaill fhoirne faoi mhíchumas; agus prótacal ríomhphoist. Thug an Coiste tacaíocht freisin d'fhorbairt den straitéis nua Acmhainní Daonna agus rinne athbhreithniú ar thogra le Scéim Mholta Fhoirne a chur i bhfeidhm.

### **Oifigeach Rochtana**

Éilítear leis an Acht um Míchumas 2005 go bhfuil Oifigeach Rochtana amháin ar a laghad ag gach comhlacht poiblí. Shocraigh Oifigeach Rochtana an Údaráis Náisiúnta Míchumais cúnamh cuí do dhaoine faoi mhíchumas a bhain úsáid as faisnéis agus seirbhísí an Údaráis Náisiúnta Míchumais. Tá sonraí teagmhála an Oifigigh Rochtana ar fáil ar leathanach baile an láithreáin ghréasáin.

### **Straitéis chumarsáide**

Tar éis comhairliúcháin le geallshealbhóirí eachtracha an Údaráis Náisiúnta Míchumais, agus go himmheánach leis an bhfoireann, forbraíodh **Straitéis Chumarsáide 2010-2012** agus plean bainteach gníomhaíochta chun seachadadh den **Phlean Straitéiseach 2010-2012** a thacú. Cuireadh cur i bhfeidhm den phlean gníomhaíochta chun cinn, lena n-áirítear forbairt de chumais le haghaidh Skype agus comhdhála gréasáin.

### **Seirbhís leabharlainne**

Tá breis agus 55,000 mír ar mhíchumas agus ar ábhair bhainteacha ag an Údarás Náisiúnta Míchumais, a sholáthraíonn acmhainn chun faisnéis, comhairle agus treoir bunaithe ar fhianaise a thacú. Tá an bailiúchán fairsing seo comhdhéanta de leabhair, irisleabhair, nuachtlitreacha, ailt nuachtáin, DVDanna, físeáin agus CD-ROManna. Mar aon le catalóg ar líne a thairiscint, soláthraíonn an Leabharlann leabhair agus ailt irisleabhair tríd an bpost. Tugann daoine cuairt ar an Leabharlann le haghaidh oibre atá níos doimhne. Foinsíonn an Leabharlann

leabhair agus ailt, don fhoireann, ó acmhainní leabharlainne níos mó. Feidhmíonn an Leabharlann ar bhonn páirtaimseartha, soláthraíonn rochtain ghutháin gach maidin i rith na seachtaine, agus glacann coinní lá amháin gach seachtain.

Le linn 2011, d'fhreagair an Leabharlann 684 iarratas (190 acu siúd ón bhfoireann), agus chláraigh 15 ball nua le linn na bliana. Sholáthair an Leabharlann 167 leabhar ar iasacht freisin, chomh maith le 144 alt irisleabhair.

### **Straitéis acmhainní daonna**

Forbraíodh agus cuireadh faoi bhráid na foirne **Straitéis Acmhainní Daonna 2011-2013**. Sa straitéis, cuirtear san áireamh toscaí amhail moratóir na seirbhíse poiblí ar earcaíocht, an Creat Rialaithe Fostaíochta agus cleachtais nua oibre rialaithe ag Comhaontú Pháirc an Chrócaigh. Cinnteoidh an beartas go gcomhlíontar riachtanais láithreacha agus iad atá ag teacht aníos, agus beidh sé ina chuidiú le spriocanna agus cuspóirí eagraíochtúla a bhaint amach. Tabharfaidh sé tacú d'fhorbairt leanúnach na foirne, forbróidh sé eagraíocht ardfheidhmíochta agus cuirfidh sé timpeallacht spreagtha agus dearfach oibre chun cinn.

### **Beartas bainistíochta freastail**

De réir alt 4.10 de Chomhaontú Pháirc an Chrócaigh, atá tiomanta do chur i bhfeidhm de nósanna imeachta athbhreithnithe i dtaca le saoire bhreioiteachta a bhainistiú, d'fhorbair an tÚdarás Náisiúnta Míchumais beartas nua bainistíochta freastail. Tá sé beartaithe go gcinnteoidh an beartas nua seo go bhfuil tacaíochtaí éifeachtacha don fhoireann i bhfeidhm, agus go dtabharfar cuidiú don Údarás Náisiúnta Míchumais laghdú 10% i leibhéil neamhláithrí a bhaint amach, de réir mar atá éilithe ag Plean Gníomhaíochta Státseirbhíse agus Earnála Gníomhaireachta Stáit Neamh-Thráchtála an Rialtais. Rinne an coiste Comhpháirtíochta athbhreithniú ar an mbeartas, agus cuireadh chuig an gceardchumann é freisin le haghaidh nótaí tráchta.

### **Foireann a thacú**

Déanann an tÚdarás Náisiúnta Míchumais iarracht a bheith mar shamhail de dheachleachtas i dtaca le foireann a fhostú atá faoi mhíchumas lena dhualgais faoi Chuid 5 den Acht um Míchumas 2005 agus den reachtaíocht ábhartha comhionannais a chomhlíonadh. Tá an tÚdarás Náisiúnta Míchumais tiomanta timpeallacht uileghabhálach oibre a bheith aige, ina bhfuil beartais éifeachtacha le foireann a thacú, lena n-áirítear iad siúd faoi mhíchumas. Is é cuspóir an bheartais an fhoireann a threorú i dtaca leis na tacaíochtaí éagsúla atá ar fáil agus na codanna ábhartha i lámhleabhar an phearsanra.

### **Ráitis airgeadais**

De réir an Achta um Údarás Náisiúnta Míchumais 1999, d'ullmhaigh agus chuir isteach an tÚdarás Náisiúnta Míchumais cuntais airgeadais, do 2010, le haghaidh iniúchta ag an Ard-Reachtair Cuntas agus Ciste. Faomhadh na ráitis i Meitheamh 2011 agus cuireadh iad le Tuarascáil Bhliantúil 2010, a cuireadh faoi bhráid an Aire i Meán Fómhair 2011.

## **Ráitis Airgeadais**

## **Clár Ábhar**

Comhaltaí an Údaráis agus Faisnéis Eile.....	103
An tÚdarás Náisiúnta Míchumais.....	104
Ráiteas faoi Fhreagrachtaí Chomhaltaí an Údaráis .....	106
Ráiteas faoi Rialú Inmheánach Airgeadais don bhliain dar chríoch 31 Nollaig 2011 .....	107
Tuarascáil an Ard-Reachtair Cuntas agus Ciste le cur i láthair Thithe an Oireachtais .....	110
Ráiteas faoi Pholasaithe Airgeadais.....	112
Cuntas Ioncaim agus Caiteachais don bhliain dar chríoch an 31 Nollaig 2011 ....	114
Clár Comhardaithe amhail an 31 Nollaig 2011 .....	116
Ráiteas faoi Shreabhadh Airgid don bhliain dar chríoch an 31 Nollaig 2011 .....	117
Nótaí leis na Ráitis Airgeadais don bhliain dar chríoch an 31 Nollaig, 2011 .....	118

## Comhaltaí an Údaráis agus Faisnéis Eile

**Ón 1 Eanáir–31 Nollaig, 2011**

	Líon na gcrúinnithe ar freastalaíodh orthu le linn na tréimhse sin	Táillí	Speansais
An tUas. Peter McKevitt, Cathaoirleach	10/10	€8,978.00	€761.80
An Dr. Tony Bates	4/10	€5,985.00	
Caroline Burrell, Uas.	8/10	€5,985.00	€12.28
Frank Cunneen, Uas.	8/10	€5,985.00	
Tara Cunningham, Uas.	4/10*	€5,985.00	€1,489.79
Fiona Duignan, Uas.	2/10*	€5,985.00	
Linda Grealy, Uas.	4/10		
An tUas. Shane Hogan	10/10		
An tUas. David Joyce	6/10	€5,985.00	
An tUas. Des Kenny	9/10	€5,985.00	
Mary Lavelle, Uas.	9/10	€5,985.00	
Joanne McCarthy, Uas.	6/10*	€5,985.00	
An tUas. James O'Grady	10/10	€5,985.00	€1,933.82
An tUas. Donal Lawlor (Cathaoirleach Iniúchta)	3/4	€4,488.75	

\* Ar saoire máithreachais

**Stiúrthóir:** Siobhan Barron

**Aturnaetha:** Mason, Hayes and Curran  
Teach an Bhruacha Theas  
Sráid na Bearú  
Baile Átha Cliath 4

**Baincéirí:** Banc na hÉireann  
104 Raghmallach  
Baile Átha Cliath 6.

**Iniúcháirí:** An tArd-Reachtair Cuntas & Ciste  
Caisleán Bhaile Átha Cliath  
Baile Átha Cliath 2.

## An tÚdarás Náisiúnta Míchumais

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

### Feidhmeanna agus Cumhachtaí an NDA

Is í príomhfheidhm an NDA ná comhairle ar a chur ar an Aire Dlí agus Cirt agus Comhionannais maidir le saincheisteanna beartais agus cleachtais i ndáil le míchumas.

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

- Gníomhú mar chomhlacht lárnach, náisiúnta a chabhróidh leis an Aire le beartas a chomhordú agus a fhorbairt maidir le daoine faoi mhíchumas
- Tabhairt faoi thionscadail agus ghníomhaíochtaí taighde ar shaincheisteanna a bhaineann le míchumas, iad a choimisiúnú nó comhoibriú orthu agus cabhrú le faisnéis staitistiúil a fhorbairt ata oiriúnach chun clár agus seirbhísí a phleanáil, a sheachadadh agus a mhaoirsiú le haghaidh daoine faoi mhíchumas
- Comhairle a chur ar an Aire faoi na caighdeáin oiriúnacha le haghaidh clár agus seirbhísí atá á gcur ar fáil nó le cur ar fáil do dhaoine faoi mhíchumas agus gníomhú mar chomhlacht comhairleach maidir le caighdeáin ghinearálta agus shonracha a fhorbairt i ndáil le clár agus seirbhísí den sórt sin
- Maoirsiú a dhéanamh ar chur i bhfeidhm caighdeán agus cód cleachtais i gclár agus i seirbhísí arna gcur ar fáil do dhaoine faoi mhíchumas agus tuairisc a thabhairt don Aire orthu siúd
- Idirchaidreamh a dhéanamh le comhlachtaí eile, idir comhlachtaí corparáideacha agus neamhchorpraithe, cur i bhfeidhm caighdeán oiriúnach le haghaidh clár agus seirbhísí do dhaoine faoi mhíchumas a éascú agus tacú leis
- Cóid chleachtais a ullmhú chun críocha dea-chaighdeán agus cáilíocht a bhaint amach maidir le soláthar clár agus seirbhísí atá á gcur ar fáil nó le cur ar fáil do dhaoine faoi mhíchumas.
- Aitheantas a thabhairt do bhaint amach dea-chaighdeán agus cáilíochta maidir le soláthar clár agus seirbhísí do dhaoine faoi mhíchumas, lena n-áirítear trí chóras dámhachtainí um chomhionannas do dhaoine faoi mhíchumas
- Pleananna straitéiseacha a ullmhú

I measc fheidhmeanna breise an Údaráis faoin Acht um Míchumas 2005 tá:



- Cóid chleachtais a ullmhú maidir le hinrochtaineacht foirgneamh poiblí, seirbhísí, faisnéise agus suíomhanna oidhreacht agus fostú daoine faoi mhíchumas san earnáil phoiblí ar iarratas an Aire (Cuid 3)
- Chun maoirseacht a dhéanamh ar chomhlíonadh spriocanna reachtúla le haghaidh earcú agus fhostú daoine faoi mhíchumas san earnáil phoiblí, gníomhartha a mholadh le glacadh áit nach bhfuil na spriocanna sin á gcomhlíonadh, agus cóid chleachtais a fhorbairt áit a n-iarrtar (Cuid 5)
- Lárionad Foirfeachta i nDearadh Uilíoch a bhunú sa timpeallacht thógtha agus teicneolaíocht na faisnéise a chuirfidh prionsabail an deartha uilíoch chun cinn ar féidir le daoine faoi mhíchumas rochtain a fháil uirthi, í a thuiscint agus a úsáid sa mhéid gur féidir é:
  - sa bhealach is neamhspleáiche agus is nádúrtha
  - sa réimse is leithne de chásanna
  - gan ghá le hoiriúnú, le hathrú, le fearais chuiditheacha ná rogha speisialaithe (Cuid 6)

### **Cumhachtaí reachtúla**

Chun a chuid feidhmeanna reachtúla a chomhlíonadh tá cumhachtaí reachtúla áirithe ag an Údarás Náisiúnta Míchumais faoin Acht um Údarás Náisiúnta Míchumais 1999:

- Tá an ceart ag an Údarás chun rochtana ar fhaisnéis (lena n-áirítear sonraí) atá ábhartha dá chuid feidhmeanna agus atá i seilbh comhlachtaí poiblí (Alt 13)
- Féadfaidh an t-Údarás faisnéis a lorg faoi hábhar ar bith a bhaineann le soláthar clár nó seirbhísí do dhaoine faoi mhíchumas a chuirtear ar fáil de réir an dualgais reachtúil agus a gcuirtear cistiú poiblí ar fáil go hiomlán nó i bpáirt di (Alt 14)
- Déanann an tÚdarás moltaí maidir le hathbhreithniú nó laghdú a dhéanamh ar airgead arna chur ar fáil ag an Oireachtas le haghaidh aon chlár nó seirbhíse nó maidir leis an airgead a tharraingt siar áit a gcreideann sé go bhfuil sé á chur ar fáil ar bhealach neamhdhóthanach nó míshásúil nó nach bhfuil sé á chur ar fáil do dhaoine faoi mhíchumas (Alt 15(4))

Tugann an tÚdarás tuarascálacha bliantúla agus tuarascálacha eile don Aire maidir lena chuid feidhmeanna (Alt 15)

## **Ráiteas faoi Fhreagrachtaí Chomhaltaí an Údaráis**

De réir Alt 17 den Acht um Údarás Náisiúnta Míchumais 1999 ceanglaítear ar an Údarás ráitis airgeadais a ullmhú le haghaidh bliana airgeadais a thugann léargas fírinneach cóir ar ghnóthaí an Údaráis agus ar a chuid ioncaim agus caiteachais don tréimhse sin.

Agus na ráitis airgeadais sin á n-ullmhú, ceanglaítear ar an Údarás:

- polasaithe cuntasáochta oiriúnacha a roghnú agus a chur i bhfeidhm go comhsheasmhach;
- breithiúnais agus meastacháin réasúnta agus chríonna a dhéanamh;
- Caighdeáin Chuntasaíochta infheidhme a chomhlíonadh faoi réir aon nochtuithe ábhartha arna nochtadh nó arna míniú sna Ráitis Airgeadais;
- na ráitis airgeadais a ullmhú ar bhonn an ghnóthais leantaigh ach má tá sé mí-oiriúnach ceapadh nach leanfaidh an tÚdarás Náisiúnta Míchumais ar aghaidh.

Tá an tÚdarás freagrach as taifid chearta chuntasaíochta a choimeád, a nochtann le cruinneas réasúnta uair ar bith staid airgeadais an Údaráis agus a chuireann ar a chumas cinntiú go gcomhlíonann na ráitis airgeadais an tAcht. Tá sé freagrach freisin as sócmhainní an Údarás Náisiúnta Míchumais a chosaint agus as céimeanna réasúnta a ghlacadh chun calaois agus mírialtachtaí eile a chosc agus a bhrath.

Thar ceann an Údaráis

**Cathaoirleach**      Peter McKevitt

**Stiúrthóir**              Siobhán Barron

**Dáta**                      10 Meán Fómhair 2012

## **Ráiteas faoi Rialú Inmheánach Airgeadais don bhliain dar chríoch 31 Nollaig 2011**

Thar ceann Bhord an Údarás Náisiúnta Míchumais, admhaím go bhfuilimid freagrach as cinntiú go gcoimeádtar agus go n-oibrítear córas éifeachtach de rialuithe inmheánacha airgeadais.

Ní fhéadann na córais ach dearbhú réasúnta a sholáthar nach dearbhú iomlán é go ndéantar na sócmhainní a chosaint, go ndéantar idirbhearta a údarú agus a thaifeadadh i gceart, agus go ndéantar earráidí nó mírialtachtaí ábhartha a chosc nó go mbraithfí go tráthúil iad.

Ghlac an tÚdarás céimeanna chun cinntiú go bhfuil timpeallacht oiriúnach rialaithe i bhfeidhm trí:

- Nósanna imeachta foirmiúla a bhunú trí fheidhmeanna éagsúla coiste chun maoirseacht a dhéanamh ar ghníomhaíochtaí na heagraíochta agus a cuid sócmhainní a chosaint
- Freagrachtaí agus cumhachtaí na bainistíochta a shainiú go soiléir agus a thaifeadadh
- Cultúr láidir freagrúlachta a fhorbairt thar gach leibhéal den eagraíocht.

Freisin tá próisis bunaithe ag an údarás chun rioscaí gnó a aithint agus a mheasúnú. Baintear é sin amach ar roinnt bealaí lena n-áirítear

- Nádúr, méid agus impleachtaí airgeadais na rioscaí atá os comhair an Údarás Náisiúnta Míchumais a aithint
- Measúnú a dhéanamh ar an dóchúlacht go dtiocfaidh rioscaí chun cinn. D'ullmhaigh an NDA clár rioscaí lena n-áirítear rioscaí straitéiseacha, oibriúcháin, rioscaí maidir le teicneolaíocht na faisnéise, maidir le hairgeadas agus maidir le clú / comhlíonadh. Ina theannta sin déantar anailís riosca nuair atá tionscadail á bpleanáil agus nuair atá measadh scóip á dhéanamh orthu
- Measúnú a dhéanamh ar chumas an Údarás Náisiúnta Míchumas chun na rioscaí a thagann chun cinn a láimhseáil agus a mhaolú
- Oibriú i ndlúthpháirt leis an Rialtas agus le gníomhaireachtaí agus le hinstiúidí éagsúla chun cinntiú go dtuigtear go soiléir cuspóirí an Údarás Náisiúnta Míchumas agus go dtugtar tacaíocht do straitéisí an Údaráis chun na cuspóirí sin a chomhlíonadh
- Athbhreithniú a dhéanamh go rialta ar phleananna straitéiseacha, idir phleananna gearrthéarmacha agus fadtéarmacha agus measúnú a dhéanamh ar na rioscaí a bhaineann leis na plananna sin a thabhairt chun críche

- Spriocanna bliantúla agus níos fadtéarmaí a shocrú le haghaidh gach réimse dár ngnó agus tuairisciú rialta a dhéanamh ina dhiaidh sin ar na torthaí a baineadh amach
- Nósanna imeachta caighdeánacha agus forálacha fairsinge a bhunú agus a chur i bhfeidhm faoinar féidir cúnamh airgeadais a chur ar fáil do thionscadail lena n-áirítear forálacha áit a n-éilítear aisíocaíocht mura gcomhlíonann an tionscadal na tiomantais a rinne an tionscnóir

Tá an córas um rialú inmheánach airgeadais bunaithe ar chreat d'fhaisnéis bhainistíochta rialta, de nósanna imeachta riaracháin lena n-áirítear leithscaradh dualgas, agus córas um thairmligean agus fhreagrúlacht. Áirítear leis ach go háirithe:

- Córas buiséid cuimsitheach le tuarascáil bhliantúil a ndéanann an t-Údarás athbhreithniú air agus a n-aontaíonn sé leis
- Athbhreithnithe rialta ag an Údarás ar thuarascálacha airgeadais tréimhsiúla agus bliantúla a chomharthaíonn feidhmíocht airgeadais de réir réamhaisnéisí
- Spriocanna a shocrú chun feidhmíocht airgeadais agus eile a thomhas
- Treoirínte atá sainithe go soiléir um rialú infheistíochta caipitiúla
- Disciplíní foirmiúla bainistíochta tionscadail

Sheachfhoinsigh an tÚdarás Seirbhís Iniúchta Inmheánaigh, a oibríonn de réir an Chreatchód Dea-chleachtais atá leagtha amach sa Chód Cleachtais Athbhreithnithe ar Rialachas Comhlachtaí Stáit 2009. Ó Aibreán 2011 ar aghaidh is í an Roinn Dlí agus Cirt agus Comhionannas a chuireann an tSeirbhís Iniúchta Inmheánaigh ar fáil. Tugann an tSeirbhís Iniúchta Inmheánaigh tuairisc rialta don Choiste Iniúchta. I 2011, rinne an t-Iniúchadh Inmheánach athbhreithniú ar chur i bhfeidhm na moltaí ó iniúchtaí roimhe sin (párolla, soláthar agus sócmhainní seasta). Níor tugadh aon réimsí ardriosca faoi deara a mbeadh inní i gceist leo.

Tá an tÚdarás freagrach as maoirseacht a dhéanamh ar chur i bhfeidhm mholtaí an tSeirbhís Iniúchta Inmheánaigh chun cinntiú go gcoimeádtar nósanna imeachta cearta agus éifeachtacha um rialú airgeadais agus déanann sé maoirseacht ar an bhfeidhm iniúchta inmheánaigh agus aon phleananna bainteacha chun aon réimsí nua a aithníodh a chur san áireamh.

Tá maoirseacht agus athbhreithniú an Údaráis ar éifeachtacht na gcóras um rialú inmheánach airgeadais treoraithe ag na gnéithe seo a leanas:

- obair an tSeirbhís Iniúchta Inmheánaigh agus ról an Choiste Iniúchta a dhéanann maoirseacht ar obair an Iniúcháir Inmheánaigh agus an timpeallacht rialachais chorparáidigh

- 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 thugann tuairisc gach ráithe ar a laghad ar chaiteachas airgeadais agus shaincheisteanna bainteacha agus
- na saincheisteanna a d'ardaigh an tArd-Reachtair Cuntas agus Ciste

Dearbhaím go ndearna an tÚdarás athbhreithniú foirmiúil ar éifeachtacht na gcóras um rialuithe inmheánacha airgeadais le haghaidh 2011.

Peter McKevitt

Cathaoirleach

10 Meán Fómhair 2012

## **Tuarascáil an Ard-Reachtair Cuntas agus Ciste le cur i láthair Thithe an Oireachtais**

Tá ráitis airgeadais an Údaráis Náisiúnta Míchumais don bhliain dar críoch 31 Nollaig 2011 iniúchta agam faoi Alt 17 den Acht um Údarás Náisiúnta Míchumais, 1999.

Tá na ráitis airgeadais, a ullmhaíodh faoi na beartais chuntasaíochta arna leagan amach sna ráitis, comhdhéanta den Ráiteas ar Bheartais Chuntasaíochta, an Cuntas Ioncaim agus Caiteachais, Ráiteas Gnóthachan agus Caillteanas Aitheanta Iomlán, an Clár Comhardaithe, an Ráiteas ar Shreabhadh Airgid agus na nótaí gaolmhara.

### **Freagrachtaí Chomhaltaí an Údaráis**

Tá an tÚdaras freagrach as na ráitis airgeadais a ullmhú, as a chinntiú go dtugann siad léargas fíor agus cothrom ar staid ghnóthaí an Údaráis Náisiúnta Míchumais, ar a ioncam agus caiteachas agus as rialtacht na n-idirbheart a chinntiú.

### **Freagrachtaí an Ard-Reachtair Cuntas agus Ciste**

Is í an fhreagracht atá orm iniúchadh a dhéanamh ar na ráitis airgeadais agus tuairisc a thabhairt orthu de réir dlí infheidhme.

Déanaim m'iniúchadh trí thagairt a dheánamh do bhreithnuithe speisialta a ghabhann le comhlachtaí Stáit maidir lena mbainistíocht agus lena n-oibríocht.

Déanaim m'iniúchadh de réir na gCaighdeán Idirnáisiúnta maidir le hIniúchadh (An Ríocht Aontaithe agus Éire) agus ag cloí le Caighdeán Eiticiúla d'Iniúcháirí de chuid an Bhoird Chleachtas Iniúchta ag an am céanna.

### **Scóp Iniúchta na Ráiteas Airgeadais**

I rith iniúchta, ní mór fianaise a fháil faoi na méideanna agus na nochtaí sna ráitis airgeadais, fianaise leordhóthanach a thabharfadh deimhniú réasúnta go bhfuil na ráitis airgeadais saor ó mhíráitis ábhartha, cibé ar calaois nó earráid is cúis leo.

Áirítear air sin measúnú ar na nithe seo a leanas:

- cibé an bhfuil na beartais chuntasaíochta oiriúnach d'imthosca an Údaráis, agus gur cuireadh i bhfeidhm go comhsheasmhach iad agus gur nochtaíodh i gceart iad
- réasúnacht na meastachán cuntasaíochta suntasacha a rinneadh agus na ráitis airgeadais á n-ullmhú, agus
- cur i láthair foriomlán na ráiteas airgeadais

Lorgáim fianaise chomh maith faoi rialtacht na n-idirbheart airgeadais le linn an iniúchta.

Chomh maith leis sin, léigh mé an t-eolas airgeadais agus neamhairgeadais ar fad sa tuarascáil bhliantúil chun neamhréireachtaí ábhair maidir leis na ráitis airgeadais a bhfuil iniúchadh déanta orthu a aithint. Má thugaim aon mhíráiteas nó neamhréireachtaí ábhair dhealraitheacha faoi deara, breithním na tionchair a bheidh acu sin ar mo thuarascáil.

### **Tuairim ar na Ráitis Airgeadais**

Is é mo thuairim go dtugann na ráitis airgeadais, a ullmhaíodh i gceart de réir Chleachtas Chuntasaíochta a nGlactar go Ginearálta leis in Éirinn, léargas fíor agus cothrom ar riocht ghnóthaí an Údaráis amhail an 31 Nollaig 2011 agus ar a ioncam agus ar a chaiteachas don bhliain dar críoch sin.

Is é mo thuairim go bhfuil leabhair chuntais chuí á gcoimeád ag an Údarás. Tá na ráitis airgeadais ag teacht leis na leabhair chuntais.

### **Ábhair lena dTuairiscím trí Eisceacht**

Tuairiscím trí eisceacht:

- mura bhfuil an fhaisnéis agus na mínithe ar fad faighte agam don iniúchadh, nó
- más rud é gur thug m'iniúchadh aon chás ábhartha nár feidhmíodh suimeanna airgid chun na gcríoch a bhí beartaithe faoi deara nó sa chás nach leanann na hidirbhearta do na húdaráis a rialaíonn iad
- mura dtagann an t-eolas atá i dTuarascáil Bhliantúil an Údaráis don bhliain leanár ullmhaíodh na ráitis airgeadais leis na ráitis airgeadais, nó
- mura léiríonn an Ráiteas maidir le Rialú Inmheánach Airgeadais gur chomhlíon an tÚdarás an Cód Cleachtais do Rialachas Chomhlachtaí Stáit, nó
- má fhaighim amach go bhfuil fadhbanna ábhartha eile a bhaineann leis an mbealach a rinneadh gnó poiblí

Níl aon ní le tuairisciú agam maidir leis na cúrsaí sin a dhéantar a thuairisciú trí eisceacht.

Andrew Harkness

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

14 Meán Fómhair 2012

## **Ráiteas faoi Pholasaithe Airgeadais**

### **Bunús na Cuntasaíochta**

Ullmhaíodh na ráitis airgeadais agus úsáid á baint as modh fabhráithe na cuntasaíochta, ach amháin áit a bhfuil sé sonraithe thíos agus de réir an chleachtais chuntasaíochta a bhfuil glacadh ginearálta leis faoi choinbhinsiún an chostais stairiúil.

Glactar leis na Caighdeáin um Thuairisciú Airgeadais a mholann na comhlachtaí cuntasaíochta aitheanta de réir mar a thagann siad chun a bheith oibríochtúil.

### **Ioncam ó Dheontais Oireachtais**

Is ionann an t-ioncam ón bhfoinse seo agus na méideanna a chuireann na ranna urraitheacha ar fáil don NDRA trí híocaíocht dhíreach tuarastal agus costas eile.

### **Ioncam Eile– An Roinn Oideachais agus Scileanna**

Tugtar cuntas ar bhonn fabhráithe faoi aisíocaíocht ón Roinn Oideachais agus Scileanna i dtaobh tuarastal agus aoisliúntas a íocann an tÚdarás Náisiúnta Míchumais.

### **Sócmhainní Seasta agus Dímheas**

Taispeántar Sócmhainní Seasta ag an gcostas nó luacháil tosaigh lúide dímheas carntha.

Déantar soláthar do dhímheas ag na rátaí bliantúla seo a leanas:

Troscán agus Trealamh Oifige	20.00 % (Líne Dhíreach)
Crua-earraí agus Bogearraí Ríomhaire	33.33 % (Líne Dhíreach)
Áitreabh Laghdaithigh)	2.50 % (Bonn Comhardaithe

### **Cuntas Caipitil**

Léiríonn an Cuntas Caipitil méid an ioncaim gan amúchadh a leithdháiltear chun sócmhainní seasta a cheannach.

### **Pinsin**

Oibríonn an tÚdarás Náisiúnta Míchumais scéim pinsean sochar sainithe a dhéantar a chistiú gach bliain ar bhonn íoc mar a úsáidtear ó airgead atá ar fáil di, lena n-áirítear airgead a sholáthraíonn an Roinn Dlí agus Cirt agus Comhionannais agus ó ranníocaíochtaí a asbhaintear ó thuarastail fhoirne.



Léiríonn costais phinsin sochair phinsin arna dtuilleamh ag fostaithe le linn na tréimhse agus taispeántar glan ó ranníocaíochtaí pinsean foirne iad a choimeádann an tÚdarás Náisiúnta Míchumais. Aithnítear méid a chomhfhreagraíonn don mhuirear pinsin mar ioncam sa mhéid is atá sé inaisghabhála, agus déantar é a chúiteamh ag deontais arna bhfáil le linn na bliana chun íocaíochtaí pinsin a scaoileadh.

Léirítear gnóthachain nó caillteanais achtúireacha ag eascairt ó dhliteanais scéime sa Ráiteas faoi lomlán na nGnóthachan agus na gCaillteanas Aitheanta agus aithnítear leasú comhfhreagrach sa mhéid atá inaisghabhála ón Roinn Dlí agus Cirt agus Comhionannais.

Tá dliteanais phinsin in ionannas le luach reatha na n-íocaíochtaí pinsin don todhchaí atá tuillte ag baill foirne anuas go dtí seo. Tá cistiú pinsin iarchurtha in ionannas leis an tsócmhainn chomhfhreagrach le haisghabháil i dtréimhsí amach anseo ón Roinn Dlí agus Cirt agus Comhionannais.

## Cuntas Ioncaim agus Caiteachais don bhliain dar chríoch an 31 Nollaig 2011

	Nótaí	2011	2010
<b>Ioncam</b>			
		€	€
<b>Ioncam deontais</b>	2(a)	4,170,812	3,814,576
<b>Glanchistiú larchurtha le haghaidh Pinsean</b>	10(b)	860,000	1,013,728
<b>Ioncam Eile</b>	2(b)	18,440	20,155
		5,046,477	4,848,459
<b>Aistriú chuig / (ó) Cuntas Caipitil</b>	8	84,099	93,251
<b>Iomlán an ioncaim</b>		5,130,576	4,941,710
<b>Caiteachas</b>			
<b>Tionscadail agus obair Choimisiúnaithe</b>	3	968,216	468,863
<b>Costais Fhorbartha, Tacaíochta agus Riaracháin</b>			
<b>Párolla</b>	4	2,099,230	2,235,538
<b>Costais Phinsin</b>	10(c)	1,312,002	1,407,280
<b>Costais Riaracháin</b>	5	677,175	618,039
<b>Dímheas</b>	7	93,334	96,980
		4,178,966	4,357,837
<b>Iomlán an Chaiteachais</b>		5,147,182	4,826,700
<b>Barrachas / Easnamh don bhliain</b>		(16,606)	115,010
<b>Barrachas (Easnamh) Coimeádta ar an 1 Eanáir</b>		46,019	(68,991)
<b>Barrachas/ (Easnamh) Coimeádta ar an 31 Nollaig</b>		29,413	46,019
<b>Ráiteas faoi Iomlán na nGnóthachan agus na gCailteanas Aitheanta</b>			
<b>Barrachas / (Easnamh) don bhliain</b>		(16,606)	115,010
<b>(Gnóthachan) / Cailteanas Achtúireach ar Dhliteanais Phinsin</b>		(1,260,000)	(2,419,000)
<b>Leasú ar Chistiú Pinsin larchurtha</b>		1,260,000	2,419,000
<b>Iomlán na nGnóthachan / (na gCailteanas) aitheanta don bhliain</b>		<b>(16,606)</b>	<b>115,010</b>

Baineann na torthaí don bhliain le hoibríochtaí leantacha.

Tá an Ráiteas faoi Pholasaithe Cuntasaíochta, an Ráiteas faoi Shreabhadh Airgid agus Nóta 1 go 16 mar chuid de na Ráitis Airgeadais.

**Sínithe:** Peter McKevitt (Cathaoirleach)

**Sínithe:** Frank Cuneen (Ball den Údarás)

**Sínithe:** Siobhán Barron (Stiúrthóir)  
**Dáta:** 10 Meán Fómhair 2012

## Clár Comhardaithe amhail an 31 Nollaig 2011

	Nótaí	2011	2010
		€	€
<b>Sócmhainní Seasta</b>	7	3,027,866	3,111,965
<b>Sócmhainní Reatha</b>			
<b>Féichiúnaithe agus Réamhiocaíochtaí</b>	12	151,608	92,999
<b>Airgead sa Bhanc agus ar Láimh</b>	9(b)	114	301
		151,722	93,300
<b>Dlíteanais Reatha</b>			
<b>Creidiúnaithe agus Fabhruithe</b>	11	122,309	47,280
		122,309	47,280
<b>Glansócmhainní Reatha</b>		29,413	46,019
<b>Iomlán na Sócmhainní Lúide Dlíteanais Reatha Roimh Phinsin</b>		3,057,279	3,157,985
<b>Sócmhainn Cistithe larchurtha le haghaidh Pinsean</b>	10(d)	(16,700,000)	(17,100,000)
<b>Dlíteanais Phinsin</b>	10(e)	16,700,000	17,100,000
		3,057,279	3,157,985
<b>Léirithe Ag:</b>			
<b>Cuntas Caipitil</b>	8	3,027,866	3,111,965
<b>Barrachas / (Easnamh) Coimeádta ar Chuntas Ioncaim agus Caiteachais</b>		29,413	46,019
		3,057,279	3,157,985

Tá an Ráiteas faoi Pholasaithe Cuntasaíochta, an Ráiteas faoi Shreabhadh Airgid, agus Nótaí 1 go 16 mar chuid de na Ráitis Airgeadais seo.

**Sínithe:** Peter McKevitt (Cathaoirleach)  
**Sínithe:** Frank Cuneen (Ball den Údarás)  
**Sínithe:** Siobhán Barron (Stiúrthóir)  
**Dáta:** 10 Meán Fómhair 2012

## Ráiteas faoi Shreabhadh Airgid don bhliain dar chríoch an 31 Nollaig 2011

	Nótaí	2011	2010
		€	€
<b>Eis-sreabhadh Glan Airgid ó Gníomhaíochtaí Oibriúcháin</b>	9a	9,048	(27,036)
<b>Tuairisceáin ar Infheistíochtaí agus ar Fhónamh a Dhéanamh ar Airgeadas</b>			
<b>Ús Faighte</b>		0	1
<b>Insreabhadh Airgid ó Infheistíochtaí agus ó Fhónamh a Dhéanamh ar Airgeadas</b>		0	1
<b>Gníomhaíochtaí Infheistithe</b>			
<b>Ceannach Sócmhainní Seasta</b>		(9,235)	(3,729)
<b>Fáltais ar Dhiúscairt Sócmhainní Seasta</b>		0	0
<b>Insreabhadh Glan Airgid ó Gníomhaíochtaí Infheistithe</b>		(9,235)	(3,729)
<b>Laghdú ar Airgead sa Bhanc agus ar Láimh</b>		(187)	(30,764)

Tá an Ráiteas faoi Pholasaithe Cuntasaíochta, an Ráiteas faoi Shreabhadh Airgid agus Nóta 1 go 16 mar chuid de na Ráitis Airgeadais seo.

**Sínithe:** Peter McKevitt (Cathaoirleach)

**Sínithe:** Frank Cuneen (Ball den Údarás)

**Sínithe:** Siobhán Barron (Stiúrthóir)

**Dáta:** 10 Meán Fómhair 2012

## Nótaí leis na Ráitis Airgeadais don bhliain dar chríoch an 31 Nollaig, 2011

### 1. Clúdaíonn na Ráitis Airgeadais an bhliain dar chríoch an 31 Nollaig 2011

#### 2 . Ioncam

	2011	2010
	€	€
<b>2 (a) Ioncam Deontais</b>		
<b>Méid Iomlán íoctha ag an Roinn Dlí agus Cirt agus Comhionannais thar ceann an NDA</b>	3,334,862	1,561,795
<b>Méid Iomlán Íoctha ag an NDA leis an Roinn (A i A)</b>	0	(36,070)
<b>Méid Iomlán íoctha ag an Roinn Gnóthaí, Pobail Comhionannais agus Gaeltachta thar ceann an NDA</b>	835,520	2,288,851
	4,170,382	3,814,576
<b>2 (b) Ioncam Eile</b>		
<b>Ús Bainc</b>	0	1
<b>Fáltais ón DSFA</b>	18,440	17,470
<b>Éagsúil</b>	430	2,684
	18,870	20,155

### 3. Tionscadail agus Obair Choimisiúnaithe

	2011	2010
	€	€
Tacaí Nádúrtha Pobail	101,695	0
Páipéar Staid Fianaise	81,761	0
Scéim um Chur chun Cinn na Taighde	79,732	8,318
Tógáil do gach aon duine	84,027	19,887
Ríomhfhoghlaim	81,663	48,402
Ábhair Nua – An Leabharlann	45,222	55,821
Taighde Staitistiúil Irish Size	56,187	0
Teicneolaíocht Chuiditheach	43,869	0
IRCSET	39,125	0
Suirbhé faoi Dhearcaí	42,961	0
Curaclam DU le haghaidh daltaí san idirbhliain	36,755	3,303
Taighde ar na Seirbhísí Sláinte	31,805	0
Táscairí míchumais	24,853	0
Modúil an churaclam DU a fhorbairt i 3 réimse	24,704	0
Inrochtaineacht Ghréasáin	24,502	0
Comhdháil Bhliantúil Taighde	24,185	19,402
Teilifís Trastíre Digití	20,500	20,500
Dúshlán 24 uair an chloig	17,053	32,778
Staidéar Indéantachta maidir le Leithdháileadh Acmhainní	25,227	0
Treoirínte sonracha a fhorbairt faoi Thithe Fadsaoil	12,745	0
Tionscadal le DCC chun an cur chuige DU a threorú sa dearadh uirbeach	10,930	0
An Cód Cleachtais Oidhreachta	7,944	0
Leabhar míchumais	7,321	11,314
Caighdeán an NSAI le haghaidh seirbhísí	6,001	0
Athbhreithniú ar an Lámhleabhar ar Rialachas Corparáideach	4,800	0
Athbhreithniú ar Rialuithe Inmheánacha Airgeadais	4,790	3,279
An Dámhachtain um Feabhas trí hInrochtaineacht & an Scéim Maoirseachta	4,252	74,320
Scoláireachtaí Taighde	4,087	5,802
Pleanáil Straitéiseach	3,328	0
Treoirínte ar choimeád post	3,291	0
Taisteal Cainteoirí Ilghnéitheacha	2,894	0
Maoirseacht ar Chur i bhFeidhm na gCód Cleachtais um Sheirbhísí Poiblí Inrochtana	2,054	318
Tuarascáil Dhomhanda ar Mhíchumas	1,900	0
Tuarascáil Bhliantúil an NDA	1,639	3,688
Ríomh-nuachtlitir	1,258	0

	<b>2011</b>	<b>2010</b>
<b>Seimineáir Fhostaíochta</b>	701	0
<b>Cuid 5 An tAcht Míchumais – Tuarascáil Reachtúil</b>	685	2,287
<b>Sainordú 376</b>	657	0
<b>Seimineár Coimisiúnaithe</b>	553	0
<b>Caighdeáin DU ag eascairt ó obair leantach leis an NSAI srl</b>	471	0
<b>An Pacáiste Acmhainní Inrochtana le haghaidh Daoine faoi Mhíchumas</b>	89	0
<b>Tuarascáil ar dhearcaí daoine aonair faoi mhíchumas a bailíodh trí fhócasghrúpaí ar mhaireachtáil neamhspleách/pobail</b>	0	42,750
<b>Taighde maidir le cistiú le haghaidh Daoine faoi Mhíchumas</b>	0	21,152
<b>Taighde ar sheirbhísí sláinte le haghaidh ban torrach faoi mhíchumas</b>	0	17,081
<b>Tionscadal ar Mhí-Úsáid</b>	0	12,960
<b>Taighde ar dhearcaí i dtreo Meabhair-Shláinte</b>	0	12,750
<b>Uasghráduithe Bainteach le hAslonnú</b>	0	12,596
<b>An Tionscadal <i>Need to Knowledge</i></b>	0	10,000
<b>Ceardlann ar DU sa Reachtaíocht Náisiúnta</b>	0	9,685
<b>Seimineár &amp; Páipéar Beartais ar Spás Roinnte</b>	0	4,930
<b>Tionscadal Cumarsáide</b>	0	4,254
<b>Seimineár BFE le haghaidh Pleanálaithe</b>	0	3,956
<b>Treoirlínte faoi Chomhairleacht ar Thoirchis Ghéarchéime</b>	0	2,439
<b>Fógra CEUD</b>	0	2,420
<b>Treoir do Mheánscoileanna</b>	0	1,758
<b>Fógra an NDA</b>	0	1,453
<b>Cruinniú Comhchéime Idirnáisiúnta ar Athshlánú</b>	0	196
<b>Treoir ar UD le haghaidh Údarás Áitiúil</b>	0	64
<b>Foilsíú Threoirlínte Sláinte &amp; Sábháilteachta le haghaidh Slí Amach</b>	0	(1,000)
	<b>968,216</b>	<b>468,863</b>



#### 4. Costais Phárolla

	2011	2010
	€	€
<b>Pá Foirne NDA</b>	2,097,591	2,230,067
<b>Baill Foirne na Gníomhaireachta</b>	1,639	5,471
	<b>2,099,230</b>	<b>2,235,538</b>

Ba é meánlíon na mball foirne a bhí fostaithe ag an Údarás sa bhliain ná 32.5 (2010: 36)

#### Luach Saothair an Stiúrthóra

D'íocadh tuarastal de €99,236 i 2011 (2010:€98,054 lena n-áirítear riaráistí de €5,035) ar Scála Príomhoifigeach na Státseirbhíse. Ní dhearnadh aon íocaíocht eile de nádúr pá leis an Stiúrthóir sa bhliain sin. Tá an Stiúrthóir ina comhalta de scéim sochar sainithe neamhchistithe de chuid na hearnála poiblí agus ní shíneann a cuid teidlíochtaí thar na teidlíochtaí caighdeánacha a bhíonn ar fáil do scéim den sórt sin.

## 5. Costais Riaracháin

	Nótaí	2011	2010
		€	€
<b>Taisteal</b>		28,001	28,612
<b>Oiliúint</b>		23,729	17,331
<b>Táillí Comhdhála / Seimineáir</b>		5,022	6,707
<b>Táillí &amp; Speansais an Údaráis</b>	6	85,721	70,736
<b>Táille Iniúchta</b>		17,240	18,620
<b>Ús / Muirir Bhainc</b>		585	497
<b>Bialann/béilte</b>		59,563	80,654
<b>Glanadh / Tí</b>		56,522	50,508
<b>Bogearraí Ríomhaire</b>			
<b>Neamhchaipitiúil</b>		11,211	15,763
<b>Soláthairtí ríomhaire</b>		2,107	868
<b>Táillí comhairleachta</b>		4,341	1,809
<b>Teachtairí</b>		1,753	2,863
<b>Gás / leictreachas</b>		39,002	41,234
<b>Sláinte &amp; Sábháilteacht</b>		1,503	1,315
<b>Árachas</b>		14,380	14,509
<b>Tacaíocht TF</b>		80,483	64,203
<b>Ús as Íocaíocht Dheireanach</b>		66	28
<b>Táillí DLÍ/Gairmiúla</b>		12,876	6,194
<b>Cothabháil</b>		65,164	25,044
<b>Troscán/trealamh oifige</b>			
<b>Neamhchaipitiúil</b>		976	430
<b>Soláthairtí oifige</b>		8,182	10,102
<b>Post agus Teileafóin</b>		24,806	33,766
<b>Priontáil / fótachóipeáil</b>		20,362	14,704
<b>Bainistíocht Priontála</b>		2,189	12,187
<b>Foilseacháin / Tréimhseacháin</b>		60	239
<b>Rátaí</b>		70,031	70,459
<b>Uirill</b>		112	0
<b>Slándáil</b>		17,531	11,649
<b>Síntiúis / Tabhartais</b>		21,857	11,290
<b>Ilghnéitheach</b>		-488	2,833
<b>Aistritheoirí / Ateangairí</b>		181	0
<b>Cothabháil Teileafón</b>		2,107	2,885
		677,175	618,039

## 6. Táillí agus Speansais an Údaráis

D'íocadh caiteachas de €73,316.75 (€62,843 i 2010) i dtaobh Tháillí an Údaráis.

Comhalta Údaráis	Táillí	Speansais a d'íocadh leis/léi nó thar a c(h)eann	Iomlán
Peter McKevitt	€8,978.00	€761.80	
Caroline Burrell	€5,985.00	€312.28	
Desmond Kenny	€5,985.00		
Fiona Duignan	€5,985.00		
Joanne McCarthy	€5,985.00		
Mary Lavelle	€5,985.00		
Tara Cunningham	€5,985.00	€1,489.79	
Tony Bates	€5,985.00		
Frank Cunneen	€5,985.00		
David Joyce	€5,985.00		
James O'Grady	€5,985.00	€1,933.82	
Donal Lawlor (Cathaoirleach ar an gCoiste Iniúchta)	€4,488.75		
Iomlán	€73,316.75	€4,497.69	€77,814.44
ÁSPC Fostóra le haghaidh an Údaráis			€6,508.74
Speansais Eile			€1,398.43
			€85,721.61

## 7. Sócmhainní Seasta

	Crua-earraí agus Bogearraí Ríomhaire	Troscán agus Trealamh Oifige	Áitreabh	Iomlán
	€	€	€	€
<b>Costas nó Luacháil</b>				
Iarmhéid ar an 1 Eanáir 2011	392,584	312,425	3,941,086	4,646,095
Breiseanna ar a gCostas	7,950	1,285	0	9,235
Diúscairtí ar a gCostas	0	0	0	0
Iarmhéid ar an 31 Nollaig 2011	400,534	313,710	3,941,086	4,655,330
<b>Dímheas Carntha</b>				

	<b>Crua-earraí agus Bogearraí Ríomhaire</b>	<b>Troscán agus Trealamh Oifige</b>	<b>Áitreabh</b>	<b>Iomlán</b>
<b>Iarmhéid ar an 1 Eanáir 2011</b>	389,206	296,599	848,325	1,534,130
<b>Muirearaithe le linn na bliana</b>	4,108	11,907	77,319	93,334
<b>Diúscairtí</b>	0	0	0	0
<b>Iarmhéid ar an 31 Nollaig 2011</b>	<b>393,314</b>	<b>308,506</b>	<b>925,644</b>	<b>1,627,464</b>
<b>Glanluach Leabhair - 31 Nollaig 2011</b>	7,220	5,204	3,015,442	3,027,866
<b>Glanluach Leabhair - 31 Nollaig 2010</b>	3,378	15,826	3,092,761	3,111,965

Oibríonn an Bord a ghnó in áitreabh ag 25 Bóthar Chluaidh, Droichead na Dothra, Baile Átha Cliath a bhfuil sé ina úinéir air. Níl an Bord ina úinéir ar aon réadmhaoin eile agus ní léasaíonn sé aon réadmhaoin.

## 8. Cuntas Caipitil

	<b>Nótaí</b>	<b>2011</b>	<b>2010</b>
		€	€
<b>Iarmhéid ar an 1 Eanáir</b>		3,111,965	3,205,216
<b>Aistriú (chuig) / ón gCuntas Ioncaim agus Caiteachais</b>			
<b>Ioncam curtha i bhfeidhm chun sócmhainní seasta a cheannach</b>	7	9,235	3,729
<b>Amúchta le linn na bliana de réir dhímheas sócmhainní</b>	7	(93,334)	(96,980)
<b>Scaoileadh ar Dhiúscairt Sócmhainní Seasta</b>	7	0	0
		(84,099)	(93,251)
<b>Iarmhéid ar an 31 Nollaig</b>		3,027,866	3,111,965

## 9. Réiteach Shreabhadh Airgid

	<b>2011</b>	<b>2010</b>
	€	€
<b>9 (a) Réiteach an Easnaimh don Bhliain le Sreabhadh Airgid ó Ghníomhaíochtaí Oibriúcháin</b>		

	2011	2010
<b>Barrachas / (Easnamh) don tréimhse</b>	(16,606)	115,010
<b>Leasú le haghaidh míreanna neamhoibriúcháin</b>		
<b>Ús Infhaighte</b>	0	(1)
<b>Gluaiseacht ar Chuntas Caipitil</b>	(84,099)	(93,251)
<b>Leasú le haghaidh míreanna neamhairgid</b>		
<b>Dímheas</b>	93,334	96,980
<b>Athrú ar Fhéichiúnaithe</b>	(58,609)	(2,575)
<b>Athrú ar Chreidiúnaithe</b>	75,028	(143,200)
<b>Sreabhadh Airgid ó Ghníomhaíochtaí Oibriúcháin</b>	9,048	(27,036)
<b>9(b) Réiteach Shreabhadh Airgid le Gluaiseacht i nGlanhistí</b>		
<b>Glanhistí ar an 31 Nollaig 2010</b>	301	31,065
<b>Laghdú ar Airgead</b>	(187)	(30,764)
<b>Glanhistí ar an 31 Nollaig 2011</b>	114	301

## 10. Aoisliúntas

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

Tá Samhailscéim dréachtaithe agus tá sí ar feitheamh faofa ón Roinn Dlí agus Cirt agus Comhionannais agus ón Roinn Airgeadais.

Oibríonn an tÚdarás Náisiúnta Míchumais scéimeanna sochar sainithe neamhchistithe nó scéimeanna aoisliúntais le haghaidh ball foirne. Íoctar teidlíochtaí 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 dtagann siad chun bheith iníoctha.

Is amhlaidh i láthair na huaire go bhfaigheann baill foirne a bhí ina gcomhaltaí den Bhord Náisiúnta Athshlánúcháin agus a théann ar scor, sochair Aoisliúntais faoi théarmaí Scéim Aoisliúntais an Rialtais Áitiúil. Maidir le baill foirne a bhí fostaíthe ag an NDA tar éis a bhunaithe agus a théann ar scor, faigheann siad sochair scoir de réir théarmaí Scéim Aoisliúntais na nGníomhaireachtaí Sláinte Ainmnithe.

### (a) Scéim Pinsean

Tá na torthaí atá leagtha amach thíos bunaithe ar luacháil achtúireach ar dhliteanais i dtaobh na mball foirne seirbheála, scortha agus éagtha de chuid an NDA amhail an 31 Nollaig 2011. Rinneadh an luacháil sin ag achtúire

neamhspleách cáilithe chun críocha an chaighdeáin chuntasaíochta, Caighdeán Uimh. 17 um Thuairisciú Airgeadais (FRS 17).

Rinneadh an luacháil agus úsáid á baint as modh na n-aonad réamh-mheasta. Seo a leanas na toimhdí airgeadais a úsáideadh chun dliteanais scéime a ríomh:

	2011	2010
<b>Ráta Lascaire</b>	5.5%	5.5%
<b>Toimhde maidir le méadú ar thuarastail</b>	4%	4%
<b>Toimhde maidir le méadú ar phinsin</b>	4%	4%
<b>Boilsciú praghsanna</b>	2%	2%

Toisc go bhfuil na scéimeanna NDA neamhchistithe, ní choimeádtar aon sócmhainní i dtaobh dliteanas pinsean carntha de chuid bhaill foirne an NDA.

#### (b) Glanchistiú larchurtha le haghaidh Pinsean i gCaitheamh na Bliana

	2011	2010
	€	€
<b>Cistiú inaisghabhála i dtaobh chostais phinsin na bliana reatha</b>	1,440,000	1,550,000
<b>Deontais Stáit curtha i bhfeidhm chun pinsinéirí a íoc</b>	(580,000)	(536,272)
	860,000	1,013,728

#### (c) Anailís ar an méid muirearaithe ar bhrabús oibriúcháin faoi FRS 17

	2011	2010
	€	€
<b>Costas seirbhíse reatha</b>	500,000	550,000
<b>Méadú ar dhliteanais scéime pinsin</b>	940,000	1,000,000
<b>Ranníocaíocht fostaí</b>	(127,998)	(142,720)
<b>Costas iarsheirbhíse</b>	-	-
<b>Muirear oibriúcháin iomlán</b>	1,312,002	1,407,280

#### (d) Sócmhainn Cistithe larchurtha le haghaidh Pinsean

Aithníonn an Údarás Náisiúnta Míchumais na suimeanna seo mar shócmhainn ag freagairt don dliteanas neamhchistithe iarchurtha do phinsin ar bhonn an tacaí de thoidhde ar a ndéantar cur síos thuas agus ar theagmhais áirithe san am atá thart. Coimsíonn na teagmhais seo an bonn reachtúil do bhunú na scéime aoisliúntais, an polasaí agus an cleachtas atá ann faoi láthair maidir le cistiú pinsean seirbhíse poiblí ag áireamh rannaíocaíochtaí ag fostuithe agus próiseas na meastachán bliantiúla. Cé nach ann do chomhaontú foirmeálta maidir les na sainsuimeanna seo

leis an Roinn Dlí agus Cirt agus Comhionannais, tá an tÚdarás Náisiúnta Míchumais gan aon fhianaise ná leanfar air sholáthar suimeanna dá leithéid sin ag teacht leis an gcleachtas reatha. Tháinig an tsócmhainn chistíochta iarchurtha do phinsin mar a bhí ar an 31 Nollaig 2011 go €16.7 milliún geall leis (2010: €17.1 milliún).

**(e) Gluaiseacht san easnamh le linn na bliana**

	2011	2010
	€	€
<b>Dlíteanas Scéime ar an 1 Eanáir</b>	€17,100,000	€18,500,000
<b>Costas seirbhíse reatha</b>	€500,000	€550,000
<b>Ús ar dhlíteanais scéime</b>	€940,000	€1,000,000
<b>Sochair iníoctha</b>	(€580,000)	(€531,000)
<b>Caillteanas achtúireach aitheanta sa RIGCA</b>	(€1,260,000)	(€2,419,000)
<b>Dlíteanas Pinsin</b>	<b>€16,700,000</b>	<b>€17,100,000</b>

**Stair na ngnóthachan agus na gcaillteanas ó thaithí**

<b>(Gnóthachain)/caillteanais ó thaithí ar dhlíteanas scéime</b>				
	2011	2010	2009	2008
<b>Méid</b>	(€1,260,000)	(€2,419,000)	(€300,000)	245,000
<b>céatadán de luach reatha na ndlíteanas scéime</b>	(8%)	(14%)	-2.0%	2%

**Ranníocaíochtaí Thobhach Pinsin**

Asbhaineadh €122,791 ó bhaill foirne mar thobhach pinsin agus choimeád an Roinn Dlí agus Cirt agus Comhionannais é.

**11. Creidiúnaithe agus Fabhruithe**

	2011	2010
	€	€
<b>Fabhruithe</b>	€122,309	€47,280
<b>Iomlán na gCreidiúnaithe</b>	<b>€122,309</b>	<b>€47,280</b>

**12. Féichiúnaithe agus Réamhíocaíochtaí**

	2011	2010
	€	€

	2011	2010
	€	€
<b>Féichiúnaithe Ilghnéitheach an NDA</b>	€100,128	€52,692
<b>Réamhíocaíochtaí</b>	€51,480	€40,307
<b>Iomlán na bhFéichiúnaithe</b>	€151,608	€92,999

### **13. Dlíteanais Theagmhasacha**

Níl aon dlíteanais theagmhasacha ann ar an 31 Nollaig 2011.

### **14. Tiomantais Chaipitiúla**

Ní raibh aon tiomantais chaipitiúla amuigh ag an Údarás amhail an 31 Nollaig 2011.

### **15. Áitribh**

Oibríonn an tÚdarás in áitreabh ag 25 Bóthar Chluaidh, Droichead na Dothra, Baile Átha Cliath 4, a bhfuil sé ina úinéir air agus a áitíonn sé.

### **16. Faomhadh na Ráiteas Airgeadais**

D'fhaomh an tÚdarás na ráitis airgeadais ar an 10 Meán Fómhair 2012



## Foscríbhinní

## Foscúbhinn I: Údarás agus Coistí eile i 2011

### Baill fhoirne an Údaráis Náisiúnta Míchumais i 2011

	Reáchtáladh 10 gcrúinniú Líon na gcrúinnithe a ndearnadh freastal orthu
Peter Mc Kevitt (Cathaoirleach)	10
Tony Bates	4
Caroline Burrell	8
Frank Cunneen	8
Tara Cunningham	4 <sup>7</sup>
James O'Grady <sup>8</sup> (ceaptha Eanáir 2011)	10
Fiona Duignan	2 <sup>2</sup>
Linda Grealy	4
Shane Hogan	10
David Joyce	6
Des Kenny	9
Mary Lavelle	9
Joanne Mc Carthy	6 <sup>2</sup>

#### Coiste Iniúchóireachta

Donal Lawlor (Cathaoirleach)  
Robert Cashell  
Frank Cunneen  
Brian Duffy  
Des Kenny

#### Coiste Airgeadais

Frank Cunneen (Cathaoirleach)  
Caroline Burrell  
David Joyce  
Des Kenny  
David Scott

<sup>7</sup> Ar shaoire mháithreachais le linn na bliana 2011

<sup>8</sup> Cuireadh in ionad Colm Desmond, An Roinn Sláinte, a d'éirigh as i Nollaig 2010

### **Fo-choiste Straitéise Náisiúnta Míchumais**

Shane Hogan (Cathaoirleach)

Tara Cunningham

James O'Grady<sup>9</sup>

David Joyce

Mary Lavelle

Joanne McCarthy

## **Foscúibhinn 2: Ionadaíocht ar chomhlachtaí seachtracha i 2011**

### **An Coimisiún um Rialáil Cumarsáide**

Painéal Comhairle Tomhaltóirí

Fóram Tionscail ar Sheirbhísí do Dhaoine faoi Mhíchumas

### **An Roinn Leanaí agus Gnóthaí Óige**

An Chomhairle Chomhairleach Náisiúnta um Leanaí

### **An Roinn Cumarsáide, Fuinnimh agus Acmhainní Nádurtha**

Plean Earnála agus Cuid 5 Coiste Monatóireachta

### **An Roinn Iompair, Turasóireachta agus Spóirt**

An Coiste Rochtana um Iompar Poiblí

Grúpa Stiúrtha Athbhreithnithe um Rialú Tacsaithe

Grúpa Oibre ar Cheadúnú agus Riarachán

### **An tÚdarás Comhionannais**

Líonra na hEarnála Poiblí um Fhoghlaim Chomhionannais

An Coiste Chomhairleach ar Dhul Chun Cinn

### **Feidhmeannacht na Seirbhíse Sláinte**

Grúpa Oibre um Beartas Uilíoch Rochtana

---

<sup>9</sup> Ibid.

### **An Bord Seirbhísí Bainistíochta Rialtais Áitiúil**

Grúpa Stiúrtha ar an Acht Míchumais, agus a fhoghrúpaí ar Oiliúint agus Cumarsáide; Rochtain; agus Teastais Rochtanan Míchumais

### **An Comhairle Náisiúnta um Oideachas Speisialta**

Bord

Coiste Iniúchóireachta

An Coiste Airgeadais

### **An tÚdarás um Chaighdeán Náisiúnta na hÉireann**

Coiste Comhairleach/Grúpa Oibre Caighdeán 6 um Rochtain do Chách: Seirbhísí do Chustaiméirí Dhearadh Uilíoch i bhFuinneamh

### **An tÚdarás Náisiúnta Iompair**

Comhairle Chomhairleach Chánach

### **Rehabilitation International/RI Europe**

### **Foscríbhinn 3: Foilseacháin i 2011**

Tuarascáil 2009 ar Chomhlíonadh le Cuid 5 den Acht um Míchumas 2005 ar Fhostaíocht Dhaoine faoi Mhíchumas sa tSeirbhís Phoiblí

Tuarascáil 2010 ar Chomhlíonadh le Cuid 5 den Acht um Míchumas 2005 ar Fhostaíocht Dhaoine faoi Mhíchumas sa tSeirbhís Phoiblí

Tuarascáil Bhliantúil 2010

Cód Cleachtais ar Láithreáin Oidhreachta Inrochtana<sup>10</sup>

Treoir ar fhostaithe faoi mhíchumas a choinneáil: Athbhreithniú litríochta

Seirbhísí Sóisialta Sláinte agus Pearsanta do Dhaoine faoi Mhíchumas i Sasana: Páipéar ar Fhorbairtí Comhaimseartha i Míchumas

Seirbhísí Sóisialta Sláinte agus Pearsanta do Dhaoine faoi Mhíchumas sa Nua-Shéalainn: Páipéar ar Fhorbairtí Comhaimseartha i Míchumas

Seirbhísí Sóisialta Sláinte agus Pearsanta do Dhaoine faoi Mhíchumas san Ísiltír: Páipéar ar Fhorbairtí Comhaimseartha i Míchumas

Suirbhé Náisiúnta ar Thuairimí an Phobail ar Mhíchumas in Éirinn

Fostaithe a fhaigheann míchumas a choinneáil: Treoir d'fhostóirí

Aslonnú Slán do Chách: Treoir Phleanála agus Bhainistíochta (athbhreithnithe)

Cur chuige straitéiseach ar dhaoine faoi mhíchumas intleachtúil a fhostú: Ceachtanna ón RA

Cur chuige straitéiseach ar dhaoine a bhfuil fadhbanna meabhracha acu a fhostú

Buiséid Aonair a Thabhairt Isteach mar Chóras Dáilte Acmhainne do Sheirbhísí Míchumais in Éirinn: Páipéar ar Fhorbairtí Comhaimseartha i Seirbhísí Míchumais

---

<sup>10</sup> I.R. Uimh. 484 de 2011 An tOrdú faoin Acht um Míchumas 2005 (Cód Cleachtais) (Dearbhú) 2011.

## **Foscúbhinn 4: Páipéir chomhairle bheartais i 2011**

### **Údarás Craolacháin na hÉireann**

Dréacht-chód Craolacháin ar Reifrinn agus Clúdach Toghcháin

Dréacht-straitéis Seirbhísí Craolacháin

### **An Coimisiún um Rialáil Fuinnimh**

Páipéar Comhairliúcháin ar Sholáthar Céimneach Náisiúnta de Mhéadrú Cliste Leictreachais agus Gáis (CERII191)

### **An Coimisiún um Rialáil Cumarsáide**

Bearta beartaithe tomhaltóra maidir le billí tomhaltóirí agus meáin bhilleála agus leasuithe beartaithe ar Údarú Ginearálta. ComReg 11/78

### **An Roinn Talmhaíochta, Bia agus Mara**

Ráiteas Straitéise 2012-2014

### **An Roinn Leanaí agus Gnóthaí Óige**

Tuarascáil ar an gCleachtas de Mheasúnú Riachtanas faoin Acht um Míchumas 2005

Ráiteas Straitéise 2012-2014

### **An Roinn Cumarsáide, Fuinnimh agus Acmhainní Nádirtha**

Ráiteas Straitéise 2012-2014

### **An Roinn Cosanta**

Ráiteas Straitéise 2012-2014

### **An Roinn Oideachais agus Scileanna**

Leanúntas d'oideachas do mhúinteoirí

Cuimsiú de leanaí faoi mhíchumas i naíonraí/cúram luath leanaí agus oideachas luath

Tuarascáil ar an gCleachtas de Mheasúnú Riachtanas faoin Acht um Míchumas 2005

Ráiteas Straitéise 2012-2014

## **An Roinn Comhshaoil, Pobail agus Rialtas Áitiúil**

Comhairle ar dhréacht-Phlean Earnála

Athbhreithniú ar lámhleabhar Oifigeach ceannais i dtaca le toghchán Uachtaránachta

Ráiteas Straitéise 2012-2014

## **An Roinn Gnóthaí Eachtracha**

Ráiteas Straitéise 2012-2014

## **An Roinn Sláinte**

Tuarascáil ar an gCleachtas de Mheasúnú Riachtanas faoin Acht um Míchumas 2005

Freagra ar Thuarascáil an Athbhreithnithe Beartais Míchumais

Athbhreithniú ar an Acht Meabhair-Shláinte 2001

Ráiteas Straitéise 2012-2014

Is í do Shláinte do Shaibhreas: creat beartais sláinte poiblí d'Éirinn níos sláintiúla 2012-2020

## **An Roinn Dlí agus Cirt agus Comhionannais**

Na chéad chéimeanna eile i gCoinbhinsiún an NA a chur i bhfeidhm

Ráiteas Straitéise 2012-2014

## **An Roinn Coimirce Sóisialaí**

Freagra ar Athbhreithniú de Liúntas Míchumais

Ráiteas Straitéise 2012-2014

## **Roinn an Taoisigh**

Ráiteas Straitéise 2012-2014

## **An Roinn Iompair, Turasóireachta agus Spóirt**

Athbhreithniú ar an bPlean Earnála i dtaca le hlompar Inrochtana faoin Acht um Míchumas 2005: Rochtain Iompair do Chách

Ráiteas Straitéise 2012-2014

Athbhreithniú Rialaithe Tacsaithe

## **Bord Seirbhísí Bainistíochta Rialtas Áitiúil**

Comhairle ar threoir Theastais Rochtana Míchumais

Cur chuige bunaithe ar shamplaí i dtaca le hiarratais ar Theastas Rochtana Míchumais

## **An tÚdarás um Chaighdeáin Náisiúnta na hÉireann**

ISO/TC 173 - ISO/FDIS 23599: Táirgí cúnaimh do dhaoine dhalla agus lagamhaircs – Treoracha tadhlacha urláir

## **An tÚdarás Náisiúnta Iompair**

Mórcheantar Bhaile Átha Cliath: Dréacht-Straitéis Iompair 2011-2030

Caighdeáin Feithiclí: Páipéar comhairliúcháin don fhlít tacsaithe, fruilchairr agus limisín