2001

Annual Report

nda

NATIONAL DISABILITY AUTHORITY

ÚDARÁS NÁISIÚNTA MÍCHUMAIS

CONTENTS

PRN1282

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LIVING

DESPITE YEARS OF RECORD PROSPERITY IN IRELAND, HOUSEHOLDS HEADED BY AN ILL OR DISABLED PERSON WERE AT 73% RISK OF LIVING BELOW HALF OF THE AVERAGE INCOME LEVEL. (LIVING IN IRELAND SURVEY 1998)

FOREWORD

BY ANGELA KERINS, CHAIRPERSON

The publication of the report of the Commission on the Status of People with Disabilities marked a watershed in the development of Irish disability policy. For the first time, the vital importance of establishing a rights based approach to disability policy was acknowledged formally.

This important shift is reflected in the way disability has since been mainstreamed in the State's main legislative weapons against discrimination – the Employment Equality Act, 1998, and the Equal Status Act, 2000. In operational terms, it is seen in the mainstreaming of a range of programmes and services, including training and employment, information and advocacy. Critically, it is also seen in the establishment of new institutional structures, including the National Disability Authority, which I am proud to have chaired since the enactment of the National Disability Authority Bill in 1999.

In the immediate future we can look forward to the full establishment of a Human Rights Commission in Ireland and to a comprehensive review of the Disabilities Bill. It is essential that the Disabilities Bill gives us the legislative basis for the provision of the economic and social supports so necessary for people with disabilities to live, work and participate as valued citizens.

This is the first Annual Report of the National Disability Authority, spanning the 18 months since our launch in June 2000 to December 2001. Our first year and a half have been both exciting and action packed. However, with every day of activity, it has become even clearer to us that we are only at the very start of a venture that must lead us to a fairer and more equal society.

The vision of the National Disability Authority is clear. Disability is more than a matter of equity. It is a matter of rights. The real challenge, and the one we are working to ensure, is that all barriers, physical and attitudinal, which continue to exclude people with disabilities from full participation in our communities, are removed.

Vital groundwork towards this was completed in our first 18 months. We presented our first Strategic Plan 2001-2003 to the Minister for Justice, Equality and Law Reform in May 2001. We then developed a comprehensive Operational Plan around this Strategy, which provides the blueprint for all activity. This Annual Report is a key mechanism for the external monitoring of that activity so far.

The Authority is committed to incorporating best practices in management and organisational development, including consultation. Towards this, we have had meetings and consultations with a wide range of groups and organisations, forming vital partnerships and relationships with disability representative groups, Government Departments, other statutory organisations, local authorities, as well as community and development organisations. These relationships have proved insightful and invaluable to ensuring that the NDA keeps on track in its aim to deliver a programme for change.

Considerable groundwork commenced in the latter half of 2001 on a consultative process to establish three NDA Advisory Committees in the areas of Research, Standards and Mental Health (See Appendix IV).

None of the milestones mentioned above would have been possible without the hard work of the small but dedicated staff at the National Disability Authority, for which I would like to extend my sincere gratitude. It would not have been possible either without the guidance of our first Director, Dr Arthur O'Reilly. He also served as President of Rehabilitation International, confirming Ireland's leading role in international policy development and influence in disability. His work was ably taken up in August 2001 by Ms. M. Claire O'Connor, who has continued to be unstinting in her drive towards realising a fully inclusive Ireland for people with disabilities.

I would also like to extend my thanks for the advice, guidance, initiative and support of my fellow Authority members. Their dedication and commitment has been critical, not only in for the first 18 months for the NDA, but for the previous two years as an interim board, playing a key role in the establishment of the NDA. I would like to thank the many organisations and individuals who sent in submissions to key policy and framework documents worked on by the NDA. Finally, I would like to acknowledge the valuable support received from the Department of Justice, Equality and Law Reform and particularly from Mary Wallace T.D., Minister of State with particular responsibility for disability.

But, the journey is just beginning. Yes, there has been a good start, but we are far from the finishing straight. According to Professor Gerard Quinn, UCG, Ireland now ranks high on any list of nations considered progressive and innovative in the disability field – remarkable, considering our late start and poor historical record. Much of this achievement can be credited to the relatively recent equality legislation put in place. But, the finest anti-discrimination law is not enough on its own to ensure real freedom and independence for people with disabilities. We also need a web of flanking social supports to enable people to take advantage of the freedoms opened up to them.

The NDA will continue to work to ensure that the means for those vital support services are put in place, so that visions and promises become an everyday reality for the majority of people living with disabilities in Ireland.

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INCLUDING

PEOPLE WITH DISABILITIES ARE NOT LOOKING FOR SPECIAL TREATMENT, THEY JUST WANT TO BE TREATED AS EQUALS.

THE NATIONAL DISABILITY AUTHORITY

Members of the NDA to December 31, 2001.

Angela Kerins (Chairperson)
Helen Caesar
Paula Carey
Jim Casey
Matt Connor
Margot Davis
John Dolan
Maisie Dooley
John Finnerty
Noreen Gildea
Robert Grier
Brendan Ingoldsby
Gene Lambert
Sylda Langford
Christy Lynch
Olive Moriarty
Muiris O'Donoghue
John O'Gorman
Betty O'Leary, B.L.
Donie O'Shea (Worker Director)
Diarmuid Ring

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TRANSFORMING

ACCESS TO EDUCATION, TRAINING AND EMPLOYMENT TRANSFORMS THE LIVES OF PEOPLE WITH DISABILITIES.

INTRODUCTION

BY MS. M CLAIRE O'CONNOR, DIRECTOR OF THE NATIONAL DISABILITY AUTHORITY

As Director of the National Disability Authority, it is both exciting and challenging to be guiding an organisation which is at the helm of so much potential change in Ireland. As a key advisory organisation to the Minister of Justice, Equality and Law Reform, the NDA is well placed, and importantly, well supported to ensure that the current groundswell for change is harnessed and utilised so that there is a tangible improvement in everyday life for people with disabilities in Ireland, their families and friends.

And let's not forget that while the air is optimistic and the talk is progressive, the reality of life for the majority of people with disabilities is still far from ideal. There is a long way to go before the NDA can say that the job is done. A brief scan across some of the realities of life show us why.

- People with disabilities, and their families, are still at greater risk of living in poverty in Ireland. In 1998, households headed by an ill/disabled person were at 73% risk of living below half of the average income level.

- People with disabilities, parents and carers continue to have serious concerns about the quality of existing health services, not to mention the lack of some fundamental services. Problems still experienced include inaccessibility of hospitals, health centres and doctors surgeries; the concentration of vital services in Dublin; the unpredictability and underfunding of community services such as home help and respite care.

- People with a mental health impairment can be detained involuntarily for up to 28 days.

- People with disabilities continue to be excluded from mainstream education because of the continued lack of vital support services, teacher training and resources. The constitutional right to education for all through all stages of life continues to be denied.

- People with disabilities continue to be segregated from taking part in mainstream society because of barriers erected in some of the most basic of public services such as transport.

But change is underway, including a positive change in the will of the Irish public. Ireland's first major survey of attitudes to disability, commissioned by the National Disability Authority and released in October 2001, showed that there is strong support among the public for improved State policies and services for people with disabilities. Eighty five percent of those surveyed thought that treating people with disabilities less favourably than others could never be justified.

This first Annual Report gives us an opportunity to outline, for the first time, the work that we have been doing to fast-track that vital change in policy and service provision.

In our first 18 months, we made 16 major submissions to new legislation, Oireachtas Committees and national regulatory bodies. We either hosted or made presentations at over 20 major conferences on disability issues and made presentations to a wide range of specific task forces and working groups. We produced our first Strategic Plan 2001-2003, followed up by an action focused Operational Plan. At a community level, we set in motion the

process through which all local authorities will disability proof local projects and development plans. We have also been working on improving standards and codes of practice in programmes and services for people with disabilities.

As a new organisation, the Authority is in a strong position to incorporate best practices in our own management and organisation. Towards this, we consulted widely in the preparation of seminal Guidelines on Consulting Effectively with People with Disability, ensuring that their actual development was a model of good practice in consultation.

Recruitment of quality staff was also a priority and we now have a staff of almost 30 at the Authority. But recruitment is just the first step. This staff has had continuous training and development to ensure that they are fully equipped to influence change for people with disabilities. In addition, we are refurbishing our facilities at Clyde Road, upgrading and extending the library as a state of the art resource and information centre. The refurbishment will include IT developments which will link the NDA to the broader Government network, improve database facilities and upgrade the NDA website to support the activities of key Advisory Committees established by the NDA and to build an online disability research community.

We have learned a lot from our first 18 months and have laid important foundations. We now look forward to continuing the learning process and to building on those solid foundations so that we can go on making an effective contribution to ensuring that Ireland becomes a pluralist society, sooner rather than later, giving tangible and meaningful expression to the rights of people with disability.

SEEING

SOCIETY DISABLES PEOPLE.
PEOPLE WITH DISABILITIES
ARE PEOPLE FIRST.

What the National Disability Authority Does

Equality and participation

The National Disability Authority was established in June 2000 under the National Disability Authority Act 1999. The NDA is an independent statutory body operating under the aegis of the Department of Justice, Equality and Law Reform.

The establishment of the NDA was first recommended in the 1996 Report of the Commission on the Status of People with Disabilities, which also signalled that people with disabilities wanted to see the introduction of "mainstreaming" so that services for them were provided through the same distribution channels as the general public.

The Government's policy of mainstreaming took effect on June 12, 2000 with the dissolution of the National Rehabilitation Board and the transfer of many of its services to relevant Government bodies including the Department of Education and Science, Comhairle, FÁS and the health boards. The NDA was also launched on this day as an important part of the Government's commitment to equality and full participation in society for all.

Our Mission

The National Disability Authority will, on behalf of the State, promote and help to secure the rights of people with disabilities. The Authority will achieve this by:

+ Advising on and influencing public policy and legislation;
+ Working to ensure that services for people with disabilities are of the highest standards and quality.

Our Principal Functions

Specifically, the principal functions of the NDA are to:

- Act as a central, national body, which will assist the Minister for Justice, Equality and Law Reform in the co-ordination and development of policy relating to persons with disabilities;
- Advise the Minister on appropriate standards for programmes and services to persons with disabilities;
- Monitor the implementation of standards and codes of practice in programmes and services for people with disabilities;
- Undertake and commission research on disability in Ireland;
- Collect and disseminate information about disability;
- Liaise with other bodies (such as the Department of Health and Children or Comhairle) and to facilitate and support the development and implementation of appropriate standards in relation to programmes and services for people with disabilities.

ASKING

"I'M PARALYSED FROM THE NECK DOWN. MY BRAIN WORKS FINE. WHY DON'T YOU ASK ME?"

An Authority Grounded in Values

Three core values or beliefs are central to the work of the National Disability Authority and have guided the way in which we have undertaken that work throughout our first 18 months. These core values will continue to be central to all NDA activity.

A Rights Based Approach

The National Disability Authority proactively adopts a civil and human rights perspective in the development of policy and practice for people with disabilities. This rights based approach ensures that:

+ The needs and rights of people with disabilities are enshrined in all aspects of Irish life;
+ People with disabilities are empowered to participate in decisions which affect their lives;
+ Irish society, at every level, is truly inclusive.

Working Together

The National Disability Authority works strategically with people with disabilities and other key stakeholders to deliver on its mission. In particular, the NDA:

+ Consults with key stakeholders in identifying the needs of people with disabilities and their key concerns;
+ Consolidates existing and develops new partnerships to bring about change;
+ Establishes working groups and advisory bodies on key policy issues with significant representation from people with disabilities/advocates;
+ Provides opportunities for decision-makers to actively listen to people with disabilities;
+ Encourages collaborative partnerships with people with disabilities, advocates and community networks;
+ Comments authoritatively on disability issues, providing a catalyst for action;
+ Establishes relationships with other bodies, including the Equality Authority and the Office of the Director of Equality Investigations.

Quality Services

The National Disability Authority is committed to the sustained development and continuous improvement of high quality services for people with disabilities. This means that the Authority, in consultation with key stakeholders:

- Promotes client focused and client-led service planning and implementation;
- Identifies and ensures best practice standards in design, delivery and monitoring of services;
- Takes appropriate action where services are inadequate;
- Takes into account quality of life impact indicators and the right to exercise choice;
- Pursues mainstreaming of services where possible;
- Adopts quality principles and practices in delivering its own work.

JUDGING

68% OF RESPONDENTS SAID "PEOPLE WITH A MENTAL HEALTH DISABILITY DO NOT HAVE THE SAME RIGHT AS OTHERS TO FULFILMENT THROUGH RELATIONSHIPS AND SEXUALITY." (PUBLIC ATTITUDES TOWARDS PEOPLE WITH DISABILITIES – NDA SURVEY 2001)

The First 18 Months - Milestone Events

Launch of the National Disability Authority

As a result of the Report of the Commission on the Status of People with Disabilities and the introduction of the Government's policy of mainstreaming, the National Disability Authority was officially launched on June 12, 2000, by An Taoiseach Bertie Ahern, at The O'Reilly Hall, University College Dublin.

The key role of the NDA in its early months of activity was to manage the issues that arose during the initial period of mainstreaming during which services provided by the National Rehabilitation Board were transferred to the relevant mainstream Government departments and organisations. The NDA was particularly concerned to ensure that services to the public were not diminished during this transition period, and importantly, that any public concern or apprehension was addressed

Submission to the Disabilities Bill

A working group was set up in September to assist the NDA in making its submission on the proposed Disabilities Bill to the Department of Justice, Equality and Law Reform. It comprised three members of the Authority and three invited legal experts of international standing. It was also supported by two members of the NDA staff, Dr. Arthur O'Reilly, Director and Dr Mike Timms, Senior Psychologist.

This group met on two occasions before submitting its views to the Authority in November 2000. Later that month the NDA's submission on the Disabilities Bill was sent to the Department of Justice Equality and Law Reform.

The submission concentrated on three key aspects of Disability Legislation.

Firstly, on perfecting the non-discrimination agenda with reference to reform of the content of the non-discrimination rules and clarification of the scope of application of these rules particularly in relation to discriminatory use of medical tests and the need to regulate genetic testing.

Secondly, individualising service delivery with reference to the right to: advocacy and protection, individualised payments, individual assessment of needs, institutional and respite care, participation in planning and participation in the political process. Other areas emphasised were the

enhancement of the rights of people with disabilities living in a dependent environment, the rights of carers and the need for Disability Service Standards.

Thirdly, provision for other substantive areas not covered under the anti-discrimination legislation were addressed, including: the need to take full advantage of the Supreme Court Decision on the Planning and Development Bill, the need to legislate for lifetime adaptable housing, the need to carry forward the logic of an equally effective right to education, the need for reform in incompetency law, legislating for equal access and setting good example in public procurement.

A Matter of Rights – The NDA's First Strategic Plan

The first Strategic Plan (2001-2003) was launched by Mary Wallace T.D., Minister of State at the Department of Justice, Equality and Law Reform on May 2, 2001, in the Atrium of the Civic Offices, Dublin Corporation, Wood Quay. The Strategic Plan, entitled "A Matter of Rights", was warmly welcomed by the over 100 guests in attendance, representing a wide variety of disability groups and stakeholders.

The development and launch of the plan was in keeping with the requirements of the National Disability Authority Act, which stipulated that a three year strategic plan should be prepared "as soon as practicable after the establishment day" and submitted to the Minister for Justice, Equality and Law Reform.

As a first step in the development of the Plan, the NDA invited submissions from interested organisations and individuals. The invitation welcomed, in particular, comments or suggestions which addressed:

+ The core values or beliefs which should be reflected in the Authority's work.
+ The Authority's key objectives.
+ Actions which the Authority should take to achieve its key objectives.
+ The framework which the Authority should develop to monitor progress.

Over 40 submissions were received from people with disabilities, parents and carers, as well as statutory and voluntary organisations. The submissions were analysed and together with the NDA Act formed the basis of discussion on the NDA's mission, vision, values and priorities. A number of staff working groups were set up and Authority members had an off-site day with an external facilitator to consider the outputs of those working groups.

The NDA's final Plan set out:

- The NDA's mission and vision for the future, and the core values which would guide the work of the Authority;
- Priority areas where the Authority intended to concentrate its efforts over the three year span;
- Specific objectives, which would be used to prioritise actions, allocate resources and provide a basis to review and measure progress.

Speaking at the launch of the Strategic Plan, Chairperson Angela Kerins said that Irish people needed to "become aware of how we wittingly or unwittingly, consciously or unconsciously, discriminate against people with disabilities." As a first step towards achieving this, she announced that the Authority had commissioned a major research survey to determine current public attitudes to people with disabilities.

The Strategic Plan, which featured 12 individuals with disabilities, each voicing specific personal concerns, was available in standard print, in Braille, in large print, on tape, on computer disk and on the NDA website (www.nda.ie). A summary version for people with learning disabilities was also available.

Completion of Operational Plan

The first Operational Plan was completed in July 2001. The Strategic Plan set out the Authority's strategic priorities and objectives up to 2003. For each of those priorities and objectives, the operational plan set out clearly:

- What the NDA intended to do;
- The timeframe within which it intended to carry out its activities;
- Performance indicators against which progress would be measured.

This Plan formed the blueprint for activity up to December 31, 2001, and will continue to be the blueprint for activity for the coming two years. It is constantly being monitored and reviewed, not only to measure progress but to adapt priorities and objectives so that they continue to reflect the key needs and issues of concern of the disability community.

Guidelines for Effective Consultation with People with Disabilities

User led services must be underpinned by genuine consumer involvement and participation in the design, planning, delivery and review of services. The NDA, in response to a growing demand from both people with disabilities and service providers, prioritised the development of Guidelines for Effective Consultation with People with Disabilities.

The Guidelines were developed by the NDA with the assistance of Jacqui Browne, external consultant. The NDA also worked with representatives from 17 other organisations, representing groups working with people with disabilities and community development.

The aim was to model good consultation practice in the development of the Guidelines. Accordingly, these organisations contributed to developing the Guidelines, testing them and providing feedback on their usefulness. The first draft of the Guidelines was sent out for consultation in May 2001. Following this, there were two feedback meetings, one held in Dublin on May 22, 2001 and the other in Kerry on May 24, 2001.

The Guidelines include:

- 10 essential elements for effective consultation with people with disabilities;
- How the guidelines can help an organisation;
- Planning a consultation – thinking it through from start to finish;
- Including people with disabilities – understanding disability, making contact, supporting people with disabilities to participate;
- The practicalities – facilitating meetings, recording and documenting, follow-up.

Establishing Advisory Committees

In September 2001, we embarked on a consultative process to establish three Advisory Committees in the areas of Standards, Research and Mental Health.

The establishment of the Disability Panel reflects the core values of the NDA as outlined in its Strategic Plan 2001-2003. In addition to this, the NDA is committed to promoting the empowerment of people with disabilities, their families and carers to participate in decisions that affect their lives.

In order to progress the establishment of NDA Advisory Committees in a consultative manner, a meeting was held with disability organisations on December 7, 2001 to gain feedback for a proposal to set up Committees and discuss the process.

In keeping with our commitment to consultation, a meeting was held in December 2001 with disability organisations to get their feedback on how these committees might be set up and filled.

Following broad support for this initiative, a range of media and traditional networks were used to publicise the call for applications from people with disabilities, their families, carers and service providers for membership of the Committees. This included ads in national and disability specific media, radio interviews as well as direct letters to service providers and representative bodies to help spread the news. An information pack specific to each Committee was sent to each applicant. Applications will close in January 2002 and the first meeting for NDA Advisory Committees will take place in the first half of 2002.

Developing Partnerships

One of the key aims of the NDA was to consolidate and develop relationships with other organisations working to bring about a more inclusive society, both here in Ireland and overseas. The NDA worked closely with organisations such as the Equality Authority, Comhairle and Area Development Management (ADM) as well as the Forum of People with Disabilities, People with Disabilities Ireland and a wide range of disability support groups. (See Appendices II and III for a list of NDA's external representation and meetings attended by the NDA).

During his term as Director, Dr Arthur O'Reilly served as President of Rehabilitation International, confirming Ireland's leading role in policy development and influence in disability at an international level. We also invited a number of international guests to share their experiences with Irish audiences. Among these was Ms. Kylie Clode, Policy Manager, Disabilities Issues Directorate, Ministry of Health, New Zealand, who presented the New Zealand Disability Strategy to an invited audience of policy and decision makers and service providers.

As a Dublin based organisation, Authority members were keen to establish opportunities to connect with stakeholders throughout Ireland. The members of the National Disability Authority travelled to Galway in November 2001 to hold the first of a series of planned nation-wide information and feedback meetings.

Two separate meetings took place over November 14 and 15, to which people with disabilities, organisations working with people disabilities, service providers and Government officials were invited to hear about the work of the NDA, and importantly, to outline their own key concerns . These meetings provided the NDA with a clear understanding of the main disability issues in the West of Ireland. Further regional meetings will take place throughout 2002.

SUPPORTING

40% OF RESPONDENTS BELIEVE THAT THE STATE DOES NOT PROVIDE ENOUGH BENEFITS FOR DISABLED PEOPLE. (PUBLIC ATTITUDES TOWARDS PEOPLE WITH DISABILITIES IN IRELAND – NDA SURVEY 2001)

Strategic Priority 1

The National Disability Authority will develop policies that promote the equal status of people with disabilities.

A Matter of Rights, NDA Strategic Plan 2001-2003

The NDA is committed to the development of forward-looking national strategies to promote the equal status of people with disabilities. The development of such strategies includes the development of policy proposals for Government and other stakeholders; disability proofing tools to ensure inclusive policies and programmes; ongoing research; and statistics for more effective planning and delivery of services.

Towards achieving this first Strategic Priority over the initial 18 months, the NDA made 16 submissions to a variety of Government Departments and Agencies, covering the areas of policy development, strategic planning and draft legislation (see Appendix I for full list of submissions made). The first and most significant submission made by the NDA in its first six months was the submission on the Disabilities Bill November 2000.

The NDA focused on implementing change in key strategic areas of public policy namely education, health, income adequacy, transport, training and employment and in particular, on cross-cutting inter-Departmental issues. The work resulted in a number of major achievements and policy changes. Key submissions included:

Mental Health Act 2001

A submission to the Mental Health Bill was submitted to the Minister for Health in January 2001 following consultation with people with experience in using mental health services, with experience in mental health and human rights law and in service provision. We also consulted with the Department of Health and Children and with Senator Mary Henry.

Our submission provided clear recommendations to address shortfalls within the Bill. As it stood, the Bill did not adequately safeguard the rights of people with mental health impairment in that it contained no statement of patients' rights, no provision for independent advocacy for patients nor any principles to assist in the interpretation of the Bill.

Two key points of our submission were reflected in the final Mental Health Act, which was passed in April 2001. They were that there should be a statement of rights and "best interests" to underpin the legislation, and importantly, that there should be a commitment to review the Act. We also supported the objective of comprehensive, integrated, community-oriented psychiatric services and people moving from psychiatric hospitals into the community. Monitoring the implementation of the Mental Health Act will be a priority during 2002.

The Health Strategy 2001

The NDA took an active part in the broad consultative process undertaken by the Department of Health in preparing the National Health Strategy. We participated in the Consultation Forum and associated Working Group on Quality and prepared a comprehensive submission, which was presented to the Minister for Health and Children in May 2001. Underpinning our own commitment to consultation, we invited disability organisations to comment on the draft submission.

Key proposals in the submission included the need for a rights based strategy for health services, stated in legislation; accessibility of services and information and a review of mental health services. We also proposed the inclusion of underpinning principles, including a more people-centred consumer oriented approach, central leadership and specific structures and strategies for implementing and monitoring the new Strategy. All of these proposals were reflected in the final Health Strategy 2001, Quality and Fairness, A Health System for You, which was launched in late November 2001.

The National Anti-Poverty Strategy

We contributed to the review of the National Anti-Poverty Strategy by attending critical review meetings and by preparing two submissions. One submission addressed the issues of education, housing, rural poverty and urban disadvantage. The other concentrated on the issue of health.

Both submissions focused on the need to include people with disabilities as a new category or theme, stressing that there should be an overarching target set for poverty reduction among people with disabilities. In the final Review of the National Anti-Poverty Strategy Framework Document, people with disabilities were indeed considered as a special group and some detailed targets were set. However, due in part to the lack of data available in Ireland, no overarching target for the reduction of poverty among people with disability was set. The NDA will however, continue to pursue this objective.

European Convention on Human Rights

In September 2001, the NDA made a submission to the Oireachtas Sub-Committee on Justice, Equality, Defence and Women's Rights concerning the Incorporation of the European Convention on Human Rights into Irish Law. This was followed up by a presentation to the Committee in November 2001.

The National Disability Authority urged that the European Convention on Human Rights be incorporated at a constitutional level. As a second best option, the NDA said that it supported the incorporation of the ECHR in a legislative model. The NDA outlined that constitutional incorporation, and to a lesser extent the legislative option, would ensure that the ECHR had a real impact on Ireland. Both options could also play a role in reforming Irish Disability law specifically. The NDA's recommendations were well received by the Committee and progress towards the incorporation of the ECHR will be monitored during 2002.

City/County Development Boards

A substantial submission to all City and County Development Boards was made in December 2001. The Development Boards bring together a wide range of organisations – public sector agencies, social partners, local communities and the voluntary sector – to develop and shape local counties and cities.

The NDA saw the multi-disciplinary make-up of the County Boards as a unique opportunity to provide a blueprint for action for the inclusion of people with disabilities. It also presented an opportunity to ensure that the Strategic Plans being drafted by the County Boards were disability/equality proofed and that they contained specific goals and objectives to meet the needs of people with disabilities living within local areas.

Headlined under a number of key action areas including education, arts and culture, housing and transport, the NDA's submission contained strategies for ensuring access to the environment and information, equal participation and representation, equal opportunities policy and practice, criteria for funding, disability/equality awareness training as well as monitoring local standards.

The Barcelona Declaration

In Spring 2001, the NDA was asked by the Department of Justice, Equality and Law Reform to establish a process for promoting the Barcelona Declaration among all local authorities in Ireland. This Declaration was the principle outcome of a European Congress entitled The City and the Disabled which took place in March 1995 in Barcelona. The Declaration advocates the right of disabled people to equal opportunities and recognises their contribution to the society and the environment in which they live. Between 1995 and 2000, just six local authorities had signed up to the Declaration. The NDA's remit was to ensure that all local authorities were signatories by 2004.

We immediately established a Steering Committee to oversee the initiative (See Appendix V for members of the Steering Committee), comprising representatives of local authorities, the Department of the Environment and Local Government, County Councils and representative organisations of people with disabilities.

The aim of the project was to facilitate local authorities in creating a more inclusive society. By adopting the Barcelona Declaration, local authorities would ultimately be provided with the means to equality/disability proof all policy decisions and services. In order to help them achieve this aim, the Project was developed around a number of pilot projects designed to demonstrate the practical application of the principles of the Barcelona Declaration.

Following a public tendering process, the NDA awarded a three-year contract to the Institute for Design and Disability to deliver the Barcelona Declaration Project.

Focus on Education

The NDA carried out an initial investigative exercise to examine the legislative and policy framework for the provision of education for people with disabilities. A number of issues emerged, such as:

- a lack of comprehensive information on children with special needs in mainstream education
- the need for further analysis of the adequacy of education of all staff in the provision of education to children with special needs including resource teachers and class support staff
- the lack of co-ordination of services required to support children with special needs in mainstream education settings
- the requirement for a needs analysis of the education and support systems available to students with disabilities and/or children special educational needs
- the requirement for assessment of need and the provision of individualised education plans.

On the basis of this data, the NDA also had a number of meetings with key stakeholders including the Department of Education and Science. These meetings addressed issues such as the annotation of Junior and Leaving Certificates and the forthcoming Education for Persons with Disabilities Bill and will be followed up in 2002.

Policy in Action – Case Studies

Visualising Inclusion – Local Research for Local People

The Kerry Network of People with Disabilities approached the National Disability Authority with a unique proposal. They wanted to carry out a research project on the needs of people with disabilities in Kerry and were looking for NDA support.

The proposal was welcomed by the NDA for a number of reasons:

- It proposed to involve people with disabilities in conducting all aspects of the research and would provide research training and support where necessary;
- It would provide base line information on the particular needs of people with disabilities in Kerry which would provide definite data for the development of the Kerry Network's Strategic Plan and which would provide reliable data for negotiation with policy and decision makers in the County.
- It would serve as a model for other networks to follow and learn from.

In the early stages the NDA provided support in developing the research task and it was delighted to chair a conference, entitled Visualising Inclusion, to launch the research findings, which took place in Tralee in December 2000. One of the highlights of the conference was the production of a video, detailing the experiences of the research team. Building on the success of this programme, the NDA also provided funding towards the production and dissemination of a CD Rom, tracking the project, which was launched a year later in December 2001.

Get Your Act Together – Mobilising People

The anticipated publication of the Disabilities Bill in late 2001 naturally created much activity and speculation among people with disabilities, their families and friends. In order to mobilise people with disabilities behind a number of common objectives, four organisations came together for the first time to plan a major conference to focus on the upcoming legislation. They were the Disability Federation of Ireland, the Forum of People with Disabilities, the National Association for Mental Handicap in Ireland and People with Disabilities in Ireland Ltd.

The NDA was delighted to provide some support in funding and planning for this unique conference, which took place in Jury's Hotel in December, 2001. Most encouragingly, the Conference was attended by over 400 people, the majority of whom were people with disabilities and their advocates.

Key speakers included Professor Gerard Quinn, NUI Galway; Kathryn Sinnott, parent and advocate; Mary Wallace T.D., Minister of State at the Department of Justice, Equality and Law Reform with special responsibility for Disability and Equality, who opened the Conference; Dr Pauline Conroy, Social Researcher and Séamus Ó'Cinneíde, NUI Maynooth.

A Report on the Conference proceedings and workshops will be issued in early 2002.

FEELINGS

THE MAJORITY OF DISABLED PEOPLE LEARN TO LIVE WITH THEIR DISABILITY. SOCIETY'S ATTITUDES CAN BE A LOT HARDER TO STOMACH.

Strategic Priority 2

The National Disability Authority will guide and monitor implementation of the programme to make public services accessible to people with disabilities.

A Matter of Rights, NDA Strategic Plan, 2001-2003

The Programme for Prosperity and Fairness committed the Government to making public services accessible to people with disabilities. Specifically, the NDA was given the responsibility of issuing guidelines in accordance with international norms to facilitate effective action and acceptable standards and to award a symbol of accessibility to compliant public offices.

The NDA identified three core areas of public service delivery, which should be made fully accessible and set in train initiatives towards achieving this.

These areas were:

- Physical premises and external environment
- Electronically delivered services
- Quality Customer service

Building for Everyone

In the last few months of 2001 work commenced on expanding and updating the acclaimed 1998 NRB publication, Buildings for Everyone. To reflect its broader focus and its new publisher, the new book will be re-titled, Building for Everyone.

The original sourcebook had become out-of-date following the revision of Part M of the Building Regulations and its associated technical guidance document in 2000. This presented the NDA with an opportunity to rewrite the book, using the earlier text as a base, and, with the assistance of a leading firm of landscape architects, to expand substantially the section on the external environment.

When published in the first half of 2002, the book will offer a vast range of ideas, which can be incorporated easily into design, management and production. From mountain paths to doorsteps and fire alarms, and from picnic areas to shower rooms, Building for Everyone will contain a wealth of suggestions for achieving excellence in the design and delivery of the physical environment.

The book will incorporate over 220 pages of text, checklists, drawings and illustrations. Like its predecessor, Building for Everyone will be an essential source book and guide for architects, designers, building developers and managers, building control and planning personnel, local authorities, environmental activists and everyone concerned with inclusion and access in Ireland.

IT Accessibility Guidelines

In summer 2001, tenders were sought from IT consultants to develop guidelines for service providers on making their electronically delivered services accessible to people with disabilities. This was a timely initiative considering the Government's commitment to eGovernment and the need to ensure that services developed were fully accessible to the maximum number of people, including people with disabilities.

These Irish Guidelines would be unique in that they would, for the first time, provide a comprehensive guide to the disparate array of existing international guidelines and standards, many of which were specific to varied and unrelated applications. The Irish Guidelines would act as a signpost for service providers, explaining the issues and then directing them to the solutions.

A group of experts was assembled to advise the NDA on the development of the guidelines and to act as a steering group for the consultants (see Appendix V). It was decided early on to concentrate on four IT channels for service delivery - public kiosks, telecommunications, software applications and websites. In everyday language, this would mean Guidelines for the use of interactive information screens, computers and phones primarily.

Frontend.com, IT Consultants won the tender with a proposal which focused on incorporating accessibility, usability and user testing throughout the design process.

On December 7, 2001 a workshop was held in the O'Reilly Institute, TCD with representatives from the public sector primarily, to review an outline version of the Guidelines. The response from workshop participants was very positive, indicating a strong need and demand for the Guidelines. Work then began on detailing the Guidelines, which are expected to be launched in 2002.

Quality Customer Service

The NDA was able to contribute constructively to the work already underway in relation to quality customer service under the Strategic Management Initiative. In particular, the NDA provided material and feedback for the Equality Authority's support pack on Quality Customer Service.

UNDERSTANDING

GETTING IT RIGHT FOR PEOPLE WITH DISABILITIES GETS IT RIGHT FOR EVERYONE.

Strategic Priority 3

The National Disability Authority will work to influence attitudes in Irish society.

A Matter of Rights, NDA Strategic Plan 2001-2003

As an important part of influencing change within Irish society, the NDA is committed to identifying and developing public awareness of disability issues and attitudes towards people with disabilities. The NDA also aims to mobilise support within Irish society for inclusive policies and practices.

Specifically, the NDA is committed to undertaking benchmark surveys on perceptions and attitudes, the first of which was completed in 2001. It will continuously develop communications and media plans for public education and awareness. It is committed to developing a code of practice on disability/equality awareness training and to ensuring that disability awareness is included in the curricula of all education and training institutions.

First Attitudinal Survey

The results of Ireland's first major survey of attitudes to disability, commissioned by the National Disability Authority and released in October 2001, showed quite progressive views on the rights of people with disabilities to the same access and social privileges as everyone else. Three out of five people agreed that society disables people by creating barriers. Welcome as this awareness is, the survey also established that people with mental health difficulties suffer from more prejudice than people with other physical or sensory impairments.

On the issue of education, seventy two percent of respondents agreed that children with disabilities should be supported in mainstream schools with resources, aids, assistants and adaptations to the physical environment. Eighty four percent said that they would not object to children with disabilities attending the same class as their own children. However, the response from people who knew people with disabilities was not so positive. This was not surprising, according to NDA Director Claire O'Connor, as these

were the people who had first hand knowledge of the many shortfalls in resources and facilities.
"What this survey highlights again and again is that you cannot expect people with disabilities to live fulfilling lives in a world that has not been designed for them without adequate and ongoing support systems," she said.

The survey will now be used to inform the NDA in relation to future public information and awareness campaigns.

First Chair of Disability Studies, UCD

Details of the first Chair of Disability Studies in Ireland, which was based in University College Dublin, were announced on December 13, 2000, by An Taoiseach Bertie Ahern, with initial funding of £500,000 presented to UCD President, Dr Art Cosgrove, to fund the Chair over the coming five years.

At the announcement, our Chairperson, Angela Kerins said that the new professorship would help to ensure that disability issues were given the research priority they had long been denied in this country.

"Up to now there has been little co-ordination or prioritisation of research into disability issues in Ireland," explained Ms Kerins. "We hope that this picture will change dramatically. The results of the research overseen and initiated, by this Chair, along with the development of improved statistical and other information and advice, will feed into and enhance the NDA's role of assisting the Minister for Justice, Equality and Law Reform in the co-ordination and development of public policy."

In addition to spearheading research, it is intended that the Chair of Disability Studies permeates and influences all faculties within UCD, and other third level institutions around the country. The Chair will provide teaching and lecturing inputs on disability, prepare modules for courses across all faculties and promote questions on disability issues on university examinations.

Spotlight on Communication – Case Studies

What it said in the papers

After a tender process, the National Disability Authority appointed public relations company to manage its media and public relations activities. It was agreed from the outset that the first year of public relations would be one of gradual build-up.

One of the main aims of the first year was to raise awareness of the NDA among the media particularly and to position it as the authoritative voice on disability issues and policy in Ireland. This was largely achieved, in that, by the end of 2001, many journalists were coming to the NDA for comment, clarification or information about disability issues. While all of these enquiries may not have resulted in column inches or airtime, the vital thing was that the NDA had moved from a position of virtual obscurity to one of definite recognition.

Key events throughout the year received widespread publicity and comment in the national media. The announcement of the Chair of Disability in December 2000 was covered by the *Irish Times*, the *Irish Independent*, and *Education and Living*. It was later revisited as part of a feature on disability issues in our third level institutions by *Education & Living* in early 2001. The launch of the Strategic Plan in May 2001 was also widely covered with news coverage, a photo and a feature article in the *Irish Times*, news pieces in the *Irish Independent* and the *Star*, a photo, a feature and an editorial comment in the *Irish Mirror* and a news feature on *TV3*. In addition, the launch was covered by *INN*, which syndicates news to most local radio stations around the country. The announcement of the first attitudinal survey in October 2001 was also picked up by most of the national media, including *RTE* radio news and was relayed through *INN* to the local broadcast media.

Along the way, policy submissions and NDA reactions to outside events were also covered by a variety of media. The submission to the Mental Health Act was covered on *Morning Ireland* and in the *Star*, for example. The submission to the National Anti-Poverty Strategy Review Process received publicity in the *Irish Examiner* and on *INN*, and the NDA's reaction to the Jamie Sinnott case ruling was covered on *Morning Ireland* and in the *Sunday Independent*. In December 2001, NDA Director M. Claire O'Connor outlined the NDA's expectations for the Disability Bill in a comprehensive comment piece in the *Irish Times*.

Research – Often the Basis for News

In October 2001, six students were awarded National Disability Authority postgraduate research scholarships by the Minister of State at the Department of Justice, Equality and Law Reform, Mary Wallace TD.

According to Claire O'Connor, Director of the NDA, who spoke at the scholarship announcement: "We need much more information on the numbers and needs of people with disabilities. The NDA is proud to be able to facilitate the high quality projects about to be undertaken by our six award winners. Their results will provide valuable and cultural specific insights into some of the challenges faced by people with disabilities everyday."

Ronan McGuirk, who has a visual impairment, is auditing, documenting and analysing his participation in his course in Information Technology towards the development of guidelines for good practice in making higher education courses more accessible. *Selina Bonnie* is looking at the disabled person's expression of his or her sexuality, and the rights, responsibilities and legal implications for both. *Anna Kingston* is carrying out indepth interviews with Irish mothers of children with learning disabilities to explore their experiences of parenting a child with special needs. *Laura McAvinue* is working towards the development of a rehabilitation technique for people who experience phantom limb phenomenon. *Joanne McCarthy* will investigate the ways in which people with impairments experience their disabilities and to explore whether social oppression denies people full entry into the social world. *Olivia Smith* will undertake a study of comparative disability employment law and policy with a view to influencing legal developments in Ireland.

CHALLENGING

GOOD DESIGN ENABLES,
BAD DESIGN DISABLES.

Strategic Priority 4

The National Disability Authority will assure best practice in services for people with disabilities.

A Matter of Rights, NDA Strategic Plan 2001-2003

The National Disability Authority is working to identify and agree processes for establishing clear and enforceable standards in the provision of services for people with disabilities. Towards this, the NDA is working to prioritise, in consultation with key stakeholders, service areas requiring a Code of Practice, which will be produced by 2003 for approval by the Minister of Justice, Equality and Law Reform. We are also establishing and agreeing a process for monitoring the implementation of standards and codes of practice. In addition, we will recognise when good standards and quality in the provision of programmes and services have been achieved by providing awards. Equally, when services are not being provided when they should be, or are inadequately provided, we will take appropriate action, including recommending the review, reduction or withdrawal of public monies provided for that purpose.

Publication of Important Papers

Throughout 2001 particularly, the NDA prepared a number of seminal papers outlining quality in service provision, internationally and nationally. These papers will form the basis for the development of clear and enforceable standards for services for people with disabilities in the future. Papers produced included an Overview of Quality in Service Provision to People with Disabilities, which consisted of five fact sheets on international practice (August 2001). In the same month, the NDA produced An Overview of Quality Management Systems Currently Used By Services for People with Disabilities in Ireland. We also produced Quality in Services to People with Disabilities in Ireland – An Introduction to Definitions and Concepts (September 2001). In addition, in the paper Development of Standards Models, the NDA carried out a review of international and national models of processes for developing standards (November 2001).

Redefining Sheltered Work – Sheltered Occupational Services

A working group was established by the Minister of Health and Children in summer 2000 in response to a commitment given under the PPF to establish a working group to develop a code of practice which would specifically address the issues of contract status and remuneration.

The NDA is a member of this important working group, which is chaired by Jacqui Browne, People with Disabilities in Ireland, and also comprises representatives from the Department of Health, Health Boards, the Equality Authority, ICTU, DFI, NAMHI and Federation of Voluntary Bodies.

Two regional consultation meetings on a draft Code of Practice were held in Dublin on June 12, 2001 and in Tullamore on June 13, 2001. These meetings attracted service users and providers from all over the country. In addition, extensive consultations were undertaken with IBEC, the Equality Authority and the Departments of Enterprise Trade and Employment and Social, Community and Family Affairs.

From early on it was agreed that the concept and term "sheltered work" needed to be redefined in a new employment context. A key outcome of the review undertaken by the Working Group indicates that an improvement in the range, resourcing and management of sheltered occupational services for people with disabilities is required of necessity, resulting in a realignment of existing services and the introduction of procedures and standards.

Building the Organisation

Staff Recruitment

One of our key priorities was to recruit the highest quality staff, which now numbers nearly 30 (see Appendix VI for staff organisational chart).

Ongoing Training and Development

Several key areas of training were addressed in our first 18 months.

Project management

In the light of the Strategic Plan and Operational Plan, all staff participated in an intensive course in project management and teamwork. It is envisaged that this will be the standard approach adopted in implementing these plans.

Policy development

The National Disability Authority Act (1999) stipulates that the NDA is to act as a central, national body which will assist the Minister in the co-ordination and development of policy relating to persons with disabilities. To this end, extended training was provided for staff in the process of policy development at national and EU level, with particular emphasis on how best to contribute positively to that process.

Media training

The staff also took part in media training. This training provided an overview of how the media operates and how to handle media enquiries for all staff. A smaller group of potential spokespeople from the areas of policy, corporate affairs, research and standards then underwent more intensive practical training for actual media interviews. A smaller group of key spokespeople again underwent interview training to camera.

Performance management development system

In line with the Government's Strategic Management Initiative for the Public Service, the process of implementing a Performance Management Development System was initiated. Working from the template provided for the Civil Service, a Project Team drawn from the various NDA functional areas produced a scheme for use in the NDA. Training was provided for all staff throughout 2001 with implementation planned to commence in 2002.

Building Refurbishment

After lengthy detailed planning, a major refurbishment programme for the premises at 25 Clyde Road commenced in Autumn 2001. This will bring about a general upgrading of the premises to meet current standards in relation to health and safety and access. It will also provide for an expansion and upgrading of the library facility as a state of the art resource and information centre, an extensive open plan working area and a significant improvement in facilities for meetings. In addition, the refurbishment will address some pressing maintenance issues.

IT Infrastructure

In Spring 2001, NDA produced a plan setting out its strategy for the development of its information technology infrastructure including the development of an organisational intranet, linked to the Department's IT backbone and, through that, to the broader Government network.

The refurbishment work on the premises provided an opportunity to wire the buildings for the network and to base the development on the most up-to-date standards. Within the overall strategy, discrete projects will provide for such specialist elements as an upgraded library system, contact databases and the development of a new NDA website. This last project is being financed by the Department of Finance's Centre for Management and Organisational Development under the eGovernment initiative.

Health and Safety

In tandem with the refurbishment work, a total review of health and safety policies and procedures got underway in 2001, leading to the production of a new Health & Safety Statement. When refurbishment work is completed, a follow up evaluation of each work location will be carried out, with particular reference to the use of Video Display Units (VDUs). Health and safety matters were constantly monitored by the Safety Committee and training in fire prevention was provided for fire wardens by Dublin Fire Brigade. In addition, a number of evacuation drills were carried out throughout 2001.

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b

c

a: Launch of National Disability Authority in O'Reilly Hall, UCD. June 2000.

b: NDA Authority Members with Minister of State, Department of Justice, Equality & Law Reform, Mary Wallace, TD. March 2002.

c: NDA Authority Members at launch of NDA in O'Reilly Hall, UCD. June 2000.

d: Launch of first NDA Strategic Plan in Civic Offices, Dublin Corporation, May 2001.

e: Authority Members with Minister for Justice, Equality and Law Reform, John O'Donoghue TD and Minister of State, Mary Wallace, TD. June 2000.

f: 2001 NDA Research Scholarship Recipients.

Appendix I

Policy submissions

The NDA made submissions to:

+ Action group on Access to Third Level Education (October 2000)
+ Minister for Justice, Equality and Law Reform concerning drafting of Disabilities Bill (October 2000)
+ Equality Authority on Code of Practice in relation to Sexual Harassment, Access to & Provision of Services in Hotels, Pubs & Restaurants, Golf Clubs (November 2000)
+ Department of Health & Children on the Mental Health Bill 1999 (January 2001)
+ Comhairle Strategic Plan (March 2001)
+ Review of the National Anti-Poverty Strategy (Excluding appendix on health) (March 2001)
+ Department of Public Enterprise on the Public Consultation Document on Rural Transport Initiative (March 2001)
+ Department of Public Enterprise on the Establishment of a new Regulatory Framework for Railway Safety (March 2001)
+ Department of Education & Science on the European Commission's A Memorandum on Lifelong Learning (April 2001)
+ Minister for Health and Children on Health Strategy Review (May 2001)
+ Bringing Civil Registration into the 21st Century – Consultation Document on the Modernisation of the Civil Registration Service (May 2001)
+ Minister for Health and Children on Review of the National Anti-Poverty Strategy – Health (May 2001)
+ Submission and oral presentation to Working Group to Review the Parental Leave Act 1998 under the Programme for Prosperity and Fairness (May 2001)
+ Consultation Paper for New Institutional Arrangements for Land Use and Transport in the Greater Dublin Area (June 2001)
+ Irish Radio and Television Commission on Regulating for Pluralism and Diversity in Broadcasting – The Way Forward (July 2001)
+ Oireachtas Joint Committee on Justice, Equality, Defence and Women's Rights concerning the incorporation of the European Convention on Human Rights (ECHR) into Irish law (November 2001)
+ County and City Development Board (December 2001)

Appendix II

National Disability Authority External Representation

Inter-departmental Committee on Disability
M. Claire O'Connor

Justice and Equality Sector Steering Group
M. Claire O'Connor

Association of Chief Executives
M. Claire O'Connor

Management Board of CEDEFOP
Christine Whyte

National Accreditation Committee
Christine Whyte

National Health Strategy Consultative Forum
Christine Whyte

Women's Health Council
Christine Whyte

Department of Health and Children Working Group on Development of Code of Practice for Sheltered Work
Christine Whyte

Community Development Programme for DSCFA – Setting up specialist support agency for CDSP
Brian Miller

Cost of Disability Working Group – DOHC – PPF Commitment
Brian Miller

DSCFA Consultative Forum on Disability
Brian Miller

Advisory Group for Dublin Transportation Office
Donie O'Shea

NAC Appeals Sub-Committee – FÁS
Donie O'Shea

Worker Directors Group
Donie O'Shea

Inter-departmental Working Group on IT
Brian McKean

RETURN – National Users Group for UCD European Research Project "Between Work and Welfare – Improving return to work strategies for long-term absent employees"
Anne Good

Equality Monitoring Committee, Department of Enterprise, Trade and Employment
Anne Good

Appendix III

Presentations made by NDA staff

Conferences, Launches and Stakeholder Groups

+ Irish Association for Supported Employment Annual Conference, Tralee (October 2000)
+ Service Users Conference, Brothers of Charity, Limerick (October 2000)
+ Forum of People with Disabilities Open Day (October 2000)
+ European Day for Disabled Persons Conference on Non-Discrimination, Brussels (December 2000)
+ Disability Law Reform Process in Ireland – Launch of Disability Law and Policy Research Centre, NUI Galway (January 2001)
+ Towards a Barrier Free Europe – Rapporteur on Impact of ICT to the Plenary Session, Linkoping, Sweden (April 2001)
+ Department of Social, Community and Family Affairs Conference (June 2001)
+ Conference on Vocational Education and Lifelong Learning in Europe by European Centre for Development of Vocational Training (CEDEFOP), Tallinn, Estonia (September 2001)
+ Irish Association of Supported Employment (November 2001)
+ DFI Information Day, Red Cow Hotel (November 2001)
+ Enable Ireland Assistive Technology Course (November 2001)
+ St John of God staff members on the NCVA course, Celbridge (November 2001)
+ Mental Health Service Users, Tallaght (November 2001)
+ Maynooth Seminar, Final Year Students (November 2001)
+ AGM, Mullingar & District Parents and Friends of the Mentally Handicapped (November 2001)
+ Disability Unit of the Equality Commission, Northern Ireland July 2001

Task Forces and Working Groups

+ Interdepartmental Working Group on Disincentives
+ PPF Working Group on review of Parental Leave Act
+ Working Group on Code of Practice for Sheltered Work
+ DSCFA – Review of Expenditure
+ Forum of People with Disabilities – Cost of disability reflection document
+ Disabled Drivers Review Group
+ Department of Education & Science – Annotation of Certificates
+ Iarnróid Eireann – Accessibility
+ Public Transport Accessibility Committee

Appendix IV

Advisory Committees

NDA Research Advisory Committee

Dr Ruth Barrington
Mr Laurence Bond
Mr John Bosco Conama
Mr Gerry Brady
Ms Liz Brosnan
Professor Ian Brown
Ms Clare Dunne
Professor Robert Holton
Ms Aine Kelly
Ms Eileen Lavery
Dr Donal McAnaney
Mr Joseph Mullins
Ms Cliona Ni Chualain
Ms Katherine O'Leary
Mr Ted O'Shea
Professor Ferdinand Von Prondzynski (Chairperson)
Ms Maria Walls
Mr Jim Walsh
Professor Patricia Noonan Walsh
Professor Brendan Whelan

NDA Standards Advisory Committee

Mr Brian Abbot
Ms Maureen Breslin
Mr Niall Byrne
Ms Shona Byrne
Ms Michele Clarke
Mr Brendan Coyle
Mr Jim Dennehy
Professor Vincent Dodd (Chair)
Ms Fionnuala Duffy
Mr Eamon Eagan
Ms Frieda Finlay
Mr Patrick Gargan
Ms Grace Grant
Mr Tom Hughes

Mr Peter Humphreys
Mr Erik Koornneef (Secretary)
Mr Tony Lenehan
Mr Stephen Matthews
Ms Margaret O'Connor
Mr Brian O'Donnell
Ms Priya Prendergast
Mr Michael Ringrose
Mr Kevin Stanley
Mr Don Tallon
Ms Mary Van Lieshout
Ms Karina Wallis
Ms Anne Winslow

Mental Health Advisory Committee

Dr Mary Clarke-Finnegan
Mr Phil Cotter
Ms Patsy Doolin
Ms Noreen Fitzgibbon
Mr Thomas Fox
Mr Frank Flannery (Chairperson)
Ms Joan Hamilton
Ms Frances Harvey
Ms Mary Hodgins
Mr Brian Howard
Mr Paul Howard
Mr Seamus Hoye
Dr Verena Keane
Ms Mary Keys
Mr Mark Logan
Mr Andrew Logue
Mr Hugo Magee
Dr Tom Moran
Mr Dan O'Connor
Ms Fran Richards
Mr Martin Rogan
Mr Mark Shields
Ms Jiff Stewart (Secretary)
Ms Laura Thompson
Mr Richard Walsh
Ms Margaret Webb
Ms Christine Whyte

Appendix V

Steering Committees

The Barcelona Declaration

+ Ms Marie Lynch, Disability Federation of Ireland
+ Cllr. Enda Nolan, General Council of County Councils
+ Mr. Des Kenny, The Not for Profit Association
+ Mr. Michael Ringrose, People with Disabilities in Ireland Ltd
+ Mr. Donie O'Shea, (Chair) NDA
+ Mr. Jim Casey, Tipperary CIL
+ Mr. John Quinlivan, City & County Manager Association
+ Mr. Donncha O Muineachain, Department of Environment & Local Government

Development of IT Accessibility Guidelines

+ Mr Gerry Ellis, FeelTheBenefIT Consultancy
+ Dr. John Gill, Chief Scientist, RNIB Scientific Research Unit
+ Mr Michael Moore, Department of the Taoiseach, Information Society Policy Unit
+ Mr Alexis Donnelly, Department of Computer Science, Trinity College
+ Ms Christine Whyte, (Chair), Head, Policy and Public Affairs, NDA

Appendix VI

Staff Organisational Chart December 2001

NATIONAL DISABILITY AUTHORITY

Director: M.Claire O'Connor
Personal Assistant to Director: Bernadette Vella

Research & Standards Development (RSD)

Head of Dept: Vacant

Personal Assistant:
Gaye O'Neill

Research Officers
Anne Good (Senior)
Darren McCausland
(Mary Murray c.b)
Vacant (Assistant)

Psychologist
Mike Timms

Standards Officers
Erik Koorneef (Senior)
Aoife O'Toole

Information Officer
Michael Foley
Frank McGennis
(Assistant)
(Michelle Bennet c.b.)

Administration
Miriam Molloy
Vacant
Vacant

Corporate Services

Head of Dept:
Brian McKean

Personal Assistant:
Anne Broderick
Mary McNabola

Corporate Services Executive
Regina Mulligan

Administration
Gretta Flynn
Carmel Clarke

Receptionist
Heather O'Leary

Maintenance
Charlie Buckley
Paul Fox
Kathleen Gaynor
Paddy Power

Policy & Public Affairs (PPA)

Head of Dept:
Christine Whyte

Personal Assistant:
Jo Keegan

Senior PPA Advisors
Maureen Gilbert
Brian Miller
Donie O'Shea
Jiff Stewart

PPA Advisors
Margaret Morris
Vacant
Vacant

Administration
Catherine Kenny
Maighread Kelly

We would like to thank the following staff who left since June 2000, for their work with the National Disability Authority: Dr Arthur O'Reilly, Joe Byrne, Eileen Fay, Helen Johnston, Donal Kelly, Tony Leahy, Margaret Pyne, and Olive Rhodes

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