



ANNUAL REPORT 2022

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Chairperson's statement

I am pleased to present the annual report for the National Disability Authority (NDA) for 2022 to the Minister for Children, Equality, Disability, Integration and Youth. This report presents an overview of the activities and outputs of the NDA during the first year of our three-year Strategic Plan 2022-2024.

I am also very honoured to have been appointed by the Minister as the Chairperson for the Authority and look forward to working closely with the staff of the organisation, and my fellow Authority members over the course of the next four years to further the mission of the organisation.

The vision set out within our Strategic Plan 2022-24 is of an Irish society in which persons with disabilities experience full inclusion, and where their rights are recognised and realised. The NDA's mission is to play its part in achieving this vision, by delivering independent, evidence-informed advice and guidance to government on disability policy and practice, to monitor progress, and to promote awareness and adoption of Universal Design for the benefit of all. Our work is informed by research, exploration of good practice in other jurisdictions, and by engagement with Disabled Persons' Organisations (DPOs) and a wide range of other stakeholders.

During 2022, while COVID-19 continued to circulate, we were pleased in the NDA to be able to adopt a blended working policy, in alignment with the wider civil service framework. The return to in-person engagement was particularly helpful for our work to guide and influence the public sector on how better to realise the rights of disabled people. Blended approaches can maximise the opportunities to participate for everyone, including disabled people, and we were especially pleased to be able to host our first blended Annual Conference in 2022, and encouraged by the positive response this received. We look forward to many more blended events in our future, and the continued learning we get from each one on how to ensure these events are as inclusive as possible.

While the urgent response to the pandemic may have transitioned to a more constant effort during 2022, it was a year in which further global shocks were felt. The Russian invasion of Ukraine put additional pressure on a number of Government Departments, particularly in responding to the arrival of Ukrainian refugees in Ireland, seeing housing, employment and access to schools. The NDA recognises the huge work being done by our parent Department of Children, Equality, Disability, Integration and Youth in this area, and welcomed the opportunity to highlight support needs of those refugees with disabilities early in 2022.

2022 also marked the final year of the National Disability Inclusion Strategy. The NDA continued to support implementation of the Strategy in its final year, and also to guide considerations for the development of a successor strategy, including through preparation of our annual independent assessment of progress. We advised the Department of Children,

Equality, Disability, Integration and Youth that a successor strategy should be framed as a UNCRPD Implementation Strategy, incorporating a series of high-level goals or ambitions to further realisation of the Convention in the State. We look forward to continued working across government to support the development of this Strategy during 2023.

Reflecting the emphasis within the Convention on effective engagement and participation of disabled people in decision-making around policy and practice, the NDA was very pleased to publish guidance on this subject during 2022. The Participation Matters guidelines are intended as practical guidance for all those in the public sector on how and when to consult with disabled people, including through their representative organisations — Disabled Persons' Organisations. We also published some guidance on language and terminology, setting out some suggestions for respectful communications while also noting how preferences are constantly evolving. The NDA advice is simple: ask the individual in question about their personal preferences. We hope the availability of this guidance is helpful to public bodies as they progress their own work in a way that recognises and reflects the rights of disabled people.

Our work to monitor compliance with legislation and codes of practice also continued in 2022. We were very pleased to be able to complete a supplementary monitoring report on compliance with the EU Web Accessibility Directive, which now means that Ireland is fully up to date on its statutory reporting in relation to this Directive. While our reports show that there is significant work to be done to ensure all public sector websites and mobile apps are accessible to everyone, we were very encouraged to see the improvements made by some bodies since monitoring against the Directive first began.

We also welcomed a slight improvement on the level of employment of disabled people in the public sector in our 2021 report, showing an increase to a level of 3.6% from 3.1% in the preceding year. As legislation to enact a higher minimum target under Part 5 of the Disability Act was passed at the end of 2022, the NDA continues to advise all public bodies to give this matter focused attention in order to achieve compliance with the new minimum target of 6% by 2025.

The NDA recognises that the availability of data and key metrics gathered through our monitoring activity is essential in identifying areas for attention. We are currently exploring how this information can be gathered and used in a way that is efficient and effective for public bodies and look forward to progressing this work further during 2023.

We have been very pleased in recent years with the increased awareness and understanding of Universal Design, and during 2022, the members of the Centre for Excellence in Universal Design (CEUD) continue this promotional work. In particular, you will see in this report, how there has been increased adoption of the concept and principles of Universal Design in the third level education sector. We especially welcome the availability of funding to advance Universal Design in education through the PATH 4 initiative, under the Department of Further and Higher Education, Research, Innovation and Science, and look forward to supporting the implementation of funded projects in 2023.

The CEUD also continued to prepare and deliver practical design guidance to support the take-up of Universal Design in the built and digital environments, including through guidance for the retrofit of nursing homes, and development of an eLearning module for architects, focusing on the Central Bank of Ireland building. We hope that professionals across a range of disciplines will find our guidance on this and other Universal Design areas useful when progressing projects, so that the final deliverable can be accessed, understood and used by all, regardless of age, size, ability or disability.

We were also delighted to launch our revamped www.nda.ie website towards the end of 2022. The site is now compliant with the requirements of the EU Web Accessibility Directive, but is also a more attractive and dynamic website, thereby hopefully serving the organisation well as a communications tool.

Authority and Staff

Finally, I want to thank the outgoing Chairperson of the Authority, Ms Helen Guinan, for her leadership of the NDA until the end of her term in July 2022. Her commitment and dedication to the area was constant throughout, and under her stewardship, I believe the NDA has gone from strength to strength. I wish her all the best in her future activities.

I also want to pay tribute to the outgoing board of the NDA, who stepped down in July 2022. It was a pleasure to work with such passionate and enthusiastic colleagues during my term with them, and I hope those who were not eligible or available for reappointment to the current Authority, will continue to advance consideration of disability and Universal Design in whatever sphere they are now in.

I want to welcome the newer members of the Authority, who were appointed by Minister Rabbitte in November 2022. It is wonderful to have such a range of experiences and perspectives represented in the board, and I know the group as a whole will add value to the NDA's work in the coming years.

Finally, I want to pay tribute to all the staff and management of the NDA, who have continued to deliver high quality research, advice and guidance that is valued across government and the public sector. They have done so while also adapting to blended working and a transition to a new Authority, demonstrating continued flexibility and good will. I hope you will see evidence of their commitment in the pages that follow, and I look forward to closely working with them in the years ahead.

Yours

Kathryn O'Donoghue Chairperson

Overview and policy context

The NDA began the first year in its new Strategic Plan at the start of 2022. The plan articulates the ambitions and goals of the organisation for the next three years under five high-level priorities:

- Deliver independent evidence-informed advice and guidance, and support policy coordination, to advance implementation of national strategies and policies, as well as realisation of the goals of UNCRPD
- Deliver independent assessment, monitoring and evaluation of progress against policies, strategies and codes of practice across government
- Advance activities to promote awareness and wider take-up of Universal Design across Ireland
- Foster strong and open processes for engaging and consulting with persons with disabilities and the wider disability community
- Maintain and enhance organisational effectiveness

The NDA developed its work-plan for 2022 in alignment with these priorities, and informed by consultation with a wide range of stakeholders, including Disabled Persons' Organisations, and also by the broader policy context in Ireland during the year.

UNCRPD

The United Nations Convention on the Rights of Persons with Disabilities continued to frame activity in relation to disability and Universal Design across government during 2022. As Ireland's coordinating body, the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), gave extensive consideration during the year to the development of a strategy to succeed the National Disability Inclusion Strategy (NDIS), which expired at the end of 2022. Engagement with the NDIS Steering Group (SG) and other stakeholders has led to a proposal to develop a UNCRPD Implementation Strategy that will set out a series of high-level goals and ambitious targets for the State.

The NDA welcomes this proposal and worked during 2022 to support the considerations of the NDIS SG through the provision of a briefing paper setting out various approaches that could be taken in the development of such a Strategy. Our work to provide an annual, independent assessment of progress under the NDIS will also be of benefit in identifying those areas that can be targeted for focus in a UNCRPD Implementation Strategy. We look forward to continued work to support the Department during 2023, noting the importance of developing the successor strategy at the earliest opportunity in order to build on progress that has been achieved under the NDIS.

The NDA also further developed its series of UNCRPD Article briefing Papers during 2022, which collate available information, data and statistics to support individuals and organisations who seek to have a greater knowledge of progress in relation to the Convention. These are all available on our website.

Our annual conference in 2022 continued the trend of recent years and featured a UNCRPD Article as its theme. An exploration of Article 9 (Accessibility) received a strong response. We welcomed our largest attendance to date, through the blended format. Many conference speakers clearly highlighted the barriers to accessibility that they regularly encounter in their daily lives, across various sectors, while examples of innovative design or positive approaches were also highlighted. The NDA also welcomes the positive response to the blended format for this event, with attendees welcoming the flexibility it offered them.

The NDA also published guidance during the year to guide on improved engagement and consultation with disabled people in the design and delivery of policy, in keeping with the UNCRPD's emphasis on same in Article 4.

Finally, we welcome the passing of the Assisted Decision Making (Capacity) (Amendment) Bill at the end of 2022, noting that this allows for the commencement of the Decision Support Service, which will be a key support to individuals to make decisions that offer more choice and control over key aspects of their lives.

Employment

The NDA continued to give the area of employment significant focus during its 2022 work-plan. We were pleased to be invited to attend the Joint Oireachtas Committee on Disability Matters in May, on a meeting dedicated to the topic. During the discussion we highlighted some of the current challenges in the employment landscape, but also welcomed improvements that have occurred since the launch of the Comprehensive Employment Strategy in 2015. The NDA had hoped to see

Comprehensive Employment Strategy for People with Disabilities

the agreement of a final action plan under the Strategy during 2022 in order to build on this momentum but looks forward to this in early 2023.

We have continued our work to monitor the employment of persons with disabilities in the public sector as per Part 5 of the Disability Act 2005. The report on compliance for 2021 was developed during 2022, and showed a small improvement on the previous year. However, the revised minimum target that will apply from 2025 means that continued attention will be required across the public sector in the coming years.

Our work in 2022 also reflected the importance of appropriate career guidance and support during the learning journey so that disabled people can obtain the skills and qualifications necessary for positive employment outcomes. We welcome the commitment of the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS), to supporting improvements in the higher education landscape through the PATH 4 funding stream. We have also explored good practice in the provision of career guidance for learners with disabilities through a literature review that will inform development of policy advice in 2023.

Disability Services

The NDA continued to support the Department of Health and the HSE in considerations regarding personalised and tailored supports for those accessing specialist disability services. We have sat on working groups focused on how to ensure person-centred services, with associated outcomes-focused metrics. We also funded research on how best to support persons ageing with a disability, identifying the importance of a joined-up approach to the development of policy in this space.

We look forward to the transfer of functions relevant to disability from the Department of Health to DCEDIY during the first part of 2023, and advise the importance of ensuring continued cross-sectoral collaboration with elder care and mental health divisions in the Department of Health, in light of the cross-over between them. We recognise that the uniting of disability functions under a single Department heading should allow for greater cohesion, but also advise that obligations in relation to disability will remain for all departments and public bodies – in keeping with the policy of mainstreaming, and the State's commitments under UNCRPD.

Standards and Monitoring

During 2022, the NDA continued to highlight the statutory obligations for public bodies in relation to ensuring the accessibility of their services for disabled people. We hosted a round-table in the final quarter of the year to provide information and advice to government departments on meeting the requirements of Part 3 and Part 5 of the Disability Act 2005, the ISL Act of 2017, and the EU Web Accessibility Directive. We also flagged the forthcoming transposition of the European Accessibility Act, which will have implications for private sector operators as well as the public sector.

The information we collect through our monitoring activities helps to guide public bodies on where to focus efforts for improvement, and also informs submissions we make to public bodies on how to ensure their projects and initiatives are disability proofed.

During 2022 we responded to a large number of calls for submissions on transport-related matters. In light of the recurrence of several common themes in these submissions, and the echoing of these themes in our own engagement with disabled people and DPOs, we look forward to more sustained engagement with the relevant stakeholders in 2023 to guide an integrated and universally-design public transport system that will support the full participation of disabled people in the socio-economic life of our communities.

Universal Design

Awareness and take-up of Universal Design continues to increase, and the NDA and Centre for Excellence in Universal Design (CEUD) welcomed the level of interest in initiatives such



as the Universal Design Grand Challenge, the Power of Design initiative at second level and the Junior Achievement Ireland programme at primary level. We also had the opportunity to present on Universal Design at a number of higher education institutions, reflecting the greater focus on this area being sponsored by DFHERIS.

The importance of professionals in relevant areas adopting a Universal Design approach also guided our development of a CPD elearning module for architects that was launched at our annual conference. The intention is to present content in a way that is easy and practical for professionals to access, and we look forward to feedback on the success of this module in this regard.

We were also pleased to see Part M Building Regulations revised to incorporate references to Changing Places Toilets in relevant buildings. The NDA will be working during 2023 to prepare technical guidance for built environment professionals in this regard, recognising the importance of access to these facilities for disabled people to feel they can partake in day-to-day activities away from their homes.

We were also pleased to be invited to attend the Joint Oireachtas Committee on Housing, to explain more about Universal Design in the context of housing and projects in the public realm. We took the opportunity to advise the importance of a wider review of Part M regulations, so that the housing stock can be designed and delivered so that people with disabilities can find housing that is 'liveable' to the fullest extent. We hope this work can be progressed by the Department of Housing, and look forward to completing some analysis on the costs of universally designed housing to inform their considerations in 2023.

Ways of working

In common with much of the civil and public service, the NDA explored approaches to blended working during 2022, as people returned to the workplace following the extended period of remote working during the COVID-19 pandemic. The NDA has adopted a blended working policy, with a mix of on-site and remote working, with the on-site attendance designed to maximise opportunities for collaboration and stakeholder engagement. We have also continued to build experience and expertise for blended meetings. While our Annual Conference was our first large-scale blended event, we have had a number of smaller blended events during 2022, and Authority meetings have also been blended since May 2022.

Summary

While there is further detail on specific projects in the pages that follow, some of the key outputs for the NDA during 2022 can be summarised as follows:

- Launch of revised www.NDA.ie website
- Publication of the Participation Matters Guidelines
- Literature review on effective career guidance for learners with disabilities
- Annual assessment of progress under NDIS for 2021
- Annual assessment of progress under CES for 2021
- Publication of research paper on approaches to maximising social inclusion and participation for disabled people
- Publication of five papers on UNCRPD Articles

- Annual Conference on UNCRPD Article 9
- Annual Listening event with disabled people and DPOs on social participation
- Launch of eLearning CPD module for Architects
- Completion of a literature review on collaborative research
- Launch of Universal Design Guidance for the retrofit of residential long-term care settings
- Monitoring reports submitted and published in relation to EU Web Accessibility Directive and Part 5 of Disability Act



Strategic Priority 1:

"Deliver independent evidence-informed advice and guidance, and support policy coordination, to advance implementation of national strategies and policies, as well as realisation of the goals of UNCRPD"

Deliver research and policy advice, informed by evidence and the lived experience of disabled people

ESRI Partnership Project

The NDA and the Economic and Social Research Institute (ESRI) have undertaken a partnership research programme on matters relevant to disability. This partnership was extended for a third year in 2022. The objective of the programme is to create, improve and enhance knowledge on specific policy areas relevant to the lives of persons with disabilities. The programme places a particular focus on key issues in the context of Ireland's realisation of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). To date the programme has covered:

- Academic and Socio-Emotional Outcomes of Students with Special Needs
- Employment of Persons with Disabilities
- Community Living and Personal Assistance (PA)
- Public Attitudes to Disability

In terms of the Community Living and PA supports strand of the project, the ESRI continued to develop and disseminate research on PA service clients in Ireland over the course of 2022. A landscape paper examining PA services which was developed in 2021 was submitted to the journal 'Economic and Social Review' in 2022 and is currently under review. A second report on the experience of PA service users covering the full range of surveys and interviews undertaken through the research programme was developed and completed in 2022. This paper was published in the open access journal 'Disabilities' in November 2022.¹ A launch event is planned for early in 2023, pending the outcome of the ongoing journal peer review process.

Labour Market Impacts of Covid-19 on Persons with Disabilities - ESRI projects

During 2022 NDA continued our research partnership with the ESRI to deliver a joint research programme on matters relevant to disability. To date this programme has covered a broad range of disability policy areas including:

- Community Living and Personal Assistance (PA)
- Academic and Socio-Emotional Outcomes of Students with Special Needs
- Employment of Persons with Disabilities
- Public Attitudes to Disability

¹ See: https://www.esri.ie/system/files/publications/JA202251.pdf

2023 will see the launch of the attitudes work and a second paper relating to Personal Assistance Published. Progress will also be made on the final project which will examine the labour market impacts of Covid-19 on individuals with disabilities.

Findings from the research to date has been shared with policy makers and legislators through submissions to consultations, meetings with officials and Oireachtas Committee attendances.

Experimental Tests of Public Support for Disability Policy

During 2022 the ESRI ran a number of experimental survey studies to examine the issue of social desirability bias and hidden attitudes to disability in Ireland. This work was to inform an NDA review of its attitudes work, specifically the continuation of our periodic public attitudes to disability surveys (see section on attitudes below).

This experiment included three distinct stages and methodologies, each of which explored the difference between directly and indirectly expressed attitudes to disability. The methods were list experiments, vignettes and a series of policy frames.

A project advisory group comprised of membership from DPOs was assembled at the outset of the project to advise and provide feedback. A survey was distributed to a standing panel in Q4 2022, following which the ESRI submitted a draft report for review and feedback to the NDA and the project advisory group.

The ESRI work has found that indirectly measuring attitudes to disability shows that there is some bias, likely social desirability bias, shaping responses in the direct face-to-face questions that the NDA has historically asked in its attitudes survey series. This finding suggests that the substantive results of this attitudes survey series may not fully reflect societal attitudes to disability. The ESRI work also provides new insights as to the nature of societal attitudes to disability in Ireland, meaning it is timely to consider the merits of continuing the long-standing attitudes survey series. The final report featuring the results from the list experiments and policy frames will be published early in 2023. The findings of the vignettes will be published later in the year as an academic paper.

Research Promotion Scheme

The NDA runs a research promotion grant scheme at regular intervals. The theme of the Research Promotion Scheme 2021/22 was Assistive Products (APs) and Consumer Products (CPs) that support choice and control for Persons with Disabilities. The two awardees who were grant funded in 2021 continued to work on their research in 2022 submitting draft reports to the NDA for review. The awardees were:

- Award 1: School of Psychology, National University of Ireland Galway (NUIG). This research
 will survey the use of APs and CPs for reading instruction with children with intellectual
 Disability (ID) and Developmental Disability (DD) in Irish schools.
- Award 2: School of Occupation Sciences and Occupational Therapy, University College Cork. This research will explore the potential of a range of consumer products (CP's) such as Digital Voice Assistants and smart home-based technology to support the participation of people with disabilities to live independently and be included in their communities.

Final research reports are expected in Q1 2023.

Personalised Budgets

The report of the Task Force on Personalised Budgets, published in 2018, recommended that the Department of Health and the HSE establish demonstration projects to test the delivery of personalised budgets, with a view to identifying the best approach to the wider roll-out of personalised budgets in an Irish context.

The HSE established the Demonstration Project in late 2019 and commenced bringing people on to the Demonstration Project in early 2020. The Demonstration Project was planned to operate for a two-year period but due to delays in implementation primarily related to COVID-19, the HSE received approval from the Minister in 2021 to extend the Demonstration Projects by a year (to the end of June 2022). The Demonstration Projects were further extended in 2022 to run until Quarter 3 2023.

The Department of Health requested the NDA to manage the evaluation of the Demonstration Projects. However, due to the challenges experienced by the HSE in recruiting participants that evaluation did not progress as planned in 2022. During 2022 preparatory work related to ethical approvals and data sharing arrangements for the evaluation continued to be progressed.

The NDA continued to participate in the Demonstration Project Oversight Group in its capacity as independent advisor and to update the Department on out preparatory work on the evaluation.

Translate research findings and policy analysis into practical policy advice for government, informed by consultation with persons with disabilities and other relevant stakeholders

Disability and language

The NDA published an <u>advice paper on disability language and terminology</u> in June 2022. The purpose of this paper is to provide practical guidance for Departments and public bodies on the use of language with regard to disability in order to accommodate the varying preferences of disabled people in a respectful manner. The content of this paper was developed based on a review of relevant literature, consultation with DPO's, and findings from the consultation on the State Party report to the UNCRPD Committee coordinated by DCEDIY. The paper outlines relevant background information before setting out our recommendations. It also includes a glossary summarising a list of terms which are no longer in use and recommended alternative terminology. It is intended that this paper will be reviewed periodically and updated as required.

Career quidance

The National Disability Authority further progressed work on delivery of advice on an effective career guidance experience while at school for all learners with a disability including those with special education needs. The NDA undertook a number of work packages to inform this policy paper:

- A Literature Review examining career guidance for learners with disabilities in second level education.
- Consultation with a group of young disabled people who are members of the IMLI youth initiative. A further consultation with a group of learners who have recent experience of special education provision either through mainstream post-primary school, special class within mainstream or special education schooling will be undertaken in January 2023. Engagement with stakeholders including one on one and group meetings with individuals from various sections of the Department of Education, the Department of Further and Higher Education, Research Innovation and Science, the National Council for Special Education (NCSE) and the National Centre for Guidance in Education (NCGE) and academics involved in inclusive education practice and educators. This included a roundtable discussion with a broad range of stakeholders including practitioners in the career guidance space. Key issues identified from the literature review and other sources were discussed including:
- Complexity of career guidance provision- NDA
- Inclusive education and the whole school approach-TCD
- Universal design approach to education CEUD
- Deaf Career guidance project –TCD

The above information will inform a policy advice paper to be completed in Q1 2023 that will be shared with government.

Social participation

NDA published a review of approaches used to create liveable communities to attain full participation and inclusion for disabled people in August 2022. This review is an initial exploration of how to create communities where disabled people and others at risk of social exclusion can attain full societal participation and inclusion. The research included engagement and consultation with stakeholders through three roundtable discussions with key stakeholders in March 2022 and the annual NDA listening event with disabled people in May 2022. Stakeholders involved included government departments and agencies; persons with disabilities, some of them from DPOs; other civil society organisations; local authority and community organisations; academic institutions and public services.

Discussions centred on the more promising approaches to developing fully accessible communities as per Article 19 and Article 9 of the CRPD where all persons with disabilities in Ireland can fully participate. The research identified a range of approaches that help develop more liveable communities for disabled people, building on learning from successful top-down and bottom-up approaches implemented during the COVID-19 pandemic. Findings included the importance of education, training, and engagement in community development at both national and local levels in statutory organisations, local government, public services and the voluntary sector to help develop a strategic, longer-term approach to community development. The research also highlighted the role of engagement with DPOs and other stakeholders in advancing effective community development structures, the benefits of a Universal Design approach to building inclusive communities and the provision of appropriate supports for independent living within these communities.

Trinity Ageing In Place Research Project

The Trinity Centre for Ageing & Intellectual Disability (TCAID) were commissioned to examine care of older adults with intellectual disability (ID) and complex age-related conditions in Ireland. The project sought to examine available care options such as specialist aged care facilities for older adults with ID and the suitability of generic nursing homes for older adults with ID, including identifying examples of good practice, service delivery costs and the outcomes for the individuals in question. The objective of the research was also to review the existing evidence base regarding the care of older adults with complex age-related conditions and generate additional evidence regarding current models of care, expected future needs, and quality of life outcomes in different care settings.

The project began in 2020 but the project timelines were extended throughout 2021 and 2022 due to the ongoing effects of the pandemic, as service providers did not have the capacity to engage with the TCAID research team during the crisis phases of the pandemic.

The analysis found that there were no clear service types or approaches manifest in the services that took part. The study calls for the development of a national model of service for healthy ageing among people with intellectual disabilities and a reconfiguration of services to better reflect evident demographic trends and ensure adequate resourcing of services. TCAID submitted a draft report for review in Q4 2022 and a webinar event to launch the report will take place in January 2023. A more detailed meeting to discuss the findings in more detail with the Department of Health and HSE will also be organised.

Support co-ordination of disability policy and provide independent guidance to drive solutions for cross-sectoral challenges

General Submissions

The NDA frequently engages with government departments and agencies through the provision of advice in the form of submissions to consultations, following a request, or based on issue of relevance or concern. This advice aims to guide public bodies on matters relevant to disability and how the services they provide to the public can take into consideration impacts or barriers for disabled people and how these can be addressed.

National Housing Strategy for Disabled People Action Plan

The NDA sat on the advisory group that developed the National Housing Strategy for Disabled People (2022-2027) that was published in early 2022. NDA then made a submission on the related action plan. The NDA asked for many issues to be considered, including that the requirement for all accessible housing greater than the minimum floor area to have an occupational therapist's report to be removed, as well as asking that all social housing providers provide a minimum target for Universal Design (UD) homes in their developments; at both UD Home and UD Home + (wheelchair liveable) levels.

A new and important addition to this submission is the idea that a national standard for UD homes should be developed in co-operation with the NSAI. The NDA looks forward to the Implementation Plan being published in early 2023.

Housing Adaptation Grant Scheme Review

Under the Government's Housing for All policy the Department of Housing, Local Government and Heritage carried out a review of the Housing Adaptation Grant Scheme (HAG) with a particular concentration on grant limits income thresholds and the application process.

The NDA recommended improving data collection and index-linking the value of the grant. We suggested that assistive technologies be included in the HAG for the first time and that there should be greater inclusion of persons with autism. In the interest of efficiency, we recommended that data be used to target funding at the parts of the country with the most need as well as combining work under the HAG with the SEAI energy scheme. In another reference to efficiency, we suggested streamlining the costs and administration involved in getting the occupational therapists' reports that accompany HAG applications. Finally, we recommended that a Universal Design approach is taken to all application forms and related communications.

Public consultation on a proposed TG4 Children's Channel

The NDA made a submission to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media on a proposed TG4 Children's Channel. The NDA took this opportunity to highlight the relevant Articles in the UN Convention on the Rights of Persons with Disabilities and how the development of this channel could be an opportunity to assist in their implementation in Ireland. We also emphasised the relevant provisions of the EU's Audiovisual Media Services Directive and how a new channel serving an under-represented group such as children with disabilities could play a part in promoting their participation and integration into the social and cultural life of the State.

Solas National Further Education and Training (FET) Strategy 2020-2024

The NDA joined an advisory group on the future of FET called 'Transforming Learning Fostering Inclusion'. NDA participation in the Fostering Inclusion advisory group provides an opportunity to link in and share insights with key stakeholders in Further Education and Training, including NALA, AHEAD, QQI, Solas and the Department of Further and Higher Education, Research, Innovation and Science. Through its engagement with the advisory group, the NDA is supporting the development and delivery of project plans to implement individual workstreams under the FET Strategy 2020 – 2024. The NDA also provides advice to align advisory group project plans with other Government policies and strategies relevant to the objectives of the strategy.

Transport Submissions

The NDA make a number of submissions every year relating to various aspects of transport. These are summarised below.

NDA Submission to An Bord Pleanála regarding the BusConnects Clongriffin to City Centre Bus Corridor Scheme

The NDA submitted responses to the Dublin BusConnects proposals to the National Transport Authority (NTA) in 2018, 2019 and 2020 based on NDA's areas of expertise and competency. The NTA is progressing with planning in the next phase of the Dublin BusConnects scheme

and has made an application to An Bord Pleanála to progress Dublin BusConnects. The NDA has reiterated points highlighted in previous submissions. The main issues highlighted in 2018, 2019, 2020, and in this latest submission included:

- Importance of understanding the term "accessibility" from a disability perspective rather than the distance a person is from a public transport point.
- Lack of details to show that the needs of persons with disabilities and older users have been considered in each step in the development and delivery of the Bus Connects programme up to that point of the process.
- Concerns that the NTA failed to provide accessible consultation processes which would allow for the needs and concerns, of people with disabilities and older people to be considered.
- Importance of implementing a universal design approach to designing the Core Bus Corridors and therefore minimise having to retrofit in the future.

NDA's submissions to the NTA

In December 2021, the NDA made three submissions to three consultations being run by the NTA concerning three transport projects; The Connecting Ireland Rural Mobility Plan, the BusConnects Cork project, and the Greater Dublin Area Transport Strategy.

The NDA's submissions acknowledged the benefits of all transport projects, however, the NDA expressed its concern that it was not apparent if an inclusive approach was taken that included the views of persons with disabilities in all three projects. Only one out of these three (the Greater Dublin Area Transport Strategy) expressing a commitment to incorporating universal design in the project.

Concerns presented to the NTA with regard to all three projects were as follows:

- NDA stressed that more inclusive, and ongoing consultation mechanisms should be provided, and the NTA should specifically engage with persons with disabilities and older people as part of this plan.
- Lack of detail being provided as to how Connecting Ireland or BusConnects Cork will enable more persons with disabilities and older people to access public transport services.
- NDA has not seen evidence of the following with regards to the NTA projects:
 - Disability Impact Assessments
 - Strategy on how these projects will meet the needs of persons with disabilities and older people including a universal design approach
 - Sustained engagement process with a diverse set of users including persons with disabilities and older people and an inclusive and accessible consultation process on these projects.

In light of the number of submissions made and the varying approaches observed across these projects to universal design and consideration of persons with disabilities, we have written to the CEO of NTA suggesting a bilateral meeting to discuss the NTA's systems for initiating and managing transport projects as well as to discuss the NDA's position and the information and advice which we can offer with respect to these and any other ongoing or future transport projects with regard to their obligations, engagement with persons with disabilities, and universal design.

NDA Meeting with NTA

In April 2022 a bilateral meeting between the NTA and the NDA was held to discuss the NTA's systems for initiating and managing transport projects. In addition to this the meeting covered; statutory requirements in relation to transport projects and transport provision (including new requirements under the European Accessibility Act), the NDA's role in monitoring compliance with statutory requirements, the information and advice which we can offer with respect to these and any other ongoing or future transport projects with regard to the NTA's obligations, engagement with persons with disabilities, and universal design.

As a result of this meeting the NDA have shared information and resources with the NTA to assist them in meeting statutory requirements. It was also agreed that the NDA and NTA should hold bi-annual bilateral meetings to encourage better communication and information sharing and to ensure a joined-up approach to data collection.

NDA Submission to NTA re: Cycleconnects Scheme

The NDA <u>submitted feedback</u> on the NTA's Cycleconnects Scheme being rolled out across the country in conjunction with local authorities.

In a number of submissions the NDA expressed our disappointment and concern that persons with disabilities do not appear to be considered at all in terms of the CycleConnects scheme along with no mention of:

- Disability Impact Assessment being carried out
- Strategy on how these projects will meet the needs of persons with disabilities and older people including a universal design approach
- A sustained engagement process with a diverse set of users including persons with disabilities and older people and an inclusive and accessible consultation process on these projects.

The NDA also stated that we are aware that in conjunction with CyleConnects, the National Cycle Manual will be updated. The NDA would stress that in conducting updates to the National Cycle Manual the NTA should also consider a wider range of user types and cycle types. We stressed that consideration should be given to cyclists who are disabled as well as non-disabled users who use non-standard cycles to ensure that the cycle way and the bus stop crossing are suitable for them.

We once again stressed to the NTA the importance of integrated universally designed public transport services that include the built environment and information and communication technologies is underpinned by Article 9 of the UNCRPD. We once again pointed to requirements under Article 4 (3) of the UNCRPD and directed the NTA to the

NDA's Participation Matters Guidelines to assist with this. We also stressed that not only in universally designed consultation a requirement but also a useful tool in designing universally designed infrastructure thereby ensuring it can be accessed and used by the greatest number of people.

NDA Submission to Dublin City Council (DCC) re: East Wall Road Interim Two-Way Cycle Facility

DCC presented a proposal concerning interim cycle facilities that provide two-way segregated cycle facilities on each side of the road, on the eastern side of Alfie Byrne Road from the Eastpoint Causeway as far as East Wall Road and continuing along the northern side of East Wall Road as far as East Road. In our submission the NDA highlighted a number of points that need further consideration before finalising and progressing the new design.

In the <u>submission</u> the NDA stressed the importance of education, communication and outreach with the communities affected and recommended that consultations on all aspects of design are done prior to taking a decision to ensure that the interim road works were likely to serve everyone. We provided DCC with information and links to the Universal Design Customer Communications Toolkit to assist with this.

The NDA advised that DCC designs for cycle tracks should consider a wider range of user types and cycle types. Consideration should be given to cyclists with a disability as well as other users who use non-standard cycles to ensure that the cycle way and the bus stop crossing are suitable for them. This would require consultation with cyclists with disabilities, people who use cargo bikes/bike trailers, and others about the proposed works.

NDA Submission to DCC re: Kilmainham to Thomas Street Interim Cycle Scheme

The NDA <u>submitted feedback</u> on the DCC regarding roll out of interim cycling infrastructure from Kilmainham to Thomas Street.

The NDA advised that while this infrastructure is seen to be interim or temporary, the interim cycling infrastructure around the city which has a substantial population would qualify as a substantive proposal and therefore a disability impact assessment should be conducted as part of not only this proposed route but looking at the proposed Active Travel network as a whole.

The NDA stressed that it is important to recognise that this scheme can impact on entire population of the area concerned – including older people, disabled people, people with buggies/young children etc. It is important that the needs of all pedestrians are not only considered but are central to this scheme. Further advice and information was provided by the NDA similar to the previous submissions made regarding transport.

NDA Submission to NTA regarding Taxi Fares and Cashless Payment Facilities

The NDA <u>submitted feedback</u> on two draft policies submitted for consultation by the NTA regarding minimum taxi fare increases and the requirement of taxis to provide cashless payment facilities.

In the submissions the NDA stressed the importance of transport to persons with disabilities. The NDA expressed concern that the minimum taxi fare increase could disproportionately affect persons with disabilities who can be particularly at risk of poverty and deprivation. The NDA strongly advised further consultation with disabled persons organisations (DPOs) and persons with disabilities on the matter of taxi fares, particularly in the absence of the mobility allowance. This submission also provided information on universally designed consultation and communication to assist the NTA in facilitating consultations.

With regards to cashless payment facilities the NDA noted that no information was provided about the specifications of the payment terminals to be used in taxis, however the NDA stressed the importance of providing a tactile interface and strongly suggested that the NTA should make use of payment terminals which have been designed with accessibility in mind. To assist with determining the accessibility of terminals the NDA suggested wide range of users to test in the selection of accessible payment terminals.

The NDA advised the NTA that further accessibility requirements can be found in the European ICT accessibility (EN 301549) harmonised standard. This submission also advised that the NTA need to take account of the European Accessibility Directive (EU) 2019/882, on the Accessibility Requirements for Products and Services (European Accessibility Act). From 28 June 2025 the legislation will apply to a wide range of products and services, including Payment terminals and certain self-service terminals such as ATMs.

The NDA also stressed in this submission to emphasise that drivers must still have the facilities to accept cash payments. Many older people rely on cash as their default way of paying and some do not have bank accounts or bank cards while some people with disabilities may prefer this method over using an unfamiliar method of payment.

NDA submission for the DART+ North Project

In April the NDA made <u>a submission</u> to Irish Rail regarding the Dart +North project which is currently in the consultation phase. Of the total population of 1,174,502 people in the counties of Louth, Meath, Fingal and Dublin City that the DART+ North Coastal Line runs through, 153,961 have disabilities, and 136,255 are aged over 65. Given the significant numbers of people affected by this project, in our submission the NDA emphasised the importance of taking a universal design approach to consultation and planning approaches which encompasses all elements of the journey, including surrounding infrastructure considerations. The NDA also reminded Irish Rail that a Disability Impact Assessment is an obligatory requirement of all substantive proposals requiring Government approval.

Meetings and advisory groups

NDA frequently meets with officials to provide briefings or to emphasise a policy direction and to impart advice. We are also members of a number of advisory groups, working groups and steering groups. A selection of these meetings/groups are summarised below.

Meeting with Transport Infrastructure Ireland (TII)

Following engagement with TII stemming from NDA's representation on the Luas Disability User Group, TII requested NDA/CEUD attend a meeting with key TII staff to provide

information, guidance and advice surrounding TII's requirements under key legislation as well as universal design. TII were particularly interested in more in-depth information and advice concerning accessible information and communications in light of upcoming transport projects (i.e. Metro Link, Luas Finglas and Luas Cork). Members from NDA/CEUD attended a meeting with TII staff and provided a comprehensive presentation, followed by a Q&A session. Additional information was circulated afterwards and there is continued engagement with TII regarding their upcoming transport projects.

Establishment of working group on implementation of Quality Framework

The NDA, under Working Group 4 of the Transforming Lives programme, developed a Quality Framework on supporting persons with disabilities to achieve personal outcomes. The HSE Disability Operations National Quality Improvement Team has established a group to "discuss the best way of socialising the Quality Framework with all of the Provider Organisations (who provide residential care for people with disabilities) and to identify the supports that organisations may require in order to implement the Framework". The NDA are represented on this group to advise the HSE on implementing the framework.

Overarching National Standards for the Care and Support of Children using Health and Social Care Services

The NDA has participated as a member of the HIQA/Mental Health Commission (MHC) Advisory Group to inform the development of draft Overarching National Standards for the Care and Support of Children using Health and Social Care Services since October 2020. These standards aim to promote clarity, consistency and continuity within and between services, to ensure that no matter what service a child is using that there is a consistent response to their needs, and that if they need support from more than one service that these services work in an integrated way. Following final edits to the draft of the national standards, they have been submitted to the HIQA Board and the MHC Board for approval. On approval of the draft national standards by both Boards, they will then be submitted for Ministerial approval.

National Disability Inclusion Strategy 2017-2022 to advance Action 104

The Transport Working Group was established under the National Disability Inclusion Strategy 2017-2022 to advance Action 104 therein. Action 104 contains a commitment for a number of Departments and Agencies to:

"lead a review of transport supports encompassing all Government funded transport and mobility schemes for people with disabilities, to enhance the options for transport to work or employment supports for people with disabilities and [to] develop proposals for development of a coordinated plan for such provision. This plan will have regard to making the most efficient use of available transport resources."

The working group was reconvened in January 2022, following a pause as a result of the COVID-19 pandemic, at which time the Minister of State with responsibility for Disability, Anne Rabbitte, assumed chair of the Transport Working Group. This working group discussed several key mobility and transport schemes including the Disabled Drivers and Disabled Passengers Scheme, this discussion was followed by a stocktaking exercise of all state funded mobility and transport schemes as well as a comparison of similar support schemes across the OECD. NDA submitted a number of recommendations that were included in the final report.

The final meeting of this working group took place in December 2022. Key recommendations in the report emphasise:

- the need for a comprehensive and coordinated cross-Government and mainstream process
- the importance of ensuring that the focus of policy, planning and transport provision is on the customer's end to end journey
- advancing a joined up and door-to-door approach to transport and mobility supports for people with disabilities which will likely involve the convening of a new working group.

Meeting with Department of Transport Electric Vehicle (EV) Charging Infrastructure Team

NDA had a meeting with the Department of Transport's Electric Vehicle (EV) Charging Infrastructure Team, following on from a <u>written submission</u> and participation by the NDA in a workshop to discuss plans for roll out of wider EV charging infrastructure in Ireland. In this meeting NDA CEUD went through the details of our submission, stressing the need for infrastructure and associated information needed to be accessible and also should be universally designed. In this meeting NDA CEUD and the Department of Transport discussed emerging research from the UK around the barriers to accessibility commonly found in EV charging infrastructure and associated information. The NDA/CEUD committed to continued engagement with the EV charging infrastructure team as they progress with their work.

iRoute Conference- Kilkenny

The NDA attended the iRoute conference in Kilkenny in 2022. The aim of the conference was to bring experts together from Ireland and abroad to exchange ideas, initiatives and policy to improve mobility and transport in rural areas. Improvements to public transport are seen as a key component of rural development and regeneration, they are also vital to addressing social isolation which is of particular concern amongst older people, people with disabilities and young people in rural environments. Some common themes and ideas emerged:

- A whole of government approach is required for effective rural mobility- lack of cross communication and information sharing has presented barriers in the past.
- Integrated thinking across all transport operators is also key. This integration should also include Demand Responsive Transit (DRT) providers.
- Accessible and reliable DRT was highlighted as a key component of rural transport and is seen as integral to future transport plans. This will help people with 'first/last mile' of their journeys.
- To support DRT, key infrastructure like park and ride facilities, cycle paths and cycle parking, dedicated bus lanes, and accessible information (app and a phone line) will be needed to make certain DRT is easy to understand and use. Although there was not much representation from DPOs at the conference, Universal Design was highlighted in workshops by the NDA and by representatives from some local authorities as a way to make sure the entire journey (from information, to bus stops/stations, to vehicles, to transfers) are accessible by as many as possible.

Progressive Pathways Fair – Employability Services, Kerry

The NDA was part of a panel discussion that focussed on different aspects of employment for persons with disabilities. This panel discussion was part of the Progressive Pathways Fair hosted by the Employability Services Kerry in the Rose Hotel in Tralee in May 2022. Employability Kerry provides a 'one-stop shop' support service for people with a health condition, injury or illness or disability and who are seeking employment or training.

Staff from the NDA provided a brief overview of the work of the NDA and spoke on the importance of employers having measures in place to create an EDI work culture that focuses on increasing the recruitment and career progression of persons with disabilities and supporting employees to feel comfortable sharing their disability status.

The event was attended by over 400 people, and many of them persons with disabilities and their families. There were 24 different organisations available on the day which provided a great opportunity for people aged 16 or over, with additional support needs to find out more about their employment, training and education options.

The Progressive Pathways Fair is a model of good practice regarding running an inclusive and accessible event that focuses on providing persons with disabilities with a clear pathway to further education and employment.

Attendance at Oireachtas Committees

The NDA welcomed the opportunity throughout the year to attend a number of Joint Oireachtas Committees on a range of matters. This provided us with the opportunity to highlight key issues and ensure awareness of our research and guidance on these matters. Below we summarise our contribution to the two Committees we attended in 2022.

Joint Committee on Disability Matters

NDA spoke at the Joint Committee on Disability Matters on Thursday 19th May 2022. The theme of the meeting was Employment and the UNCRPD. The NDA Director gave a presentation on recent developments in employment policy that support increasing employment participation of people with disabilities. This presentation included relevant data and statistics including the number of disabled people who are self-employed.

The NDA input also highlighted the challenges that remain in achieving cross-departmental collaboration to address some of the systemic barriers to employment, such as:

- provision of effective career guidance;
- managing effective transitions between education, training and employment;
- providing supports and reasonable accommodations in the work-place;
- the need for a coordinated programme of vocational rehabilitation;
- building the capacity and competence of employers

Presentation to Oireachtas Joint Committee on Housing, Local Government and Heritage

The NDA presented to the Oireachtas Joint Committee on Housing, Local Government and Heritage on 21 June, on the subject of Universal Design in new projects and public realm planning. Age Action Ireland, Irish Wheelchair Association and Disability Federation Ireland were also in attendance. While the topic of the meeting was broad, there was a focus on housing, Universal Design Homes and the Housing Adaptation Grant during the discussions. Walkability audits, Changing Places Toilets and the need for better data collection were also discussed and NDA inputted our knowledge and advice in relation to each of these areas. The NDA submitted a follow-up information paper to the committee to further inform their recommendations and report.

Throughout the meeting and in the follow-up correspondence, the NDA emphasised the benefits of a Universal Design approach in housing design and delivery, and in particular how UD+ Home design can ensure wheelchair liveable housing provision. The NDA and other attendees made recommendations with regard to a Review of Part M Building Regulations, the development of a standard to ensure consistency and shared understanding of the definitions of UD and UD+, and the importance of UD being incorporated from the outset of the planning and design process. The NDA also took the opportunity to recommend support for a National Disability Survey to follow the next scheduled Census in 2027, as a means of collecting up-todate information on the number of wheelchair users in Ireland among other information.

Develop Codes of Practice and guidance, and contribute to standards that can support the implementation of legislation, policies and programmes across the public sector

Draft Code of Practice on Accessible Public Buildings

The NDA has appointed a contractor to carry out consultation with persons with disabilities to inform the development of a draft Code of Practice on Accessible Public Buildings. The draft Code of Practice was revised and submitted to the NDA Authority for its consideration. Following approval by the Authority for the proposed approach and structure, the Technical Advisory Group (TAG) was set up to advise on the development of the COP further reviewed the comments of both the external consultation and comments from the authority. The NDA hopes to submit a final draft, informed by public consultation, to the Minister by Q4 2023 for approval and publication.

Briefing on the European Accessibility Act (EAA)

CEUD prepared and submitted a briefing document on the key elements of the EAA to DCEDIY, to support the process of transposing the Act (EAA). The Act is due to come into force on the 28th June 2025, where a range of specified products and services need to be designed and manufactured insuring that they are accessible to persons with disabilities. The EAA focuses mainly on digital products and services and does not cover areas such as health care services, education, housing, or household products, which may include such examples as ovens, washing machines/dishwashers and other similar large and small appliances. Unlike its companion directive the Web Accessibility Directive (WAD), the EAA applies to private companies selling products or services that:

- are seen as highly important for persons with disabilities, and
- have wide ranging accessibility requirements across the member states.

The preparation of this briefing required extensive review of the provisions of the European Accessibility Act, as well as scrutiny of other relevant legislation and in-depth analysis of the impact on both public and private-sector providers of products and services. The NDA looks forward to supporting our parent department during an effective transposition process which will improve the range of accessible products and services available to persons with disabilities both in Ireland and the wider EU community. We will be liaising with the Department on cohosting a round-table with key stakeholders in early 2023 to progress this work.

Continue to drive and support the collection and use of disability data to inform policy decisions

Equality data strategy

NDA is a member of the Equality data strategy group that is jointly run by DCEDIY and the Central Statistics Office. Progress was made during 2022 in developing a strategy with plans being made for a consultation on the draft strategy for early 2023. NDA ensures that data issues in relation to disability are incorporated into the strategy and sees this strategy as an important tool in addressing the data gaps that exist.

UNCRPD articles

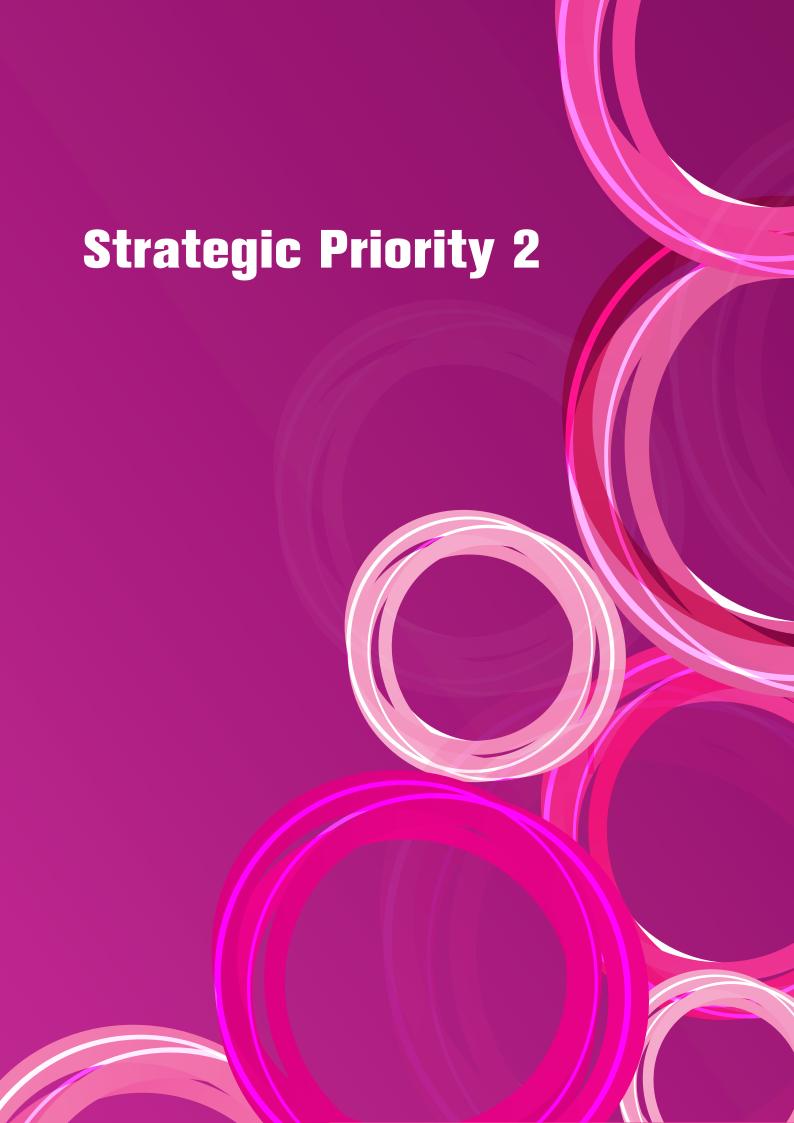
During 2022 NDA added five papers to our suite of UNCRPD article review papers. These papers set out the relevant data, information and statistics in relation to specific articles and are developed through desk research. They provide a factual overview of key policies, programmes, services, supports and data that exist in the Irish context relevant to each Articles. The papers developed in 2022 were:

- Article 13: Access to Justice
- Article 16: Freedom from exploitation, violence and abuse
- Article 19: Living independently and being included in the community
- Article 21: Right to Freedom of Expression and Opinion and Access of Information
- Article 24: Education

Dublin City Council Walking and Cycling Action Plan workshop

A representative from the NDA attended this workshop in early 2022 to provide information, guidance and advice on the future direction and areas of focus for Dublin City Council's (DCC) walking and cycling action plan (to be drafted.)

Other attendees included representatives from DCC, Green-Schools, Public participation Networks, An Garda Síochána, Cycling Ireland and DPOs. In discussions about future directions of infrastructure projects the NDA emphasised the need for universally designed information and consultation with regard to any infrastructure projects or improvements and highlighted the usefulness of the universally designed walkability audit tool in determining improvements.



Strategic Priority 2:

"Deliver independent assessment, monitoring and evaluation of progress against policies, strategies and codes of practice across government".

Monitor and report on implementation of national strategies and policies, to identify areas requiring further focus and attention including NDIS and CES, and delivery against goals of UNCRPD

National Disability Inclusion Strategy Assessment Report

Each year, the NDA independently assesses progress on outputs under the strategy and to analyse data sources to assist in measuring impact. Our report is informed by consideration of reports from departments, as well as information and evidence gathered by the NDA in the course of its membership of working groups and departmental consultative committees, and regular engagement with persons with disabilities both through these committees and in other areas of its work-programme.

Our <u>assessment paper published in 2022</u>, reporting on progress in 2021, noted the ongoing commitment of officials across departments and agencies to deliver on the actions within the NDIS as a mechanism for delivery on obligations under the UNCRPD. We welcomed the continued efforts of stakeholders to progress implementation of the NDIS despite some ongoing challenges including Covid-19.

While the NDIS was formally extended until the end of 2022, the NDA continues to advise the importance of commencing discussions and consultation around its successor in good time. In this regard, the NDA developed an options paper for consideration, setting out potential approaches to development of a successor strategy which we presented at one of the NDIS steering group meetings. The NDA has advised that the successor would be framed as a UNCRPD Implementation Strategy. Work on the new strategy will get underway in earnest during 2023.

NDA also advised that there be widespread consultation on this strategy including with Disabled Persons Organisations, and we look forward to seeing this work progress in 2023.

During 2022 the NDA commenced work on an end of strategy indicators report in order to provide an overview of progress made against these indicators during the full lifetime of the Strategy, noting that it may not be possible to directly attribute any such progress to the Strategy.

Comprehensive Employment Strategy Assessment Report

The NDA published its <u>sixth independent assessment</u> of the Comprehensive Employment Strategy for People with Disabilities (CES) 2015 – 2024 activity made over the course of 2021. We welcomed advances in the setting up of a pilot project on transitions, the roll out of early engagement of young people on disability allowance under Pathways to Work, and advances made in introducing a statutory sick pay scheme. We advised on areas for further focus in

the final years of the strategy. These included addressing the lack of progress on advancing action 5.1 related to supported employment, applying learning from the Ability Projects into a permanent programme, reform the Reasonable Accommodation Fund and develop a return-to-work approach for people with acquired disabilities via a vocational rehabilitation process. We also advised putting in place actionable measures to achieve the increased target of 6% of persons employed in the public service by 2025.

During 2022 the NDA continued to support agencies and departments in the delivery of their actions, while also working to achieve actions committed to by the NDA. We look forward to agreement of the final action plan under the Strategy at the earliest opportunity.

Disability Legal Network

The Disability Legal Network hosted an event in March 2022 for the legal sector on creating EDI work environments that focus on increasing the recruitment and retention of persons with disabilities and supporting employees to feel comfortable sharing their disability status. The NDA was invited to present on Creating an EDI Work Culture – A Universal Design Approach. This presentation received very positive feedback. This event, which was attended by approximately 100 people, was featured in the Law Society Gazette and in the Irish Legal News newsletter.

Internal Equality Diversity and Inclusion (EDI) Board – Public Appointments Service (PAS)

In March 2022 the NDA gave a presentation on Creating EDI work cultures using a Universal Design approach to the Internal EDI Board in PAS. This Board consists of the Chairperson, the CEO of PAS and its Heads of Service. The Internal EDI Board commended this framework and approach.

Presentation to the Public Service Recruiter Network

The Public Service Recruiter Network was set up by the Public Appointment Service (PAS) to help public bodies develop and implement more inclusive recruitment practices. Over 40 public bodies are part of this Network and membership is increasing. The NDA is a member of this Network and advises public bodies on measures they can implement to meet the minimum statutory employment target for persons with disabilities. This target is currently at 3% but will be increasing to 6% by 2025.

In September 2022, the NDA presented to the Public Service Recruiter Network on Creating an Equitable, Diverse and Inclusive (EDI) work culture using a Universal Design approach. The NDA also invited the National Gallery of Ireland to present on how they implemented a Universal Design approach and how this approach enhanced the organisation's work culture and their customer service, and also helped them to meet their statutory obligations under the Public Sector Equality and Human Rights Duty, UNCRPD, and Part 5.

Monitor and report on compliance with legislation and codes of practice, to provide independent assessments of progress, including ISL, WAD, Disability Act Parts 3 & 5

Report on Compliance with Part 5 of the Disability Act 2005 for 2021

The NDA has a statutory role in monitoring the employment of persons with disabilities in the public sector, arising from Part 5 of the Disability Act 2005. This is the sixteenth report the NDA has produced on the employment of persons with disabilities in the public sector. This report was published on the NDA's website in January 2023.

The key findings from this report are as follows:

- At the end of 2021, the total number of employees in the relevant public sector bodies was 251,552, an increase of 6,362 (+2.6%) from 2020. The NDA is pleased to note that in 2021, the number of employees reporting a disability was 9,011 (3.6%), an increase of 1,374 (+18.0%) from the 2020 figures. Overall, the public sector exceeded the minimum target of 3% for the eleventh successive year.
- In 2021, 186 (87.3%) public bodies achieved or exceeded the minimum 3% target compared to 182 (84.7%) bodies in 2020. In 2021, 27 (12.7%) public bodies did not reach the minimum 3% target compared to 33 (15.3%) public bodies in 2020.
- Under the **Comprehensive Employment Strategy for People with Disabilities 2015 2024**, the Government committed to increasing the statutory employment target, so that by 2025, a minimum of 6% of employees in the public sector will be persons with disabilities. The NDA understands this commitment will be enacted through legislation in 2023. In 2021, 78 (36.5%) public bodies reported that a minimum of 6% of their employees were persons with disabilities.
- The Health Service Executive (HSE) the largest body in the public sector reported an improvement in its performance. In 2021, this public body reported an increase of +4,063 employees from 92,612 employees in 2020 to 96,675 employees in 2021. This public body also reported an increase in the number (+994) and percentage (+1.9%) of employees reporting a disability from 2020 to 2021. In 2020, 514 (0.6%) employees reported a disability, in 2021 this increased to 1,508 (1.6%).

The NDA has consistently advised the HSE on measures it could implement to develop data collection processes that can accurately reflect the impact of the measures this public body is taking to create an inclusive work environment where employees feel supported in sharing their disability status and where the recruitment and retention of persons with disabilities is also promoted and supported.

Since June 2020, the NDA has initiated and engaged in a strategic process of engagement with a designated team that has been appointed in the HSE to focus on improving this public body's performance under Part 5. The NDA has had a series of productive meetings with the HSE as part of this process.

• The NDA hosted several online seminars for Monitoring Committees, the Disability Liaison Officer's Network, in addition to hosting seminars for individual Government Departments and their aegis bodies to help them improve the quality and accuracy of their Part 5 returns. The NDA was pleased to see an improvement in this regard.

Draft determination of non-compliance under Part 5 for the HSE for 2018 and 2019

In 2018 and 2019, the total number of employees in the HSE increased from 87,821 in 2018 to 88,215 in 2019 (+394), but the number and percentage of employees reporting a disability decreased from 1,176 (1.3%) in 2018 to 464 (0.5%) in 2019 (-712,-60.5%).

Under Section 49 of the Disability Act 2005, the NDA can request further information from public bodies who have not made the current minimum 3% target for two consecutive years and who have not provided sufficient evidence in their Part 5 returns of the measures they have in place to meet their obligations under Part 5.

Following a number of engagements between the NDA and HSE, the Authority decided that a draft determination of non-compliance for 2018 and 2019 should be sent to the HSE. The NDA has sent the HSE a letter and a draft determination of non-compliance for this two-year period.

No determinations of non-compliance for 2019 and 2020

The NDA presented a report to the Authority as to whether the following public bodies, who had not made the minimum 3% target in 2019 and 2020, warranted draft determinations for 2019 and 2020:

- Coillte
- Dublin Dental Hospital
- Fáilte Ireland

The Authority agreed that both Coillte and the Dublin Dental Hospital had provided sufficient information with regards to measures in place to develop a work-place culture that was equitable, diverse and inclusive, thereby helping to improve compliance with Part 5 of the Disability Act 2005 over time. It was therefore decided that neither body would receive a final determination of non-compliance for the years in question.

Following further correspondence and feedback from Fáilte Ireland the Authority decided to issue a draft determination of non-compliance to Fáilte Ireland. Fáilte Ireland were given an opportunity to provide a response to this draft determination, including provision of any additional information with regard to their performance under Part 5. The NDA team met with the Fáilte Ireland to discuss and further clarify a number of matters. Following further information being provided by Fáilte Ireland a recommendation to not issue a final determination of non-compliance was presented to and approved by the Authority.

The NDA's Paper on the Review of Part 5

In December 2022, the <u>NDA's paper on the Review of Part 5</u> was published on the NDA's website.

One of the recommendations from the Review of Part 5 is that the NDA will redevelop (anonymous) questions for Part 5 in the following phases:

- Include metrics on employee rank, pay, retention, when the employee's disability was acquired, the type of disability, factors that influenced employees to share their disability status, other employee demographic information, and the provision of reasonable accommodations
- Explore options for 'felt sense' metrics and other qualitative metrics to include feelings
 of acceptance and belonging in the organisation, experiences of bullying/harassment,
 and perceptions of leaders' visibility and commitment to diversity and inclusion in the
 organisation
- Examine how commitments to diversity and inclusion are reflected in organisations' performance management and promotion processes so that employees feel comfortable sharing information such sexual orientation, disability status, and other personal information such as being a single parent etc.
- Pilot and review a redeveloped series of Part 5 questions

In 2023, the NDA will host a number of working groups to consult with relevant stakeholders, including Monitoring Committees, the Disability Liaison Officer (DLO) network, persons with disabilities, DPOs, and trade unions regarding how best to capture this information during the Part 5 reporting process.

EU Web Accessibility Monitoring (WAD)

Due to the late transposition of the <u>EU Web Accessibility Directive</u> (WAD) in Ireland, NDA was required in 2022 to address a shortfall in the number of accessibility reviews of public bodies' websites and mobile apps carried out in 2021. A total of 350 Simplified Reviews (automated), 35 In-depth Reviews (manual) and 13 mobile app reviews were conducted during 2022 to meet this requirement.

In December 2022, NDA submitted a supplementary <u>National Monitoring Report</u> to the European Commission in December. NDA's monitoring reports highlights the three main accessibility issues on public sector websites relate to branding, content and coding. Poor choice of branding colours for websites results insufficient colour contrast issues on most websites monitored. Most content in PDF format published to public websites is inaccessible.

Many interactive elements such as forms, cookie banners and widgets are incorrectly coded making them difficult to impossible to use with Assistive Technology. This demonstrates that many public bodies do not have sufficient processes in place to ensure an adequate level of accessibility. However, some public bodies subject to monitoring by NDA have received detailed monitoring data plus access to guidance and training by NDA on improving compliance. NDA continued to answer a high number of queries received from public bodies in relation to the WAD.

In partnership with the Irish Computer Society, NDA held seven <u>web accessibility and Universal Design information seminars and training webinars</u> throughout 2022. These included topics such as 'Accessibility Testing in Mobile Apps', 'Organisational factors to improve accessibility' and 'How to Create Accessible Documents and Presentations'

Government communications accessibility workshop

NDA was invited to present at an OECD event on "Accessible and inclusive public communications" on the policy and legal approach to web accessibility by the Irish State. NDA was subsequently invited by the Government Information Service (GIS) (Dept of an Taoiseach) to advise on the accessibility of their work and their obligations under the EU WAD. NDA is subsequently following up with the GIS unit to agree actions to improve compliance of government communications under the EU WAD. NDA also continues to engage with key agencies and departments on the accessibility of their online services including the GIS, OGCIO, HSE, the Department of Social Protection and the local Government Management Agency.

Horizontal Monitoring Report on Part 3 of the Disability Act- Code of Practice on Accessibility of Public Services and Information provided by Public Bodies

Under the Disability Act 2005 ("the Act") public bodies have a legal duty to ensure their information, goods, services, and public areas of their buildings are accessible to persons with disabilities as far as practicable. These legal duties are described under sections 25, 26, 27, 28 and 29 of the Act.



The NDA has a statutory role under the National Disability Authority Act 1999 "to monitor the implementation of standards and Codes of Practices in programmes and services provided to persons with disabilities and to report to the Minister thereon". Public bodies that comply with the Code are considered in compliance with their legal obligations on accessibility under Part 3, sections 26-28 of the Act.

To monitor compliance with the Code NDA carried out a desk-based evaluation of conformance of all public bodies against specific statutory requirements set out in the Act and the Code regarding:

Section 26 (2) Access Officer

As set out under Section 26 of the Disability Act 2005, public bodies have a statutory requirement to appoint an Access Officer in the organisation.

As part of this monitoring activity, the websites of each public body were monitored against the following indicator to evaluate if the required information was promoted with regards to the Access Officer:

- The promotion of the appointment of an Access Officer
- Information on how to contact the Access Officer
- A variety of communication channels for contacting them.

The NDA monitoring team evaluated the information provided on the websites of 292 public bodies and made an assessment on conformance against the above indicator derived from the Code of Practice.

In advance of circulating the report the NDA held a roundtable meeting in November 2022 with representatives from each Department to discuss the monitoring of this Code, the methodology and the high-level findings.

The report presenting the findings of this NDA monitoring exercise was presented to the Secretary General of each respective Department in December 2022. The NDA is now allowing Departments and associated public bodies an opportunity to consider the findings and where relevant, to take action to address any gaps identified in the monitoring report.

Departments and public bodies have until the end of March 2023 to return with amendments to their websites prior to publication of the report.

Evaluate policies and programmes to ensure they are achieving intended objectives

How's it Going? A National Survey on Wellbeing and Social Inclusion in Ireland

The findings of the Mid-Term Review of Progress of the National Disability Inclusion Strategy against a selected indicators set suggested that the indicator set does not provide a full picture of the lived experience of people with disabilities. To address this gap, the NDA conducted a survey of wellbeing and social inclusion to gather additional information about the experience of disabled people living in Ireland. The survey aimed, in particular, to examine the wellbeing and social inclusion of marginalised groups in Irish society. A total of 2,052 surveys were completed. The survey was primarily an online, opt-in survey and so is not representative of the Irish population as a whole.

The survey findings distinguished between respondents who reported a disability to a great extent and those who reported a disability to some but not a great extent. This disaggregation allowed us to see that the lived experience of respondents with a disability to a great extent differs from those who have a disability to some but not a great extent and also to those who did not report a disability. The survey data indicate higher levels of difficulties, poorer outcomes and lower levels of wellbeing across a wide range of measures for respondents with a disability to a great extent compared to those with a disability to some but not great extent or those with no disability. This survey of wellbeing and social inclusion represents an important addition to the existing information about the experience of living in Ireland with a disability and may assist in the evaluation of the impact of the NDIS. The findings from this survey may also feed into the development of the new strategy for implementing the UNCRPD which will be developed in 2023. The report of the survey findings is due to be launched in early 2023.



Review of NDA work on Attitudes to Disability

The NDA conducted public attitudes to disability surveys in 2001, 2006, 2011 and 2017. The surveys covered a range of topics including knowledge of disability and attitudes to disability within the workplace, schools and in the neighbourhood. In 2022 we conducted a review of our work on attitudes to inform whether we would continue with our 5-yearly attitudes surveys and whether they were the best approach to measure attitudes. The review comprised three parts:

- A literature review on attitudes towards disabled people which found that a key factor influencing attitudes was contact with disabled people.
- A literature review on methods used to measure attitudes to disability which found that direct methods to measure attitudes, for example, through the NDA surveys, can be subject to bias and that indirect methods may be preferable.

An ESRI survey using a number of indirect experimental methods to measure attitudes to
disability including list experiments, vignettes and policy frames to determine the extent of
bias in direct methods and the changes in attitudes as the trade-offs in policy options are
made explicit.

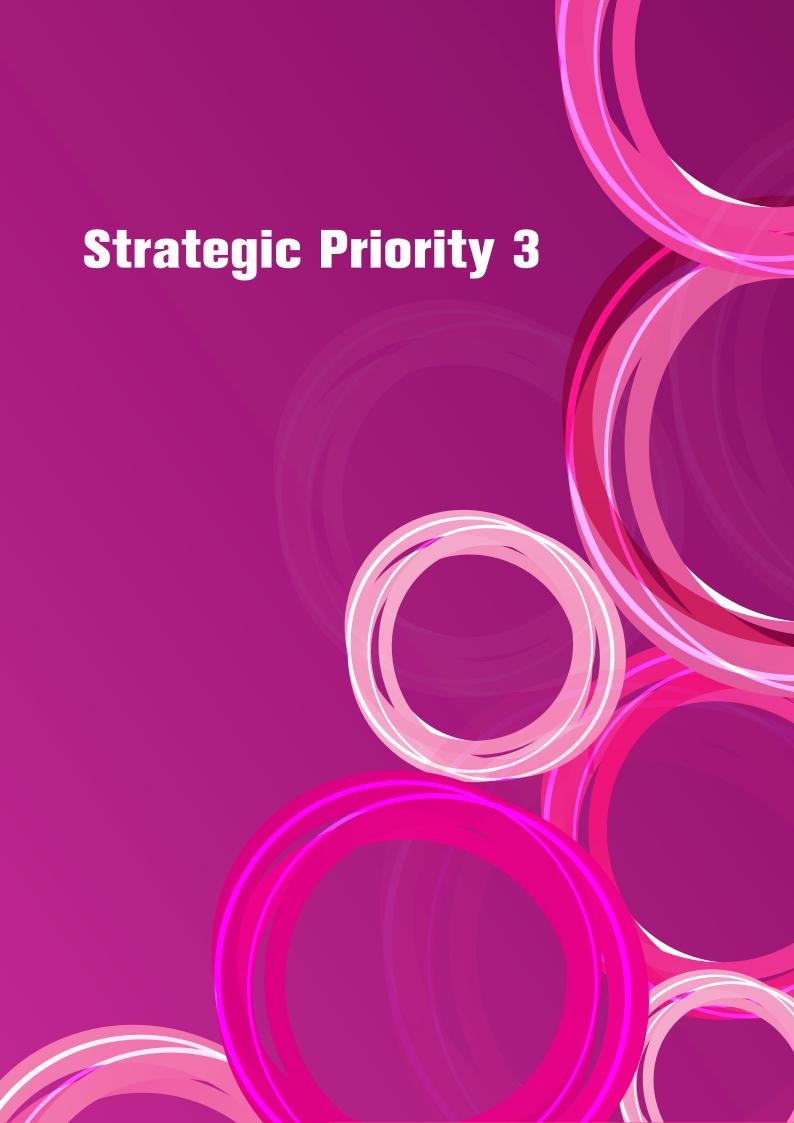
Measuring societal attitudes towards people with disabilities is not a straightforward task, and there is no single approach which is wholly reliable or uncontested. The findings of the literature review shows that attitudes generally tend to vary little over time. A general consensus found through the methods review is that approaching the measurement of attitudes in a direct manner may be overly simplistic and has diminishing returns over time and does not provide a full picture of attitudes. There is also an emerging consensus that direct measurement of attitudes through the use of methods such as self-reporting in surveys or face-to-face questioning may be unreliable and ought to be supplemented by other methods, including those involving indirect measurement methods.

The ESRI work has found that indirectly measuring attitudes to disability shows that there is some bias, likely social desirability bias, shaping responses in the direct face-to-face questions that the NDA has historically asked in its attitudes survey series. This finding suggests that the substantive results of this attitudes survey series may not fully reflect societal attitudes to disability.

The findings from these three pieces of work constitute a significant contribution to knowledge on the measurement of attitudes and understanding of societal attitudes to disability in Ireland. Additionally, through processes of consultation and interactions with Disabled Persons Organisations the NDA has noted a generally low level of support for the public attitudes series, often due to a recognition amongst persons with disabilities that directly expressed attitudes may be unreliable and inconsistent with their lived experience of discrimination in Ireland. In light of these contextual factors, the NDA is further exploring how best to capture and address public attitudes to disability in its future work.

National Standards Authority Ireland (NSAI) Webinar: Emerging opportunities in design standards for our built environment

CEUD worked closely with NSAI to organise a webinar in March about the new standard I.S. EN 17210:2021 Accessibility and usability of the built environment- Functional requirements, and its associated technical report S.R. CEN/TR 17621 Accessibility and usability of the built environment- Technical performance criteria and specifications. These standards are the first at European level to address accessibility of the built environment. Selina Bonnie, Access Officer at South Dublin County Council was the keynote speaker at the event with her presentation 'Universal Design: the foundation of sustainable, vibrant communities'. CEUD acted as host for the event and gave a presentation on the context for using the standards. The webinar is available on the NSAI website.



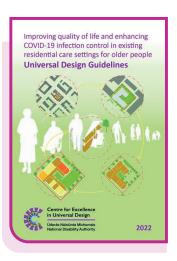
Strategic Priority 3

"Advance activities to promote awareness and wider take-up of Universal Design across Ireland"

Encourage take up and foster implementation of Universal Design

Cost Benefit Analysis of Universal Design Homes

Over the course of 2022 progress was made in the development of a Cost Benefit Analysis (CBA) of Universal Design (UD) Homes. The stakeholder consultation process for the project is ongoing, with consultees to date including individuals with lived experience of disability, carers, academics, industry representatives, Approved Housing Bodies (AHBs), public and private sector technical experts and members of the project Technical Advisory Group (TAG). A literature review and data analysis work to support the project are ongoing. The most recent meeting of the project TAG took place in Q4 2022. A survey focussed on measuring individuals' experience of accessibility in the home was prepared and reviewed by the project TAG in Q4 2022, and preparations are ongoing to distribute the survey to Local Authorities and AHBs.



Launch of Research and Guidelines on Improving Quality of Life and Enhancing COVID-19 Infection Control in Existing Residential Care Settings for Older People

These Universal Design guidelines and the research that underpins them were initiated and completed during the COVID-19 pandemic and focused on existing residential long-term care settings (RLTC) for older people in Ireland. They were formally launched in March by Anne Rabbitte T.D., Minister of State for Disability, at a CEUD webinar. The webinar included a video with testimony from nursing home residents on their experiences during the Covid-19 pandemic and presentations on the research and guidelines from Tom Grey and Dimitra Xidous, from TrinityHaus, Trinity College Dublin, who were contracted to do the work. The video of the launch is available on YouTube.

Key suggestions that are published in the guidance include:

- Aiming to have smaller numbers of residents in one building
- The importance of good ventilation in the bedrooms and in the homes overall
- The use of outdoor spaces to benefit wellbeing

Presentation at Trinity Haus launch on the role of the built environment in balancing quality of life and infection control measures in Long-term Residential Care settings

In May, CEUD gave a presentation on Universal Design and Quality of life, at a symposium organised by TrintyHaus to launch a Science Foundation Ireland-funded research report and

recommendations on role of the built environment in balancing quality of life & infection control measures in residential long-term care settings. This work was a more in-depth research report following on from the CEUD-funded project focussing on Covid-19 infection control and quality of life in existing nursing residential care settings for older people.

Update to Customer Communication Toolkit

The <u>Customer Communications Toolkit for the Public Service — A Universal Design Approach</u> (Communications Toolkit) offers multiple examples of best practice design for Written, Spoken & Signed and Digital Communications. It was first published in 2017 based on a series of multiple toolkits prepared to complement related National Standards.

The Communications Toolkit was updated in 2019 and that update focused on Irish Sign Language. In 2020 a supplement was developed for accessible online meetings. The Communications Toolkit is being updated further to be in line with current legislation, policy, use of terminology and best practice.

CEUD has been collaborating with the Department of Public Expenditure and Reform (DPER), Quality Customer Services Network (QCSN), National Adult Literacy Agency (NALA) and has engaged with a range of stakeholders including Disabled Persons Organisations (DPOs). A NDA/DPER Project Team with support from NALA has managed the editorial activity by using the procedures common to standards development. The updated Toolkit is planned to be completed in early 2023 with a re-launch planned for March 2023.

Walk 21 Ireland Conference

CEUD presented at the Walk21 Ireland Conference in September, as part of a session called 'Evaluating Environments and their Walkability'. A key theme of the conference was 'Including All People Walking'. The CEUD presentation focussed on its work with Age Friendly Ireland on walkability auditing, entitled 'From Local to National: A Universal Design approach to Walkable Towns'. As part of the presentation CEUD showed a short video about the walkability audit in Kilrush, facilitated by Board member Aisling Glynn.

The Web for All Conference 2022

CEUD was heavily involved in the organisation and running of the Web For All conference 2022. The 19th International Web for All Conference (W4A'22), the premier venue for web accessibility research, took place on April 2022 as a virtual event. W4A was co-located with the 31st



International World Wide Web Conference – The Web Conf'22.

The conference focused on all aspects of web usability with a particular emphasis on ensuring that the tools utilised so ubiquitously are accessible to as wide a range of people as possible. The overall theme of the conference was 'Accessibility in a Hybrid World'.

Of particular relevance to the work of CEUD were the presentations in the domain of education, as well as the keynotes highlighting the need for inclusion for all, rather than

accessibility for specific demographics. The William Loughborough Keynote was presented by Julio Abascal which discussed the role of inclusion in eGovernment. Given the impending transposition of the European Accessibility act, this keynote address was both thought-provoking and timely.

eLearning Module - Buildings for Everyone: Central Bank of Ireland

A new <u>eLearning module on Universal Design in the built environment</u> was launched at our annual conference on 20 October by Anne Rabbitte TD, Minister of State with responsibility for Disability. The module is based on a case study of the Central Bank of Ireland, by Henry J Lyons, a winner of the RIAI Universal Design Award.

In the module, the client, architect and access consultant explain the benefits of taking a Universal Design approach from the very start of the design process. Staff members at the Central Bank illustrate features of the building that work well for them, through interactive videos. The purpose of the eLearning module was to inform architects in particular, but with relevance for all built environment professionals on the key benefits of applying a universal design approach in designing and constructing accessible and easy to use buildings.

Presentation at Age Friendly Ireland Webinar on Outdoor Spaces and Buildings

In May, CEUD gave a presentation on Universal Design: Delivering a more inclusive environment for all, at an Age Friendly Ireland international webinar on Outdoor Spaces and Buildings. The recording of the event is available on <u>YouTube</u>.

Webinar: Designing for our Future Selves Together: Evolving Approaches for Inclusive Housing

In June, the CEUD hosted a <u>webinar</u> with architect Rodd Bond, who was the guest jury chair for the 2022 RIAI Universal Design Award. Rodd presented on his work regarding the importance of the project brief for universal design and inclusivity, evolving approaches in housing across the continuum of need, and the inter-relationship between environmental quality and service culture in delivering sustainable housing solutions. The attendance was approximately 100 people. The webinar was recorded and is available on YouTube.

Provide policy advice through guidelines and standards to support best practice in design of services and products for all citizens

Review of Part M to provide for Changing Places Toilets

A public consultation was held on the proposed amendments to Part M of the building regulations to provide for Changing Places Toilets, from February to May 2022. In September, the Department held a meeting of the Changing Places Toilets Working Group, of which the NDA is a member. It was reported that over 600 submissions were made to the consultation, with around 400 of those submitted by individuals who need to use Changing Places Toilets. This was one of the highest number of consultation submissions on building regulations received by the Department. The Working Group reviewed the submissions received and made the final amendments to the regulations which have since been published.

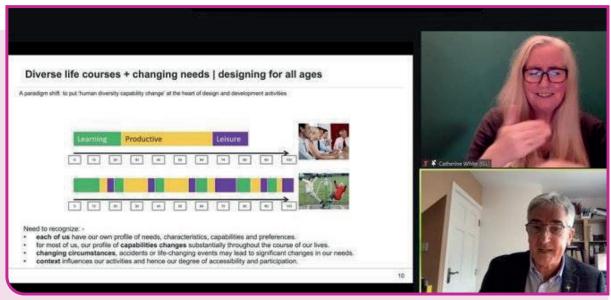
A number of submissions included observations related to issues outside the scope of the building regulations. The NDA has been requested to develop guidelines to cover these issues, including the management and maintenance of Changing Places Toilets. The Department refers to the guidelines in the revised Technical Guidance Document M. These guidelines will be based on the draft factsheet on Changing Places Toilets which NDA had previously commenced but paused pending the Part M Review. The guidelines will require additional detail and development of the previous draft document. A tender process is under way to complete this by Q3 2023.

Meeting with the Land Development Agency / Draft Dublin City Development Plan 2022-2028

CEUD met with the Land Development Agency (LDA) in August 2022. The LDA requested the meeting, to discuss Universal Design in its new apartment developments. At the meeting they noted the impact that the new Dublin City Development Plan may have on its work. The draft objective states:

It is an Objective of Dublin City Council: To ensure that 50% of apartments in any development that are required to be in excess of minimum sizes should be designed to be suitable for older people/mobility impaired people and people with disabilities in accordance with the guidelines set out in the Universal Design Guidelines for Homes in Ireland 2015, the DHLG&H's Design Manual for Quality Housing 2022 and the DHP&LG & DH's Housing Options for Our Ageing Population Policy Statement 2019.

CEUD agreed to meeting with the LDA again to advise on incorporating Universal Design into its apartment developments.



Architect Rodd Bond speaking at the Designing for our Future Selves Together: Evolving Approaches for Inclusive Housing webinar

Standards on accessibility for the EAA

The European Commission have issued a Standardisation Request (SReq) to the European Standards Committees to develop standards on accessibility to underpin the European Accessibility Act. CEUD is a member of a European Standards Standardisation Request Ad Hoc Group on Accessibility (SRHAG ACC) to advise on the request. Recently, the Commission launched a vote on the draft SReq for Accessibility within the Committee on Standards (Cos), which ended in late July 2022. The outcome of this vote was positive. CEN BT Members and CENELEC Permanent Delegates have accepted this SReq and this activity will require CEUD staff to participate, in collaboration with NSAI, with national standards committees to input in the development of the proposed standards that will become harmonised and underpin the EAA.

Public Consultation by the Commission for the Regulation of Utilities (CRU) on the Electricity and Gas Suppliers' Handbook 2021

The NDA submitted a response to a public consultation by the Commission for the Regulation of Utilities (CRU) on the Electricity and Gas Suppliers' Handbook 2021. Comments submitted related primarily to: referencing the legislation requiring electricity and gas suppliers to apply the Principles of Universal Design to their communications with customers; referencing the standard IS 374:2019 that was developed to assist suppliers in meeting their legal requirements and proper use of terminology.

Guide and advise on curricula to build capacity including the integration of Universal Design for Learning

Universal Design Guidelines for Early Learning and Care Settings

The NDA is a partner with the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) on a project for implementing the "Universal Design Guidelines for Early Learning and Care Settings" (UDG4ELCS). The NDA and DCEDIY have established a Project Team to follow up the publication of the UDG4ELCS to promote understanding and adoption of the UDG4ELCS by Early Learning and Care (ELC) and School-Age Childcare (SAC) educators/practitioners, as well as by built environment professionals involved in the design, planning and construction of ELC and SAC settings. The work to be completed is as follows: A Communications Strategy – that informs the UDG4ELCS Implementation Project:

- A Website and content that raises awareness of the UDG4ELCS; and,
- Two e-learning modules that assists with UDG4ELCS capacity building.

Following a successful tender process this work is to get underway in early 2023.

Universal Design in Primary Level

CEUD has continued its partnership with Junior Achievement Ireland (JAI) to deliver the Power of Design (POD) programme that includes Universal Design content. Overall, the Power of Design (POD) is a turn-key workshop delivered by volunteer mentors that introduces 12-year-old students in primary classrooms to Universal Design as well as introducing Universal Design to the facilitating teachers and the professional volunteer mentors involved. Evaluations

from the POD 2021-22 showed excellent results for achieving the project objectives, for the intended learning outcomes and a strong interest across all stakeholders, (students, teachers and volunteers) for the POD programme. The NDA has contracted for a project with JAI to deliver the POD programme in 2022-23 school terms. The project deliverables include 50 POD workshops in primary classrooms, refining the blended POD programme, a Toolkit for the professional volunteers to use in-service their colleagues after they present the programme in the schools and trialling coordination between the POD and the NDA Someone Like Me primary art competition programmes.

Universal Design in the IDI BIG IDEA

CEUD has an ongoing partnership since 2012 with the Institute of Designers in Ireland (IDI) to promote Universal Design among the design community. The IDI is affiliated with The BIG IDEA education programme that introduces a creative design ethos based on social themes for Transition Year (TY) students, The purpose of The BIG IDEA is to empower students through inquiry-based learning, developing critical thinking through socially conscious, human centred projects that will connect them with their peers, industry, their community and their world.



An NDA/CEUD project in 2020 explored the feasibility for use of the NDA UD curriculum during the development of the initial BIG Idea trial that ran in spring of 2021, involving 500 students and 100 mentors. Based on this very successful trial and feedback calling for more UD content in The BIG IDEA programme the NDA engaged in a follow on 2021 project for Further Development of Universal Design in the IDI BIG IDEA. The project increased the percentage of UD in The BIG IDEA programme that ran in spring 2022 across all counties in Ireland involving 2000 students and 400 participating mentors. Impact review and feedback on the successful Big Idea programme has identified an opportunity to further embed Universal Design into the programme through collaboration on the development of additional materials for use in the programme. The project partners are planning to develop a Big Idea Ideation Tool as set of curriculum materials to support learning and step by step practice for design methods. The Big Idea Ideation Tool would be integrated into the Big Idea programme in 2023 that is set preparing for 4000 students and 800 mentors.

Engagement with HEA and DFHERIS on UDE

Throughout 2022 the CEUD/NDA staff have been actively engaged in supporting the Higher Education Authority (HEA) and the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) in respect of the current strand of funding known as PATH 4.

PATH 4 forms part of the new National Access Plan, a Strategic Action Plan for Equity of Access, Participation and Success 2022-2028 (NAP), which will continue to support increased participation in Higher Education for all students with disabilities. CEUD has contributed to the design of criteria which will assist Higher Education Institutions when submitting their award, and which may also be used in their subsequent evaluation. Various bilateral meetings

were held with key stakeholders, and CEUD/NDA presented an overview of the national policy landscape pertaining to Universal Design in Education (UDE) in Sept 2022.

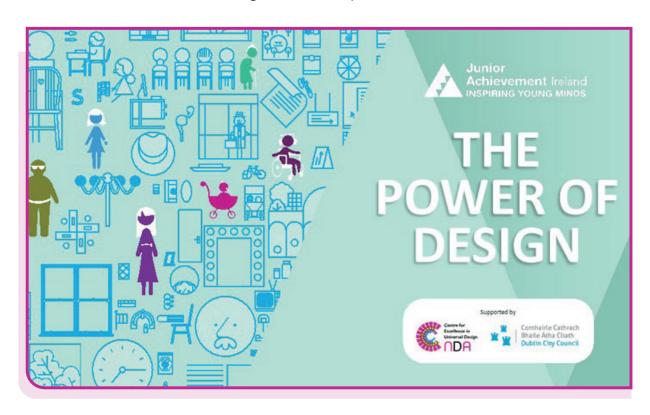
In advance of publication, members of CEUD with colleagues from across the NDA, engaged extensively with officials from the Department of Further and Higher Education, Research, Innovation and Science. A bilateral meeting was held at which the importance of Universal Design for Education was described. This engagement ensured that Universal Design became a cornerstone of this funding stream, with phase one being specifically devoted to this topic, and funding being awarded to implement Universal Design in higher education settings.

Following a publicly held webinar in June 2022, a guidance note was prepared and subsequently submitted to officials in the Department. This document outlined how the European/National standard IS/EN17161 could be utilised by higher-education institutions to prepare and submit proposals, and thereafter to evaluate them. The CEUD anticipates further engagement with officials in the Department with a view to offering advice on other aspects of managing this, and other, funding schemes and initiatives over the lifetime of the strategy.

Universal Design in Education (UDE) Awareness raising across the 3rd Level

Presentation to primary and secondary-school Teachers

In March 2022 CEUD gave a presentation following an invitation from DCU school of Education to over 100 teachers on the topics of Universal Design in the classroom. The presentation focussed on the lived experience of persons with disabilities, and the role inclusion plays in ensuring equal access to education for all. The tools and techniques available to teachers, as well as the role of Assistive Technologies was also explored.



Presentation to MTU on Universal Design

In May 2022, CEUD made a presentation to the User-Centred Design Learning Community at Munster Technological University (MTU). The event was hosted by Dr Fred Creedon (Lecturer at MTU). CEUD presented alongside Brendan Gordon (Senior Consultant, Ingenium), Laura Coleman (Disability Support Officer, MTU) and Julie O' Donovan (Disability Transition Programme Co-Ordinator, MTU). The online event discussed universal design from a user-centred perspective. CEUD's presentation was titled "Doing Universal Design". The presentation introduced the 7 Principles of Universal Design and it outlined how the 29 Universal Design Guidelines can inform the criteria in your design development process. It focused on how Universal Design can be achieved and identified that to meet the needs of the widest range of users you need to consider and prioritise diverse users. The presentation gave an overview of I.S. EN 17161:2019, a standard to help organisations bring their products and services to a wider audience. It also introduced the audience to the NDA Customer Communication Toolkit and identified the connection between the toolkit and the principles of Universal Design.

Presentation to UCC on Universal Design

In May CEUD gave a presentation to the Inclusive UCC Symposium. This event was organised to highlight ongoing efforts across UCC to create a more inclusive community. CEUD was joined by presenters from UCC and the University of Ulster. The presentation focussed on mechanisms to embed Universal Design across all levels of the university and outlined how a multi-tiered approach would facilitate same.

Presentation to TU Dublin on Universal Design

In March 2022, CEUD made a presentation as a guest lecture to students in TU Dublin who are studying a Continuous Professional Development module on Human Factors and Ergonomics. The presentation was titled an "Introduction to Universal Design and Accessibility and Design for Humans with Different Needs". The presentation introduced the students to the Principles of Universal Design. They learned how Universal Design benefits the wider population and they were told about the Universal Design Grand Challenge. They were also given an overview of the standard I.S. EN 17161 'Design for All- Accessibility following a Design for All approach in products, goods and services- Extending the range of users', the ISO/IEC Guide 71:2014 'Guide for addressing accessibility in standards' and the NDA Customer Communications Toolkit. Students were introduced to the NDA and CEUD websites and were shown where they could find materials that were relevant to their projects in relation to the Built Environment, ICT and Products and Services.

Universal Design in Education Presentation to UL Students

In March CEUD gave an online presentation of the principles of Universal Design to students (at undergraduate and postgraduate levels respectively). The presentation focussed on the role of universal design in education, and presented ideas for how the principles could be incorporated into their project designs.

These awareness events are focused on informing both current practitioners as well as under and new graduates that they consider universal design in having a border view on how to engage and design more inclusive settings and products for all people but in particular people of any size, age, ability or disability.

Promote awareness through partnerships with professional awards programmes

Universal Design Grand Challenge

Over the course of 2022 CEUD ran the 9th <u>Universal Design Grand Challenge</u>. The Universal Design Grand Challenge (UDGC) is a student competition that promotes and awards excellence in projects that feature solutions that work for everyone. The Universal Design Grand Challenge received 113 entries from both undergraduate and postgraduate students, who were in their final two years of study (as well as recent graduates).

These entries were evaluated by a panel of international judges, and a short-list of nine finalists was produced. The short-listing process thus produced three finalists in each of three categories. These categories were:

- Built Environment
- Technology
- Products and Services

As well as the categories outlined above, the CEUD was delighted to partner with Enterprise Ireland in offering the Commercialisation Award to one winner. This award, to the value of



€15,000, is offered through the tutor who supports the entry, and is administered through the Higher-Education Institutions' business development unit. It provides seed funding for the winning entry to conduct further feasibility studies to bring the project to market. The nine finalists may be viewed at this link.

In November 2022, the Universal Design Grand Challenge Awards Night event was held. This was a hybrid event, with judges and other key personnel (including the Chair of the NDA) in attendance. Others joined via Zoom, and the entire event was broadcast on YouTube. During the event, each entry gave a brief overview of their project, after which all attendees were given the opportunity to vote in the People's Choice award. The numbers viewing the broadcast peaked at 518. The winner in each of the categories was:

Built Environment: Síocháin - Adolescent Residential Addiction Rehabilitation Centre

Products & Services: <u>Eyecare</u>

Technology: <u>Pilldora: An Automated Medication Compliance Device</u>

Enterprise Ireland

Commercialisation Award: Pilldora: An Automated Medication Compliance Device

People's Choice Award: Pilldora: An Automated Medication Compliance Device The

winner of each category received a cash prize and the coveted Universal Design Grand Challenge trophy for that category.

It is hoped the 2023 Universal Design Grand Challenge awards can return to being a fully inperson event.

Institute of Designers in Ireland (IDI) Awards 2022 and Exhibition

CEUD has a partnership with the Institute of Designers in Ireland (IDI) to promote Universal Design among the design community. CEUD awards a 'Universal Design Award' in both the Design Awards for professionals and the Graduate Design Awards for students each year. CEUD judging panel reviewed design entries for both awards under the categories; Built Environment, ICT and Product and Services.

The <u>IDI Design Awards</u> took place in The Marker Hotel in November 2022. The winner of the <u>Universal Design Category</u> for the Design Awards was Rachel Copley McQuillan & Stina Sandström of <u>Bureau Bonanza</u> with their design of <u>The Douglas Hyde</u> websites.

The IDI Graduate Design Awards took place in TU Dublin in October 2022. The winner of the Universal Design Category in the Graduate Design Awards was awarded to IO Repair Driven Learning – Matthew Patterson at University Limerick

IDI 50th Anniversary Exhibition

In 2022 CEUD was also delighted to be a part of the exhibition, ReJOYce, which celebrated the Institute of Designers Ireland (IDI) 50th anniversary. You can find out further details about this exhibition on the <u>ReJOYce</u> webpage.



NDA Director Dr Aideen Hartney presents the RIAI Universal Design Award 2022 to Quentin Keohane, a Director at Falconer Chester Hall

RIAI Architecture Awards 2022

In June, the Director of the NDA presented the RIAI Universal Design Award 2022, at the RIAI architecture awards ceremony. The winning building was India Buildings, Liverpool by Falconer Chester Hall. Irish architect Quentin Keohane is a Director at Falconer Chester Hall and received the award. A House at Chapelizod by Studio Red Architects was highly commended.

The jury for the award noted:

- The adaptation of India Buildings set a very high standard for workplace design in a listed city centre commercial building, built almost 100 years ago.
- The client's brief required their workplace to be designed 'to class-leading inclusive and accessible design standards, to ensure that it can be easily used by a wide and diverse range of people'.
- It solves issues for neurodivergent people through the provision of natural lighting, restorative, and neutral spaces for people to take time out from stressful or upsetting situations and sensory muted spaces where visual and tactile distractions are minimised.
- The architects balanced the conflicting requirements of universal design, conservation, security and health and wellbeing with well-designed interventions informed by the need to achieve 'equality of experience' for all building users.

The RIAI Universal Design award recognises examples of good practice in Universal Design in the built environment. A consistent finding is that award winning buildings tend to have a strong client demand for Universal Design, with Universal Design explicitly set out as a requirement in the project brief at procurement stage and engagement with diverse end users integrated into the design process. The NDA had a speaker from the client for India Buildings (Her Majesty's Revenue and Customs) at NDA's annual conference to highlight the impact that the project brief had on the design of the building.

Spider Awards

The 25th Spider awards took place at the Round Room in the Mansion House in Dublin in March 2022. Established in 1996, this event is one of the longest-running digital awards programmes in Ireland. It is dedicated to recognising companies and individuals driving digital excellence. The CEUD is pleased to partner with the Spider Awards by sponsoring an award which recognises a digital service which has been designed based around the Principles of Universal Design. The winner of the Best in Universal Design category went to CDG Brand (a design company) for its level of accessibility and ease of use for their work on Monaghan Institute Of Further Education website.



Strategic Priority 4:

"Foster strong and open processes for engaging and consulting with persons with disabilities and the wider disability community".

Provide guidance and information to public sector bodies to progress meaningful engagement with persons with disabilities

Participation Matters Guidelines

The NDA published 'Participation Matters: Guidelines on implementing the obligation to meaningfully engage with disabled people in public decision making' in September 2022 at an online launch event with Minister of State for Disabilities Anne Rabbitte. These guidelines are a practical resource to support public officials at national and local level to meaningfully consult with and actively involve disabled people and their representative organisations in policy development and other decision-making processes to meet obligations set out under the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). These guidelines support officials to take a universal design approach to all public consultation and participation processes so that disabled people can participate on an equal basis with others.

The development of the guidelines was informed by engagement with Disabled Person's Organisations, focus groups with disabled young people and public officials, public submissions, and desk-based research. The NDA continues to promote the use of the guidelines across the public sector.

Guidance for public officials on engaging with disabled people

NDA published a document called Engaging and consulting with disabled people in the development and implementation of legislation and policy- A note for Government officials and staff of public bodies. This paper was in response to the limited knowledge among public officials on what a Disabled Persons Organisation (DPO) was, the difference between DPOs and other disability groups, and their obligations to engage DPOs under



the UNCRPD. The paper explains everything about disability stakeholders in Ireland as well as the growing role of Disabled Persons' Organisations. It outlines the obligations that the government and public bodies have when consulting with disabled people as well as advice on how to engage with Disabled Persons' Organisations.

Development of Guidance for conducting collaborative Research with Disabled People

Collaborative research, which refers to research in which the people who are likely to be impacted by the research are involved in the decision making around and conducting of the research, is now a recommended research approach. As such, the NDA is developing a guidance document for researchers on conducting collaborative research with disabled people. For the first phase of this project, a literature review was conducted to synthesise up-to-date evidence on conducting collaborative research with disabled people. The review thematically summarised the reported challenges and benefits of this approach as well as considerations for best practice. This phase has now been completed and the literature review and an Easy-to-Read summary can be downloaded from the NDA website.

The next phase of this project is to produce the guidance document. This guidance document is being informed by the findings of the literature review, input from the project advisory group and by consultations in the form of online discussion groups. The guidance document will serve as a practical resource for researchers planning to undertake collaborative approaches to research and will be published in the first half of 2023.

Hold annual, thematic events to hear directly from persons with disabilities and their representative bodies, while continuing to carry out focused consultation on specific projects to inform NDA outputs

NDA Listening Session

The NDA held its 2022 listening session on May 4th on the theme of 'Improving participation and inclusion through creating liveable communities'. The aim of the session was to hear the lived experience of participation and inclusion and the suggestions of disabled people on how to make communities more inclusive and liveable.

The session also provided an opportunity for disabled people and DPOs to hear from each other. The summary report is available on the NDA website and presents the views of disabled people as voiced in the consultation, grouped under four themes of:



- attitudes and community participation and inclusion;
- prioritising the participation of disabled people and DPOs;
- joined up thinking to improve personal supports and public services;
- accessibility and Universal Design.

The learning from the session informed an NDA report on social inclusion and participation. It has also informed our policy advice to the Minister, department officials and the wider public sector.

NDA annual conference

Our annual conference took place on Thursday 20th October. It was a blended event with the in-person venue at Croke Park Conference Centre and remote attendance via Zoom. Our previous two conferences were virtual only due to Covid-19.

The theme of the conference was Article 9 of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) on Accessibility. This was in keeping with our approach in recent years to have a theme focused on one of the UNCRPD articles.

Key points shared through this Conference included understanding Article 9 of the UNCRPD; exploring a holistic understanding of accessibility, equal access and employment; exchanging learning across the public and private sectors; moving beyond the minimum standards; and



Speakers at the 2022 NDA Annual Conference



NDA Chairperson Kathryn O'Donoghue and Minister of State for Disability Anne Rabbitte attend the 2022 NDA Annual Conference

using universal design principles to build inclusive environments including information and services.

The audience included policy makers and public officials but there was also good representation from various disability organisations and disabled individuals. Attendees both online and in person were overwhelmingly positive about the content and the hybrid nature of the event.

Someone Like Me Art Competition

"Someone Like Me" is an annual primary schools' art competition, now in its seventh year, organised by the NDA as a way of developing children's awareness and understanding of disabilities.

The competition was launched, in September, by the Minister of State for Disability, Anne Rabbitte, TD. By the closing date of 18 November 2022, a record entry of over 2,700 entries had been received, with a record number of 208 schools from every county participating. A blended prize-giving ceremony will take place on 18 January 2023 in Dublin's City Hall. It will be the first in-person ceremony since 2019 with those unable to attend able to view the event online.

An efficiency and value for money review of the competition is also underway looking at the



Minister of State for Disability Anne Rabbitte launches the 2022 Someone Like Me competition

impact of the competition to determine how the NDA will use the funding it has available to promote disability awareness. The review has consisted of an independent report on the competition from 2016-2021, a short literature review on similar initiatives elsewhere, focus groups with stakeholders and primary school students, studies of similar projects in Ireland, as well as questionnaire completed by teachers. The final report will determine whether the NDA will continue with the current competition for 2023 and beyond, or explore other approaches.

BT Young Scientist - NDA sponsored award

The annual BT Young Scientist competition took place between 12th and 14th January 2022 as a virtual event. The NDA sponsored an award category with the intent of recognizing projects with relevant to disability and/or Universal Design. The winning project was selected on 14th January, and the award was made to a team from Colaiste Mhuire in Westmeath, for the concept A-OK A: digital communication aid between a student with autism and their teachers, coaches and mentors. The proposed product is a wristband a student with autism can use to signal that they are feeling overwhelmed in a particular classroom situation. The notification goes to the teacher and mitigating action can then be taken. The project team evaluated pilot users to see if the product assisted in reducing stress and found that it did. The project team gave a zoom presentation to NDA staff. The concept was also recognised in the 'intermediate technology' category of the competition – taking second place in this group.

NDA has committed to sponsoring an award in the 2023 competition.

Launch of Global Standard for Accessibility of Telehealth Services developed by WHO-ITU

The WHO and the ITU have jointly developed a global standard for accessibility of telehealth services. This standard provides a list of technical requirements that telehealth platforms must have to ensure accessible telehealth service provision.

This new standard was developed by the World Health Organisation (WHO) and International Telecommunication Union (ITU) and was launched at the 15th session of the Conference of States Parties to the Convention on the Rights of Persons with Disabilities in June 2022.

A CEUD member of staff spoke at the launch, outlining the Irish perspective on need and use of telehealth standards to ensure equitable access for all members of society.

The development of these standards also aligns with the Irish Government's Digital Ireland Framework which was launched in February this year to help to maximise the wellbeing of Irish people and their businesses. The framework is expected to help Ireland fully realise many of the benefits of moving towards a more digital society including more flexible and remote working and new job opportunities; new markets and customers for businesses; more efficient and accessible public services for all; and empowerment and choice in how we learn or participate in social activities.

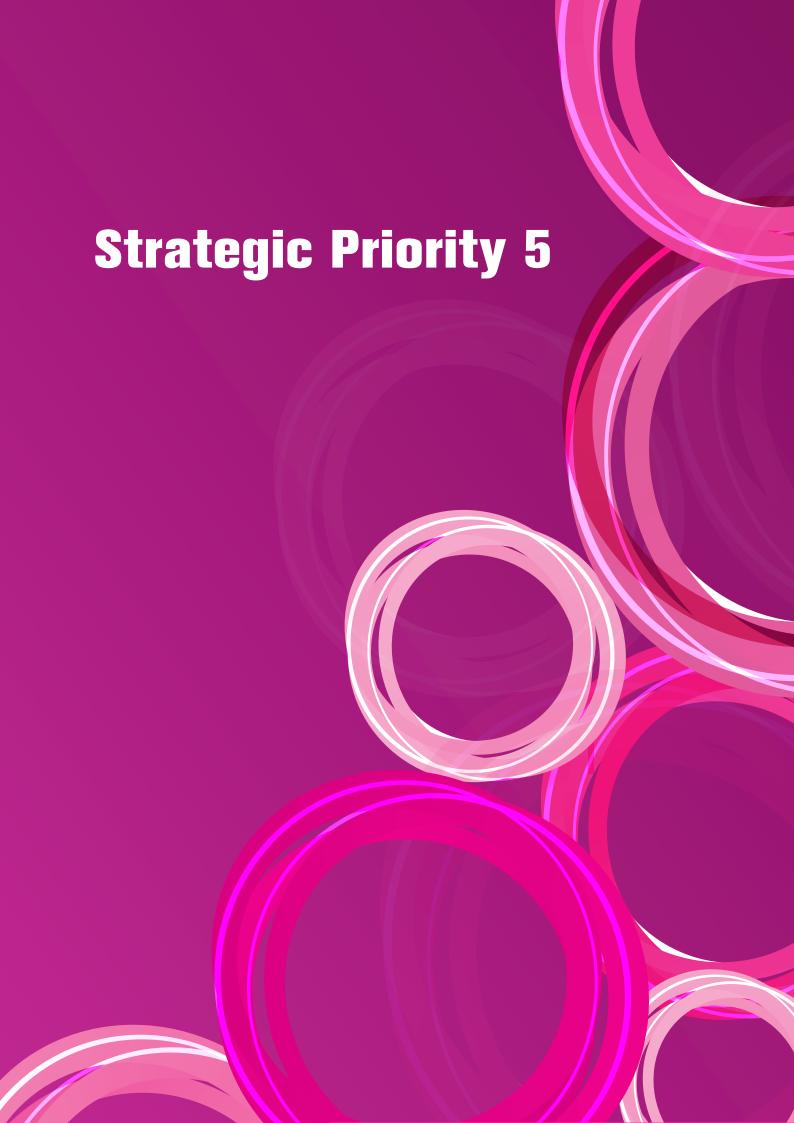
The government is committed to ensure these benefits are achieved by ensuring widespread access and use of inclusive digital public services, with a target of 90% of services to be consumed online by 2030.

CEUD will be engaging with WHO –ITU on supporting the development of guidance and also engaging with HSE and other health service providers in implementing the Standard.

CEUD at COSP Side-Event

A member of the CEUD spoke at a side-event of the 15th session of the Conference of States Parties to the Convention on the Rights of Persons with Disabilities in June 2022. This event, entitled "Universal Design: Making our buildings, products and environments accessible to everyone", brought together experts from academia, industry and the Public sector to discuss Universal Design through the lens of both policies and lived experience. The event was moderated by the Irish Ambassador, and permanent representative to the UN Geraldine Byrne Nason, along with Ambassador, and deputy-permanent representative Brian Flynn.

The CEUD presentation highlighted the importance of scalability of Universal design in the context of national and international policies, standards and guidelines. The importance of ensuring the inclusion of persons with disabilities, and Disabled Persons Organisations, at all phases of the design process and policy creation was also emphasised. The presentation concluded with comments on the importance of ensuring that mainstream products and services are designed in a manner which makes them maximally inclusive to the widest range of users possible.



Strategic Priority 5:

"Maintain and enhance organisational effectiveness".

NDA Website

During 2022 work on re-developing the two NDA websites (nda.ie and universaldesign.ie) progressed. nda.ie was finalised and launched on 9th of November and presents a website that is more visually appealing, easier to search and has a more logical positioning of information. Work on universaldesign.ie is progressing and should be ready for launch in the first half of 2023.

Staff Resources

In accordance with section 27 of the National Disability Authority Act 1999, the NDA is the employer of its staff. The Executive, led by the Director, implements the strategy, annual work plan and policies of the National Disability Authority on a day-to-day basis.

As at 31 December 2022, the National Disability Authority had 39 staff. The NDA's payroll, pension and travel and subsistence processing is provided by the Payroll Shared Service Centre of the Department of Public Expenditure and Reform. The NDA facilitates communication on key issues between management and a recognised trade union that represents NDA staff interests.

The Executive consists of three sections:

- Policy, Research and Public Affairs;
- Centre for Excellence in Universal Design and Standards & Monitoring;
- Corporate Services

The Heads of these three sections, reporting to the Director, comprise the senior management group.

Senior Management at 31 December 2022	
Director	Dr. Aideen Hartney
Head of Policy, Research and Public Affairs	Dr Rosalyn Tamming
Chief Officer, Centre for Excellence in Universal Design and Standards & Monitoring	Dr Ger Craddock
Head of Corporate Services	Suzanne Lambe

Training and Development

The NDA continued to roll out a training and development plan for staff informed by the Performance Development Management System (PMDS) and individual needs, which included attendance at seminars, training sessions and workshops. These were held mainly online during 2022 due to COVID-19.

A number of training courses and workshops were scheduled internally for staff including:

- Interview Panel Training
- Line Manager Training
- Development Programme for all Grade IV, EO, Grade III & CO
- Microsoft Office Skills
- Website Content Management System

The following is an example of some of the external training and development opportunities availed of in 2022:

- Employment Law
- Data Protection Update Ireland
- Diversity & Inclusion Mastermind Group
- Annual Review of Employment Law
- Open Data & Data Anonymisation Techniques
- NHS Disability Summit
- Disability Inclusive Recruitment Practices
- Time Management Skills
- Built Environment eLearning

All new staff carried out the following training:

- NDA Disability Equality eLearning
- Protecting Data When Home Working eLearning
- Return to Work Safely Protocol C-19 eLearning

Health & Safety Training consisted of:

- Manual Handling & Back Awareness Training
- Display Screen Equipment (DSE) Assessment

Governance and Financial Reporting

The National Disability Authority is committed to attaining the highest standard of corporate governance within the organisation. The overall governance and control framework within the National Disability Authority is guided by compliance with the NDA Act 1999 and the provisions of the Code of Practice for the Governance of State Bodies (2016).

During 2022, given the introduction of the NDA's Blended Working policy, particular emphasis continued on monitoring the control environment operating in the NDA, focussing on financial and data management.

An Oversight and Performance Framework Agreement was established between the National Disability Authority and the Department of Children, Equality, Disability, Integration & Youth. The 2022 Performance Delivery Agreement detailed the high-level goals and objectives, as well as the key programme of activity that the NDA committed to for 2022.

Internally produced financial reports showing details of expenditure against the agreed budget were reviewed by the Finance Committee and the Authority throughout the year on a bi-monthly basis (through management accounts and budget updates). The management accounts were also shared with the Audit & Risk Committee throughout the year. In accordance with the National Disability Authority Act 1999 and the Code of Governance for State Bodies 2016, the NDA prepared and submitted draft financial accounts for 2022 to our parent department and the Comptroller and Auditor General. The Financial Statements of the NDA for the year ended 31 December 2022 have been prepared under FRS102, the Financial Reporting Standard applicable to the UK and Ireland issued by the Financial Reporting Council (FRC). The NDA will submit the approved financial accounts for 2022 to the Minister.

Risk Management

The effective management of organisational risk requires robust control processes to support the Authority and the Executive in achieving the NDA's objectives. Risk and control functions are established in the role of Audit & Risk Committee appointed by the Authority, who review performance, risk matters including policy and practice.

The NDA has a Risk Management Advisory Group, which comprises of the senior management group and two independent members nominated from the Audit & Risk and Finance Committees respectively. The group provides a forum to support the Senior Management Group in relation to their considerations in relation to the NDA risk management framework.

The risk environment for the NDA is monitored and considered by the Senior Management Group at regular intervals and is a standing item on the agenda for each Authority meeting. The NDA has an established Risk Register which is reviewed and approved at regular intervals by the Audit & Risk Committee and Authority, as appropriate. The Authority has a designated Chief Risk Officer and has developed and approved the organisation's Risk Appetite Statement.

In line with the requirement under the Code of Practice for the Governance of State Bodies to publish top risks, and reflecting on key priorities of the organisation, the following were identified as the potential risks that could negatively impact the NDA during 2022:

- 1. Risk of impact on NDA work arising from ICT migration project.
- 2. Risk of disruption due to Cyber-attack.
- 3. Risk of Insufficient capacity/resources to respond on increased demands in the delivery of Statutory/Operational functions of the NDA.

Authority 2022

The Authority of the NDA consists of a Chairperson and 12 ordinary members. The Authority met 6 times during 2022. A schedule of 2022 attendance, fees and expenses is set out in the

Governance Statement. The Authority conducted a self-evaluation of its performance in 2022 in line with the Code of Practice for the Governance of State Bodies (2016). Recommendations from the previous external evaluation process (2021) were progressed throughout the year.

In July 2022 the majority of Authority members finished their second term. Following an open and competitive appointment process, a new Authority met for the first time in November 2022. Of the 13 members, 3 were appointed for a second term. In conjunction with this process, new Audit & Risk, Finance and Director Performance committees were established, comprised of a mixture of first and second term members.

Internal Audit

Following their appointment through a tendering process in 2021, Crowleys DFK continued to provide the NDA with a suite of Internal Audit services agreed with the Audit & Risk Committee and approved by the NDA Authority in 2022.

Oireachtas members' enquiries

In accordance with DPER Circular 24/2016, the National Disability Authority provided a dedicated enquiries email address OireachtasReps@nda.ie for members of the Oireachtas seeking information on matters pertaining to the work of the NDA.

Public Sector Duty

The Irish Human Rights and Equality Commission Act (2014) requires that the NDA conduct an assessment of the human rights and equality issues it believes to be relevant to the functions and purpose of the NDA; set out the policies, plans and actions in place or proposed to be put in place to address those issues; and report on developments and achievements regarding the Public Sector Duty in its annual report. The NDA has developed a work-plan on the Public Sector Duty and during 2022 we reviewed our progress against the workplan. Of the 16 actions nine were complete and 7 partially completed. Some actions are being reworked to better reflect our current operations and new actions being added. A revised workplan is in development.

Key highlights in 2022 include publication of our Participation Matters guidelines on implementing the obligations to meaningfully engage with disabled people in public decision making, developing guidance on the inclusion of people with disability in research as coresearchers rather than just as research participants, and review of a number of internal policies and procedures to ensure accessibility and that they are taking a human rights approach.

Health and Safety

The NDA is committed to ensuring the well-being of its employees by maintaining a safe place of work and ensuring compliance with the requirements pursuant to the Safety, Health and Welfare at Work Act 2005 (as amended). The NDA's Health and Safety Committee continued to support monitoring and guidance on Health and Safety matters during 2022.

Disability Act 2005

Under Part 5 of the Disability Act 2005, public sector bodies are required to report on their level of employment of persons with disabilities. The Percentage of NDA employees with a disability, under the definition in the Disability Act 2005, was 23% for 2022. These figures are based on a Staff Census carried out in 2021. The data is updated annually as appropriate to account for new staff or for existing staff who have a Change in Status.

The NDA has taken all reasonable measures to promote and support the employment by it of persons with disabilities. For example; providing an accessible work environment, including Work Station Assessments, with further remote work station and ergonomic assessments conducted in 2022.

Library and Information Resource

The NDA Library continued to provide an online service for staff by conducting literature searches for staff to support the development of NDA's evidence-based advice and for use in literature reviews and articles.

Other services to staff provided by the Library contractor included:

- Engagement with staff to guide improved response to meet needs;
- Collaboration with staff to enhance projects;
- Responses to queries from staff.

Accommodation and Facilities

The NDA's Corporate Services Department is responsible for maintaining a safe and efficient premises. During 2022 Accent Solutions entered its second contracted year in providing an integrated facility management service. Over the course of the year a programme of preventative maintenance continued and also commissioned works to ensure the effective maintenance and use of its accommodation.

Electrical works began in November 2021, as part of a building works program which consists of electrical, accessibility and refurbishment work, were completed in summer 2022. Following this, the NDA appointed an Architectural firm to conduct a feasibility study for access and refurbishment works. Prioritised areas have been agreed upon between the NDA and the contractors. Next steps are to progress with planning noting a number of dependencies due to the protected structure nature of the front building. Due to the cost of the works it will likely be necessary to progress on a phased basis over a number of years.

Since 1 July 2015 the NDA has had a lease agreement in place with tenants for a number of offices, from which the income is accrued as Appropriations in Aid to the Department of Children, Equality, Disability, Integration and Youth. Income was transferred to the Department as appropriate in 2022. This lease is due to expire in 2023.

Energy

The NDA Corporate Services
Department registers and
maintains records for the National
Disability Authority with the
Sustainable Energy Authority of
Ireland.

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



The NDA lit up its offices in purple as part of the International Day of Persons with Disabilities on December 3rd 2022

The main energy users are:

Electrical Energy: Lighting, ICT & Offices

Thermal Energy (Natural Gas): Space Heating (LTHW radiator circuits and under floor heating) and Hot Water (HWS).

For the purposes of making a statutory return for 2022, xx% of electrical energy use in the buildings was attributable to the National Disability Authority. In relation to thermal energy, xx% of the natural gas used was attributable to the NDA.

Since 1 July 2015, the first floor in the Back Building has been leased and occupied by a private company. This company has a separate electricity meter, although it does not have a separate gas meter.

In 2022, the National Disability Authority consumed 272,288 kWh of energy, consisting of:

139,062 kWh of electricity; 133,226 kWh of fossil fuels; 0 kWh of renewable fuels.

The NDA can report a:

65.6% cost savings since baseline;63.3% lower consumption since baseline.

Actions undertaken in 2022

In 2022, the NDA undertook planning and implementation of a range of initiatives to improve our energy performance, including:

- Continued Energy Awareness- SEAI Annual Public Sector Energy Conference 2022
- Implemented recommendations from 2021 Energy Audit Review

Access Officer

The NDA's Access Officer, appointed in line with the Disability Act 2005 continued to be available to guide on any assistance required for persons with disabilities who accessed the NDA's facilities, events and website in 2022. The Officer's contact details are on the home page of the NDA's website.

Code of Conduct, Ethics in Public Office, Additional Disclosures by Authority Members and Protected Disclosures

For the year ended 31 December 2022, the NDA can confirm that a Code of Conduct for the Authority and staff members was in place and adhered to. Furthermore, all Authority members and relevant staff members complied with their statutory responsibilities under the Ethics in Public Office legislation.

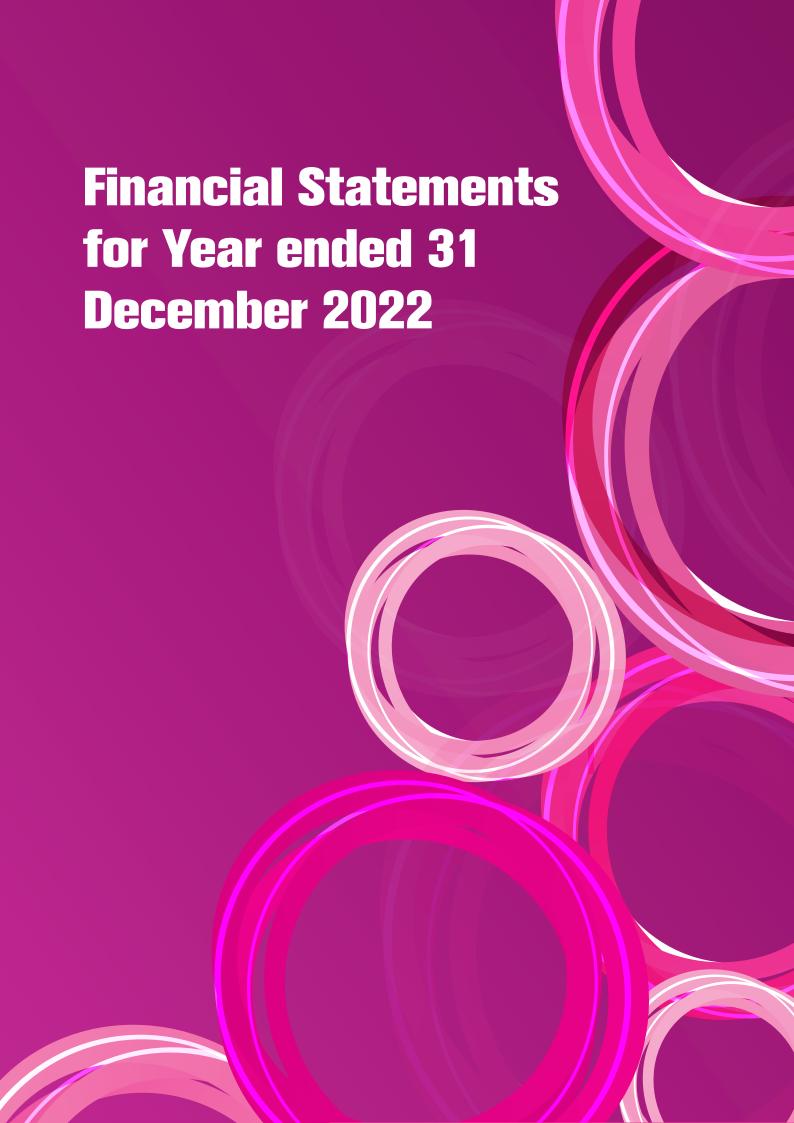
As a public body, the NDA is required under section 22 of the Protected Disclosures Act 2014, to publish an annual report in relation to the number of protected disclosures made to it in the preceding year, and the action taken in response to any such protected disclosures.

No protected disclosures were made to the NDA in the period 1 January to 31 December 2022.

Data Protection/Freedom of Information

The NDA received five Freedom of Information (FOI) requests in 2022. One request was granted, two requests were part-granted with some redactions and two were refused as not meeting the criteria to be a valid FOI request. All were dealt with within the statutory timeframe.

During 2022, the NDA continued a programme of work to ensure its compliance with the General Data Protection Regulation (2018) and its related risks mitigated. This included updating and developing key policies and procedures as appropriate. An Advisory Audit on GDPR policies and procedures was conducted in 2022 with the resulting recommendations being actioned in early 2023.





Report for presentation to the Houses of the Oireachtas National Disability Authority

Opinion on the financial statements

I have audited the financial statements of the National Disability Authority for the year ended 31 December 2022 as required under the provisions of section 17 of the National Disability Authority Act 1999. The financial statements comprise

- the statement of income and expenditure and retained revenue reserves
- the statement of comprehensive income
- the statement of financial position
- · the statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of the National Disability Authority at 31 December 2022 and of its income and expenditure for 2022 in accordance with Financial Reporting Standard (FRS) 102 — The Financial Reporting Standard applicable in the UK and the Republic of Ireland.

Basis of opinion

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of the Authority and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on information other than the financial statements, and on other matters

The Authority has presented certain other information together with the financial statements. This comprises the annual report, the governance statement and Authority members' report, and the statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in that regard.

John Crean

For and on behalf of the Comptroller and Auditor General 29 September 2023

Appendix to the report

Responsibilities of Authority members

As detailed in the governance statement and Authority members' report, the Authority members are responsible for

- the preparation of annual financial statements in the form prescribed under section 17 of the National Disability Authority Act 1999
- ensuring that the financial statements give a true and fair view in accordance with FRS102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under section 17 of the National Disability Authority Act 1999 to audit the financial statements of the Authority and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the

economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.
- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Authority's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are

inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause the Authority to cease to continue as a going concern.

 I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with

the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

Financial Statements For the Year Ended 31 December 2022

GENERAL INFORMATION

Address: 25 Clyde Road, Ballsbridge, Dublin 4, D04 E409

Director: Dr. Aideen Hartney

Solicitors: Beauchamps, Sir John Rogerson's Quay, Dublin 2, D02 KV60

Bankers: Bank of Ireland, 104 Ranelagh, Dublin 6

Bank of Ireland, Ballsbridge, Dublin 4

Auditors: Comptroller and Auditor General, 3A Mayor Street Upper,

Dublin 1, D01 PF72

Governance Statement and Authority Members' Report

For the year ended 31 December 2022

Governance

The National Disability Authority (NDA) was established under the National Disability Authority Act 1999. The NDA has duties to deliver on functions set out in section 8 of the Act and can produce codes of practice in accordance with section 10 of the Act. The NDA has additional functions awarded under the Disability Act 2005 and was named as the monitoring body under the European Union (Accessibility of websites and mobile applications of public sector bodies) Regulations (S.I. No 358 of 2020) — also known as the Web Accessibility Directive (WAD). Late in 2020, the NDA was assigned the role to prepare a report under Section 10 of the Irish Sign Language Act (2017), and has been advised that this will become another of the NDA's standing functions in future years. Further functions will be assigned to the NDA when the Assisted Decision Making (Capacity) (Amendment) Act of 2022 is fully commenced.

In October 2020, the Government, in accordance with the Ministers and Secretaries (Amendment) Act 1939, transferred a number of relevant functions and agencies from the Department of Justice (DOJ) to the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), including the NDA, as outlined in the Disability, Equality, Human Rights, Integration and Reception (Transfer of Departmental Administration and Ministerial Functions) Order 2020 (S.I. No 436/2020).

The NDA is independent in the exercise of its functions, in accordance with section 7 of the National Disability Authority Act 1999. The NDA's independent Board (the Authority) is accountable to the Minister for Children, Equality, Disability, Integration and Youth and is responsible for ensuring good governance. It performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues.

The regular day-to-day management, control and direction of the National Disability Authority are the responsibility of the Director and the senior management group. The group must follow the broad strategic direction set by the Authority and must ensure that all Authority members have a clear understanding of the key activities and decisions related to the entity, and of any significant risks likely to arise. The Director, acts as a direct liaison between the Authority and management of the National Disability Authority.

Responsibilities of the members of the Authority

The work and responsibilities of the Authority are set out in the National Disability Authority Act 1999 and the Disability Act 2005. The Authority has a formal schedule of matters specifically reserved for it for decision to ensure that the direction and control of the NDA is maintained. This schedule includes the following:

- significant acquisitions, disposals and retirement of assets of the NDA;
- major investments (in excess of €50,000) and capital projects, contracts and investments;
- delegated authority levels and risk management policies (standing item);
- Authority committee structures and terms of reference;

- assurances of compliance with statutory and administrative requirements in relation to the approval of the appointment, number, grading and conditions of all staff (which will also include remuneration and superannuation);
- approval of annual budgets and corporate plans;
- approval of annual reports and financial statements;
- appointment, remuneration and assessment of the performance of the Director

Section 17 of the National Disability Authority Act 1999 requires the Authority to keep, in such form as approved by the Minister for Children, Equality, Disability, Integration and Youth, all proper books of account of all income and expenditure of the Authority. In addition, section 16 of the Act states that moneys may be provided by the Oireachtas, a grant of such amount as the Minister for Children, Equality, Disability, Integration and Youth, with the concurrence of the Minister for Finance, sanctions towards the expenses of the Authority in the performance of its functions.

In preparing these financial statements, the Authority is required to:

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

The Authority is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 17 of the NDA Act. The maintenance and integrity of the corporate and financial information on the NDA's website is the responsibility of the Authority.

The Authority is responsible for approving the NDA annual work plan and budget. An evaluation of the performance of the annual plan and budget was completed on an ongoing basis by the Authority throughout 2022. This includes a review of the monthly management accounts, reports from the Finance Committee and a review of the annual financial statements. The Authority also approves annual work plans and reviews implementation progress during the year. The budget and performance as set out in the monthly management accounts are also reviewed by the senior management group and separately by the Finance Committee. The Audit & Risk Committee also receives the monthly management accounts for information purposes.

The Authority is responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Authority considers that the financial statements give a true and fair view of the financial

performance and the financial position of the National Disability Authority at 31 December 2022.

Board Structure

The Authority (i.e. the Board of the NDA) consists of a Chairperson and 12 ordinary members, all of whom are appointed by the Minister for Children, Equality, Disability, Integration and Youth. Of the 12 members, one is elected through a ballot of the staff and is appointed by the Minister. Another is an officer of the Minister and a third member of the Authority is appointed by the Minister as a nominee of another Department of relevance to the activities and functions of the NDA. In the current board this nomination has been made by the Department of Health.

The members of the Authority are appointed for a term of four years and meet on a bimonthly basis. Under the provisions of the Act, the Authority members may be appointed for a second term. In July 2022 the majority of Authority members finished their second term. Following a delayed appointment process, a new Authority met for the first time in November 2022. Of the 13 members, 3 were appointed for a second term. The table below details the appointment period for the current members of the Authority:

Name:	Role:	Appointment Date:	Reappointment Date:
Kathryn O'Donoghue	Chairperson	August 2018*	September 2022
Jack Kavanagh	Member	August 2018*	November 2022
Cathal Morgan	Member	August 2018*	November 2022
Rebecca Gageby	Member	November 2022	
Deirdre Sheehan	Member	November 2022	
Bernadette Egan	Member	November 2022	
Adrian Carroll	Member	November 2022	
Eltin Ryle	Member	November 2022	
Thomas Maguire	Member	November 2022	
Lorraine Lally	Member	November 2022	
Jane Ann Duffy	Member	November 2022	
Vivian Rath	Member	November 2022	
Niamh Fawl	Member	January 2021*	November 2022

^{*}Authority members currently serving a second term.

The table below details those members of the Authority whose term expired on 21st July 2022.

Name:	Role:	Term Expiry Date:
Helen Guinan	Chairperson	July 2022
Damian Gordon	Member	July 2022
Martha Griffin	Member	July 2022
Teresa McDonnell	Member	July 2022
Brian Callanan	Member	July 2022
Aisling Glynn	Member	July 2022
Deaglan O'Briain	Member	July 2022
Deirdre O'Connor	Member	July 2022

As per the National Disability Authority Act, 1999, the NDA is required to hold at least 4 Authority meetings throughout a calendar year. In 2022 the Authority met 6 times.

The Authority conducted a self-evaluation of its performance in 2022 in line with the Code of Practice for the Governance of State Bodies (2016). Recommendations from the previous external evaluation process (2021) were progressed throughout the year.

The Authority had three committees in 2022, as follows:

1. Audit and Risk Committee

The Audit & Risk Committee comprises three Authority members and four independent members, one of whom is the Chairperson of the Committee. The Audit and Risk Committee forms part of the NDA's control environment, with responsibility for providing independent advice to the Director and the Authority and supporting them in their responsibilities for matters of internal control, risk and governance. In particular, the Audit & Risk Committee makes recommendations to the Authority and the Director on matters relating to:

- a) The financial accounting and annual reporting processes;
- b) The effectiveness of internal controls and risk management environment;
- c) The operations and development of the Internal Audit function;
- d) The effectiveness of and the relationship with external Audit; and
- e) Value for money and other corporate governance issues.

The Audit & Risk Committee reports formally to the Authority after each meeting, and presents a comprehensive report by the ARC Chairperson in writing annually. The table below details the appointment period for the current members of the Audit & Risk Committee:

Name:	Role:	Appointment Date:	Reappointment Date:
John Fitzgerald	Chairperson	March 2017*	March 2021
Tony Fitzpatrick	Member	June 2017*	June 2021
Tim Maverley	Member	August 2018*	August 2022
John Maher	Member	August 2018*	August 2022
Rebecca Gageby	Member	December 2022	
Thomas Maguire	Member	December 2022	
Adrian Carroll	Member	December 2022	

^{*}Audit & Risk Committee members currently serving a second term.

The table below details those members of the Audit Committee whose term expired on 19th July 2022

Name:	Role:	Term expiry Date:
Teresa McDonnell	Member	July 2022
Cathal Morgan	Member	July 2022
Kathryn O'Donoghue	Member	July 2022

There were 4 meetings of the Audit & Risk Committee in 2022, as per the requirements of the Code of Practice for the Governance of State Bodies (2016). Key tasks for the Committee in 2022 included engaging with the Office of the Comptroller and Auditor General (C&AG) for the 2021 External Audit and Crowleys DFK who are the NDA's outsourced Internal Auditors to conduct the annual Review of the Effectiveness of Internal Controls for 2021. The Committee conducted a self-evaluation of its performance in 2022 in line with the Code of Practice for the Governance of State Bodies (2016).

Risk Management Advisory Group

Separate to the Committees appointed by the Authority, an established Risk Management Advisory Group provides a forum to support the Senior Management Group in relation to considerations for the day to day implementation of the agreed NDA risk management framework. The NDA's Risk Management Advisory Group comprises the senior management group and two independent members nominated from the Audit & Risk and Finance Committees respectively. The NDA's Director and Chief Risk Officer, both of whom are members of the SMG, report on risk matters to the ARC and Authority respectively. The Risk Management Advisory Group met once during 2022.

The Group:

- a) Advise on defining and reviewing the policy for the management of risks across the NDA;
- b) Advise on the implementation of the risk management policy;
- c) Support and advise on the promotion of awareness of risk management and advise on best practice to ensure that there is a comprehensive process to identify, assess, manage, monitor and report on risks within the NDA;

- d) Advise on the monitoring and the management of risk throughout the NDA;
- e) Advise on the formal review of the NDA's risk on a bi-annual basis;
- f) Advise on the report of the Audit and Risk Committee and the Authority.

The table below details the appointment period for the current members of the Risk Management Advisory Group:

Name:	Role:	Appointment Date:	Reappointment Date:
Tim Maverley	Chairperson	August 2018	
Pat Fitzsimons*	Member	July 2014*	December 2018
Senior Management			
Group			

^{*}Risk Management Advisory Group member who completed a second term in

2 Finance Committee

The Finance Committee comprises four Authority members and two independent members. The duties of the Committee are as follows:

- a) to examine the annual expenditure profile and make recommendations to the Authority in relation to it;
- b) when the annual operating budget is approved, to review its implementation during the course of the year;
- c) to examine management accounts of the Authority on a regular on-going basis;
- d) to bring the annual statutory accounts to the Authority for approval following recommendations from the Audit & Risk Committee;
- e) to consider proposals from the Audit & Risk Committee where appropriate; and
- f) to review the format of the Authority's accounts.

The table below details the appointment period for the current members of the Finance Committee:

Name:	Role:	Appointment Date:
Rebecca Gageby	Chairperson	December 2022
Thomas Maguire	Member	December 2022
Deirdre Sheehan	Member	December 2022
Lorraine Lally	Member	December 2022
Gary Watters	Member	December 2022

The Finance Committee had one vacancy at the end of 2022 which was filled in February 2023.

The table below details those members of the Finance Committee whose term expired on 18th July 2022

Name:	Role:	Term expiry Date:
Kathryn O'Donoghue	Chairperson	July 2022
Pat Fitzsimons	Member	July 2022
Brian Callanan	Member	July 2022
Damian Gordon	Member	July 2022
Harry McGeary	Member	July 2022

The Finance Committee is required to hold at least four meetings each year, one of which must coincide with the recommendation for approval of the annual statutory accounts by the Authority. There were five meetings of the Finance Committee in 2022. The Committee conducted a self-evaluation of its performance in 2022 in line with the Code of Practice for the Governance of State Bodies (2016).

3. Director Performance Committee

The Director Performance Committee (a sub-committee of the Authority) was established to agree the Director's responsibilities and actions in line with the NDA work programme as set out in the Strategic Plan and the Annual Work plan. In addition, the Committee acts on behalf of the Authority, to review the Director's performance in relation to the agreed responsibilities and actions. The Committee reports to the Authority and informs the Director of the Authority's views and recommendations. The Committee met twice in 2022. A new Committee was formed in November 2022 in line with the appointment of a new Authority. The table below details the composition of the new Director Performance Committee.

Name:	Role:	Appointment Date:	Reappointment Date:
Kathryn O'Donoghue	Chairperson	November 2022	
Jack Kavanagh	Authority Member	August 2018*	November 2022
Cathal Morgan	Authority Member	November 2022	
Bernadette Egan	Authority Member	November 2022	

^{*}Director Performance Committee member currently serving a second term.

The table below details those members of the Director Performance Committee whose term expired on 18th July 2022.

Name:	Role:	Appointment Date:	Reappointment Date:
Helen Guinan	Chairperson	July 2014	August 2018
Deirdre O'Connor	Authority Member	July 2014	August 2018

Schedule of Attendance, Fees and Expenses

A schedule of attendance at the Authority and Committee meetings for 2022 is set out below including the fees and expenses received by each member.

Authority Member (Previous)	Appointment Date	Authority Fees	Incurred Expenses	Meetings attended
Helen Guinan (Chair)	Reappointed August 2018	4,489	1,352	4/4
Aisling Glynn	Reappointed August 2018	3,323	-	3/4
Teresa McDonnell	Reappointed August 2018	2,993	-	3/4
Deaglán Ó Briain	Reappointed December 2018	-	-	2/4
Deirdre O'Connor	Reappointed August 2018	2,993	-	4/4
Jack Kavanagh	Appointed August 2018	3,323	-	3/4
Cathal Morgan	Appointed August 2018	-	182	2/4
Kathryn O'Donoghue	Appointed August 2018	3,323	-	4/4
Martha Griffin	Appointed August 2018	-	-	2/4
Damian Gordon	Appointed August 2018	-	-	0/4
Niamh Fawl	Appointed January 2021	-	-	4/4
Brian Callanan	Appointed August 2018	2,993	-	2/4
Authority Member (Current)	Appointment Date	Authority Fees	Incurred Expenses	Meetings attended
Kathryn O'Donoghue (Chair)	Reappointed September 2022	-	-	2/2
Jack Kavanagh	Reappointed September 2022	-	-	1/2
Cathal Morgan	Reappointed September 2022	-	-	1/2
Rebecca Gageby	Appointed November 2022	-	-	2/2
Bernadette Egan	Appointed November 2022	-	-	2/2
Thomas Maguire	Appointed November 2022	-	-	2/2
Vivian Rath	Appointed November 2022	-	-	1/2
Jane Ann Duffy	Appointed November 2022	-	-	2/2
Eltin Ryle	Appointed November 2022	-	-	2/2
Adrian Carroll	Appointed November 2022	-	-	2/2
Deirdre Sheehan	Appointed November 2022	-	-	2/2
Lorraine Lally	Appointed November 2022	-	-	2/2
Niamh Fawl	Appointed November 2022	-	-	2/2

Audit & Risk Committee (Previous)	Appointment Date	Committee Fees	Incurred Expenses	Meetings attended
John Fitzgerald (Chairperson)	Reappointed March 2021	2,565	-	3/3
Teresa McDonnell	Reappointed August 2018	-	-	2/3
Tony Fitzpatrick	Reappointed June 2021	-	-	2/3
Cathal Morgan	Appointed August 2018	-	-	2/3
Kathryn O'Donoghue	Appointed August 2018	-	-	3/3
Tim Maverley	Appointed August 2018	-	-	3/3
John Maher	Appointed August 2018	-	-	3/3
Audit & Risk Committee (Current)	Appointment Date	Committee Fees	Incurred Expenses	Meetings attended
John Fitzgerald (Chairperson)	Reappointed March 2021	-	-	1/1
Tony Fitzpatrick	Reappointed June 2021	-	-	1/1
Tim Maverley	Reappointed August 2022	-	-	1/1
John Maher	Reappointed August 2022	-	-	1/1
Rebecca Gageby	Appointed November 2022	-	-	1/1
Thomas Maguire	Appointed November 2022	-	-	1/1
Adrian Carroll	Appointed November 2022	-	-	1/1
Finance Committee (Previous)	Appointment Date	Committee Fees	Incurred Expenses	Meetings attended
Kathryn O'Donoghue (Chairperson)	Appointed August 2018	-	-	4/4
Pat Fitzsimons	Reappointed August 2018	-	-	4/4
Harry McGeary	Appointed August 2018	-	-	3/4
Damian Gordon	Appointed August 2018	-	-	2/4
Brian Callanan	Appointed August 2018	-	-	3/4
Finance Committee (Current)	Appointment Date	Committee Fees	Incurred Expenses	Meetings attended
Rebecca Gageby (Chairperson)	Appointed November 2022	-	-	1/1
Lorraine Lally	Appointed November 2022	-	-	1/1
Deirdre Sheehan	Appointed November 2022	-	-	1/1
Thomas Maguiro	Appointed November 2022	-	-	1/1
Thomas Maguire	Appointed November 2022			,
Gary Watters	Appointed November 2022			1/1

Director Performance Review Committee (Previous)	Appointment Date	Committee Fees	Incurred Expenses	Meetings attended
Helen Guinan (Chairperson)	Reappointed August 2018	-	-	2/2
Deirdre O'Connor	Reappointed August 2018	-	-	2/2
Jack Kavanagh	Appointed August 2018	-	-	2/2

The newly formed Director Performance Review Committee met for the first time in early 2023.

Disclosures Required by Code of Practice for the Governance of State Bodies (2016)

The Authority is responsible for ensuring that the NDA has complied with the requirements of the Code of Practice for the Governance of State Bodies ("the Code"), as published by the Department of Public Expenditure, National Development Plan Delivery and Reform (DPENDPDR) in August 2016. The following disclosures are required by the Code:

(a) Employee short term benefits breakdown

A table showing the breakdown of employee short-term benefits is included in Note 6(a) – Remuneration and Other Pay Costs.

(b) Consultancy Costs

Consultancy costs include the cost of external advice to the management and exclude outsourced "business-as-usual" functions.

	2022	2021
	€	€
Legal advice	5,478	20,164
Strategic and governance projects	104,846	75,384
Total Consultancy Costs charged to the statement of income and expenditure and		
retained revenue reserves.	110,324	95,548

(c) Legal costs and settlements

No expenditure was incurred in the reporting period, in relation to legal costs, settlements and conciliation and arbitration proceedings in relation to contracts with third parties (2021- €0).

(d) Travel and Subsistence Costs

Travel and subsistence are categorised as follows:

	2022 €	2021 €
Domestic		
- Direct Authority expenses (the Board)	1,534	33
- Indirect Authority expenses *	3,778	-
- Employees	1,769	146
International		
- Authority (the Board)	-	-
- Employees	6,204	589
Total Travel and Subsistence Costs	13,285	768

^{*} The amounts here relate to the expenses for an Authority strategic transition planning session in 2022.

(e) Hospitality Costs

No expenditure was incurred on client or staff hospitality in the reporting period (2021- €0).

Statement of Compliance

The Authority has adopted the Code of Practice for the Governance of State Bodies 2016 and has put procedures in place to ensure compliance with the Code. The NDA was in full compliance with the Code for 2022.

Kathryn O' Donoghue

Chairperson

Date: 28/09/2023

Dr Aideen Hartney

Director

Statement on Internal Control 2022 – by the Authority of the NDA

Scope of Responsibility

On behalf of the Authority of the NDA, I confirm that the Authority has overall responsibility for ensuring that an effective system of internal control is maintained and operated, and for reviewing its effectiveness. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

Through the Director and Senior Management Group structure, the Executive are responsible to the Authority for the implementation and maintenance of internal controls over all functions.

Purpose and context of the System of Internal Control

The system of internal control is designed to manage risk to a tolerable level rather than to eliminate it. The system can therefore only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or detected in a timely way. During 2022, the changes to the NDA's working and control environments, begun in April 2020 due to the Covid-19 pandemic, was modified with the reintroduction of office-based working as part of a blended framework.

The system of internal control, which accords with guidance issued by DPENDPDR, has been in place in the NDA for the year ended 31 December 2022 and up to the date of approval of the financial statements.

Capacity to Manage Risk

Risk management is integral to how the NDA works, and is implemented and monitored through structures described as follows.

The NDA Audit & Risk Committee, appointed by the Authority, comprises three Authority members and four independent members including an independent Chairperson who has the requisite financial and audit expertise. As part of the process of appointing a new Authority in late 2022, a new Audit & Risk Committee was formed, comprising a mix of new and reappointed members. The role of the Audit & Risk Committee, as part of the ongoing systematic review of the business and corporate governance procedures of the Authority, is to oversee and advise the Authority and the Director on matters concerning the effectiveness of internal controls and the risk management environment.

Risk is a standing item on the agenda of the Audit & Risk Committee and the Committee's views on risk matters are reported to the Authority in regular formal written reports. The Committee also has responsibility for formally recommending the Risk Register to the Authority for approval at set times during the year. The Committee met four times in 2022 and the Committee's written annual report was presented by the Chairperson to the Authority on 15th December 2022.

Separate to the Committees appointed by the Authority, an established Risk Management Advisory Group provides a forum to support the Senior Management Group in relation

to considerations for the day to day implementation of the agreed NDA risk management framework. The NDA's Risk Management Advisory Group comprises the senior management group and two independent members nominated from the Audit & Risk and Finance Committees respectively. The NDA's Director and Chief Risk Officer, both of whom are members of the SMG, report on risk matters to the ARC and Authority respectively. The Risk Management Advisory Group met once during 2022.

The Authority has a Finance Committee to review and monitor expenditure and budget planning. The committee comprises members from the Authority and independent members. As part of the process of appointing a new Authority in late 2022, a new Finance Committee was formed. They met for the first time in December 2022, with the previous Committee meeting 4 times during 2022. The Committee's work included assisting the Executive with the internal and external audits and Annual Financial statements as well as continuing to oversee the NDA's transition to a draw down system of budget control, begun in 2021.

Following their appointment through a tendering process in 2021, Crowleys DFK continued to provide the NDA with a suite of Internal Audit services agreed with the Audit & Risk Committee and approved by the NDA Authority.

The NDA is also a member of the IPA governance forum and availed of training through same in a number of governance areas throughout 2022.

Risk and Control Framework

Risk

The NDA has implemented a risk management system which identifies and reports key risks and the management actions being taken to address them and, to the greatest extent possible, to mitigate those risks. The Authority has an approved Risk Appetite Statement, which details the level of risk the NDA is willing to accept in order to meet its strategic objectives. This statement acts to guide management in setting goals and making decisions so that the NDA is more likely to achieve its goals and sustain its operations.

A Risk Register is in place, which identifies the key risks facing the NDA which have been evaluated and graded according to their significance. The register is reviewed and updated by the Senior Management Group who have responsibility for its implementation.

The outcomes of regular risk assessments are used to plan and allocate resources to ensure risks are managed to an acceptable level. The risk register details the controls and actions needed to mitigate risks and responsibility for operation of controls assigned to specific staff for delivery within stated timeframes. In addition, the NDA operates a project management system whereby the risks relevant to individual projects are identified at the earliest stage of a proposal alongside the actions to address these. The NDA's project management policy, designed to specify the essential elements in the management of projects including the assessment of project risks, was most recently updated in 2021.

Budget Controls

The NDA budget is profiled at the start of year and distributed between all relevant items as approved by the Authority, including payroll, central services and commissioned works. Responsibility for departmental budgets is held by each Unit head. The detailed profile of expenditure and performance is reviewed regularly through the monthly management accounts, meetings of the Senior Management Group, and at meetings of the Finance and Audit & Risk Committees, and through reports to the Authority where finance and expenditure appear as a standing item on the agenda.

The monthly management accounts are reconciled with reports of expenditure received from DCEDIY and reports of the Payroll Shared Services Centre under DPENDPDR.

2022 saw the NDA's full transition to a draw down system of budget control, begun in 2021.

ICT Systems and Assets

The NDA avails of the shared ICT support service from the Department of Justice and the shared print management service through the Irish Prison Service. A Service Level Agreement was established for a further 3 year period in November 2019 with the Department in relation to the ICT service and arrangements are in place to back up NDA systems. The NDA and ICT support service met once in 2022.

The NDA takes assurance from the Head of ICT in the Department of Justice's letter and statement of assurances stating that adequate IT controls are in place and are operating effectively. A statement of assurances is appended to the letter, covering information management including: security & privacy; ICT disaster recovery; SLA arrangements; security of ICT infrastructure; ICT asset management; Data Protection; Mobile Asset Security; Communication networks; Governance of ICTs and Project Management practices.

The NDA adheres to the Department's ICT usage policy and this is communicated to all staff. Systems are backed up off site and overseen by the Department.

Some ICT assets are supplied to the NDA through the Shared ICT support service and those assets are recorded on the Asset Register of the Department of Justice. From 2020 onwards additional hardware purchased by the NDA is recorded on the NDA Asset Register. These IT Assets are treated in the financial statements in line with the appropriate depreciation rates.

Following a commissioned review of the NDA's ICT service needs in 2022, the Authority approved migrating its services from the Department of Justice to the Office of the Government Chief Information Officer (OGCIO). This migration will take place in 2023, and the migration process will be monitored closely by the Executive, and reported on to the Audit and Risk Committee, as a significant change project for the organisation.

The Service Level Agreement with the Department of Justice was extended in November 2022 to cover the period until the Authority migrates its ICT services to the OGCIO.

Shared Financial Services

The NDA receives draft monthly expenditure reports from the Department and these are reviewed and reconciled by the NDA against its expenditure data and budget profiles.

The NDA also avails of shared services from the Payroll Shared Services Centre (PSSC) under the DPENDPDR's National Shared Service Office (NSSO). A Memorandum of Understanding for the provision of this service was established in April 2020 directly between NSSO and the National Disability Authority. The NDA takes assurances from the control measures outlined as part of the NSSO's annual Audit Assurance event.

The NDA receives fortnightly payroll reports from PSSC. The controls operated by the NDA in relation to payroll were covered in the Internal audit of Internal Controls which was conducted in quarter one of 2023.

Fraud and Irregularities

There are no matters of fraud or irregularities to report for 2022.

The NDA has a Fraud Prevention Policy in place which was updated and approved by the Authority in November 2020. Thereafter the policy, the objective of which is to promote a culture which deters fraudulent activity in the organisation, was circulated to all staff for adoption. The policy is to be reviewed and updated as appropriate in 2023.

The NDA has a Protected Disclosure Policy and procedures for notification of protected disclosures and any alleged fraudulent incidents or irregularities. This policy was last updated and approved by the Authority in November 2019, and establishes the structures and processes for receiving and dealing with disclosures, and provides for reports to be made annually on any disclosures. The policy will be updated in 2023 in line with the Protected Disclosures (Amendment) Act 2022, which will commence operation on 1 January 2023.

The parties which are to be notified of such incidents are:

The Audit & Risk Committee
The Authority members
The Head of the Internal Audit Service
The Secretary General of DCEDIY
The Minister (as appropriate)
The Comptroller and Auditor General
An Garda Síochána (where appropriate)

There were no Protected Disclosures reported in 2022. The NDA maintains a register for Protected Disclosures and all alleged fraudulent incidents. The NDA has procedures in place to ensure their investigation. In accordance with section 22 of the Protected Disclosures Act 2014, the NDA published its Protected Disclosures Annual Report for the year ended 31st December 2021.

Accountability

The Authority prepares a Strategic Plan every 3 years under the National Disability Authority Act, and this Plan is submitted to the Minister for approval. The current plan for 2022 to 2024, was approved by the Minister for Children, Equality, Disability, Integration & Youth during 2021. The Authority continues to ensure the implementation of the strategy, which sets out the high level organisational strategic goals against which the NDA reports on progress to the Department.

The annual work plans are aligned to the strategic priorities with the Strategic Plan, and senior management report at regular intervals to the Authority on progress in their implementation. The draft 2023 Work Plan was presented to the Authority in December 2022 and was approved at their February 2023 meeting.

The system of internal control, which by its nature is dynamic, is continually developed, maintained and monitored in response to the emerging requirements of the organisation. Key elements, processes and procedures include:

- Clear separation of roles of the Chairperson and the Director as set out in the NDA governance manual;
- Procedures for key business processes have been documented, financial responsibilities have been assigned at management level with corresponding accountability;
- There is a regular management reporting process and a framework of administrative procedures which includes segregation of duties, a system of delegation and accountability and a system for the authorisation of expenditure;
- Financial Procedures are regularly updated;
- The organisation has policies and procedures designed to strengthen compliance with all pay and travel requirements as per the Department of Finance and the DPENDPDR circulars;
- The organisation has a performance delivery agreement in place with DCEDIY for the period 2022, its delivery is discussed and reviewed at the bi-annual governance and oversight meetings held with Departmental officials;
- The Director Performance Committee met during 2022 to agree the Director's responsibilities and actions in line with the NDA work programme as set out in the Strategic Plan and the Annual Work Plan. The Committee reports to the Authority and informs the Director of the Authority's views and recommendations;
- The Authority conducted a self-evaluation of its performance in 2022 in line with the Code of Practice for the Governance of State Bodies (2016). Recommendations from the previous external evaluation process (2021) were progressed throughout the year. There are systems aimed at ensuring the security of the information and communication technology systems. The NDA has a Service Level Agreement in place with regard to the shared ICT support service it avails of under the Department of Justice. The NDA will end this agreement in 2023 and migrate to the OGCIO platform, where a similar Service Level Agreement will be put in place;
- There are systems in place to safeguard and account for assets;

- The Executive of the NDA works continuously to improve control systems and to report
 to the Audit & Risk and Finance Committees. For the period 2022, this included an ICT
 platform migration proposal (due to be enacted in 2023), the development of the NDA's
 Blended Working Policy, reviewing the 2021 Review of Internal Financial Controls and
 overseeing the conclusion of implementation of the recommendations made in the
 commissioned risk review conducted by Mazars;
- The Annual Report is produced incorporating the financial statements and is published by the NDA once it has been laid before the Oireachtas.

The NDA's Corporate Governance manual is aligned with the Code of Practice for Governance of State Bodies (2016). The manual sets out the role of members of the Authority and of the Executive and procedures for delegated authority, decisions, interests of members and other matters

The NDA has a Data Protection Officer, a Freedom of Information Officer and a Risk Officer.

Ongoing Monitoring and Review

Formal procedures have been established for monitoring control processes, and control deficiencies are communicated to those responsible for taking corrective action in the relevant areas, with provisions to inform management, the Authority and its committees, where relevant, in a timely way.

I confirm that the following ongoing monitoring systems are in place:

- Key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies, whereby the Risk Management Controls are reviewed by the Executive at least twice per year and the Audit & Risk Committee meets at least quarterly;
- The Director reports to the Authority every two months on organisation, governance, business plans and project matters, bringing any items to the Authority that require approval;
- The Authority receives regular formal reports from the Finance Committee, Audit & Risk Committee and Chief Risk Officer as standing items on the Authority Agenda throughout the year;
- Risk management is a standing item on the Authority agenda;
- The Director monitors expenditure performance and ensures there are regular reviews by senior management of periodic and annual performance on budget and project implementation. This includes review of monthly management accounts and administration of a project management system, which supports performance measurement against work plan commitments and budgets/forecasts;
- Reporting arrangements have been established at all levels where responsibility for
 financial management has been assigned. The Finance & Procurement Officer reports
 to the Head of Corporate Services and produces monthly accounts for review by senior
 management, the Finance Committee and the Authority. The Finance Committee
 considers the financial analysis produced by the senior management group and reports

- to the Authority on performance. The Finance Committee meets 4 6 times per year to review expenditure performance and budget management;
- Effectiveness of controls are subject to independent audits which are directed by audit programme determined by the Audit & Risk Committee. The reports of audits are considered by the Audit & Risk Committee and presented to the Authority.

Procurement

I confirm that the NDA has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2022 the NDA complied with those procedures.

The NDA has a documented procurement policy in place and systems for evaluating and awarding contracts, and reporting on procurement outcomes to the Authority.

Risk

I confirm that the NDA has procedures to monitor the effectiveness of its risk management and control procedures. The NDA's monitoring and review of the effectiveness of the system of internal control is informed by the work of the internal and external auditors, the Audit & Risk Committee which oversees their work and the senior management group within the NDA with responsibility for the development and maintenance of the internal control framework.

Annual Review

The annual independent review of internal controls applying during 2022 was undertaken by the Authority on the 23rd March 2023. It is considered that Internal Audit provides an objective evaluation and opinion on the effectiveness of the NDA's framework of governance, risk management and control.

The Audit & Risk Committee considered the implementation of recommendations from previous audit findings (both internal and external) and provided assurances on these in their annual report to the Authority in December 2022.

This statement on internal control has been adopted by the Authority further to discussion and consideration of all assurances provided.

Internal Control Issues

There were no weaknesses in internal control identified in relation to 2022.

Kathryn O' Donoghue

Chairperson
Date: 28/09/2023

National Disability Authority STATEMENT OF INCOME AND EXPENDITURE AND RETAINED REVENUE RESERVES

For the year ended 31 December 2022

	Note	2022 €	2021 €
Income			
Oireachtas Grants	2	5,540,463	4,696,122
Net Deferred Pension Funding	3(c)	698,900	375,200
Other Income	4	3,097	69,841
Total Income		6,242,460	5,141,163
Expenditure			
Projects and Commissioned Works Payable	5	1,018,649	704,003
Administration and Operations Costs	6	3,615,168	3,142,106
Retirement Benefit Costs	3(a)	1,232,900	936,400
Reduction in the value of fixed assets	8 _	87,196	84,630
Total Expenditure		5,953,913	4,867,139
Surplus/ (Deficit) before appropriations		288,547	274,024
Transfer (to)/ from Capital Account	7	(31,729)	(109,764)
Surplus/ (deficit) after appropriations	9 _	256,818	164,260
Balance at beginning of the year	_	391,789	227,529
Balance at the end of the year	_	648,607	391,789

The Statement of Cash Flows and notes 1 to 16 form part of these financial statements.

On behalf of the Authority of National Disability Authority:

Kathryn O' Donoghue

Chairperson Date: 28/09/2023 Dr Aideen Hartney

Director

National Disability Authority STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2022

	Note	2022 €	2021 €
Surplus/(Deficit)		648,607	391,789
Actuarial gain/(loss) on retirement benefit obligations	3(b)	9,142,400	(1,226,100)
Adjustment to deferred pension funding		(9,142,400)	1,226,100
Total Comprehensive Income/(Loss) for the year	-	648,607	391,789

The Statement of Cash Flows and notes 1 to 16 form part of these financial statements.

On behalf of the Authority of National Disability Authority:

Kathryn O' Donoghue

Chairperson

Date: 28/09/2023

Dr Aideen Hartney

Director

National Disability Authority STATEMENT OF FINANCIAL POSITION

As at 31 December 2022

	Note	2022 €	2021 €
Fixed Assets			
Property, plant & equipment	8	3,006,307	2,974,578
Total Fixed Assets		3,006,307	2,974,578
Current Assets			
Receivables	10	794,079	568,044
Cash and cash equivalents	_	20,508	25,653
		814,587	593,697
Current Liabilities (amounts falling due within one			
year)			
Payables	11	(155,980)	(191,908)
Net Current Assets		658,607	401,789
Long term Liabilities (amounts falling due after one year)			
Rental deposit held	12	(10,000)	(10,000)
Retirement Benefits			
Deferred retirement benefit funding asset	3(b)	(22,142,000)	(30,585,500)
Retirement benefit obligations	3(b)	22,142,000	30,585,500
	-		
Total Net Assets	=	3,654,914	3,366,367
Representing			
Capital account	7	3,006,307	2,974,578
Retained revenue reserves	-	648,607	391,789
		3,654,914	3,366,367

The Statement of Cash Flows and notes 1 to 16 form part of these financial statements.

On behalf of the Authority of National Disability Authority:

Kathryn O' Donoghue

Chairperson

Date: 28/09/2023

Dr Aideen Hartney

Director

National Disability Authority **STATEMENT OF CASH FLOWS**

For the year ended 31 December 2022

	Note	2022 €	2021 €
Net Cash Flows from Operating Activities			
(Deficit)/Surplus for the Year		256,818	164,260
Movement to Capital Account		31,729	109,764
Depreciation of Fixed Assets	8	87,196	84,630
(Increase)/Decrease in Receivables		(226,035)	(87,341)
(Decrease)/Increase in Payables	_	(35,928)	(174,023)
Net Cash Inflow from Operating Activities	_	113,780	97,290
Cash Flows from Investing Activities			
Payments to acquire Property, Plant and Equipment	8 _	(118,925)	(194,394)
Net Cash Flows from Investing Activities	_	(118,925)	(194,394)
Cash Flows from Financing Activities			
Bank Interest received	_	-	-
Net Cash Flows from Financing Activities	_	-	-
Net (Decrease)/Increase in Cash and Cash Equivalents		(5,145)	(97,104)
Cash and cash equivalents at 1 January 2020		25,653	122,757
Cash and cash equivalents at 31 December 2022	_	20,508	25,653

National Disability Authority NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2022

1. Accounting Policies

The basis of accounting and significant accounting policies adopted by the NDA are set out below. They have all been applied consistently throughout the year and for the preceding year. The financial statements are presented in Euro (€).

a) General Information

The NDA was set up under section 6 of the National Disability Act 1999 on 12 June 2000 on the dissolution of the former organisation, the National Rehabilitation Board (NRB).

The principal function of the NDA is to advise the Minister for Children, Equality, Disability, Integration and Youth regarding issues of policy and practice relevant to the lives of persons with disabilities.

The NDA's particular functions as set out in section 8 of the National Disability 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
- To assist 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 resources and heritage sites at the request of the Minister (Part 3).
- To monitor compliance and ensure implementation 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 and operate a Centre for Excellence in Universal Design in relation to the built environment, products, services and information technology which will promote the principles of universal design so that each of these may be accessed, understood and used to the greatest practicable extent by people with disabilities:
 - ° In the most independent and natural manner, and
 - o In the widest possible range of situations without the need for adaptation, modification, assistive devices or specialised solution (Part 6).
- Under S.I. 358/2020, the NDA is named as the monitoring body for the Web Accessibility Directive and associated Regulations in Ireland
- In 2021 the NDA took on an additional role in relation to reporting on the operation of the Irish Sign Language Act 2017 at the request of the Minster. It is envisaged that the preparation of this report at intervals specified in the Act will become a regular function of the Authority.

b) Statement of Compliance

The financial statements of the NDA for the year ended 31st December 2022 have been prepared in compliance with the relevant legislation, and with FRS 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and issued by the Financial Reporting Council.

c) Basis of Preparation

The financial statements have been prepared using the accruals method of accounting, except as indicated below and in accordance with FRS 102 under the historical cost convention. Financial Reporting Standards recommended by recognised accountancy bodies are adopted as they become operative. The financial statements are in the form approved by the Minister for Children, Equality, Disability, Integration and Youth.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the NDA's financial statements.

d) Revenue

Oireachtas Grants

The NDA receives a grant annually from DCEDIY as provided in the National Disability Authority Act 1999. Oireachtas Grants are recognised on a cash receipts basis.

e) Property, Plant and Equipment

Property, plant and equipment are stated at cost less accumulated depreciation, adjusted for any provision for impairment. Depreciation is provided on all property, plant and equipment at rates estimated to write off the cost less the estimated residual value of each asset on either a straight-line or reducing balance basis over their estimated useful lives, as follows:

(i) Freehold Premises 2.5% per annum (Reducing balance)

(ii) Fixtures and Fittings, Equipment 10% per annum (Straight line)(iii) Computer hardware and software 20% per annum (Straight line)

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of an age and in the condition expected at the end of its useful life.

If there is objective evidence of impairment of the value of an asset, an impairment loss is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves in the year.

The NDA has implemented the thresholds set out in DPER Circular 21/2020 in assessing whether or not to capitalise property, plant and equipment for the 2022 financial year.

f) Capital Account

The Capital Account represents the unamortised value of income used for capital purposes (i.e. acquisitions).

g) Receivables

Receivables are recognised at fair value, less a provision for doubtful debts. The provision for doubtful debts is a specific provision and is established when there is objective evidence that the NDA will not be able to collect all amounts owed to it. All movements in the provision for doubtful debts are recognised in the Statement of Income and Expenditure and Retained Revenue Reserves.

h) Employee Benefits

Short-term Benefits

Short-term benefits such as holiday pay are recognised as an expense in the year. Benefits that are accrued at year-end are included in the payables figure in the Statement of Financial Position.

Retirement Benefits

The NDA operates a defined benefit superannuation scheme for staff, funded annually on a pay as you go basis from monies provided by DCEDIY and also from staff contributions, which

are retained by the Department and credited to a suspense account on the Department's Vote ledger. Lump sum entitlements to retiring staff are paid from the suspense account whereas monthly pension payments to retired staff are paid out of current income.

Up until the end of 2022, 23 staff came within the Single Public Services Pension Scheme ("Single Scheme"), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme members' contributions are paid over to DPER by DCEDIY.

Pension costs reflect pension benefits earned by employees and former National Rehabilitation Board employees, including single scheme contributions, where appropriate, and are shown net of staff pension contributions, which are retained by DCEDIY and paid over to DPER (for single scheme members). 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 Comprehensive Income, and a corresponding adjustment is recognised in the amount recoverable from DCEDIY.

The financial statements reflect, at fair value, the assets and liabilities arising from the NDA's pension obligations and any related funding, and recognises the costs of providing pension benefits in the accounting periods in which they are earned by employees. Retirement benefit scheme liabilities are measured on an actuarial basis using the projected unit credit method.

i) Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

Depreciation and Residual Values

The Executive has reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings and has concluded that asset lives and residual values are appropriate.

Retirement Benefit Obligation

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in future compensation levels, mortality rates and healthcare cost trend rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post-retirement plans.

The assumptions can be affected by:

- (i) the discount rate, changes in the rate of return on high-quality corporate bonds
- (ii) future compensation levels, future labour market conditions
- (iii) health care cost trend rates, the rate of medical cost inflation in the relevant regions

2. Oireachtas Grants

The Oireachtas grants voted to the NDA from DCEDIY.

	Note	2022 €	2021 €
Grants for current expenditure	Vote 40 Subhead D03	5,540,463	4,696,122
		5,546,840	4,696,122

3.Retirement Benefit Costs

(a) Analysis of total retirement benefit costs charged to the Statement of Income and Expenditure and Retained Revenue Reserves

	2022 €	2021 €
Current service costs	1,008,300	854,300
Interest on retirement benefit scheme liabilities	353,700	189,000
Employee Contributions	(129,100)	(106,900)
	1,232,900	936,400

(b) Movement in net retirement benefit obligations during the financial year

	2022	2021
	€	€
Net retirement benefit obligation at 1 January	30,585,500	28,984,200
Current service costs	879,200	747,400
Interest costs	353,700	189,000
Actuarial (gain)/loss	(9,142,400)	1,226,100
Pensions paid in the year	(534,000)	(561,200)
Net retirement benefit obligation at 31 December	22,142,000	30,585,500

(c) Deferred funding for retirement benefits

The NDA recognises these amounts as an asset corresponding to the unfunded deferred liability for retirement benefits 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 retirement benefit schemes, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. The NDA has no evidence that this funding policy will not continue to meet such sums in accordance with current practice.

Also, for single scheme members, section 44 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 provides for funding of pension payments, as they fall due by way of payments out of the Central Fund or from funds provided by the Oireachtas, for that purpose.

The net deferred funding for retirement benefits recognised in the Statement of Income and Expenditure and Retained Revenue Reserves was as follows:

	2022 €	2021 €
Funding recoverable in respect of current year		
retirement benefit costs	1,232,900	936,400
State grant applied to pay retirement benefits	(534,000)	(561,200)
	698,900	375,200

The deferred funding asset for retirement benefits at 31st December 2022 amounts to €22.1m (2021: €30.5m).

(d) General description of the schemes

The retirement benefit scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to current "model" public sector scheme regulations. The scheme provides a pension (being 1/80 per year of service), a gratuity or lump sum (being 3/80 per year of service) and spouses and children's pensions. Normal retirement age is a member's 65th birthday, and pre-2004 members have an entitlement to retire without actuarial reduction from age 60. Pensions in payment (and deferment) normally change in line with general public sector salary movements.

The NDA also participates in the Single Public Service Pension Scheme (single scheme). This scheme is the defined benefit pension scheme for pensionable public servants appointed on or after 1 January 2013 in accordance with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. The scheme provides for a pension and retirement lump sum based on career-average pensionable remuneration, and spouse's and children's pensions. The minimum pension age is 66 years (rising in line with State pension age changes). It includes an actuarially-reduced early retirement facility from age 55. Pensions in payment increase in line with the consumer price index.

The valuation used for FRS 102 disclosures has been based on a full actuarial valuation performed in March 2023 by a qualified independent actuary, taking account of the requirements of the FRS in order to assess the scheme liabilities at 31 December 2022.

The principal actuarial assumptions were as follows:

	2022	2021
Rate of increase in salaries	4.6%	4.0%
Pension Increases – Superannuation scheme	3.6%	3.0%
Discount rate	3.9%	1.15%
Inflation rate	2.6%	2.0%
State pension increases	2.6%	2.0%
Pension increases- SPSPS	2.6%	2.0%

Mortality

58% of ILT15 for males with improvements (see below).

62% of ILT15 for females with improvements (see below).

Annual compound improvements in annuity rates of 0.36% (Males with no spouse's pension), 0.30%. (Males with spouse's pension), 0.30% (Females with no spouse's pension) and .25% (Females with spouse's pension) for each year between 2014 and the year in which normal retirement date falls.

The table below shows the assumed life expectancy for members attaining normal retirement age in 2023 and 2043.

Year of attaining age 65	2023	2043
Life expectancy male	21.6 yrs	23.2 yrs
Life expectancy female	24.1 yrs	25.6 yrs

4. Other Income

	2022	2021
	€	€
Social Welfare *	-	4,633
Other Grant Funding **	3,097	50,000
HSE Funding		15,208
	3,097	69,841

^{*} Social welfare receipts are remitted into the NDA's current account by the Department of Social Protection. The NDA remits these receipts periodically to DCEDIY who then return them to the Exchequer as 'Appropriations-in-Aid'. The NDA is not recognising these receipts as income in 2022 or subsequent years.

^{**} Financial year 2022- Funding from DCEDIY for a member of staff on secondment. Financial year 2021- Irish Sign Language (ISL) Grant funding from DCEDIY.

5. Projects and Commissioned Works

	2022	2021
	€	€
Research	227,386	224,786
Information Resources	95,407	75,262
Universal Design Promotion	72,005	33,122
Standards and Guidelines	107,128	154,696
Conference and Seminars	44,536	8,677
Disability awareness program	103,820	101,372
Web Accessibility Directive	246,742	99,664
HR Strategy	27,482	-
ICT Strategy	77,364	-
Interpreting and Translation Costs*	16,780	6,424
	1,018,650	704,003

^{*} These costs include, Interpreting and Translation Costs to the value of €9,542 and Easy Read and Plain English Costs of €7,238.

6. Administration and Operations Costs

		2022 €	2021 €
Remuneration and other pay costs *	6(a)	2,860,737	2,473,828
Building overheads and improvements		217,516	120,947
Rates		54,431	13,385
Cleaning and domestic services		36,907	42,641
Authority Fees and expenses	6(b)	30,031	52,463
Postage and telecoms		23,810	15,651
Office costs		29,380	13,037
Library		36,544	38,891
IT costs		153,335	142,925
Professional fees		29,436	55,154
Audit fees		47,394	21,100
Staff training		42,471	55,513
Recruitment fees		17,752	16,909
Consultancy		18,075	64,202
Interpreting and Translation Costs		17,349	15,461
		3,615,168	3,142,106

(a) Remuneration and Other Pay Costs

	2022 €	2021 €
Staff salaries (including holiday pay accrual)	2,766,048	2,428,891
Agency Staff pay	86,715	44,202
Staff travel and subsistence costs	7,973	735
	2,860,736	2,473,828

The total number of staff employed (WTE) at year end was 40 (2021: 39).

Employee Short Term Benefits Breakdown

Range of total employee short term benefits Number of Employee	
From To	2022 2021
Less than €59,999	26 24
€60,000 - €69,999	0 1
€70,000 - €79,999	6 6
€80,000 - €89,999	3 6
€90,000 - €99,999	7 0
€100,000 - €109,999	1 0
€110,000 - €119,999	2 2
Total number employed	45 39

The short-term benefits in relation to services rendered during the reporting period include salaries but exclude employer's PRSI. No other benefits such as holiday pay have been included.

There were no payments made to any staff members in relation to overtime or termination benefits (2021: €0).

Director's Remuneration

The table below outlines the salary paid in 2022 and the comparative for 2021. No other payment in the nature of pay was made to the Director in 2022.

	2022 €	2021 €
Aideen Hartney	117,065	111,367
	117,065	111,367

The current Director's pay is based on the Civil Service Principal Officer (Higher) pay scale. The Director is a member of the Single Pension Scheme and her entitlements do not extend beyond the standard entitlements available under such a scheme.

Additional Superannuation Contribution

€74,714 (2021: €71,058) was deducted from staff by way of the additional superannuation contribution and retained by DCEDIY. The Additional Superannuation Contribution (ASC) replaced the Pension Related Deduction (PRD) with effect from 1 January 2019 and is a permanent contribution based on pensionable remuneration only. This shows a €863 increase on the 2021 ASC balance after reconciliation with DCEDIY.

6(b) Authority Costs

Authority Members Fees and Expenses

	2022 €	2021 €
Authority fees	24,719	52,430
Direct Authority travel expenses	1,534	33
Indirect Authority expenses	3,778	-
	30,031	52,463

Included in the Authority fees is €992 for employer's PRSI (2021: €1,994).

7. Capital Account

•		
	2022 €	2021 €
Opening balance	2,974,578	2,864,814
Income applied to purchase of fixed assets	118,925	194,394
Amortised in year in line with asset depreciation	(87,196)	(84,630)
Transfers (to)/from Statement of Income and		
Expenditure and Revenue Reserves	31,729	109,764
Closing balance	3,006,307	2,974,578

8. Property, Plant and Equipment

	Computer hardware and software €	Fixtures and Fittings, Equipment €	Freehold Premises €	Total €
Cost at 1 January 2022	62,251	137,160	4,631,358	4,830,769
Additions	-	-	118,925	118,925
Disposals			-	
At 31 December 2022	62,251	137,160	4,750,283	4,949,694
Depreciation at 1 January 2022 Charge for the year	33,695 7,139	113,511 3,534	1,708,985 76,523	1,856,191 87,196
At 31 December 2022	40,834	117,045	1,785,508	1,943,387
Net Book Value	20 555	22.640	2 022 272	2.074.572
At 1 January 2022	28,556	23,649	2,922,373	2,974,578
Net movement for the year	(7,139)	(3,534)	42,402	31,729
At 31 December 2022	21,417	20,115	2,964,775	3,006,307

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

9. Deficit/surplus for the Year

As noted in the accounting policies, the Oireachtas grant is recognised on a cash receipts basis and represents the gross payments made by the Department on behalf of the NDA, offset in some instances by receipts remitted to the Department. Other income and expenditure in the financial statements is recognised on an accruals basis. As a result, the surplus/deficit on the statement of comprehensive income, does not represent a normal operating surplus/deficit. This is largely attributable to the variance between cash-based funding and expenditure accounted for on an accruals basis.

10. Receivables

	2022 €	2021 €
DCEDIY *	512,758	437,181
Prepayments	257,950	88,958
Other Debtors	23,371	41,905
	794,079	568,044

^{*} The costs of pension lump sums are met from a specific suspense account maintained for that purpose by DCEDIY. The Department retains the superannuation contributions from all staff and credits these to that account on a fortnightly basis. Lump sum payments over the course of the year are charged to that account. The balance here represents the amount held in the account at 31st December 2022.

11. Payables - amounts falling due within one year

	2022 €	2021 €
DCEDIY	1,274	4,031
Holiday pay accrual	61,141	139,679
Audit fee	19,350	19,350
Other accruals	69,884	28,848
VAT	4,331	
	155,980	191,908

12. Payables – amounts falling due after one year

Creditors falling due after more than one year consists of €10,000 (2021: €10,000) held as a rental deposit in respect of the lease agreement regarding part of the property held at 25 Clyde Road.

13. Key Management

Key management personnel (Senior Management Group) comprise the Director and 3 Senior Managers. Total remuneration, excluding employer's PRSI, paid to key management personnel amounted to €421,314 (2021: €395,024).

Authority members' fees amounted to €24,719 (2021: €52,430). Please refer to Note 6 for a breakdown of the remuneration and benefits paid to all staff, including the Director. Payments to Authority members are disclosed in the Governance Statement.

14. Related Party Disclosures

The National Disability Authority adopts procedures in accordance with the guidelines issued by DPER covering the personal interests of Authority members. In the normal course of business, the NDA may approve grants or enter into other contractual arrangements with entities in which Authority members are employed or are otherwise interested. In cases of potential conflict of interest, Authority members do not receive Board documentation, participate in, or attend discussions regarding these transactions. A register is maintained and available on request of all such instances.

There were no transactions in the year in relation to the Authority's activities in which Authority members had any beneficial interest.

15. Events after the Reporting Date

There were no events after the reporting date that require a disclosure in the financial statements under FRS 102.

The NDA has a reasonable expectation, at the time of approving the financial statements, that they have adequate resources to continue their operations. For this reason, the NDA continues to adopt the going concern basis in preparing the financial statements.

16. Approval of the financial statements

The financial statements were approved by the Authority of the National Disability Authority on 23rd March 2023.

Appendix 1: Authority and other committees in 2022

Name:	Role:	Appointment Date:
Kathryn O'Donoghue	Chairperson	August 2018*
Jack Kavanagh	Member	August 2018*
Cathal Morgan	Member	August 2018*
Rebecca Gageby	Member	November 2022
Deirdre Sheehan	Member	November 2022
Bernadette Egan	Member	November 2022
Adrian Carroll	Member	November 2022
Eltin Ryle	Member	November 2022
Thomas Maguire	Member	November 2022
Lorraine Lally	Member	November 2022
Jane Ann Duffy	Member	November 2022
Vivian Rath	Member	November 2022
Niamh Fawl	Member	January 2021

^{*}Authority members currently serving a second term

The table below details those members of the Authority whose term expired on 21st July 2022.

Name:	Role:	Term expiry Date:
Helen Guinan	Chairperson	July 2022
Damian Gordon	Member	July 2022
Martha Griffin	Member	July 2022
Teresa McDonnell	Member	July 2022
Brian Callanan	Member	July 2022
Aisling Glynn	Member	July 2022
Deaglan O'Briain	Member	July 2022
Deirdre O'Connor	Member	July 2022

Audit and Risk Committee

Name:	Role:	Appointment Date:
John Fitzgerald	Chairperson	March 2017*
Tony Fitzpatrick	Member	June 2017*
Tim Maverley	Member	August 2018*
John Maher	Member	August 2018*
Rebecca Gageby	Member	December 2022
Thomas Maguire	Member	December 2022
Adrian Carroll	Member	December 2022

^{*}Audit & Risk Committee members currently serving a second term.

The table below details those members of the Audit Committee whose term expired on 19th July 2022

Name:	Role:	Term expiry Date:
Teresa McDonnell	Member	July 2022
Cathal Morgan	Member	July 2022
Kathryn O'Donoghue	Member	July 2022

Finance Committee

Name:	Role:	Appointment Date:
Rebecca Gageby	Chairperson	December 2022
Thomas Maguire	Member	December 2022
Deirdre Sheehan	Member	December 2022
Lorraine Lally	Member	December 2022
Gary Watters	Member	December 2022

The Finance Committee had one vacancy at the end of 2022 which was filled in February 2023.

The table below details those members of the Finance Committee whose term expired on 18th July 2022

Name:	Role:	Term expiry Date:
Kathryn O'Donoghue	Chairperson	July 2022
Pat Fitzsimons	Member	July 2022
Brian Callanan	Member	July 2022
Damian Gordon	Member	July 2022
Harry McGeary	Member	July 2022

Director Performance Committee

Name:	Role:	Appointment Date:
Kathryn O'Donoghue	Chairperson	November 2022
Jack Kavanagh	Authority Member	August 2018*
Cathal Morgan	Authority Member	November 2022
Bernadette Egan	Authority Member	November 2022

^{*}Director Performance Committee member currently serving a second term.

The table below details those members of the Director Performance Committee whose term expired on 18th July 2022.

Name:	Role:	Appointment Date:	Reappointment Date:
Helen Guinan	Chairperson	July 2014	August 2018
Deirdre O'Connor	Authority Member	July 2014	August 2018

Appendix 2: Representation on external bodies in 2022

Departmental Consultative Committees

There are 11 Departmental Consultative Committees (DCCs), tasked with monitoring the implementation of the National Disability Inclusion Strategy, in particular the NDIS actions allocated to that particular Department. They comprise department /agency officials, NDA representatives, DSG members, and often representatives of disability organisations, and they usually meet four times a year. During 2022 a new DCC was formed in the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media which the NDA joined. The DCCs that were active during 2022 are as follows:

- Department of Children, Equality, Disability Integration and Youth
- Department of Justice
- Department of Health
- Department of Housing, Local Government and Heritage
- Department of Further Higher Education, Research, Innovation and Science
- Department of Social Protection
- Department of Education
- Department of Enterprise, Trade and Employment
- Department of Transport
- Department of Environment, Climate and Communications
- Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media

Department of Housing, Local Government, and Heritage and associated agencies

- National Housing Strategy for Disabled Persons Advisory Group
- Working Group on Disability Voting
- Irish Water Stakeholder Forum
- Working Group on the provision of a Changing Places Facility

Department of Children, Equality, Disability, Integration and Youth and associated agencies

- National Disability Inclusion Strategy Steering Group
- Member of AIM Project Team
- Member of AIM Cross-Sectoral Implementation Group
- Member of TÚSLA Early Years Inspectorate Forum
- Member of Employer's for change Strategy Group
- Member of Comprehensive Employment Strategy Implementation Group (didn't meet in 2022)
- Member of the Participation Unit's Disabilities Working Group
- Member of Equality Data Strategy Group (led jointly by DCEDIY and CSO)

Department of Education and associated agencies

- Member of National Council for Special Education Consultative Forum
- Member of NCSE Research Sub-committee
- EPSEN Act Advisory Group
- Member of NCSE expert advisory group on modelling of future special class capacity

Department of Further and Higher Educational Research, Innovation and Science and associated agencies

- Member of Solas specialist training review group
- Member of Solas 'Transforming Learning Fostering Inclusion' Advisory Group on Future of FET

Department of Social Protection

- Member of Department of Social Protection Social Inclusion Division Technical Advisory Group on Data and Statistics
- Member of the Disability Stakeholders Forum

Department of Health and associated agencies Other

- Member of HSE New Directions National Implementation Group
- Member of the Personalised Budgets Implementation Oversight Group
- Member of Health Research Board (HRB) National Ability Supports System (NASS)
 Committee
- Member of HIQA Advisory Group developing Overarching Standards for the Care and Support for children using Health and Social Care Services
- Member of HSE Disability Services National Quality Improvement Governance Review
- Specialist Group Panel Member of the National Implementation and Monitoring Committee Steering Committee of Sharing the Vison
- Member of HSE's Digital and Assistive Technology Committee
- Member of HSE Person-Centred Planning Framework Implementation Subgroup
- Member of HSE Disability Services National Quality Improvement Governance Review Committee on the Review of Part B Fire Safety
- Department of Health's Protection of Liberty Expert Advisory Group

Other

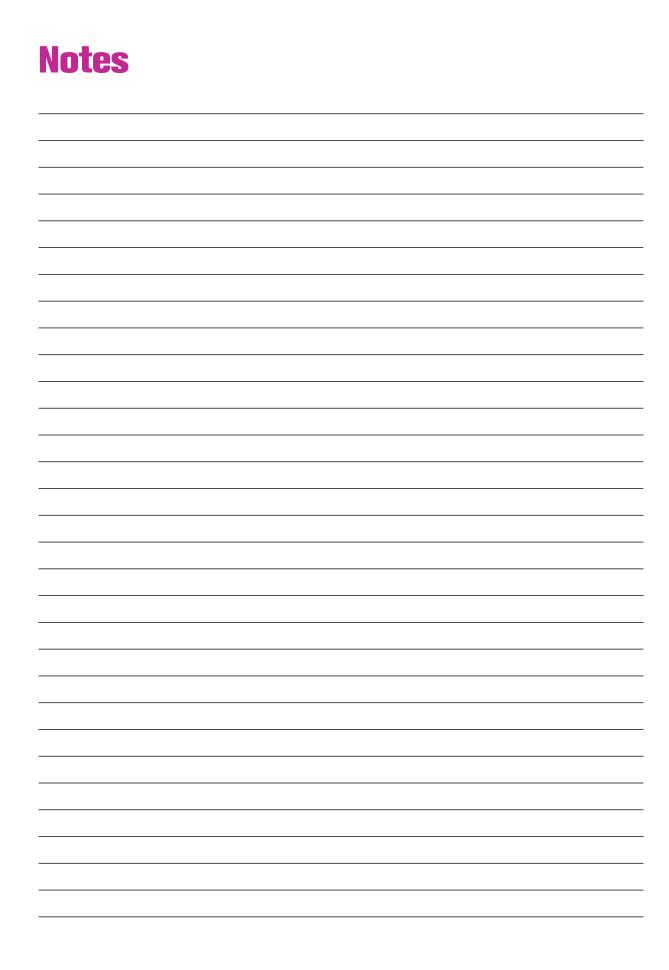
- Member of Dublin Regional Skills Forum
- Member of the IDS TILDA (Intellectual Disability Supplement of the Longitudinal Study on Ageing) Steering Committee;
- Member of An Garda Síochána Strategic Human Rights Advisory Committee
- National Standards Authority of Ireland (NSAI) Universal Design Standards Consultative Committee (NSAI TC023) and its subcommittee and working groups
- The European Committee for Standardization (CEN) Technical Committees (TCs): CEN
 TC452 (and its workings groups (WGs)), CEN TC320, CEN TC228 WG14, CEN TC 293 WG12,
 CEN-CENELEC Standardisation Request Ad-hoc Group-Accessibility (SRAHG-ACC) for
 M/587
- Council of Institute of Designers in Ireland
- UCD AHEAD Steering Group on the development of a Digital Badge in Universal Design for Student/Learner Support & Engagement
- UCC ID+ project to support access to HE for learners with Intellectual Disabilities
- EU funded Erasmus + project "Neurodiversity at Work (NEW)"

Appendix 3: Publications in 2022

- NDA Review of Paper on UNCRPD Article 13: Access to Justice
- NDA Review Paper on UNCRPD Article 16: Freedom from exploitation, violence and abuse
- NDA Review of Paper on UNCRPD Article 19: Living independently and being included in the community
- NDA Review Paper on UNCRPD Article 21: Right to Freedom of Expression and Opinion and Access to Information
- NDA Review of Paper on UNCRPD Article 24: Education
- NDA Independent Assessment of Implementation of the National Disability Inclusion Strategy for 2021
- Comprehensive Employment Strategy NDA Year-end Assessment 2021
- Review of Part 5 of the Disability Act 2005
- Participation Matters: Guidelines on implementing the obligation to meaningfully engage with disabled people in public decision making
- Access Officer Guidance for Public Bodies
- A review of approaches used to create liveable communities to attain full participation and inclusion for disabled people
- Annual Listening Session 2022: Improving Participation and Inclusion Through Creating Liveable Communities
- Conducting Collaborative Research with People with Disabilities: A Literature Review
- NDA Advice Paper on Disability Language and Terminology
- A Literature Review on Methods Used to Measure Attitudes to Disability
- A Literature Review on Attitudes towards Disabled People

Appendix 4: Policy advice papers in 2022

- Oireachtas Joint Committee on Housing, Local Government and Heritage- Universal Design in new projects and public realm planning
- Oireachtas Joint Committee on Disability Matters- Employment and the UNCRPD
- Oireachtas Joint Committee on Autism services and supports provided by the State for autistic people.
- Department of Social Protection- Review of Reasonable Accommodation Fund.
- Housing Commission- public consultation on a referendum on the right to housing
- Irish Human Rights and Equality commission- Code of Practice on reasonable accommodation.
- Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media- Submission to TG4 on potential new children's channel
- Housing Agency- National Housing Strategy for Disabled People Action Plan
- Department of Social Protection Roadmap to Social Inclusion
- An Garda Síochána- Older Person Strategy
- Department of Trade Enterprise and Employments- White Paper on Enterprise policy for Ireland
- Department of Children, Equality, Disability, Integration and Youth- Autism Innovation Strategy
- Decision Support Service Public Consultation on the Draft Codes of Practice Tranche 1
- Decision Support Service Public Consultation on the Draft Codes of Practice Tranche 2
- Indecon- Consultation on Health and Social Care Workforce Planning
- Department of Children, Equality, Disability, Integration and Youth- National Children and Youth Strategy
- Department of Health Draft Regulations for Providers of Home-Support and Homecare
- Department of Health- Draft Home Support Services Regulations
- Health Information and Quality Authority- Draft Standards for Information Management in Health and Social Care
- Health Information and Quality Authority- Draft recommendations on a consent model for the collection, use and sharing of health information in Ireland
- Department of Housing, Local Government and Heritage- Housing Adaptation Grant Scheme Review
- Department of Environment, Climate and Communications Draft National SDG Implementation Plan 2022 - 2024



Notes

NDA

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