Annual Report  
2016



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# Chairperson’s statement

I am pleased to present the annual report of the National Disability Authority (NDA) for 2016 to the Minister for Justice and Equality. This report outlines the activities and outputs of the NDA during the first year of our three-year **Strategic Plan 2016–2018**.

The NDA is the independent state body with a statutory duty to provide evidence-informed advice to the Government on policy and practice relevant to the everyday lives of people with disabilities. Our work is guided by our founding legislation and by our vision of an Irish society in which people with disabilities have equal rights and opportunities to participate in economic, social and cultural life; have choice and control over how they live their lives; and are enabled to reach their full individual potential in a society that embraces and accommodates the range of human diversity.  We are committed to playing our part in advancing this vision by ensuring that we focus our work on informing effective national policy and in particular on how this can be implemented in practice so that people with disabilities can live the lives of their choosing.

Through our statutory functions to undertake, research and deliver evidence-informed advice to guide the Minister and Government officials on coordinated national policy, we engage with many Government Departments, public bodies and disability stakeholders. This is important in ensuring that our work is relevant and that we can bring learning to influence practical solutions and approaches in our capacity as an advisory body. Over many years we have seen this advice translated into new policy approaches, strategies and action plans which, if implemented effectively, will significantly transform the way in which people with disabilities are empowered to make decisions about their lives and to fulfil their aspirations.

While some of these national policies and programmes may take time to deliver in full, the NDA continues in its work to guide and shape progressive implementation and to facilitate exploration of potential solutions for challenges that may present. We have seen our role grow from advising on ideal policy directions, to guiding on the tools and systems to implement such policy approaches on the ground and to evaluating the impact of such approaches on the lives of people with disabilities.

Our role covers many policy areas and therefore we engage bi-laterally and across most Government Departments and agencies. Our main strategic goal over this three-year period is to support and monitor the effective development and delivery of coordinated cross-government action on disability and the implementation of the United Nations Convention on the Rights of Persons with Disabilities. While many of the Convention’s provisions are being progressively implemented, under the National Disability Strategy and other national programmes, we look forward to the Convention being ratified by Ireland as a priority.

We welcome the commitment and work underway by Departments and public bodies to progress the national programmes to transform service models towards supports that empower people with disabilities to live lives of their choosing and to fulfil their potential, including, for example, the **Transforming Lives** policy and the **Comprehensive Employment Strategy**. We have dedicated much of our work and resources to advising on the effective implementation of these programmes.

We believe that achieving Universal Design of the environment and the products and services we need to use in everyday life, including ICT, will mean that everyone in society can be as independent as possible. In this way good user-friendly designs will benefit everyone regardless of their age, size, ability or disability. Our Centre for Excellence in Universal Design (CEUD) has already developed a range of practical resources to assist the achievement of a Universal Design approach and continues to build a network of champions who will be responsible for making this a reality in their fields of expertise and practice. The work of the CEUD has won international awards and has achieved strategic partnerships to advance the adoption of Universal Design in Ireland.

The 2016 Programme for Partnership Government commits to a review of the role of the NDA. We welcome this review as the landscape has changed so much since the NDA was established and as our role has evolved. There are opportunities to consider how the NDA’s functions are designed to best impact national policy and practice in the coming decade to progress inclusion and equality for people with disabilities in Irish society and for the widespread adoption of Universal Design in practice.

As we continue to deliver on work across a wide range of areas, I am pleased to advise on the progress we made during 2016 and to highlight some particular areas of work below.

**UN Convention on the Rights of Persons with Disabilities**

We continue to play our role in advising on the implementation of the provisions in the UN Convention. This includes the work we are advancing, at the request of the Department of Justice and Equality, to develop draft non-healthcare Codes of Practice to guide the implementation of the **Assisted Decision Making (Capacity) Act 2015.** We started work on the 11 codes involved and look forward to progressing these during 2017.

**Enhancing employment opportunities for persons with disabilities**

The NDA continued in its role to support the implementation of the **Comprehensive Employment Strategy for People with Disabilities 2015-2024**. This included delivering specific actions to ensure that Employer Bodies play their part in delivering a Peer-Led Employer Support Service on disability and employment; providing independent expert advice to the Comprehensive Employment Strategy Implementation Group; advancing research to guide good practice in employment and as part of the Department of Social Protection’s Make Work Pay Group to advise on actions to address financial disincentives to working. We continued to work with Department of Social Protection as it builds the capacity of the Intreo Service to support people with disabilities who want to work, including support training for Intreo Case Officers.

We were pleased to see a continued improvement in the numbers of persons with disabilities employed in the public sector, with the overall level reported at a highest ever figure of 3.6%. We look forward to working closely with Departments and agencies across the public sector during 2017 to advance the long-term goal in the **Comprehensive Employment Strategy** to increase the statutory minimum public sector employment target to 6% by 2024.

**Transforming Lives**

The Department of Health and the HSE continue to advance the Transforming Lives programme with a view to achieving real change in the services supporting people with disabilities. Throughout 2016 the NDA contributed to this programme on many fronts. Apart from our continuing work to research and advise on a national framework of person-centred planning, we also advanced work to guide a national outcomes framework to evaluate the impact of changing support models on the lives of people with disabilities. Work includes strategic forecasting to inform support and service planning for the future, including forecasting likely costs for disability services in the years ahead. We also started a major evaluation project dedicated to examining the benefits and costs of newer, community-based models of service, in comparison to more traditional, institutional service provision. While much of the work relates to systems issues, we recognise that it is equally important that, in implementing changes and new models, the individual must be central and supported to make choices and decisions, regardless of the level or complexity of their support needs. The NDA’s previous research on quality of life related to community living highlights the importance of engaging from the earliest stages with individuals, families and the community in supporting effective transition to new models of support.

In a year when housing dominated the policy agenda, our annual conference provided an opportunity to focus on housing from the perspective of persons with disabilities and their families and in the context of preparing for life in the community combined with design approaches that enhance independence.

**Personalised budgets**

The NDA continued in its work to build research and learning to inform the advancement of individualised funding arrangements for people with disabilities, including personal budgets. We were pleased to see the commitment in the **Programme for Partnership Government**, published in May 2016, to exploring and developing a national system for allocating personalised budgets to people with disabilities who wish to avail of them. The NDA is part of the Task Force established by the Minister to progress this commitment and will continue in its work to advise and guide the work of that group in shaping the national system to bring into effect personalised budgets that can provide greater control, independence and choice to people with disabilities.

**National Disability Strategy Inclusion Plan**

The NDA worked closely with the Department of Justice and Equality on the development of the next iteration of the National Disability Strategy, which has been the Government’s primary vehicle for implementing disability policy since 2004. We provided advice on actions for the plan as well as assisting on regional and national consultation on the plan. The NDA looks forward to playing a role in advising and influencing the implementation of the actions and in independently monitoring progress overall. The Department aims to publish the plan in 2017.

**Systems to ensure quality and safe residential services**

In November 2014, the NDA was requested by the then Minister of State at the Department of Health with special responsibility for primary care, mental health and disability, to conduct an independent review of the process for the implementation of regulations and standards in residential services for adults and children with disabilities. In May 2016 the NDA presented its analysis of HIQA inspection reports on residential services for people with disabilities. The report sets out the results of the NDA’s engagement with various stakeholders, a detailed analysis of HIQA inspection reports and recommendations on improvements in the delivery of quality residential services for children and adults with disabilities. This helped to inform the NDA’s advice to the Minister on areas for improvement going forward.

**Designing for the Future**

The CEUD ran another Universal Design Grand Challenge in 2016 with continued support from Enterprise Ireland. In a new approach covering the built environment, products and ICT in the same challenge, we were pleased to see a significant increase in entries and an impressive breadth of designs.

We were also pleased that the Strategy for Smart Ageing published by the Department of the Taoiseach incorporated roles for our Centre to work in partnership with the Department of Housing, Planning, Community and Local Government on a number of actions, which promote Universal Design in practice. During 2016 we commenced work with the Department in this regard to develop the Homes for Smart Ageing: Universal Design Challenge. This will be rolled out in 2017.

**The Authority and NDA staff**

The Authority reached the halfway mark of its term and I would like to thank my fellow members for their work throughout 2016, in particular Orla Barry who resigned due to her retirement from her employment in the mental health sector at the end of the year. I would also like to thank all of the members of our Finance and Audit Committees for their work and guidance over the year, and the work of those members who also participate in the NDA’s Risk Management Committee.

I would like to take this opportunity to also thank the staff of the Disability Policy section in the Department of Justice and Equality for their continued support and engagement, as well as the staff of the Financial Shared Services unit, IT Shared Support Services, and print management service, for their ongoing support to the NDA.

Finally, I would like to recognise the commitment, energy, expertise, and high standard of work that was delivered by the staff and management of the NDA. We experienced a number of changes as some staff left and new members joined. The dedication and determination of all staff to ensuring the NDA can guide real and lasting change in the lives of people with disabilities is evident in the extent and breadth of work they have progressed in 2016.

Helen Guinan,  
Chairperson

National Disability Authority

**Overview and policy context**

The NDA commenced the first year of a 3-year strategic plan in 2016 under the following strategic objectives:

1. To support and monitor the effective development and delivery of coordinated cross-government action on disability and the implementation of the **United Nations Convention on the Rights of Persons with Disabilities**. The NDA will conduct research, advise and assist government departments and public bodies on policy and practice that ensures people with disabilities, across the lifecycle, can participate as valued citizens in the mainstream of Irish society and can live the lives they want to lead.
2. To promote excellence in Universal Design through standards, practice, education and awareness, in order to facilitate participation in Irish society by people regardless of age, size, ability or disability.
3. To lead, and promote an effective and efficient organisation to enable the National Disability Authority to deliver on its strategic objectives and to foster a culture of flexibility, responsibility, innovation and a high performing organisation in the achievement of its objectives.

As we reflect on what was advanced during 2016, it is also helpful to reflect on the broader policy context and national developments.

Official figures suggested some recovery in Ireland’s economy. It is important to ensure that actions to deal with any fallout from the recession, such as the housing crisis, also focus on people with disabilities.

With the General Election in 2016 came a new **Programme for Partnership Government** and a new set of policy priorities. The Programme is focused on removing barriers that impact on access to services, education, work, transport or healthcare for people with disabilities. The Programme also sets out a path towards the introduction of personalised budgeting for people with disabilities. One of the top commitments is to ratify the **UN Convention on the Rights of Persons with Disabilities.** The Minister of State with special responsibility for disability was given a place at Cabinet meetings for the first time, however, he cannot vote.

The NDA has been advising the Minister for Justice and Equality and Government Departments, on matters relevant to the **UN Convention on the Rights of Persons with Disabilities** for a number of years. It is expected that the **Disability (Miscellaneous Provisions) Bill 2016** will facilitate the ratification of the **UN Convention on the Rights of Persons with Disabilities**.

Over the course of 2016 the Department of Justice and Equality led the development of a new National Disability Inclusion Strategy and a 3-year implementation plan with NDA input into its development as well as supporting the regional consultation process. The plan will be published in 2017.

The programme to reform disability services arising from the **Value for Money and Policy Review of Disability Services** was renamed **Transforming Lives**, recognising the focus on achieving systems change to support people with disabilities to live lives of their choosing in the community. The NDA has dedicated significant resources to supporting the realisation of the programme through a range of projects on which it is leading. These include guiding on the national frameworks and resources required to deliver on that agenda.

Building on research and resources developed in recent years under the CEUD we continued to promote Universal Design, particularly in the context of housing for the future, benefiting the population generally but especially persons with disabilities and older persons. The publication of the Smart Ageing Strategy provided the basis for advancing a national design challenge in partnership with the Department of Housing, Planning, Community and Local Government focusing on housing design, smart technologies and integration into the community.

The NDA’s annual work programme for 2016 set out the projects to advance our strategic objectives and the opportunities to influence national policy through our policy analysis, research, work on standards and work on Universal Design. This work covered a broad range of areas including:

* Preparing the ground for drafting 11 non-healthcare draft Codes of Practice under the **Assisted-Decision Making (Capacity) Act 2015**
* Taking a central role in guiding national policy and systems for personal budgeting for people with disabilities
* Guiding a framework to measure quality of life outcomes from disability support models.
* Research to guide a framework for person-centred planning and to forecast future demographic trends
* Projects to support progress in achieving the goal of community living for people with disabilities including to evaluate the costs and benefits of new models of service in conjunction with the ongoing process of de-institutionalisation
* Assisting the Department of Children and Youth Affairs with the inclusion of children with disabilities in its early years programmes
* Advising and supporting the implementation of the Comprehensive Employment Strategy across a range of issues affecting benefits and making work viable for people with disabilities;
* Funding a pilot employer peer-support initiative
* Expanding Universal Design through the various tiers of education and bringing it into the mainstream through working with the Tidy Towns
* Inputting regularly on housing matters to keep people with disabilities on the agenda
* Continuing to recognise and reward best practice in Universal Design in partnership with public and private sector organisations

# Strategic Priority 1: United Nations Convention on the Rights of Persons with Disabilities

**“To support and monitor the effective development and delivery of co-ordinated cross-government action on disability and the implementation of the United Nations Convention on the Rights of Persons with Disabilities. The NDA will conduct research, advise and assist government departments and public bodies on policy and practice that ensures people with disabilities, across the lifecycle, can participate as valued citizens in the mainstream of Irish society and can live the lives they want to lead.”**

**Provide advice to guide the implementation of the United Nations Convention on the Rights of Persons with Disabilities**

The NDA was asked by the Department of Justice and Equality to develop 11 non-healthcare draft Codes of Practice as relevant to the implementation of the **Assisted Decision Making (Capacity) Act 2015**. The NDA advised the Department on a proposed approach and timeline for this programme of work. In order to inform the drafts of these Codes, the NDA established a small group of experts across a number of relevant technical areas, including finance, health, pensions, law and advocacy, to meet for the first time in January 2017.

The HSE has set up a Steering Group to develop guidelines on the health-care related aspects of the Act. The NDA is a member of this Steering Group and its Guidance and Documentation Sub-group, and has actively inputted into drafting HSE Guidance for Health and Social Care professionals on implementing the Act.

The NDA was also invited by the Minister for Health to join a Working Group to prepare a Code of Practice for the legislative provisions on Advance Healthcare Directives under the Act.

We provided advice to the Department of Health on making legal provision for the deprivation of liberty of persons with capacity issues in relevant facilities.

## Advise Ministers, Government Departments and public bodies on disability policy and practice to support inclusion of people with disabilities in mainstream society, in mainstream services and to have a valued role in the community

### Justice and Equality

The NDA continued to promote access to the justice system for people with disabilities.

This included the development of Guidelines on Autism for those working in justice related professions in response to issues raised by key stakeholders during a discussion event convened by the NDA. The NDA has also been actively engaging with the Department on implementing the **EU Victims of Crime Directive**.

We provided advice to An Garda Síochána on the development of their guidelines on communicating with people with disabilities. We also contributed to the **Second Strategy on Domestic, Sexual and Gender based Violence** and sit on the Monitoring Committee for the implementation of this strategy.

### Department of Children and Youth Affairs

The NDA is a member of the Project Team and the Cross Sectoral Implementation Group for the Access and Inclusion Model (AIM) of supports designed to ensure that children with disabilities can access the Early Childhood Care and Education (ECCE) programme.

The goal of AIM is to empower service providers to deliver an inclusive pre-school experience, ensuring that every eligible child can fully participate in the ECCE programme and reap the benefits of quality early years care and education. AIM is a child-centred model, involving seven levels of progressive support, moving from the universal to the targeted, based on the needs of the child and the service provider.

In 2016, the NDA contributed to the training sub-group and to the sub-groups responsible for Level 1–3 (inclusive culture) and Level 5 and 7 (the provision of equipment and additional support to children with disabilities).

The NDA jointly organised a seminar in June with the Department and the Economic and Social Research Institute on the topic of “Using evidence from the Growing Up in Ireland (GUI) study to answer disability policy and service provision questions”.

We provided policy advice to the Department regarding its Statement of Strategy for 2016-2018. We highlighted the following key issues for inclusion:

* Disability impact assessments should be carried out on all policy and initiatives being progressed by the Department for all children and young people
* Importance of consultation and engagement with children and young people with disabilities in decision making processes
* Further building on the work in the ECCE programme and in particular the AIM programme
* Addressing the needs of children with disabilities in accessing afterschool care programmes
* Improving child protection arrangements for children with disabilities under TÚSLA

### Department of Education and Skills

The National Council for Special Education (NCSE) were asked by the Minister for Education and Skills, to conduct a review of the Special Needs Assistants (SNA) scheme, in consultation with other agencies, and in particular the NDA.

The NDA is contributing to this review by undertaking a stand-alone piece of research, which commenced in 2016 and entails:

* Providing an overview of the supports available for adults with disabilities after they leave school and progress to further/higher education; adult day services or a working environment. The types of support would be similar to SNA type support but include other supports, for example, assistive technology, etc.
* Conducting a small-scale qualitative study to ascertain:

The views of young people, trainers, employers, etc. – in further education/training/work sectors- on how prepared they believe students with disabilities are for life after school.

The views and experiences of school personnel (including principals, teachers, students, SNAs and parents) on the perceived benefits and drawbacks of the SNA scheme in preparing these students for the next stage of life after school.

The work which was commenced by the NDA in late 2016 is expected to be completed in quarter one of 2017 and will inform the advice paper being prepared by the NCSE for the Minister.

We also provided policy advice to the Department regarding its Statement of Strategy for 2016-2019. Issues raised by NDA in its submission included the importance of transitioning, whole school approaches and increasing participation of people with disabilities in further/higher education. These issues have been reflected under the high-level goals in the Department's Action Plan 2016-2019, which include children and young people with disabilities.

### Department of Health

The NDA provided policy advice to the Department regarding its Statement of Strategy for 2016-2018. Among the key issues highlighted by the NDA for inclusion were:

* Development of a National Assessment Framework
* Establish a review of the current system of provision of assistive technology within the health sector
* Development of a system for personal budget allocation
* Establishing a process to strategically deal with the short, medium and long term supply of suitably qualified therapists to meet projected demand
* Consider the role a commissioning framework could play in supporting the reform of disability services
* The development of a coherent integrated national data system for disability and mental health services
* How funding might be ring fenced to support transitions from traditional models to new models of services under Transforming Lives

### Maternity Services

In November 2016, the NDA gave a presentation on “Women with disabilities accessing maternity services in Ireland” to student midwives in UCD, highlighting key issues facing women with disabilities accessing maternity services and other health and social care services.

### Safefood

Safefood promotes food safety and healthy eating across the island of Ireland. The NDA provided input into Safefood’s Draft Disability Action Plan 2016-2020, including advice to develop an integrated all-island policy that merges the equality and disability legislation from both jurisdictions into a clear and cohesive Disability Action Plan, and to disability proof its existing and future policies and services on an annual basis.

### Department of Transport, Tourism and Sport

The NDA started the first phase of a significant project to Monitor Accessibility of Public Transport in 2016. Work to develop and refine a monitoring approach and tools was commissioned out and overseen by a steering group of stakeholders from the transport sector and the disability sector. A pilot monitoring exercise took place towards the end of 2016, including mystery shopping by a panel of people with disabilities. The NDA will review the findings of this pilot trial to assess the feasibility of proceeding with a full monitoring exercise in the transport sector in 2017.

The NDA also input into the Taxi Advisory Committee, the Department's Accessibility Advisory Committee (and training sub-committee) and the user groups of Irish Rail, Luas and Bus Éireann. The NDA made a submission to the review of the Department's strategy statement in mid-2016. This highlighted the importance of a strategic commitment to meet the needs of all transport users, including people with a range of disabilities and older people, going beyond provision of infrastructure to include staff training, access to information and more. The submission outlined the importance of building disability into governance of transport providers, provision of accessible bus stops for Bus Éireann coaches and addressing the gap arising from the withdrawal of the HSE from funding transport services of disability service providers.

### Department of Housing, Planning Community and Local Government

The NDA continued to engage with the Department on housing matters, including housing issues for people with disabilities and housing design considerations. We provided input on the Review of Part B (Fire Safety) of the Building Regulations 2016 and emphasised our concerns regarding the necessity to remain consistent with the recommended maximum number of four residents per house.

We also drafted guidelines for local authority housing officers on how to assist people with autism, their families and advocates, with making an application for housing or for a housing adaptation grant. This guidance will be published in 2017.

The NDA also worked with the Office of Emergency Planning to ensure advice for people with disabilities was included in its Winter Ready campaign for 2016-17. We have continued to engage with this Office on how to incorporate the needs for people with disabilities in its policies concerning disaster management planning.

## Assist the Minister for Justice and Equality in co-ordination of policies and services for people with disabilities

### National Disability Strategy Inclusion Plan (2017–2020)

The NDA presented advice to the Department on objectives and actions to be considered in the forthcoming **National Disability Strategy Inclusion Plan 2017–2020.** We provided guidance on the approach to public consultation and supported the consultation process by facilitating workshop sessions and managing the analysis of written submissions. Almost 230 people took part in the consultation exercise, and their input will be reflected in the final version of the Plan. The NDA also advised on an implementation and monitoring framework for the Plan and will play a key role in developing indicators for measuring progress and reporting to the Department on this progress at regular intervals.

## Research carried out on good practice to inform advice and implementation

### Annual Conference 2016

The NDA’s Annual Conference was organised around the theme of ‘Ordinary Homes, Ordinary Places’ and covered issues around planning, designing and building supportive communities for people with disabilities. It was held in the Croke Park Convention Centre on 11 October and was opened by the Minister of State for Housing and Urban Renewal, Damien English, TD.

In light of the importance of housing the Conference set out the elements needed to ensure people with disabilities can live lives of their choosing within the community. We developed a programme that encompassed discussions on themes ranging from how to foster supportive community structures to welcome and nurture people with disabilities, to innovative housing design, to smart technologies, each of which maximise the capacity of people with disabilities to live in their own homes in the community for as long as possible. International speakers included George Braddock, President, Creative Housing Solutions LLC, Oregon and Victor Calise, Commissioner for the New York Mayor's Office for People with Disabilities.

The Conference was well attended by over 150 people comprising policy makers, practitioners, people with disabilities, service providers and industry representatives. Conference presentations are on the NDA’s website at [www.nda.ie](http://www.nda.ie) and continue to inform the NDA’s work.

### Gold Medal Award for Disability Research

During 2016 the NDA established a Gold Medal Award for Disability Research. The purpose of this award is to stimulate disability research in Ireland, specifically using quantitative datasets to greater effect. A panel of judges was appointed and further to a call for papers it was decided that no award would be made in 2016 as, while a number of papers were received, they were not of sufficient quality to meet NDA standards. The programme was refined further for a 2017 call, following which we received 13 strong applications, five of which have been selected to submit full papers for the 2017 Award.

### Research Promotion Scheme 2015

The NDA continued to support capacity building in the research sector through its Research Promotion Grant Scheme. Three projects funded in the 2015 iteration of the Scheme were completed and published in 2016. The 2016 programme was on the theme of ‘Sustaining and Supporting Families where there is a Disability’, and the three diverse research teams brought a welcome focus to this critical activity, highlighting the extent to which family carers enable people with disabilities to live their lives within a community setting, although sometimes at a considerable cost to their own health and well-being. The papers were launched at a seminar event at the NDA on 12 December 2016 and the findings will continue to inform our policy advice to relevant Government Departments:

* Understanding Family Strategies that Enable Long Term and Sustainable Home Environments for Older People with an Intellectual Disability, Trinity College Dublin
* Family Carers’ Experiences of Caring for a Person with an Intellectual Disability, University College Dublin and University of Ulster
* Adult Siblings of Individuals with Intellectual Disability/Autistic Spectrum Disorder: Relationships, Roles & Support Needs, University College Cork

## Promote employment of people with disabilities and monitor employment of people with disabilities in the public service

### Comprehensive Employment Strategy for People with Disabilities

The NDA continued its role to support the implementation of the **Comprehensive Employment Strategy for People with Disabilities 2015-2024** (CES). This included delivering research projects and facilitating programme development as well as working bi-laterally and across Departments to guide on their actions. The NDA is a member of the CES Implementation Group, which comprises officials and disability stakeholders with Fergus Finlay as the independent Chair. In this capacity, we presented a number of advice papers to the Group in 2016, evaluating progress to date and identifying potential approaches to support implementation.

### Employer Support Initiative

This three-year Initiative was launched under the CES and involves funding to a consortium of employer organisations comprising IBEC, ISME and Chambers Ireland working together to support employers in the employment and retention of staff with disabilities. The purpose of the three-year Initiative is to pilot the provision of peer-to-peer advice and support on employing people with disabilities among employers, with the aim of enhancing employment opportunities. Activities under the Initiative include the establishment of a helpline, website and information sessions for employers. Employers are finding it very useful to be able to share questions and concerns with those who have had similar experiences and concerns. Common issues raised centre on retaining an employee who acquires a disability, difficulties in understanding the benefits and subsidies available from Government Departments, and how to implement reasonable accommodations in the work place. Over 3,300 employers have visited the website for information on these topics; while a further 1,400 employers have been reached through a series of networking and engagement events around the country. The NDA will continue to advise the consortium on how to advance this work into 2017.

### Good Practice in Employing People with Disabilities in the Public Sector

We commissioned research on good practice in the employment of people with disabilities in the public sector. The report will be published in 2017 and will be significant in helping us to formulate advice to public bodies and agencies on how to consider alternative methods of recruitment to the public sector, thereby increasing the employment target to 6% over the lifetime of the CES.

### Vocational Rehabilitation

The NDA commissioned research on the subject of vocational rehabilitation and how it is addressed in a number of other jurisdictions. This research was finalised in 2016 and will inform policy advice to relevant Government Departments during 2017. The research identified that in most countries an approach to vocational rehabilitation has developed in an iterative fashion in response to the local benefits and employment systems, and therefore there is no one system that could be imported directly to the Irish landscape. Nevertheless, the research highlighted the importance of early intervention to ensure that those who wish to work are reassured that employment is a viable option for them, and that effective approaches to rehabilitation require coordination and shared messaging between the health and social welfare systems to comprehensively support people with disabilities to return to or obtain work.

### Analysis of Quarterly National Household Survey Data on Employment Transitions for people with a disability

The NDA commissioned research into the employment modules of the Quarterly National Household Survey (QNHS) from 2010-15. The purpose of the research was to identify empirical evidence for the rate at which people with disabilities transition into and out of employment. The QNHS has been used, previously, to examine employment transitions for the overall labour force, but has not been used to explore how these transitions might be affected by a person’s disability status. The final report will be published in 2017, however, the research highlights the extent to which people with disabilities are more likely to transition out of the labour market than their non-disabled counterparts and equally have a lower likelihood of joining the labour market, particularly if they come from a household where other members are also in the long-term unemployed category. The NDA is considering strategies to help address these findings in light of its other work in the area of employment.

### Action 5.1 of the CES

Throughout 2016 the NDA facilitated an inter-departmental working group to progress Action 5.1 of the CES. This action entails setting out a coordinated policy approach and associated implementation plan to assist people with disabilities, including those with high support needs, to find and retain employment. The NDA provided guidance and input to the policy approach formulated by the working group, comprising the Departments of Social Protection, Health, Education & Skills and the HSE. The Group agreed an overarching policy comprising three key pillars: effective and coordinated pre-activation; an effective and coordinated programme of supported employment; a national framework for protocols and shared messaging that will be implemented consistently at local level. The elements of the approach will be developed further in 2017 and the implementation plan finalised. Consultation will also take place in 2017 to inform the final policy and plan.

### Make Work Pay for People with Disabilities

The Department of Social Protection established the Make Work Pay Group in early 2016 and the NDA was invited to be a member of this cross-departmental group. The Group’s remit was to examine the interaction between social welfare income supports (including secondary benefits), the tax system, other supports (including the provision of medical cards) and net income from employment with a view to understanding the barriers to taking up employment for people with disabilities. A key finding arising out the Group’s work was that the complexity of the benefits system could often discourage people with disabilities from taking up paid employment out of a perception that they would be financially less well off. To help address this, the Group continues to work towards developing a ready reckoner to show how someone with a disability will fare financially if they take a job. This group will publish its report and recommendations in 2017 and the NDA will progress a number of action items arising out of it in conjunction with other departments and agencies.

### Intreo Capacity Building

The Department of Social Protection, supported by the NDA, commenced work to significantly expand the capacity of its Intreo offices to support persons with disabilities who wish to avail of their services. During 2016 case officers in regional Intreo offices engaged in a programme of training developed by the Department’s staff development unit, its disability policy unit and the NDA that included attendance at seminars with experts on employment and disability sharing experience of national programmes in their jurisdictions. This work will continue throughout 2017, with the aim of ensuring that local Intreo Offices are equipped to support and guide people with disabilities who wish to obtain and retain employment.

### Report on the employment of people with disabilities in the public sector

The NDA has a statutory function to monitor the level of employment of people with disabilities within the public sector. In 2016 it analysed the position across the public sector on the basis of reports submitted by Departments and public bodies for 2015. The report was submitted to the Minister for Justice and Equality in November 2016. It showed a slight improvement on previous years as the overall level of employment increased from 3.5% to 3.6%. The report also indicates that recruitment restrictions eased in 2015 and the NDA is actively working with Departments and public bodies to guide on ways of ensuring people with disabilities can benefit from increased levels of recruitment.

### Part 5 of the Disability Act 2005 – Compliance

During 2016 we engaged with several larger public bodies that did not meet the 3% target during 2014 and 2015. After reviewing additional information provided to us, we deemed Beaumont Hospital to be non-compliant with Part 5 of the **Disability Act 2005** for 2014 and 2015. No other public body was deemed non-compliant for those years, having reviewed the target level and any actions in place to support recruitment and retention of staff with disabilities. The NDA has informed Beaumont Hospital of the specific measures it needs to take to achieve compliance with the Act.

## Advise on the implementation of the agreed programme of change in disability services to give individuals more choice and control in their daily lives

### Task Force on Personalised Budgets

The establishment of a Task Force on Personalised Budgets is a key commitment within the **Programme for Partnership Government** aimed at ensuring greater control, independence and choice for people with disabilities. The NDA provided advice on personalised budgets to the Department of Health and discussed the NDA’s work to date on this subject.

In September 2016 the Minister of State with special responsibility for Disability appointed a Task Force comprising a Strategy & Policy Group and an Advisory & Consultative Group to develop recommendations on the implementation of a national programme for personalised budgets by the end of 2017. The NDA was appointed to the Strategy & Policy Group. In addition, the Director of the NDA was appointed, separately, in an independent capacity, to chair the Advisory Group. The NDA provided advice in relation to the work plan of the Task Force and committed to undertaking a number of specific actions, including carrying out research to support deliberations of the two groups.

### Transforming Lives

The NDA is a member of the Department of Health’s Steering Group on Implementation of the Value for Money and Policy Review of Disability Services in Ireland. This implementation programme has been rebranded as Transforming Lives.

As well as being a member of the Steering Group, the NDA is delivering a significant programme of work to guide implementation of this major transformation of disability services including research and advice on tools, frameworks, models and cost considerations. In 2016, this work included:

* Research to guide the development of a Person Centred Planning Framework under the New Directions programme, which will be used across all disability services. Further work and advice on how the Framework should be developed, on foot of the research findings, will be delivered in 2017.
* A major programme of evaluation of the costs and benefits of new, community-based models of service in comparison to traditional institutionalised service provision. This includes a before-and-after evaluation of the quality of life of people with disabilities currently placed in institutions that have been targeted for accelerated decongregation. In total, the NDA is examining the models of service for 600 people, profiling the costs related to their support needs and establishing a measure of the quality of life they experience in their current setting. The findings of this evaluation project will inform the management of decongregation as it continues to progress, but will also guide on the supports and services necessary to ensure people with disabilities can live the lives they choose within community settings.
* Support and advice on the process of deinstitutionalisation through the Time to Move On implementation group. The NDA is also a member of a sub-group of this group, providing input and advice on the communications protocols necessary to enhance the experiences of people with disabilities, their families and service providers throughout the process.
* Research on the competencies and skills required of staff to support people with disabilities as they move to new models of service in dispersed community settings. This research will be used to help inform the HSE as it puts its community support structures in place.
* Continued engagement with the HSE and the Department around a national information/data framework for disability services, including the agreement of a suite of KPIs for this information infrastructure
* The development and adoption of a national outcomes framework for disability services, which has been accepted and agreed by HSE and Department of Health. This gives a framework of nine outcomes which people with disabilities should be supported to achieve. Further work and advice on a suite of indicators, or measures of success for achievement of these outcomes, will be completed in 2017
* Ongoing research around forecasting future service needs in the light of demographic developments, and work on evaluation and costing of new service model. The NDA has worked on population projections of the disability population in 2026, giving consideration to a number of factors including increased life-expectancy, increasing co-morbidity for various conditions and the overall context of population growth
* Commissioning of research on models of engagement with people with disabilities in the development of services and policies in other jurisdictions

### Resource allocation model

The NDA previously published research and advised the Minister for Health and the HSE on recommendations for a resource allocation tool. In 2016, we commissioned further research on the rollout and operation of a resource allocation system in relation to disability services. This captures learning from the rollout and operation of resource allocation systems in other jurisdictions in relation to:

* allocating resources to providers on the basis of case mix, and
* individualised or personal budgets enabling individuals to choose their own services and supports

The advice will be published on the NDA website in 2017 and will inform the NDA’s work on the Task Force on Personalised Budgets.

## Advise on standards and services for people with disabilities

### Review of the implementation of regulations and standards in **residential services for adults and children with disabilities**

The NDA was requested by a former Minister of State to conduct an independent review of the experience of regulation, standards and inspections of residential services for people with disabilities, with a particular focus on the first year of operation. Such residential services are provided for just under 9,000 people with disabilities at approximately 1,200 locations. The relevant Regulations and Standards came into force in November 2013 and the Health Information and Quality Authority (HIQA) began inspections from that date.

Our Review included quantitative and qualitative analysis of published reports, and engagement with key participants in the process, including residents, family members, staff, service provider managements, HIQA, the HSE and disability organisations. A sample of 192 reports covering the first year was selected for in-depth analysis. This was complemented by a summary statistical analysis of all HIQA published reports up to 17 August 2015. We presented a report of our findings and provided advice to the Minister of State in early 2016. We had a series of engagements outlining the findings of the report, with stakeholders, including people with disabilities, who had participated in the review. The report was formally published in May 2016 and the NDA has subsequently advised the Department of Health on potential next steps to address the findings.

### Advice on Regulation of Counsellors and Psychotherapists

The NDA provided advice to the Department of Health regarding the **Proposed Regulation of Counsellors and Psychotherapists** under the **Health and Social Care Professionals Act 2005**. The submission provided responses to the key questions posed by the Minister of Health and focused on a number of key priorities, including that counsellors and psychotherapists should be subject to State regulation and have the requisite qualifications, professional training and experience to provide services and supports to people with a range of disabilities including: psychological, emotional and mental health difficulties, intellectual disabilities and people with dual/multiple disabilities.

The NDA also advised that the registration board should produce accessible information that clearly describes the difference between counsellors and psychotherapists and the different types of services they provide, so that people can decide which type of service is the most appropriate for them. Consideration should also be given to developing a disability impact assessment process and that criteria for accessible health and social care services should be developed that can be incorporated into the Quality and Qualifications Ireland Awards standards for Counselling and Psychotherapy.

### New Directions

NDA is a member of the New Directions National Implementation Steering Group. Key work that we have been directly involved in since 2015 includes:

* Guiding the development of profiling tool for school leavers before they enter adult day services to identify their level of support needs. The NDA also provides support in the analysis of the data obtained in this profiling exercise.
* The development of a Person-Centred Framework
* The development of an easy read version of the **Interim Standards for New Directions: Services and Supports for Adults with Disabilities**.
* The development of a Quality Toolkit for the 2017 implementation of Interim Standards.

### Interim Standards for New Directions

We worked with the HSE to guide the development of **Interim Standards for New Directions: Services and Supports for Adults with Disabilities**. The work commenced in 2015 and included a number of consultation phases. The draft standards were agreed by the HSE and published on their website in April 2016.

### Health Information and Quality Authority

The NDA made a submission in response to a consultation on the Health Information and Quality Authority’s **Draft National Standards for Safer, Better Maternity Services**. The submission was informed by a number of substantial pieces of research in relation to pregnancy services for people with a disability, previously carried out by the NDA.

# Strategic Priority 2: Excellence in Universal Design

**“To promote excellence in Universal Design through standards, practice, education and awareness, in order to facilitate participation in Irish society by people regardless of age, size, ability or disability.”**

**Work with national and international bodies to promote Universal Design in standards and guidelines**

**Universal Design and Body Size**

In 2016 the CEUD continued to engage with the Irish Ergonomics Society to promote the NDA's Universal Design for Body Size research and guidance. This engagement has influenced a new International Standard[[1]](#footnote-1). As a result of the very positive feedback from the Society - and the need for practical and easy to use guidance - the CEUD began work on a publication for use in third-level institutions as well as for practicing designers. It will be distributed to design colleges, lecturers and Irish Ergonomics Society members before the end of 2017.

**New EU standard on manufacturing processes and services**

A CEUD staff member chairs the EU working group on developing a new European standard on manufacturing processes and services from a Universal Design approach. This is important work, as it will be one of the three pillars that will form part of the new EU Accessibility Act. The CEUD have already contributed to the EU standard on ICT and are also contributing to the final pillar on the new EU work in the area of the built environment.

### European Standard: Safety Rules for the construction and installation of lifts

A CEUD staff member chaired a workshop of industry experts and disability organisation stakeholders at the National Standards Authority of Ireland to prepare and agree comments on the revised draft EU standard for lifts. The agreed set of comments from Ireland was submitted to the EU standards review process.

### World Summit of the Information Society

The CEUD was invited to chair a panel and present at the World Summit of the Information Society annual global conference on the internet run by the United Nations’ International Telecommunications Union, in Geneva. The main topic under discussion was a global standard for ICT accessibility. This has significant impact on the work the CEUD are currently engaged in with the Department of Justice and Equality, around the European Accessibility Act and the Web Accessibility Directive.

**Input into the European Accessibility Act and the Web Accessibility Directive**

The CEUD provided advice to the advisory groups on the European Accessibility Act and the Web Accessibility Directive to guide on national implementation. Key topics under discussion are the scope of the directives and the impact on public bodies, public transport providers and the financial sector. The CEUD also provided advice to the Department of Communications, Climate Action and Environment which is the lead Government Department in these EU negotiations.

**Promote the development of courses and take-up of curriculum incorporating Universal Design in relevant initial professional training, education and in continuing professional development (CPD).**

**Universal Design module for Second- Level Education in Ireland**

The CEUD continued its work on the development of a Universal Design Short Course curriculum module for use in second-level schools. This included promoting Universal Design to students and teachers through a practical interactive exhibition stand at the national Tech Week Ireland Showcase during April 2016 organised by the Irish Computer Society (ICS). The stand hosted information and activities for students about the different ways people see, hear, think and move, and how we use everyday things. Teachers were asked to review the new Short Course being developed under this project called "Creating Design for our Tomorrows" that will introduce students to human diversity and user-centred design. Feedback from both the students and teachers was very positive and the ICS have asked the CEUD to run a similar exhibition for Tech Week 2017.

The CEUD held an Awareness Workshop on the module with deputy principals from the Education and Training Board Schools (ETB) in October 2016. The content and interactive nature of the materials developed were highly praised with the result that the module is to be piloted in ETB schools in 2017.

**Universal Design in Continued Professional Development for architects and architectural technologists**

The CEUD has been working in partnership with the Royal Institute of the Architects of Ireland (RIAI) on research to inform Universal Design in Continued Professional Development (CPD) for architects and architectural technologists. The CEUD commissioned research to be undertaken by an Irish university working in partnership with a US based university. This research will be completed in the first half of 2017.

**Universal Design in CPD for the ICT sector**

The CEUD established a partnership agreement with the ICS in 2016 for the development of CPD training in Universal Design for ICT professionals in Ireland. The proposed project will have a research phase, a training curriculum development phase and an implementation phase. This project will commence in early 2017.

**University College Dublin**

The CEUD engaged with the school of Engineering in University College Dublin (UCD) on its Rehabilitation Engineering Programme and how Universal Design could be embedded into the course modules. The CEUD delivered a lecture for first year masters students on how Universal Design can inform medical device and assistive technology design in engineering. The CEUD also provided assistance to UCD to embed the Universal Design Challenge/Hackathon model into the module as part of the project work and assessment.

The CEUD also presented to UCD final year architecture students along with UCD Disability Studies students on Universal Design and the built environment.

**Trinity College School of Medicine at St. James’s Hospital**

The CEUD has been engaging with Trinity College School of Medicine at St. James’s Hospital on curricula programmes in recent years and delivering presentations to occupational therapy students on Universal Design. This is the third year the CEUD was asked by the Trinity School of Medicine to promote Universal Design to their first year students.

**Everyday Products**

A closed meeting was held at the NDA for invited senior experts in Human Factors and Product Design to discuss optimal formats for outputs from a proposed project on: Difficulties with Everyday Products. The meeting helped to clarify how best to target future Universal Design project outcomes to effect the most impact. One point of consensus was to explore the potential to align with existing software based Human Factor (Ergonomics) design tools such as JACK. A basic design testing software tool can enable a diverse range of human factors to be simulated through digital human modelling of how some impairments effect interactions with environments. The follow on will be a pilot project with a researcher in Trinity College using the software to develop a number of interactive examples that CEUD can use to demonstrate its size guidance for design educators.

**Promote awareness and understanding of Universal Design in the built environment, products, services, and information and communication technologies**

**Universal Design Grand Challenge 2016**

This Challenge is for third-level students. The 2016 Challenge featured three separate award categories for Technology, Built Environment and Products and Services which served to attract more entries and improve the quality of entries, particularly for the technology and built environment categories. Entries for 2016 were up by 20% on the previous year (65 in 2016, versus 40 in 2015).

The theme of this year’s awards was “Solutions so smart they work for everyone”. The People’s Choice award, which was voted on by audience members, went to Robbie Fryers, Talita Holzer Saad from Trinity College Dublin for their design “WayFinder” which is a navigational aid that makes safe, independent travel a possibility for all its users - including pre-teens, the elderly and those with an intellectual disability.

The Judges Choice Award for Built Environment went to Megan Lee from Dublin Institute of Technology for her design “Universal Student Accommodation”. The design is for student accommodation at the new DIT college campus in Grangegorman, Dublin and is based on the seven principles of Universal Design.

The Judges Choice Award for Products and Services went to Greg Butler from Dublin Institute of Technology for his design “Orb Organiser Alarm” which has the standard functions of an alarm clock with the added benefit of remote and time controlled plugs to trigger electrical devices when an alarm goes off. The product is aimed at people with limited mobility and poor organisational skills.

The Judges Choice Award for Technology went to Damien Dennehy from Cork IT for his Automatic Flood Defence Barrier that automatically detects and prevents flooding through standard domestic and commercial doorways. Damien also took the Enterprise Ireland “Universal Design Commercialisation Award”.

**Smart Ageing**

The **Programme of Actions for Smart Ageing** was published by the Department of the Taoiseach in May 2016 with actions due for delivery over the period 2016–2018 which includes a number for delivery by the CEUD in collaboration with other stakeholders.

They include a partnership project between the CEUD and Department of Housing, Planning, Community and Local Government to develop the Homes for Smart Aging Universal Design Challenge for innovative ideas/concepts in the design for all homes both new and existing, including a focus on smart technologies and how homes can be better integrated into their communities. The CEUD developed and guided on the approach to the Challenge with the Department in 2016, for launch in 2017. The CEUD is also a member of the steering group that will oversee the rollout of this project in 2017, which also includes stakeholders from local authorities, the construction sector, the RIAI and Enterprise Ireland. The winners will be announced in June 2017.

The CEUD is also engaging with the Department of Housing, Planning, Community and Local Government in looking at ways of creating a virtual centre of excellence for best practice resources and examples in adapting housing for older persons with a focus on Universal Design.

As an introduction to demonstrate best practice of an existing Virtual Information Hub for Housing Modifications, the CEUD organised an information session with Professor Catherine Bridge from Australia who presented on the Home Modification Information Clearinghouse approach at a meeting with the Department.

**Improving citizen outcomes and public sector efficiencies through Universal Design for the web**

In its continued work to promote Universal Design of ICT the CEUD ran a half day seminar in partnership with the Irish Internet Association in April 2016 targeted at public and private sector ICT personnel. The event focused on how the public sector and the web community can provide a better, more inclusive web experience for Irish citizens in using online services. The CEUD continued to engage with the Department of Public Expenditure and Reform to establish a common approach to developing, designing and maintaining public sector websites that follow a common set of guidelines.

**Universal Water Meter in home display project**

The CEUD continued to engage with Irish Water on trials of metering technologies with CEUD input to ensure that consumer information is available to all users. There will be five trials of various technologies with input from the CEUD on their accessibility and usability.

**Submission on Urban Design Project**

The CEUD continued to engage with local authorities on Universal Design of urban spaces, roads and streets. In 2016, this included a submission to Dublin City Council on the College Green Civic Plaza and Traffic Management Plan. The submission advises that the final design of the College Green Civic Plaza and the interfaces with the surrounding streets need to be easily and safely used by all people regardless of age, size, ability or disability linked to the CEUD’s research and practical guidelines on shared spaces.

**Dementia Friendly Hospitals**

The CEUD became a member of the steering group on the dementia friendly hospitals research project in 2016. Tallaght Hospital and TrinityHaus in Trinity College Dublin are undertaking this research project. It is looking at how the physical hospital environment can provide a better experience for people with dementia. In particular, it looks at how hospitals can be designed to enable family members and carers to provide the continued and consistent support of familiar and trusted figures for the person with dementia throughout their visit to the hospital. The final element will be the production of guidelines that will be based on Universal Design principles as defined in the CEUD’s **Universal Design Guidelines: Dementia Friendly Dwellings for People with Dementia, their Families and Carers**.

**RIAI Annual Awards 2016: Universal Design Category**

The NDA continued to sponsor a Universal Design category in the RIAI annual awards. There were 17 entries for this category of the award in 2017; the third highest of any category. The winner was the Linn Dara, Child & Adolescent In-Patient Unit, Cherry Orchard Hospital, Dublin. Linn Dara provides in-patient mental health services and facilities for children and adolescents, up to 17 years of age, in Dublin and Mid-Leinster. This is the fourth year of the RIAI Universal Design award that is important in the promotion of Universal Design. A key aspect of the Universal Design award is that the jury is made up of the RIAI Universal Design task force that also includes a member of the CEUD team.

**Irish Internet Awards 2016: Universal Design Category**

The NDA continued to sponsor a Universal Design category in the Irish Internet Awards to enhance understanding of Universal Design. The Universal Design award was presented to Spunout.ie – a youth information website created by young people for young people.

**Institute of Designers Ireland Awards 2016: Universal Design Category**

An important partnership has been developed with the Institute of Designers Ireland (IDI) over the last number of years. IDI represent the design profession in Ireland with approximately 4,000 members. A member of the CEUD team is also on the IDI council, which ensures Universal Design is part of IDI’s agenda. The winner under the Universal Design Category designed the historic public exhibition space at the GPO. The winner under the Universal Design Category under Graduate Awards designed a portable recording device that provides commentary about a public space.

**Further develop the network of champions and extend the knowledge base of good practice in Universal Design**

**National Steering Group on developing a National Design Strategy for Ireland**

This is an initiative under the remit of the Department of Jobs, Enterprise and Innovation and lead out by the Design and Craft Council of Ireland. The CEUD is a member of the steering group and chaired a sub-group on Society, Culture and Collaboration. The Steering Group’s final submission was made to Government in late 2016 and a launch is due in early 2017. It highlights Universal Design as a key requirement in national procurement of products and services as well as a key differentiator for Ireland internationally in selling it as a “Design Island”

**Tidy Towns 2016**

The NDA has been seeking to achieve a focus on Universal Design in the Tidy Towns competition as a reach into local communities for a number of years. For the first time the main application form for the Tidy Towns competition 2016 contained judging criteria that incorporates Universal Design, under two prominent categories: Built Environment and Streetscape; Landscaping and Open Spaces. This followed successful negotiations with the Tidy Towns Unit in the former Department of the Environment, Community and Local Government and a presentation to the Tidy Towns adjudicators.

**Universal Design – international co-operation**

The CEUD continued to engage with Universal Design bodies in Norway and was invited to lecture at the Universal Design Summer School of Oslo and Akershus University College. This provided an opportunity to meet with officials from Standards Norway to discuss future cooperation on standards development, and with an official from the Department of Children and Equality, which oversees Norway’s government strategy and action plan on Universal Design. Discussions covered national priorities for both countries in embedding Universal Design and possibilities for future knowledge sharing and transfer.

**Zero Project Innovative Policy Awards**

The Zero Project is an international initiative that focuses on the rights of persons with disabilities. The mission of the Zero Project is to work for a world without barriers, according to the principles and Articles of the **UN Convention on the Rights of Persons with Disabilities.** The CEUD received an Innovative Policy award at the United Nations, Vienna in February of 2016. The award recognised the collaborative work to establish an Irish National Standard for Universal Design for Tourism Services Providers.

**International Conference – Universal Design**

The CEUD commenced planning for an international conference on Universal Design in Dublin in 2018, which will be delivered in partnership with educational institutions.

**Hack Access Dublin**

The CEUD continued to promote a Universal Design focus in mainstream design challenges and award programmes. This included participating on the judging panel of the Hack Access Dublin event in November 2016. This event brought professionals together over a short period of time to ‘hack’ solutions for serious problems, including: Abuse of disabled parking spaces; the 24-hour notice requirement for wheelchair users travelling by DART and the lack of accessible bus stops for Bus Éireann services.

Strategic priority 3: **An effective and efficient organisation**

**“To lead, and promote an effective and efficient organisation to enable the National Disability Authority to deliver on its strategic objectives”**

**“To effectively lead and foster a culture of flexibility, responsibility, innovation and a high performing organisation in the achievement of its objectives.”**

## Staff Resources

There were a number of recruitment initiatives during 2016 as a result of retirement and secondments. Two temporary staff members were also recruited to assist with the progression of a specific project(s).

The details of staff recruited is as follows:

* Head of Policy, Research and Public Affairs (PO)
* Half time Senior Researcher (AP)
* Temporary Senior Research Officer (AP) for 3 years to work on specific projects.
* Two temporary Code of Practice Project Officers (AOs) to support work in the development of draft codes of practice in relation to the **Assisted Decision Making (Capacity) Act 2015**.
* Temporary Senior Advisor on Universal Design and ICT (vacancy arising from secondment)
* Temporary Senior Standards Advisor (vacancy arising from secondment)
* Temporary half-time Research Officer (vacancy arising from secondment)

In addition, there were temporary placements for the Corporate Services Manager and Administrative Officer Grade IV.

Partnership Committee met on 3 occasions providing a forum to guide on an improved work environment.

## 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 access to coaching supports including for example training in relation to:

* Health accounts seminar
* Programme evaluation in practice
* E Journal training
* Excel 2007, level 1
* Web summit 2016
* Disability Equality training
* Procurement training
* Review of employment law seminar
* Career and retirement planning course
* Public service pensions seminar
* Effective interviewing techniques
* A range of fire warden training
* PMDS and managing performance

Staff also attended conferences on relevant work themes including

employment, personalised budgets, transport and Universal Design.

## Shared Services

The NDA continued to avail of financial shared services and an ICT support service from the Department of Justice and Equality. The Department also provides an internal audit service to the NDA. 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.

## Finance and governance

In line with the National Disability Authority Act 1999, the NDA prepared and submitted financial accounts for 2015 to the Comptroller and Auditor General, adopting the new FRS 102 Standard for the first time. The NDA submitted the approved financial accounts and Annual Report for 2015 to the Minister on 1 July 2016.

The Authority met seven times in 2016. The Audit Committee met four times in 2016, and submitted an annual report at the Authority’s last meeting of 2016. The Finance Committee met five times in 2016, and monitored and reported on the NDA’s expenditure.

An independent review of internal financial controls in the NDA was undertaken in March 2016. An internal audit was also undertaken of the NDA project management system. Both audit reports were considered by the Audit Committee and Authority as appropriate.

The NDA Risk Management Committee reviewed the Risk Register and submitted a revised register for 2016/17 for consideration by the Authority.

The NDA confirms that it intends to fully implement the **Code of Practice for the Governance of State Bodies 2016** for the upcoming financial year, 2017.

## Health and Safety

## The NDA had its health and safety policies reviewed by the Health and Safety Authority and commissioned technical support to revise its safety statement. A suite of training was delivered to NDA fire wardens that included demonstrations on fire escape routes and general safety representative training. The NDA’s Health and Safety Committee met five times in 2016 which continued to support the progression the health and safety agenda.

## Library and Information Resource

The NDA Library service operated until February 2016. An alternative service arrangement is being considered, while access to contracted eJournal service continued for staff and new materials were acquired as appropriate to the work of the NDA.

## Accommodation

The NDA ensures the effective maintenance and use of its accommodation. During 2016 this included replacement of the existing heating system, including boilers for a more effective and efficient system.

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 Justice and Equality. Income was transferred to the Department as appropriate in 2016.

## Energy

### Overview of energy usage in 2016

The NDA Energy Team 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 main energy users are:

* Electrical Energy: Lighting, ICT & Offices, Air Conditioning and General Services
* 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 2016, 94% of electrical energy use in the buildings was attributable to the National Disability Authority. In relation to thermal energy, 82% 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 2016, the National Disability Authority consumed 399 MWh of energy, consisting of:

* 97.1 MWh of electricity;
* 301.9 MWh of fossil fuels;
* 0 MWh of renewable fuels.

The NDA can report a:

* 13% cost savings since baseline;
* 29% lower consumption since baseline.

### Actions undertaken in 2016

In 2016, the NDA undertook planning and implementation of a range of initiatives to improve our energy performance, including:

* Continuation of lighting maintenance programme to replace lamps with low energy types
* Thermal heating boilers, piping, radiators and controls replacement - note that while work caused a period of temporary increased energy consumption from Nov 2016, it is expected it will result in increased annual savings for future years.

Altogether, these and other energy-saving measures saved the NDA 30 MWh annually.

### Actions planned for 2017

In 2017, the NDA intends to improve further our energy performance by undertaking the following initiatives:

* Further tuning of thermal heating controls across annual cycle
* Conducting an electricity consumption engineering audit and development of a staged upgrade plan
* Implementing upgrades to electrical systems and controls

## Access Officer

The NDA’s Access Officer, appointed under 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 2016. The Officer’s contact details are on the home page of the NDA’s website.

## Protected Disclosures

In line with the reporting requirements, the NDA confirms that no protected disclosure reports were received in 2016.

# Financial statements 2016

# Financial Statements for Year ended 31 December 2016

## National Disability Authority (NDA) Authority Members’ Report

For the year ended 31 December 2016

### Authority Members’ Responsibilities

### Financial Statements

Section 17 of the National Disability Act 1999 requires the National Disability Authority (NDA or the Authority) to keep, in such form as may be approved by the Minister for Justice and Equality, all proper and usual accounts of money received and expended by it.

In preparing these financial statements, NDA 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.
* State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in financial statements.

The Board is responsible for keeping adequate accounting records, which disclose, with reasonable accuracy at any time, its financial position that enables it to ensure that the financial statements comply with Section 17 of the National Disability Act 1999. The Board is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board of National Disability Authority (NDA)



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Helen Guinan, Siobhan Barron,

Chairperson Director

Date: 22 June 2017 Date: 26 June 2017

## National Disability Authority

## Statement on Internal Financial Control for the year ended 31 December 2016

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

The National Disability Authority avails of shared financial services including:

* Financial Shared Services (FSS) under the Department of Justice and Equality, for processing all creditor payments as approved by the NDA.
* Payroll Shared Services (PSSC) under the Department of Public Expenditure and Reform, for processing payroll payments, pension payments and Travel and Subsistence, as approved by the NDA.

Payments are charged to the NDA’s budget and reconciled as appropriate.

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

The Board has taken steps to ensure an appropriate control environment is in place by:

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

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

* Identifying the nature, extent and financial implications of risks facing the National Disability Authority.
* Assessing the likelihood of identified risks occurring. The NDA has a risk register in place, which includes strategic, operational, information technology, financial and reputational /compliance risks. In addition, risk analysis is completed at project planning and scoping stage.
* Assessing the NDA’s ability to manage and mitigate the risks that do occur.
* Working closely with Government and various agencies and institutions to ensure that there is a clear understanding of the NDA’s goals and support for the Authority’s strategies to achieve those goals.
* Carrying out regular reviews of the strategic plan and evaluating the risks to the ability to bring the plan to fruition.
* Setting annual targets for each area of our business followed by the regular reporting on the results achieved.
* Establishing and enforcing standard procedures and provision under which financial assistance may be made available to projects, including provisions requiring repayment if the project does not fulfil commitments made by the contractor.

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

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

The Authority has outsourced an Internal Audit Service, which operates in accordance with the Framework Code of Best Practice, set out in the Code of Practice on the Governance of State Bodies 2009. During 2016, the Internal Audit Service was carried out by the Department of Justice and Equality. The Internal Audit Service's role includes reporting to the NDA’s Audit Committee as appropriate. In February 2017, Internal Audit undertook a Review of Internal Financial Controls, which the Audit Committee and Authority has considered. In addition, an audit was completed in the area of project management.

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

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

* the work of the Internal Audit Service and the contribution of the Audit Committee established by the Authority which oversees the work of the Internal Auditor and of the corporate governance environment, including the annual review of the internal financial controls and reviews to establish progress in the implementation of recommendations from previous audits.
* the executive managers with the National Disability Authority who have responsibility for the development and the maintenance of the financial control framework.
* the Finance committee established by the Authority to report at least quarterly on financial expenditure and related issues, and
* the issues raised by the Comptroller and Auditor General.

I can confirm that the Authority has carried out a review of the effectiveness of the systems of internal financial controls and has considered the findings of that review, as has the NDA’s Audit Committee.

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



Helen Guinan

Chairperson

2017

## Comptroller and Auditor General Report for presentation to the Houses of the Oireachtas

## National Disability Authority

I have audited the financial statements of the National Disability Authority for the year ended 31 December 2016 under 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. The financial statements have been prepared in the form prescribed under Section 17 of the Act, and in accordance with generally accepted accounting practice.

**Responsibilities of the Members of the Authority**

The Authority is responsible for the preparation of the financial statements, for ensuring that they give a true and fair view and for ensuring the regularity of transactions.

**Responsibilities of the Comptroller and Auditor General**

My responsibility is to audit the financial statements and report on them in accordance with applicable law. My audit is conducted by reference to the special considerations, which attach to State bodies in relation to their management and operation. My audit is carried out in accordance with the International Standards on Auditing (UK and Ireland) and in compliance with the Auditing Practices Board’s Ethical Standards for Auditors.

**Scope of audit of the financial statements**

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

* whether the accounting policies are appropriate to the Authority’s circumstances, and have been consistently applied and adequately disclosed
* the reasonableness of significant accounting estimates made in the preparation of the financial statements, and
* the overall presentation of the financial statements.

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

In addition, I read the Authority’s annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies, I consider the implications for my report.

**Opinion on the financial statements**

In my opinion, the financial statements:

* give a true and fair view of the assets, liabilities and financial position of the Authority as at 31 December 2016 and of its income and expenditure for 2016; and
* have been properly prepared in accordance with generally accepted accounting practice.

In my opinion, the accounting records of the Authority were sufficient to permit the financial statements to be readily and properly audited. The financial statements are in agreement with the accounting records.

**Matters on which I report by exception**

I report by exception if I have not received all the information and explanations I required for my audit, or if I find

* any material instance where money has not been applied for the purposes intended or where the transactions did not conform to the authorities governing them, or
* the information given in the Authority's annual report is not consistent with the related financial statements or with the knowledge acquired by me in the course of performing the audit, or
* the statement on internal financial Control does not reflect the Authority's compliance with the Code of Practice for the Governance of State Bodies, or
* there are other material matters relating to the manner in which public business has been conducted.

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

Patricia Sheehan’s signature  
Patricia Sheehan  
For and on behalf of the   
Comptroller and Auditor General

28 June 2017

# National Disability Authority

## STATEMENT OF INCOME AND EXPENDITURE AND RETAINED REVENUE RESERVES

### For the year ended 31 December 2016

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Note** | **2016**  **€** | **2015**  **€** |
| **Income** |  |  |  |
| Oireachtas Grants | 2 | 3,633,180 | 3,798,647 |
| Net Deferred Pension Funding | 3 | 413,700 | 716,250 |
| Other Income | 4 | 128,549 | 31,953 |
| Transfer from/(to) the Capital Account | 7 | (363,806) | 78,468 |
| **Total Income** |  | **3,811,623** | **4,625,318** |
|  |  |  |  |
| **Expenditure** |  |  |  |
| Projects and Commissioned Works Payable | 5 | 446,043 | 534,637 |
| Administration and Operations Costs | 6 | 2,510,437 | 2,626,893 |
| Retirement benefit costs | 3 | 947,400 | 1,229,000 |
| Reduction in the value of fixed assets | 8 | 70,605 | 78,468 |
| **Total Expenditure** |  | **3,974,485** | **4,468,998** |
|  |  |  |  |
| **(Deficit)/Surplus for the Year** | **9** | **(162,862)** | **156,320** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
| Balance Brought Forward at 1 January |  | 425,166 | 268,846 |
|  |  |  |  |
| **Balance Carried Forward at 31 December** |  | **262,304** | **425,166** |

The Statement of Cash Flows and notes 1 to 14 form part of these financial statements.

On behalf of the Board of National Disability Authority:

 

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Helen Guinan, Siobhan Barron,

Chairperson Director

Date: 22 June 2017 Date: 26 June 2017

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Frank Cunneen,

Authority Member

Date: 22 June 2017

# National Disability Authority

## STATEMENT OF COMPREHENSIVE INCOME

### For the year ended 31 December 2016

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Note** | **2016**  **€** | **2015**  **€** |
|  |  |  |  |
| **(Deficit)/Surplus after appropriations** |  | **(162,862)** | **156,320** |
|  |  |  |  |
| Actuarial (gains)\loss on retirement benefit obligations | 3 | 3,766,000 | 6,055,550 |
|  |  |  |  |
| Adjustment to deferred pension funding |  | (3,766,000) | (6,055,550) |
|  |  |  |  |
| **Total Comprehensive (Loss)/Income for the year** |  | **(162,862)** | **156,320** |

The Statement of Cash Flows and notes 1 to 14 form part of these financial statements.

On behalf of the Board of National Disability Authority:

 

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Helen Guinan, Siobhan Barron,

Chairperson Director

Date: 22 June 2017 Date: 26 June 2017

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Frank Cunneen,

Authority Member

Date: 22 June 2017

# National Disability Authority

## STATEMENT OF FINANCIAL POSITION

### For the year ended 31 December 2016

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Note** | **2016**  **€** | **2015**  **€** |
| **Fixed Assets** |  |  |  |
| Property, plant & equipment | 8 | 3,093,047 | 2,729,241 |
| **Total Fixed Assets** |  | **3,093,047** | **2,729,241** |
|  |  |  |  |
| **Current Assets** |  |  |  |
| Receivables | 10 | 368,877 | 474,060 |
| Cash and cash equivalents |  | 56,634 | 11,675 |
|  |  | **425,511** | **485,735** |
| **Current Liabilities *(amounts falling due within one year)*** |  |  |  |
| Payables | 11 | (153,207) | (50,569) |
| **Net Current Assets** |  | **272,304** | **435,166** |
| **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 | (27,551,500) | (23,371,800) |
| Retirement benefit obligations | 3 | 27,551,500 | 23,371,800 |
|  |  |  |  |
| **Total Net Assets** |  | **3,355,351** | **3,154,407** |
|  |  |  |  |
| **Representing** |  |  |  |
| Capital account | 7 | 3,093,047 | 2,729,241 |
| Retained revenue reserves |  | 262,304 | 425,166 |
|  |  |  |  |
|  |  | **3,355,351** | **3,154,407** |

The Statement of Cash Flows and notes 1 to 14 form part of these financial statements.

On behalf of the Board of National Disability Authority:

 

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Helen Guinan, Siobhan Barron,

Chairperson Director

Date: 22 June 2017 Date: 26 June 2017

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Frank Cunneen,

Authority Member

Date: 22 June 2017

# National Disability Authority

## STATEMENT OF CASH FLOWS

### For the year ended 31 December 2016

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| **Net Cash Flows from Operating Activities** |  |  |  |
| Excess Income over Expenditure |  | 200,944 | 77,852 |
| Depreciation of Fixed Assets |  | 70,605 | 78,468 |
| Decrease/(Increase) in Receivables |  | 105,183 | (168,661) |
| Increase/(Decrease) in Payables |  | 102,638 | 22,032 |
| **Net Cash Inflow from Operating Activities** |  | **479,370** | **9,691** |
|  |  |  |  |
| **Cash Flows from Investing Activities** |  |  |  |
| Payments to acquire Property, Plant & Equipment |  | (434,411) | - |
| **Net Cash Flows from Investing Activities** |  | **(434,411)** | **-** |
|  |  |  |  |
| **Cash Flows from Financing Activities** |  |  |  |
| Bank Interest received |  | - | - |
| **Net Cash Flows from Financing Activities** |  | **-** | **-** |
|  |  |  |  |
|  |  |  |  |
| **Net Increase/(Decrease) in Cash and Cash Equivalents** |  | **44,959** | **9,691** |
|  |  |  |  |
| Cash and cash equivalents at 1 January |  | 11,675 | 1,984 |
| **Cash and cash equivalents at 31 December** |  | **56,634** | **11,675** |

# Notes to the Financial Statements

## For the year ended 31 December 2016

### Accounting Policies

The basis of accounting and significant accounting policies adopted by National Disability Authority (NDA/Authority) 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 (€).

1. **General Information**

National Disability Authority was set up under section 6 of the National Disability Act 1999, with a head office at 25 Clyde Road, Dublin 4 on 12 June 2000 on the dissolution of the former organisation, the National Rehabilitation Board.

The principal function of the National Disability Authority (NDA) is to advise the Minister for Justice and Equality regarding issues of policy and practice relevant to the lives of persons with disabilities.

National Disability Authority’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 and to assist in the development of statistical information appropriate for the planning, delivery and monitoring of programmes and services for people with disabilities.

To advise the Minister on appropriate standards for programmes and services provided or to be provided to persons with disabilities and to act as an advisory body with regard to the development of general and specific standards in relation to such programmes and services.

To monitor the implementation of standards and codes of practice in programmes and services provided to persons with disabilities and to report to the Minister thereon.

To liaise with other bodies, both corporate and unincorporated, involved in the provision of services to persons with disabilities and to facilitate and support the development and implementation of appropriate standards for programmes and services for persons with disabilities.

To prepare codes of practice for the purpose of achieving the aim of good standards and quality in the provision of programmes and services provided or to be provided to persons with disabilities.

To recognise the achievement of good standards and quality in the provision of programmes and services to persons with disabilities, including through the provision of a disability equality awards system.

To prepare strategic plans.

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

To prepare codes of practice relating to the accessibility of public buildings, services, information and heritage sites and to the employment of people with disabilities in the public sector at the request of the Minister (Part 3) to monitor compliance with statutory targets for recruitment and employment of people with disabilities in the public sector, recommend actions to be taken where these targets are not being met, and prepare codes of practice where requested (Part 5).

To establish 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

In the widest possible range of situations without the need for adaptation, modification, assistive devices or specialised solution (Part 6).

1. **Statement of Compliance**

The financial statements of the National Disability Authority for the year ended 31 December 2016 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland.

1. **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 Justice and Equality. The following accounting policies have been applied consistently in dealing with items, which are considered material in relation to National Disability Authority’s financial statements.

1. **Revenue**

Oireachtas Grants

The NDA receives a grant annually from the Department of Justice and Equality as provided in the National Disability Authority Act 1999. Revenue is generally recognised on an accruals basis; one exception to this is in the case of Oireachtas Grants, which are recognised on a cash receipts basis.

1. **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, other than premises, at rates estimated to write off the cost less the estimated residual value of each asset on a straight-line basis over their estimated useful lives, as follows:

1. Freehold Premises 2.5%per annum (Reducing balance)
2. Fixtures and Fittings, Equipment 10% per annum (Straight line)
3. 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.

1. **Capital Account**

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

1. **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.

1. **Employee Benefits**

Short-term Benefits

Short-term benefits such as holiday pay are recognised as an expense in the year, and 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. Superannuation entitlements arising under the scheme are paid out of current income and are charged to the Income and Expenditure Account, net of employee superannuation contributions in the year they become payable. Up until the end of 2016, no 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.

Pension costs reflect pension benefits earned by employees and former NRB employees where appropriate, and are shown net of staff pension contributions, which are remitted to the Department of Justice and Equality. 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 payment lump sums.

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 the Department of Justice and Equality.

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.

1. **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 balance sheet 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:

1. the discount rate, changes in the rate of return on high-quality corporate bonds
2. future compensation levels, future labour market conditions
3. health care cost trend rates, the rate of medical cost inflation in the relevant regions
4. **Oireachtas Grants**

The Oireachtas Grants voted to the National Disability Authority from Department of Justice and Equality as shown in the financial statements consists of:

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Note** | **2016**  **€** | **2015**  **€** |
| Grants for current expenditure | Vote 24 Subhead D10 | 3,633,180 | 3,798,647 |
|  |  | **3,633,180** | **3,798,647** |

1. **Retirement Benefit Costs**
2. ***Analysis of total retirement benefit costs charged to the*** *Statement of Income and Expenditure and Retained Revenue Reserves*

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| Current service costs |  | 476,100 | 420,000 |
| Interest on retirement benefit scheme liabilities |  | 572,600 | 913,000 |
| Employee Contributions |  | (101,300) | (104,000) |
|  |  | **947,400** | **1,229,000** |

1. ***Movement in net retirement benefit obligations during the financial year***

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| Net retirement benefit obligation at 1 January |  | 23,371,800 | 16,600,000 |
| Current service costs |  | 476,100 | 420,000 |
| Interest costs |  | 572,600 | 913,000 |
| Actuarial gain/(loss) |  | 3,766,000 | 6,055,550 |
| Pensions paid in the year |  | (635,000) | (616,750) |
| **Net retirement benefit obligation at 31 December** |  | **27,551,500** | **23,371,800** |

1. ***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 scheme, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. The NDA has no evidence that this funding policy will not continue to meet such sums in accordance with current practice.

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

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| Funding recoverable in respect of current year retirement benefit costs |  | 1,048,700 | 1,333,000 |
| State grant applied to pay retirement benefits |  | (635,000) | (616,750) |
|  |  | **413,700** | **716,250** |

The deferred funding asset for retirement benefits at 31 December 2016 amounts to €27.6m (2015: €23.3m).

1. ***General description of the scheme***

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 increase in line with general public sector salary inflation.

The valuation used for FRS 102 disclosures has been based on a full actuarial valuation performed on 23 February 2017 by a qualified independent actuary, taking account of the requirements of the FRS in order to assess the scheme liabilities at 31 December 2016.

The principal actuarial assumptions were as follows:

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016** | **2015** |
| Rate of increase in salaries |  | 3.70% | 3.50% |
| Rate of increase in retirement benefits in payment |  | 2.70% | 2.50% |
| Discount rate |  | 1.60% | 2.45% |
| Inflation rate |  | 1.70% | 1.50% |

The reduction in the discount rate compared to 2015 was guided by assumptions regarding volatility of bond markets.

Mortality

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

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

Improvements in annuity rates of 0.30% p.a. (Males) to 0.25% p.a. (Females) for each year between 2016 and the year of retirement.

The table below shows the assumed life expectancy for members attaining normal retirement age in 2016 and future years.

|  |  |  |
| --- | --- | --- |
| **Year of attaining age 65 2016** |  | **2015** |
| Male aged 60 at balance sheet date 25.4 |  | 25.3 |
| Female aged 60 at balance sheet date 28.2 |  | 28.1 |
| Male aged 65 at balance sheet date 21.2 |  | 21.1 |
| Female aged 65 at balance sheet date 23.7 |  | 23.6 |
| Male aged 65 in 10 years’ time 22.6 |  | 22.3 |

1. **Other Revenue**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| Social Welfare |  | 10,354 | 2,631 |
| Rental Income |  | 56,704 | 29,322 |
| HSE Funding |  | 61,491 | - |
|  |  | **128,549** | **31,953** |

Rental income figure of €56,704 relates to rent of €38,000 from FR Kelly European and Trademark Attorneys in relation to property rented to them at 25 Clyde Road, Dublin 4. The remaining €18,704 relates to the associated service charge incurred by them at 25 Clyde Road.

One temporary member of staff is funded by the HSE. This funding when received is forwarded to the Department of Justice and Equality.

1. **Projects and Commissioned Works Payable**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| Research |  | 223,702 | 320,137 |
| Information Resources |  | 49,013 | 9,093 |
| Universal Design Promotion |  | 79,599 | 50,129 |
| Corporate Services |  | 53,523 | 57,749 |
| Standards and Guidelines |  | 5,613 | 4,052 |
| Conference and seminars |  | 15,194 | 63,991 |
| Consultation |  | 17,828 | 28,994 |
| Translation |  | 1,571 | 492 |
|  |  | **446,043** | **534,637** |

1. **Administration and Operations Costs**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| Remuneration and Other Pay Costs | 6(a) | 1,948,241 | 1,957,961 |
| Building overheads |  | 105,572 | 119,973 |
| Rates |  | 51,994 | 51,993 |
| Cleaning and domestic services |  | 52,847 | 51,280 |
| Authority Fees and expenses | 6(c) | 69,911 | 71,277 |
| Postage and telecoms |  | 21,429 | 23,277 |
| Office costs |  | 53,855 | 46,580 |
| Library |  | 5,467 | 35,097 |
| IT costs |  | 95,847 | 94,070 |
| Professional fees |  | 49,966 | 49,955 |
| Audit fees |  | 12,000 | 12,000 |
| Staff training |  | 41,222 | 26,902 |
| Building improvements |  | 2,086 | 86,528 |
|  |  | **2,510,437** | **2,626,893** |

The expenditure on building improvements showed a reduction as the 2016 expenditure was capitalised as part of the refurbishment works. (*See Note 7*)

1. ***Remuneration and Other Pay Costs***

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| Staff salaries (including holiday pay accrual) |  | 1,839,608 | 1,938,041 |
| Agency Staff pay |  | 92,240 | 1,295 |
| Staff travel and subsistence costs |  | 16,393 | 18,625 |
|  |  | **1,948,241** | **1,957,961** |

The increase in Agency Staff pay was due to exceptional circumstances which resulted in additional expenditure on temporary cover in the absence of a senior manager. Two members of staff have been loaned to IHREC during the year. They continue to be paid by NDA but these pay costs are then reimbursed by IHREC creating a pay neutral position in the accounts.

1. ***Employee benefits breakdown***

|  |  |  |
| --- | --- | --- |
| **Range of total employee benefits** | **Number of Employees** | |
| **From To** | **2016** | **2015** |
| Less than €59,999 | 17 | 18 |
| €60,000 - €69,999 | 4 | 4 |
| €70,000 - €79,999 | 9 | 6 |
| €80,000 - €89,999 | 2 | - |
| €90,000 - €99,999 | 2 | 3 |
| Greater than €100,00 | — | — |
| Total number employed | 34 | 31 |

***(c) Authority Members’ Emoluments***

|  |  |  |  |
| --- | --- | --- | --- |
| **Board Member** | **Board**  **Fees** | **Expenses Incurred** | **Meetings attended** |
| Ms .Helen Guinan (Chairperson) | 8,978 | 3,673 | 7/7 |
| Ms. Orla Barry (Resigned 30/11/16) | - | - | 6/7 |
| Mr. Frank Cunneen | 5,985 | - | 7/7 |
| Mr. Des Kenny | 5,985 | - | 7/7 |
| Ms. Ruthann La Malfa | 5,985 | - | 6/7 |
| Ms. Mary Lavelle | 5,985 | - | 7/7 |
| Ms. Teresa McDonnell | 3,831 | 155 | 7/7 |
| Mr. Deaglán O’Briain | - | - | 4/7 |
| Ms. Deirdre O’Connor | 5,985 | - | 6/7 |
| Mr. James O’Grady | 5,985 | 2,105 | 7/7 |
| Mr. Donie O’Leary | 5,985 | 724 | 6/7 |
| Ms. Alison Ryan | 5,985 | - | 5/7 |
| Mr. Donal Rice | - | - | 7/7 |
| Audit Committee  Mr. Donal Lawlor | 2,565 | - | 4/4 |
|  | **63,254** | **6,657** |  |

*Authority Members Fees and Expenses*

Authority fees shown in note 6 are inclusive of accruals of (€139) and € 279 for 2015 and 2016 respectively.

Mr Donie O’Leary also received expenses to the value of € 1,565 in respect of his membership of the Disability Stakeholder Group and its sub-committee. These expenses are disbursed by the NDA and captured under the projects and commissions heading. The value in € 2016 was € 1,100 plus an accrual of € 465.

The value reported in respect of James O’Grady relates to payment of €1,874 for 2016 and €231, which was paid in 2016 but related to 2015.

*Director’s Remuneration*

The Director was paid a salary in 2016 of €95,816 (2015: €99,501) on the Civil Service Principal Officer Scale. The decrease year on year relates to one less fortnightly pay period in 2016. The Director did not receive a pay increase and no other payment was made in the year to the Director in the nature of pay. The Director is a member of the Department of Justice and Equality superannuation scheme and her entitlements do not extend beyond the standard entitlements available under such a scheme.

The Director incurred an amount of €292 (2015: €366) in respect of travel and subsistence.

*Pension Levy Contributions*

€95,612 (2015: €112,798) was deducted from staff by way of a pension levy and retained by the Department of Justice and Equality.

*Authority Meetings*

During 2016, seven Authority meetings were held. There were no appointments to the Board during the period. There was one resignation during the period; Ms. Orla Barry resigned from the Board on 30 November 2016.

1. **Capital Account**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| Opening balance |  | 2,729,241 | 2,807,709 |
| Income applied to purchase of fixed assets |  | 434,411 | **-** |
| Amortised in year in line with asset depreciation |  | (70,605) | (78,468) |
| **Transfers to/from Statement of Income and Expenditure and Revenue Reserves** |  | 363,806 | (78,468) |
| **Closing balance** |  | **3,093,047** | **2,729,241** |

1. **Property, Plant & Equipment**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Computer hardware and software**  **€** | **Fixtures & Fittings, Equipment**  **€** | **Freehold Premises**  **€** | **Total**  **€** |
| **Cost at 1 January** | **168,911** | **117,143** | **3,988,604** | **4,274,658** |
| Additions | - | - | 434,411 | **434,411** |
| Disposals | (43,700) | - | - | **(43,700)** |
| **At 31 December** | **125,211** | **117,143** | **4,423,015** | **4,665,369** |
|  |  |  |  |  |
| Depreciation at 1 January | **164,809** | **117,023** | **1,263,585** | **1,545,417** |
| Charge for the year | 1,869 | 120 | 68,616 | **70,605** |
| Disposals | (43,700) | - | - | **(43,700)** |
| **At 31 December** | **122,978** | **117,143** | **1,332,201** | **1,572,322** |
|  |  |  |  |  |
| Net Book Value at 1 January | **4,102** | **120** | **2,725,019** | **2,729,241** |
| Net movement for the year | (1,869) | (120) | 365,795 | **363,806** |
| **At 31 December** | **2,233** | **-** | **3,090,814** | **3,093,047** |

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.

The income applied to purchase fixed assets was in respect of the refurbishment of the heating system and ancillary works and are now effectively an integral part of the building. Accordingly the expenditure has been capitalised under freehold premises.

1. **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 these financial statements is recognised on an accruals basis. As a result, the balance on the income and expenditure account does not represent a normal operating deficit, as it is largely attributable to the difference between accruals expenditure and cash-based funding.

1. **Receivables**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| Department of Justice and Equality\* |  | 351,297 | 331,798 |
| Prepayments |  | 17,580 | 112,626 |
| Rental Income |  | - | 29,322 |
| Other Debtors NDA |  |  | 314 |
|  |  | **368,877** | **474,060** |

\* The costs of pension lump sums are met from a specific/suspense account maintained by the Department of Justice and Equality for that purpose. The Authority remits superannuation payments from all staff to that account each fortnight. Lump sum payments over the course of the year are charged to that account. The balance here represents the amount in the account at 31 December 2016.

1. **Payables**

***Amounts falling due within one year***

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **2016**  **€** | **2015**  **€** |
| Department of Justice |  | 43,915 |  |
| Holiday pay accrual |  | 45,335 | 32,324 |
| Capital accruals refurbishment works |  | 23,674 | - |
| Audit fee |  | 12,000 | - |
| Other accruals |  | 28,283 | 18,245 |
|  |  | **153,207** | **50,569** |

1. **Payables – amounts falling due after one year**

Creditors falling due after more than one year consists of € 10,000 held as a rental deposit in respect of the lease agreement with FR Kelly, Patent Attorneys, regarding part of the property held at 25 Clyde Road.

1. **Related Party Disclosures**

Key management personnel comprises the CEO and Senior Managers. Total remuneration paid to key management personnel, and Board member's fees and expenses, amounted to

€ 444,826 (2015: €460,084 - restated). Please refer to Note 6 for a breakdown of the remuneration and benefits paid to key management and payments to Board members.

The National Disability Authority adopts procedures in accordance with the guidelines issued by the Department of Public Expenditure and Reform covering the personal interests of Authority members. In the normal course of business, NDAmay approve grants or enter into other contractual arrangements with entities in which NDA Board members are employed or are otherwise interested. In cases of potential conflict of interest, Authority members do not receive Board documentation, otherwise 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.

**14. Approval of the financial statements**

The financial statements were approved by the Board of National Disability Authority on 22 June 2017.

# General Information

**Head office :** 25 Clyde Road, Ballsbridge, Dublin 4

**Director :** Siobhan Barron

**Solicitors :** Messrs. Beauchamps, Grand Canal Dock, Dublin 2

**Bankers :** Bank of Ireland, 104 Ranelagh, Dublin 6

Bank of Ireland, Ballsbridge, Dublin 4

**Auditors :** Comptroller & Auditor General, 3a Mayor Street

Upper, Dublin 1

**Appendix 1: Authority and other committees in 2016**

Ms. Helen Guinan (Chairperson)

Ms. Orla Barry[[2]](#footnote-2)

Mr. Frank Cunneen

Mr. Des Kenny

Ms. Ruthann La Malfa

Ms. Mary Lavelle

Ms. Teresa McDonnell

Mr. Deaglán Ó Bríain

Ms. Deirdre O’Connor

Mr. James O’Grady

Mr. Donie O’Leary

Mr. Dónal Rice

Ms. Alison Ryan

**Finance Committee**

Mr. Frank Cunneen (Chairperson)

Mr. Des Kenny

Ms. Ruthann La Malfa

Ms. Orla Barry[[3]](#footnote-3)

Mr. David Scott

Mr. Pat Fitzsimons

**Audit Committee**

Mr. Donal Lawlor (Chairperson)

Mr. Frank Cunneen

Mr. Des Kenny

Mr. Robert Cashell

Mr. Lawrence Byrne

Teresa McDonnell (with effect from 14 July 2016)

**Risk Management Committee**

Mr. Robert Cashell (Chairperson) (NDA Audit Committee)

Mr. Pat Fitzsimons (NDA Finance Committee)

NDA Senior Management Group

# Appendix 2: Representation on external bodies in 2016

## Government Departments

### Children and Youth Affairs

Disability Advisory Committee

Interdepartmental working group on addressing the requirements of children with special needs in mainstream preschools

Cross-sectoral implementation group and the project team group for supporting access to Early Childhood Care and Education programme for children with a disability

AIM Project Team - model of supports designed to ensure that children with disabilities can access the Early Childhood Care and Education programme for children with a disability

AIM Cross-sectoral Implementation Group - model of supports designed to ensure that children with disabilities can access the Early Childhood Care and Education programme for children with a disability

AIM Level 1–3 implementation group - model of supports designed to ensure that children with disabilities can access the Early Childhood Care and Education programme for children with a disability

AIM Level 5 and 7 implementation group - model of supports designed to ensure that children with disabilities can access the Early Childhood Care and Education programme for children with a disability

**Tusla — Child and Family Agency**

Early Years Inspectorate Consultative Forum

**Communications, Climate Action and Environment**

Part 5 Monitoring Committee

**Commission for Communications Regulation**

Consumer Advisory Panel

Industry Forum on Electronic Communications Services for People with Disabilities

**Commission for Energy Regulation**

Consumer Advisory Forum

**Education and Skills**

Disability Advisory Committee

National Council for Special Education

National Council for Special Education Statutory Consultative Forum

Dublin Regional Skills Forum

**Quality and Qualifications Ireland**

Consultative Forum

**Housing, Planning, Community and Local Government**

National Housing Strategy for People with a Disability Implementation Monitoring Group

**Housing Agency**

National Housing Strategy for People with a Disability Housing Subgroup

National Housing Strategy for People with a Disability Community Living Task Group

**Irish Water**

Stakeholder Forum

**Health**

Implementation Steering Group of Transforming Lives (implementing Value for Money and Policy Review of Disability Services)

Disability Advisory Committee

Working Group to prepare a Code of Practice for the legislative provisions on Advance Healthcare Directives

Taskforce on Personalised Budgets, Strategy and Policy Group

Taskforce on Personalised Budgets, Advisory and Consultative Group

**Health Research Board**

Joint National Intellectual Disability Database/National Physical and Sensory Disability Database Committee

National Disability Databases LINK project advisory committee

**Health Service Executive**

Disability Residential Services Taskforce

Universal Access Committee

Working Group on Advocacy Services in Disability Residential Settings

Assisted Decision-Making (Capacity) Act 2015 Steering Group and Guidance and Documentation Sub-Group

Working Group on Shaping the Future of Intellectual Disability Nursing in Ireland

National Consultative Forum

Transforming Lives Working Groups 1, 2, 4, and 5

Advance Healthcare Directives Multidisciplinary Working Group

**Jobs, Enterprise and Innovation**

**National Standards Authority of Ireland**

Innovation Management Standards Consultative Committee

Universal Design Standards Consultative Committee

**Justice and Equality**

National Steering Committee on Violence against Women–Cosc

Part 5 Monitoring Committee

Monitoring Committee of the Second National Strategy on Domestic, Sexual and Gender-based Violence

Alternate member with the Department of Justice and Equality on the European Commission’s High Level Group on Disability

Advisory Group on the EU Accessibility Act

**Social Protection**

Disability Consultative Committee

National Advocacy Service for People with Disabilities

Cross Departmental Working Group on Make Work Pay

Cross Departmental Group regarding Disability Activation Projects

Group implementing Training on Disability for Intreo Case Officers

**Transport, Tourism and Sport**

Accessibility Consultative Committee

Accessibility Consultative Committee Training sub-committee

Irish Rail User Group

Luas User Group

Bus Éireann User Group

**National Transport Authority**

Taxi Advisory Committee

**Professional Bodies:**

Association for the Advancement of Assistive Technology in Europe

Institute of Designers in Ireland

Royal Institute of the Architects of Ireland

Universal Design Task Force

Enterprise Ireland

Entrepreneurship and Disability

# Appendix 3: Publications in 2016

* NDA Annual Report 2015
* Parental Educational Expectations of Children with Disabilities, ESRI
* Outcomes for Disability Services
* Review of the Implementation of Regulations and Inspections in Residential Services for Adults and Children with Disabilities
* 2014 Report on Compliance with Part 5 of the Disability Act 2005 on the Employment of People with Disabilities in the Public Sector
* Understanding Family Strategies that Enable Long Term and Sustainable Home Environments for Older People with an Intellectual Disability, Trinity College Dublin
* Family Carers’ Experiences of Caring for a Person with an Intellectual Disability, University College Dublin and University of Ulster
* Adult Siblings of Individuals with Intellectual Disability/Autistic Spectrum Disorder: Relationships, Roles & Support Needs, University College Cork

# Appendix 4: Policy advice papers in 2016

Policy advise papers issued in 2016 included:

* HSE: Best practice in selection and adaptation of homes for people moving from congregated settings
* Department of Housing, Planning, Community and Local Government: Submission to the Public Consultation on the Review of Part B (Fire Safety) of the Building Regulations 2016
* Dublin City Council: Submission to the Public Consultation on College Green Traffic Management Measures
* Department of Children and Youth Affairs: Affordable Childcare
* Department of Children and Youth Affairs: Statement of Strategy 2016-2019
* Department of Education and Skills: Statement of Strategy 2016-2018
* Department of Health: Proposed Regulation of Counsellors and Psychotherapists under the Health and Social Care Professionals Act 2005
* Department of Health: Statement of Strategy 2016-2019
* Department of Health: Advice on Personalised Budgets
* Department of Justice & Equality: NDA Submission on Draft NDSIP
* Department of Justice & Equality: NDA Advice on progress to implement the Comprehensive Employment Strategy
* Department of Public Expenditure and Reform: Commissioning human, social and community services
* Safefood: Draft Disability Action Plan 2016-2020
* Department of Transport, Tourism and Sport: Review of Customer Action Plan
* Department of Transport, Tourism and Sport: Statement of Strategy
* Council of Europe: Working document on Disability Strategy 2017-23
* European Union: Pillar of Social Rights Consultation

**National Disability Authority**  
25 Clyde Road, Dublin 4  
**Telephone**: (01) 608 0400  
**Fax**: (01) 660 9935  
**www.nda.ie**

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

1. ISO 7250-3:2015 Basic human body measurements for technological design - Part 3: Worldwide and regional design ranges for use in product standards [↑](#footnote-ref-1)
2. Resigned in November 2016 [↑](#footnote-ref-2)
3. Resigned in November 2016 [↑](#footnote-ref-3)