

annual report 2005



nda

NATIONAL DISABILITY AUTHORITY
ÚDARÁS NÁISIÚNTA MÍCHUMAIS

Annual Report 2005

Contents

Foreword by Chairperson	8
Introduction	12
1.0 Equal Status	12
2.0 Accessibility in Public Services	13
3.0 Challenging Attitudes	13
4.0 Quality in Services	14
5.0 Building the Organisation	14
Background to the National Disability Authority	16
The functions of the National Disability Authority	16
Introduction to the work of the NDA in 2005	18
The Strategic Plan	18
The National Disability Strategy	18
New responsibilities assigned to the NDA by the Disability Act 2005	19
Report outline	21
STRATEGIC PRIORITY ONE	22
Develop policies and practices that promote the equal status of people with disabilities	22
Objective 1.1 To advise and inform the Minister for Justice, Equality and Law Reform on disability issues	22
Advice on Outline Sectoral Plans	22
Regional briefings on the six Outline Sectoral Plans	23
Engagement with Departments	23
1.2 To promote equal rights and opportunities for people with disabilities in the legislative arena	24
Disability Act 2005	24
Support to Disability Legislation Consultation Group	24

National Disability Authority

Comhairle (Amendment) Bill 2004	24
Liaison with Legislators	24
Joint Oireachtas Committee on Health and Children	24
Joint Oireachtas Oireachtas Committee on Social and Family Affairs	25
European Legislators	25
Legislation and Education for Persons with Special Educational Needs	25
Objective 1.3 To ensure equality measures for people with disabilities to underpin the potential for positive action in all key areas of economic, cultural and social life.	25
Engaging with public and other bodies	25
Promoting Accessibility Awareness	25
Equality/Disability Proofing Guidelines	26
National Children's Advisory Council	26
Objective 1.4 To effect change in the key policy areas of health, education, transport, poverty and employment and training	26
Policy advice on key areas	27
Employment and training	27
Comprehensive employment strategy	27
Disability and Work report	27
The Cost of Disability	28
Health	28
Strategic Review of Services	28
Expert Group on Mental Health Policy	28
Oral health and disability	28
Care for Older People	28
Education	29
National Council for Special Education Implementation Report	29
Conference	29
Income adequacy	29
National Action Plan on Social Inclusion 2006-8	29
Poverty Proofing Guidelines	29
Disability Consultative Forum	29
Transport	30
Taxis and Hackneys	30
Gathering essential information	30
How far towards equality? Measuring how equally people with disabilities are included in Irish society	30
Disability and Social Inclusion	31
Objective 1.5 To develop baseline quantitative and qualitative data	

to inform and underpin the planning and development of policy, practices and services for people with disabilities.	31
Collaboration in research projects	31
Research Advisory Committee	31
Building Disability Research Capacity in Ireland	32
Research Promotion Scheme	32
NDA Postgraduate Research Scholarships	32
NDA Disability Research Database	32
Research Approach and Methodology	33
Improving Disability Data Collection at National Level	33
Research Projects	33
Education	33
Individual Education Plans	33
Special education provision	34
Special Education Provision for Children with Disabilities in Irish Schools: The Views of Stakeholders	34
Early School Leaving	34
Built Environment	35
A review of the effectiveness of Part M of the Building Regulations	35
Health	35
Prevalence of Disease in Older People	35
The Experiences of People with Disabilities in Accessing Health Services	35
Sport and Physical Activity	36
Other commissioned research in 2005	36
STRATEGIC PRIORITY TWO	38
Maximising accessibility in public services	38
Objective 2.1 To develop and issue guidelines and audit tools to assist Government Departments and their agencies	38
Code of Practice on Accessibility of Public Services and Information provided by public bodies	38
Providing Information In Accessible Formats	39
Access Handbook	39
Access Auditing of the Built Environment	39
Guidelines for Purchasers of Disability Equality Training	39
Objective 2.2 To work in partnership with the Department of Justice, Equality and Law Reform to monitor, guide and audit progress	40
Objective 2.3 To award an accessibility symbol to compliant public services	40
Excellence Through Accessibility Award	40

STRATEGIC PRIORITY THREE	42
Informing and challenging attitudes in Irish society	42
Objective 3.1 To develop a communications strategy for public education and awareness regarding the role and activities of the NDA; and on issues affecting people with disabilities and their needs and rights	42
NDA submission to the Broadcasting Commission of Ireland	42
Submission to the Advertising Standards Authority for Ireland	42
Discussion paper	43
Disability and Sexual Orientation	43
Objective 3.2 To promote effective inclusion of people with disabilities in all aspects of public life, including mainstream employment, through	43
Strategic partnerships with other bodies	43
Ageing and Disability	43
Northern Ireland Mental Health and Learning Disability Review	43
National Adult Literacy Agency (NALA)	44
European Contacts	44
Disability in Europe Seminar	44
Contacts with Sister Organisations in Britain, Northern Ireland	44
Continuing education and training of professions	44
NDA Conferences in 2005	44
Disability and Employment	44
Childhood and Disability: Inclusion in the mainstream	45
Women and Mental Health Conference	45
Supporting the Development of European Guidelines for the use of Assistive Technology (AT) Applications	45
Guidelines for involvement of people with disabilities	45
Strategic Partnership Guide: Good Practice in Working with People with Experience of Mental Health Difficulties	45
Disability awareness programmes	46
Seminar series	46
Living, learning and working with special educational needs	46
Publications	46
Disability Agenda briefing papers	46
STRATEGIC PRIORITY FOUR	48
Developing quality in services for people with disabilities	48
Objective 4.1 To develop standards, in partnership with Government Departments and their agencies in health funded services and transport services	48
Standards Advisory Committee	48

Quality of Life in Residential Services	48
Recommended Accessibility Guidelines for Public Transport Operators in Ireland	48
Objective 4.2 To prepare and issue draft codes of practice	49
Person Centred Planning	49
Objective 4.3 To monitor and evaluate the implementation of standards and draft codes of practice, in particular the monitoring of the National Standards for Disability Services as developed in partnership with the Department of Health and Children	49
National Standards for Disability Services	49
Developing quality in tourism services	50
Accessible Tourism	50
Centre of Excellence in Universal Design	50
STRATEGIC PRIORITY FIVE	52
Developing organisational capacity	52
Objective 5.1 To develop equality-based human resources	52
Training and Development	52
Staff	52
5.2 To enhance the development of existing NDA information systems	52
Information Communication Technology Telephone Upgrade	52
Information Technology	53
Website	53
NDA Library	53
Objective 5.3 To increase efficiency and value for money in NDA operations	54
Policy and Procedure	54
Superannuation	54
Sustaining Progress	54
Finance	55
Internal Audit	55
Compliance	55
Financial Development	55
APPENDICES	56
Appendix 1: NDA Committees and Steering Groups	56
Audit Committee	56
Finance Committee	56
Governance Sub-Committee	56
Legal Sub-Committee	56
Organisation Review Committee	56

National Disability Authority

Mental Health Advisory Committee	56
Standards Advisory Committee	57
Research Advisory Committee	57
Appendix 2: Representation on external committees, task forces	58
Appendix 3: NDA Submissions 2005	58
Appendix 4: PUBLICATIONS 2005	59
Appendix 5: Organisational Chart	61
National Disability Authority Financial Statements	62
Authority Members and other Information	64
Statement of Responsibilities of Authority Members	65
Statement on the System of Internal Financial Control	66
Report of the Comptroller and Auditor General	68
Statement of Accounting Policies	70
Income and Expenditure	73
Balance Sheet	74
Cash Flow Statement	75
Notes to Financial Statement	76

Throughout this report we highlight publications from 2005. These are all available in several formats on www.nda.ie or contact us if you wish us to send you out printed copy.



Ethics in Disability Research

(www.nda/publications.ie)

Foreword by Chairperson

The year 2005 was a landmark year for people with disabilities, seeing the enactment of the Disability Act, 2005, the lynchpin of the National Disability Strategy. This has a great impact on the arena in which the Authority operates and creates new challenges and opportunities for the Authority. This enactment, and the ongoing work by Government Departments in drafting Sectoral Plans under that Act, provided an important frame for the NDA's work during 2005.

The Act will establish a new system for statutory assessment of individual health service needs, and the provision of service statements setting out the services that will be provided, with provision for redress where there is failure to provide these. The Act also requires every public sector body to ensure that its premises, services and information are accessible to people with disabilities, and that procurement practices are also designed to ensure the provision of accessible goods and services.

Importantly, the Disability Act gives a statutory underpinning to the principle of mainstreaming, where public service bodies have to ensure that people with disabilities can access their mainstream public services and, where practicable, provide assistance to individuals to make this a reality. The Act also places the employment target for people with disabilities in the public service on a statutory footing.

For the National Disability Authority, the Act means new functions, which include the preparation of statutory Codes of Practice for accessible public buildings and services; monitoring compliance by public bodies with the statutory employment target, and establishing and operating a Centre of Excellence in Universal Design.

Delivery on these functions has commenced. The NDA, at the request of the Minister for Justice, Equality and Law Reform, prepared its first code of practice, i.e. the draft code of practice to support public bodies in meeting their statutory obligations to make public services and information accessible. In addition, the NDA hosted a series of briefings for public bodies on their new responsibilities under the Act. While developing its own response to the six outline sectoral plans published by Government Departments, the NDA also facilitated regional briefings in partnership with those Departments to enable input from a range of stakeholders including people with disabilities, their families and carers and also service providers. Over the course of 2005, the NDA offered independent and expert advice to the Departments to support the further development of the draft plans. It also provided support to the Disability Legislation Consultative Group.

Research and publication activity was also strong during the year, with 20 publications produced. The commitment by Government to strategic action on disability is particularly welcome in the light of research published by the NDA in 2005 - "How Far Towards Equality" - documenting the unequal participation of people with disabilities in Irish society.

That report indicates that compared to non-disabled people, people with disabilities are:

- less likely to have achieved any qualifications
- two and a half times less likely to have a job
- likely to earn less in a job
- twice as likely to be at risk of poverty
- more likely to live with their parents as adults
- more likely to live in care
- more likely to experience poor health
- less likely to be physically active
- less likely to have a car
- more likely to have difficulty with public transport
- more restricted in socialising outside the home
- less likely to have a holiday

The NDA has recommended that progress towards eliminating these inequalities be tracked on a regular basis through 26 key indicators of participation in society.

Other major research included a study on Part M of the Building Regulations; research on the experience of people with disabilities in mainstream health services and an analysis of international best practice with Individual Education Plans among the research publications. Employment issues were also a focus, with two round-tables with international experts, a publication on disability and work, and a research conference in October on disability and employment. These all contributed to the NDA's ongoing work to identify the key components of a successful and comprehensive employment strategy for people with disabilities.

National Disability Authority

All of these, and the other many innovative and important projects undertaken by the NDA throughout 2005 to support the achievement of the Authority's aims, and the effective delivery of the NDA's statutory remit, are described in this report.

During 2005, the Disability Act 2005 revised the size and membership of the Authority. The 21 member Authority served until 28 July, while a new Authority, comprising 13 members, was appointed by the Minister on 29 July under the revised provisions.

It has been my privilege to act as Chairperson of the National Disability Authority throughout this period and I would like to take this opportunity to sincerely thank and acknowledge the contributions and commitment of all of the members during 2005. I would also like to thank the members of our three statutory advisory committees and Finance and Audit Committees, whose commitment and valuable contributions and expertise have supported and enhanced the work of the Authority.

It has been a very busy year and I would like to thank the staff of the NDA for its continued dedication and energy in carrying out the work of the Authority. I would also like to acknowledge and express appreciation on behalf of the Authority for the continued support provided to the NDA by the Department of Justice, Equality and Law Reform, in particular the Disability Equality Unit.



Angela Kerins
Chairperson



Review of the Effectiveness of Part M of the Building Regulations

(www.nda/publications.ie)

Introduction

This annual report outlines the progress over 2005 by the NDA in implementing its strategic plan for 2004 to 2006 within its statutory function to advise the Minister for Justice, Equality and Law Reform, thereby influencing policy and practice as appropriate for people with disabilities. It also outlines the NDA's activities during 2005 under the 5 strategic priorities covered in the strategic plan.

1.0 Equal Status

Since the National Disability Strategy was launched by the Government on 21 September 2004, it has been a key focus of NDA activities. During 2005 this has included advising on the development of the Disability Act 2005 and the outline Sectoral Plans of the Departments of Health and Children; Social and Family Affairs; Environment, Heritage and Local Government; Transport; Communications, Marine and Natural Resources and Enterprise, Trade and Employment, and the cross-cutting issues to be addressed in the plans. The NDA also facilitated regional briefings with stakeholders on the draft plans. In addition, the NDA continued to provide secretarial support to the Disability Legislation Consultation Group (DLCG) on the Strategy.

Other important activities included the NDA research conference on **Disability and Employment** which took place in October 2005, recognising the low levels of employment of people with disabilities and the key issues to inform considerations for policy and practice development. Research commissioned on the effectiveness of Building Regulations on accessibility enabled the identification of crucial areas

for development to inform consideration of the review of **Part M Building Regulations** being undertaken by the Department of Environment, Heritage and Local Government. Other research activities included support for organisations engaging in research relating to disability under the Research Promotion Grant Schemes and the enhancement of Disability Research database as a support for policy makers, service providers, researchers and the public generally.

The NDA also continued to engage with a range of **stakeholders** on policies which impact on the participation of people with disabilities in Irish society. During 2005 this included engagement with Government Departments and membership of consultative committees including the Public Transport Accessibility Committee (PTAC) and the Department of Social and Family Affairs Disability Consultative Forum. Round table discussions with disability representatives and public sector bodies informed the policy advice developed by the NDA.

2.0 Accessibility in Public Services

The NDA, at the request of the Minister for Justice, Equality and Law Reform prepared a draft **code of practice** to guide public bodies in making their services and information accessible in accordance with the requirements of the Disability Act 2005. In addition, the NDA hosted a series of regional seminars to advise public bodies on the accessibility requirements.

In September 2005, the President launched the **Excellence Through Accessibility Award Scheme** developed by the NDA in partnership with the Department of Justice, Equality and Law Reform. The scheme establishes a system to assess and recognise achievement of accessibility by public bodies in relation to public service facilities, customer services and ICT.

3.0 Challenging Attitudes

The NDA, through its work on submissions to Government Departments and agencies, drew attention to areas of policy which can play a role in informing and challenging attitudes to disability and create awareness of disability issues generally.

During 2005, the NDA developed a submission in relation to a Code of Programme Standards, highlighting issues regarding the representation of people with disabilities in the media, and access to broadcasting. It also prepared a submission in relation to advertising standards.

The NDA continued to work in partnership with stakeholders, including the National Council on Ageing and Older People, in relation to ageing and people with disabilities and during 2005, prepared a review of relevant literature to inform further consideration of the issues.

4.0 Quality in Services

The NDA has important functions in relation to the development of standards and codes of practice. In 2005, activities included the finalisation and launch of guidelines on **person centred planning** to guide the development and delivery of health services.

Activities also included the development and launch of guidelines for improving access to bus, rail and light rail services for people with disabilities which were developed following national consultation and presented to the Department of Transport. The National Standards for Disability Services were presented to the Department of Health in December 2004. During 2005, the NDA tested the Standards, at the invitation of the HSE, in community based occupational therapy and physiotherapy services in a number of service centres.

5.0 Building the Organisation

During 2005 the NDA continued to invest in the development and training in staff and commissioned an independent analysis of training needs to inform future planning. It also invested in the upgrading of IT hardware to strengthen operational support. The website was upgraded and search functions enhanced, with a positive outcome from accessibility and usability testing.

A review of the personnel manual was conducted and staff were briefed on revised policies and procedures. In addition, the NDA commissioned a review of the human resources structure, procedures and processes, to inform the development of that function. A procurement audit confirmed that the NDA was in compliance with the relevant guidelines and procedures. The NDA also conducted a risk management exercise which provided a framework for future activity and response in line with good practice.



Siobhan Barron
Director



How far towards equality?

Measuring how equally people with disabilities are included in Irish society.

(www.nda/publications.ie)

Background to the National Disability Authority

The National Disability Authority (NDA) is the independent statutory advisory body on disability issues established under the National Disability Authority Act 1999. Additional functions were conferred on the NDA in the Disability Act 2005.

The NDA's headquarters are at 25 Clyde Road, Ballsbridge, Dublin 4.

The functions of the National Disability Authority

Reporting to the Minister for Justice, Equality and Law Reform, NDA's principal functions are

- To advise the Minister for Justice, Equality and Law Reform on disability issues
- To act as a central, national body to assist the Minister in the co-ordination and development of policy relating to people with disabilities
- To undertake, commission or collaborate in research, and assist in the development of statistical information on, disability issues
- To advise on standards for programmes and services for people with disabilities
- To monitor the implementation of standards and codes of practice
- To prepare codes of practice to ensure good standards and quality in the provision of services for people with disabilities
- To liaise with other bodies 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 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 scheme
- To prepare strategic plans
- 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

- To recommend specific actions to promote employment of people with disabilities by public bodies and to monitor compliance, with the target of ensuring that 3% of the public service workforce are people with disabilities
- To establish a Centre for Excellence in Universal Design in the built environment and information technology.

The NDA is empowered by the National Disability Authority Act 1999 to 'do anything which it considers necessary or expedient for enabling it to perform its functions'. In carrying out its functions, the Authority is entitled to appoint advisory committees and to engage consultants and advisers as it considers necessary.

The 1999 Act confers a right of access to information on the Authority where the information is of relevance to its work and is held by a public body. The Act also confers a duty on the public bodies concerned to co-operate with the NDA.

The NDA has a number of reporting mechanisms, notably its Annual Report which must be laid before the Oireachtas. This is the NDA's fifth Annual Report. Previous reports are available on www.nda.ie.

The day to day work of the NDA is carried out by the executive, which is made up of three departments: Policy and Public Affairs, Research and Standards, and Corporate Services.

The Policy and Public Affairs Department provides policy advice on disability issues to the Department of Justice, Equality and Law Reform, other Government Departments, and to other public agencies like the Health Service Executive and local authorities. The department is also responsible for coordinating the central services of public relations, design and printing for the NDA.

The Research and Standards Development Department covers research, the NDA library, the development of standards, and accessibility of public services. It operates the Excellence Through Accessibility Award Scheme.

The Corporate Services Department offers organisational support. It has responsibility for financial and budget management and reporting; human resources; information communication technology; building maintenance, co-ordination of programme management and governance issues. This department also provides support to the Authority in relation to its meetings and preparation of materials.

Introduction to the work of the NDA in 2005

The NDA's work during 2005 was determined by three key considerations:

1. Implementing the Strategic Plan 2004 to 2006
2. Responding to the National Disability Strategy
3. Discharging the new responsibilities assigned by the Disability Act 2005.

The Strategic Plan

The Strategic Plan 2004 to 2006 sets out the vision of the NDA, which is a commitment to the creation of an inclusive Irish society, and the five strategic priorities which direct the work of the NDA.

The strategic priorities are:

- developing policies and practices that promote the equal status of people with disabilities
- maximising accessibility in public services
- informing and challenging attitudes in Irish society
- developing quality in services for people with disabilities
- developing organisational capacity.

The Strategic Plan also identified five key areas, health, education, transport, poverty and employment/training, as priorities for the NDA work over the three year period. This Annual Report sets out achievements in each of these areas during 2005.

The National Disability Strategy

The National Disability Strategy, launched by the Government in September 2004, comprises a number of key components:

- The Disability Act 2005
 - This Act aims to ensure that persons with disabilities can participate fully in society and places the mainstreaming of services on a statutory footing. The Act requires that six Government Departments prepare sectoral plans.
- The Comhairle Amendment Bill 2004
 - The provision of advocacy services for persons with disabilities on a statutory basis is the central concern of this piece of proposed legislation.
- Sectoral Plans
 - Six Government Departments are required to prepare Sectoral Plans showing how they will address key disability issues. After a period for

consultation, the final Sectoral Plans must be brought to the Oireachtas by July 2006. The six Departments are Communications, Marine and Natural Resources; Enterprise, Trade and Employment; Environment and Local Government; Health and Children; Social and Family Affairs; and Transport.

- A multi-annual package of funding of some €900m
 - An investment package has been allocated to support high priority disability services during the four year period 2005 to 2009.

The Education of Persons with Special Education Needs Act (2004) is also a relevant part of the overall package of measures introduced by Government to address disability issues.

The strategy has been an important context for the NDA's work during 2005.

New responsibilities assigned to the NDA by the Disability Act 2005

This Act assigned new functions to the NDA. These are

- preparation of draft Codes of Practice in relation to the accessibility of public services under Part 3 of the Act, where requested by the Minister for Justice Equality and Law Reform;
- monitoring the employment target for people with disabilities in the public service, which is put on a statutory footing in Part 5 of the Act;
- establishment of a Centre of Excellence in Universal Design, to operate from January 2007.

During 2005 the NDA prepared a draft Code of Practice on Accessible Public Services following a request from the Minister and began preliminary work in relation to monitoring the employment target for people with disabilities and the establishment of a Centre of Excellence in Universal Design.

Report outline

The NDA's activities for 2005 are set out under the five Strategic Priorities set out in the 2004-2006 Strategic Plan, and the objectives set out within those strategic priorities.

Strategic Priority One

Develop policies and practices that promote the equal status of people with disabilities

The National Disability Strategy, announced in September 2004, formed a key focus of the NDA's work under this objective during 2005. In particular, the NDA published detailed advice and recommendations in relation to the Sectoral Plans in February 2005. Throughout the year it worked with the six Departments involved in the preparation of these plans.

Objective 1.1

To advise and inform the Minister for Justice Equality and Law Reform on disability issues

Advice on Outline Sectoral Plans

Response to Outline Sectoral Plans of Government Departments under the Disability Act 2005

In December 2005, the NDA published its formal Response to the Outline Sectoral Plans. This publication also summarised the feedback received from the disability sector at the Regional Briefings, held in May 2005. It can be accessed on the website at <http://www.nda.ie>.

The NDA's Response document consists of an analysis of key issues for all six Departments, within a strategic framework approach, together with analysis and recommendations in relation to the Outline Plans of individual Departments. The NDA recommended that each Department's Sectoral Plan should address the following common issues, among others:

- How the mainstream services of each of the six Departments, and of the agencies under their aegis, plan to provide for disabled people as part of their normal remit ("mainstreaming")
- How the Sectoral Plan on disability will be embedded in the Statement of Strategy and the business plans of the Department's units
- How the Plans will co-ordinate linked measures across departments
- Targets and timeframes for delivery
- Resources required to deliver these target actions
- Performance indicators

- How policies and actions under each Department's brief are to be checked for implications for people with disabilities, and compatibility with disability and equality laws ("disability/equality proofing").

The document also sets out specific recommendations for each department to consider in preparing comprehensive, concrete plans, due for presentation to the Oireachtas in July 2006.

Regional briefings on the six Outline Sectoral Plans

The NDA facilitated a series of briefings, with officials from the six Sectoral Plan Departments, at locations throughout the country. The dates and venues were

- 9 May 2005 Burlington Hotel, Dublin;
- 16 May 2005 Silver Springs Hotel, Cork;
- 20 May 2005 Landmark Hotel, Carrick on Shannon;
- 27 May 2005 Radisson Hotel, Limerick.

All briefings were advertised in the national, regional and local media and attended by people with disabilities, advocates, family members and relevant statutory and non-statutory bodies.

The purpose of the briefings was to provide information on, and have an exchange of views on, the six Outline Sectoral Plans. Representatives from each of the six Departments made presentations on the outline plans.

Feedback received at these seminars was incorporated into the NDA Response to the Six Outline Sectoral Plans of Government Departments.

Engagement with Departments

Members of the policy advice team held a series of meetings during 2005 with officials from the Sectoral Plan departments to discuss areas where the Outline Sectoral Plans could be strengthened.

Background papers on Integration/Co-ordination and on Mainstreaming were developed. The Integration/Co-ordination position paper put forward the case for co-ordination and integration in the implementation of the National Disability Strategy, beginning by setting out the rationale and context for this approach, stressing the merits of co-ordination and integration and finally through examining a number of initiatives which are models of an integrated and co-ordinated approach to implementation.

The Mainstreaming position paper was prepared for the purpose of defining what mainstreaming is and also to describe the key components in a successful mainstreaming programme. Mainstreaming is now a key tenet of Government policy. The NDA has previously pointed to the lack of understanding of mainstreaming, and the lack of coherent policies and supports to implement mainstreaming (NDA 2002). This paper seeks to clarify and inform about the concept and practice of mainstreaming.

Objective 1.2

To promote equal rights and opportunities for people with disabilities in the legislative arena

Disability Act 2005

This Act was signed into law by the President on 8th July 2005. The NDA's role has been extended by the Act. Additional work undertaken, such as the development of a Code of Practice on Accessible Public Services, and preliminary work in relation to the establishment of a Centre of Excellence in Universal Design, is described elsewhere in the Report.

Support to Disability Legislation Consultation Group

During 2005, the NDA continued to provide the secretariat to the Disability Legislation Consultation Group (DLCG) which comprises key disability umbrella organisations and is chaired by the Chairperson of the NDA.

After the passing of the Disability Act 2005, the DLCG established six consultation working groups on the Sectoral Plans, one for each Government Department concerned, and the NDA provided support to each of these working groups in the DLCG's engagement with the individual Departments.

Comhairle (Amendment) Bill 2004

Building on its initial analysis of the Comhairle (Amendment) Bill 2004, the NDA consulted with statutory and non-statutory organisations through round table events and individual interviews. This work fed in to a detailed analysis of the Bill along with recommendations for amendments. The NDA's response is expected to be available in early 2006.

Liaison with Legislators

During 2005, NDA communicated with all political parties and independent TDs, and met and briefed a number of policy advisers and spokespersons from different parties and independent Senators on disability issues. NDA information was disseminated to members of the Oireachtas and to the Oireachtas library. The NDA also made presentations to two Oireachtas committees.

Joint Oireachtas Committee on Health and Children

On 17th February the NDA made a presentation on the NDA Report 'Towards Best Practice in the Provision of Health Services for People with Disabilities in Ireland'. The material identified eleven action areas in relation to mainstream and specialist health provision, including disability policy development and the reform programme in health; user involvement and participation; quality development and standards; data; and information accessibility. The draft Standards for Disability Services and the Person Centred Planning projects were highlighted.

Joint Oireachtas Committee on Social and Family Affairs

The NDA made a presentation to the Oireachtas Committee on Social and Family Affairs on 13th December. This provided a briefing for the committee on the data on poverty and employment rates among people with disabilities, and presented NDA's policy advice on how employment could be raised and poverty reduced.

European Legislators

During a visit to Brussels in November, an NDA delegation met with a number of Irish MEPs and their staff, the President of the Inter-Group on Disability, and the European Disability Forum. The purpose of this visit was information sharing, to profile the work of the NDA, and to develop relationships with colleagues working on the European disability agenda.

Legislation and Education for Persons with Special Educational Needs

The NDA produced a booklet on the Education for Persons with Special Educational Needs Act 2004. The purpose of the publication is to provide general information for the public on the recent legislation. The publication has been distributed at conferences and seminars.

The NDA has worked with partners engaged in education for persons with special educational needs, for example the National Council for Special Education, which gave presentations at an NDA seminar and conference during 2006. The Equality Authority made a presentation at an NDA seminar in December 2005 on the Equal Status Act as it applies to schools and in particular in relation to educational provision for children with disabilities.

Objective 1.3

To ensure equality measures for people with disabilities to underpin the potential for positive action in all key areas of economic, cultural and social life.

Engaging with public and other bodies

The NDA engaged widely during 2005 with public bodies, from Government Departments, local authorities, the Health Service Executive and other public sector organisations, providing policy advice and also practical support to enhance the accessibility of their services, information and premises. The NDA also consulted with representatives of education service providers through contacts with professional and union associations. These various activities are reported elsewhere under other strategic objectives.

Promoting Accessibility Awareness

The Minister of State at the Department of Justice, Equality and Law Reform requested the support of the NDA in highlighting the accessibility requirements placed on public

National Disability Authority

bodies by the Disability Act. In response, the NDA organised a series of seminars based on sections 26 and 28 of the Act, which concern accessibility in relation to customer services, information and ICT. The events were held in Cork, Dublin and Galway and attracted over 140 delegates from the public sector.

Equality/Disability Proofing Guidelines

Equality proofing involves examining policies and programmes to determine if they are effective in promoting equality, accommodating diversity and preventing discrimination.

Under the Partnership Agreements (PPF and Sustaining Progress) there is a commitment to 'strengthening the administrative procedures for equality proofing'. To address this, the Department of Justice, Equality and Law Reform established, and chairs, a working group with members from the Department itself, the Department of Social and Family Affairs (Social Inclusion Unit), the social partners, the Equality Authority, the Combat Poverty Agency, the Equality Commission of Northern Ireland and the NDA.

The following areas were addressed during 2005:

- Pilot actions
- Research on inequalities leading to poverty
- The Civil Service Strategic Management Initiative
- North/South Co-operation
- Data
- Equality Reviews and Action Plans

National Children's Advisory Council

The NDA was represented on the National Children's Advisory Council (NCAC), which is established under the National Children's Office for the purpose of providing advice to the Minister for Children. A mid-term review of the implementation of the National Children's Strategy 2000-2010 was undertaken by the Council during 2005 and would be completed in 2006. The NDA participated in the NCAC sub-group which prepared in the response to the recreation policy in preparation by the National Children's Office. This is to address recreation programmes and facilities funded by the Government for children in the 12 to 18 year age group.

Objective 1.4

To effect change in the key policy areas of health, education, transport, poverty and employment and training.

Sub-objectives under this theme include developing and informing policy positions and gathering essential information. Employment was a particular focus of work during 2005. The research programme included a number of measures to strengthen Irish research capacity in relation to disability, as well as a number of specific research studies.

Policy advice on key areas

Employment and training

The NDA research work on employment informed NDA's policy advice in this area. The Research Conference in October 2005 was on the theme Disability and Employment. John Martin of the Organisation of Economic Co-operation and Development (OECD) told the conference that the employment rate among persons with disabilities in all of the industrialised countries rarely exceeds 25%, although based on polls, between 75 and 80% of persons with disabilities say they would like to work at least part-time. The conference proceedings are available on the website.

Comprehensive employment strategy

The NDA recommended that the Department of Enterprise Trade and Employment's Sectoral Plan should have a comprehensive employment strategy for people with disabilities as its central focus. To provide more developed policy advice on such an approach, the NDA commissioned with WRC Social and Economic Consultants to identify the key elements of such a strategy. Work on this policy paper began in 2005, and it will be published in 2006.

An important part of this project was to host two high-level round tables on employment and disability with international experts Patricia Thornton, York University (7th July), and John Martin, OECD, and Ilene Zeitzer, Disability Policy Solutions, US, on (10th October), together with invited senior officials from key Government Departments and agencies, and Irish experts. These round tables explored key success factors, based on international evidence, for raising employment among people with disabilities.

Disability and Work report

In April 2005 the NDA published a report Disability and Work: The Picture we Learn from Official Statistics.

The report finds that people with disabilities are two and a half times less likely to have a job than non-disabled people. Increasing participation in work would reduce the incidence of poverty and isolation and would open doors to wider participation in society.

The report highlights the high drop out rate from education of teenagers with disabilities. It makes the link between a successful education and a successful career, and points out that a significant minority of young people with disabilities are losing out from an early stage in their lives.

As 85% of working-age disability is acquired, the report emphasises the importance of job retention and return to work strategies in achieving this target.

The report calls for active recruitment strategies, active promotion to employers of the FÁS supports for workers with disabilities, accessible workplaces, access transport, easing of the benefit traps, and reiterates the case for a Cost of Disability Payment.

A submission was made in January 2005 to the National Economic and Social Forum's project team on an Inclusive Labour Market, drawing on the analysis and

recommendations in **Disability and Work – the picture we learn from official statistics**. The NDA was subsequently invited to make an oral presentation to the project team.

The Cost of Disability

The NDA prepared an analysis of the impact of withdrawal of social welfare and secondary benefits from people with disabilities, and identified a number of possible changes that could be made. This work was made available to relevant Government Departments via NDA's membership of the Cost of Disability Working Group. The Working Group's recommendations informed the Government decision to introduce a tapered entitlement to retain Disability Allowance.

Health

Strategic Review of Services

In Sustaining Progress, there was a commitment requiring the Department of Health and Children to carry out a strategic review of existing health service provision, with a view to enhancing health and personal social services to meet the needs of people with disabilities. The NDA made a formal submission to this review in September 2005. The NDA was also represented on the Review's sub-group advising on the disability databases.

Expert Group on Mental Health Policy

The Expert Group on Mental Health Policy was established by Government to prepare the first national mental health policy since Planning for the Future (1984). This was a commitment in the 2001 National Health Strategy "Quality and Fairness".

The NDA was a member of the two sub-committees of the Expert Group: the working group on Users and Carers and the working group on Mental Health Services for People with Intellectual Disability. The NDA's contribution drew on its earlier work on mental health including the advice of its Mental Health Advisory Committee, and the publication Strategic Partnership Guide: Good Practice in Working with People with Experience of Mental Health Difficulties. The Expert Group's report is to be published in early 2006.

Oral health and disability

Following a roundtable on oral health and disability in 2004, the NDA and its partners: the Dublin Dental School and Hospital, Trinity College Dublin and the Dental Health Foundation launched a joint report **Oral Health and Disability: The way forward** in March 2005. This report drew on research and the lived and clinical experiences of people with disabilities, their family members, disability organisations and oral health practitioners to lay out the road map for change in oral health service provision. The partners prepared a proposal for an Oral Health and Disability Task Force and submitted this to the Tánaiste and Minister for Health and Children in April.

Care for Older People

In April 2005, the NDA made a submission to the National Economic and Social Forum project team on Care for Older People.

Education

National Council for Special Education Implementation Report

Work commenced on the submission in response to the Consultation document on the implementation of the Education for Persons with Special Educational Needs Act 2004, issued by the National Council for Special Education.

Conference

The NDA conference Childhood and Disability: Inclusion in the Mainstream, held in November 2005, brought together key policy makers from Ireland (North and South) and England, Wales and Scotland to discuss the special education policy and provision in the various jurisdictions. The event was attended by over 280 delegates, representing Government Departments and agencies, educational and voluntary organisations, and representatives of persons with a disability.

Income adequacy

National Action Plan on Social Inclusion 2006-8

The NDA hosted a round table on 7th December to bring disability organisations, statutory bodies and other relevant groups together to discuss and identify appropriate disability targets and indicators for consideration for inclusion in the Third Action Plan for Social Inclusion 2006-2008. The meeting acted as a sounding board for both identifying and prioritising key policy levers that can be used to affect change.

Poverty Proofing Guidelines

In the context of its work on the Equality Proofing Working Group chaired by the Department of Justice, Equality and Law Reform, NDA developed a submission on the Review of the Poverty Proofing Guidelines under the auspices of the Office for Social Inclusion. Poverty Proofing, as Poverty Impact Assessment was formerly known, was introduced in 1998 as a result of a commitment in the original National Anti-Poverty Strategy. Since that time, it has been a requirement in the Cabinet Handbook that Memoranda for Government involving significant policy proposals “*indicate clearly the impact of the proposal on groups in poverty or at risk of falling into poverty*”. Guidelines to assist Government Departments in carrying out poverty proofing exercises were circulated in 1999. The NDA’s submission underscored the importance of disability proofing from policy inception and the need for leadership by senior government management to embed the process. In drafting its submission, the NDA met with the Department of Social and Family Affairs to highlight these issues.

Disability Consultative Forum

The NDA continued its membership of the Disability Consultative Forum of the Department of Social and Family Affairs. This forum, which meets on a quarterly basis, brings together representatives of disability organisations and the Department. The issues on which the Forum was consulted in 2005 included possible changes of name for different disability payment schemes; the respite care allowance; the Department’s Sectoral Plan; and a pilot project in the Midlands area involving the Department, FÁS and the Health Service Executive, which contacted young people on Disability Allowance with a view to offering supports to access employment.

Transport

An accessible integrated public transport service is an essential prerequisite to enable people with disabilities to participate in the normal activities of daily living i.e. work, education, leisure and social activities. The NDA continued to engage with the Department of Transport and other key stakeholders on issues such as

- quality of service
- accessibility
- licensing and administrative procedures
- vehicle standards

The NDA continued to participate as a member of the Public Transport Accessibility Committee which advises the Department of Transport on accessibility issues.

Taxis and Hackneys

A key area of NDA work in 2005 was in relation to taxis and hackneys. Accessible taxi and hackney services are a vital element in the public transport chain providing, as they do, a demand-responsive 24 hour door-to-door service for many people with disabilities.

The NDA is represented on the Commission for Taxi Regulation and has worked to promote a regulatory regime which caters for people with disabilities on issues like availability of accessible taxis, responses to call out, fare structures, and information.

The NDA met with consultants working on fare structures, and consultants working on vehicle design. Subsequently, in September 2005, the NDA made a submission following the publication of the Commission for Taxi Regulation's discussion document *Roadmap - Towards a New National Code of Regulation for Taxis, Hackneys and Limousines in Ireland*.

Gathering essential information

The vision of the NDA is about the creation of an inclusive Irish society. Inclusion is a cross cutting phenomenon which is influenced by the experiences of persons across a range of life experiences. During 2005 the NDA set about compiling essential information considering the experiences of people with disabilities and others in Irish society. The two significant reports detailed below are important resources for informing policy development and as benchmarks for future reviews of progress.

How far towards equality? Measuring how equally people with disabilities are included in Irish society

This report was published in November 2005. Drawing on a range of data sources, including the Census, the Quarterly National Household Survey, the Living in Ireland Survey, the European Social Survey, and a special survey on social participation issues commissioned by the NDA, this report documents the disparities which exist between people with disabilities and others in Irish society on issues like transport and accessibility; education; employment; income; and wider social participation. On

virtually every measure, people with disabilities are significantly more excluded from Irish society than non-disabled people. The report suggests a set of 25 indicators of participation which if monitored over time would enable measurement of whether progress is being achieved in including people with disabilities.

Disability and Social Inclusion

The NDA collaborated with the Equality Authority to commission research exploring the relationship between disability and social exclusion. This research was undertaken by the Economic and Social Research Institute and was launched at the NDA on 14th June 2005. The aim of the study was to examine social inclusion and exclusion for people with disabilities under four headings: education, earnings, poverty and social participation. This was carried out through an analysis of data collected in the Living in Ireland Survey and the Quarterly National Household Survey. When data on each of these areas was examined, it emerged that people with disabilities are significantly more excluded from Irish society than non-disabled people. The degree of impairment associated with the disability was found to be a significant factor in the degree of exclusion experienced.

Objective 1.5

To develop baseline quantitative and qualitative data to inform and underpin the planning and development of policy, practices and services for people with disabilities.

The NDA continued to develop its research work during 2005, with a range of in-house and commissioned projects; through the provision of funding to support individuals and organisations undertaking disability-themed research; and initiatives aimed at promoting standardised approaches to data gathering.

Collaboration in research projects

Research Advisory Committee

The Research Advisory Committee (RAC) was formally established in May 2002, under the Chairmanship of Professor Ferdinand Von Prondzynski. The committee was established to provide advice and support to the NDA's Research Unit on the planning and monitoring of its research programme. Membership of the RAC covers a wide range of backgrounds and specialities, including people with disabilities, their families, representatives of Government Departments and their agencies, and representatives of research centres, both University based and other.

The Research Advisory Committee met in March and June 2005 and advised the NDA on the implementation of its research programme and on possible future priorities.

Building Disability Research Capacity in Ireland

The NDA continued to support a range of initiatives aimed at developing disability research capacity in Ireland. The aim is to ensure that disability research is of the highest quality and that research funds are used to maximum effectiveness, avoiding duplication and ensuring a comprehensive information base to promote evidence based policy making.

In 2005 the NDA supported a number of organisations and individuals engaged in research relating to disability through the provision of funding. These grants are allocated through the Research Promotion Scheme, which is targeted at organisations, and the NDA Postgraduate Research Scholarships, which is available for individuals.

Research Promotion Scheme

In November 2005, seven grants were awarded to organisations to carry out research under the Research Promotion Scheme (RPS). The purpose of the RPS is to facilitate disability groups and community/voluntary groups working on disability issues to undertake research. These organisations were the Alzheimer Society of Ireland, Donegal Local Development Co Ltd, Gheel Autism, Inclusion Ireland, the National Institute for the Study of Learning Difficulties, St Michael's House, and Wexford Area Partnership. NDA also contributed a grant to the Health Research Board to support disability focussed health research.

NDA Postgraduate Research Scholarships

The NDA continued to fund eight recipients of our Postgraduate Research Scholarships throughout 2005. All eight scholars are currently conducting disability research for a Ph.D., in the areas of mental health law, entrepreneurship, special education, supported employment, equality, deaf studies and the sexual rights of people with disabilities.

NDA Disability Research Database

The upgrading and redevelopment of the Disability Research Database, a searchable on-line database of post-1996 disability-related research, was an important component of building research capacity. This database is now available as a resource for researchers, policy makers, service providers and the general public.

In 2002 the NDA had developed, in a once-off exercise, a database of relevant Irish research containing approximately 400 records. In 2005 the database was redeveloped and material updated to the end of 2005. This involved a search of electronic sources as well as a postal survey of potential non-electronic sources. In doing so, more than 500 additional pieces of disability-related research were identified for inclusion. The interface and search functions of the database were also redeveloped in line with the overall development of the NDA website.

This work also established procedures whereby the NDA Disability Research Database would be updated periodically to ensure that the most recent research can be included in the database.

Research Approach and Methodology

In June 2005 the NDA launched a discussion paper entitled 'Research with Children with Disabilities' in conjunction with 'Guidelines and Checklist for Good Practice', aimed at researchers, to promote quality and ethical practices in research with children with disabilities, and ensure that the rights and additional vulnerabilities of those children are protected and respected.

Improving Disability Data Collection at National Level

The NDA continued to collaborate closely with the Central Statistics Office (CSO) providing advice and support to the CSO in its preparations for the first Irish National Disability Survey. The NDA is a member of the multi-agency advisory board for the study, which was set up in early 2005, and was represented on the board's two sub committees on questionnaire design and on mental and intellectual disability. The NDA also continued to be represented on the National Physical and Sensory Disability Database Committee which integrated elements of the World Health Organisation's International Classification on Functioning and Health (ICF) into the Database Tool in 2005.

The NDA continued in 2005 to support national and international efforts to improve quality and consistency of data gathering on the prevalence and experience of disability. To this end, it participated in and presented two papers on, Irish data gathering and research initiatives at the September 2005 meeting of UN Washington City Group meeting on Disability Statistics held in Rio de Janeiro. In addition, NDA participated in a World Health Organisation mission on disability statistics and the application of the ICF in Armenia.

During 2005 the NDA collaborated as a partner in the EU Measuring Health and Disability (Mhadie) project which was launched in Milan in February. Three NDA research staff attended Madrid-based training in the application of the ICF, which was facilitated by Mhadie. In November, NDA hosted the Mhadie consortium meeting at which NDA launched one of its Disability Agenda series detailing the work of the Mhadie project.

Research Projects

A number of research projects were conducted in relation to education, health, Part M of the Building Regulations, and the participation of people with disabilities in sport and physical activity.

Education

Individual Education Plans

In August 2005 the Minister for Education and Science, Mary Hanafin TD, launched the NDA report entitled 'International Experience in the Provision of Individual Education Plans for Children with Disabilities'. The report reviewed policy and practice in five countries, including Australia, Canada, New Zealand, the United Kingdom and United States of America. It also examined issues identified in Irish and international literature that arise when Individual Education Plans are used in practice. A number

of recommendations were made for both policy and practice. A summary report was published later in the year and circulated to over 4,000 schools in Ireland. This report is an example of how the NDA discharges its commitment to provide qualitative data to inform planning and practice in services for people with disabilities.

Individual Education Plans (IEPs) were introduced on a statutory basis by the Education for Persons with Special Educational Needs (EPSEN) Act 2004. IEPs provide a tailored education plan for pupils assessed as having special educational needs. They involve the establishment of an IEP team composed of teachers, parents, the pupil and other relevant personnel where necessary (such as psychologists, therapists, etc.). In light of the child's strengths, abilities and needs, a plan is written which outlines a number of educational goals for the child to achieve over a certain period, usually a year. The plan also sets out the range of supports required to support the child in achieving his/her aims and objectives, and is reviewed after one year.

Special education provision

Special Education Provision for Children with Disabilities in Irish Schools: The Views of Stakeholders

As education is one of the key policy areas in the current strategic plan, research into the provision of primary education for children with disabilities was initiated in Autumn 2004. The research was commissioned to a team based in Trinity College Dublin led by Dr. Michael Shevlin. Completed in 2005, the research identified a number of key findings, including: the capacities of the system and of schools to deliver was seen as placing limitations on provision; the growing complexity of the role and workload for principals and a shortfall in the range and level of skills required for teaching and support staff were identified as constraining the capacity to deliver; parents identified serious difficulties in gaining access to mainstream primary schools, particularly for some children with intellectual and emotional/behavioural difficulties; serious difficulties and delays in obtaining assessments were reported; teachers reported a lack of knowledge regarding types of disabilities and the needs associated with them; and the 'social dividend' of inclusion in mainstream education was identified as one of the most important outcomes for children with disabilities, although this was also seen to diminish as children got older and transferred to the more complex environment at second level.

A seminar was hosted by the NDA in November 2005 to present the findings of the research. The findings of the research are due for publication in 2006.

Early School Leaving

The NDA analysis of the Census 2002 data identified that young people with disabilities were three times more likely to leave school earlier than their non-disabled peers, and leave with fewer qualifications. Therefore, in November 2005 the NDA commissioned the Children's Research Centre in Trinity College, Dublin, to undertake research to examine the reasons why young people with disabilities were leaving school earlier than other young people. This qualitative research will involve a number of focus groups with relevant stakeholders as well as face-to-face in-depth interviews. This research is due for completion at the end of 2006.

Built Environment

A review of the effectiveness of Part M of the Building Regulations

The aim of this piece of research commissioned by the NDA was to examine the effectiveness of the component of the Irish building regulations that is designed to ensure accessibility for people with disabilities. The research was conducted by Fionnuala Rogerson Architects, with Michael McNamara. The report involved surveying people with disabilities, architects, other professional bodies, key informants in the building profession; research on accessibility legislation in other countries; and reviews of plans and site visits to assess accessibility issues in current construction projects. The study documented features of new buildings which people with disabilities found as problematic. A review of standards in other countries highlighted areas where Irish standards are weaker or absent. Most notably findings indicated the limitations of the technical guidance under Part M in accommodating people with vision, hearing or cognitive impairments. The study found that the existing Part M standards are not being fully implemented, that implementation is not being fully monitored, and that effective enforcement is required. Inspections of building plans and site visits conducted as part of the study showed that a significant proportion of new building work falls short of delivering accessibility. The report entitled **A Review of the Effectiveness of Part M of the Building Regulations** was launched in December 2005.

Health

Prevalence of Disease in Older People

Following a request to the NDA from the National Council of Ageing and Older People on the need to undertake some research on the prevalence of certain chronic diseases among older people that would inform future planning in the health service, a discussion paper was prepared for its Policy Standing Committee, the HSE and other interested parties. The paper, entitled **Prevalence of Disease in Older People: An Analysis of Prevalence Rates of Cancers, Cardiovascular Disease and Diabetes in Identified Countries**, was presented in September 2005

The Experiences of People with Disabilities in Accessing Health Services

The NDA commissioned qualitative research on the experiences and difficulties people with disabilities face in accessing mainstream health services. The Department of Health Promotion, NUI Galway, undertook the research. In June 2005 the report entitled **The Experiences of People with Disabilities in Accessing Health Services in Ireland** was published.

The key issues highlighted by the study include

- The need for person-centred health services that adequately reach people with disabilities
- The difficulties people with disabilities face in accessing particular services including health promotion, mental health and oral health services
- Inadequate public provision of certain services including speech therapy and physiotherapy
- The physical, communication and attitudinal barriers that continue to exist for people with disabilities.

Sport and Physical Activity

The NDA undertook research on the participation of people with disabilities in sport and physical activity in Ireland in order to inform a wide audience on the current provision and arrangements for such activity for people with disabilities. The report, *Promoting the Participation of People with Disabilities in Physical Activity and Sport in Ireland*, was launched at a seminar in December 2005. The Minister for Arts, Sport and Tourism and the Chairperson of the Irish Sports Council both attended the launch. Some of its key recommendations include the need for a multi-agency working group to develop a national framework for inclusive physical activity and sport in order to plan and promote cross-disciplinary planning and collaboration. The report also highlighted the need for comprehensive education, training and coaching programmes. This report drew the NDA's attention to the potential of exploring available data sets for further evidence on the participation of people with disabilities in physical activity and associated quality of life issues. Therefore, the NDA, in conjunction with the School of Public Health and Population Science in UCD, undertook a further piece of research, involving secondary data analysis of the National SLÁN (Surveys of Lifestyle, Attitudes and Nutrition) datasets. The analysis explored physical activity, self-reported health, quality of life and disability. Some of the research findings were presented at the 2nd National Adapted Physical Activity Conference held in Killarney in May 2005 and at the Annual Conference of the Disability Federation Ireland held in Portlaoise in October 2005.

Other commissioned research in 2005

In early 2005 NDA held a round table discussion with representatives of Government bodies and consulted other disability stakeholders to indicate areas for disability research. Areas identified for specific focus included a review of issues facing women with disabilities and a review of good practice in the area of preventing and responding to abuse against people with disabilities. Thus in 2005, the NDA commissioned a literature review on women and disability to identify research priorities in this area. The NDA also commissioned a literature review on the area of abuse against people with disabilities, including an analysis of international good practice in addressing this issue. The results of both commissions are to be published in 2006.

First Steps in producing accessible publications

(www.nda/publications.ie)



Strategic Priority Two

Maximising accessibility in public services

Under the Disability Act 2005, Government Departments and agencies are required to make reasonable accommodations to make their services accessible to people with disabilities. The NDA works in co-operation with Government Departments and other agencies to facilitate effective action and the development of acceptable standards to promote accessibility and improve quality of service provision.

Objective 2.1

To develop and issue guidelines and audit tools to assist Government Departments and their agencies

At the request of the Minister for Justice, Equality and Law Reform, the NDA prepared a draft Code of Practice to provide practical guidance to public bodies on how to fulfil the legal obligations contained in sections 26 to 28 of the Disability Act 2005. These sections require public bodies, from 31 December 2005 onwards, to ensure as far as practicable that services and information provided to the public are accessible.

Code of Practice on Accessibility of Public Services and Information provided by public bodies

Sections 26, 27 and 28 of the Disability Act, 2005 place significant responsibilities on public bodies, specifically:

- to ensure that their services are accessible for people with disabilities by providing integrated access to mainstream services, where practicable and appropriate;
- to ensure that the goods or services that they purchase are accessible, unless it would not be practicable or justifiable on cost grounds or would result in an unreasonable delay;
- wherever so requested, communications by a public body to a person with a hearing or visual impairment must, as far as practicable, be provided in an accessible format. Information provided electronically must, as far as practicable, be compatible with adaptive technology. Published information, relevant to persons with intellectual disabilities, must also be, as far as practicable, made available in easy to read formats.

The NDA presented a first draft version of the Code to all Government Departments in September 2005. A large number of submissions were received from this initial consultation and, based on these submissions, the NDA prepared a second draft.

This first round of consultations was followed by a major national consultation process during which a further 75 submissions were received and further amendments were made to the document.

All Government Departments were given a final opportunity to comment on the third draft, before the final revision of the Code was approved by the NDA Authority for submission to the Minister for Justice, Equality and Law Reform, for consideration.

Providing Information In Accessible Formats

The NDA recognises that it is essential that persons with disabilities have access to information in suitable accessible formats. Since the NDA's establishment, it has provided documents in a range of alternative versions. These include, in addition to the standard document, large print, Braille, audio cassette, audio CD, and electronic versions in MS word, PDF and HTML. During 2005 the NDA produced an information guide **First Steps in Producing Accessible Publications**. The project had two main aims, first to assist those involved in producing publications to explore the need for a range of formats to meet the diverse needs of the intended audience. The second aim was to provide basic information on how to produce Word, large print, Braille, audio CD/cassettes, HTML, PDF and CD-Rom formats.

Access Handbook

In September 2005, the NDA published an Access Handbook Template to support building managers in the design of an access handbook for their own organisation. An access handbook is an internal document for the use of management, maintenance personnel and both new and existing staff members. Its purpose is to provide a simple way of listing and explaining the features and facilities of a building which must be maintained or enhanced in order to improve accessibility. The NDA has disseminated the document to all local authorities and continues to provide advice on the development of access handbooks through a series of in-house seminars on accessibility.

Access Auditing of the Built Environment

The NDA Guidelines for Access Auditing of the Built Environment have been developed in collaboration with the Office of Public Works and the Department of the Environment, Heritage and Local Government and were published in November 2005. An access audit is typically the first step in improving the accessibility of the built environment, enabling the identification of actions necessary to make buildings/facilities accessible. The Guidelines include background information on access auditing, steps to carry out an audit and the typical structure of an audit report. The Guidelines also offer advice for clients commissioning an audit of the built environment and advice for the auditor. The NDA has disseminated the Auditing Guidelines to building control officers and maintenance personnel in local authorities, and to practitioners through the architectural, engineering and construction professional bodies.

Guidelines for Purchasers of Disability Equality Training

The Guidelines for Purchasers of Disability Equality Training were launched on 22nd November. These Guidelines aim to assist organisations with the development of their Disability Equality Training programme. Following the establishment of an organisational

commitment to disability equality, training is the first step in the process. Such training allows staff to explore their role and the role of all stakeholders in creating a more accessible environment for all. The Guidelines have been widely disseminated to public bodies and ongoing support and guidance has been provided to access officers, disability liaison officers and other human resource personnel throughout the public service.

Objective 2.2

To work in partnership with the Department of Justice, Equality and Law Reform to monitor, guide and audit progress

Under Part 5 of the Disability Act 2005, the NDA has been assigned a new role in monitoring the employment target of persons with a disability for the public service. The NDA and the Department of Justice Equality and Law Reform initiated preliminary work in relation to this responsibility.

Objective 2.3

To award an accessibility symbol to compliant public services

After significant preparatory work throughout 2004, the NDA's accessibility award scheme became a reality during 2005. It is hoped that the awards scheme will have a significant impact on improving and maximising accessibility in public services for persons with disabilities.

Excellence Through Accessibility Award

The Excellence Through Accessibility award scheme was formally launched by President McAleese on 5th October 2005. The aim of the Award is to acknowledge and accredit those Government Departments and public bodies that have taken steps to make their services accessible to people with disabilities. The award scheme addresses three dimensions of accessibility: the built environment, accessibility of Information and Communications Technology; and accessibility of customer services initiatives, including provision of information in accessible formats.

The first assessments for the Excellence Through Accessibility award were completed in December 2005, and successful applicants will receive their awards during 2006. In addition to the promotion of the Excellence Through Accessibility award, the staff in this area provide ongoing advice and guidance to public bodies to support them in making improvements to the accessibility of their services. Through site visits and production of guidance documents, the accessibility co-ordinators offered strategic guidance to improve planning processes to maximise accessibility, and practical guidance to overcome the operational challenges in improving accessibility.



Disability and Sexual Orientation

(www.nda/publications.ie)

Strategic Priority Three

Informing and challenging attitudes in Irish society

The NDA carried out a number of activities under this heading, including policy submissions to the Broadcasting Commission of Ireland and to the Advertising Standards Authority of Ireland, addressing representations of people with disabilities in broadcast media and in advertising; preparation of a Strategic Partnership Guide on Involvement of People with Mental Health Difficulties in partnerships with service providers and others; and engaging in partnerships with other bodies around disability issues.

Objective 3.1

To develop a communications strategy for public education and awareness regarding the role and activities of the NDA; and on issues affecting people with disabilities and their needs and rights

NDA submission to the Broadcasting Commission of Ireland

The NDA made a submission in October 2005, on Disability Issues in Broadcasting, to the Broadcasting Commission of Ireland which had invited submissions in relation to Phase I of its development of a Code of Programme Standards, as provided for under the Broadcasting Act 2001. NDA is of the view that the most promising route to a more equal and effective representation in the broadcasting media in Ireland of people with disabilities is through such a Code of Programme Standards.

In its submission, the NDA articulated the concerns of people with disabilities with regard to broadcasting

- Access to “both ends of the microphone and camera”
- Access to the “understanding and enjoyment” of broadcasting products
- Representations of disability and disabled people in the broadcast media

NDA will be making further submissions during the further phases of consultation with the Broadcasting Commission of Ireland.

Submission to the Advertising Standards Authority for Ireland

NDA made a submission in July 2005 on the Review of Codes for Advertising Standards and Sales Promotion Practice by the Advertising Standards Authority for Ireland (ASAI). Key points in its submission related to the protection of vulnerable people with disabilities in advertising, and in developing public awareness strategies and designing campaigns. NDA also recommended that the ASAI should give consideration to the use

of appropriate language, terminology, images and formats that are accessible for people with a wide range of disabilities.

Discussion paper

Disability and Sexual Orientation

The NDA published a discussion paper on disability and sexual orientation in April 2005, prepared by consultants QE5. This paper drew on evidence from a review of selected national and international literature, focus groups and individual interviews with lesbians, gay men and bisexuals who have disabilities. It outlined key issues for this group, considered the legislative and policy context and made recommendations for action. The NDA has met with stakeholders to discuss the agenda outlined in the paper.

Objective 3.2

To promote effective inclusion of people with disabilities in all aspects of public life, including mainstream employment, through

- Strategic partnerships with other bodies
- Continuing education and training of professions
- Guidelines for the meaningful involvement of people with disabilities
- Disability awareness programmes

Strategic partnerships with other bodies

The NDA is committed to working in partnership with other bodies and during 2005 continued to work in partnership with relevant bodies such as the Mental Health Advisory Committee, Research and Standards Advisory Committees established under the NDA Act 1999, the National Standards Authority of Ireland, the Central Statistics Office, the National Council for Ageing and Older People, and the Women's Health Council. It also developed partnerships with sister organisations in Northern Ireland and Britain and engaged in contact with European bodies.

Ageing and Disability

The NDA continued to work in partnership with the National Council on Ageing and Older People in the area of ageing and disability, recognising that 42% of people with disabilities are aged 65 or over (Census 2002). In 2005 a literature review on Ageing and Disability was completed. This formed the basis for preparatory work towards a joint discussion paper by NDA and NCAOP, which is to be developed in 2006.

Northern Ireland Mental Health and Learning Disability Review

At the same time as Ireland has been undertaking its development of a new national mental health policy, Northern Ireland has been undertaking a substantial review of legislation, policy and practice in mental health and learning disability. To promote dialogue and share experiences of this significant disability initiative, the NDA hosted a series of briefings by the Convenors of a number of the Review's Expert Working

Committees. Five lunch time briefings on Dementia and Older People, Child and Adolescent, Mental Health Promotion, Forensic and Adult Mental Health. A sixth briefing on Social Justice and Citizenship was postponed to 2006. This work has led to ongoing contact between the NDA and colleagues in Northern Ireland.

National Adult Literacy Agency (NALA)

The NDA provided advice and assistance to NALA, to assist in the production of an interactive CD, Simply Put. This is a tool developed to support bodies and individuals in using plain English when writing and designing documents. This was launched in November 2005 and represents an important development, particularly in light of the requirements in section 28 of the Disability Act 2005.

European Contacts

During a visit to Brussels in November, an NDA delegation met with the President of the Inter-Group on Disability and the European Disability Forum. The purpose of this visit was information sharing, to profile the work of the NDA and to develop relationships with colleagues working on the European disability agenda.

Disability in Europe Seminar

In order to promote awareness and dialogue about the disability agenda in Europe, the NDA held a seminar on this topic in November. Keynote presentations were made by Ms Wallis Goelen, Head of the Unit on the Integration of people with Disabilities, European Commission and Ms Carlotta Besozzi, Director of the European Disability Forum and People with Disabilities in Ireland.

Contacts with Sister Organisations in Britain, Northern Ireland

The NDA communicated with similar statutory bodies in the UK, the Equality Commission of Northern Ireland and the Disability Rights Commission in England, Scotland and Wales. An NDA delegation met with colleagues in the Disability Rights Commission in London in November to share information on our organisations and work programmes, as well as emerging national and international disability agendas.

Continuing education and training of professions

NDA Conferences in 2005

Disability and Employment

The fourth annual NDA Disability Research Conference took place in the Great Southern Hotel on 11 October on the theme of Disability and Employment – What the Research Tells Us. Over 200 delegates attended the proceedings. Keynote speakers included Professor John Martin from the Organisation for Economic Co-operation and Development; Ilene Zeitzer of the US Disability Policy Solutions; Brenda Gannon, Economic and Social Research Institute; Dr Donal McAnaney, Rehab, and Dr Richard Wynne, Work Research Centre and Tony Tyrrell and Tom Ronayne, WRC Social and Economic Consultants. There was also a presentation in relation to the NDA's research entitled Disability and Work. The conference also included parallel sessions with submitted papers. The conference concluded with the announcement of this year's recipients of grants under the Research Promotion Scheme and the launch of the NDA's Guidelines on Ethics in Disability Research.

Childhood and Disability: Inclusion in the mainstream

This conference in November considered various aspects of childhood, including children with disabilities in education and in leisure activities. Speakers from Ireland (North and South), Scotland, England and Wales outlined how each country provides for the education of children with special educational needs. Aspects of the inclusion of children with disabilities in games and leisure reading activities were also considered. The conference was opened by Minister Brian Lenihan, T.D. Mary Davis, CEO of Special Olympics, Ireland, spoke about the benefits of physical education and sport for children with a disability. The conference attracted almost three hundred delegates, among them service providers, policy makers and parents and carers of persons with a disability. Proceedings of the 2004 conference were launched under the title “Student Journeys: The Special Education Routes” at the event.

Women and Mental Health Conference

The NDA co-hosted a conference on women and mental health with the Women’s Health Council in February, resulting in the Council’s publication *Women and Mental Health: Promoting a Gendered Approach to Policy and Service Provision*. The conference proceedings included keynote addresses by Dr Mary Seeman and Professor Emerita, Department of Psychiatry, University of Toronto, Ms Mary O’Shea, and Ms Brid Clarke, Mental Health Commission.

Supporting the Development of European Guidelines for the use of Assistive Technology (AT) Applications.

Technology and, more importantly, assistive technology, plays a crucial role in helping people with disabilities achieve their full potential, overcome barriers and achieve equal opportunities.

The NDA, together with the Central Remedial Clinic are partners in a European project (*Keeping Pace with Assistive Technology*) that aims to improve the current situation as regards the training of professionals in assistive technology. Training has long been identified as a key area for action in order to tackle the relative weaknesses in the provision and planning of assistive technology. Professionals in health, social and educational services are expected to play a key role in responding to the needs of people with disabilities.

Guidelines for involvement of people with disabilities

Strategic Partnership Guide: Good Practice in Working with People with Experience of Mental Health Difficulties

The Strategic Partnership Guide, launched in June 2005, builds on the NDA’s earlier guidance in its *Ask Me: Guidelines for Effective Consultation with People with Disabilities*, and advice from the NDA’s Mental Health Advisory Committee. The NDA commissioned the Guide from the University of Teeside, England, and the Institute for Mental Health Recovery. The Guide includes 12 principles for effective partnership,

exploration of concepts including partnership and advocacy guidance on forming and maintaining partnerships and training materials. The NDA commenced discussions with the HSE to roll out the Strategic Partnership Guide through its services.

Disability awareness programmes

Seminar series

Living, learning and working with special educational needs

A series of seminars were held under this theme. Themes in the seminars included recent legislation, school completion patterns among students with disabilities, suggestions for good practice for schools, and participation in further and higher education. Educating for a Better Future, proceedings of the 2004 seminar series, was launched during 2005.

Publications

One of the ways the NDA informs and challenges attitudes in Irish society is through its publications. 2005 was the busiest year yet in terms of publications, with a total of over twenty different titles. A full list of publications for 2005 is available in Appendix 4. Copies can be accessed on the NDA website <http://www.nda.ie>

Disability Agenda briefing papers

The NDA published three issues of the Disability Agenda briefing paper series in 2005. The topics covered were Built Environment Accessibility: The Irish Experience; the Measuring Health and Disability in Europe project (a European-wide initiative of which the NDA is the Irish partner); and Education and Disability.



Recommended Accessibility Guidelines for Public Transport Operators in Ireland

(www.nda/publications.ie)

Strategic Priority Four:

Developing quality in services for people with disabilities

The National Disability Authority (NDA) has an important statutory remit in relation to developing standards and codes of practice, and monitoring the implementation of standards and codes in programmes and services for people with disabilities. The development of standards and the preparation of draft codes of practice are core elements of work in this strategic priority area.

Objective 4.1

To develop standards, in partnership with Government Departments and their agencies in health funded services and transport services.

Standards Advisory Committee

The Standards Advisory Committee (SAC) was formally established in May 2002, under the Chairmanship of Professor Vincent Dodd. The Committee's term of office concluded in 2005 and throughout this period the Committee met on 10 occasions and provided the NDA with valuable advice on a number of important projects, including the development of the National Standards for Disability Services.

Quality of Life in Residential Services

In September 2005, representatives of the NDA, Health Service Executive, Health Research Board and National Federation of Voluntary Bodies came together to discuss the matter of the quality and costs of various residential service models for people with intellectual disabilities in Ireland.

It was agreed that the NDA would commission an initial literature review to be completed in early 2006 and that a further national study in this area would be considered.

Recommended Accessibility Guidelines for Public Transport Operators in Ireland

In 2004, to assist and support the Department of Transport in achieving a high level of public transport accessibility, the National Disability Authority (NDA) undertook to develop and recommend draft guidelines for improving access to bus, rail and light rail services for people with disabilities in Ireland. Following a process of national consultation with all of the key stakeholders, the guidelines document

Recommended Accessibility Guidelines for Public Transport Operators was produced and launched in November 2005.

Recommendations are based on the principle of 'Transport for All', which focuses on the whole experience of a journey, from the provision of information that is accessible, the accessibility of vehicles and buildings, to disability awareness training for staff, and consultation and communication with people with disabilities. They aim to inform further improvements in the accessibility of public transport.

Objective 4.2

To prepare and issue draft codes of practice

Person Centred Planning

The Department of Health and Children's National Health Strategy, 'Quality and Fairness' (2001), outlined people centredness as one of four core principles which guided the development of the Strategy. Person centredness also constitutes a key dimension of the draft National Standards for Disability Services in Ireland. A person-centred service is one which is "provided, organised and designed around what is important to the service user from his/her perspective".

In 2004, the NDA began work on developing recommendations on good practice in person-centred planning. These guidelines were completed and approved by the Authority in June 2005. The NDA hosted a seminar at the Burlington Hotel, Dublin, on 30th November to support the adoption of the guidelines. The seminar was attended by almost 100 delegates.

Objective 4.3

To monitor and evaluate the implementation of standards and draft codes of practice, in particular the monitoring of the National Standards for Disability Services as developed in partnership with the Department of Health and Children

National Standards for Disability Services

In 2005 work continued in relation to the NDA's draft National Standards for Disability Services, approved by the Authority in 2004. On receipt of the draft national standards and audit tool from the NDA, the Tánaiste and Minister of Health and Children, Mary Harney, T.D., noted that the establishment of the Health Information and Quality Authority (HIQA) would form a critical constituent in the process of delivering high quality services based on evidence-supported best practice. The Tánaiste has forwarded the draft national standards to the interim HIQA for consideration.

In 2005, the HSE – Southern and Mid-Western Areas, invited the NDA to test the draft standards in community-based therapy settings. Tests were successfully completed in community-based occupational therapy and physiotherapy services in north Cork and speech and language therapy services in Clare.

Developing quality in tourism services

Accessible Tourism

NDA continues to work with Fáilte Ireland to improve its scheme for the validation of listed and registered accommodation as accessible to people with disabilities.

Centre of Excellence in Universal Design

Among the additional functions conferred on the NDA by the Disability Act 2005, is the responsibility for the establishment of a Centre of Excellence in Universal Design to operate from January 2007. In preparation for this new role, the NDA issued a public tender in late 2005. This was awarded to Scientific Generics Limited to undertake a review of international models of such centres and to provide guidance on the required resources for such a centre in Ireland. The NDA will progress the establishment of the Centre during 2006.

Education for a Better Future

(www.nda/publications.ie)

Strategic Priority Five

Developing organisational capacity

Objective 5.1

To develop equality-based human resources

The day to day operations of the NDA are carried out by an executive, which is made up of a staff of approximately 40 persons across the three departments, Policy and Public Affairs, Research and Standards Development and Corporate Services.

Training and Development

The NDA continued to invest in the development and training of its staff in 2005, and to offer progressive development opportunities to staff. A suite of training was delivered to enhance and develop the skills, knowledge and expertise of staff. Among the cross-section of training delivered in 2005 was customer services training, time management, minute taking, NDA style guide training, and training on NDA's customised contact management system.

Other developmental opportunities offered to staff included the opportunity to train and act as first aid officer, health and safety committee membership, and the position of designated contact person. Staff concerned were provided with appropriate training. In addition, some staff received financial assistance and support to attend courses outside of working hours under the organisation's support of fees programme.

In quarter four, the NDA commissioned a detailed analysis of training needs to develop a training plan for the coming year.

Staff

Eleven staff members left the NDA in 2005, and new staff were recruited or promoted to replace them.

An Organisational Chart is located in Appendix 5.

Objective 5.2

To enhance the development of existing NDA information systems

Information Communication Technology

Telephone Upgrade

An upgrade of the telephone system was completed in 2005. The new exchange handles more digital extensions and simplifies system changes.

Information Technology

In December 2005, the NDA identified an option to enhance the provision of internal Information Technology support arrangements and planned for the delivery of additional support in 2006.

In 2005 the NDA invested in the upgrading and replacement of computer servers. All server-based applications were moved onto their own dedicated server. NDA also tested new backup solutions and invested in an anti-virus framework.

Website

During 2005, the investment in and upgrading of the NDA's web site continued. The content of the site was completely re-organised making it more useable and accessible for key users. The research database, library catalogue and Excellence Through Accessibility Award sections were significantly updated and expanded and a new database, the Register of Accessibility Consultants was added. The website benefited from significant technical improvement including its search functionality.

Accessibility and usability testing by the National Council of the Blind in Ireland gave positive reports and identified ways in which the site could be further improved. These changes were implemented, overseen by the website implementation team. The NDA produced promotional materials to profile the re-launch of the site, which took place in September 2005.

NDA Library

The NDA library is a unique collection of material on disability and related subjects. The library houses 40,000+ books, journal articles, videos, CD-ROMs and newsletters. We are open to the public and we welcome visitors by appointment.

NDA's library answered over 1,000 queries during the year on disability and related topics. The library supplied over 450 articles to library users (journal articles, newspaper articles, etc.), and over 200 articles to users in other Irish healthcare libraries. Over 500 books were lent to library users. The library operates a "postal lending" service to users, so that users can receive and return books to the library by post. Over 2000 new books, journal articles and newspaper articles were added to the NDA's extensive library catalogue in 2005. During 2005 the library commissioned further development work on the NDA library catalogue, www.nda.ie/library, to improve its accessibility and accuracy. Staff carried out a stocktake in Summer 2005 and older stock was archived.

The library provided a 'paper round' service for staff during 2005 which listed relevant newspaper articles. In order to expand the service, the library developed a "Current Awareness" weekly e-newsletter, informing library users of new books, journal articles and newspaper articles, to take effect from January 2006. The library also helped develop a bookmark, highlighting the range of services provided by the library, and with contact information.

Services:

- Online catalogue www.nda.ie/library
- Books and videos
- Journals
- Searchable databases
- Theses
- Document supply and inter-library loans
- Archive material
- Postal loans
- News clippings

Objective 5.3

To increase efficiency and value for money in NDA operations

Policy and Procedure

A review of the NDA personnel manual was conducted in 2005. The manual was reviewed in accordance with best practice and legislative and public service requirements. Briefing sessions were held in November and December to inform staff of the revised policies and procedures.

In December 2005 the NDA commissioned a review of the HR practices, processes, and procedures to inform the structure of that function. It is anticipated that the findings of the review will be finalised in 2006.

Superannuation

During 2005 the NDA finance section developed the payroll software systems to record, maintain and calculate staff's current and prior superannuation contributions. A number of briefing sessions were also held for staff on pension policy and entitlements.

Sustaining Progress

The NDA, as a public body, is committed to the Sustaining Progress programme for modernisation aimed at enhancing customer service and increasing organisational flexibility and efficiency in delivering its strategic objectives. In March and September 2005, the NDA submitted its fourth and fifth progress reports respectively on modernisation. The Performance Verification Group, the monitoring body for Sustaining Progress, endorsed both reports.

Finance

Internal Audit

In December 2005 the DJELR, Internal Audit Department completed a procurement audit of the NDA, which found that the NDA was in compliance with procurement guidelines and procedures. Further audits are planned for 2006.

Compliance

In adherence with Corporate Governance requirements, the NDA conducted a risk management workshop, facilitated by external consultants PWC, and a Review of Internal Financial Controls was completed in May 2005. The risk management workshop involved members of the Senior Management Team, and representatives from the Authority and Finance committee. It facilitated the development of an NDA risk management register. A report outlining the PWC review of NDA Internal Financial Controls was submitted to the Authority in June 2005. This report informs part of the Authority's financial declaration for the 2004 Statutory Accounts, which were filed in 2005 in accordance with statutory requirements of the NDA Act 1999.

Financial Development

The NDA, in accordance with its statutory obligations, submitted financial audited accounts for 2004 to the Minister of Justice, Equality and Law Reform in June 2005. Furthermore, the NDA updated the financial processes and procedures in accordance with Department of Finance Guidelines, Corporate Governance requirements, and in keeping with best practice generally.

Appendices

APPENDIX 1: NDA Committees and Steering Groups

Sub-Committees of the old Authority

Audit Committee

Mr Tom O'Higgins (Chair)
Ms Anne Doyle
Mr Brian Duffy
Mr Robert Grier
Mr Christy Lynch

Finance Committee

Mr Christy Lynch (Chair)
Ms Paula Carey
Ms Noreen Gildea
Mr Brendan Ingoldsby
Ms Angela Kerins
Mr Muiris O'Donoghue

Governance Sub-Committee

Ms Paula Carey
Ms Angela Kerins
Mr Gene Lambert
Ms Betty O'Leary
Mr Donie O'Shea

Legal Sub-Committee

Ms Paula Carey
Mr John Dolan
Ms Maisie Dooley
Ms Angela Kerins
Mr Gene Lambert
Mr Christy Lynch
Mr John O'Gorman
Ms Betty O'Leary
Mr Donie O'Shea

Organisation Review Committee

Mr John Dolan
Ms Noreen Gildea
Mr Robert Grier
Mr Brendan Ingoldsby
Ms Angela Kerins
Mr Christy Lynch
Mr John O'Gorman (resigned April 2005)
Mr Donie O'Shea

Mental Health Advisory Committee

Dr Mary Clarke-Finnegan
Ms Phil Cotter
Ms Patsy Doolin
Mr Frank Flannery
Mr Frances Harvey
Mr Paul Howard
Mr Seamus Hoye
Dr Verena Keane
Mr Brendan Gerard Kenny
Ms Mary Keys
Mr Mark Logan
Mr Andrew Logue
Mr Hugo Magee
Mr Louie Maguire
Dr Tom Moran
Mr Thomas Noonan
Mr Dan O'Connor
Ms Winifred O'Hanrahan
Ms Laura Thompson
Ms Margaret Webb
Ms Iris Elliot

Research Advisory Committee

Professor Ferdinand von Prondzynski (Chair)
Mr John Bosco Conama
Mr Joseph Mullins
Ms Liz Brosnan
Ms Katherine O’Leary
Ms Maria Walls
Dr Aine Kelly
Ms Cliona Ni Chualain
Ms Mary Van Lieshout
Ms Sinead Riordan
Professor Patricia Noonan Walsh
Ms Ros Moran
Mr Gerry Brady
Mr Laurence Bond
Mr Jim Walsh
Dr Donal McAnaney
Ms Eileen Lavery
Professor Brendan Whelan

**Standards Advisory
Committee**

Ms Shona Boyne
Ms Maureen Breslin
Mr Niall Byrne
Ms Michele Clarke
Mr Brendan Coyle
Mr Jim Dennehy
Mr Michael Corbett
Professor Vincent Dodd
Mr Eamon Egan
Ms Frieda Finlay
Mr Patrick Gargan
Ms Joan Hinchy
Mr Tom Hughes
Ms Chrissie Keane
Ms Suzanne Kirwan
Mr Erik Koornneef
Ms Margaret McDonnell
Mr Brian O’Donnell
Ms Priya Prendergast
Mr Michael Ringrose
Ms Sandra Smith
Mr Kevin Stanley
Mr Don Tallon
Ms Mary Van Lieshout
Ms Karina Wallis
Ms Anne Winslow

APPENDIX 2: Representation on external committees, task forces

Central Statistics Office Advisory Group on National Disability Survey
Centre for Early Childhood Education Consultative Committee
Cost of Disability Working Group
Disability Consultative Forum, Department of Social and Family Affairs
eAccessibility Working Group, Department of the Taoiseach
EQUAL Monitoring Committee
Health Services Accreditation Board Advisory Council
National Accreditation Committee
National Children's Advisory Council
National Physical and Sensory Disability Database Committee
National Standards Authority of Ireland
Public Health Alliance Ireland
Public Transport Accessibility Committee
Q-mark Approvals Board, Excellence Ireland
Quality Customer Services Working Group, Strategic Management Initiative,
Department of the Taoiseach
Strategic Review of Disability Services, Department of Health and Children, Advisory
Group on Databases and Information
Taxi Advisory Council, Taxi Commission
Women's Health Council
Working Group on Equality Proofing, Department of Justice, Equality and Law Reform

APPENDIX 3: NDA Submissions 2005

- National Economic and Social Forum submission Labour Market, January 2005
- Submission on Suicide Prevention, January 2005
- Submission to the Commission on the Taxi Regulator, March 2005
- Inclusive Labour Market – National Economic and Social Forum, April 2005
- National Economic Social Forum Submission re Care of Older People, April 2005
- Submission to Further Education and Training Awards Council (FETAC) on the Draft Policy for Determining Standards, May 2005
- The Advertising Standards Authority for Ireland Submission, July 2005
- Poverty Proofing, July 2005
- Department of Health and Children Submission of Strategic Review of Disability Services, September 2005
- Submission to the Law Reform Commission on Vulnerable Adults and the Law: Capacity, October 2005

- Response to Outline Sectoral Plans for Government Departments under the National Disability Act, November 2005
- Submission to Department of Enterprise Trade and Employment re National Reform Plans Lisbon Agenda, November 2005
- Submission on Men's Health Strategy, December 2005
- NDA Presentation Oireachtas Social Affairs Committee, December 2005

APPENDIX 4: Publications 2005

Ageing and Disability Discussion Paper

Annual Report 2004

Delivering Change through Disability Research: 3rd Annual NDA Research Conference

Disability Research Series: 1: Disability and Work: The picture we learn from official statistics

Disability Research Series: 2: The experiences of people with disabilities in accessing health services in Ireland: Do inequalities exist?

Disability Research Series: 3: Promoting the participation of people with disabilities in physical activity and sport in Ireland

Disability and Sexual Orientation

Disability and Social Inclusion in Ireland

Educating for a Better Future: Summary of proceedings of the 2004 'Living, Learning and Working with special educational needs' seminars

Education for Persons with Special Educational Needs Act

Ethics in Disability Research

Excellence through Accessibility: Guidelines & Criteria

National Disability Authority: Pre-Budget Submission to Government for 2005

First Steps in Producing Accessible Documents

Guidelines for Access Auditing of the Built Environment

Guidelines on Person Centred Planning in the Provision of Services for People with Disabilities in Ireland

Guidelines for Purchasers of Disability Equality Training

How far towards equality? Measuring how equally people with disabilities are included in Irish Society

International Experience in the Provision of Individual Education Plans for Children with Disabilities

Oral Health and Disability: The Way Forward

Recommended Accessibility Guidelines for Public Transport Operators in Ireland

Review of the Effectiveness of Part M of the Building Regulations

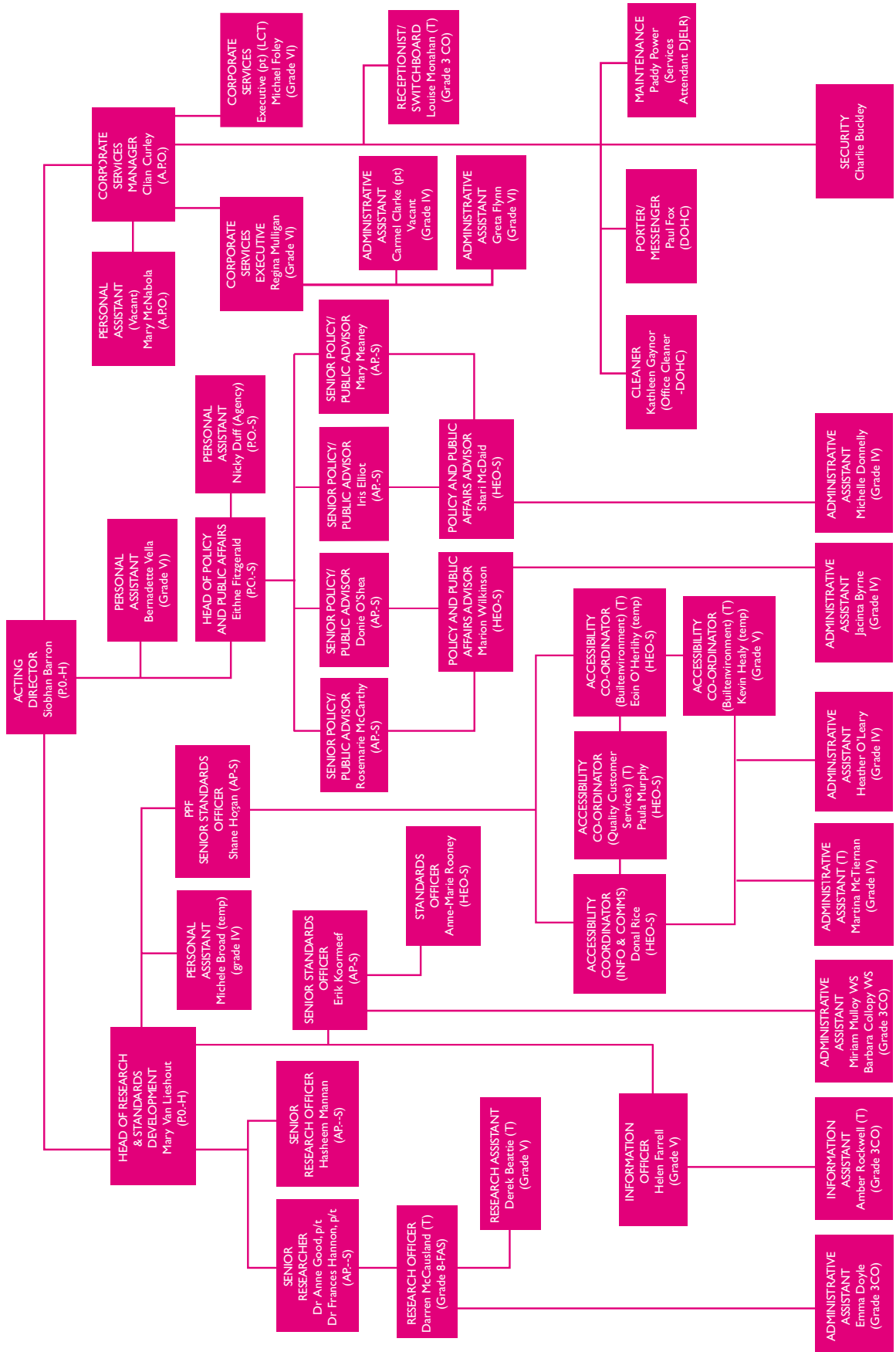
Strategic Partnership Guide: Good practice in working with people with experience of mental health difficulties

National Disability Authority

Student Journeys: The Special Education Routes

Women and Mental Health: Promoting a Gendered Approach to Policy and Service Provision Conference Proceedings

APPENDIX 5: Organisational Chart



National Disability Authority

Financial Statements 31 December 2005

	Page
Contents	
Authority Members and other Information	64
Statement of the Responsibility of Authority Members	65
Statement on the System of Internal Financial Control	66-67
Report of the Comptroller and Auditor General	68-69
Statement of Accounting Policies	70-72
Income and Expenditure Account	73
Balance Sheet	74
Cash Flow Statement	75
Notes to the Financial Statements	76-89

Disability in Europe

(www.nda/publications.ie)



National Disability Authority

Authority Members and other Information

Ms A Kerins	Chairperson	Reappointed 29 July 05
Mr A Browne		Appointed 29 July 05
Ms P Carey		Reappointed 29 July 05
Mr J Casey		Term Expired 11 June 05
Mr M Connor		Term Expired 11 June 05
Mr J Dolan		Reappointed 29 July 05
Ms M Dooley		Term Expired 11 June 05
Ms N Gildea		Reappointed 29 July 05
Mr R Grier		Term Expired 11 June 05
Mr B Ingoldsby		Term Expired 11 June 05
Mr G Lambert		Reappointed 29 July 05
Mr C Lynch		Reappointed 29 July 05
Mr M O'Donoghue		Term Expired 11 June 05
Ms B O'Leary		Reappointed 29 July 05
Mr D Ring		Term Expired 11 June 05
Ms H Caesar		Term Expired 11 June 05
Mr J Finnerty		Term Expired 11 June 05
Mr J O'Gorman		Term Expired 11 June 05
Ms S Tierney		Term Expired 11 June 05
Mr D O'Shea		Reappointed 29 July 05
Ms L Mc Clure		Reappointed 29 July 05
Mr J Martin		Reappointed 29 July 05
Mr J Callanan		Appointed 29 July 05
Ms M Cronin		Appointed 29 July 05

Director: Siobhan Barron
M Claire O'Connor Resigned October 05

Solicitors: Kilcullen & Associates
183 Rathmines Rd Lwr
Dublin 6

Bankers: Bank of Ireland
Upper Leeson Street
Dublin 4

Auditors: Comptroller & Auditor General
Dublin Castle
Dublin 2

National Disability Authority

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

Statement of Responsibilities of Authority Members

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

In preparing those financial statements the Authority is required to:

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

The Authority is responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Authority and to enable it to ensure that the financial statements comply with the Act. It is also responsible for safeguarding the assets of the National Disability Authority and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Authority

Chairperson:

Director:

Date:

Statement on the System of Internal Financial Control

For the year ended 31 December 2005

The Authority is responsible for the systems of internal financial control in the Authority and for putting in place processes and procedures for the purpose of ensuring that the systems are effective.

The systems can provide only reasonable, and not absolute, assurance that the assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely manner. The Authority has taken steps to ensure an appropriate control environment is in place by:

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

The Authority has also established processes to identify and evaluate business risks. This is achieved in a 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 prepared a risk register encompassing strategic, operational (to include information technology), financial, reputational /compliance risks
- Assessing the National Disability Authority's ability to manage and mitigate the risks that do occur
- Working closely with Government and various agencies and institutions to ensure that there is a clear understanding of the National Disability Authority's goals and support for the Authority's strategies to achieve those goals
- Carrying out regular reviews of strategic plans both short and long term and evaluating the risks to bringing those plans to fruition
- Setting annual and longer term targets for each areas of our business followed by the regular reporting on the results achieved
- Establishing and enforcing extensive standard procedures and provision under which financial assistance may be made available to projects, including provisions requiring repayment if the project does not fulfil commitments made by the promoter.

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

- A comprehensive budget system with an annual budget which is reviewed and agreed by the Authority
- Regular reviews by the Authority of periodic and annual financial reports which indicate financial performance against forecasts
- Setting targets to measure financial and other performances
- Clearly defined capital investment control guidelines
- Formal project management disciplines.

Arrangements have been made to outsource 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, which was adopted by the Authority in June 2002. The Internal Audit Service is carried out by the Department of Justice Equality and Law Reform. The Internal Audit Service reports regularly to the Audit Committee.

The Authority will have responsibility for overseeing the implementation of the Internal Audit Service recommendations to ensure proper and effective financial control procedures are maintained and the Audit Committee will review Internal Audit Plans to include any newly identified areas.

In the year to 31 December 2005, the Authority progressed the documentation and ongoing enhancement of the system of internal financial controls.

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

- 1) The work of the Internal Audit Service and the contribution of the Audit Committee which oversees the work of the Internal Auditor and of the corporate governance environment
- 2) The executive managers with the National Disability Authority who have responsibility for the development and the maintenance of the financial control framework
- 3) The issues raised by the Comptroller and Auditor General.

A formal review of the effectiveness of the systems of internal financial controls was carried out by external consultants and completed in April 2005. A review has taken place in the first half of 2006 to look at the structures, processes and procedures to inform development of the finance function to enhance information on finances and the planning, management and reporting of expenditure.

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

Angela Kerins

Chairperson

Date

National Disability Authority

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

I have audited the financial statements of the National Disability Authority for the year ended 31 December 2005 under Section 17 of the National Disability Authority Act, 1999.

The financial statements, which have been prepared under the accounting policies set out therein, comprise the Statement of Accounting Policies, the Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement, the Statement of Total Recognised Gains and Losses and the related notes.

Respective Responsibilities of the Members of the Authority and the Comptroller and Auditor General

The Authority is responsible for preparing the financial statements in accordance with the National Disability Authority Act 1999, and for ensuring the regularity of transactions. The Authority prepares the financial statements in accordance with Generally Accepted Accounting Practice in Ireland. The accounting responsibilities of the Members of the Authority are set out in the Statement of the Authority's Responsibilities.

My responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

I report my opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland. I also report whether in my opinion proper books of account have been kept. In addition, I state whether the financial statements are in agreement with the books of account.

I report any material instance where moneys have not been applied for the purposes intended, or where the transactions do not confirm to the Authorities governing them.

I also report if I have not obtained all the information and explanations necessary for the purposes of my audit.

I review whether the Statement on Internal Financial Control reflects the Authority's compliance with the Code of Practice for the Governance of State Bodies and report any material instance where it does not do so, or if the statement is misleading or inconsistent with other information of which I am aware from my audit of the financial statements. I am not required to consider whether the Statement on Internal

Financial Control covers all financial risks and controls, or to form an opinion on the effectiveness of the risk and control procedures.

Basis of Audit Opinion

In the exercise of my function as Comptroller and Auditor General, I conducted my audit of the financial statements in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board and by reference to the special considerations which attach to State bodies in relation to their management and operation. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures and regularity of the financial transactions included in the financial statements. It also includes an assessment of the significant estimates and judgments made in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Authority's circumstances, consistently applied and adequately disclosed.

I planned and performed my audit so as to obtain all the information and explanations that I considered necessary in order to provide me with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In my opinion, the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the Authority's affairs at 31 December 2005 and of its income and expenditure for the year then ended.

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

Gerard Smyth
For and on behalf of the
Comptroller and Auditor General
15 August 2006

Statement of Accounting Policies

Functions of the National Disability Authority

The National Disability Authority is an independent agency, established in June 2000, under the aegis of the Department of Justice, Equality and Law Reform by the National Disability Act 1999.

The principal function of the NDA is to advise the Minister for Justice, Equality and Law Reform and keep him informed of developments regarding issues of policy and practice relating to persons with disabilities and

- Assist in the co-ordination and development of disability policy;
- Undertake research and development of statistical information for the planning, delivery and monitoring of disability programmes and services;
- Advise the Minister on standards for programmes and services and prepare codes of practice;
- Monitor the implementation of standards and codes of practice;
- Encourage and recognise the promotion of equality for people with disabilities.

The NDA has additional functions as provided in the Disability Act 2005 which include:

- Preparing codes of practice on accessibility of public buildings, services, information and heritage sites;
- Monitoring compliance with the target for employment of people with disabilities in the public service and recommending specific measures to enable individual bodies to achieve compliance;
- Establishing and operating a Centre of Excellence in Universal Design to promote principles so that the built environment and information technologies can be accessed, understood and used to the greatest extent possible by people with disabilities.

Basis of Accounting

The financial statements have been prepared using the accruals method of accounting, except as indicated below and in accordance with generally accepted accounting principles under the historical cost convention. Financial Reporting Standards recommended by the recognised accountancy bodies are adopted as they become operative.

Oireachtas Grant Income

The income from this source represents actual cash receipts in the period.

European Year of People with Disabilities (EYPD) Grants (Note 6)

Funding received in respect of the European Year of People with Disabilities is included in income of the year in which the related expenditure is incurred. In 2002 the National Disability Authority was selected as the Designated Authority for the purpose of the administration of funds (Exchequer and EU) in respect of the coordination of the European Year of People with Disabilities (EYPD). This project concluded in 2005.

Measuring Health and Disability in Europe (MHADIE)

Funding received in respect of the European Measuring Health and Disability in Europe (MHADIE) project is included in income of the year in which the related expenditure is incurred. This is a European Commission project for which the National Disability Authority has been selected as one of its partners. This project will continue until 2006.

Other Income – Department of Education and Science

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

Fixed Assets and Depreciation

Fixed Assets are shown at original cost or valuation less accumulated depreciation. Depreciation is provided at the following annual rates:

Office Furniture and Equipment	20.00 % (Straight Line)
Computer Hardware and Software	3 1/3 % (Straight Line)
Premises	2.50% (Reducing Balance Basis)

Capital Account

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

Pensions

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

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

National Disability Authority

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

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

National Disability Authority

Financial Statements for the year ended 31st December 2005

Income and Expenditure Account for the year ended 31 December 2005

	Notes	2005 €	2004 €
INCOME			
Grant income	2(a)	4,554,612	3,925,379
Net Deferred Funding for Pensions	11(b)	842,190	794,814
European Year of People with Disabilities	6	18,383	629,962
Other Income	2(b)	481,241	458,423
		5,896,426	5,808,578
Transfer from (to) Capital Account	9	69,838	165,613
Total income		5,966,264	5,974,191
EXPENDITURE			
Projects and Commissioned Work	3	1,166,858	1,138,149
European Year of People with Disabilities	6	23,454	672,948
Development, Support and Administration costs			
Payroll	4	2,582,123	2,327,721
Pension Costs	11(c)	1,078,496	865,744
Administration Costs	5	935,915	735,508
Depreciation	8	182,901	234,186
		4,779,435	4,163,159
Total Expenditure		5,969,748	5,974,256
(Deficit)/Surplus for the year		(3,483)	(65)
Retained Surplus at 1 January 2005		376,841	376,906
Retained Surplus at 31 December 2005		373,358	376,841
Statement of Total Recognised Gains and Losses			
(Deficit)/Surplus for the year		(3,483)	(65)
Actuarial Loss/(Gain) on Pension Liabilities		558,000	2,105,000
Adjustment to Deferred Pension Funding		(558,000)	(2,105,000)
Total Recognised (Loss)/Gain for the year		(3,483)	(65)

The results for the year relate to continuing operations.

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

Signed: (Chairperson) (Authority Member)
(Director)

Date:

Balance Sheet as at 31 December 2005

	Notes	2005	2004
		€	€
FIXED ASSETS	8	3,655,026	3,724,864
CURRENT ASSETS			
Debtors and Prepayments	13	198,919	88,571
Cash at Bank and on hand	10b	513,227	545,798
CURRENT LIABILITIES			
Creditors and Accruals	12	338,788	257,528
		338,788	257,528
NET CURRENT ASSETS		373,358	376,841
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS		4,028,384	4,101,705
Deferred Funding Asset For Pensions	11f	(13,200,000)	(11,800,000)
Pension Liabilities	11f	13,200,000	11,800,000
		4,028,384	4,101,705
REPRESENTED BY:			
Capital Account	9	3,655,026	3,724,864
Retained Surplus on Income and Expenditure Account		373,358	376,841
		4,028,384	4,101,705

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

Signed: (Chairperson)
Signed: (Authority Member)
Signed: (Director)
Date:

Cash Flow Statement for the year ended 31 December 2005

	Notes	2005	2004
		€	€
Net Cash Inflow/Outflow from Operating Activities	10(a)	80,401	(129,014)
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE			
Interest received		91	123
Net inflow from returns on investments and servicing of finance		91	123
INVESTING ACTIVITIES			
Purchase of fixed assets		(113,063)	(68,573)
Disposal of fixed assets		0	0
Net Cash Outflow from Investing activities		(113,063)	(68,573)
(Decrease) Increase in Cash at Bank and in hand		(32,571)	(197,464)

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

Signed: (Chairperson)
Signed: (Authority Member)
Signed: (Director)
Date:

Notes to Financial Statements for the year ended 31st December, 2005

I. THESE FINANCIAL STATEMENTS COVER THE YEAR ENDED 31 DECEMBER 2005.

2 . INCOME

	2005	2004
	€	€

2 (a) Grant Income

Department of Justice, Equality and Law Reform	4,554,612	3,925,379
	<hr/>	<hr/>
	4,554,612	3,925,379

2 (b) Other Income

Department of Education and Science (NEPS)	398,620	376,855
EU Funded MHADIE Project	28,278	0
Bank Interest	91	123
DSCFA receipts	11,340	16,784
Publications	10,172	22,551
Rental and Services	28,564	27,548
Sundry	3,979	14,095
Travel Refunds	197	466
	<hr/>	<hr/>
	481,241	458,423

Notes to Financial Statements for the year ended 31st December, 2005

3. PROJECTS AND COMMISSIONED WORK

	2005	2004
	€	€
Public Accessibility Awards	115,722	64,389
Regional Briefings on National Disability Strategy	124,614	34,485
Website Implementation Team	92,009	47,903
Update of NDA IT Accessibility Guidelines	68,324	0
Scholarships	46,750	63,922
New Materials - Library	30,288	30,829
WHO Measuring Health And Disability In Europe NDA costs	9,440	
WHO Measuring Health And Disability In Europe EU Funded	28,278	0
Person Centred Planning	36,610	5,246
Research Promotion Scheme	29,395	60,386
Education Conference 2005	29,790	0
Library Database	27,714	19,360
Annual Report	26,728	36,619
HR Policies & Training Plan	26,273	0
Participation Indicators	25,152	62,447
Violence against People with Disability	24,758	0
National Study of Participation of People with Disabilities in Sport	22,319	0
Guidelines for Equality/Disability Training	15,824	0
Primary Education Review Phase I	27,499	0
Employment Strategy for PWD	19,767	0
Part M Research	19,618	20,000
Guidelines for ICT Access Audits	19,527	0
National Standards Pilot Evaluation	19,360	9,476
Guidelines for Access Audits	15,606	0
Disability Research Conference	14,996	0
Monitoring the Implementation of Standards	14,883	14,060
Accessibility Guidelines for Transport Operators in Ireland	14,352	0
Library Catalogue	13,915	0
Review Internal Financial Controls	11,400	0
European & Oireachtas Briefing	11,292	10,728
Mental Health Partnership	11,244	29,738
Research on Health Inequalities	11,020	39,823
Centre for Excellence in Universal Design	10,071	0
Codes of Practice Accessibility of Public Services	10,056	0

Notes to Financial Statements for the year ended 31st December, 2005

3. PROJECTS AND COMMISSIONED WORK

	2005	2004
	€	€
Promotion of Applied Research on Disability & Health	10,000	0
Disability Research Ethics	9,685	0
Women & Disability Literature Review	9,139	0
Audit Tool ICT Guidelines	9,094	101
NDA Research Agenda Publication	8,269	9,364
NDA Education Conference Review	7,777	0
Risk Assessment	6,353	0
Setting, Influencing Tracking Policy Agenda	6,193	0
Seminars on Accessible Public Services	5,983	0
Women & Mental Health Symposium	5,602	0
“Disability and Work” Publication	5,291	41
Reprint of Publications	4,648	0
NDA Disability Agenda Publications 2005	4,437	0
Guide to NDA Act	4,279	6,399
Development of Accessibility Guidelines	2,051	6,190
Disability Bill (Part 5)	3,319	0
NDA Seminar Series	2,860	16,418
Access to Electronic Content	(1,155)	0
N.Ireland Mental Health & Learning Disability Review Briefings	2,712	0
Directory of Disability Consultants	11,622	0
Disability Baseline Data	2,355	0
Accessibility Format How To	2,231	8,622
Buildings For Everyone	2,057	438
DA Barriers to Employment	1,652	0
Sexual Orientation	1,535	11,280
Monitoring Framework	1,464	0
Education Training and Employment	1,400	33,788
Provision of Reference and Outreach Services	1,310	0
Research Advisory Committee	1,221	10,170
City & County Development Boards	1,150	6,655
Standards Advisory Committee Projects	931	30,771
Labour Market Systems	884	43
Living, Learning & Working with SEN	596	0
EU Guidelines for the use of Assist Technology	544	0
Oral Health Roundtable	460	11,557
Disability Legislation Consultation Group	436	325
Strategic Plan 2004-2006	381	9,120
XML Conversion	363	0
Health	240	17,987
3rd National Action Plan Against Poverty & Social Exclusion	131	0

Notes to Financial Statements for the year ended 31st December, 2005

3. PROJECTS AND COMMISSIONED WORK

	2005	2004
	€	€
Comhairle Ammendment Bill	112	0
Quality of Life in Residential Settings	98	0
Research into Early school Leaving among students with disabilities	15	0
Barcelona Declaration	10	72,413
NDA Communication Strategy	0	77,553
Transport Bus & Rail Guidelines	0	51,002
Education Mapping	0	29,476
Legislation	0	25,152
Publication of Costs of Disability	0	22,980
Special Olympics Survey	0	22,727
Service Mapping Health	0	17,853
National Disability Strategy	0	16,448
Quality Assurance Guidelines	0	14,209
Service Mapping Transport	0	11,616
Service Mapping Employment & Training	0	8,484
Publication of Standards	0	6,977
Mental Health Publications	0	5,980
Audit Tool	0	5,704
Review Ageing and Disability	0	4,990
Guide to Education Act	0	4,400
Violence against People with Disabilities	0	3,751
Housing Project	0	2,710
Disability Statistics	0	1,137
NDS Pilot Report	0	968
Audit Tool Building 4 Everyone	0	605
Transport Launch/ Conference	0	242
European Union Green Paper	0	189
Equality/ Rights/ UN	0	42
Empower	0	(5,439)
	1,166,858	1,138,149

Notes to Financial Statements for the year ended 31st December, 2005

4. PAYROLL COSTS

	2005	2004
	€	€
NDA Staff Pay	2,112,091	2,011,509
Agency Staff	160,633	23,708
NEPS Staff Pay	309,399	292,504
	<hr/> 2,582,123	<hr/> 2,327,721

The average number of staff employed by the Authority in the year was 43 (2004: 44)

Notes to Financial Statements for the year ended 31st December, 2005

5. ADMINISTRATION COSTS

	2005	2004
	€	€
Travel	41,117	33,442
Training	30,686	33,297
Conference / Seminar Fees	5,867	10,827
Recruitment	47,861	39,655
Authority Expenses	93,086	48,255
Audit fee	19,700	15,400
Bad Debt Provision	0	0
Bank Interest / Charges	777	665
Canteen / meals	82,706	73,517
Cleaning / Domestic	39,771	30,001
Computer Software Non Capital	26,801	19,684
Computer supplies	3,799	4,242
Consultancy fees	4,598	1,400
Couriers	6,415	8,388
Gas / electricity	29,619	33,085
Insurance	31,576	32,901
IT Backup	3,809	1,331
Legal Fees	49,253	2,045
Maintenance	133,660	67,123
Office furniture / equipment (non-capital)	8,299	9,740
Office supplies	19,731	14,852
Organisational Review	5,856	22,401
Postage and Telephones	57,417	57,550
Printing / photocopying	12,361	22,286
Print Management	2,486	0
Public Relations	79,180	71,567
Publications / periodicals	8,719	6,814
Rates	62,111	59,164
Representations	0	341
Security	7,960	1,318
Seminars	2,843	2,580
Subscriptions / Donations	11,632	5,122
Sundry	723	1,672
Telephone maintenance	5,230	4,843
Translations / Interpreters	266	0
	935,915	735,508

Notes to Financial Statements for the year ended 31st December, 2005

6. EUROPEAN YEAR OF PEOPLE WITH DISABILITIES

	2005 €	2004 €	2003 €	2002 €	Total €
Income					
Department Of Justice Equality And Law Reform	17,883	598,063	1,233,171	44,760	1,893,877
European Commission		6,732	199,635	0	206,367
European Commission Refund		4,260	0	0	4,260
Other	500	20,907	0	0	21,407
Total Income	18,383	629,962	1,432,806	44,760	2,125,911
Expenditure					
Grants	14,386	4,260	465,758	0	484,404
Flagship	0	8,849	353,782	0	362,631
Make A Difference	0	394,669	216,002	0	610,671
Disability Summit	0	67,301	0	0	67,301
NCC Run Events	0	0	65,144	0	65,144
Staff	0	79,455	146,047	0	225,502
Administration	3,997	75,428	186,073	44,760	310,258
Administration met by NDA	5,071	42,986	0	0	48,057
Total Expenditure	23,454	672,948	1,432,806	44,760	2,173,968

Actual Receipts from Department of Justice, Equality and Law Reform in 2005 were €0

Note: An amount of €5,071 has been met from the NDA's own allocation in 2005 and has not been recouped.

Notes to Financial Statements for the year ended 31st December, 2005

6. EUROPEAN YEAR OF PEOPLE WITH DISABILITIES (Continued)

EYPD 2000-2004

Statement of Actual Receipts from Department of Justice, Equality and Law Reform, European Commission and Other Sources

	2002	2003	2004	2005	Total
	€	€	€	€	€
DJELR	14,553	1,435,001	371,630		1,821,184
DJELR***	44,700				44,700
EC via DJELR re launch		27,993			27,993
European Commission		199,635	6,732	4260	210,627
Other		500	20,907		21,407
	59,253	1,663,129	399,269	4,260	2,125,911

*** paid December 2002 by DJELR , received NDA January 2003

7. AUTHORITY EXPENSES

Expenditure of €26,171.56 in respect of the Authority Fees was paid.

Notes to Financial Statements for the year ended 31st December, 2005

8. FIXED ASSETS

	Computer Hardware and Software	Office Furniture and Equipment	Premises	Total
Cost or Valuation	€	€	€	€
Balance at 1 January 2005	247,052	339,549	3,924,439	4,511,040
Additions at cost	53,070	54,444	5,549	113,063
Balance at 31 December 2005	300,122	393,993	3,929,988	4,624,103
Accumulated Depreciation				
Balance at 1 January 2005	227,106	217,235	341,835	786,176
Charged in the year	28,064	65,133	89,704	182,901
Balance at 31 December 2005	255,170	282,368	431,539	969,077
NET BOOK VALUE - 31 December 2005	44,952	111,625	3,498,449	3,655,026
NET BOOK VALUE - 31 December 2004	19,946	122,314	3,582,604	3,724,864

9. TRANSFER TO / (FROM) INCOME AND EXPENDITURE ACCOUNT

	Notes	2005 €	2004 €
Balance at 1 January 2005		3,724,864	3,890,477
Transfer to (from)			
Income and Expenditure Account			
Income applied to purchase fixed assets	8	113,063	68,573
Amortised in the year in line with asset depreciation	8	(182,901)	(234,186)
		(69,838)	(165,613)
Balance at 31 December 2005		3,655,026	3,724,864

Notes to Financial Statements for the year ended 31st December, 2005

10. CASH FLOW RECONCILIATION

10 (a) RECONCILIATION OF (DEFICIT)/SURPLUS FOR THE YEAR TO CASH FROM OPERATING ACTIVITIES

	2005	2004
	€	€
(Deficit)/Surplus for the period	(3,483)	(65)
Adjustment for non operating items		
Interest Receivable	(91)	(123)
Movement on Capital Account	(69,838)	(165,613)
Adjustment for non cash items		
Depreciation	182,901	234,186
Change in Debtors	(110,348)	(40,844)
Change in Creditors	81,260	(156,554)
Cash From Operating Activities	80,401	(129,014)

10(b) ANALYSIS OF BALANCES OF CASH AND MOVEMENTS DURING THE YEAR

	2005	2004
	€	€
Balance at 31 December 2004	545,798	743,261
Decrease in Cash	(32,571)	(197,463)
Balance at 31 December 2005	513,227	545,798

Notes to Financial Statements for the year ended 31st December, 2005

11. SUPERANNUATION

Under the National Disability Authority Act 1999, the Authority with the approval of the Minister for Justice, Equality & Law Reform and the consent of the Minister for Finance, shall make a scheme or schemes for the granting of superannuation benefits to or in respect of the members of staff, including the Director of the Authority. A Model Scheme has been drafted and is awaiting approval from the Department of Justice, Equality and Law Reform and the Department of Finance.

The National Disability Authority operates an unfunded defined benefit superannuation schemes for staff.

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

(a) Pension Scheme

The results set out below are based on an actuarial valuation of the liabilities in respect of the serving, retired and deceased staff of the NDA as at 31 December 2005. This valuation was carried out by a qualified independent actuary for the purpose of the accounting standard, Financial Reporting Standard No. 17- Retirement Benefits (FRS 17)

This valuation was carried out using the projected unit method.

The financial assumptions used to calculate scheme liabilities were as follows.

	2005	2004	2003
Discount Rate	5.5%	5.5%	6%
Salary increase assumption	4%	4%	4%
Pension increase assumption	4%	4%	4%
Price inflation	2%	2%	2%

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

Notes to Financial Statements for the year ended 31st December, 2005

(b) Net Deferred Funding For Pensions in Year	2005	2004
Funding recoverable in respect of current year pension costs	1,190,000	970,000
State Grant applied to pay pensioners	(347,810)	(175,186)
	<u>842,190</u>	<u>794,814</u>

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

	2005	2004
Current service cost	€650,000	€440,000
Interest on pension scheme liabilities	€540,000	€530,000
Employee contribution	(€111,504)	(€104,256)
Past service cost:	-	-
Total operating charge	<u>€1,078,496</u>	<u>€865,744</u>

(d) Deferred Funding Asset for Pensions

The National Disability Authority recognises these amounts as an asset corresponding to the unfunded deferred liability for pensions on the basis of the set of assumptions described above and a number of past events. These events include the statutory basis for the establishment of the superannuation scheme, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. While there is no formal agreement regarding these specific amounts with the Department of Justice, Equality & Law Reform, the National Disability Authority has no evidence that this funding policy will not continue to meet such sums in accordance with current practice. The deferred funding asset for pensions as at 31 December 2005 amounted to €13.2 million (2004: €11.8 million)."

(e) Analysis of the amount recognised in the statement of total recognised gains and losses (STRGL)

	2005	2004
Experience (gains) and losses arising on the scheme liabilities:	€558,000	€1,345,000
Changes in assumptions underlying the present value of the scheme liabilities:	€0	€760,000
Actuarial loss / (gain) recognised in STRGL:	<u>€558,000</u>	<u>€2,105,000</u>

Notes to Financial Statements for the year ended 31st December, 2005

(f) Movement in deficit during the year

	2005	2004
Scheme Liability at 1 January	€11,800,000	€8,900,000
Current service cost:	€650,000	€440,000
Interest on scheme liabilities	€540,000	€530,000
Benefits payable	(€348,000)	(€175,000)
Actuarial gain recognised in STRGL	€558,000	€2,105,000
Scheme Liability at 31 December:	€13,200,000	€11,800,000

The above calculations on the superannuation liability for the NDA do not include the prior service details of NDA direct recruits pending approval of the Model scheme.

History of experience gains and losses

	2005	2004
Experience Losses/(Gains) On Scheme Liabilities		
Amount (€)	€558,000	€1,345,000
Percentage of the present value of the scheme liabilities	4%	11%
Total Amount Recognised In STRGL		
Amount (€0)	€558,000	€2,105,000
Percentage of the present value of the scheme liabilities	4%	18%

Effect of Change in Accounting Policy

The effect of the change in accounting policy arising from the introduction of FRS17 is to recognise as expenditure in the year the cost of pensions earned rather than the payments made to pensioners, and a corresponding funding amount. In addition the Balance Sheet recognises the cumulative liability for pensions earned by employees as at 31 December 2005 together with a corresponding asset, where as previously this liability was disclosed by note only.

Notes to Financial Statements for the year ended 31st December, 2005

12. CREDITORS AND ACCRUALS

	2005	2004
Payroll / Sundry Creditors	€137,600	€68,988
European Year of People with Disabilities	€0	€18,383
Creditors relating to NRB	€14,484	€17,024
Accruals	€168,582	€153,133
MHADIE Deferred Income	€18,122	
Total Creditors	€338,788	€257,528

13. DEBTORS AND PREPAYMENTS

		2005	2004
Department of Education & Science		€101,922	€7,163
DOHC / FAS Rental & Services		€41,261	€21,200
Sundry Debtors NDA	20,752		
Less Bad Debt Provision	-7,301	€13,451	€22,740
Prepayments		€42,284	€37,468
Total Debtors		€198,919	€88,571

14. CONTINGENT LIABILITIES

There are no contingent liabilities at 31 December 2005.

15. CAPITAL COMMITMENTS

The Authority had no outstanding capital commitments as at 31 December 2005.

16. APPROVAL OF FINANCIAL STATEMENTS

The Financial Statements were approved by the Authority on 20 July 2006

Notes

Notes

Notes



National Disability Authority
25 Clyde Road, Dublin 4. Tel: 01 608 0400 Fax: 01 660 9935
Email: nda@nda.ie

www.nda.ie