

Annual Report 2007



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2 Franchise Public

Veterinary

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Chairperson's Statement

2007 was a year in which we saw important new developments in relation to disability, building on the steady progress made in implementing the National Disability Strategy.

Among the significant developments in 2007 was the Government's commitment to establish an Office of Disability and Mental Health. This new office will play a critical role in the coordination of disability-related issues across a number of government departments.

The continued positive working partnerships between the various stakeholders, including government departments, public bodies and the NDA, has led to important progress on advancing the Strategy. The NDA believes that establishing an overarching monitoring framework, with agreed performance indicators, will further underpin the effective implementation of the strategy, and will continue to pursue this objective in 2008.

The NDA has a vital statutory role in monitoring the impact of the National Disability Strategy and during 2007 it prepared a framework for monitoring its **Code of Practice on Accessibility of Public Services and Information provided by Public Bodies**.

The establishment of the Centre for Excellence in Universal Design was a significant addition to the NDA's work and expertise, and fulfils a statutory role under the Disability Act 2005. The NDA also made its first statutory report under Part 5 of the Act on the employment of people with disabilities in the public sector, and looks forward to monitoring this in conjunction with all agencies in the public sector in the coming years.

NDA research on attitudes highlighted a number of issues that must be addressed, particularly in relation to public attitudes to people with mental health difficulties. In 2007 the NDA ran a very successful advertising campaign challenging such attitudes which

was well received by many audiences and which paves the way for future activity in this area with all stakeholders.

I would like to take this opportunity as Chairperson to thank sincerely all the members of the Authority and its various sub-committees and to acknowledge their contribution and commitment. I would also like to thank the members of the Mental Health Advisory Committee, Disability Research Ethics Committee and the Finance and Audit Committees for their expert advice which supports and enhances the work of the Authority.

2007 was a very productive year and I would like to thank all the staff of the NDA for their energy, enthusiasm and continued dedication to the work of the Authority. On behalf of the Authority I would also like to acknowledge the ongoing support provided to the NDA by the Department of Justice, Equality and Law Reform, in particular the Disability Equality Unit, and I am pleased to present this annual report to the Minister.

Angela Kerins - Chairperson



Introduction

This seventh Annual Report of the National Disability Authority outlines the NDA's progress in 2007 in fulfilling its statutory functions and implementing its **Strategic Plan 2007–2009**. It also highlights a number of key areas in relation to disability in Ireland where challenges exist. The following are highlights of some of the principal areas detailed in the report.

The NDA continued to provide independent, authoritative advice and information to government departments and agencies in relation to the implementation of the National Disability Strategy in the key areas of communications, employment, environment, health, social affairs and transport. It also published a booklet to inform the public about the strategy and its implementation. The Strategy brings together disability legislation, a multi-annual investment programme for priority disability services, and Sectoral Plans on disability in six government departments.

The NDA's first statutory report on the employment of people with disabilities in the public sector established a good basis for building effective data collection and developing information on good practice in this area.

The NDA appointed the first Chief Officer of the new statutory Centre for Excellence in Universal Design (CEUD). The CEUD is the primary body in Ireland with responsibility for the promotion of Universal Design principles in order to create an environment that can be used by all people, regardless of their age, size or disability.

NDA research showed that people with mental health difficulties face many barriers to their participation in, and recognition as full and equal members of, Irish society. In response, the NDA launched a nationwide television, radio and bus shelter advertising campaign, entitled 'Challenging Attitudes to Mental Health', which it hopes will change negative public attitudes to people with mental health problems.

The Excellence through Accessibility (EtA) scheme recognises public bodies which attain high standards in accessibility across key

aspects of their services such as buildings and facilities, publications, websites, customer services, human resources and procurement procedures. Thirteen public bodies received awards in 2007 for their achievement of excellent accessibility in their services, including the first award of achievement at the highest level.

The NDA continued to invest in the development and training of staff. As part of the NDA's ongoing commitment to modernisation and change, it introduced a new project management system; implemented an enhanced Performance Management and Development System; developed a partnership committee; reviewed IT structures and systems, HR structures and procedures.

Overview – Disability in Ireland 2007

The National Disability Authority (NDA) has a duty to advise the Minister for Justice, Equality and Law Reform on developments in relation to any issues that might affect policy and practice for people with disabilities. This overview summarises the current situation and highlights key areas to be addressed.

Positive developments

The NDA welcomes the range of positive developments in progressing the disability agenda during 2007, including in particular:

- Ireland's signing of the UN Convention on the Rights of Persons with Disabilities on 30 March
- The establishment of the Health Information and Quality Authority (HIQA) – the independent body that will drive improvements in quality, safety and accountability across the health and social care services, including services for people with disabilities
- HIQA's establishment of the Standards Advisory Group to develop national standards for designated centres for people with disabilities, building on the draft standards produced by the NDA in 2004
- The commitment to establish an Office of Disability and Mental Health with formal interdepartmental links in the key areas of health, education, justice, and enterprise, trade and employment

- The work of the Health Service Executive (HSE) working group on congregated settings to facilitate people with disabilities living within the community
- Significant progress in implementing the National Disability Strategy and the Sectoral Plans, including:
 - delivery of additional staff, care hours and residential places under the multi-annual funding programme
 - commencement of Part 2 of the Disability Act 2005 in respect of children under 5 years
 - improvements in social welfare rates for people with disabilities and carers, bringing Disability Allowance and Illness Benefit to €197.80 per week and Invalidity Pension to €203 per week from January 2008
 - introduction of a revised Disabled Person's Grant scheme for home adaptations and extensions
 - continued progress on deploying accessible buses and rail carriages
 - considerable preparatory work by local authorities in access auditing, consultation and the development of action plans to ensure accessible streets and council facilities
 - funding from the EU Social Fund for a pilot initiative to develop the social and economic participation programme set out in the Department of Social and Family Affairs' Sectoral Plan
 - amendments to Cabinet Procedures to disability-proof new proposals coming before the Government.

Important issues

The NDA will continue to work towards supporting the effective implementation of the National Disability Strategy and focus on key areas going forward including:

National Disability Strategy: An integrated framework for monitoring the achievement of the Strategy's objectives at national and departmental levels, together with indicators which will enable the measurement of progress in performance and the impact of the Strategy on the lives of people with disabilities.

Assessment of need: The commencement of the assessment of need process under Part 2 of the Disability Act 2005 and the effective roll-out of the assessment of need process to all age groups, including assessments under the Education for Persons with Special Educational Needs Act 2004 which will inform the planning and development of services

Investment: The role of the multi-annual investment programme to deliver planned improvements to key services for people with disabilities as designated.

Employment strategy: The comprehensive employment strategy to be developed under the Department of Enterprise, Trade and Employment's Sectoral Plan which can respond to the diverse needs of all people with disabilities, by harnessing efforts across departments and private and public sector employers.

Sheltered employment: The opportunity to engage relevant stakeholders on issues for sheltered workshops in relation to standards, supports, activities and employment matters, particularly in relation to the review of Adult Day Services underway.

Community living: It is important that an effective and comprehensive national policy and programme can be developed involving the relevant stakeholders and can support a move from large congregated settings to individualised supports that enable people with disabilities to live in the community.

The NDA will continue to work in partnership with all relevant parties to provide advice in relation to the development of policy and practice in these areas.

Strategic Priority 1



To support the effective implementation of the National Disability Strategy

Information campaign

The NDA's National Disability Strategy information campaign in 2007 centred on the publication of a booklet entitled **New Disability Plans: What they mean for you and your family**, which was delivered to every household in the country. There were also targeted mailings with alternative formats of the booklet to nursing homes, care institutions and prisons.

The booklet covers how the main elements of the National Disability Strategy affect people's daily lives and highlights sources of further information on areas such as health, work and training, transport, the accessibility of the environment, communications, local government services and social welfare.

A radio advertisement campaign informed people of the initiative and a lo-call helpline was set up to assist people who wanted further copies of the booklet. The helpline dealt with approximately 600 enquiries during the booklet's distribution period.

Advisory role

The NDA liaises with other bodies to facilitate and support the implementation of the National Disability Strategy. This section summarises the key advisory activities undertaken during 2007.

Communications

The NDA contributed to the consultations on licensing digital terrestrial television and advised on the pilot of this technology.

The NDA hosted three meetings of the Commission for Communications Regulation's (ComReg) Industry Forum on Services for People with Disabilities, for telecommunications providers and disability organisations. This Forum commissioned research which showed significantly lower access to the Internet by people with disabilities. The NDA and ComReg jointly launched a guide on telephone and broadband services for people with disabilities and older people, developed in partnership with this Forum.

Employment

The NDA held seminars in March for employers and other social partners regarding its comprehensive employment strategy report **A Strategy of Engagement**.

The NDA contributed to the work of the FÁS National Advisory Committee on Disability and participated in the Department of Enterprise, Trade and Employment's Consultative Forum on Employment of People with Disabilities. The NDA also advised the Department on job retention research.

A round-table session was held in June to assist the Health and Safety Authority in its development of health and safety guidelines for employment of people with disabilities.

Health services – Access

The NDA and the HSE established a partnership to progress the accessibility of health services through the development of guidance to promote the accessibility of health services.

Health services – Assessment of need

The independent needs assessment process set out in Part 2 of the Disability Act 2005 began, for children under 5 years, on 1 June 2007. The NDA advised on the standards for the assessment of need, and provided advice in relation to a framework for implementation of the assessment process, through participation in the relevant working groups.

Health services – Deinstitutionalisation

The equal rights of all people with disabilities to live in the community and to have choices equal to others is underpinned by Article 19 of the UN Convention on the Rights of Persons with Disabilities. The NDA hosted a round-table session and seminar in December on the important issue of deinstitutionalisation, with international guest speakers Dr Julie Beadle-Brown, Dr Nancy Thaler and Ms Kathryn Stiles. It is important to gather key learnings from international experience in dealing with this issue.

In 2006 the NDA collaborated with the HSE, Inclusion Ireland, the Federation of Voluntary Bodies and the Health Research Board to commission research from an international consortium on the outcomes and costs of supported accommodation for people with intellectual disabilities. The methodologies used to evaluate the quality and costs of residential service provision for people with intellectual disabilities were also reviewed. The research concluded in 2007 and will be published in 2008.

The NDA also participated in the HSE's Adult Day Services Review Group and Congregated Settings Working Group, as well as the Department of Health and Children's National Disability Advisory Committee.

These initiatives will inform future policy development towards a national strategy.

Housing and the environment

The NDA is a member of the working group established by the Department of the Environment, Heritage and Local Government to develop a national housing strategy for people with disabilities. To assist this work, the NDA held an expert round-table session on housing and mental health in April, and transmitted the report of its conclusions to the Department and the working group.

Other areas for NDA advice included:

- Department of Environment Heritage and Local Government's development management guidelines for planning authorities

- Revised Housing Grants schemes for people with disabilities
- Design standards for apartments
- HSE/ Department of Environment Heritage and Local Government's protocol on assessment of housing needs of children under 5 years
- Assessment of housing needs of people with disabilities
- Department of Environment Heritage and Local Government's guidelines for local authorities – Memorandum on grants for non-national roads
- Green Paper on Local Government Reform

Social affairs

The NDA worked with the Department of Social and Family Affairs on its proposal to pilot a systematic contact approach to achieve greater social and economic participation of people with disabilities. This project received European Social Fund approval in December.

The NDA convened a round-table session in July on the cost of disability to inform future policy considerations in this area. The NDA also advised on the Department of Social and Family Affairs research on the payment of Disability Allowance at age 16.

Transport

The NDA worked in partnership with the Department of Transport to develop guidelines for the user groups established under the Sectoral Plan for bus, coach, rail, Luas, marine and air transport.

The NDA worked closely with the marine section of the Department, through the Marine Transport Forum, in the development of an action plan for improving access to boats, ships and harbours. The NDA also worked with the Commission for Taxi Regulation on the development of standards for vehicles.

Discharge of other statutory obligations

Employment of people with disabilities in the public service

2007 was the first year of the NDA's statutory role in monitoring the implementation of Part 5 of the Disability Act 2005, under which public bodies are required to promote and support the employment of people with disabilities in the public service, and to reach a target of 3% of staff with disabilities.

The NDA's template for monitoring compliance under Section 48(6) of the Act was given ministerial approval. The NDA worked closely with public bodies, and the statutory monitoring committees in government departments, providing advice and support and recommending methods for collecting the data needed to measure compliance.

The NDA's report on compliance in 2006 highlights examples of good practice in the public service and summarises the information received from the departmental monitoring committees, which, in the first instance, monitor compliance in the public bodies under a department's aegis. The report acknowledges the challenge to develop accurate ways to capture the data, and accepts that some of the data may not present a full and accurate record of the underlying achievements of some of the public bodies concerned. A particular difficulty was the low response rate in some public bodies to staff surveys used to collect the information.

The data received indicates that 36% of organisations reached or exceeded the 3% employment target. In a further 17% of the bodies, employees with a disability made up between 2% and 3% of the staff complement. Just over three in ten organisations reported no employee with a disability on their workforce. The majority of these organisations are small in size (50 employees or fewer).

In support of its work on the 3% target, the NDA undertook research to identify effective leadership styles and organisational cultures that promote the recruitment and retention of people with disabilities. The research concluded in 2007 and will be published in 2008.

Centre for Excellence in Universal Design

The Centre for Excellence in Universal Design (CEUD) was established in January and the Chief Officer took up his post in April. A team of three experts in the fields of information and communications technology (ICT), built environment and product/service design will support the Centre's work. By the end of 2007 the Senior Officer in ICT had been successfully recruited.

The CEUD produced a brochure to raise awareness of its work in the areas of standards and education and to introduce the concept of Universal Design. The brochure was disseminated to government departments, public bodies, professional organisations, third-level institutions and targeted industries.

CEUD conference

The CEUD inaugural international conference, entitled 'Universal Design for the 21st Century: Irish and International Perspectives', took place in Dublin in October. Attendees included high level government officials, senior academics, industrial representatives, professionals and representatives from disability organisations and professional bodies. Experts from the US, Europe, the UK and Ireland addressed issues such as:

- Web Accessibility: From Standards and Policies to Practice – the role of Universal Design in ICT accessibility policies, and factors that result in the effective implementation of accessibility standards
- Designing a More Inclusive World – the challenges involved in developing effective standards and guidance for designers and business leaders, and examples of recent public awareness initiatives
- Universal Design and the Built Environment – the US experience
- Supporting Industry in the Development of Design for All Curriculum – the necessity of the creation of common guidelines on teaching Design for All

Built environment

In 2002, the NDA published *Building for Everyone: Inclusion, Access and Use*. The NDA has distributed over 5,000 printed copies of this document and more than 1,000 copies have been downloaded from its website. Since its production, there have been several innovations in terms of building methods, materials, specifications and technology. The NDA therefore consulted purchasers and users of the publication to understand its perceived strengths and to identify areas for further development.

In 2007, the NDA commissioned a revision of *Building for Everyone* informed by the consultation exercise and developments within the field. The revision will comprise nine separate booklets on the built and external environment, each covering key areas of interest to architects, designers and the general public.

The CEUD continues to liaise with the Department of the Environment, Heritage and Local Government towards the development of standards regarding lifetime adaptable housing.

ICT

Work commenced on the development of the CEUD website to ensure that it will be usable by and accessible to the widest range of people possible when it is launched in 2008. The website will incorporate a number of Universal Design features and will facilitate the CEUD to develop online networks of key stakeholders.

Strategic Priority 2



To monitor and review the National Disability Strategy

National Disability Strategy Stakeholder Monitoring Group

A system has been put in place to ensure the regular review of the National Disability Strategy. Twice-yearly progress reports are presented to the National Disability Strategy Stakeholder Monitoring Group. This group is co-chaired by the Department of the Taoiseach and the NDA and comprises representatives of the NDA (Chairperson and Director), senior officials of the Sectoral Plan and other relevant government departments, and six disability umbrella bodies (the Disability Stakeholder Group).

As a member of the National Disability Strategy Stakeholder Monitoring Group, the NDA is also represented on the monitoring committees established within each of the Sectoral Plan departments.

In order to ensure an effective reporting mechanism, the NDA developed a draft outline framework for monitoring the National Disability Strategy, alongside key indicators of overall performance, which was considered by the Senior Officials Group.

Disability Stakeholder Group

The NDA continued to provide the secretariat to the Disability Stakeholder Group, which comprises the Disability Federation of Ireland, Inclusion Ireland, Mental Health Ireland, National Federation of Voluntary Bodies, Not for Profit and People with Disabilities in Ireland.

Strategic Priority 3




**PUSH
TO OPEN**

To identify and advise on emerging and ongoing issues in policy and practice relating to people with disabilities

Research strategy

Following extensive consultation with a wide range of internal and external stakeholders, the NDA developed an operational research plan for the three years from 2007 to 2009. This plan sets out how the NDA intends to implement the research aspects of its third strategic plan and is available on the NDA's website: www.nda.ie. The plan commits the NDA to research that will: continue to ensure the provision of essential baseline data on disability; support the implementation and monitoring of the National Disability Strategy; and develop understanding of emerging issues that may affect future planning.

Ethical research

The NDA's Disability Research Ethics Committee met twice in 2007 and provided the NDA with valuable guidance and assistance on ethical matters within its commissioned and in-house research. To support the Committee in developing its future work plan, the NDA commissioned an overview of established research ethics committees in Ireland. It is envisaged that in 2008 the Committee will begin providing ethical guidance and advice to external researchers seeking such support.

Attitudes to disability

A well-attended, one-day conference, entitled ‘Attitude is Everything: Understanding and Improving Attitudes to Disability’, was held in Dublin in September. Two NDA reports were launched at the conference. One report presents the findings from the second National Survey of Attitudes to Disability commissioned by the NDA in December 2006. The other report places the national findings in the context of international research on attitudes to disability. In addition, the conference presented findings and analyses from national studies on attitudes, prejudice and discrimination in Scotland, England and the US. Research was also presented on the attitudes of people with disabilities to other people with disabilities in England.

The NDA also held a workshop on attitudes to disability in September at which international experts together with researchers from universities and public agencies including Trinity College Dublin and the Equality Authority discussed further research work on attitudes to disability. The workshop explored the possibility of an international collaboration to benchmark attitudes to disability.

Early intervention services

The NDA’s 2006–2007 Research Promotion Scheme focused on ‘Promoting Quality in Early Intervention Services’. This theme was chosen to support the development of evidence-based practice in early intervention services and to coincide with the commencement of the independent needs assessment for children in the 0–6 age group. A total of seven grants were awarded; recipients are named in the NDA’s **Annual Report 2006**. Five of the grant projects were concluded in 2007 and the remaining two will conclude in 2008.

Four grant recipients presented their findings at the NDA’s sixth Annual Disability Research Conference, held in Dublin in November. The title of the conference was ‘Evidence-based Practice in Early Intervention for Children with Disabilities aged 0–6 years’. The conference profiled national and international evidence-based early interventions that promote the wellbeing and social inclusion of children with disabilities together with that of their families and carers. A large number of delegates attended.

Services for people with mental health difficulties

Four research grants were awarded at the sixth Annual Disability Research Conference as part of the NDA's Research Promotion Scheme. The focus of the 2007–2008 scheme is on research to promote quality in services for people with mental health difficulties. The award recipients are:

- The Rehab Group for its investigation into the processes of introducing a recovery ethos into an organisation that provides services to people with mental health difficulties
- The School of Sociology at University College Dublin for a follow-up study of attempted suicide among young males
- The Cultural Psychiatry Team at University College Dublin for research into the psychological and psychiatric needs of migrants in Ireland using these health services
- Eve Ltd for further work on the development of a recovery context inventory

Women and disability

In 2005, the NDA commissioned a literature review on women and disability to explore where gender issues and disability issues intersect. The review was carried out by the Women's Education, Research and Resource Centre and the report, entitled **Exploring the Research and Policy Gaps: A review of literature on women and disability**, was launched in February 2007, in collaboration with the National Women's Council of Ireland, to mark the European Year of Equal Opportunities for All.

Following the launch of the report, a consultation process took place to identify priorities for further exploration. The NDA will be working closely with the National Women's Council of Ireland to commission a number of key pieces of research based on the recommendations within the report.

The NDA's first such piece of research was commissioned in November from the School of Nursing and Midwifery at Trinity College Dublin. The research will explore the strengths and weaknesses of publicly funded Irish health services provided to women with disabilities in relation to pregnancy, childbirth and early motherhood. This research is a joint initiative with the National Women's Council of Ireland and a steering group representing both agencies will oversee the two-year project.

International developments

The NDA hosted a seminar in October for disability organisations on the UN Convention on the Rights of Persons with Disabilities and the Council of Europe's Disability Action Plan 2006–2015, and the links between them. Guest speakers included Jim McCaffrey, Department of Justice, Equality and Law Reform, and Angela Garabagiu, Council of Europe. The NDA reproduced the two texts in a publication which has been disseminated to disability organisations and is available on the NDA's website: www.nda.ie.

Ageing and disability

The NDA continued to work in partnership with the National Council on Ageing and Older People on common approaches to issues at the interface between ageing and disability. The two organisations developed a considered working paper in relation to the policy and practice implications for older people and people with disabilities. This was a joint action under the 2007 European Year of Equal Opportunities for All.

Attitudes to mental health

NDA research in 2006 on attitudes towards people with disabilities highlighted how public attitudes to people with mental health difficulties are the greatest barrier to their full integration in the areas of education, employment, housing and relationships.

The NDA ran a national advertising campaign in 2007 aimed at influencing public attitudes to people with mental health difficulties.

The adverts were broadcast immediately after Christmas on television and radio and displayed at selected bus shelters throughout the country. The campaign was positive in its approach, focusing on the diversity of each person's character and their multiple roles and achievements. The NDA is grateful to the people that appeared in the adverts who had direct experience of mental health difficulties.

Representation of people with disabilities in broadcast media

The NDA, in partnership with the Broadcasting Commission of Ireland, is working to develop guidelines on the representation of people with disabilities in the broadcast media. This is the first time this issue has been explored in an Irish context.

The three discrete strands of research in this project will provide an integrated overview of broadcasters' representations of people with disabilities. The content analysis component analysed programming on national radio and television and on regional, local and community radio against a series of questions. The review of other jurisdictions investigated existing standards of practice, legislation, codes of practice/guidelines in addition to any voluntary codes which may be in existence. Finally, the attitudinal survey (due for completion in early 2008) will provide evidence on attitudes to the representation of people with disabilities by both radio and television broadcasters among people living in the Republic of Ireland, with specific analysis across a range of variables.

The NDA hopes to continue to work with the Broadcasting Commission of Ireland, on this important initiative.

Strategic Priority 4



To develop guidelines, standards and codes of practice to promote quality and accessibility of services and facilities for people with disabilities

Excellence through Accessibility awards

The objective of the Excellence through Accessibility annual award scheme is to improve the accessibility of public services for people with disabilities. The Excellence through Accessibility award guidelines cover three main areas: quality customer services, built environment and information communications technology (ICT). The Excellence through Accessibility awards are adjudicated upon by an independent approvals board which consists of public sector and private sector experts, including architects, ICT specialists and HR professionals.

In 2007, the NDA engaged with public bodies at approximately thirty sites in preparation for Excellence through Accessibility assessments. Assessments were carried out at fourteen sites and awards were approved for thirteen, with one site scheduled for review in 2008.

At the award ceremony in December, Cork County Hall received the highest Excellence through Accessibility award, achieving 'Excellence' level for its all-encompassing and innovative approach to improving the accessibility of its services. The Revenue Commissioners achieved EtA awards for three Dublin locations (O'Connell Street, Tallaght and Dublin Port). Other public service bodies presented with EtA awards included: Westport Leisure Park, Ballina Library, Leixlip Library, Sligo County Council, Waterford Central Library, Mayo County Council, FÁS Employment Services, Wexford County Council and An Bord Pleanála.

Accessibility standards and codes of practice

Based on support needs identified in the NDA's 2006 survey of access officers, the NDA organised a discussion day for access officers in Tullamore in June. The event included a number of workshops on key topics of interest to access officers, and the 140 representatives from 128 public bodies who attended indicated that they found it helpful.

Also following on from the 2006 survey, the NDA liaised with the Institute of Public Administration on developing a training programme and support network for access officers.

The NDA continued to provide briefings and general information and advice to public bodies on practical matters relating to the implementation of its **Code of Practice on Accessibility of Public Services and Information provided by Public Bodies**. A consultation meeting with public bodies was held in December to gather views on the first draft of the survey tool which will be used to monitor the implementation of the code.

In anticipation of the development of a code of practice to promote the accessibility of heritage sites, as outlined in Part 3 of the Disability Act 2005, the NDA commissioned research into international best practice in this area. A briefing session on the research was held in June for heritage and conservation officers from twenty-two public bodies.

The NDA concluded research into best practice in promoting safe egress and evacuation for people with disabilities. The research findings were presented to the annual meeting of the Chief Fire Officers' Association in October and the research will be published in 2008.

Strategic Priority 5



To build capacity to achieve its strategic priorities and enhance communications

The NDA library

The NDA library holds over 50,000 items on disability and related topics. The extensive collection, comprising books, journals, newsletters, newspaper articles, DVDs, videos and CD-ROMs, is an important resource for staff and external users throughout the country. During 2007 the library's collection of resources and materials on Universal Design was considerably expanded in support of the establishment of the Centre for Excellence in Universal Design.

153 external users joined the NDA library in 2007. The library answered 2,381 queries, a substantial increase from 2006. Queries primarily came from staff (751); third-level/postgraduate students (462); government departments, state agencies and local government (259); and disability organisations (252). The information supplied included catalogue and literature searches, relevant Internet sources and referrals to other organisations. The library provided 616 books on loan and 660 journal and newspaper articles.

Contacts database

Work on developing and implementing an organisation-wide contact database for effective mailing lists for stakeholders was undertaken. This process involved the adoption of a protocol, training of key staff, and data collection and verification.

Commitment to Excellence

In late 2006 the NDA signed up for Committed to Excellence accreditation to the European Foundation for Quality Management's Excellence Model through Excellence Ireland Quality Assurance. A scoping exercise commenced in November 2006 and involved workshops attended by management and staff, including a self-assessment process using a questionnaire survey to assist in the identification of areas for improvement.

Three key areas were selected for projects delivered in 2007:

- Development of an induction programme for the NDA
- Review of equality and fairness in the NDA in the areas of staff participation in committees, refund of fees for training courses/private study and staff access to training
- Metrics project to review ways in which outcomes are measured in the NDA

A steering group, comprising a cross-section of staff, was established to oversee the process and project teams were formed to progress work activities within each area for presentation to the Excellence Ireland Quality Assurance in October 2007. The NDA was successful in achieving accreditation.

HR strategy

The NDA prepared its first three-year HR strategy, covering the period from 2007 to 2009. The strategy is comprehensive and aims to: promote best practice in HR; improve the overall standard of the HR function; provide an environment in which staff can excel within their abilities; support effective relationships with staff and with the union; and support the requirements for modernisation, flexibility and change as set out in **Sustaining Progress and Towards 2016**.

Each commitment within the strategy has a corresponding action plan and associated time frame, making the document a practical and useful tool for developing and enhancing the organisation over the three-year period.

ICT review

A review of the NDA's ICT configuration and infrastructure commenced in 2006 and concluded in March 2007. The subsequent report outlined the current status of ICT in the NDA and made recommendations for improvement. Following consideration of the report, it was agreed to pursue the shared ICT service option, which recommended migration to the Department of Justice, Equality and Law Reform's Citrix network. The Department has initiated a feasibility audit of this proposal.

Project management

A new project management system was developed in consultation with staff. The revised system provides enhanced templates and processes for managing projects, reflecting the internal approval mechanisms for projects and corresponding expenditure, and adhering to public guidelines on procurement. It enables: effective management of monetary and human resources for each project; effective collaboration with associated internal and external stakeholders; more efficient management of projects; a common understanding and approach to managing projects and project teams; and assurance that all aspects of projects, including any potential risks, are adequately planned, managed and achieved.

As part of the enhancement of the project management system, and recognising the importance of teamwork in the success of projects, a comprehensive training programme on the revised project management templates and processes, as well as team skills to support project working, was delivered to all staff.

Performance Management and Development System

The NDA commissioned a review of its Performance Management and Development System. The resulting system now adheres to public sector norms and best practice, and allows work priorities and objectives to be aligned to strategic objectives and annual work programmes.

The refined Performance Management and Development System was developed in consultation with staff, as appropriate, and individualised training has been delivered as outlined through the Performance Management and Development System process to assist staff development and the enhancement of key competencies.

Financial Statements

31 December 2007



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National Disability Authority Members and Other Information

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Mr A Browne (resigned in February 2007)
Mr J Callanan
Ms M Cronin
Mr J Dolan
Ms N Gildea
Mr D Joyce
Mr G Lambert
Mr C Lynch
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National Disability Authority

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

NDA Functions and Powers

The principal function of the NDA is to advise the Minister for Justice, Equality and Law Reform regarding issues of policy and practice relating to disability.

Particular functions of the Authority under Section 8 of the National Disability Authority Act 1999 include:

- To act as a central, national body which will assist the Minister in the coordination and development of policy in relation to persons with disabilities;
- To undertake, commission or collaborate in research projects and activities on issues relating to disability and to assist in the development of statistical information appropriate for the planning, delivery and monitoring of programmes and services for people with disabilities;
- To advise the Minister on appropriate standards for programmes and services provided or to be provided to persons with disabilities and to act as an advisory body with regard to the development of general and specific standards in relation to such programmes and services;
- To monitor the implementation of standards and codes of practice in programmes and services provided to persons with disabilities and to report to the Minister thereon;
- To liaise with other bodies, both corporate and unincorporated, involved in the provision of services to persons with disabilities and to facilitate and support the development and implementation of appropriate standards for programmes and services for persons with disabilities;
- To prepare codes of practice for the purpose of achieving the aim of good standards and quality in the provision of programmes and services provided or to be provided to persons with disabilities;
- To recognise the achievement of good standards and quality in the provision of programmes and services to persons with disabilities, including through the provision of a disability equality awards system;
- To prepare strategic plans.

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

- To prepare codes of practice relating to the accessibility of public buildings, services, information and heritage sites and to the employment of people with disabilities in the public sector at the request of the Minister (Part 3);
- To monitor compliance with statutory targets for recruitment and employment of people with disabilities in the public sector, recommend actions to be taken where these targets are not being met, and prepare codes of practice where requested (Part 5);
- To establish a Centre for Excellence in Universal Design (CEUD) in the built environment and information technology which will promote the principles of universal design that may be accessed, understood and used to the greatest practicable extent by people with disabilities:
 - in the most independent and natural manner
 - in the widest possible range of situations
 - without the need for adaptation, modification, assistive devices or specialised solution (Part 6).

Statutory Powers

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

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

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

Statement of Responsibilities of Authority Members

The Authority is required by Section 17 of the National Disability 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

Angela Kerins

Chairperson

Siobhan Barron

Director

26 June 2008

Date

Statement on the System of Internal Financial Control for the year ended 31 December 2007

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

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

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

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

The Authority has also established processes to identify and evaluate business risks. This is achieved in a number of ways including:

- Identifying the nature, extent and financial implications of risks facing the National Disability Authority;
- Assessing the likelihood of identified risks occurring. The NDA has prepared a risk register 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 area of our business followed by the regular reporting on the results achieved;
- Establishing and enforcing extensive standard procedures and provision under which financial assistance may be made available to projects, including provisions requiring repayment if the project does not fulfil commitments made by the promoter.

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

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

The Authority has outsourced an Internal Audit Service, which operates in accordance with the Framework Code of Best Practice, set out in the Code of Practice for 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. No major issues were identified in either report.

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

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

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 Finance committee who report quarterly on financial expenditure and related issues and
4. the issues raised by the Comptroller and Auditor General.

I confirm that the Authority has carried out a formal review of the effectiveness of the systems of internal financial controls in 2007.

Angela Kerins
Chairperson

28 June 2008

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 2007 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 Responsibilities of Authority Members.

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 conform 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.

I read other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. I consider the implications for my report if I become aware of any apparent misstatements or material inconsistencies with the financial statements.

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 2007 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

30 June 2008

Statement of Accounting Policies

Basis of Accounting

The Financial Statements have been prepared under 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.

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 2008.

Other Income – Department of Education and Science (NEPS)

Recoupment from the Department of Education and Science, National Educational Psychological Services (NEPS) 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% (Straight Line)
Computer Hardware and Software	33 1/3 % (Straight Line)
Premises	2.5% (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.

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

**Income and Expenditure Account
for the year ended 31 December 2007**

INCOME	Notes	2007	2006
		€	€
Grant income	2(a)	5,937,734	4,944,735
Net Deferred Funding for Pensions	10(b)	1,076,673	1,054,570
Other Income	2(b)	462,720	476,525
		7,477,127	6,475,830
Transfer from/ (to) Capital Account	8	131,515	91,203
Total income		7,608,642	6,567,033
EXPENDITURE			
Projects and Commissioned work	3	2,002,914	1,233,236
Development, Support and Administration costs			
Payroll	4	2,970,612	2,720,322
Pension Costs	10(c)	1,223,547	1,165,086
Administration Costs	5	1,205,103	1,200,030
Depreciation	7	179,535	191,573
		5,578,797	5,277,011
Total Expenditure		7,581,711	6,510,247
Surplus/(Deficit) for the year		26,931	56,787
Retained Surplus at 1 January		430,145	373,358
Retained Surplus at 31 December		457,076	430,145
Statement of Total Recognised Gains and Losses			
Surplus/(Deficit) for the year		26,931	56,787
Actuarial (Gain)/Loss on Pension Liabilities		(712,000)	344,000
Adjustment to Deferred Pension Funding		712,000	(344,000)
Total Recognised Gain/(Loss) for the year		26,931	56,787

The results for the year relate to continuing operations
The Statement of Accounting Policies, the Cash Flow Statement, and Notes 1 to 15 form part of these Financial Statements

Signed: Angela Kerins (Chairperson)

Signed: Christy Lynch (Authority Member)

Signed: Siobhan Barron (Director)

Date: 26 June 2008

Balance Sheet as at 31 December 2007

	Notes	2007	2006
		€	€
FIXED ASSETS	7	3,432,308	3,563,823
CURRENT ASSETS			
Debtors and Prepayments	12	217,387	223,947
Cash at Bank and on hand	9(b)	491,998	364,254
		709,385	588,201
CURRENT LIABILITIES			
Creditors and Accruals	11	252,309	158,056
NET CURRENT ASSETS		457,076	430,145
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS		3,889,384	3,993,968
Deferred Funding Asset For Pensions	10(d)	(15,000,000)	(14,600,000)
Pension Liabilities	10(f)	15,000,000	14,600,000
		3,889,384	3,993,968
REPRESENTED BY			
Capital Account	8	3,432,308	3,563,823
Retained Surplus on Income and Expenditure Account		457,076	430,145
		3,889,384	3,993,968

The Statement of Accounting Policies, the Cash Flow Statement, and Notes 1 to 15 form part of these Financial Statements

Signed: Angela Kerins (Chairperson)

Signed: Christy Lynch (Authority Member)

Signed: Siobhan Barron (Director)

Date: 26 June 2008

Cash Flow Statement for the year ended 31 December 2007

	Notes	2007	2006
		€	€
Net Cash Inflow/(Outflow) from Operating Activities	9(a)	169,964	(50,034)
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE			
Interest received		5,800	1,431
Net Inflow from returns on investments and servicing of finance		5,800	1,431
INVESTING ACTIVITIES			
Purchase of fixed assets		(48,020)	(100,370)
Disposal of fixed assets		0	0
Net Cash Outflow from Investing activities		(48,020)	(100,370)
Increase/(Decrease) in Cash at Bank and in hand		127,744	(148,973)

The Statement of Accounting Policies, the Cash Flow Statement, and Notes 1 to 15 form part of these Financial Statements

Signed: Angela Kerins (Chairperson)

Signed: Christy Lynch (Authority Member)

Signed: Siobhan Barron (Director)

Date: 26 June 2008

Notes to Financial Statements for the year ended 31 December 2007

1. These Financial Statements cover the year ended 31 December 2007

2. INCOME	2007	2006
	€	€
2(a) Grant Income		
Department of Justice, Equality and Law Reform	5,937,734	4,944,735
	5,937,734	4,944,735

Notes to Financial Statements for the year ended 31 December 2007		
2(b) Other Income	2007	2006
Department of Education and Science (NEPS)	440,821	417,748
EU Funded MHADIE Project	3,563	21,718
Bank Interest	5,800	1,431
DSFA Receipts	11,046	4,392
Publications	0	585
Rental and Services	0	29,149
Sundry	1,488	1,070
Travel Refunds	2	432
	462,720	476,525
3. PROJECTS AND COMMISSIONED WORK		
Challenging Attitudes to Mental Health Ad Campaign	502,374	0
Information booklet on National Disability Strategy	320,327	0
Excellence through Accessibility Award Scheme	188,641	124,444
Research Promotion Scheme	102,071	97,132
Disability Research Conference	62,212	31,416
Women & Disability literature review	60,912	23,401
New Materials - Library	52,743	27,777
Centre for Excellence in Universal Design Launch Conference	50,157	0
Update of NDA I.T. Accessibility Guidelines	43,637	60,284
Exploration of Employment of People With Disabilities	41,381	0
Information Materials, Part V Disability Act	40,527	0
Revision of Building For Everyone 2002	36,766	0
Excellence Through Accessibility Video	36,598	0
Research on How Best to Monitor Part V Disability Act	31,488	39,343
Committed to Excellence	30,237	8,289
Representation of pwd in media	30,000	0
Publication of Health & Safety Guidelines for Egress	29,494	18,088
HR Policies & Training Plan	25,916	19,965
Centre for Excellence in Universal Design set-up costs	24,247	0

**Notes to Financial Statements for the year ended
31 December 2007**

Code of Practice on Accessibility of Heritage Sites	22,500	0
Design & print materials for NDA	21,968	0
Annual Report	21,635	28,071
CEUD Logo Design & Development	19,425	0
Research into Research Ethics	18,542	0
Research into early school leavers of People with Disabilities	16,326	72,203
Seminar UN convention	15,680	0
Monitoring Framework	14,460	0
Review I.T. Infrastructure 05-07	14,012	6,608
National Conference to disseminate findings of 2006 Attitudes Survey	13,537	0
Reprint of Accessibility Publications	12,112	0
Survey of Public Attitudes to Disability	11,060	72,943
Development of Accessibility Guidelines	8,558	482
Implementing a Comprehensive Employment Strategy for People With Disabilities	8,465	4,232
Access Officer Supports	8,278	0
Research into Leadership styles	7,401	19,775
Review Internal Financial Controls	7,260	15,352
European & Oireachtas Briefing	6,232	8,103
Guidelines in Relation to the Role of Access Officers	5,167	3,448
Website Implementation team	5,122	75,963
HTML Conversions	4,974	1,096
Disability Baseline Data	4,213	0
Deinstitutionalisation	3,955	0
WHO Measuring Health And Disability In Europe EU Funded	3,563	3,036
WHO Measuring Health And Disability In Europe NDA costs	272	17,693
Electronic Resources for Library	3,005	19,625
Codes of Practice Accessibility of Public Services	2,802	31,036
Mental Health Advisory Committee	2,249	1,131
Proof Reading, Editing	2,212	0
Literature Review re Quality of Life in Residential Settings	1,331	20,031
Scholarships	1,270	18,810

Notes to Financial Statements for the year ended 31 December 2007		
Participation Indicators	905	3,549
Strategic Plan	741	86,081
Library Outreach Service	713	1,336
Health	575	51
XML Conversion	557	1,626
Standards Advisory Committee Projects	548	0
Codes of Practice Monitoring survey	545	0
NDA Research Agenda Publication	538	0
National Study of Participation of pwd in sport	397	6,320
Independent living support programme	296	3,039
Standards Newsletter	161	36
Violence against People with Disabilities	119	9,922
Guidelines for ICT Access Audits	109	14,348
NDA Logo	0	25,490
Library Database	0	23,846
Towards a UN convention on Disability	0	16,939
Part M Research	0	16,226
Binding of Journals in Library	0	14,000
Centre for Excellence in Universal Design	0	13,916
Person Centred Planning	0	13,147
National Standards Pilot Evaluation	0	12,777
Evaluation of Op of Disabled Persons Grant Scheme	0	11,170
Guidelines for Equality/Disability Training	0	10,678
How to Guide to Accessible Formats	0	9,486
Seminars on Accessible Public Services	0	7,776
Audit Tool ICT Guidelines	0	6,869
Risk Assessment	0	6,655
Guidelines for Access Audits	0	6,024
Employment Strategy for People with Disabilities	0	5,573
Statistical Analysis	0	5,445
Education Training and Employment	0	4,580
Setting, Influencing Tracking Policy Agenda	0	4,043
NDA Disability Agenda Publications	0	2,945
Telephone Up-Grade	0	2,589
NDA Education Conference review	0	871
N.Irl MH & LD Review Briefings	0	358

Notes to Financial Statements for the year ended 31 December 2007

EU Guidelines for the use of Assistive Technology		0	350
Primary Education Review Phase I		0	227
Research Advisory Committee		0	39
Education Conference 2005		0	(279)
Accessibility Guidelines for Transport Operators in Ireland		0	(566)
Disability Legislation Consultation Group		0	717
NDA Seminar Series		(80)	80
NSAI Standards Consultative Committee		(524)	15,179
		2,002,914	1,233,236
4. PAYROLL COSTS	Notes	2007	2006
		€	€
NDA Staff Pay		2,238,651	2,201,373
Agency Staff		389,809	194,704
NEPS Staff Pay		342,152	324,245
		2,970,612	2,720,322

The average number of staff employed by the Authority in the year was 43 (2006: 43)

5. ADMINISTRATION COSTS	Notes	2007	2006
		€	€
Travel		59,714	50,304
Training		65,393	37,795
Conference / Seminar Fees		5,430	7,776
Recruitment		109,015	69,911
Authority Fees & Expenses	6	136,345	135,391
Audit fee		23,000	21,000
Bank Interest / Charges		795	936
Canteen / meals		103,027	89,286
Cleaning / domestic		60,962	45,186
Computer Software Non Capital		13,373	42,257
Computer supplies		3,420	2,956
Consultancy fees		51,826	38,365
Couriers		3,944	11,420
Gas / electricity		51,935	43,177
Insurance		34,253	32,058
IT Backup		6,011	65,401
Legal Fees		84,254	62,449
Maintenance		98,436	135,621
Office furniture / equipment Non Capital		16,538	19,507

Notes to Financial Statements for the year ended 31 December 2007

Office supplies	20,964	25,108
Postage and Telephones	49,782	59,085
Printing / photocopying	34,996	41,351
Print Management	16,808	11,249
Public relations	53,111	63,339
Publications / periodicals	4,965	2,617
Rates	66,960	64,474
Representations	0	43
Security	6,229	5,306
Seminars	2,609	6,535
Subscriptions / donations	10,966	4,513
Sundry	4,199	927
Telephone Maintenance	3,446	2,854
Translations / interpreters	2,397	1,833
	1,205,103	1,200,030

6. AUTHORITY FEES & EXPENSES

Expenditure of €96,906.27 (€82,218.95 in 2006) in respect of the Authority Fees was paid.

Expenditure of €39,438.37 (€53,172.05 in 2006) in respect of ancillary Authority expenses was paid.

7. FIXED ASSETS

	Computer Hardware and Software	Office Furniture and Equipment	Premises	Total
Cost or Valuation	€	€	€	€
Balance at 1 January 2007	377,528	416,957	3,929,988	4,724,473
Additions at cost	8,249	39,771	0	48,020
Balance at 31 December 2007	385,777	456,728	3,929,988	4,772,493
Accumulated Depreciation				
Balance at 1 January 2007	308,232	333,418	519,000	1,160,650
Charged in the year	46,234	48,026	85,275	179,535
Balance at 31 December 2007	354,466	381,444	604,275	1,340,185

**Notes to Financial Statements for the year ended
31 December 2007**

NET BOOK VALUE - 31 December 2007	31,311	75,284	3,325,713	3,432,308
NET BOOK VALUE - 31 December 2006	69,296	83,539	3,410,988	3,563,823
8. CAPITAL ACCOUNT		Notes	2007	2006
			€	€
Balance at 1 January			3,563,823	3,655,026
Transfer to / (from) Income and Expenditure Account				
Income applied to purchase fixed assets		7	48,020	100,370
Amortised in the year in line with asset depreciation		7	(179,535)	(191,573)
			(131,515)	(91,203)
Balance at 31 December			3,432,308	3,563,823
9. CASH FLOW RECONCILIATION				
9(a) Reconciliation of (deficit) / surplus for the year to cash from operating activities			2007	2006
			€	€
Surplus / (Deficit) for the period			26,931	56,787
Adjustment for non operating items				
Interest Receivable			(5,800)	(1,431)
Movement on Capital Account			(131,515)	(91,203)
Adjustment for non cash items				
Depreciation			179,535	191,573
Change in Debtors			6,560	(25,028)
Change in Creditors			94,253	(180,732)
Cash from Operating Activities			169,964	(50,034)
9(b) Analysis of balances of cash and movements during the year			2007	2006
			€	€
Balance at 31 December 2006			364,254	513,227
Increase / (Decrease) in Cash			127,744	(148,974)
Balance at 31 December 2007			491,998	364,254

Notes to Financial Statements for the year ended 31 December 2007

10. 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 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 2007. 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:

	2007	2006	2005	2004	2003
Discount Rate	5.5%	5.5%	5.5%	5.5%	6%
Salary increase assumption	4%	4%	4%	4%	4%
Pension increase assumption	4%	4%	4%	4%	4%
Price inflation	2%	2%	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
31 December 2007**

(b) Net Deferred Funding For Pensions In Year	2007	2006
	€	€
Funding recoverable in respect of current year pension costs	1,380,000	1,300,000
State Grant applied to pay pensioners	(303,327)	(245,430)
	1,076,673	1,054,570
(c) Analysis of the amount charged to operating profit under FRS 17	2007	2006
	€	€
Current service cost	800,000	730,000
Interest on pension scheme liabilities	580,000	570,000
Employee contribution	(156,453)	(134,914)
Past service cost	-	-
Total operating charge	1,223,547	1,165,086
(d) Deferred Funding Asset for Pensions		
<p>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 2007 amounted to €15 million (2006: €14.6)</p>		
(e) Analysis of the amount recognised in the statement of total recognised gains and losses (STRGL)	2007	2006
	€	€
Experience (gains) and losses arising on the scheme liabilities	(712,000)	344,000
Changes in assumptions underlying the present value of the scheme liabilities:	0	0
Actuarial (gain)/loss recognised in STRGL:	(712,000)	344,000

Notes to Financial Statements for the year ended 31 December 2007				
(f) Movement in deficit during the year		2007	2006	
		€	€	
Scheme Liability at 1 January		€14,600,000	€13,200,000	
Current service cost		€800,000	€730,000	
Interest on scheme liabilities		€580,000	€570,000	
Benefits payable		(€268,000)	(€244,000)	
Actuarial gain recognised in STRGL		(€712,000)	€344,000	
Pension Liability		€15,000,000	€14,600,000	
History of experience gains and losses				
experience (gains) / losses on scheme	2007	2006	2005	2004
amount	(€712,000)	€344,000	€558,000	€1,345,000
percentage of the present value of the scheme liabilities	(5%)	2%	4%	11%
total amount recognised in STRGL				
amount	(€712,000)	€344,000	€558,000	€2,105,000
percentage of the present value of the scheme liabilities	(5%)	2%	4%	18%
11. CREDITORS AND ACCRUALS		2007	2006	
Payroll / Sundry Creditors		€83,502	€22,055	
Creditors relating to NRB		€14,484	€14,484	
Accruals		€133,901	€121,517	
MHADIE Deferred Income		€20,422	€0	
Total Creditors		€252,309	€158,056	
12. DEBTORS AND PREPAYMENTS		2007	2006	
Department of Education & Science		€112,682	€105,510	
DOHC / FAS Rental & Services		€47,020	€53,369	
MHADIE Debtor		€3,036	€3,036	
Sundry Debtors NDA		24,140		
Less Bad Debt Provision		(7,301)	€16,839	
Prepayments		€37,810	€49,062	
Total Debtors		€217,387	€223,947	

**Notes to Financial Statements for the year ended
31 December 2007**

13 CONTINGENT LIABILITIES

There are no contingent liabilities at 31 December 2007.

14. CAPITAL COMMITMENTS

The Authority had no outstanding capital commitments as at 31 December 2007.

15. APPROVAL OF FINANCIAL STATEMENTS

The Financial Statements were approved by the Authority on 26 June 2008.

Appendices

Meeting Room 2

Meeting in Progress



Appendix 1: Authority committees in 2007

Audit Committee

Mr Tom O'Higgins (Chair, resigned March 2007)

Mr Derek Staveley (Chair, from March 2007)

Mr Robert Cashell (appointed March 2007)

Mr Kevin Condon

Ms Maria Cronin (appointed June 2007)

Mr Brian Duffy

Mr Gene Lambert (resigned June 2007)

Mr Christy Lynch

Finance Committee

Mr Christy Lynch (Chair)

Mr Jack Callanan

Ms Maria Cronin (appointed March 2007)

Mr John Dolan (appointed March 2007)

Ms Noreen Gildea

Mr Sean Mistéil

Governance Sub-committee

Ms Angela Kerins (Chair)

Mr Gene Lambert

Ms Betty O'Leary

Mr Donie O'Shea

National Disability Strategy Sub-committee

Mr Donie O'Shea (Chair)

Ms Siobhan Barron

Mr John Dolan

Ms Noreen Gildea

Mr Christy Lynch

Ms Betty O'Leary

Personnel and Administration Committee

Ms Angela Kerins (Chair)

Ms Maria Cronin

Mr John Dolan

Ms Noreen Gildea

Mr Jimmy Martin

Ms Lottie McClure

Ms Betty O'Leary

Advisory Committees

Disability Research Ethics Committee

Professor Jerome Bickenback (Chair)

Ms Selina Bonnie

Dr Ron Iphofen

Dr Tim Jackson

Ms Mairide Woods

Excellence through Accessibility Awards Committee

Mr James McClean (Chair)

Mr Colm Butler

Mr Frank Daly

Mr Alexis Donnelly

Ms Chrissie Keane

Mr Micheal McDonnell

Ms Sarah Neary

Ms Fionnuala Rogerson

Ms Angela Rolfe

Mental Health Advisory Committee

Mr Frank Flannery (Chair)

Mr Alan Chapman

Ms Finola Colgan (appointed July 2007)

Mr Mick Coughlan
Mr Paul Howard (resigned September 2007)
Mr Niall Keane
Ms Michelle Kerrigan (appointed March 2007)
Ms Mary Keys
Mr Tony Leahy
Mr Andrew Logue
Mr Louie Maguire
Mr Jim McSweeney (resigned March 2007)
Ms Rose Marie Murphy
Ms Patsy O'Brien (resigned July 2007)
Ms Winifred O'Hanrahan
Mr John Redican
Ms Joan Regan (appointed October 2007)
Mr John Saunders
Dr Margaret Webb

Appendix 2: NDA staff at 31 December 2007

Director: Ms Siobhan Barron
Personal Assistant: Ms Bernadette Vella

Centre for Excellence in Universal Design

Chief Officer: Dr Ger Craddock
Senior ICT Advisor: Mr Dónal Rice
Senior Design Advisor: Vacant
Senior Built Environment Advisor: Vacant
Administrative Assistant: Vacant

Corporate Services

Corporate Services Manager: Ms Clíona Curley
Personal Assistant: Ms Mary McNabola

Corporate Services Executive: Mr Michael Foley
Corporate Services Executive – Finance: Ms Regina Mulligan
Administrative Assistant: Ms Gretta Flynn
Administrative Assistant J/S: Ms Carmel Clarke
Administrative Assistant J/S: Ms Toni McDonald
Receptionist/Switchboard: Vacant
Maintenance: Mr Paddy Power
Porter: Mr Paul Fox
Security: Mr Charlie Buckley
Cleaner: Vacant

Policy & Public Affairs

Head of Policy & Public Affairs: Ms Eithne Fitzgerald
Senior Policy & Public Affairs Advisor: Mr Edward Crean
Senior Policy & Public Affairs Advisor: Dr Rosarie McCarthy
Senior Policy & Public Affairs Advisor: Ms Mary Meaney
Senior Policy & Public Affairs Advisor: Mr Donie O'Shea
Senior Policy & Public Affairs Advisor: Ms Marion Wilkinson

Policy & Public Affairs Advisor:	Dr Shari McDaid
Policy & Public Affairs Advisor:	Vacant
Administrative Assistant:	Ms Jacinta Byrne
Administrative Assistant:	Ms Heather O’Leary
Administrative Assistant:	Vacant

Research & Standards Development

Head of Research & Standards Development:	
Personal Assistant:	Ms Mary Van Lieshout Ms Emma Doyle

Senior Research Officer J/S:	Dr Anne Good
Senior Research Officer J/S:	Dr Frances Hannon
Senior Research Officer:	Vacant
Senior Standards Officer – EtA:	Mr Shane Hogan
Senior Standards Officer:	Vacant

Research Officer:	Ms Mary Murray
Research Assistant:	Vacant
Standards Officer:	Dr Anne-Marie Rooney
Built Environment Accessibility Coordinator – EtA:	Vacant

ICT Accessibility Coordinator – EtA:	Vacant
QCS Accessibility Coordinator – EtA:	Vacant

Information Officer:	Ms Helen Farrell
Information Assistant:	Ms Amber Rockwell
Administrative Assistant – Research:	Ms Louise Monahan
Administrative Assistant – Standards:	Vacant
Administrative Assistant – EtA:	Ms Martina McTiernan
Administrative Assistant – EtA:	Vacant

Appendix 3: NDA representation on external bodies in 2007

Ageing Well Network

Building Regulations Advisory Board

- Part M Working Group

Bus Éireann

- Disability User Group

Citizens Information Board

- Advisory Group on the Development of Guidelines on Access to Information for All

Commission for Communications Regulation (ComReg)

- Consultative Panel
- Industry Forum on Services for People with Disabilities

Commission for Taxi Regulation

- Taxi Advisory Council

Department of Enterprise, Trade and Employment

- Consultative Forum on Employment of People with Disabilities

Department of the Environment, Heritage and Local Government

- Disability Action Plan Advisory Committee
- National Advisory Group Developing a Housing Strategy for People with Disabilities

Department of Health and Children

- National Disability Advisory Committee
- National Physical and Sensory Disability Database Committee
- Technical Advisory Group on Statistics
- Working Group on the Development of Standards for Independent Needs Assessment

Department of Justice, Equality and Law Reform

- Equality-Proofing Working Group

Department of Social and Family Affairs

- Disability Consultative Forum

Department of the Taoiseach

- National Disability Strategy Stakeholder Monitoring Group

Department of Transport

- Marine Transport Forum
- Public Transport Advisory Committee (PTAC)

Disability Federation of Ireland (DFI)

- Housing Sub-group

Equality Authority

- EU Year of Equal Opportunities for All Advisory Committee

FÁS

- National Advisory Committee on Disability

Health Information and Quality Authority (HIQA)

- Standards Advisory Group on Designated Centres for People with Disabilities

Health Service Executive (HSE)

- Adult Day Services Review Group
- Assessment of Need Process Working Group
- Congregated Settings Working Group
- Disability Legislation Implementation Overseeing Group
- Forum for Older Persons

National Council for Special Education

- Board

Local Government Management Services Board (LGMSB)

- National Disability Strategy Communications Sub-group
- National Disability Strategy Implementation Sub-group
- National Disability Strategy Steering Group
- National Disability Strategy Training Sub-group

National Standards Authority of Ireland (NSAI)

- Accessibility for All Standards Consultative Committee

Ombudsman for Children's Office

- National Children's Advisory Committee

Railway Safety Commission

- Railway Safety Council

Appendix 4: NDA publications and submissions in 2007

Publications

Annual Report 2006

At Least 3% of Public Service Jobs Are for People with Disabilities:
It's the law

Centre for Excellence in Universal Design (CEUD) – brochure

Draft Monitoring Questionnaire: The Implementation of the NDA
Code of Practice on Accessibility of Public Services and
Information provided by Public Bodies

Exploring the Research and Policy Gaps: A review of literature on
women and disability

Literature Review on Attitudes to Disability

New Disability Plans: What they mean for you and your family

Operational Research Plan

Phones and Broadband: A guide for people with disabilities and
older people – joint NDA/ComReg publication

Pleananna Nua Míchumais: A dtairbhe duitse agus do do chlann

Public Attitudes to Disability in Ireland

2006 Report on Compliance with Part 5 of the Disability Act 2005 on Employment of People with Disabilities in the Public Service

UN Convention on the Rights of Persons with Disabilities and the Council of Europe Disability Action Plan

Submissions

Commission for Communications Regulation (ComReg)

- Consultation on digital terrestrial television multiplex licence conditions
- Strategy Statement 2008–2010

Commission for Taxi Regulation

- Standards for accessible taxis

Department of the Environment, Heritage and Local Government

- Design standards for apartments
- Development management guidelines for planning authorities
- Development plans guidelines
- Green Paper on Local Government Reform
- Memorandum on grants for non-national roads

Department of Health and Children

- Review of Sectoral Plan
- Statement of Strategy
- The Health Bill 2007

Department of Justice, Equality and Law Reform

- Approval of recommendations under Section 48(6) of the Disability Act 2005 for revised form and content of the statutory reports in relation to Part 5 of the Disability Act
- Statement of Strategy

Dublin Airport Authority (DAA)

- Implementing Regulation EC I 107/2006: Concerning the rights of disabled persons and persons with reduced mobility when travelling by air – consultation paper

Health Information and Quality Authority (HIQA)

- Draft national quality standards for residential care settings for older people

Health Service Executive (HSE)

- Draft guidance for the provision of services for young people with a disability in residential settings

Mental Health Commission

- Quality framework for health services in Ireland – draft toolkit
- Review of the operation of the Mental Health Act

Organisation for Economic Co-operation and Development (OECD)

- Review of the public service

