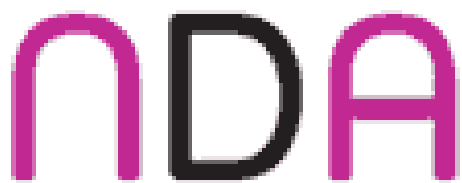


Annual Report Tuarascáil Bhliantúil

2009



National Disability Authority
Údarás Náisiúnta Míchumais

Annual Report 2009

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Contents

Chairperson’s Statement	6
Policy Context	8
Strategic priority 1	11
To support the effective implementation of the National Disability Strategy	
Strategic priority 2	23
To monitor and review the National Disability Strategy	
Strategic priority 3	29
To identify and advise on emerging and ongoing issues in policy and practice relating to people with disabilities	
Strategic priority 4	37
To develop guidelines, standards and codes of practice to promote quality and accessibility of services and facilities for people with disabilities	
Strategic priority 5	43
To build capacity to achieve its strategic priorities and enhance communications	
Appendices	47
1. NDA Authority Members	
2. NDA committees in 2009	
3. NDA representation on external bodies in 2009	
4. NDA publications, policy advice papers and submissions in 2009	

Chairperson's Statement

I am pleased to present the Annual Report of the National Disability Authority (NDA) to the Minister for Community, Equality and Gaeltacht Affairs. The Authority is the national advisory body to the Minister on disability matters, and this report outlines its achievements in 2009.

The National Disability Strategy provided the basis for the NDA's work during this period, and for its support and advice to government departments and public bodies. The current economic difficulties have presented challenges for the delivery of services and have impacted on the lives of people with disabilities. Nonetheless, the NDA can report progress in implementing the National Disability Strategy.

In 2009, the work of the NDA included:

- wide consultation on the development of a new strategic plan covering the period 2010 to 2012 to further support the implementation of the National Disability Strategy and the commitments set out in the national partnership agreement, **Towards 2016**
- working in partnership with other bodies, such as:
 - the Crisis Pregnancy Agency, on research relating to the provision of appropriate and accessible support to people with intellectual disability who experience a crisis pregnancy
 - the National Women's Council on research on the experiences of women with disabilities in pregnancy and early motherhood
 - the Broadcasting Authority of Ireland, on the representation and portrayal of people with disabilities in Irish broadcasting
- participating in the HSE's Working Group on congregated settings (residential institutions)
- supporting and advising public sector bodies in meeting their accessibility obligations under the Disability Act, and on the requirement to employ 3% of staff with disabilities

- raising awareness of universal design with key stakeholders from industry, business and education, and holding the first ever 24-hour Design Challenge in Ireland hosting two key national conferences:
 - Promoting Independent and Community Living for People with Intellectual Disabilities, and
 - Safe Evacuation for All

The achievements set out in this report reflect the expertise of NDA staff, and their dedication and continued commitment to providing quality information and advice to Government to guide policy and practice for people with disabilities.

I would like to thank the Department of Justice, Equality and Law Reform for their support throughout the year, and in particular the staff of the Disability Equality Unit, as well as the staff of the shared financial services unit and the shared IT services.

I would also like to thank the members of the statutory advisory committees to the Authority, the Mental Health Advisory Committee, as well as other committees which advised the Authority - the Audit Committee, the Finance Committee, the Risk Management Committee, the Disability Research Ethics Committee, and those groups which provided advice and oversight on individual projects.

Over the past ten years, the Authority has played a significant role in guiding the changing of the disability landscape in Ireland for the better. I wish to pay particular tribute to the previous members of the Authority whose terms of office ended in July 2009, and whose contribution was critical to these developments. Their work has provided a solid foundation for the ongoing work of the NDA.

Over the coming years, the NDA will continue its efforts to give the best possible guidance on policies and practices to improve the quality of life for people with disabilities.

Peter McKeivitt
Chairperson
National Disability Authority

Policy Context

The National Disability Strategy continued to be progressed in 2009 as a whole-of-Government approach to advancing the disability agenda and promoting the inclusion of people with disabilities in the mainstream of Irish society. The Strategy, originally launched in 2004, has the following elements:

- the Disability Act 2005
- the Education for People with Special Education Needs Act 2004
- a personal advocacy service for people with disabilities, provided for in the Citizens Information Act 2007
- statutory sectoral plans on disability for six key government departments
- a multi-annual investment programme for disability support services, primarily in HSE-funded care services, 2005-2009

The global and Irish economies deteriorated sharply in 2009, and this was reflected in the public finances in Ireland, with consequent restrictions in the funding available for disability services and for advancing the disability agenda.

Correspondence from the Minister for Finance to the NDA has emphasised that protecting the most vulnerable would remain a priority for Government within available financial resources. It would, however, be necessary to prioritise and make more gradual progress in relation to key social objectives.

- The need to ensure best value is being achieved for limited resources has focused attention on how more effective outcomes can be achieved with the existing resources invested in disability. A number of major strategic examinations of disability policy and practice were underway during 2009, which include:
- the establishment by the Department of Health and Children of a Value for Money and Policy Review of disability services
- the work of the HSE's Review of Adult Day Services
- the HSE's Congregated Settings Working Group

- work by the Department of the Environment on developing a housing strategy for people with disabilities
- continued development of a comprehensive employment strategy for people with disabilities and
- publication of a revised Sectoral Plan by the Department of Transport

The NDA participated actively on different policy review teams, as well as providing ongoing policy analysis and advice. There are important linkages between these different policy developments, and the NDA's advice and input addressed, inter alia, how these different policy developments could be developed to form an effective joined-up and mutually coherent suite of policies.

Strategic Priority 1

To support the effective implementation of the National Disability Strategy

Given the importance of the National Disability Strategy, support for its implementation is a major focus of the NDA's work. In 2009, the NDA continued to provide advice on the details of implementing the National Disability Strategy, in particular to the six government departments with responsibility for sectoral plans and their agencies. Those departments are:

- the Department of Communications, Marine and Natural Resources
- the Department of Enterprise, Trade and Employment
- the Department of Environment, Heritage and Local Government
- the Department of Health and Children
- the Department of Social and Family Affairs
- the Department of Transport

The Oireachtas adopted the original sectoral plans on disability in 2006, and the six government departments involved began to review their sectoral plans and to prepare progress reports during 2009. To support the review process, the NDA held an information and consultation session for disability organisations in July, with presentations from each of the departments. The NDA gave formal policy advice papers to the individual departments on the review of their sectoral plans, and worked closely with each of these departments and with key agencies under their remit, offering verbal and written advice and guidance on implementation issues.

Advice to the Department of Communications, Energy and Natural Resources

The NDA contributed to the consultations on the proposed roll out by the Department of Communications, Energy and Natural Resources of the Emergency Call Answering Services, dealing in particular with issues of relevance to people who are deaf, hard of hearing and/or vision impaired.

The NDA hosted three meetings of the Commission for Communications Regulation's (ComReg) Industry Forum on Services for People with Disabilities, which brings together telecommunication service providers and disability organisations. The Forum dealt with a number of key items, including the implementation by ComReg of a quality billing initiative, which is now being piloted with Excellence Ireland (EIQA) and the telecommunications industry, and ComReg's survey of people with disabilities and their needs when accessing telecommunication services. The NDA advised eircom on its draft Code of Practice for customers with disabilities

NDA also hosted a roundtable discussion with RTÉ on how issues that impact on the daily lives of people with disabilities could best be integrated into prime time mainstream radio programming.

Advice to the Department of Enterprise, Trade and Employment

The NDA continued to advise the Department of Enterprise, Trade and Employment on the development of a comprehensive employment strategy for people with disabilities. The NDA also contributed as a member of the department's consultative forum on the employment of people with disabilities. The NDA prepared an advice paper, incorporating input from different stakeholders, on how the comprehensive employment strategy could practically support inclusion in employment of people with higher support needs.

Based on NDA work on international practice and evidence, the NDA submitted a paper on supported employment, and an advice paper on alternatives to sheltered employment, to the department.

The NDA also advised the National Employment Rights Agency in relation to its strategic plan, and how best it could serve people with disabilities in its remit.

At the invitation of the Oireachtas Committee on Enterprise Trade and Employment, the NDA chairperson, together with the Director and Head of Policy and Public Affairs, attended a meeting in June to brief the Committee on the employment of people with disabilities; on the NDA's research and policy analysis in relation to a comprehensive employment strategy for people with disabilities; and on the employment of people with disabilities in the public sector.

Advice to the Department of Environment, Heritage and Local Government

The Department of Environment, Heritage and Local Government's Sectoral Plan sets out a programme of work for making the built and external environment accessible for people with disabilities. The NDA continues to work in partnership with the department to support ongoing implementation of the plan, and is represented on the Advisory Committee that monitors its implementation.

The NDA is also represented on the Department's Advisory Group dealing with the development of a national housing strategy for people with disabilities, and on two working groups supporting this work – the Research Working Group and the Mental Health Working Group.

Working in partnership with the Franchise Section of the Department, NDA produced guidance on accessible voting centres and on communicating with voters. This was issued to all Returning Officers in a Departmental Circular and inserted into the department's guidance for polling officers.

As part of the review of its **Building for Everyone** document, NDA liaised with the Planning Section in the Department to develop guidance for planners.

The Local Government Management Services Board

The NDA is a member of the Local Government Management Services Board's Steering Group which supports implementation by local

authorities of commitments in the Department of Environment, Heritage and Local Government's Sectoral Plan. The NDA is also a member of its Access Sub-Group and its Training and Communications Sub-Group, advising them on disability accessibility and a universal design approach. During 2009, an agreed Roads and Streets Template was finalised, covering detailed design to guide local authorities in implementing their commitments to make footpaths, streets and crossings accessible to people with disabilities. The Access Sub-Group is developing guidance on Inclusive Play Space, intended for use by local authority and county council staff who are planning, building or managing parks and playgrounds. The Sub-Group is also working on guidance for personnel installing public ATM equipment. These are areas where the NDA's Centre for Excellence in Universal Design can assist on the standards to be applied, for example drawing on the NDA's guidance on public access terminals.

Advice to the Department of Health and Children

The Department of Health and Children and the HSE are undertaking a series of fundamental reviews of disability services. The NDA has supported this work, through membership of different policy review teams, through policy advice papers and formal submissions, and through ongoing engagement with the Department of Health and Children and the HSE.

Among the groups the NDA participated on were:

- HSE's Congregated Settings Working Group
- HSE's Adult Day Services Review Group
- HSE's Assessment of Need Process Working Group

A senior NDA staff member is also a member of the Policy Reference Group of the Value for Money and Policy Review of Disability Services (all members of this Policy Reference Group are members in an individual capacity and not in a representative capacity).

To support the Value for Money and Policy Review of Disability Services, the NDA commenced a comparative study of the systems of disability services and supports in six jurisdictions - England, Scotland, Norway, Netherlands, New Zealand and Victoria (Australia), including commissioned research on costs of disability services in these jurisdictions.

The NDA gave an interim policy advice paper to the Value for Money and Policy Review Group. A further advice paper in 2010 will draw, among other material, on the comparative study of other systems. The NDA also made a submission to the Expert Group on Resource Allocation in the Health Service.

The Working Group on Congregated Settings - centres with ten or more residents - has drawn on NDA expert seminars; learning from NDA research; study visits and a survey of all congregated settings, which the NDA helped to design. The NDA undertook an analysis of the data from this survey to inform the work of the HSE's Congregated Settings Working Group.

The NDA also submitted an advice paper to the Independent Monitoring Group on **Vision for Change**, the Government's Mental Health Strategy, highlighting areas of synergy with the National Disability Strategy on issues relating to housing and employment.

The NDA gave formal written advice on a National Rehabilitation Strategy being developed by the Department of Health and Children

The NDA presented an advice paper on the review of the Department of Health and Children's Sectoral Plan, however, finalisation of a revised sectoral plan by the Department is deferred until completion of the other disability policy reviews listed above.

Advice to the Department of Social and Family Affairs

The NDA is represented on the Department of Social and Family Affairs' Disability Consultative Forum. The NDA gave a policy advice paper to the Department of Social and Family Affairs in relation to reviewing their Sectoral Plan. In addition, the NDA provided ongoing advice to the Department on relevant issues.

The NDA is a member of the local advisory group to the Department's Disability Activation Project. This EU-funded project is piloting the implementation of a programme of systematic contact with people in receipt of disability welfare payments around pathways towards inclusion and employment. The Project works in partnership with local stakeholders including FÁS, the HSE and Vocational Education Committees around

supports for engaging people with disabilities including tailored training programmes. This project is piloting the Disability Employment Programme set out in Chapter 5 of the Department of Social and Family Affairs' Sectoral Plan and modelling the inter-agency partnerships required to deliver such a programme.

Advice to the Department of Transport

The NDA provided advice to the Department of Transport on the ongoing implementation of the Department's revised Sectoral Plan, published in early 2009, which details actions to improve the accessibility of public transport for all passengers. The NDA worked with other stakeholders to resolve issues around accessible coaches and accessible bus stops for them.

The NDA worked closely with the marine section of the Department in the development of Guidelines for Accessible Maritime Passenger Transport. This joint initiative by the Department of Transport and the NDA will be published in 2010. The NDA also provided advice on disability awareness training for vessel operators and on audits by the department of selected vessels and transport infrastructure.

The NDA provided advice on accessibility issues for the Rural Transport Programme, including standards for accessibility of small public service vehicles. The NDA worked with the different stakeholders towards resolving issues that emerged around licensing of accessible public service vehicles.

The NDA also worked with the Commission for Taxi Regulation and provided advice on accessibility issues relating to the small public service vehicle industry. The NDA also participated with the Commission in reviewing the results of a survey of taxi ranks and their users.

Department of Education and Science

The Director of the NDA is a member of the National Council for Special Education.

The NDA, in response to consultation on the Department's Value for Money and Policy Review of Special Needs Assistants, issued a formal policy advice paper. The NDA also presented an advice paper to the review of national strategy for higher education.

Guidelines for disability-proofing

The Cabinet Handbook has been amended requiring all Memoranda for Government must be disability proofed to ensure that the proposals have no potential negative impact for people with disabilities. During 2009, the NDA provided advice to the Department of Justice, Equality and Law Reform on the development and piloting of guidelines to support the practical implementation of the Disability Proofing Process. It is envisaged that further work on the piloting of the guidelines will be delivered in 2010.

Centre for Excellence in Universal Design

The NDA's Centre for Excellence in Universal Design (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, ability or disability. NDA's work in Universal Design in 2009 focused on:

- building awareness
- working in partnership with key stakeholders to guide development of standards in universal design
- collaborating with academics about the integration of Universal Design in relevant curricula at third level

Awareness

CEUD's awareness-raising activities in 2009 included the 24-hour Universal Design Challenge; the launch of the Council of Europe report of recommendations for member states; seminars and working in partnership with relevant stakeholders.

Design Challenge

Ireland's first 24-Hour Universal Design Challenge was co-hosted in partnership with TrinityHaus, Trinity College Dublin, and with support of the Royal College of Art's Helen Hamlyn Centre, U.K.

Teams of designers from diverse disciplines worked with a design partner who had significant challenges in accessing their environment because of their age, size or disability. Over the 24 hour period a design of a new built environment element, product or service that will improve accessibility for everyone in society, was produced.

At the end of the 24-hour period, each team presented their design concepts to which were judged by as well as by a vote taken from the audience. The Lord Mayor of Dublin, Cllr Emer Costello, presented two awards:

- the People's Choice Award, for a project entitled **MY-Way**, a design for a mobile phone-based wayfinding system with web interface, and
- the Judges' Choice Award for a project entitled **What a Load of Bollards**, a design for a device to be affixed to the top of street pavement bollards to assist wayfinding

Council of Europe recommendations

The NDA, in conjunction with the Council of Europe, launched the publication **Achieving Participation through Universal Design** on October 1, 2009. This document sets out recommendations for national policies to implement Universal Design as a strategy to ensure equal and democratic rights in society for all individuals.

Seminars

The NDA ran a number of seminars for stakeholders in 2009 focusing on key aspects of Universal Design including:

- Better Design through User Participation
- Accessible Information Communication Technologies Procurement
- Lifetime Homes in Policy and Practice
- Can Knowledge Transfer Strategies Be Developed to Improve the Uptake of Universal Design in Housing?
- Web Accessibility for Older Users – What the Research Tells Us
- Shared Spaces in the Public Realm
- Design in 3rd Level Education and Continuous Professional Development: Incorporating Outcomes Measurement
- EU Workshop on Self-Service Terminals

The NDA's Centre for Excellence in Universal Design also presented at external events and promoted awareness of Universal Design in key areas such as:

- Demystifying WCAG 2.0 and Web Accessibility

- Introduction to Universal Design for Engineering
- Accessibility in the Context of the United Nations Convention on the Rights of Persons with Disabilities

The **European Design for All eAccessibility Network (EDeAN)** has over 160 member organisations throughout Europe. Its goal is to support all citizens' access to the Information Society by sharing knowledge among academics, practitioners, students and advocates in the field of Information Communication Technology accessibility and Universal Design. As the national contact centre for EDeAN, CEUD manages and moderates an email discussion list at <http://list.universaldesign.ie>. In late 2009, CEUD was elected to the position of EDeAN secretariat for 2010. Its role will include sharing information on the NDA's Centre for Excellence in Universal Design work and gathering information on best practices and new developments on Information Communication Technology accessibility and Universal Design from around Europe.

Standards

The NDA chairs the Accessibility for All Standards Consultative Committee which is run by the National Standards Authority of Ireland. The Committee's Working Group on the Built Environment carried out an extensive review of the International Standards Organisation's Building Construction proposed standard relating to accessibility and usability of the built environment¹, and proposed over 200 amendments to them. The Committee's Working Group on Wheelchairs also made a number of proposals for revision of ISO standards, and the Working Group on Information and Communications Technology worked closely on the development of the new European standards.

The third draft of the CEN Workshop Agreement on Universal Design in Continuous Professional Development Curricula for Information Communication Technology Professionals was made available for public consultation at the end of January 2010. The final document is expected to be published in Autumn 2010.

¹ ISO/TC 59/SC 16N 60

Extensive work was carried out on a new edition of the **Building for Everyone** series, which will be published as a set of nine booklets in 2010.

During 2009, the United Nations supported an initiative called **3Gict – e-Accessibility Toolkit for Policy Makers**, the purpose of which is to develop an awareness about accessibility in the Information Communication Technologies arena. This is in keeping with the Information Communication Technologies obligations under the UN Convention on the Rights of Persons with Disabilities, which covers a wide range of technology areas, including broadcasting, ICT and telephony.

The CEUD supported the editing and gathering of content for the 3Gict website. The toolkit is to be launched in March 2010 by the UN in collaboration with the International Telecommunications Union.

Education in Universal Design

The CEUD has been active in several initiatives designed to promote research and education in Universal Design. In partnership with Trinity College Dublin, a research study was commissioned to establish a framework to infuse Universal Design in the engineering and design curriculum at Trinity College Dublin. This study will be completed in 2010. The NDA's Centre for Excellence in Universal Design also engaged with teachers in Dublin Institute of Technology; National University Ireland Maynooth; University College Dublin and University College Cork to promote the incorporation of Universal Design into their existing courses.

Mental Health Advisory Committee

The NDA's statutory advisory committee on mental health offered expert input and guidance, informing in particular NDA's policy advice paper in relation to the Heads of the Bill on Mental Capacity, and NDA's advice in relation to the developing housing strategy for people with disabilities.

Strategic Priority 2

To monitor and review the National Disability Strategy

Throughout 2009, the NDA continued to monitor and review implementation of the Government's National Disability Strategy, including compliance with Part V of the Disability Act 2005.

Participation in monitoring arrangements

The National Disability Authority is represented on the committees set up to review progress in the six Government departments that have responsibility for sectoral plans under the National Disability Strategy. The NDA is also represented on the National Disability Strategy Stakeholder Monitoring Group, chaired by the Department of an Taoiseach, which meets twice a year to monitor progress on key strategic and cross-sectoral elements. The NDA submitted advice papers prior to each of these meetings. Among the issues raised in this advice:

- how to continue to progress the implementation of the National Disability Strategy in the current economic downturn and restrictions on public finances
- the opportunities to reflect on how policies and services are shaped, to learn from innovative models, and to use limited resources more efficiently
- the opportunities to develop policies, reform systems and implement plans over the next three years so as to position Irish society to benefit from the upturn when it comes
- the importance of providing sufficient training and education places for school-leavers with disabilities

Disability Stakeholder Group

The NDA continued to provide the secretariat for the Disability Stakeholder Group, which is an independent grouping drawn from the voluntary and community sector and includes:

- Disability Federation of Ireland
- Inclusion Ireland
- Irish Mental Health Coalition
- National Federation of Voluntary Bodies
- Not for Profit Business Association
- People with Disabilities in Ireland Ltd

Vision for Change Monitoring Group

The NDA Director was appointed to the Independent Monitoring Group on **Vision for Change**, the Government's Mental Health Strategy. There are important linkages between this strategy and the National Disability Strategy, for example in addressing the employment and housing needs of people with mental health difficulties.

National Disability Strategy indicators

In 2009, the NDA commenced gathering data for a suite of indicators to support the measurement of the implementation and progress of the National Disability Strategy with regards to outcomes for people with disabilities. Data is being compiled from a number of sources, including the Census, the National Disability Survey, the national disability databases managed by the Health Research Board and from various government departments. A population-based survey of people with disabilities was commissioned during the year to gather data on barriers to participation, including accessibility of the external environment, that was not available from existing sources. The indicator suite will be launched in 2010 and will be monitored on an ongoing basis.

Publication on the National Disability Strategy

The NDA commissioned the production of a publication to capture important developments in the field of disability since the 1990s, particularly to document the National Disability Strategy as an important case study in this regard. It is aimed to publish this during 2010.

Employment in the public service of people with disabilities

One of the NDA's statutory roles is to monitor the implementation of Part 5 of the Disability Act 2005, which deals with the employment of

people with disabilities in the public service. Under the terms of this Act, public bodies are required to promote and support the employment of people with disabilities in the public service, with a target of having people with disabilities making up 3% of their workforce. The NDA's report to the Minister for Justice, Equality and Law Reform on compliance in 2008 was published at the end of 2009, and this highlighted examples of good practice. The report demonstrated a strong link between positive action measures, such as a disability policy or a Code of Practice to support employment of people with disabilities, and the achievement of the 3% target.

For the first time since the 3% target was established on a statutory basis, all 15 Government Departments achieved or exceeded the target, up from 13 in 2007. Overall, 55% of public bodies achieved or exceeded the 3% target, up from 51% in 2007.

The percentage of staff with disabilities across the public sector as a whole increased from 2.5% in 2007 to 2.7% in 2008. In Government Departments the increase was from 3.8% to 3.9%, whereas in local authorities there was a slight decrease, from 3.6% to 3.5%.

The number of public service employees who declared a disability in 2008 was 6,083, out of a total of 229,000 employees in the public bodies reporting under the Act. The comparable figures for 2007 were 5,879 out of a total employment of 239,000.

The NDA hosted a good practice seminar for public bodies in April. Topics covered included mental health; reasonable accommodation; retention following acquired disability and disclosure of disability.

Report on disclosure of a disability in the workplace

To inform NDA's work to promote the employment of people with disabilities in the workplace, a review of literature and practice was commissioned to investigate the barriers to disclosure of disability in the workplace. The research undertaken included focus groups and one to one interviews with public sector employees. The report entitled **Disclosing Disability in the Workplace - a Review of literature, and practice in the Irish Public Sector** is available on the NDA website (www.nda.ie). The research explored reasons why the reported number of staff with disabilities may be lower than the true number, which

can have a significant impact on the monitoring process. A number of presentations were made on the findings of the report including presentations to participants at NDA's annual good practice seminar for public bodies on employment, and to the annual access officers seminar in April.

Non-compliance in successive years

Under Section 49 of the Disability Act 2005, the NDA may recommend specific actions to be taken by a public body which has been non-compliant with its legal obligations on public service employment for two consecutive years. The obligations set out in the Act have qualifying phrases, such as 'as far as practicable' and 'unless there are good reasons to the contrary'. During 2009, the Authority developed a set of criteria for formally assessing compliance with Part 5. These criteria were communicated to the Minister for Justice, Equality and Law Reform and to each of the statutory monitoring committees.

Strategic Priority 3

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

Under this key priority, the NDA focused on a range of issues, including:

- ageing and disability
- abuse of people with disabilities
- community and independent living for people with disabilities
- maternity and early motherhood services
- mental capacity legislation
- the representation of people with disabilities in Irish broadcast media
- disclosure of a disability in the workplace
- development of ethical guidance for disability research

The NDA, in delivering on this priority, worked in partnership with a range of relevant statutory, disability, national and international organisations.

Ageing and disability

The NDA presented a policy advice paper to inform the development by the Office for Older Persons of the National Positive Ageing Strategy. The paper addressed issues facing elderly people with disabilities, as well as the issues for people with early-onset disabilities as they age. It also highlighted the importance of using universal design to create environments, products, services and information that could be used by anyone regardless of age or disability, as an integral element of a positive ageing strategy.

The NDA provided an advice paper to an Garda Síochána as an input to the Garda Strategy for Older People being developed. The NDA also inputted into the National Economic and Social Forum's Review of Home Care Packages.

The NDA presented a paper to the End of Life Forum.

Abuse of People with Disabilities

In 2009, NDA commissioned research which would inform the design of a national study into the experiences of people with disabilities in Ireland who have been abused, focusing on their experiences of systems of prevention, protection and redress. The purpose of the project is to identify an effective methodology for a national study, based on relevant examples from the international literature, and the undertaking of a pilot study.

Community living

During 2009, the NDA undertook a range of activities to inform and guide its work on community and independent living for people with disabilities. This included:

Research

- The Tizard Centre at the University of Kent was commissioned by the NDA to conduct a review of studies relating to people with intellectual disabilities and to examine the quality of residential supports for those living in dispersed community settings, compared with those living in clustered accommodation. The available evidence indicates that dispersed community settings deliver better outcomes for people with disabilities
- Other research projects examined employment services for people with disabilities in other countries, with a particular emphasis on sheltered employment
- Another project considered supports required for people with lifelong disabilities to continue to live in the community as they age (ageing in place), to inform NDA's advice on the National Positive Ageing Strategy

Independent and community living for people with intellectual disabilities

The NDA's Annual Conference, to provide learning for Irish policy, was held in Croke Park in October 2009 and was entitled **Promoting Independent and Community Living for People with Intellectual Disabilities**.

The conference attracted approximately 200 delegates and leading international experts presented on good practice initiatives and policy development internationally to promote independent living and a citizen approach to service provision for people with disabilities. In addition to the plenary sessions, smaller workshops focused on areas such as behavioural supports, innovative residential models and community outreach programmes. The conference proceedings are on the NDA's website (www.nda.ie).

Roundtable discussions on community living

The NDA hosted a roundtable discussion with two Canadian experts on community living innovations in Alberta, Canada, in order to learn from policy innovation and to better inform policy makers and service providers. The discussions focused on the individualised funding programme for people with intellectual disabilities in Alberta, which is one of the oldest and largest of such programmes in the world. Another innovation discussed was a successful respite programme which used mainstream community activities as a source of respite for families of people with disabilities.

Roundtable discussions on direct payments

The NDA held a roundtable on the issue of direct payments to people with disabilities to give individuals more choice and control in terms of services they access. The roundtable had expert input on direct payment models in operation in other European countries and provided an opportunity to learn how the implementation of direct payments in Northern Ireland worked. Further NDA work will use the information from this seminar, from the research literature, and from the NDA's six-country study of disability systems, to inform a policy advice paper.

Review of maternity and early motherhood services

In 2008, the NDA commissioned Trinity College Dublin to conduct a literature review of publicly funded health services for women with disabilities during pregnancy, childbirth and early motherhood. Two reports from this project were completed in 2009.

The first report looked at the international literature on barriers to services. These included difficulties in moving around the physical environment, lack of knowledge on the part of staff in relation to their disability, inaccessible information, inadequate screening practices, and a reluctance on the part of women to disclose mental health difficulties.

The second report was a review of national and international policies in this area. It included a survey of the 19 publicly funded maternity units in Ireland, and found that only one had written policies, practices and procedures dealing with the provision of services to women with disabilities. The review of policies in nine other countries found that the UK had the most comprehensive range of policies and guideline documents relating to the care of women with disabilities during pregnancy, childbirth and early motherhood.

A third report in progress (to be published in 2010) covers research based on interviews with mothers with disabilities on their experiences, and on focus groups with staff.

Mental capacity legislation

The NDA submitted two policy advice papers to the Minister for Justice, Equality and Law Reform on the draft Scheme of a Mental Capacity Bill published by the Minister. The first of these advice papers covered the full range of issues in the draft Scheme, and was informed by expert input from the NDA's Mental Health Advisory Committee. The second paper dealt specifically with the issue of capacity to consent to sexual relations, and the issues arising under Section 5 of the Criminal Law (Sexual Offences) Act 1993. Both these papers were informed by two expert round tables held by the NDA at which attendance included government departments, statutory bodies, disability organisations and an expert academic from the UK.

The NDA worked in partnership with the Department of Justice, Equality and Law Reform to organise a joint consultation conference on the Scheme of the Mental Capacity Bill 2008. Dermot Ahern T. D. Minister for Justice, Equality and Law Reform delivered the opening address and the conference heard presentations by speakers from the Law Reform Commission, the Office of Wards of Court, Inclusion Ireland and Age Action Ireland. There were over 150 attendees from government departments, statutory bodies, the courts, the legal profession, disability organisations and advocates at this conference in Dublin Castle on 5 February 2009. The conference afforded a structured opportunity for interested persons to respond to the draft Scheme of the Bill.

Representation and portrayal of people with disabilities in Irish broadcasting

The NDA continued to work with the Broadcasting Commission of Ireland (BCI) on the representation of people with disabilities in Irish broadcast media. In July 2009 the BCI and the NDA published the findings of three commissioned research projects:

- **Review of legislation, policy and practice in other jurisdictions**
This study examined the legislation, policy and practice that governs the representation of people with disabilities in the United States, Canada, Australia, New Zealand, the United Kingdom, Germany, Malta, Spain and Sweden
- **Survey of people's attitudes to the representation of people with disabilities in the Irish broadcast media**
This survey of public attitudes to the representation of people with disabilities in radio and television broadcasting was carried out by Lansdowne Market Research. A total of 1,013 face-to-face interviews were carried out throughout the country during 2007
- **Content and discourse analysis of Irish broadcast media**
This study involved a content and discourse analysis of 408 hours of programming broadcast by Irish television and radio stations between February and July 2007

The combined findings of these studies provide new insights into the representation and portrayal of people with disabilities in Irish broadcasting, and provide a foundation for establishing voluntary guidelines for broadcast media.

NDA Research Promotion Scheme

The NDA in 2008 launched a Research Promotion Scheme focused on mental health, and of the four approved projects, two studies were completed in 2009:

- **Assessment of Psychiatric and Psychological Needs Among Help-Seeking Migrants in Dublin** carried out by staff of the Cultural Psychiatry Team, Mater Misericordiae University Hospital and School of Psychology, University College Dublin and staff from University College Dublin. The study identified significant differences between ethnic minority participants and Irish participants in relation to presenting problems and supports available as well as in understandings of mental health difficulties and their treatment. Significant lessons were drawn for Irish mental health policy and service provision within an increasingly diverse society
- Research into the development of **Recovery Context Inventory** for use in mental health services carried out by Eve Holdings

Disability Research Ethics

NDA established a Disability Research Ethics Committee in 2007 to advise NDA on ethical issues in disability research, and on revision of NDA's 2006 guidelines on ethical research practice. The aim of the revised Disability Research Ethics Guidelines is to provide advice to the more than 70 Research Advisory Committees in Ireland. The guidance publication was launched at the NDA's Annual Research Conference in October. It can be accessed on the NDA website (www.nda.ie).

Strategic Priority 4

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

The NDA's contribution to the development of standards and guidance, and to monitoring and recognising excellence in public service accessibility were core elements of its work under this strategic priority in 2009.

Accessible Heritage

Section 29 of the Disability Act requires that heritage sites are accessible. The NDA continues to develop a Code of Practice on accessible heritage sites, as requested by the Minister for Justice, Equality and Law Reform. The Code is intended to provide practical advice on how the provisions of section 29 of the Disability Act 2005 can be met in heritage sites under the ownership, management or control of state bodies and to which the public have access. In 2009, NDA continued to advance the development of the draft Code, working closely with key stakeholders, particularly the Department of the Environment, Heritage and Local Government and the Department of Justice, Equality and Law Reform. The NDA also worked in collaboration with the Architectural Heritage and Advisory Unit in the Department of Environment, Heritage and Local Government on the production of a guidance booklet for public bodies on improving access to heritage sites while also respecting their special characteristics and conservation status. It is expected that this booklet will be published in 2010.

E-learning project

The NDA is working to develop an e-learning module to provide introductory training on disability equality for staff in the public sector. The module is intended to provide public sector staff with information and understanding to ensure quality services for customers with disabilities. The e-learning module will be available as a hosted online facility with DVD and hardcopy options for those unable to access the online facility.

The project team for this initiative includes representatives from the Department of Finance's Centre for Management and Organisation Development, the Revenue Commissioners, the Local Government Management Services Board and the NDA. This team oversaw the development of the tender, including detailed training objectives and the e-learning specification.

Excellence through Accessibility award

The Excellence through Accessibility award scheme was further developed and enhanced in 2009. Following a review of the operating model, efficiencies resulting in substantial reductions in the operating costs for the scheme were achieved. Responsibility for some elements of the scheme was taken by in-house staff and business processes were optimised. The NDA engaged with approximately 20 public service organisations and is guiding their preparations for EtA assessments during 2010.

Promoting Accessible Public Services

In 2008, NDA carried out its first monitoring survey of the implementation of the Code of Practice on accessibility of public services and information provided by public bodies. A report on this monitoring process was prepared and disseminated in 2009 and is available on the NDA website (www.nda.ie). The report was forwarded to the relevant Ministers in January and circulated to the heads of all public bodies in March. The NDA also continued to provide support to public bodies on implementation of the Code of Practice in 2009. A report on the findings of the Monitoring Survey was presented at the Access Officer Conference in April. This conference focussed on best practice in relation to the provision of services and accessible information by public bodies and included presentations from Mayo and Monaghan local authorities. The findings of the monitoring report were also presented by NDA at a training seminar for access officers held at the Institute of Public Administration (IPA).

Promoting quality in services for people with disabilities

The NDA collaborated with key stakeholders, including the Health Information and Quality Authority (HIQA) and the Health Services Executive (HSE) in relation to the development of standards for residential services for people with disabilities in 2009. This work included the provision of advice to HIQA on the development of a self-assessment tool for compliance with standards for residential services for people with disabilities, specifically with regards to the standards relating to aspects of the built environment. NDA was also represented on a working group established by the HSE to develop a quality assurance framework for day services for people with disabilities.

The NDA also collaborated with the Crisis Pregnancy Agency to commission a literature review on the Provision of Appropriate and Accessible Supports to clients with Intellectual Disabilities who experience a crisis pregnancy. This review will be concluded in 2010.

Review of Part M

The Department of the Environment, Heritage and Local Government issued a consultation document on proposed amendments to Part M of the Building Regulations in July 2009 (relating to access and use of buildings by people with disabilities). As part of this public consultation process, the NDA in 2009 prepared a detailed advice paper on the proposed amendments. A Part M sub-group to the Building Regulations Advisory Body (BRAB) was subsequently set up on which NDA is represented. (The NDA is also a member of the main Advisory Body). This sub-group is advising the Department of Environment, Heritage and Local Government in relation to a further review of the proposed amendments to Part M arising from the submissions received during the consultation period. This work is ongoing and is expected to conclude in April 2010 when a revised document is to be submitted to BRAB for approval.

Safe Evacuation for All

In September 2009, in partnership with the Institution of Occupational Safety and Health (Fire Risk Management Section), the NDA organised a one-day conference in Dublin on Safe Evacuation for All. The conference was designed to provide practical advice on planning for the safe evacuation of all building users, including people with disabilities.

This conference attracted over 200 attendees, including health and safety advisors, fire officers, disability service providers, architects and engineers. The conference was opened by John Moloney T. D. Minister for Equality, Disability and Mental Health. The keynote presentation was from Mary Dorgan, Assistant Chief Executive of the Health and Safety Authority, setting out the current legislative requirements, and emphasising the importance of good planning. Other presentation topics included experiences from Dublin Fire Brigade and personal experiences from a person with a disability; design of new builds such as the Mater Misericordiae Hospital and the new Aviva stadium (Lansdowne Road); Dundrum Town Centre – evacuation planning; healthcare environments and the use of lifts during evacuation.

The NDA's guidance on evacuation and safe egress for people with disabilities is available on the NDA website, as are the conference presentations(www.nda.ie).

Strategic Priority 5

To build capacity to achieve its strategic priorities and enhance communications

During 2009, the NDA worked to embed the systems and process changes that were initiated in 2008, including the introduction of shared financial and Information Communication Technology services with the Department of Justice, Equality and Law Reform.

Finance

The NDA completed the migration of the financial transaction processing, by transferring its payroll processing to the Department of Justice, Equality and Law Reform's Financial Shared Services. Following migration of creditor payments in 2008, the NDA conducted an independent review of internal financial controls to ensure continued robustness of controls and processes. In addition, an internal audit plan was developed, agreed and implemented to support and monitor the migration of payments processing. This work resulted in recommendations that were considered, reviewed and monitored by the NDA Audit Committee to ensure continued achievement and maintenance of rigorous financial controls and governance.

Health and safety

In 2008, the NDA signed up to the Health and Safety Authority-sponsored **Work Positive Programme** initiative, which aims to provide organisations with a means of measuring and managing workplace stress. Following a staff questionnaire, analysis and feedback in 2008, a number of focus workshops were held in 2009 based on the areas highlighted for exploration. The workshops focused on stress in general and individual perception and reaction to stress, as well as identifying areas for improvement in the NDA.

In support and promotion of work life balance and staff well being in the work place, NDA continued to provide a confidential and comprehensive Employee Assistance Programme (EAP) to NDA staff. The EAP, which offers advice, information and counselling services, was complemented by additional work life balance initiatives such as, a work life balance workshop and the introduction of a shorter working year policy.

Information Communication Technology development (ICT)

The NDA's ICT function was migrated to the Department of Justice, Equality and Law Reform's Citrix network in October 2008. During 2009 a Citrix coordinators group was established within the NDA and they identified ongoing areas that needed fine-tuning and proposed potential solutions to support successful embedding of the system.

Comprehensive training on the new document management library was delivered by the Department of Justice, Equality and Law Reform IT team.

Library service

The NDA holds over 53,000 items on disability and related topics, providing a resource to support evidence-based information, advice and guidance. The extensive collection is made up of books, journals, newsletters, newspaper articles, DVDs, videos and CD-ROMs. As well as offering an online catalogue, the library also provides books and journal articles to library members by post. The library also sources books and articles, for NDA staff, from other larger library resources. In 2009, due to staff shortages and the public sector moratorium, opening hours were reduced to two days a week.

During 2009, the NDA library answered 1,382 queries. The highest number of queries came from staff (430), third-level and postgraduate students (258), disability organisations (139), individuals (131), and government departments, state agencies and Local Government (123). The library provided 260 books on loan and 296 journal and newspaper articles.

Partnership

The NDA Partnership Committee continued to act as a conduit for staff input and views on organisational development and change. Additional

training was provided to members to further embed and foster partnership in the NDA. The areas considered by the Committee during 2009 included:

- how a pilot of e-working might operate
- supports for staff with disabilities, and
- policies and procedures.

In addition, a sub-committee of the Partnership Committee was established to support the internal component for developing the NDA Communications Strategy.

Performance Management and Development System

Further training on the new Performance Management and Development System (PMDS) was provided to staff during 2009 to promote and ensure consistent application of the system across the organisation. Team building training – an integral part of the organisation's core competencies in 2009 – was also delivered to complement and support the successful delivery of the system.

Policies and procedures

The personnel manual was updated to incorporate changes and developments in best practice HR, legislation and Department of Finance circulars which included a shorter working year policy. The policy complements the existing suite of work-life balance policies in the NDA.

Appendices

Appendix I: National Disability Authority Members

National Disability Authority Members (January 2009 - 28th July 2009)

	Number of meetings attended during this period
Dr. Angela Kerins (Chairperson)	7/7
Mr Jack Callanan	3/7
Mr Kevin Condon (resigned January 2009)	1/1
Ms Maria Cronin	4/7
Ms Renee Dempsey (appointed February 2009 and resigned June 2009)	3/4
Mr John Dolan	4/7
Ms Noreen Gildea	4/7
Mr David Joyce	7/7
Mr Gene Lambert	6/7
Mr Christy Lynch	7/7
Ms Lottie Mc Clure (resigned June 2009)	1/6
Mr Seamus Mc Nulty	3/7
Ms Betty O'Leary	6/7
Mr Donie O'Shea	7/7

National Disability Authority Members (Appointed 21st December 2009) No meetings held between 21-31 December 2009.

Mr Peter McKeivitt (Chairperson)
 Dr Tony Bates
 Ms Caroline Burrell
 Mr Frank Cunneen
 Ms Tara Cunningham
 Mr Colm Desmond
 Ms Fiona Duignan
 Ms Linda Grealy
 Mr Shane Hogan
 Mr David Joyce
 Mr Des Kenny
 Ms Mary Lavelle
 Ms Joanne McCarthy

Appendix 2: Authority Committees in 2009

Audit Committee (January 2009 - 28th July 2009)

Mr Derek Staveley (Chairperson)
Mr Robert Cashell
Mr Kevin Condon (resigned January 2009)
Ms Maria Cronin
Ms Renee Dempsey (appointed February 2009 and resigned June 2009)
Mr Brian Duffy
Mr Christy Lynch

Finance Committee (January 2009 - 28th July 2009)

Mr Christy Lynch (Chairperson)
Mr Jack Callanan
Ms Maria Cronin
Mr John Dolan
Ms Noreen Gildea
Mr Sean Mistéil

National Disability Strategy Sub-committee (January 2009 - 28th July 2009)

Mr Donie O'Shea (Chairperson)
Ms Siobhan Barron (Director NDA)
Mr John Dolan
Ms Noreen Gildea
Mr David Joyce
Mr Christy Lynch
Ms Betty O'Leary

Statutory Advisory Committee

Mental Health Advisory Committee (January 2009 - 28th July 2009)

Mr Frank Flannery (Chairperson)
Mr Alan Chapman
Ms Finola Colgan
Mr Mick Coughlan
Mr Niall Keane

Ms Michelle Kerrigan
Ms Mary Keys
Mr Tony Leahy
Ms Winifred O’Hanrahan
Mr John Redican
Ms Joan Regan
Mr John Saunders
Dr Margaret Webb

Disability Research Ethics Committee (January 2009 - 28th July 2009)

Professor Jerome Bickenback (Chairperson)
Ms Selina Bonnie
Dr Ron Iphofen
Dr Tim Jackson
Ms Mairide Woods

Other Committees

Excellence through Accessibility Approvals Board

Mr James McClean (Chairperson)
Mr Frank Daly
Mr Alexis Donnelly
Ms Chrissie Keane
Mr Micheal McDonnell
Prof Barry McMullen
Ms Fionnuala Rogerson
Ms Angela Rolfe
Mr John Wickham

Appendix 2: NDA representation on external bodies in 2009

Ageing Well Network

Association for the Advancement of Assistive Technology in Europe

- Board

Building Regulations Advisory Board

- Part M Working Group

Bus Éireann

- Disability User Group

Central Statistics Office

- Census Advisory Group

Commission for Communications Regulation (ComReg)

- Consumer 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 Act Sectoral Plan Advisory Committee
- National Advisory Group Developing a Housing Strategy for People with Disabilities
 - Research Steering sub-group
 - Mental Health Protocol Sub-Group

Department of Finance

- Review of Irish Government Website Guidelines

Department of Health and Children

- National Disability Advisory Committee

- National Physical and Sensory Disability Database Committee
- Policy Reference Group - Value for Money and Policy Review
- Vision for Change - Independent Monitoring Group

Department of Justice, Equality and Law Reform

- Disability Act 2005, Part V Monitoring Committee
- Equality-Proofing Working Group
- National Steering Committee on Violence against Women

Department of Social and Family Affairs

- Disability Consultative Forum
- Technical Advisory Group, Social Inclusion Division

Department of the Taoiseach

- Data Strategy Liaison Group
- National Disability Strategy Stakeholder Monitoring Group

Department of Transport

- Maritime Passenger Transport Forum
- Public Transport Advisory Committee (PTAC)

Disability Federation Ireland (Dfi)

- Housing Sub-group

European Commission

- High Level Group on disability

European Committee for Standardization (CEN)

- CEN Workshop Agreement for INFORMATION COMMUNICATION TECHNOLOGIES professionals in Universal Design
- Working Group on Anthropometry

European Concept for Accessibility Network

European Design for All eAccessibility Network

- National Contact Centre

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
- Child Health Research Forum
- Congregated Settings Working Group
- Disability Legislation Implementation Overseeing Group
- National Office for Suicide Prevention Committee on Your Mental Health Campaign

International Standards Organisation (ISO)

- Accessibility and Built Environment Working Group
- Advisory Group for Accessible Design
- Ergonomics for People with Special Requirements

Irish eGovernment Awards

- Judging Panel

Irish Internet Association

- User Experience Working Group

Local Government Management Services Board (LGMSB)

- National Disability Act Steering Group
 - National Disability Act Training and Communications Sub-group
 - National Disability Act Accessibility Sub-group

National Council for Special Education

- Board
- Advisory Group on Research in Special Education

National Standards Authority of Ireland (NSAI)

- Accessibility for All Standards Consultative Committee

Office of Social Inclusion

- Technical Advisory Group on Statistics

Railway Safety Commission

- Railway Safety Council

Rehabilitation International/RI Europe

United Nations

- G3ICT

Appendix 3: NDA publications, policy advice papers and submissions in 2009

Publications

Annual Report 2008

2008 Report: Compliance with Part 5 of the Disability Act

Dispersed or Clustered Housing for Disabled Adults: A Systematic Review

Ethical Guidance for Research with People with Disabilities

Representation and Portrayal of People with Disabilities in Irish Broadcasting

Policy advice papers and submissions

Central and Regional Fisheries Board

Accessible Angling

Department of Communications, Energy and Natural Resources

ECAS (Emergency Call Answering Service) Consultation Paper
Suggestions for Review of Sectoral Plan

Department of Education and Science

National Strategy for higher education
Value for Money Review of Special Needs Assistants

Department of Enterprise, Trade and Employment

Review of Department of Enterprise, Trade and Employment Sectoral Plan
Response to FÁS Proposals on Supported Employment
Advice paper on sheltered employment

Department of Environment, Heritage and Local Government

Review of Department of Environment, Heritage and Local Government Sectoral Plan

Review of Part M Building Regulations

Guidelines on Accessible Polling Stations and Accessible Voting

Model Text on Disability for Local Authorities for Draft Corporate Plans

Department of Health and Children

Review of Department of Health and Children Sectoral Plan

Positive Ageing Strategy

Sheltered Employment

Expert Group on Resource Allocation in the Health Service

National Rehabilitation Strategy

Value for Money and Policy Review of Disability Services

Vision for Change Implementation Priorities

Department of Justice, Equality and Law Reform

Scheme of Mental Capacity Bill

Mental Capacity and Sexual Relations

Disability Proofing Guidelines

Comments on COSC Draft National Strategy on Domestic, Sexual and Gender-Based Violence

Department of Social and Family Affairs

Review of Department of Social and Family Affairs Sectoral Plan

Department of an Taoiseach

National Disability Strategy Stakeholder Monitoring Group -Progress on the National Disability Strategy (Two advice papers)

Transforming Public Services

Garda Síochána

Garda Strategy for Older People

Higher Education Authority

OECD Project on Pathways for Disabled Students to Tertiary Education and Employment Country Report – Ireland

HIQA

Business Plan

Health Research Board (HRB)

Research Strategy

National Economic and Social Forum

Review of the Implementation of Home Care Packages Scheme

National Employment Rights Authority

Business Plan

Tuarascáil Bhliantúil 2009

Clár

Ráiteas an Chathaoirligh	62
Comhthéacs Polasaí	64
Tosaíocht Straitéiseach 1	67
Tacú le gníomhú éifeachtach faoin Straitéis Náisiúnta Míchumais	
Tosaíocht Straitéiseach 2	79
Monatóireacht agus athbhreithniú ar an Straitéis Náisiúnta Míchumais	
Tosaíocht Straitéiseach 3	85
Ceisteanna leantacha agus ceisteanna a thagann chun cinn a bhaineann le polasaí agus le cleachtais do dhaoine faoi mhíchumas a aithint agus comhairle a thabhairt ina leith	
Tosaíocht Straitéiseach 4	93
Treoracha, caighdeáin agus cóid chleachtais a fhorbairt chun go mbeidh seirbhísí agus áiseanna ardchaighdeáin ann do dhaoine faoi mhíchumas	
Tosaíocht Straitéiseach 5	99
Dícheall a dhéanamh na tosaíochtaí straitéiseacha go léir a bhaint amach agus feabhas a chur ar an gcumarsáid	
Aguisíní	103
1. Baill an Údaráis Náisiúnta Míchumais	
2. Coistí ÚNM le linn 2008	
3. Ionadaithe ÚNM ar eagraíochtaí seachtracha le linn 2008	
4. Foilseacháin, páipéir comhairle polasaí agus aighneachtaí NDA le linn 2009	

Ráiteas an Chathaoirligh

Is mór agam Tuarascáil Bhliantúil an Údaráis Náisiúnta Míchumais (NDA) a thíolacadh chuig an Aire Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí. Is é an tÚdarás comhlacht comhairle náisiúnta an Aire faoi chúrsaí míchumais, agus déanann an tuarascáil seo imlíniú ar ar baineadh amach i 2009.

Sholáthair an Straitéis Náisiúnta Míchumais an bonn d'obair an NDA sa tréimhse sin agus don tacaíocht agus don chomhairle do ranna rialtais agus do comhlachtaí poiblí chomh maith. Chuir na deacrachtaí eacnamaíocha atá ann faoi láthair dúshlán os ár gcomhair maidir le seachadadh seirbhísí agus bhí tionchar acu sin ar shaol daoine atá faoi mhíchumas. Mar sin féin, is féidir leis an NDA dul chun cinn a thuairisciú i bhfeidhmiú na Straitéise Náisiúnta Míchumais.

Ar obair NDA i 2009, bhí:

- comhchomhairle leathan ar fhorbairt plean straitéise nua don tréimhse ó 2010 go 2012 chun tacú tuilleadh le feidhmiú na Straitéise Náisiúnta Míchumais agus na tiomantais a leagadh amach sa chomhaontú comhpháirtíochta náisiúnta, **I dTreo 2016**
- oibriú i gcomhpháirtíocht le comhlachtaí eile ar nós:
 - an Ghníomhaireacht um Thoirchis Ghéarchéime, ar thaighde a bhaineann le soláthar tacaíochta inrochtana agus cuí do dhaoine faoi mhíchumas intleachtúil lena mbaineann toircheas géarchéime
 - Comhairle Náisiúnta na mBan, ar thaighde ar thaithí na mban faoi mhíchumas le linn toirchis agus luathmháithreachais
 - Údarás Craolacháin na hÉireann, maidir le hionadaíocht agus léiriú daoine faoi mhíchumas i gcraolacháin in Éirinn
- rannpháirtiú i nGrúpa Oibre de chuid FSS maidir le hionaid chónaithe (institiúidí cónaitheacha)
- tacú agus comhairle do chomhlachtaí earnála poiblí i dtaobh a n-oibleagáidí inrochtaine faoin Acht um Míchumas agus i dtaobh an cheanglais 3% d'fhoireann a bhíonn faoi mhíchumas a fhostú

- feacht maidir le dearadh uilíoch a chur chun cinn le príomhghéallsealbhóirí ó thionscal, ó ghnó agus ó oideachas, agus an chéad Dúshlán Dearaidh 24 uair a chloig in Éirinn dhá phríomhchomhdháil náisiúnta á reachtáil:
 - Cónaí sa Phobal agus Cónaí Neamhspleách do Dhaoine faoi Mhíchumas Intleachtúil a Chur Chun Cinn, agus
 - Éalú Sábháilte do Chách

Léiríonn an méid a baineadh amach agus atá léirthe sa tuarascáil seo saineolas fhoireann NDA agus a ndíograis maidir le faisnéis agus comhairle d'ardchaighdeán a chur ar fáil don Rialtas agus a dtiomantas leanúnach chun polasaí agus cleachtas do dhaoine faoi mhíchumas a stiúradh.

Ba mhaith liom buíochas a ghabháil leis an Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí as a tacaíocht i rith na bliana, agus go háirithe le foireann an Aonaid um Chomhionannas Míchumais, chomh maith le foireann aonad seirbhísí airgeadais roinnte agus leis an aonad seirbhísí IT roinnte.

Ba mhaith liom buíochas a ghabháil freisin le comhaltaí na gcoistí comhairle reachtúla de chuid an Údaráis, An Coiste Comhairle Meabhairshláinte, chomh maith le coistí eile a thug comhairle don Údarás - an Coiste Iniúchta, an Coiste Airgeadais, an Coiste Bainistíochta Riosca, an Coiste Eitice Taighde Míchumais, agus na grúpaí a chuir comhairle agus maoirseacht ar fáil maidir le tionscadail aonair.

Le deich mbliana anuas, bhí ról suntasach ag an Údarás ó thaobh athrú thórdhreach an mhíchumais in Éirinn a stiúradh agus is fearrde muid ar fad é sin. Ba mhaith liom ómós ar leith a léiriú d'iarchomhaltaí an Údaráis ar chríochnaigh a dtéarmaí oifige i mí iúil 2009, agus a raibh a gcuidiú riachtanach maidir leis na forbairtí sin. Chuir a gcuid oibre bonn seasmhach faoi obair leanúnach an NDA.

Sna blianta amach romhainn, leanfaidh an NDA lena chuid oibre chun an treoir is fearr faoi pholasaithe agus faoi chleachtais a thabhairt chun cur le caighdeán saoil daoine faoi mhíchumas.

Peter McKeivitt
Cathaoirleach
An tÚdarás Náisiúnta Míchumas

Comhthéacs Polasaí

Leanadh den Straitéis Náisiúnta Míchumais a chur chun cinn i 2009 mar chur chuige lán-Rialtais chun an clár oibre míchumais a chur chun cinn agus chun daoine faoi mhíchumas a thabhairt isteach i ngnáthshaol shochaí na hÉireann. Sa Straitéis, a seoladh ar dtús i 2004, tá na heilimintí seo a leanas:

- an tAcht um Míchumas, 2005
- an tAcht um Oideachas do Dhaoine le Riachtanais Speisialta Oideachais, 2004
- seirbhís phearsanta abhcóideachta do dhaoine faoi mhíchumas, mar a fhoráiltear faoin Acht um Fhaisnéis do Shaoránaigh, 2007
- pleananna reachtúla earnála míchumais maidir le sé cinn de phríomhranna rialtais
- clár infheistíochta ilbhlianta do sheirbhísí tacaíochta míchumais, go príomha i seirbhísí cúraim á maoiniú ag FSS, 2005-2009

D'éirigh an geilleagar ar fud an domhain agus geilleagar na hÉireann i bhfad níos measa i 2009, agus léiríodh é seo i gcúrsaí airgeadais phoiblí na hÉireann, cuireadh mar sin srianta ar an maoiniú a cuireadh ar fáil do sheirbhísí míchumais agus don chlár oibre míchumais.

Leag comhfhreagrais ón Aire Airgeadais go dtí an NDA béim ar an bpointe go bhfuil cosaint na ndaoine is leochailí ina thosaíocht ag an Rialtas laistigh de na hacmhainní airgeadais atá ar fáil. Bheadh sé riachtanach, áfach, tosaíochtaí a leagan amach agus dul chun cinn níos moille a dhéanamh i dtaobh príomhchuspóirí sóisialta.

Dhírigh an gá lena chinntiú go bhfuil an luach is fearr ar acmhainní teoranta á bhaint amach ar conas a d'fhéadfaí cuspóirí níos éifeachtaí a bhaint amach leis na hacmhainní a infheistítear i míchumas faoi láthair.

- Rinneadh roinnt iniúchtaí straitéiseacha ollmhóra ar pholasaí agus ar chleachtas míchumais le linn 2009, lena n-áirítear:
- Bunú Athbhreithnithe Polasaí agus Luach ar Airgead ar sheirbhísí míchumais ag an Roinn Sláinte agus Leanaí
- Obair Athbhreithniú FSS ar Sheirbhísí Lae d'Aosaigh
- Grúpa Oibre Ionad Cónaithe FSS

- Obair na Roinne Comhshaoil i ndáil le straitéis tithíochta a fhorbairt do dhaoine faoi mhíchumas
- forbairt leanúnach ar straitéis fostaíochta cuimsitheach do dhaoine faoi mhíchumas
- foilsiú plean earnála athbhreithnithe ag an Roinn Iompair

Bhí an NDA rannpháirteach go gníomhach ar fhoirne athbhreithnithe polasaithe éagsúla, agus cuireadh comhairle agus anailís polasaí leanúnach ar fáil ón NDA chomh maith. Tá naisc thábhachtacha idir na forbairtí polasaí difiriúla sin agus thug comhairle agus ionchur NDA aghaidh, inter alia, ar conas a d'fhorbrófaí na forbairtí polasaithe éagsúla sin chun raon polasaithe a chruthú a bheadh cónasctha go héifeachtach agus a bheadh comhleanúnach.

Tosaíocht

Straitéiseach 1

Tacú le gníomhú éifeachtach na Straitéise Náisiúnta Míchumais

I ngeall ar a thábhachtaí is atá an Straitéis Náisiúnta Míchumais, leagtar béim mhór in obair NDA ar thacaíocht chun an Straitéis sin a chur i bhfeidhm. Lean NDA le linn 2009 leis an obair maidir le comhairle a chur ar fáil faoi mhionsonraí a bhaineann leis an Straitéis Náisiúnta Míchumais a chur i bhfeidhm, go háirithe do na sé roinn rialtais atá freagrach as pleananna earnálacha agus a ngníomhaireachtaí. Is iad seo a leanas na ranna rialtais sin:

- an Roinn Cumarsáide, Mara agus Acmhainní Nádúrtha
- an Roinn Fiontar, Trádála agus Fostaíochta
- an Roinn Sláinte agus Leanaí
- an Roinn Gnóthaí Sóisialacha agus Teaghlaigh
- an Roinn Iompair

Ghlac an tOireachtas leis na pleananna earnála bunaidh maidir le míchumas i 2006, agus thosaigh na sé roinn rialtais a bhí páirteach iontu ag déanamh athbhreithnithe ar a bpleananna earnála agus ag ullmhú tuarascálacha dul chun cinn le linn 2009. Chun tacú leis an bpróiseas athbhreithnithe, réachtáil an NDA seisiún comhairle agus faisnéise d'eagraíochtaí míchumais a réachtáladh i mí Iúil, le cur i láthair ó gach ceann de na ranna sin. Thug NDA páipéir chomhairle polasaí foirmiúla do na ranna aonair ar athbhreithniú a bpleananna earnála, agus d'oibrigh go dlúth le gach ceann de na ranna sin agus le príomhghníomhaireachtaí faoina chúram, ag cur comhairle i scríbhinn agus treoir ar fáil ar cheisteanna feidhmithe.

Comhairle don Roinn Cumarsáide, Mara agus Acmhainní Nádurtha

Chuir an NDA leis na comhairliúcháin maidir le leathnú amach beartaithe na Seirbhísí Freagartha Glaonna Éigeandála ó thaobh na Roinne Cumarsáide, Mara agus Acmhainní Nádurtha, agus dhéileáil go háirithe le ceisteanna atá ábhartha do dhaoine bodhra, do dhaoine lagéisteachta agus/nó easnamhach i leith amhairc.

Rinne an NDA óstáil ar thrí chruinniú a bhain leis an bhFóram Tionsclaíochta do Dhaoine Faoi Mhíchumais de chuid Rialálaí an Choimisiúin Cumarsáide (ComReg) a thugann soláthróirí seirbhísí teileachumarsáide agus eagraíochtaí míchumais le chéile. Dhéileáil an Fóram le roinnt príomhmhéireanna, lena n-áirítear tionscnaimh atá á bhfeidhmiú ag ComReg maidir leis an tionscnamh faoi bhilleáil ardháilíochta, atá á phiólótú anois i gcomhar le EIQA agus le tionscal na teileachumarsáide, agus i gcomhar le suirbhé ComReg faoi dhaoine faoi mhíchumas agus a gcuid riachtanas nuair a bhíonn seirbhísí teileachumarsáide á rochtain acu. Thug NDA comhairle do Eircom maidir lena ndruchtchód cleachtais do dhaoine faoi mhíchumas.

Rinne an NDA óstáil chomh maith ar plé boird chruinn le RTÉ maidir leis an mbealach is fearr le ceisteanna a mbíonn tionchar acu ar shaol laethúil daoine faoi mhíchumas a lánpháirtíú i gclár raidió príomhshrutha buaic-ama.

Comhairle don Roinn Fiontar, Trádála agus Fostaíochta

Lean NDA air ag cur comhairle ar an Roinn Fiontar, Trádála agus Fostaíochta faoi straitéis chuimsitheacht fostaíochta do dhaoine faoi mhíchumas. Rannpháirtí ab ea NDA ina ról mar chomhalta d'fhóram comhchomhairle na Roinne ar fhostaíocht daoine faoi mhíchumas. D'ullmhaigh NDA páipéar comhairle, le hionchur ó gheallsealbhóirí difriúla, maidir le conas a d'fhéadfadh straitéis chuimsitheacht fostaíochta tacú i dtéarmaí praiticiúla le daoine le riachtanais tacaíochta níos mó a thabhairt isteach i bhfostaíocht.

Agus é bunaithe ar obair NDA faoi fhianaise agus ón gcleachtas idirnáisiúnta, chuir NDA páipéar ar fhostaíocht le tacaíocht agus páipéar comhairle faoi roghanna eile seachas sciathfhostaíocht faoi bhráid na Roinne.

Chuir NDA comhairle freisin ar an nGníomhaireacht Náisiúnta Cearta Fostaíochta i ndáil lena plean straitéiseach, agus faoin mbealach is fearr a d'fhreastalófaí ar dhaoine faoi mhíchumas atá faoina gcúram.

Ar chuireadh Coiste Oireachtais ar Fhiontar, Trádáil agus Fostaíocht d'fhreastail cathaoirleach NDA, mar aon le Stiúrthóir agus Ceann Polasaí agus Gnóthaí Pobail, ar chruinniú i mí an Mheithimh chun eolas a thabhairt don choiste maidir le fostaíocht daoine faoi mhíchumas; maidir le hanailís polasaí agus taighde NDA i ndáil le straitéis chuimsitheach fostaíochta do dhaoine faoi mhíchumas; agus maidir le fostaíocht daoine faoi mhíchumas san earnáil phoiblí.

Comhairle don Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil

Leagtar amach clár oibre i bplean earnála na Roinne Comhshaoil, Oidhreachta agus Rialtais Áitiúil maidir leis an gcomhshaoil seachtrach agus tógtha ó thaobh inrochtana do dhaoine faoi mhíchumas. Leanann NDA ag obair i gcomhpháirtíocht leis an Roinn chun tacú le cur i bhfeidhm leanúnach an plean, agus tá ionadaíocht acu ar an gCoiste Comhairle a dhéanann monatóireacht ar an bhfeidhmiú.

Tá ionadaíocht ag an NDA ar Ghrúpa Comhairle na Roinne chomh maith agus iad ag déileáil le straitéis tithíochta náisiúnta do dhaoine faoi mhíchumas a fhorbairt, agus ar dhá ghrúpa oibre atá ag tacú leis an obair sin – an Grúpa Oibre Taighde agus an Grúpa Oibre Meabhairshláinte.

Ag obair i gcomhpháirtíocht le Rannóg Saincheadaithe na Roinne, chuir NDA treoir ar fáil faoi ionaid vótála inrochtana agus faoi chumarsáid le vótálaithe. Eisíodh an treoir sin chuig gach Ceann Comhairimh i Roinn-Chiorclán agus cuireadh i dTreoir na Roinne maidir le hoifigigh vótaíochta é.

Mar chuid d'athbhreithniú an doiciméid **Building for Everyone**, rinne an NDA idirchaidreamh leis an Rannóg Pleanála sa Roinn chun treoir a fhorbairt do pleanálaithe.

Bord Seirbhísí Bainistíochta Rialtais Áitiúil

Ball de Ghrúpa Stiúrtha Bhord Seirbhísí Bainistíochta Rialtais Áitiúil é an NDA a thacaíonn le feidhmiú na dtiomantas i bplean earnála na Roinne

Comhshaoil, Oidhreachta agus Rialtais Áitiúil ó thaobh na n-údarás áitiúil. Ball den Fho-Ghrúpa Rochtana agus den Fho-Ghrúpa Oiliúna agus Cumarsáide is ea an NDA chomh maith, agus cuireann comhairle ar fáil maidir le hinrochtaine míchumais agus cur chuige dearaidh uilíoch. Le linn 2009, cuireadh bailchríoch ar theimpléad comhaontaithe Sráideanna agus Bóithre comhaontaithe, a chlúdaigh dearadh mionsonraithe le treoir d'údarás áitiúla i bhfeidhmiú a dtiomantas chun cosáin, sráideanna agus crosairí a dhéanamh inrochtana do dhaoine faoi mhíchumas. Tá treoir á forbairt ag an bhFo-Ghrúpa Rochtana ar Spás Súgartha Cuimsiteach a úsáidfidh foirne comhairle contae agus údarás áitiúil a bheidh ag pleanáil, ag tógáil nó ag bainistiú páirceanna agus clósanna súgartha. Tá an Fo-Ghrúpa ag obair ar threoir do dhaoine a bheidh ag suiteáil trealaimh ATM phoiblí chomh maith. Is réimsí iad sin inar féidir le Scoth-Ionad i nDearadh Uilíoch NDA tacú leis na caighdeáin ba chóir a chur i bhfeidhm, mar shampla úsáid threoir NDA ar chríochfoirt rochtana phoiblí.

Comhairle don Roinn Sláinte agus Leanaí

Tá an Roinn Sláinte agus Leanaí agus an FSS ag tabhairt faoi shraith athbhreithnithe bunúsacha ar sheirbhísí míchumais. Thug an NDA tacaíocht don obair sin trína bheith páirteach ar mheithle athbhreithnithe polasaithe difiriúla, trí pháipéir chomhairle pholasaithe agus aighneachtaí foirmiúla, agus trí rannpháirtíocht leanúnach leis an Roinn Sláinte agus Leanaí agus leis an FSS.

I measc na ngrúpaí a raibh NDA rannpháirteach orthu, bhí:

- Grúpa Oibre Ionad Cónaithe FSS
- Grúpa Athbhreithnithe Seirbhísí Lae d'Aosaigh FSS
- Grúpa Oibre ar Phróiseas Measúnaithe Riachtanas FSS

Tá ball sinsearach foirne den NDA ar Ghrúpa Tagartha Polasaí Luach ar Airgead agus Athbhreithniú Polasaí na Seirbhísí Míchumais (gach ball den Ghrúpa Tagartha Polasaí sin tá siad ann as a gconlán féin agus ní ar bhonn ionadaitheach).

Chun tacú le hAthbhreithniú Luach ar Airgead agus Athbhreithniú Polasaí na Seirbhísí Míchumais, chuir NDA tús le staidéar comparáideach ar chórais na seirbhísí agus na dtacaíochtaí míchumais i sé ndlínse – i Sasana, in Albain, san Iorua, san Ísiltír, sa Nua-Shéalainn agus i Victoria (san Astráil), lena n-áirítear taighde coimisiúnaithe maidir le costais seirbhísí

míchumais sna dlínsí sin. Thug NDA páipéar comhairle polasaí eatramhaigh do Ghrúpa Aithbhreithnithe Luach ar Airgead agus Polasaí. Bainfidh páipéar comhairle eile i 2010 úsáid i measc nithe eile, as staidéar comparáideach córas eile. Tá an NDA tar éis aighneacht a dhéanamh chuig an nGrúpa Saineolaithe ar Leithdháileadh Acmhainní sa tSeirbhís Sláinte.

Tá úsáid á déanamh ag an nGrúpa Oibre ar Ionaid Chónaithe – ionaid ina bhfuil deichniúr cónaitheoir nó níos mó – as seimineáir shaineolaithe an NDA; as foghlaim ó thaighde an NDA; as cuairteanna staidéir agus as suirbhé ar na hionaid chónaithe go léir, chabhraigh an NDA lena ndearadh. Thug an NDA faoi anailís a dhéanamh ar na sonraí ón suirbhé sin chun obair an Ghrúpa Oibre Ionad Cónaithe FSS a chur ar an eolas.

Thug NDA páipéar comhairle faoi bhráid an Ghrúpa Monatóireachta Neamhspleách ar **Vision for Change** chomh maith, Straitéis MeabhairShláinte an Rialtais, ag léiriú ábhair sineirge leis an Straitéis Náisiúnta Míchumais faoi cheisteanna a bhaineann le tithíocht agus fostaíocht,

Thug an NDA comhairle fhoirmiúil i scríbhinn ar Straitéis Athshlánaithe Náisiúnta atá an Roinn Sláinte agus Leanaí a fhorbairt.

Chuir NDA páipéar comhairle ar athbhreithniú Phlean Earnála na Roinne Sláinte agus Leanaí i láthair, ach ní chuirfear plean earnála athbhreithnithe i gcrích ó thaobh na Roinne go dtí go gcríochnófar na hathbhreithnithe ar pholasaí mhíchumais eile atá liostaithe thuas.

Comhairle don Roinn Gnóthaí Sóisialacha agus Teaghlaigh

Tá ionadaíocht ag an NDA ar an bhFóram Comhairle Míchumais sa Roinn Gnóthaí Sóisialacha agus Teaghlaigh. Chuir an NDA páipéar comhairle polasaí i láthair na Roinne Gnóthaí Sóisialacha agus Teaghlaigh maidir le hathbhreithniú a dhéanamh ar a bPlean Earnála. Chomh maith leis sin, chuir NDA comhairle leanúnach ar fáil don Roinn ar cheisteanna cuí.

Tá NDA ina chomhalta den ghrúpa comhairle áitiúil a bhaineann le Tionscadal na Roinne maidir le Gníomhachtú i leith Míchumais. Tionscadal de chuid an AE é seo atá mar phíolóta d'fheidhmiú cláir theagmháil chórasach le daoine a fhaigheann íocaíochtaí leasa mhíchumais ar bhealaí atá dírithe ar uilechuimsiú agus ar fhostaíocht. Oibríonn an Tionscadal i

gcomhpháirtíocht le geallsealbhóirí áitiúla lena n-áirítear FÁS, an FSS agus Coistí Gairmoideachais agus le tacaíochtaí ó thaobh teagmháil a dhéanamh le daoine faoi mhíchumas lena n-áirítear cláir shainoiriúnaithe oiliúna. Tá an tionscadal sin mar pháirt don Chlár Fostaíochta um Míchumas atá leagtha amach i gCaibidil 5 de Phlean Earnála na Roinne Gnóthaí Sóisialacha agus Teaghlaigh agus á úsáid sna samhlacha atá riachtanach chun clár den saghas sin a sheachadadh.

Comhairle don Roinn Iompair

Sholáthair an NDA comhairle don Roinn Iompair ar fheidhmiú leanúnach Phlean Earnála athbhreithnithe na Roinne, a foilsíodh go luath i 2009 agus a mhionsonraíonn gníomhartha chun inrochtaine iompair phoiblí a fheabhsú le haghaidh gach paisinéara. D'oibrigh an NDA le geallsealbhóirí eile chun réiteach a fháil ar cheisteanna a bhaineann le cóistí inrochtana agus ar stadanna inrochtana busanna.

D'oibrigh NDA go dlúth i gcomhar le rannóg mhuirí na Roinne maidir le Treoracha a fhorbairt d'Iompar Paisinéirí Muirí Inrochtana. Déanfar an comhthionscnamh seo atá ag an Roinn Iompair agus an NDA a fhoilsiú i 2010. Sholáthair an NDA comhairle chomh maith maidir le hoiliúint feasachta i dtaobh míchumais d'oibríthe ártach agus maidir le hiniúchtaí a chuir an Roinn ar siúl ar áiríochtaí agus ar infrastruchtúr iompair faoi leith.

Sholáthair an NDA comhairle ar cheisteanna inrochtaine don Chlár Iompair Tuaithe, lena n-áirítear caighdeáin i dtaobh inrochtaineachta feithiclí seirbhíse poiblí beaga. D'oibrigh an NDA leis na geallsealbhóirí difriúla le ceisteanna a réiteach a d'eascair as feithiclí seirbhíse poiblí inrochtana a cheadúnú.

D'oibrigh an NDA leis an gCoimisiúin um Rialáil Tacsaithe chomh maith agus sholáthair comhairle ar cheisteanna inrochtaineachta maidir leis an tionscal feithiclí seirbhíse poiblí beaga. Bhí an NDA rannpháirteach leis an gCoimisiúin chomh maith maidir le hathbhreithniú a dhéanamh ar thorthaí suirbhé ar stadanna tacsaithe agus lucht a n-úsáide.

An Roinn Oideachais agus Eolaíochta

Tá Stiúrthóir an NDA ina bhall den Chomhairle um Oideachas Speisialta.

D'eisigh NDA páipéar comhairle polasaí foirmiúil mar fhreagra ar chomhchomhairle ar Athbhreithniú na Roinne ar Chuntóirí Riachtanas

Speisialta maidir le Luach ar Airgead agus Polasaí. Chuir an NDA páipéar comhairle faoi bhráid an athbhreithnithe ar straitéis náisiúnta d'ardoideachas.

Treoirínite maidir le profú míchumais

Leasaíodh Lámhleabhar na Comh-Aireachta a cheanglaíonn go ndéantar profú míchumais ar gach meamram de chuid an Rialtais chun a chinntiú nach mbeidh aon tionchar diúltach ag tograí a mholfaí ar dhaoine faoi mhíchumas. Le linn 2009, sholáthair an NDA comhairle don Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí ar threoirínite a fhorbairt agus a phiólótú chun tacaíocht a thabhairt d'fheidhmiú praiticiúil an Phróisis Profaithe Míchumais. Táthar ag súil go ndéanfar tuilleadh oibre ar phiólótú na dtreoirínite i 2010.

Scoth-Ionad i nDearadh Uilíoch

Is é Scoth -Ionad i nDearadh Uilíoch (CEUD) an NDA an príomhchomhlacht in Éirinn atá freagrach as prionsabail dearaidh uilíoch a chur chun cinn chun timpeallacht a chruthú a d'fhéadfadh gach duine a úsáid, in ainneoin aoise, méide, cumais nó míchumais. Díríodh obair an NDA i nDearadh Uilíoch i 2009 mar seo a leanas:

- cruthú feasachta
- ag obair i gcomhpháirtíocht le príomhgeallsealbhóirí chun forbairt caighdeán i ndearadh uilíoch a threorú.
- ag comhoibriú le hacadamhaithe maidir le lánpháirtíú Dearaidh Uilíoch i gcuraclaim cuí ag an tríú leibhéal.

Feasacht

I measc gníomhaíochtaí an Scoth-Ionaid i nDearadh Uilíoch maidir le cruthú feasachta bhí Dúshlán Dearaidh Uilíoch 24 uair a chloig; seoladh tuarascáil mholtaí Chomhairle na hEorpa do bhallstáit; seimineáir agus oibríodh i gcomhpháirtíocht le geallsealbhóirí cuí.

Dúshlán Dearaidh

Rinneadh ostáil ar an gcéad Dhúshlán Dearaidh Uilíoch 24 uair in Éirinn i gcomhpháirtíocht le TrinityHaus agus Coláiste na Tríonóide Bhaile Átha Cliath agus le cabhair ó Ionad Helen Hamlyn an Choláiste Ríoga Ealaíon, sa Ríocht Aontaithe.

D'oibrigh foirne dearthóirí ó dhisciplíní éagsúla le comhpháirtí dearaidh a raibh dúshlán mhóra acu maidir le rochtain a fháil ar an timpeallacht mar gheall ar aois, méid nó míchumais. Thar thréimhse 24 uair a chloig cruthaíodh dearadh seirbhíse, táirge nó eiliminte timpeallachta tógtha nua a d'fheabhsódh inrochtaine do gach duine sa tsochaí.

Ag deireadh thréimhse 24 uair a chloig chuir gach foireann a gcoincheapa dearaidh i láthair agus thug an lucht féachana breithiúnas ina dtaobh. Bhí dhá dhuais le bronnadh ag Ard-Mhéara Bhaile Átha Cliath, an Comhairleoir Emer Costello:

- Duais Rogha na nDaoine, do thionscadal dar teideal **MY-Way**, dearadh le haghaidh córais aimsithe slí atá buanaithe ar an bhfón póca agus a bhfuil comhéadan gréasáin ann agus
- Duais Rogha na Moltóirí do thionscadal dar teideal **What a Load of Bollards**, dearadh d'fheiste le daingniú ar bharr mullard cosán sráide chun cuidiú leis an mbealach a aimsiú.

Moltaí Chomhairle na hEorpa

Sheol an NDA an foilseachán **Rannpháirtíocht a Bhaint Amach trí Dhearadh Uilíoch** i gcomhar le Comhairle na hEorpa an 1 Deireadh Fómhair 2009. Leagtar amach moltaí sa doiciméad seo do pholasaithe náisiúnta chun Dearadh Uilíoch a chur i bhfeidhm mar straitéis chun comhchearta agus cearta daonlathacha a chinntiú sa tsochaí i gcás gach duine.

Seimineáir

Reáchtáil an NDA roinnt seimineár do gheallsealbhóirí i 2009 agus dhírigh ar phríomhghnéithe Dearaidh Uilíoch lena n-áirítear:

- Dearadh níos fearr trí rannpháirteacht úsáideoirí
- Soláthar Teicneolaíochtaí Cumarsáide Eolais Inrochtana
- Tithe Saoil i bPolasaí agus i gCleachtas
- An féidir Straitéisí Aistrithe Eolais a fhorbairt chun Úsáid Dearaidh Uilíoch i dTithíocht a fheabhsú?
- Inrochtaineacht Gréasáin d'Úsáideoirí níos sine – An Fhaisnéis a thugann an Taighde dúinn
- Áiteanna Roinnte sa Réimse Poiblí

- Dearadh in Oideachas Tríú Leibhéal agus Forbairt Ghairmiúil
Leanúnach: Tomhas Torthaí a Ionchorprú
- Ceardlann AE ar Theirminéil Féinseirbhíse

Bhí cur i láthair ón Scoth-Ionad i nDearadh Uilíoch (CEUD) NDA ag imeachtaí seachtracha agus bhí cruthaíodh feasacht Dearaidh Uilíoch i bpríomhréimsí ar nós:

- WCAG 2.0 agus Inrochtaineacht Gréasáin a Léiriú
- Réamhrá ar Dhearadh Uilíoch d'Innealtóireacht
- Inrochtaineacht i gComhthéacs Choinbhinsiún na Náisiún Aontaithe ar Chearta Daoine faoi Mhíchumas

Tá níos mó ná 160 ball-eagraíocht sa **Ghréasán r-Rochtana um Dhearadh Eorpach** (EDeAN) feadh na hEorpa. Is í an sprioc ná tacaíocht a thabhairt do rochtain gach saoránaigh ar Shochaí na Faisnéise trí eolas a roinnt i measc acadamhaithe, cleachtóirí, mic léinn agus lucht tacaíochta sa réimse Inrochtaineachta Teicneolaíochta Faisnéise Cumarsáide. Mar lárionad náisiúnta teagmhála don EDeAN, déanann an Scoth-Ionad i nDearadh Uilíoch comhráite ag <http://list.universaldesign.ie> a bhainistiú agus a riaradh. I ndeireadh 2009, toghadh an Scoth-Ionad i nDearadh Uilíoch chuig rúnaíocht EDeAN do 2010. Beidh comhroinnt faisnéise ar Scoth-Ionad in Obair Dearaidh Uilíoch NDA agus bailiú faisnéise ar na cleachtais is fearr agus ar fhorbairtí nua maidir le hInrochtaineacht Teicneolaíochta Cumarsáide Faisnéise agus Dearadh Uilíoch ó ar fud na hEorpa mar chuid dá ról.

Caighdeán

Déanann an NDA cathaoirleacht ar an gCoiste Comhairleach um Chaighdeán Inrochtaineachta do Chách arna reachtáil ag an Údarás um Chaighdeán Náisiúnta na hÉireann. Rinne Grúpa Oibre an Choiste ar an gComhshaol Tógtha athbhreithniú leathan ar chaighdeán molta Fhoirgníocht Tógála Eagraíochta Caighdeán Idirnáisiúnta maidir le hinrochtaineacht agus le hinúsáideacht an chomhshaoil thógtha, agus mhol sé 200 leasú ina leith. Rinne Grúpa Oibre an Choiste ar Chathaoireacha Rothaí roinnt moltaí maidir le hathbhreithniú a dhéanamh ar chaighdeán ISO, agus d'oibrigh an Grúpa Oibre ar Theicneolaíocht Cumarsáide agus Faisnéise go dlúth ó thaobh fhorbairt na gcaighdeán nua Eorpach.

Cuireadh an tríú dréacht de Chomhaontú Ceardlann CEN ar Dhearadh Uilíoch i gCuraclaim Forbartha Gairmiúla Leanúnach do Dhaoine Gairmiúla Teicneolaíochta Cumarsáide Faisnéise ar fáil do chomhairliúchán poiblí ag deireadh mhí Eanáir 2010. Táthar ag súil go bhfoilseofar an doiciméad deiridh faoi Fhómhar 2010.

Rinneadh obair fhorleathan ar eagrán nua den tsraith **Building for Everyone**, a foilseofar mar shraith naoi leabhrán i 2010.

Le linn 2009, thacaigh na Náisiúin Aontaithe le tionscnamh faoin ainm **3Gict – Bosca Uirlise r-Inrochtaineachta do Lucht Déanta Polasaí**, a bhfuil feasacht i dtaobh Inrochtaineachta i réimse Teicneolaíochta Cumarsáide Faisnéise mar chuspóir leis. Tá sé sin ag teacht leis na hoibleagáidí Teicneolaíochtaí Cumarsáide Faisnéise faoi Choinbhinsiún na Náisiúin Aontaithe ar Chearta Daoine faoi Mhíchumas, a chlúdaíonn raon leathan de réimsí teicneolaíochta, lena n-áirítear, ICT agus teileafónaíocht.

Thacaigh an Scoth-Ionad i nDearadh Uilíoch ó thaobh an ábhair do shuíomh gréasáin 3Gict a eagrú agus a bhailiú. Beidh an bosca uirlise le seoladh i mí Márta 2010 ó na NA i gcomhar leis an Aontas Teileachumarsáide Idirnáisiúnta.

Oideachas i nDearadh Uilíoch

Bhí an Scoth-Ionad i nDearadh Uilíoch gníomhach i roinnt tionscnamh a dearadh chun taighde agus oideachas i nDearadh Uilíoch a chur chun cinn. I gcomhpháirtíocht le Coláiste na Tríonóide Bhaile Átha Cliath, rinneadh coimisiúnú ar staidéar taighde chun creat a bhunú chun Dearadh Uilíoch a thabhairt isteach i gcuraclam dearaidh agus innealtóireachta Choláiste na Tríonóide Bhaile Átha Cliath. Críochnófar an staidéar seo i 2010. Rinne Scoth-Ionad i nDearadh Uilíoch NDA teagmháil le múinteoirí in Institiúid Teicneolaíochta Bhaile Átha Cliath; in Ollscoil na hÉireann, Maigh Nuad; in Ollscoil na hÉireann, Baile Átha Cliath agus i gColáiste Ollscoile Corcaigh chun ioncorprú Dearaidh Uilíoch sna cúrsaí atá cheana acu a chur chun cinn.

Coiste Comhairle Meabhairshláinte

Chuir coiste comhairle reachtúil de chuid an NDA ar mheabhairshláinte ionchur agus treoir saineolaithe ar fáil, go háirithe eolas a chur ar fáil do pháipéar comhairle polasaí an NDA maidir le ceannteidil an Bhillle ar Inniúlacht Meabhrach agus comhairle ón NDA maidir le straitéis tithíochta a fhorbairt do dhaoine faoi mhíchumas.

Tosaíocht

Straitéiseach 2

Monatóireacht agus Athbhreithniú ar an Straitéis Náisiúnta Míchumais

I rith 2009 lean NDA le monatóireacht agus athbhreithniú ar fheidhmiú Straitéis Náisiúnta Míchumais an Rialtais, lena n-áirítear Cuid V den Acht um Míchumas a chomhlíonadh.

Rannpháirtíocht i socruithe monatóireachta

Tá ionadaíocht ag NDA ar na coistí a bunaíodh chun athbhreithniú a dhéanamh ar dhul chun cinn sna sé roinn Rialtais atá freagrach as pleananna earnálacha faoin Straitéis Náisiúnta Míchumais. Tá ionadaíocht freisin ag NDA ar Ghrúpa Monatóireachta Geallshealbhóirí na Straitéise Náisiúnta Míchumais, faoi chathaoirleacht Roinn an Taoisigh agus a bhuaileann le chéile dhá uair sa bhliain chun monatóireacht a dhéanamh ar dhul chun cinn phríomheilimintí straitéise agus tras-earnálacha. Chuir an NDA páipéir chomhairle ar fáil roimh na cruinnithe sin. I measc na gceisteanna a ardaíodh sa chomhairle sin, bhí:

- conas a leantar le feidhmiú na Straitéise Náisiúnta Míchumais a chur chun cinn sa chúlú eacnamaíochta atá ann faoi láthair agus leis na srianta atá ar airgeadais phoiblí
- na deiseanna chun machnamh a dhéanamh conas a mhúnlaítear polasaithe agus seirbhísí, na deiseanna atá le tabhairt faoi deara ó mhúnlaí nuálacha agus na deiseanna chun acmhainní teoranta a úsáid níos éifeachtúla
- na deiseanna chun polasaithe a fhorbairt, córais a athchóiriú agus pleananna a chur i bhfeidhm thar na chéad trí bliana eile chun go mbeadh sochaí na hÉireann in ann leas a bhaint as an bhfeabhas ar chúrsaí eacnamaíochta nuair a thiocfaidh sé
- an tábhacht a bhaineann le hoiliúint dhóthanach agus áiteanna oideachais a chur ar fáil do na daoine faoi mhíchumas a fhágann an scoil

An Grúpa Páirtithe Leasmhara Míchumais

Tá an NDA ag leanúint ag cur rúnaíochta ar fáil don Ghrúpa Páirtithe Leasmhara Míchumais, ar grúpáil neamhspleách iad as an earnáil dheonach agus phobail agus áirítear ar an ngrúpáil sin:

- Cónaidhm na hÉireann um Míchumas
- Cuimsiú Éireann
- Cónaidhm Meabhairshláinte na hÉireann
- Cónaidhm Náisiúnta na nEagraíochtaí Deonacha
- Comhlachas Gnó Gan Beann ar Bhrabús
- Daoine faoi Mhíchumas in Éirinn Teoranta

Grúpa Monatóireachta Vision for Change

Ceapadh Stiúrtóir NDA ar an nGrúpa Monatóireachta Neamhspleách ar **Vision for Change**, Straitéis Meabhairshláinte an Rialtais. Tá naisc thábhachtacha idir an Straitéis seo agus an Straitéis Náisiúnta Míchumais, mar shampla ó thaobh aghaidh a thabhairt ar fhostaíocht agus ar riachtanais tithíochta daoine a bhfuil deacrachtaí meabhairshláinte acu.

Táscairí Straitéise Náisiúnta Míchumais

Le linn 2009, thosaigh NDA ag bailiú sonraí do shraith táscairí chun tacú le tomhas a dhéanamh ar fheidhmiú agus ar fhorbairt na Straitéise Náisiúnta Míchumais maidir leis an tionchar ar dhaoine faoi mhíchumas. Tá sonraí á dtiomsú ó roinnt foinsí, lena n-áirítear ón Daonáireamh, ón Suirbhé Náisiúnta Míchumais, ó na bunachair shonraí náisiúnta míchumais arna mbainistiú ag Bord Taighde Sláinte agus ó ranna rialtais éagsúla. Coimisiúnaíodh suirbhé i rith na bliana a bunaíodh ar dhaonra daoine faoi mhíchumas chun sonraí a bhailiú faoi na constaicí ar rannpháirtíocht, lena n-áirítear rochtaine an chomhshaoil sheachtraigh, sonraí nach raibh fáil orthu sna foinsí atá ann cheana. Seolfar an tsraith táscairí i 2010 agus déanfar monatóireacht uirthi ar bhonn leanúnach.

Foilsiú na Straitéise Náisiúnta Míchumais

Coimisiúnaigh an ÚNM foilsíochán a chur le chéile chun cur síos a dhéanamh ar na forbairtí tábhachtaí i leith míchumais ó na 1990aidí, go h-áirithe chun cur síos a dhéanamh ar an Straitéis Náisiúnta Míchumais mar cás-staidéir tábhachtach ina leith sin. Tá sé mar aidhm an staidéar seo a fhoilsiú i 2010.

Daoine faoi mhíchumas á bhfostú sa tseirbhís poiblí

Ceann de ról reachtúla an NDA ná monatóireacht a dhéanamh ar Chuid 5 den Acht um Míchumas 2005, a dhéileálann le fostaíocht daoine faoi mhíchumas sa tseirbhís poiblí. Faoi théarmaí an Achta tá ceangal ar chomhlachtaí poiblí fostaíocht daoine faoi mhíchumas a chur chun cinn sa tseirbhís poiblí agus tacú léi, agus an sprioc ann gur daoine faoi mhíchumas a bheadh in 3% den fhórsa saothair. Foilsíodh tuarascáil NDA chuig an Aire Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí ar chomhlíonadh i 2008 ag deireadh na bliana 2009 agus thug sé sin samplaí de dhea-chleachtais chun suntais. Léirigh an tuarascáil nasc láidir idir bearta gnímh dearfacha, ar nós polasaí míchumais nó Cód Cleachtais chun tacú le daoine faoi mhíchumas a fhostú, agus an sprioc 3% a bhaint amach.

Don chéad uair ó bunaíodh an sprioc 3% ar bhonn reachtúil, bhain gach ceann de na 15 Ranna Rialtais an sprioc amach nó sháraigh siad í, ardú ó 13 i 2007. Tríd is tríd, bhain 55% de chomhlachtaí poiblí an sprioc 3% amach nó sháraigh siad í, ardú ó 51% i 2007.

D'ardaigh céatadán foirne faoi mhíchumas ar fud na hearnála poiblí ina hiomláine ó 2.5% i 2007 go dtí 2.7% i 2008. Sna Ranna Rialtais tharla ardú ó 3.8% go 3.9% cé go raibh laghdú beag i gcás na n-údarás áitiúil, ó 3.6% go 3.5%.

Is é 6,083 líon na bhfostaithe sa tseirbhís poiblí a dhearbhaigh míchumas i 2008 as 229,000 fostaí ar an iomlán sna comhlachtaí poiblí a tuairiscíodh faoin Acht. Ba hiad na figiúirí inchoimparáide don bhliain 2007 ná 5,879 as fostaíocht iomlán de 239,000.

Rinne an NDA óstáil ar sheimineár dea-chleachtais do chomhlachtaí poiblí i mí Aibreáin. Ar na hábhair a clúdaíodh bhí meabhairshláinte; cóiríocht réasúnach; coinneáil tar éis míchumas a fháil; agus míchumas a nochtadh.

Tuarascáil ar mhíchumas a nochtadh san ionad oibre

Chun NDA a chur ar an eolas chun a gcuid oibre ó thaobh fhostaíocht daoine faoi mhíchumas san ionad oibre a chur chun cinn, coimisiúnaíodh athbhreithniú ar shaothar agus ar chleachtas chun constaicí ar mhíchumas a nochtadh san ionad oibre a scrúdú. Áiríodh grúpaí fócais agus agallaimh aonair le fostaíthe seirbhíse poiblí ar an taighde a rinneadh. Tá an tuarascáil

dar teideal **Míchumas a Nochtadh san Ionad Oibre - Athbhreithniú ar shaothar agus ar chleachtas in Earnáil Phoiblí na hÉireann** ar fáil ar shuíomh gréasáin an NDA (www.nda.ie). Rinneadh iniúchadh sa taighde ar chúiseanna a bhféadfadh an líon foirne faoi mhíchumas a tuairiscíodh a bheith níos lú ná an fhíorúimhir, rud a d'fhéadfadh tionchar mór a bheith aici ar an bpróiseas monatóireachta. Rinneadh roinnt cur i láthair ar thorthaí na Tuarascála lena n-áirítear cur i láthair chuig rannpháirtithe ag seimineár dea-chleachtais bliantúil an NDA do chomhlachtaí poiblí ar fhostaíocht agus ag seimineár oifigeach rochtana bliantúil san Aibreán.

Neamhchomhlíonadh bliain i ndiaidh bliana

Féadann an NDA, faoi alt 49 den Acht um Míchumas 2005, gníomhartha sonracha a mholadh a thógfaidh comhlacht poiblí nach mbeadh a gcuid oibleagáidí dlíthiúla ar fhostaíocht seirbhíse poiblí á gcomhlíonadh acu dhá bhliain as a chéile. Tá oibleagáidí cáilitheacha ag dul leis na hoibleagáidí san Acht mar 'a mhéid is indéanta é' agus 'mura bhfuil cúiseanna maithe lena mhalairt'. Le linn 2009, 'd'fhorbair an tÚdarás sraith critéar chun comhlíonadh Chuid 5 a mheasúnú go foirmiúil. Cuireadh na critéir sin in iúl don Aire Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí agus do gach ceann de na coistí monatóireachta reachtúla.

Tosaíocht

Straitéiseach 3

Ceisteanna leantacha agus ceisteanna a thagann chun cinn a bhaineann le polasaí agus le cleachtais do dhaoine faoi mhíchumas a aithint agus comhairle a thabhairt ina leith

Faoin bpríomhthosaíocht seo, dhírigh NDA ar raon ceisteanna, lena n-áirítear:

- dul in aois agus míchumas
- drochíde do dhaoine faoi mhíchumas
- cónaí sa phobal agus cónaí neamhspleách do dhaoine faoi mhíchumas.
- seirbhísí toirchis agus luathmháithreachais
- reachtaíocht faoi chumas meabhrach
- ionadaíocht agus léiriú daoine faoi mhíchumas i meáin chraolta na hÉireann
- míchumas a nochtadh san ionad oibre
- treoir eiteiciúil do thaighde míchumais a fhorbairt

Agus torthaí na tosaíochta seo á seachadadh ag NDA, d'oibrigh siad i gcomhpháirtíocht le raon eagraíochtaí cuí reachtúla, cinn náisiúnta agus idirnáisiúnta.

Ag Dul in Aois agus Míchumas

Chuir an NDA páipéar comhairle polasaí i láthair le heolas a chur ar fáil d'fhorbairt Straitéise Náisiúnta do Dhul in Aois go Dearfach ón Oifig do Dhaoine Scothaosta. Thug an páipéar aghaidh ar cheisteanna a bhíonn roimh dhaoine scothaosta faoi mhíchumas, chomh maith leis na ceisteanna do dhaoine a dtagann míchumais go luath orthu agus iad ag dul in aois. Léiríodh freisin an tábhacht a bhaineann le dearadh uilíoch a úsáid, mar mhír lánpháirteach i straitéis do dhul in aois go dearfach, chun timpeallacht, táirgí, seirbhísí agus faisnéis a chruthú a d'fhéadfadh gach duine a úsáid is cuma cén aois nó cumas.

Sholáthair an NDA páipéar comhairle don Garda Síochána mar ionchur i Straitéis na nGardaí do Dhaoine Scothaosta. Bhí ionchur ag an NDA in Athbhreithniú an Fhóraitm Shóisialta agus Eacnamaíochta Náisiúnta ar Phacáistí Cúraitm Bhaile.

Chuir an NDA páipéar faoi bhráid an Fhóraitm ar Deireadh Saoil.

Drochíde do dhaoine faoi mhíchumas

I 2009, rinne NDA coimisiúnú ar thaighde a chuirfeadh eolas ar fáil do leagan amach staidéir náisiúnta maidir le taithí daoine faoi mhíchumas in Éirinn a mbeadh drochíde tugtha dóibh ag díriú ar a dtaithe ar chórais ó thaobh coisc, cosanta agus sásaimh. Is é cuspóir an tionscadail ná modheolaíocht éifeachtach a aithint do staidéar náisiúnta, bunaithe ar shamplaí cuí ón litríocht idirnáisiúnta, agus staidéar píolótach a dhéanamh.

Cónaí sa phobal

Le linn 2009, thug NDA faoi raon gníomhaíochtaí chun a chuid oibre ar chónaí sa phobal agus cónaí neamhspleách i gcás daoine faoi mhíchumas a chur ar an eolas agus a threorú.

Áiríodh mar chuid den obair sin:

Taighde

- Rinne NDA coimisiúnú ar an Ionad Tizard in Ollscoil Kent chun athbhreithniú a dhéanamh ar staidéir a bhaineann le daoine faoi

mhíchumas intleachtúil agus chun scrúdú a dhéanamh ar chaighdeán tacaíochtaí cónaitheach do na daoine sin a chónaíonn in ionaid phobail scaipthe, i gcomparáid le daoine atá ina gcónaí i gcóiríocht braisle. Léiríonn an fhianaise atá ar fáil go seachadann ionaid phobail scaipthe torthaí níos fearr i gcás daoine faoi mhíchumas.

- Scrúdaigh tionscadail taighde eile seirbhísí fostaíochta do dhaoine faoi mhíchumas i dtíortha eile, le béim faoi leith ar sciathfhostaíocht.
- Mheas tionscadal eile tacaíochtaí a bhíonn ag teastáil ó dhaoine le míchumais ar feadh an tsaoil le go leanfadh siad ar aghaidh ina gcónaí sa phobal de réir mar a théann siad in aois (aosú in áit), chun eolas a chur ar fáil do chomhairle an NDA ar Straitéis Náisiúnta do Dhul in Aois go Dearfach.

Cónaí sa phobal agus cónaí neamhspleách do dhaoine faoi mhíchumas.

Reachtáladh comhdháil bhliantúil de chuid an NDA, chun foghlaim a sholáthar i dtaobh polasaí in Éirinn, i bPáirc an Chrócaigh i mí Dheireadh Fómhair agus tugadh an teideal **Cónaí sa phobal agus cónaí neamhspleách do dhaoine faoi mhíchumas a chur chun cinn** uirthi.

Mheall an chomhdháil thart ar 200 toscaire agus rinne saineolaithe idirnáisiúnta ceannródaíocha cur i láthair ar thionscnaimh dea-chleachtais agus forbairt polasaí go hidirnáisiúnta chun cónaí neamhspleách agus cur chuige saoránach i leith soláthair seirbhíse do dhaoine faoi mhíchumas a chur chun cinn. Chomh maith leis na hollseisiúin, dhírigh ceardlanna níos lú ar réimsí ar nós tacaíochtaí iompair, samhlacha cónaithe nuálaíocha agus cláir for-rochtana pobail. Tá imeachtaí na comhdhála ar shuíomh gréasáin NDA (www.nda.ie).

Díospóireachtaí Boird Chruinn ar chónaí sa phobal

Rinne NDA óstáil ar dhíospóireacht Boird Chruinn le beirt saineolaithe as Ceanada ar nuálacha ó thaobh cónaí sa phobal in Alberta, Ceanada, chun foghlaim ó nuáil polasaí agus chun níos mó faisnéise a thabhairt do dhéantóirí polasaí agus do sholáthróirí seirbhísí. Dhírigh na díospóireachtaí ar an gclár maoinithe aonair do dhaoine faoi mhíchumas intleachtúil in Alberta, ceann atá ar cheann de na cláir is sine agus is mó ar domhan. Nuálaíocht eile a ndearnadh plé uirthi ná clár cúraim rathúil a d'úsáid

gníomhaíochtaí pobail príomhshrutha mar fhoinse cúraim do theaghlaigh daoine faoi mhíchumas.

Díospóireachtaí Boird Chruinn ar íocaíochtaí díreacha

Reáchtáil NDA cruinniú boird chruinn ar cheisteanna íocaíochtaí díreacha le daoine faoi mhíchumas chun tuilleadh rogha agus cumhachta a thabhairt do dhaoine ó thaobh seirbhísí a bhíonn á rochtain acu. I rith an chruinnithe seo fuarthas ionchur saineolaithe ar mhúnlaí íocaíochta dírí atá i bhfeidhm i dtíortha Eorpacha eile agus sholáthair an cruinniú deis chun foghlaim conas a d'oibrigh feidhmiú na n-íocaíochtaí díreacha i dTuaisceart Éireann. Úsáidfidh obair eile de chuid an NDA an fhaisnéis ón seimineár seo, ón saothar taighde, agus ó staidéar sé tír NDA ar chórais mhíchumais chun páipéar comhairle polasaí a chur ar an eolas.

Athbhreithniú ar sheirbhísí toirchis agus luathmháithreachais

I 2008 choimisiúnaigh an NDA Coláiste na Tríonóide Bhaile Átha Cliath chun athbhreithniú litríochta a dhéanamh ar sheirbhísí sláinte a mhaoinítear go poiblí do mhná faoi mhíchumas le linn toirchis, breith leanaí agus luathmháithreachais. Críochnaíodh dhá thuarascáil ón tionscadal seo i 2009.

Bhreathnaigh an chéad thuarascáil ar an litríocht idirnáisiúnta maidir le constaicí seirbhísí. Áirítear orthu sin, deacrachtaí i ngluaiseacht sa chomhshaol fisiciúil, easpa eolais ó thaobh na foirne de maidir lena míchumas, faisnéis nach bhfuil rochtain uirthi, cleachtais scagtha neamhdhóthanacha, agus drogall ó thaobh na mban deacrachtaí meabhairshláinte a nochtadh.

Athbhreithniú ar pholasaithe idirnáisiúnta agus náisiúnta sa réimse seo a bhí sa dara thuarascáil. Bhí suirbhé ann ar na 19 aonad máithreachais a fhaigheann maoiniú poiblí agus fuarthas amach nach raibh polasaithe, cleachtais agus imeachtaí i scríbhinn ó thaobh déileáil le soláthair seirbhísí do mhná faoi mhíchumas ach in áit amháin. Fuair an t-athbhreithniú ar pholasaithe i naoi dtír eile amach go raibh an raon is cuimsithí de pholasaithe agus de dhoiciméid treoracha ó thaobh cúram ban faoi mhíchumas le linn toirchis, breith leanaí agus luathmháithreachais sa Ríocht Aontaithe.

Clúdaíonn an tríú tuarascáil atá idir lámha (agus a fhoilseofar i 2010) taighde atá bunaithe ar agallaimh le máithreacha faoi mhíchumas faoina dtaithí agus ar ghrúpaí fócais leis an bhfoireann.

Reachtaíocht faoi chumas meabhrach

Chuir an NDA dhá pháipéar comhairle polasaí faoi bhráid an Aire Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí ar an dréachtscéim den Bhille um Chumas Meabhrach a bhí foilsithe ag an Aire. Chlúdaigh an chéad cheann de na páipéir comhairle faoi raon iomlán ceisteanna sa dréachtscéim, agus bhí ionchur ó shaineolaithe ó Choiste Comhairle Meabhairshláinte an NDA ag cur eolais ar fáil dó. Dhéileáil an dara páipéar go sainiúil leis an gceist faoin gcumas toiliú le caidreamh gnéis agus leis na ceisteanna a thagann as Alt 5 den Acht um an Dlí Coiriúil (Cionta Gnéis) 1993. Bhí na páipéir sin curtha ar an eolas ag dhá bhord cruinne saineolaithe a réachtáil an NDA ina raibh ranna rialtais, comhlachtaí reachtúla, eagraíochtaí míchumais agus saineolaithe ón Ríocht Aontaithe ina measc sin a d'fhreastail.

D'oibrigh an NDA i gcomhpháirtíocht leis an Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí chun comhdháil comhchomhairle a réachtáil ar Scéim an Bhille um Chumas Meabhrach 2008. Rinne Dermot Ahern T.D. An tAire Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí an t-aitheasc oscailte agus d'éist an chomhdháil le cur i láthair ó chainteoirí ón gCoimisiún um Athchóiriú an Dlí, ó Oifig na gCoimircithe Cúirte, ó Chuimsiú Éireann agus ó Age Action Ireland. Bhí níos mó ná 150 duine ó ranna rialtais, ó chomhlachtaí reachtúla, ó na cúirteanna, ón lucht dlí, ó eagraíochtaí míchumais agus ó lucht tacaíochta ag an gcomhdháil sin i gCaisleán Bhaile Átha Cliath an 5 Feabhra 2009. Sholáthair an chomhdháil deis struchtúrtha do dhaoine leasmhara freagairt do dhréachtscéim an Bhille.

Ionadaíocht agus Léiriú daoine faoi mhíchumas i meáin chraolta na hÉireann

Lean NDA dá chuid oibre le Coimisiún Craolacháin na hÉireann (BCI) maidir le hionadaíocht agus léiriú daoine faoi mhíchumas i meáin chraolta na hÉireann. I mí Iúil 2009 d'fhoilsigh BCI agus an NDA torthaí na dtrí thionscadal taighde a bhí coimisiúnaithe:

- **Athbhreithniú ar reachtaíocht, ar pholasaí agus ar chleachtas i ndlínsí eile**

Scrúdaigh an staidéar seo an reachtaíocht, an polasaí agus an cleachtas a rialaíonn ionadaíocht agus léiriú daoine faoi mhíchumas sna Stáit Aontaithe, i gCeanada, san Astráil, sa Nua-Shéalainn, sa Ríocht Aontaithe, sa Ghearmáin, i Málta, sa Spáinn agus sa tSualainn.

- **Suirbhé ar dhearcadh daoine maidir le léiriú daoine faoi mhíchumas i meáin chraolta na hÉireann**
Rinne Taighde Margaidh Lansdowne an suirbhé seo ar dhearcadh an phobail maidir le léiriú daoine faoi mhíchumas i gcráoltóireacht raidió agus teilifíse. Rinneadh 1,013 agallamh aonair ar fud na tíre le linn 2007.
- **Anailís ar ábhar agus ar dhioscúrsa meán craolta na hÉireann**
Bhain anailís dioscúrsa agus ábhair ar 408 uair de chlár a bhí craolta ag stáisiúin raidió agus teilifíse in Éirinn idir mí Feabhra agus mí Iúil 2007 leis an staidéar seo.

Soláthraíonn comhthorthaí na staidéar seo léargais nua ar ionadaíocht agus ar léiriú daoine faoi mhíchumas i gcráoltóireacht na hÉireann, agus soláthraíonn siad bonn do bhunú treoirlínte deonacha do na meáin chraolta.

Scéim an NDA chun Taighde a Chur Chun Cinn

I 2008 sheol an NDA Scéim chun Taighde a Chur Chun Cinn a dhírigh ar mheabhairshláinte, agus críochnaíodh dhá staidéar de na ceithre thionscadal ceadaithe i 2009:

- **Measúnú ar Riachtanais Shiciatracha agus Shiceolaíocha i Measc Imirceoirí ag Lorg Cabhrach i mBaile Átha Cliath** ar thug foireann d'Fhoireann Síciatrachta Cultúir, Ospidéal Ollscoile an Mater Misericordiae agus Scoil na Síceolaíochta, Ollscoil na hÉireann, Baile Átha Cliath agus as foireann ó Ollscoil na hÉireann, Baile Átha Cliath faoi. Shainaithin an staidéar difríochtaí suntasacha idir rannpháirtithe mionlaigh eitnigh agus rannpháirtithe Éireannacha maidir le fadhbanna agus tacaíochtaí atá ar fáil chomh maith le tuiscintí faoi dheacrachtaí meabhairshláinte agus cóireáil dóibh. Baineadh ceachtanna suntasacha as ó thaobh pholasaí meabhairshláinte na hÉireann agus sholáthar seirbhíse laistigh de shochoaí atá ag éirí níos ilghnéithí.
- Taighde ar **Fhardal Comthéacs Athslánaithe** a fhorbairt le húsáid i seirbhísí meabhairshláinte ar thug Eve Holdings faoi.

Eitic Taighde Míchumais

Bhunaigh an NDA Coiste Eitice Taighde Míchumais i 2007 chun an NDA féin a chur ar an eolas faoi cheisteanna eitice maidir le taighde míchumais, agus faoi athbhreithniú treoirlínte NDA 2006 ar chleachtas taighde eitice. Is é cuspóir na dTreoirlíne Eitice Taighde Míchumais ná comhairle a chur ar fáil do níos mó ná 70 coiste comhairle taighde in Éirinn. Seoladh an foilseachán treorach ag Comhdháil Taighde Bhliantúil an NDA i mí Dheireadh Fómhair. Is féidir teacht uirthi ar shuíomh gréasáin an NDA (www.nda.i).

Tosaíocht

Straitéiseach 4

Treoracha, caighdeáin agus cóid chleachtais a fhorbairt chun go mbeidh seirbhísí agus áiseanna ardchaighdeáin ann do dhaoine faoi mhíchumas

Bhí obair an NDA maidir le caighdeáin, treoir, monatóireacht agus le feabhas a aithint maidir le hinrochtaine seirbhísí poiblí ag croílár na hoibre a rinneadh faoin tosaíocht straitéiseach seo i 2009.

Oidhreachta Inrochtana

Ceanglaíonn Alt 29 den Acht um Míchumas go mbeadh rochtain ar láithreáin oidhreachta. Leanann NDA Cóid Cleachtais maidir le láithreáin inrochtana oidhreachta a fhorbairt, mar a d'iarr an tAire Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí air. Tá sé i gceist leis an gCód comhairle phraiticiúil a chur ar fáil faoi conas a chomhlíontar forálacha alt 29 den Acht um Míchumas 2005 ó thaobh láithreáin oidhreachta atá faoi úinéireacht, faoi bhainistiú nó faoi rialú comhlachtaí stáit agus a bhfuil rochtain ag an bpobal orthu. I 2009, lean an NDA ag cur chun cinn forbairt an dréachtChóid agus d'oibrigh go dlúth le príomhgheallsealbhóirí, go háirithe leis an Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil agus leis an an Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí. D'oibrigh NDA i gcomhar leis an Aonad Comhairle agus Oidhreachta Ailtireachta sa Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil chomh maith ar leabhrán treorach do chomhlachtaí poiblí ar rochtain ar láithreáin

oidhreachta a fheabhsú ach meas fós ar a dtréithe speisialta agus a stádas caomhantais. Táthar ag súil go bhfoilseofar an leabhrán seo i 2010.

Tionscadal Ríomhfhoghlama

Tá an NDA ag obair ar mhodúl ríomhfhoghlama a fhorbairt chun réamhoiliúint ar chomhionannas míchumais a sholáthar d'fhoirne san earnáil phoiblí. Tá sé i gceist leis an modúl faisnéis agus tuiscint a chur ar fáil d'fhoirne san earnáil phoiblí chun seirbhísí ar ardchaighdeán a chinntiú do chustaiméirí faoi mhíchumas. Beidh an modúl ríomhfhoghlama ar fáil mar shaoráid ar líne le roghanna DVD agus cruachóip dóibh siúd nach mbeidh rochtain acu ar an tsaoráid ar líne.

Tá ionadaithe ó Ionad Forbartha agus Bainistíochta Eagraíochta na Roinne Airgeadais, ó na Coimisinéirí Ioncaim, ó Bhord Seirbhísí Bainistíochta an Rialtais Áitiúil agus ón NDA i measc na foirne tionscadail don tionscnamh seo. Rinne an fhoireann sin maoirseacht ar fhorbairt na tairisceana, lena n-áirítear cuspóirí oiliúna mionsonraithe agus an tsonraíocht ríomhfhoghlama.

Duais "Rochtain den Scoth"

Rinneadh an Scéim Duaiseanna "Rochtain den Scoth" a fhorbairt agus a fheabhsú tuilleadh i 2009. Tar éis athbhreithniú a dhéanamh ar an múnla oibre, baineadh amach éifeachtachtaí lena bhain laghduithe suntasacha i gcostais oibríochta don scéim. Ghlac foireann intí freagracht as roinnt míreanna den scéim agus baineadh uaséifeachtacht amach ó thaobh próiseas gnó. Chuaigh an NDA i dteagmháil le thart ar 20 eagraíocht seirbhíse poiblí agus tá a gcuid ullmhúcháin do mheasúnuithe EtA le linn 2010 á dtreorú aige .

Seirbhísí Poiblí Inrochtana a Chur Chun Cinn

I 2008, rinne NDA a chéad suirbhé monatóireachta ar fheidhmiú Chód Cleachtais um Inrochtaine Seirbhísí Poiblí agus Faisnéise arna soláthar ag Comhlachtaí Poiblí. Ullmhaíodh agus scaipeadh tuarascáil ar an bpróiseas monatóireachta sin i 2009 agus tá sí ar fáil ar shuíomh gréasáin an NDA (www.nda.ie). Cuireadh an tuarascáil ar aghaidh chuig na hAirí cuí i mí Eanáir agus scaipeadh í chuig ceann gach comhlachta poiblí i mí Márta. Lean NDA ar aghaidh ag soláthar tacaíochta do chomhlachtaí poiblí nuair a cuireadh an Cód Cleachtais i bhfeidhm i 2009. Cuireadh tuarascáil ar thorthaí an tSuirbhé Monatóireachta i láthair ag Comhdháil Oifigeach

Rochtana i mí an Aibreáin. Dhírigh an Chomhdháil sin ar shárchleachtas maidir le soláthar seirbhísí agus faisnéise inrochtana arna soláthar ag comhlachtaí poiblí agus áiríodh ar an gcomhdháil sin cur i láthair ó na húdaráis áitiúla i gContae Mhaigh Eo agus i gContae Mhuineacháin. Chuir NDA torthaí na tuarascála monatóireachta i láthair ag seimineár oiliúna d'oifigigh rochtana a thionóil an Foras Riaracháin (IPA).

Cáilíocht ard seirbhísí do dhaoine faoi mhíchumas a chur chun cinn

D'oibrigh an NDA i gcomhar le príomhgheallsealbhóirí, lena n-áirítear an tÚdarás um Fhaisnéis agus Cáilíocht Sláinte (HIQA) agus Feidhmeannacht na Seirbhíse Sláinte (FSS) maidir le caighdeán do sheirbhísí cónaitheacha a fhorbairt do dhaoine faoi mhíchumas i 2009. Áiríodh ar an obair sin comhairle a chur ar fáil do HIQA maidir le huirlis fhéinmheasúnaithe a fhorbairt le haghaidh caighdeán seirbhísí cónaitheacha do dhaoine faoi mhíchumas a chomhlíonadh, i ndáil le caighdeán a bhaineann le gnéithe an chomhshaoil thógtha go háirithe. Bhí ionadaíocht ag an NDA ar ghrúpa oibre a bhunaigh an FSS chun creat dearbhaithe cáilíochta a fhorbairt do sheirbhísí lae do dhaoine faoi mhíchumas.

D'oibrigh an NDA i gcomhar leis an nGníomhaireacht um Thoircheas Géarchéime chomh maith chun athbhreithniú litríochta a choimisiúnú ar Thacaíochtaí Inrochtana agus Cuí a Sholáthar do chliaint faoi mhíchumas intleachtúil a bhfuil toircheas géarchéime acu. Críochnófar an t-athbhreithniú sin i 2010.

Athbhreithniú ar Chuid M

D'eisigh an Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil doiciméad comhchomhairle ar leasuithe molta ar Chuid M de na Rialacháin Foirgníochta i mí Iúil 2009 (a bhaineann le rochtain ar fhoirgnimh ó thaobh daoine faoi mhíchumas agus a n-úsáid). Mar chuid den phróiseas comhchomhairle poiblí sin, d'ullmhaigh an NDA páipéar comhairle mionsionraithe i 2009 ar na leasuithe atá molta. Bunaíodh fo-ghrúpa Chuid M de Chomhlacht Comhairle na Rialachán Foirgníochta ina dhiaidh sin agus tá an NDA air. (Is comhalta é NDA den phríomhchomhlacht comhairle chomh maith). Tá an fo-ghrúpa sin ag cur an Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil ar an eolas maidir le hathbhreithniú breise ar na leasuithe molta ar Chuid M mar thoradh ar na haighneachtaí a fuarthas le linn thréimhse na comhchomhairle. Tá an obair seo ar siúl go

leanúnach agus táthar ag súil go mbeidh sí i gcríoch i mí Aibreáin 2010 nuair a chuirfear doiciméad athbhreithnithe faoi bhráid BRAB lena cheadú.

Éalú Sábháilte do Chách

I mí Meán Fómhair 2009, i gcomhpháirtíocht leis an Institiúid Sláinte agus Sábháilteachta Gairme (An Rannóg Bainistíochta Riosca Dóiteáin), d'eagraigh an NDA comhdháil aon lae i mBaile Átha Cliath ar éalú sábháilte do chách. Bhí an chomhdháil leagtha amach chun comhairle phraiticiúil a sholáthar ar phleanáil maidir le héalú sábháilte gach úsáideora foirgnimh, lena n-áirítear daoine faoi mhíchumas.

Mheall an chomhdháil breis is 200 duine, lena n-áirítear comhairleoirí sábháilteachta agus sláinte, oifigigh dóiteáin, soláthróirí seirbhísí míchumais, ailtirí agus innealtóirí. D'oscail John Moloney T. D. Aire Comhionannais, Míchumais agus Meabhairshláinte, an chomhdháil. Ba í Mary Dorgan, Príomhfheidhmeannach Cúnta an Údaráis um Sláinte agus Sábháilteachta a chuir an phríomhchaint i láthair agus leag amach na ceanglais reachtaíochta atá ann faoi láthair agus chuir béim ar thábhacht pleanáil mhaith. Cuireadh i láthair taithí ó Bhriogáid Dóiteáin Bhaile Átha Cliath agus taithí phearsanta ó dhuine faoi mhíchumas; dearadh foirgneamh nua ar nós Ospidéal an Mater Misericordiae agus Staidiam nua Aviva (Bóthar Lansdúin); Lár Bhaile Dhún Droma – pleanáil aslonnaithe; comhshaol cúraim shláinte agus úsáid arduithe le linn aslonnaithe ar thopaicí a cuireadh i láthair.

Tá treoir NDA ar aslonnú agus ar rochtain do dhaoine faoi mhíchumas ar fáil ar shuíomh gréasáin an NDA, chomh maith leis na cuir i láthair ag an gcomhdháil (www.nda.ie).

Tosaíocht

Straitéiseach 5

Cur leis an gcumas na tosaíochtaí straitéiseacha go léir a bhaint amach agus feabhas a chur ar an gcumarsáid

Le linn 2009, d'oibrigh an NDA chun na córais agus na hathruithe próisis a tionscnaíodh i 2008 a neadú, lena n-áirítear Seirbhísí Comhroinnte Teicneolaíochta Cumarsáide Faisnéise agus Airgeadais a tugadh isteach leis an Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí.

Cúrsaí Airgeadais

Thug an NDA aistriú phróiseáil idirbheartaíochtaí airgeadais i gcrích trí phróiseáil a phárolla a aistriú chuig Seirbhísí Comhroinnte Airgeadais na Roinne Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí. Tar éis aistriú íocaíochtaí creidiúnaithe i 2008, rinne an NDA athbhreithniú neamhspleách ar rialuithe airgeadais inmheánacha d'fhonn láidreacht próiseas agus rialuithe leanúnacha a chinntiú. Chomh maith leis sin, rinneadh plan inmheánach iniúchta a fhorbairt, a aontú agus a chur i bhfeidhm chun tacú le haistriú phróiseáil íocaíochtaí agus chun monatóireacht a dhéanamh. Mar thoradh ar an obair sin, rinneadh moltaí a rinne Coiste Iniúchta an NDA a bhreithniú agus rinne athbhreithniú agus monatóireacht orthu lena chinntiú go mbainfear amach rialachas dian agus rialuithe airgeadais dhiana leanúnacha agus go ndéantar cothabháil leanúnach.

Sláinte agus Sábháilteacht

I 2008, chláraigh an NDA leis an gClár “**Ag Obair go Dearfa**”, tionscnamh faoi urraíocht an Údaráis Sláinte agus Sábháilteachta, a bhfuil sé mar chuspóir leis modh a sholáthar i gcomhair eagraíochtaí chun strus san ionad oibre a thomhas agus a bhainistiú. Tar éis ceistiúchán, anailís agus

aiseolas foirne i 2008, reáchtáladh roinnt ceardlann fócais i 2009 a bhí bunaithe ar na réimsí a léiríodh le haghaidh iniúchta. Dhírigh na ceardlanna ar strus go ginearálta agus ar fhreagairt agus ar mhothúcháin aonair i ndáil le struis, chomh maith le réimsí d'fheabhsúchán in NDA a aithint.

Chun tacú le cothromaíocht idir obair agus saoil agus le folláine foirne san ionad oibre agus chun sin a chur chun cinn, lean NDA ag soláthar Chlár Cúnaimh Fostaithe (EAP) cuimsitheach agus ceann faoi rún d'fhoireann an NDA. Cuireadh leis an EAP, a sholáthraíonn seirbhísí comhairle, faisnéise agus comhchomhairle trí thionscnaimh chothromaíochta idir obair agus saoil breise mar cheardlann cothromaíochta idir obair agus saol agus polasaí bliain oibre níos giorra a thabhairt isteach.

Forbairt Teicneolaíochta Faisnéise Cumarsáide (TFC)

Aistríodh TFC NDA go dtí an gréasán Citrix sa Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí i 2008. Le linn 2009 bunaíodh grúpa comhordaithe Citrix laistigh den NDA agus d'aithin siad réimsí a raibh mionchoigeartú ag teastáil uathu agus mhol siad réitigh a d'fhéadfaí a dhéanamh chun tacú le neadú rathúil an chórais. Sholáthair foireann IT na Roinne Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí oiliúint chuimsitheach ó thaobh leabharlann bainistíochta doiciméad nua.

Seirbhís Leabharlainne

Tá níos mó ná 53,000 ní ag NDA a bhaineann le míchumas agus le hábhair ghaolmhara, a sholáthraíonn acmhainn chun tacaíocht a thabhairt d'fhaisnéis, do chomhairle agus do threoir bunaithe ar fhianaise. Cuimsíonn an cnuasach fairsing sin leabhair, irisí, nuachtlitreacha, ailt nuachtán, DVDanna, fístéipeanna agus CD-ROManna. Chomh maith le catalóg ar líne a bheith ar fáil soláthraíonn an leabharlann leabhair agus ailt as irisí do chomhaltá leabharlainne trí mheán an phoist chomh maith. Ina theannta sin, cuireann an leabharlann fios ar leabhair agus ar ailt atá i stórais leabharlann níos mó d'fhoireann an NDA. I 2009, mar gheall ar ghanntanas foirne agus moratorium na hearnála poiblí, laghdaíodh uaire oscailte go dtí dhá lá in aghaidh na seachtaine.

Le linn 2009, d'fhreagair lucht leabharlainne NDA 1,382 fiosrú. Ó lucht foirne a tháinig an líon fiosruithe is mó (430), le mic léinn tríú leibhéal agus iarchéime sa dara háit (258), eagraíochtaí míchumais (139), ansin daoine aonair (131) agus ranna rialtais, gníomhaireachtaí stáit agus Rialtas Áitiúil

(123). Thug an leabharlann 260 leabhar amach ar iasacht agus 296 alt as irisí agus nuachtáin.

Comhpháirtíocht

Lean Coiste Comhpháirtíochta NDA ar aghaidh mar idirghabhálaí ar ionchur agus tuairimí foirne ar athrú agus ar fhorbairt eagraíochtúil. Cuireadh oiliúint bhreise ar fáil do chomhaltaí chun comhpháirtíocht san NDA a neadú agus a chothú tuilleadh. Ar na réimsí a phléigh an coiste le linn 2009, áiríodh:

- conas a d'fhéadfadh píolóta ó thaobh ríomhobair oibriú
- tacaíochtaí d'fhoireann faoi mhíchumas, agus
- polasaithe agus nósanna imeachta

Chomh maith leis sin, bunaíodh fochoiste den Choiste Comhpháirtíochta chun tacú leis an gcomhpháirt inmheánach chun Straitéis Cumarsáide NDA a fhorbairt.

An Córas Bainistíochta Forbartha agus Feidhmíochta (PMDS)

Cuireadh oiliúint bhreise ó thaobh an Chóras Bainistíochta Forbartha agus Feidhmíochta (PMDS) ar fáil don fhoireann le linn 2009 chun cur i bhfeidhm comhleanúnach an phróisis ar fud na heagraíochta a chur chun cinn. Seachadadh oiliúint neartú foirne – cuid lárnach de lár-inniúlachtaí na heagraíochta i 2009 – chun cur le agus chun tacú le seachadadh rathúil an chórais.

Polasaithe agus Nósanna Imeachta

Rinneadh an lámhleabhar pearsanra a thabhairt cothrom le dáta chun athruithe agus forbairtí i ndea-chleachtas maidir le hacmhainní daoine, reachtaíocht agus ciorcláin na Roinne Airgeadais lena n-áirítear polasaí bliain oibre níos giorra a chorprú. Cuireann an polasaí le raon na bpolasaithe cothromaíochta idir obair agus saol atá faoi láthair sa NDA.

Aguisíní

Aguisín I: Baill an Údaráis Náisiúnta Míchumais

Baill an Údaráis Náisiúnta Míchumais (Eanáir 2009 – 28 Iúil 2009)

	Líon na gcruinnithe a freastalaíodh orthu sa tréimhse seo
An Dr. Angela Kerins (Cathaoirleach)	7/7
An tUasal Jack Callanan	3/7
An tUasal Kevin Condon (d'éirigh sé as in Eanáir 2009)	1/1
Maria Cronin Uasal	4/7
Renee Dempsey Uasal (ceapadh í i bhFeabhra 2009 agus d'éirigh sí as i Meitheamh 2009)	3/4
An tUasal John Dolan	4/7
Noreen Gildea Uasal	4/7
An tUasal David Joyce	7/7
An tUasal Gene Lambert	6/7
An tUasal Christy Lynch	7/7
Lottie Mc Clure Uasal (d'éirigh sí as i Meitheamh 2009)	1/6
An tUasal Seamus Mc Nulty	3/7
Betty O'Leary Uasal	6/7
An tUasal Donie O'Shea	7/7

Baill an Údaráis Náisiúnta Míchumais (Ceapaithe an 21 Nollaig 2009) – Líon na gcruinnithe a reáchtáladh idir 21-31 Nollaig 2009.

An tUasal Peter McKeivitt (Cathaoirleach)

An Dr Tony Bates

Caroline Burrell Uasal

An tUasal Frank Cunneen

Tara Cunningham Uasal

An tUasal Colm Desmond

Fiona Duignan Uasal

Linda Grealy Uasal

An tUasal Shane Hogan

An tUasal David Joyce

An tUasal Des Kenny

Mary Lavelle Uasal

Joanne McCarthy Uasal

Aguisín 2: Coistí an Údaráis in 2009

An Coiste Iniúcháireachta (Eanáir 2009 - 28 Iúil 2009)

An tUasal Derek Staveley (Cathaoirleach)

An tUasal Robert Cashell

An tUasal Kevin Condon (a d'éirigh as in Eanáir 2009)

Maria Cronin Uasal

Renee Dempsey Uasal (a ceapadh i mí Feabhra 2009 agus a d'éirigh as i mí Iúil 2009)

An tUasal Brian Duffy

An tUasal Christy Lynch

An Coiste Airgeadais (Eanáir 2009 - 28 Iúil 2009)

An Uasal Christy Lynch (Cathaoirleach)

An tUasal Jack Callanan

Maria Cronin Uasal

An tUasal John Dolan

Noreen Gildea Uasal

An tUasal Sean Mistéil

Fochoiste na Straitéise Náisiúnta Míchumais (Eanáir 2009 – 28 Iúil 2009)

An tUasal Donie O'Shea (Cathaoirleach)

Siobhan Barron Uasal (Stiúrthóir ÚNM)

An tUasal John Dolan

Noreen Gildea Uasal

An tUasal David Joyce

An tUasal Christy Lynch

Betty O'Leary Uasal

Coiste Comhairleach Reachtúil

Coiste Comhairleach Meabhairshláinte (Eanáir 2009 - 28 Iúil 2009)

An Uasal Frank Flannery (Cathaoirleach)

An tUasal Alan Chapman

Finola Colgan Uasal

An tUasal Mick Coughlan

An tUasal Niall Keane

Michelle Kerrigan Uasal

Mary Keys Uasal
An tUasal Tony Leahy
Winifred O'Hanrahan Uasal
An tUasal John Redican
Joan Regan Uasal
An tUasal John Saunders
An Dr Margaret Webb

Coiste Eiticiúil Taighde Míchumais (Eanáir 2009 - 28 Iúil 2009)

An tOllamh Jerome Bickenback (Cathaoirleach)
Selina Bonnie Uasal
An tUasal Ron Iphofen
An Dr Tim Jackson
Mairide Woods Uasal

Coistí Eile

Coiste Dhuais 'Rochtain den Scoth'

An tUasal James McClean (Cathaoirleach)
An tUasal Frank Daly
Alexis Donnelly Uasal
Chrissie Keane Uasal
An tUasal Micheal McDonnell
An tOllamh Barry McMullen
Fionnuala Rogerson Uasal
Angela Rolfe Uasal
An tUasal John Wickham

Aguisín 3: Ionadaíocht an NDA ar eagraíochtaí seachtracha le linn 2009

Ageing Well Network

An Cumann um Chur Chun Cinn na Teicneolaíochta Cúnta san Eoraip

- Bord

Bord Comhairleach na Rialachán Foirgníochta

- Grúpa Oibre Cuid M

Bus Éireann

- Grúpa Úsáideoirí faoi Mhíchumas

An Phríomh-Oifig Staidrimh

- Grúpa Comhairleach Daonáirimh

An Coimisiún um Rialáil Cumarsáide (ComReg)

- Painéal Tomhaltóirí
- Fóram Tionsclaíochta ar Sheirbhísí do Dhaoine faoi Mhíchumas

An Coimisiún um Rialáil Tacsaithe

- An Coiste Comhairleach um Thacsaithe

An Roinn Fiontar, Trádála agus Fostaíochta

- An Fóram Comhairleach ar Dhaoine faoi Mhíchumas a fhostú

An Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil

- An Coiste Comhairleach Phlean Earnála an Achta um Míchumas
- An Grúpa Comhairleach Náisiúnta um Straitéis Tithíochta a Fhorbairt do Dhaoine faoi Mhíchumas
 - An Fo-ghrúpa Stiúrtha Taighde
 - An Fo-ghrúpa um Prótacal Meabhairshláinte

An Roinn Airgeadais

- Athbhreithniú ar Threoirlínte Láithreán Gréasáin Rialtas na hÉireann

An Roinn Sláinte agus Leanáí

- An Coiste Náisiúnta Comhairleach um Míchumas
- An Coiste Náisiúnta um Bunachar Sonraí Maidir le Míchumas Fisiciúil agus Céadfaíoch
- Grúpa Tagartha Polasaí - Luach ar Airgead agus Athbhreithniú Polasaí
- Vision for Change – Grúpa Monatóireachta Neamhspleách

An Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí

- An tAcht um Míchumas 2005, Coiste Monatóireachta Cuid V
- An Grúpa Oibre Comhionannais
- Grúpa Stiúrtha Náisiúnta ar Fhoréigean in Aghaidh na mBan

An Roinn Gnóthaí Sóisialacha agus Teaghlaigh

- An Fóram Comhairleach Míchumais
- Grúpa Comhairleach Teicniúil, An Rannán Cuimsithe Sóisialta

Roinn an Taoisigh

- Grúpa Liaison um Straitéis Sonraí
- Grúpa Monatóireachta Lucht Leasmhara na Straitéise Náisiúnta Míchumais

An Roinn Iompair

- Fóram Iompair na bPaisinéirí Mara
- An Coiste Comhairleach ar Iompar Poiblí (PTAC)

Cónaidhm Mhíchumais na hÉireann (Dfl)

- Fo-ghrúpa Tithíochta

Coimisiún na hEorpa

- Grúpa Ardleibhéil ar Mhíchumas

Coiste na gCaighdeán Eorpacha (CEN)

- Comhaontú Ceardlainne CEN do ghairmithe i dTEICNEOLAÍOCHTAÍ CUMARSÁIDE FAISNÉISE i nDearadh Uilíoch
- Grúpa Oibre ar Antrapaiméadracht

An Gréasán Eorpach um Choincheap Inrochtaineachta**An Gréasán r-Rochtana Eorpach um Dhearadh do Chách**

- Lárionad Náisiúnta Teagmhála

FÁS

- An Coiste Comhairleach Náisiúnta um Míchumas

An tÚdarás um Fhaisnéis agus Cáilíocht Sláinte (HIQA)

- Grúpa Comhairleach na gCaighdeán ar Ionaid Ainmnithe do Dhaoine faoi Mhíchumas

Feidhmeannacht na Seirbhíse Sláinte (FSS)

- Grúpa Athbhreithnithe Seirbhísí Lae d'Aosaigh
- Grúpa Oibre um Measúnú Riachtanas
- Fóram um Thaighde Sláinte Leanaí
- Grúpa Oibre na nIonad Cónaithe
- Grúpa Maoirseachta ar Fheidhmiú na Reachtaíochta Míchumais
- Oifig Náisiúnta um Fhéinmharú a Chosc don **Your Mental Health Campaign**

Eagraíocht na gCaighdeán Idirnáisiúnta (ISO)

- Grúpa Oibre um Inrochtaineacht agus Chomhshaol Tógtha
- Grúpa Comhairleach um Dhearadh Uilíoch
- Eirgeanamaíocht do Dhaoine le Riachtanais Speisialta

Dámhachtainí r-Rialtas na hÉireann

- Painéal Measúnóirí

Cumann Idirlín na hÉireann

- Grúpa Oibre um Thaithí Úsáideoirí

Bord Seirbhísí Bainistíochta Rialtais Áitiúil (LGMSB)

- Grúpa Stiúrtha Náisiúnta an Achta Míchumais
 - Fo-ghrúpa Náisiúnta Oiliúna agus Cumarsáide an Achta Míchumais
 - Fo-ghrúpa Náisiúnta Inrochtaineachta an Achta Míchumais

An Comhairle Náisiúnta um Oideachas Speisialta

- Bord
- Grúpa Comhairleach ar Thaighde in Oideachas Speisialta

An tÚdarás um Chaighdeán Náisiúnta na hÉireann (NSAI)

- Coiste Comhairleach Caighdeán d'Inrochtaineacht do Chách

An Oifig um Chuimsiú Sóisialta

- Grúpa Comhairleach Teicniúil ar Staitisticí

An Coimisiún um Shábháilteacht Iarnróid

- An Chomhairle um Shábháilteacht Iarnróid

Athshlánú Idirnáisiúnta (RI)/Athshlánú Idirnáisiúnta na hEorpa

Na Náisiúin Aontaithe

- G3ICT

Aguisín 4: Foilseacháin, páipéir comhairle polasaí agus aighneachtaí NDA le linn 2009

Foilseacháin

Tuarascáil Bhliantúil 2008

Tuarascáil 2008: Géilliúlacht le Cuid 5 den Acht um Míchumas

Tithíocht Braisle nó Scaipthe d'Aosaigh faoi Mhíchumas: Achoimre Córach

Treoir eiticiúil maidir le Taighde le Daoine faoi Mhíchumas

Ionadaíocht agus Léiriú Daoine Faoi Mhíchumas i gCraolacháin na hÉireann

Páipéir Comhairle Polasaí agus Aighneachtaí An Phríomh-Bhord agus an Bord Réigiúnach Iascaigh

Slatiascaireacht Inrochtana

An Roinn Cumarsáide, Fuinnimh agus Acmhainní Nádúrtha

Páipéar comhchomhairle ECAS (Seirbhís Freagartha Glaonna Éigeandála) Moltaí maidir le hAthbhreithniú an Phlean Earnála

An Roinn Oideachais agus Eolaíochta

Straitéis Náisiúnta d'ardoideachas

Athbhreithniú maidir le Luach ar Airgead ar Chuntóirí Riachtanais Speisialta

An Roinn Fiontar, Trádála agus Fostaíochta

Athbhreithniú ar Phlean Earnála na Roinne Fiontar, Trádála agus Fostaíochta

Freagairt do Mholtaí FÁS ar Fhostaíocht Tacaithe Páipéar Comhairle ar fhostaíocht scéithe

An Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil

Athbhreithniú ar Phlean Earnála na Roinne Comhshaoil, Oidhreachta agus Rialtais Áitiúil

Athbhreithniú ar Chuid M na Rialacháin Foirgníochta

Treoirlínte ar Ionaid Vótála Inrochtana agus Vótáil Inrochtana

Téacs Múnla maidir le Míchumas d'Údaráis Áitiúla i dtaobh

Dhréachtphleananna Corparáideacha

Roinn Sláinte agus Leanaí

Athbhreithniú ar Phlean Earnála na Roinne Sláinte agus Leanaí

Straitéis Aosaithe Dhearfaigh

Fostaíocht Scéithe

Sainghrúpa ar Leithdháileadh Acmhainní sa tSeirbhís Sláinte

Straitéis Athshlánaithe Náisiúnta

Athbhreithniú maidir le Luach ar Airgead ar Sheirbhísí Míchumais

Tosaíochtaí Feidhmithe **Vision for Change**

An Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí

Scéim den Bhille um Chumas Meabhrach

Cumas Meabhrach agus Caidrimh Gnéis

Treoirlínte maidir le Profú Míchumais

Tuairimí ar Dréachtstraitéis Náisiúnta COSC ar Fhoréigean Baile, Gnéis agus Inscnebhunaithe

An Roinn Gnóthaí Sóisialacha agus Teaghlaigh

Athbhreithniú ar Phlean Earnála na Roinne Gnóthaí Sóisialacha agus Teaghlaigh

Roinn an Taoisigh

Grúpa Monatóireachta Pháirtithe Leasmhara na Straitéise Náisiúnta

Míchumais – Dul chun cinn maidir leis an Straitéis Náisiúnta Míchumais (dhá pháipéar chomhairle)

Athchóiriú na Seirbhísí Poiblí

An Garda Síochána

Straitéis na nGardaí le haghaidh Daoine Scothaosta

An tÚdarás um Ard-Oideachas

Tuarascáil Tíre Thionscadal OECD ar Chosáin le haghaidh Mic Léinn faoi Mhíchumas chuig Oideachas Tríú Leibhéal agus Fostaíocht – Éire

HIQA

Plean Gnó

An Bord Taighde Sláinte (HRB)

Straitéis Taighde

An Fóram Náisiúnta Eacnamaíoch agus Sóisialta

Athbhreithniú ar fheidhmiú Scéim Pacáistí Cúraim Bhaile

An tÚdarás Náisiúnta Cearta Fostaíochta

Plean Gnó