

NATIONAL NEWS

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NATIONAL ADVOCACY CONFERENCE 2009



This year, the Brothers of Charity (Southern Services) hosted the National Advocacy Conference in the Maryborough House Hotel, Douglas, Cork on 13th October 2009. The theme of this year's National Advocacy Conference was 'Keep on Moving'. This theme was chosen to illustrate that, despite the difficulties encountered in life, we should just 'keep on moving'. This year, for the first time ever, the conference was run as a one day event.

The conference was opened by the Lord Mayor of Cork, Cllr Dara Murphy, who welcomed all delegates to Cork. The guest speaker was Deirdre Carroll, Chief Executive of Inclusion Ireland. Deirdre Carroll spoke about the benefits of advocacy and the Inclusion Ireland Advocacy Project established in 2001 to further self-advocacy. She informed the delegates that the Advocacy Group worked on two areas: (1) self-advocacy and (2) advocacy for those who cannot advocate for themselves.

All six Companies of the Brothers of Charity Services presented on the day and a wide variety of topics were covered. They included *Making Changes*, *Getting More for Less*, *Work and Careers*, *Rights and Responsibilities*, *Making a Will* and we finished off with *Relationships and Human Rights* which was an interactive drama with audience participation. Well done to all concerned and thank you very much for thought-provoking presentations.

I am delighted to report that the conference was a great success, with just over 200 delegates. The day ended with a dinner/dance and music provided by Red Effect. A great night was had by all. Finally, thank you to the local organizing committee: Beverley Smith, Leona Brierley, Pat Buckley, Ann Holden, Sharon Conroy, Eugene O'Loughlin, P J Daly and Jayne Milner.

Don't forget, you can buy a DVD of the conference for only €15 – order now! Maureen Cahill.

Article submitted by Maureen Cahill, Brothers of Charity Southern Services (2009)

Pandemic (H1N1) 2009

HSE e-Learning Programme

The National Crisis Management Team recently commissioned HSELand (the HSE's online resource for Learning & Development) to develop a short online training programme for all staff on the Pandemic (H1N1) 2009 virus. The programme covers important topics such as:

- How the virus is spread;
- Signs and symptoms of the illness;
- Steps to minimise the spread of the virus;
- Staff responsibilities regarding the pandemic outbreak;
- Steps to take to protect yourself and those around you from the virus;
- Vaccination
- Staff redeployment etc.

This training programme is designated as essential training for all Health Services Staff and we can assist in the rollout of the programme through the learning management system of www.hseland.ie.

Each Brothers of Charity Services Company have implemented prevention systems and we urge all staff members and visitors to adhere to these systems.

Protection of Disclosures of Information under Section 103 of the Health Act 2007

Section 103 provides for the making of protected disclosures by Health Service employees. A disclosure made in good faith and on reasonable grounds and in accordance with the provision of section 103 is a protected disclosure. Similarly, disclosures made by persons to a professional regulatory body and in certain circumstances to HIQA or the IMHS are also protected under the Act. A person is not liable in damages as a consequences of protected disclosure and an employer shall not penalise an employee for making a protected disclosure.

This Act applies to **all** employees of the HSE and 'service providers' i.e. voluntary hospitals and the Disability sector. It also applies to employees of bodies established under the Health (Corporate Bodies) Act 1961. The definition of 'employee' covers a person who has entered into or works under (or, where the employment has ceased, had entered into or worked under) a contract of employment or is (or was) placed for the purpose of vocational training with any of these organisations. It also covers agency workers engaged by any of these organisations.

Section 55H requires the HSE to establish procedures, applicable to the HSE, service providers and any other person who has received or is receiving assistance in accordance with section 39 of the Health Act 2007 or section 10 of the Child Care Act 1991. The purpose of these procedures is:

- to facilitate the making of protected disclosures, and
- for the investigation of any matter which is the subject matter of a protected disclosure.

The Chief Executive Forum have discussed the implementation of this Act within our own Services and are currently developing policies.

Source: Statutory Instruments—S.I. No. 27 of 2009 Health Act 2007 (Section 103)(Commencement) Order 2009

REVIEW OF DISABILITY SERVICES UNDER THE VALUE FOR MONEY & POLICY REVIEW INITIATIVE

This review is an evaluation of the efficiency and effectiveness of the Disability Services in Ireland, conducted in accordance with the guidance for Value for Money and Policy reviews issued by the Department of Finance. The evaluation will focus on the current provision of disability services and explore the way forward for the development of services within a value for money and policy framework.

This review will be overseen by a Steering Group, chaired by an independent Chairperson, Mr. Laurence Crowley, (Mr. Crowley was formerly a partner in KPMG Stokes Kennedy Crowley for many years specialising in corporate reconstruction and insolvency) and comprising officials from the Department of Health & Children the Department of Finance, and the HSE. The voluntary sector is represented by Brendan Broderick, CEO, Sisters of Charity of Jesus and Mary Services and Mr. John Dolan, CEO, Disability Federation of Ireland.

The Steering Group will be supported by a Project Team which will report to the Steering Group and carry out the detailed tasks such as data collection and analysis, reviewing the objectives and policies of the services, and draft the interim and final reports.

The scope of the review includes all people with disabilities and all services currently funded and provided through the Health budget. The review group will fully engage with the various stakeholders, particularly people with disabilities, their carers and families.

The objectives of this review are to analyse exchequer spending in a systematic manner and to provide a basis on which more informed decisions can be made on priorities within and between programmes. It is one of a range of modernisations initiatives aimed at moving public sector management away from the traditional focus on inputs to concentrate on the achievements of results.

The Brothers of Charity Services have asked to meet the Review Group in order to give our views on the importance of treating the person with a disability as an individual and a citizen with all the associated rights and responsibilities. We wish to highlight the partnership approach to service delivery and the promotion of independent individualised funding.

Source: www.dohc.ie/press/releases/2009/20090918html

Service provision for people with an intellectual disability at an all time high according to a HRB Report published August 2009

There are more people with an intellectual disability in full-time residential places and more availing of day services than at any point since the National Intellectual Disability Database began in 1996. Additionally, more people are living in community group homes than in residential centres.

However, the changing age profile of people with an intellectual disability (those over 35 years of age rose from 29% in 1974 to 48% in 2008) has major implications for future service planning. These will include an increasing demand for residential services and the need to specifically design services to meet the needs of older people with an intellectual disability.

The 2008 Annual Report provides detailed figures on the demographic profile, the specialist services provided and an estimate of the future service requirements of the 26,000 people with an intellectual disability registered on the Database.

Latest figures from the HRB's National Intellectual Disability Database indicate that 4,627 new residential day services or residential support places will be needed between 2009 and 2013 and 11,823 people who are already receiving services will need alternative, additional or enhanced services in the same period.

The full report is available at www.hrb.ie

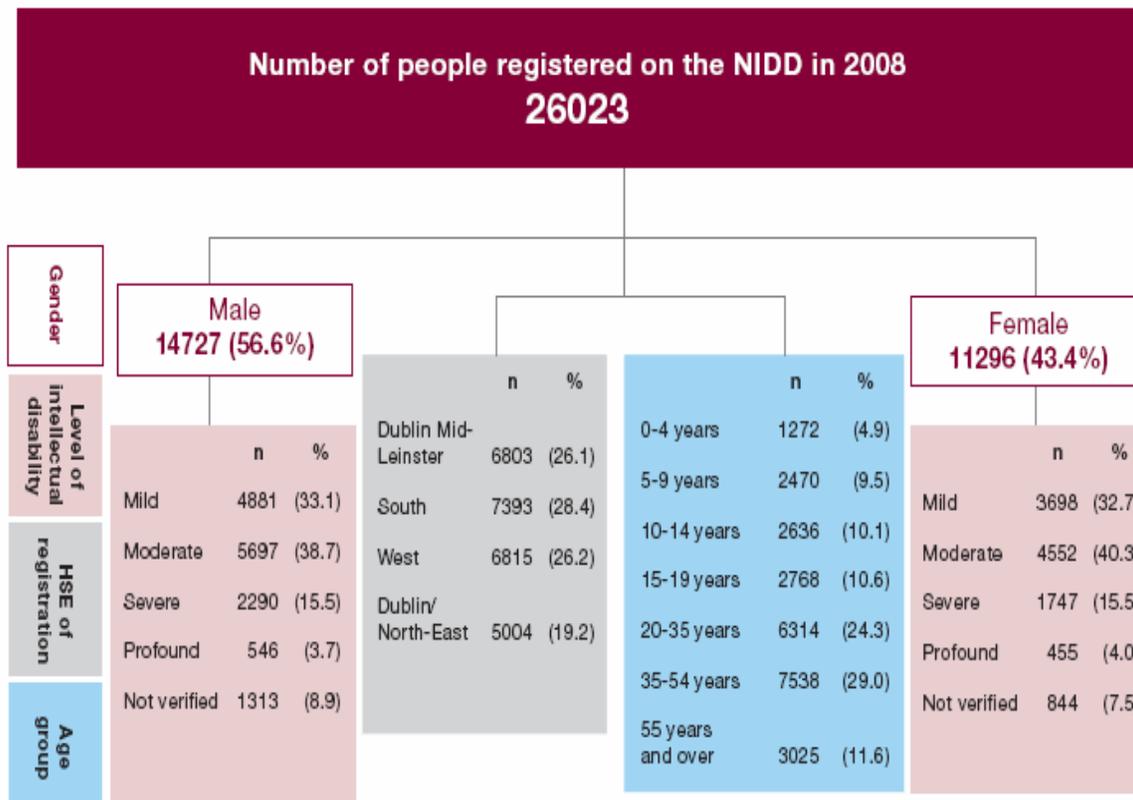


Figure 2.1 Profile of the population registered on the NIDD in 2008

Taking Control –an alliance of disability organisations who Support individualised funding.

Taking Control is campaigning for individualised funding for people with disabilities who wish it. Individualised funding is simply that the money to provide services goes to the individual with an intellectual disability, rather than direct to the Services, and they shop around for their own services based on a person centered plan. The Brothers of Charity Services in the UK already operate quality services under a system of individualised funding.

There are various forms of individualised funding.

1. Directly: Where the money is put under the direct control of the individual with the disability and/or his/her carers. It would be lodged to a bank account. The individual can go to a new or existing service provider for supports or can organise them him/herself. The individual is expected to account for how that money is spent.
2. Indirectly: Where someone else, such as a broker, administers the funding for the person. It can be used in the same way as if it was given directly but it means that the broker takes the responsibility of the person or carer.
3. By cooperation with a service provider: A service provider agrees to “unbundle” money given to the service for a person and agrees to use the money exclusively for the person-centred plan of that person (less whatever the service would need for administration).
4. Hosting by a service provider: The service hosts an individual or a group of individuals to set up a specific service for that group of people or for an individual. The service will take an administrative fee and the rest is for support for the person. The staff will be employed by the individual person or the carer to cater for the individuals and/or group needs.

The Department of Health set up a working group to look at the practicalities of this alternative funding mechanism. Its task is to focus on the current provision of disability services and explore the way forward for the development of services. This will involve looking at the extent to which the existing policy objectives have been achieved and recommending revised policy objectives for future service provision. It will also consider the extent to which existing service provision corresponds to these revised policy objectives and will suggest possible changes or adjustments needed to match these new objectives. The Expert Reference Group will produce a draft policy document early in 2010. following a consultation process, it is hoped that a final document will be produced in March 2010. This will be given to the Review of Disability Services under the Value for Money & Policy Review Initiative (see page 3 of this Newsletter) who will consider its contents when preparing their report later in 2011.

For further information log on to: www.inclusionireland.ie/individualisedfundingroadshop.asp
Also see http://www.brothersofcharity.ie/partnership_microboards.php

5/11/09

Guidelines for Health Service Employers on Managing Attendance

The HSE-EA published these guidelines in 2008 for all Health Service employers to implement within their organisation. The objectives of these guidelines are:

To provide practical guidance for line managers on promoting a positive culture of attendance in the workplace and managing sickness absence.

To clarify the role and functions of the Occupational Health department and assist line managers in the referral process.

To set out a model Policy Statement which outlines the roles and responsibilities of employees, line managers, the Human Resources Department and Occupational Health; and a model sick leave procedure.

See: www.hse-ea.ie for further details.

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We would love to hear from you
suggestions/ articles



Keep up to date on www.brothersofcharity.ie

NOTICE BOARD

Look out for the following:

National Policy & Procedures on the
Welfare & Protection of Children

Governance Statement on Providing
Intimate Care within the Brothers of
Charity Services.

Governance Statement on Safe
Recruitment Practices

National Policy on Protected
Disclosures

National Annual Report 2008 was
launched to the National website on
30th October 2009—see National
Office—then drop down menu for all
National Annual Reports.

BROTHERS OF CHARITY SERVICES OPERATING MODEL

The document defines and commits to paper the Brothers of
Charity Services Operating Model and it outlines the guiding
principles under which all our services are currently delivered.

It identifies Home, Early Childhood Services, School, Work,
Life Long Learning and Retirement as essential elements of an
individual's life.

To obtain a copy contact the National Development Executive
on 091 796623



Love & Respect in Every Action