

# Annual Report 2008

**PRN A9/069**



# Contents

<b>Chairperson’s Statement</b>	<b>4</b>
<b>Overview 2008</b>	<b>8</b>
<b>Strategic priority 1</b>	<b>13</b>
To support the effective implementation of the National Disability Strategy	
<b>Strategic priority 2</b>	<b>25</b>
To monitor and review the National Disability Strategy	
<b>Strategic priority 3</b>	<b>29</b>
To identify and advise on emerging and ongoing issues in policy and practice relating to people with disabilities	
<b>Strategic priority 4</b>	<b>39</b>
To develop guidelines, standards and codes of practice to promote quality and accessibility of services and facilities for people with disabilities	
<b>Strategic priority 5</b>	<b>43</b>
To build capacity to achieve its strategic priorities and enhance communications	
<b>Financial statements for 2008</b>	<b>47</b>
<b>Appendices</b>	<b>79</b>
1. NDA committees in 2008	
2. NDA representation on external bodies in 2008	
3. NDA publications and submissions in 2008	

# Chairperson's Statement

The last year has again been a busy and challenging one for the National Disability Authority. We continued to make substantial progress in many areas directly related to the lives of people with disabilities, their families and carers in the key areas of research, policy development and advice, standards and monitoring, which are detailed in this report.

The NDA through its independent mandate continued to support and advise Government on the implementation of the National Disability Strategy throughout 2008 as Ireland faced growing economic difficulties. While acknowledging the challenges of these developments for all citizens and public services, the NDA welcomes the Government's continued commitment to the implementation of the Strategy.

The NDA has ensured for its part that its advice is evidence-based, practical and relevant in changing times and over 2008 has supported Government Departments and public bodies through regular engagement, input to monitoring committees and supporting collaboration between stakeholders and facilitating a structured approach to engagement with the disability sector in hosting roundtables and seminars.

The ongoing progress and some key challenges in relation to disability are outlined in this report as well as the many innovative and important projects undertaken by the NDA throughout 2008. Some highlights of these include:

- Supporting accessibility of public services by working with Access Officers through the provision of information and practical advice and facilitating the sharing of good practice
- Publication of guidelines and information seminars on key areas of interest including new comprehensive guidelines on safe emergency egress for people with disabilities and good practice in the employment of people with disabilities in the public sector
- Facilitating discussion and sharing of expertise by focusing on cross departmental issues, particularly through the NDA's 2008 Research Conference on mental health and the criminal justice system

- Delivering on the NDA's statutory function to monitor codes of practice by monitoring the implementation of the statutory Code of Practice on Accessibility of Public Services
- Building expert knowledge in the Centre for Excellence to support the achievement of universally designed environments, products and services which will be accessible to people with a wide range of access requirements

On behalf of the Authority, I acknowledge and appreciate the ongoing support of the Department of Justice, Equality and Law Reform, in particular the Disability Equality Unit who are a source of great support to the Authority in its work.

In the ten years since the National Disability Authority Act 1999 was enacted the NDA has become recognised as a valuable resource for Government, public bodies and the community and voluntary sector. Its research, advice and expertise has had a major influence on policy and practice, impacting on the lives of thousands of people with disabilities and their families in Ireland. The NDA has a vital role to play as the lead state advisory body on disability matters and in its statutory role as a central authority to assist the Government in the co-ordination of policies.

In the last decade, the disability landscape in Ireland has transformed. We now have world class anti-discrimination and positive action legislation, and emerging standards for services, to ensure the protection of the most vulnerable and the enjoyment of rights by all. The NDA has played a crucial role in these developments, and the achievements are a testament to the great and combined efforts of many people across the disability sector and in the public and private sectors also.

The NDA is a strong, vital and skilled organisation with a wealth of expertise and knowledge. It is dynamic and flexible and it engages with a vast range of stakeholders in fulfilling its mandate. This collaborative effort and the support which the NDA receives from a broad range of individuals and organisations, with whom it has built excellent relationships and partnerships, is essential to its success, and is valued greatly.

I would like to pay particular tribute to all of the current and previous board members of the NDA who have generously given of their time and expertise to build up and guide the organisation from its establishment to its current position of strength and its reputation for excellence. I would also like to thank the members of NDA's Audit, Finance and Mental Health and Research Ethics Committees for their valuable time and contributions.

Since its inception, the staff of the NDA have undertaken their work with enthusiasm, efficiency, talent and dedication, and deserve great thanks and credit for the achievements of the Authority.

It is with great pride that I present this annual report, my last as Chairperson of the National Disability Authority, as my term of office expires during 2009. People with disabilities are at all times the focus of the work of the Authority, and it has been a distinct privilege to have the opportunity to participate in the achievements and positive impacts on legislation, policy and programmes that affect their lives.

I wish to take this opportunity to thank sincerely all of those, from every walk of life, who have in so many ways supported the work of the National Disability Authority during my term as Chairperson, from its establishment until now. Your support and work has made a tangible difference and is something to be very proud of. I would like to particularly thank the disability organisations who have been instrumental in the achievement of change.

We have seen some remarkable developments and advances in recent years, which are a direct result of collaboration and partnership. As there were many different experiences, so there were many different opinions and views on how to go forward, and it was not always easy for people to agree. However, I believe that the Equal Citizens document developed by the Disability Legislation Consultation Group (DLCG) and actively supported by the NDA has been a groundbreaking achievement, and has demonstrated what can be achieved when people pull together. The resultant National Disability Strategy with its legislation, policies and investment programme has been recognised internationally as a best practice model. In these challenging economic times it is essential that together we all continue to work hard to

ensure the implementation of this landmark Strategy and the full realisation of its goals.

People with disabilities in Ireland today have greater ambitions, greater expectations and greater equality of opportunity than ever before. This is a tremendous legacy of all those who have worked to achieve change, and is a solid foundation on which to build. I am confident that the National Disability Authority will continue to play an intrinsic role in promoting and enabling change for the better and will continue to have a positive impact on the lives of people with disabilities in the decades to come.

**Angela Kerins**

**Chairperson**

# Overview – Disability in Ireland 2008

This 8<sup>th</sup> Annual Report of the NDA outlines the progress over 2008 made by the NDA in implementing its Strategic Plan 2007 -2009 within its statutory functions. It also highlights a number of key areas where developments and challenges in relation to disability in Ireland exist. The following are highlights of some of the key areas detailed in the report.

The NDA continued to provide independent, authoritative advice and information to government departments and agencies in relation to the implementation of the National Disability Strategy in key areas of communications, employment, environment, health, social affairs and transport. It also issued its first monitoring questionnaire to all public bodies to assess performance regarding access against the Statutory Code of Practice on Accessibility of Public Services and Information provided by Public Bodies.

The NDA published its second statutory report on employment of people with disabilities in the public sector having developed a guide for effective and timely data collection and further information on good practice in this area.

An ongoing programme of research work focussed on a range of issues such as examining community living options for people with disabilities; disclosure of a disability in the workplace and the quality of maternity, childbirth and early motherhood services for women with disabilities. NDA also hosted a conference on “Supporting People with Mental Health Difficulties in the Criminal Justice System” which provided an opportunity to initiate discussion and exploration of good practice in this field.

NDA’s Centre for Excellence in Universal Design began work in supporting the development of standards and raising awareness of Universal Design in the areas of Information Communication Technologies (ICT), the built environment and in products and services.



8 sites within the public sector received Excellence through Accessibility awards. The awards reflect the level of accessibility that has been reached across key aspects of public bodies' services including: buildings and facilities, publications, websites, customer services, human resources and procurement procedures.

2008 was the first full year of implementing the revised and enhanced Performance Management Delivery System (PMDS) and NDA continued to invest in the development and training of staff. NDA continues to be committed to modernisation and change and is supported in this through the NDA's partnership committee. In line with commitments on Shared Services in the National Partnership Agreement Towards 2016, the NDA now uses the shared IT, financial and payroll services of the Department of Justice, Equality and Law Reform.

The NDA welcomes the range of positive developments in Ireland during 2008 in progressing the disability agenda, in particular:

The continuing progress to date in implementing the National Disability Strategy and the Sectoral Plans, including:

- The continuing engagement by departments in implementing their Sectoral Plans
- The structures and reporting framework that have been put in place to oversee and monitor the National Disability Strategy
- The reviews initiated by the Health Service Executive (HSE) of Adult Day Services and of Congregated Settings for people with intellectual, physical and sensory disabilities
- The work initiated by the HSE on assessment of need for children under the age of 5
- The pilot Activation programme run by the Department of Social and Family Affairs
- The progress on deploying accessible buses and rail carriages; improvements in accessible transport infrastructure; extension of the Rural Transport Programme and marine transport initiatives

- The ongoing work by local authorities implementing disability and accessibility initiatives at local level
- The establishment of an inter-departmental committee chaired by the Disability Equality Unit, Department of Justice, Equality and Law Reform for the ratification process by Ireland of the UN Convention on the Rights of persons with Disabilities
- The work begun by the Office for Equality, Disability and Mental Health, headed by a Minister of State with responsibility for disability issues and key services across the Departments of Health and Children; Education and Science; Enterprise, Trade and Employment and Justice, Equality and Law Reform
- The development by the Health Information and Quality Authority (HIQA) of standards for designated services for people with disabilities
- The publication of data by the Central Statistics Office (CSO) from the National Disability Survey which informs evidence-based policy planning on disability

## Important issues arising during 2008

### **National Disability Strategy**

The current financial situation within the public sector will present challenges in the delivery of the National Disability Strategy. Consolidating real progress in the area of disability, and maximising the investment to date in building up services, supports and expertise is key. The focus going forward will be to explore how better value can be secured from existing resources and to identify more joined-up ways of doing things to deliver effective and efficient results.

### **Assessment of Need**

Capturing the learning from the introduction of Independent Assessment of Need and Service Statements for under-5s is important in informing the development of structures and processes that will support the roll-out in due course to under 18s and to adults. A critical task will be to devise appropriate structures at local level capable of managing and delivering an efficient and effective process to support systematic identification of needs of people with disabilities of all ages and delivery of services.

**Employment Strategy**

Policy reviews such as the OECD report on disability payments, the research on job retention, and the work of the Adult Day Services review group, address issues around employment of people with disabilities that straddle a number of Departments, principally Enterprise Trade and Employment, Social and Family Affairs, and Health and Children. Harnessing such efforts by departments and private and public sector employers can contribute to the development of a comprehensive employment strategy by the Department of Enterprise, Trade and Employment.

**Community Living**

The need for the development of an effective and comprehensive national policy and programme to support a move from large congregated settings to individualised supports that enable people with disabilities to live in the community.

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



# Strategic Priority 1

# To support the effective implementation of the National Disability Strategy

The National Disability Strategy, launched in 2004, is 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 principal elements of the Strategy are:

- Disability Act 2005
- Education for Persons with Special Education Needs Act 2004
- A Personal Advocacy service for people with disabilities, as provided for in the Citizens Information Act 2007
- Statutory Sectoral Plans on disability for six key government departments
- A multi-annual investment programme in priority disability services, primarily HSE-funded care services, 2004-2009

Given the importance of the National Disability Strategy, support for implementation of the Strategy is a major strategic focus of the NDA's work. In 2008, the NDA continued to provide advice on the details of implementing the National Disability Strategy, with a particular focus on working in partnership with each of the six Sectoral Plan departments and their agencies.

## Health

The NDA is a member of the Department of Health and Children's Disability Advisory Committee. The NDA advised the Office for Equality, Disability and Mental Health and to the HSE across a range of issues, including the operation of section 13 of the Disability Act in relation to quantifying the aggregate of assessed needs under the Act. The NDA also made a written submission to

the Department of Health and Children on the Review of the Health Sectoral Plan.

The NDA was assisted in this work by its Mental Health Advisory Committee, whose advice to the Authority informed the NDA submissions to the:

- Department of Health and Children's Sectoral Plan
- HSE's Review of Adult Day Services
- Mental Health Commission's Draft Code of Practice on Guidance for Persons working in Mental Health Services with People with Intellectual Disabilities

The NDA contributed as a member of a number of HSE's working groups, including:

- **Review of Adult Day Services**

The programme of work for this review included a national public consultation, a programme of research, a census of current day provision and a one day conference on innovation in service provision. The NDA also made a formal submission to the Review.

- **Assessment of Need Process**

This group has developed guidance covering the assessment process and a training pack for those involved in providing assessments under the Disability Act 2005. The working group is also developing guidance on a common understanding of the definitions used in this Act for the various professions conducting assessments. It is envisaged that this guidance will assist in developing a consistent approach to the assessment process.

- **Congregated settings**

The HSE working group examined how institutional care, where people with physical sensory or intellectual disabilities are cared for in centres of ten or more people, could be replaced by care in the community. The NDA offered detailed guidance on the design of the census of these settings, and submitted

papers on international deinstitutionalisation experience, and on costing methodologies to the group.

## Employment

The NDA continued to advise the Department of Enterprise Trade and Employment on the detail of a Comprehensive Employment Strategy for People with Disabilities, and on research on job retention.

## Social Welfare

The NDA is a member of the Department of Social and Family Affairs' Disability Consultative Forum, and in addition advised the Department on an ongoing basis on relevant issues. The NDA also made formal written submissions to the Department of Social and Family Affairs on the Review of Disability Allowance, and on the development of a Carers' Strategy.

The NDA is a member of the local advisory group to the Department's Disability Activation project, an EU-funded project which is piloting the implementation of the activation programme set out in Chapter 5 of the Department's Sectoral Plan.

## Communications

The NDA contributed to the consultations on the proposed EU Framework on telecommunications and the roll out of the pilot on digital terrestrial television here in Ireland.

The NDA hosted two meetings of the Commission for Communications Regulator's (ComReg) Industry Forum on Services for People with Disabilities. Key areas of focus included the development by ComReg of a quality billing initiative which is now being piloted with Excellence Ireland (EIQA) and the telecommunications industry.

The NDA and ComReg co-hosted a breakfast briefing for CEOs of the telecommunications industry in Ireland and a Seminar for staff working in the industry on Universal Design of their products, customer services and information.



The NDA consulted and provided technical advice to the Department of Communications, Energy and Natural Resources and RTÉ during the Digital Terrestrial Television pilot. This advice focused on the design of set-top box and remote control design and supports for features such as accessible electronic programming guides, audio description and captioning.

## Transport

The NDA worked in partnership with the Department of Transport and provided advice regarding the process for the review of its first Sectoral Plan which details actions for public transport for all passengers. The NDA also provided advice in relation to the design of accessible coach stops for the planned piloting of accessible coaches by Bus Éireann.

The NDA worked closely with the maritime section of the Department of Transport and contributed to the progress report which was presented to the Minister and outlines recommendations for improving access to boats, ships, ports and harbours. The NDA also provided advice on disability awareness training for vessel operators and audits of selected vessels and infrastructure actioned by the Department of Transport.

The NDA also worked with the Commission for Taxi Regulation and provided advice on the driver skills development programme for small public service vehicles.

## Housing and the Environment

The NDA gave advice to the Department of the Environment, Heritage and Local Government in the following areas:

- Implementation of the Department's Sectoral Plan
- Monitoring implementation of disability actions and accessibility initiatives by local authorities
- Review of Part M of the Building Regulations
- Residential Development Guidelines
- Protocol to govern funding arrangements in relation to the provision of HSE funding for ongoing support costs, where necessary, for social

housing projects for people with a disability provided by the voluntary and co-operative housing sector

- Assessment of Housing Needs of people with disabilities
- A case management approach towards assessment of housing and support needs of people with mental health difficulties
- On cross-cutting issues such as the interface between the roles of housing authorities and the HSE; the interface between accessible transport and accessible infrastructure; and the interface between traffic management guidelines and the accessible roads and streets template developed, with NDA participation, by the Local Government Management Services Board

The NDA is a member of the National Advisory Group preparing a Housing Strategy for People with Disabilities. The NDA is also on the Local Government Management Services Board's National Disability Strategy committee, guiding local authorities in the implementation of the Department's Sectoral Plan.

## **Monitoring Part 5 of the Disability Act on the Employment of people with disabilities in the public service**

2008 was the second full year of the NDA's statutory role in monitoring the implementation of Part 5 of the Disability Act 2005. Public bodies are required to promote and support the employment of people with disabilities in the public service, and to report on whether they have reached a target of 3% of staff with disabilities.

The NDA analysed how the monitoring exercise had functioned in 2007 (in respect of performance in 2006) and took account of the feedback received from stakeholders. The NDA amended the statutory reporting templates for monitoring compliance to ensure they would be more user-friendly for public bodies and government departments. The revised forms received Ministerial approval prior to circulation.

The NDA worked closely with public bodies, and the statutory monitoring committees in government departments, providing advice and support and recommending methods for collecting the data needed to measure

compliance. The NDA also revamped its recommended data collection materials for reporting in 2007. These changes were designed to simplify the data collection process for all employees in the public service. The NDA recommended a single-question staff census be carried out for all.

The NDA's report on compliance in 2007 highlights examples of good practice in the public service. The data allows for some conclusions to be drawn such as the link between developing a disability-friendly work environment and a higher percentage of people with disabilities in employment. Response rates were better than for 2006. The improved returns for 2007 should form a baseline for this future process.

The data received indicates that 51% of public bodies reached or exceeded the 3% employment target. In a further 11% of the bodies, employees with a disability made up between 2% and 3% of the staff complement. Just over one in four reported no employee with a disability on their workforce. The majority of these organisations are small in size (50 employees or fewer).

In support of its work on the 3% target, the NDA hosted a good practice seminar for public bodies. The NDA also undertook research, to be published in 2009, to identify barriers to disclosure of disability status as this is a primary cause of under-reporting. The NDA also began to formulate advice on a method to assess whether a public body can be deemed non-compliant with Part 5 under section 49 of the Act. This assessment can be made after any two successive years. The NDA has the power, with the consent of the relevant Minister, to specify measures to ensure compliance and a public body shall comply with a request to take such measures.

## **Centre for Excellence in Universal Design (CEUD)**

The work of CEUD in 2008 focussed on the key areas of the built environment; information communication technologies (ICT); products and services.

### **“Access and the City” Conference**

The NDA co-hosted with Dublin City Council “Access and the City” -an international best practice conference on universal accessibility. The aim of the conference was to demonstrate how Universal Design can maximise ease of visiting and effective living in cities and towns. It explored the many ways in which universally designed communications can enable citizens and visitors to navigate towns and cities, use public transport systems and access tourist activities. Attendees included high level government officials, senior academics, representatives from industry, professionals and representatives from disability organisations and professional bodies from Spain, Germany, Norway, UK, USA. The conference marked the occasion of the European Observatory Cities and Towns for All annual general meeting.

### **Built Environment**

CEUD’s work regarding Universal Design in the Built Environment focussed on the following areas:

- The revision of the NDA’s publication **Building for Everyone** (2002). The revision will comprise nine separate booklets on the built and external environment, each covering key areas of interest to architects, designers and the general public and incorporating new developments in building methods, materials, specifications and technology
- Liaising with the Department of the Environment, Heritage and Local Government regarding the revision of Part M and in the drafting of a new Regulatory Impact Assessment to be published in conjunction with the revised Part M

### **Information and Communications Technology (ICT)**

The NDA launched its universal design website at <http://www.universaldesign.ie>. The website was developed using a user centred design process and facilitates ease of access to a number of modes including accessible HTML and via voice output. The website now acts as the CEUD’s main vehicle for disseminating information to industry, students, academics and those involved in standardisation work relating to Universal Design in the domains of ICT, Products and Services and the Built Environment.

The CEUD became the Irish National Contact Centre for the European Design for All e-Accessibility Network (EDeAN). EDeAN is a network of 160 organisations in European Union member states. CEUD manages and moderates an email discussion list at <http://list.universaldeisgn.ie>. This facilitates a forum for knowledge sharing among academics, practitioners, students and advocates in the field of ICT accessibility and Universal Design.

During 2008, CEUD participated in and supported a number of industry ICT fora and awards including:

- Participation on the User Experience Working Group of the Irish Internet Association (IIA). CEUD spoke at the IIA's seminar "**Building the Perfect Public Sector Website**" on improving the user experience and usability of websites for all
- Presented to Financial Service Providers on the "**Universal Design of ePayments systems**" at the Digital Money Forum UK and on making ePayment systems more usable for all, based on CEUD's Smart Card accessibility guidelines
- Presented at the Irish Computer Society's seminar on web accessibility
- In conjunction with Irish Design Week, NDA held a "**Universal Smart Card Systems Seminar and Inclusive Design Workshop**". This day event included talks by international and national experts on the accessibility and usability of Smart Card systems and culminated in an interactive workshop where students, academics and practitioners got "hands on" with tackling design exclusion and coming up with design solutions for a range of electronic consumer equipment

### **Products and Services**

Work commenced to establish the application of Universal Design in the context of improved products and services through activities and approaches involving, education and awareness.

Collaboration with instructors to integrate Universal Design sections into existing courses was conducted with Dublin Institute of Technology Kevin Street, National University of Ireland Maynooth, University College Dublin and University College Cork.

Awareness activities have involved NDA's collaboration with the Centre for Ageing Research and Development in Ireland (CARDI), the Institute of Designers Ireland (IDI), and Dublin City Council (DCC) to host two workshops and one international conference. Such activities have created awareness of Universal Design and the work of the centre in 2008 and the impetus to form new networks in 2009.

### **Universal Design – Research**

- Research was commissioned on the barriers to the implementation of Universal Design in Urban design projects. This work will be completed and published in 2009
- A research study was commissioned in partnership with Trinity College Dublin (TCD) to establish a framework and a master degree track on Universal Design in engineering and design curriculum

### **Universal Design - Standards**

- The NDA chairs the Accessibility for All Standards Consultative Committee (AASCC) of the National Standards Authority of Ireland (NSAI). One of the working groups of the committee WGI- the Built Environment, carried out an extensive review of the International Standard on Building construction – Accessibility and Usability of the Built Environment (ISO/TC 59/SC 16N 60) which is part of a world wide review process in collaboration with the International Standards Organisation (ISO)
- The NDA is represented on the European Committee for Standardisation (CEN) and International Organisation for Standardisation (ISO) technical committees and working groups. The areas of focus were on ISO Guide 71 and CEN Guide 6 as guidance to standard makers on how to include the needs of older people and people with disabilities in new or revised standards
- The NDA has contributed to the development of a the European Committee for Standardization (CEN) Workshop Agreement, facilitated by NSAI and guidelines for the development of curriculum for training professionals in Universal Design for ICT
- The NDA is supporting the development of the online toolkit on eAccessibility for policy makers from UN state parties involved in

implementing the eAccessibility obligations of the UN Convention on the Rights of Persons with Disabilities. The eAccessibility Toolkit is a joint project of the United Nations Global Alliance for ICT (G3ict) and the International Telecommunications Union and will be launched in 2009

- The NDA made a submission on ICT standards for procurement on the Draft Technical Report, ETSI DTR 102 612: "Human Factors (HF); European accessibility requirements for public procurement of products and services in the ICT domain (European Commission Mandate M 376, Phase I)"





# Strategic Priority 2

# To monitor and review the National Disability Strategy

In line with the importance of the National Disability Strategy, the NDA's focus in 2008 was on how this Strategy is being implemented. The NDA gave detailed advice which has informed the adoption of a more streamlined reporting process on the progress being made under the Strategy.

The NDA has also worked closely with the six Sectoral Plan departments, and is a member of the individual committees in each of these departments which meet at least twice a year to review progress at departmental level and in the bodies under their aegis.

## **National Disability Strategy Monitoring Group**

NDA co-chairs, with the Department of an Taoiseach, the National Disability Strategy Stakeholder Monitoring Group which oversees the overall implementation of the National Disability Strategy.

The NDA circulated papers prior to each meeting which highlighted key issues of concern in relation to implementation of the National Disability Strategy. The NDA also tabled a paper to the monitoring group on how best to measure the outcomes of the strategy. This paper examined how progress on each of the High-Level Goals on disability set out in Towards 2016 might best be measured, drawing where possible on existing CSO surveys and other official data sources.

## **Disability Stakeholder Group**

The Disability Stakeholder Group, chaired by the NDA Chairperson, is a member of the National Disability Strategy Stakeholder Monitoring Group .

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



# Strategic Priority Three

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

The NDA carried out a range of work under this key priority including a national awareness campaign on attitudes; seminars and a conference in the area of mental health and significant research projects in data collection, independent living; pregnancy and disclosure of disability in work. NDA in delivering on this priority engaged in partnerships with service providers and other bodies around disability issues.

## **Attitudes to Mental Health**

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

The NDA ran a national advertising campaign initially after Christmas in 2007 aimed at influencing public attitudes to people with mental health difficulties. Following this, the NDA commissioned an independent evaluation of the level of public awareness and any possible impact this multi-media advertising campaign had on the public's knowledge of and attitudes to mental health issues. The evaluation concluded that the advertising campaign was a success. A total of 1.2 million adults recalled the advertisements, with significant proportions of them receiving the pertinent communications messages from the adverts and many indicating that their disposition towards people with mental health difficulties had improved. As a result, the NDA ran the multi media campaign again in May 2008. The NDA is grateful to the people who

appeared in the adverts who had direct experience of mental health difficulties.

### **Abuse of people with disabilities**

The NDA submitted a policy briefing paper to the Minister summarising the evidence on higher risks of abuse of people with disabilities compared to the general population, and issues arising. The paper set this in the framework of Ireland's international commitments as set out in the UN Convention on the Rights of Persons with Disabilities, and the Council of Europe Disability Action Plan. The NDA paper documented the current infrastructure of protection for people with disabilities, and drew comparisons with the more-developed system of protection now in place for children, and in relation to elder abuse. The NDA is now a member of the advisory body to COSC, the National Agency on Domestic, Sexual and Gender-based Violence, which is developing a national strategy on abuse.

Preparatory work continued for a National Study on Abuse of People with Disabilities. This work included reviews of the relevant literature, development of links with other researchers in this and related fields both in Ireland and overseas and the creation of an Expert Advisory Committee to oversee and advise on the work. In November, NDA hosted a workshop to explore methodological issues for the study attended by the members of the Expert Advisory Committee and other experts.

### **Representation and Portrayal of people with disabilities in Irish broadcasting**

The NDA continued to work in partnership with the Broadcasting Commission of Ireland (BCI) on the issue of the representation of people with disabilities in Irish broadcast media. This is the first time this issue has been explored in an Irish context.

BCI and NDA commissioned three separate research projects on the representation and portrayal of people with disabilities in broadcasting:

- A review of legislation, policy and practice in other jurisdictions

- A survey of Irish people's attitudes to the representation of people with disabilities in Ireland
- A content and discourse analysis of Irish broadcasting

The combined findings provide new insights into the representation and portrayal of people with disabilities in Irish broadcasting. The research will be published in early 2009 and will provide a foundation for the establishment of voluntary guidelines on the representation and portrayal of people with disabilities in broadcasting in the Republic of Ireland.

### **Seminar on UN Convention on the Rights of Persons with Disabilities and the National Disability Strategy**

NDA held a seminar to raise awareness about the UN Convention on the Rights of Persons with Disabilities and how it links to the National Disability Strategy. It was held in Galway and the target audience for the event was disability organisations in the western region.

### **Roundtable on Scheme of Mental Capacity Bill**

NDA held a roundtable with some experts and disability representatives in December on the Scheme of the Mental Capacity Bill which had been published by the Department of Justice, Equality and Law Reform in September 2008. The discussion has informed the NDA's own consideration and formal submission on the Scheme of the Bill.

### **Community Living**

An ongoing programme of work continued in 2008 examining community living options for people with disabilities. Site visits to the UK and USA provided valuable opportunities to observe models of best practice and to hear, first hand, the experiences of commissioners and service providers who have successfully transferred people with disabilities from large institutional settings to individualised community supports.

Throughout 2008 research support was provided to the HSE Working Group on Congregated Settings to profile the population of persons with intellectual and physical and sensory disabilities nationwide who reside in congregated settings. A HSE report detailing the findings is due early 2009.



Independent Living is a key theme for the NDA. Currently, a review of the evidence base regarding campus style accommodation in comparison with dispersed housing is underway. In addition, preparations have commenced for Conference 2009 which aims to showcase Independent Living options for people with disabilities.

### **Data Strategy**

With guidance from the Office of an Taoiseach Data Strategy Liaison Group, NDA commenced work on a Data Strategy in 2008. The aim of the strategy is to provide a comprehensive listing of data sources relevant to those working in the field of disability. To date, government departments, public bodies and other relevant agencies have been invited to identify relevant data sources.

### **Supporting People with Mental Health Difficulties in the Criminal Justice System**

The NDA has identified this area as a priority for investigation within our Operational Research Plan 2007 -2009. To this end NDA hosted a round table discussion with key stakeholders in February to identify key issues and barriers to quality services for people with mental health difficulties in the criminal justice system. An outcome of this roundtable was a decision to focus NDA's 7<sup>th</sup> Annual Research Conference on this topic to provide further opportunity for discussion and exploration of good practice in this field. The Conference was entitled 'Supporting People with Mental Health Difficulties in the Criminal Justice System: What the evidence tells us'. Keynote speakers included Professor Harry Kennedy, Director, Central Mental Hospital, Dublin; Mr Ben Nielsen, Acting Deputy Director, Statewide Forensic Mental Health, Justice Health, New South Wales, Australia; Judge Ginger Lerner-Wren, Broward County, Florida, USA; Professor Charlie Brooker, Professor of Mental Health and Criminal Justice, University of Lincoln, UK; Professor Nancy Wolff, Director of the Centre for Mental Health Services & Criminal Justice Research Rutgers, the State University of New Jersey; and Mr Fergal Black, Director of Healthcare, Irish Prison Service. Approximately 200 delegates attended this all day event.

### **Scholarship Seminar**

The NDA continued to support opportunities for dialogue and exchange among public bodies by hosting a seminar to examine opportunities for public bodies to fund post-graduate scholars. Guest speaker Dipta Pandya, Director of the Irish Research Council for the Humanities and Social Sciences (IRCHSS), welcomed the opportunity to liaise with public bodies and to share IRCHSS expertise.

### **Disclosure of a Disability in the Workplace**

The NDA commissioned research on the issue of disclosing a disability in the workplace. This research focused on three aspects of disclosure:

- the views of people with disabilities who are employed in the public sector
- NDA's employment monitoring system, how this system can be improved
- factors in the workplace that facilitate and hinder the disclosure of a disability

A literature review on this topic was also completed. The final report is due for completion in early 2009.

### **Review of publicly funded services for women with disabilities during pregnancy, Childbirth and early motherhood**

The NDA Act (1999) provides a role for NDA in exploring and promoting quality in services for people with disabilities. On foot of a review of literature on policy and research gaps for women with disabilities, the NDA commissioned research into the quality of maternity, childbirth and early motherhood services for women with disabilities in 2007. 2008 saw the first full year of this 2-year research project which is being undertaken by the School of Nursing and Midwifery, Trinity College Dublin. A literature review and documentation of policy in the area, including a survey of maternity units, have been compiled. Interviewing of women with disabilities about their experiences of maternity services is ongoing. The project is a joint initiative with the National Women's Council of Ireland.

### **Garda Public Attitudes Survey**

The NDA secured the insertion of disability indicators in the Garda Public Attitudes Survey 2008 and the Garda Research Unit published the related findings in its report entitled Garda Public Attitudes Survey 2008: Respondents with Disabilities. These findings assist us in identifying the levels of satisfaction among people with disabilities with the support they receive from An Garda Síochana. In addition, the survey findings allow us to analyse the level and nature of crime experienced by people with disabilities compared to those with no disability. Overall satisfaction with the Garda service among respondents with a disability was 80% which compares closely to satisfaction levels among those who do not report a disability (81%). 8% of respondents with a disability reported being a victim of a crime during the previous year compared to 6.7% of non-disabled respondents. 46% of respondents with a disability indicated they were worried about becoming a victim of crime compared to 37% of non disabled respondents.

### **Partnership with Crisis Pregnancy Agency**

The NDA has partnered with the Crisis Pregnancy Agency (CPA) on the production of a literature review and evaluation of international guidelines for crisis pregnancy counsellors and GP's on providing appropriate and accessible support to clients with an intellectual disability who are experiencing pregnancy. The two bodies engaged in a tender process and a contract was issued. The literature reviewed includes topics such as capacity and consent in relation to sexual relations as well as medical treatment, pregnancy risk, contraception and parenting in the context of intellectual disability. The literature review and evaluation are due to be completed by early 2009.

### **NDA's Disability Research Ethics Committee**

The NDA's Disability Research Ethics Committee continued its work, with a special focus on developing closer connections with the rapidly expanding research ethics committee community in Ireland. A consultation seminar with ethics committees from around the country was held in November and this was followed by a call for submissions asking them for comments on the NDA Ethical Guidelines for Disability Research, prior to revision of these guidelines during 2009. The NDA Guidelines were also presented at a national conference on research ethics held in NUI Galway in October.

## Mhadie

The EU funded Mhadie (Measuring Health and Disability in Europe) project of which the NDA was the Irish participant, finished its work in 2008. The findings that the International Classification of Functioning, Disability and Health (ICF) can be successfully used to measure and report on disability in both clinical and social policy frameworks recommendations on the implementation of the ICF in these settings were presented to a special meeting in the European Parliament in September 2008.

## Support for Data Gathering at the Central Statistics Office

The NDA continued to provide advice and support as requested to the Central Statistics Office with regard to the National Disability Survey. The first of two reports on the survey was published in October. In addition, the NDA was represented on the CSO's Census Advisory Group established to plan survey questions for the 2011 Census.

## Research Promotion Scheme

NDA's research promotion scheme provides valuable funding for researchers nationwide to engage in applied research in the field of disabilities. The 2008 scheme funded four local research projects under the theme: 'Promotion and innovation in good practice in services for people with mental health difficulties.'

1. The Cultural Psychiatry Team at University College Dublin undertook a study entitled "**Assessment of Psychiatric and Psychological Needs Among Help-Seeking Migrants in Dublin**". There were 100 Irish help-seeking individuals and 47 help-seeking migrants who participated in the study.
2. RehabCare investigated the processes of introducing a recovery ethos into an organisation providing services to people with mental health difficulties. This project reviewed international best practice with the aim of producing a set of guidelines for service providers.
3. Eve Ltd focused on the development of a recovery context inventory. Their project '**Understanding Recovery in Context**' is a 4-stage project regarding the process of recovery from mental illness from the multiple perspectives of key stakeholders. The NDA is funding stage 3 of

this project regarding the development of a Recovery Context Inventory. The inventory will be a recovery tool focussing on the factors in a person's life situation that support or impede his or her mental health recovery. It is intended that the tool will be of use to persons in recovery, family members or carers and mental health professionals.

4. Anne Cleary, UCD, examined the issue of suicidal behaviour in young men. This study examined outcomes for a group of men who made a serious suicide attempt approximately six years ago. This study will yield important new information on the behaviour patterns and subsequent suicidal behaviour amongst people who make a first suicide attempt. This information will be critical in informing health policy and practice in supporting this vulnerable group.

### **Access to Health Services**

The NDA continued to work in partnership with the HSE to progress the development of guidance on the accessibility of health services. In particular, the NDA offered advice and support to the HSE, and the Public Appointments Service, in relation to the recruitment of a National Specialist in Accessibility.



# 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 has an important statutory remit in relation to the development and monitoring of standards and codes of practice in programmes and services for people with disabilities. NDA's contribution to the development of standards, guidance, monitoring and recognition of excellence in public service accessibility were core elements of NDA's work under this strategic priority in 2008.

## **Excellence through Accessibility award**

The NDA's Excellence through Accessibility (EtA) award team continued to work with a broad range of public bodies to improve the accessibility of public services for people with disabilities. The EtA team provided advice and guidance to participating public bodies across three main areas;

- Quality Customer Services (including HR and procurement)
- Built Environment and
- Information and Communication Technology.

Eight participating sites achieved EtA accreditation in 2008. A number of public bodies (Mayo County Council, Revenue Commissioners, Wexford



County Council, Sligo County Council) showed commitment to continuous improvement by achieving higher levels in the award in 2008 compared to 2007.

### **Safe Evacuation for All**

The NDA's publication titled 'Promoting Safe Evacuation and Egress for People with Disabilities' was launched in April by Hugh O'Neill, Chief Fire Officer of Dublin Fire Brigade. A one-day seminar on 'Safe Evacuation For All' in November was attended by 250 people including architects, engineers, access officers, health and safety professionals and HR professionals to address this important topic.

### **Code of Practice on Accessible Heritage Sites**

The NDA received a Ministerial request, in October 2007, to prepare a code of practice in relation to section 29 of the Disability Act 2005; this section covers access to heritage sites. The NDA commissioned research into good practice in the field of heritage accessibility and utilised the findings from the research to develop a draft Code of Practice. The NDA engaged in national consultation with interested parties including managers of heritage sites, conservation experts, public bodies, architects and engineers. A final draft was approved by the NDA and submitted to the Minister for Justice, Equality and Law Reform for consideration and approval.

### **Monitoring the Implementation of the Code of Practice on Accessibility of Public Services and Information provided by Public Bodies**

Under section 8 of the National Disability Authority Act 1999, the NDA has a duty to monitor codes of practice that we develop. After a consultation process the NDA produced a monitoring questionnaire that was circulated to public bodies. The questionnaire allowed each organisation to assess its own performance regarding access against the Statutory Code of Practice on Accessibility of Public Services and Information provided by Public Bodies. A report based on the results was approved by the NDA and sent to the Minister for Justice, Equality and Law Reform for consideration and approval.

**Access Officers Supports**

The NDA continued to provide briefings, general information and advice to public bodies on practical matters relating to the implementation of its 2006 Code of Practice on Accessibility of Public Services and Information provided by Public Bodies. The NDA also continued to liaise with the Institute of Public Administration on developing a training programme and support network for access officers. The NDA held its second access officer conference in 2008 which is a forum to provide ongoing support to Access Officers.

**HIQA Standards**

The introduction of national standards to promote quality in services for people with disabilities is a key priority for NDA. To this end NDA actively participated in the Standards Advisory Group established by the Health Information Quality Authority (HIQA) throughout the year and made a number of formal submissions to HIQA, the Department of Health and Children and the Minister for Health and Children on the development of standards, regulations and an overall quality framework for designated centres for people with disabilities under the Health Act 2007.

# Strategic Priority 5

# To build capacity to achieve its strategic priorities and enhance communications

During 2008 NDA placed considerable emphasis on the enhancement of its systems and the streamlining of processes, including availing of shared services to increase efficiencies within the organisation. To this end, NDA successfully migrated its ICT services to the Department of Justice, Equality and Law Reform's Citrix platform, and financial payments processing to the Financial Shared Services of said Department, while also planning for the migration of payroll in January 2009. Consequently, considerable emphasis was placed on the preparation, planning, communication, implementation and monitoring of the above system changes throughout 2008. In addition, NDA concentrated on embedding the performance management system and the project management system in 2008, which were reviewed and enhanced in 2007, and further enhancing these systems and processes to meet the business and operational needs of NDA.

## **Performance Management and Development System (PMDS)**

The first full year of implementing the revised and enhanced PMDS system took place in 2008, with an interim and annual review of performance conducted at the mid point, and end of year respectively. Training on the new best practice system was provided to all staff, to promote and ensure consistent application of the process across the organisation.

The implementation of PMDS was centrally monitored and supported, and informed individual and organisational training and development requirements for 2008. Training provided during the course of the year included press release writing, media skills, project management, six hats training, and disability awareness training.

## **Policy and Procedure**

In consultation with the NDA's partnership committee, the personnel manual was updated, reviewed and streamlined to comply and adhere to legislative changes and best practice HR. In particular an in-depth comprehensive review of the NDA dignity at work policy was finalised and disseminated through tailored staff and management training sessions.

## **ICT development**

NDA's ICT migrated to the Department of Justice, Equality and Law Reform's Citrix network following an in-depth review in 2006-2007 of NDA's ICT configuration, infrastructure and identified needs. The NDA worked in conjunction with the Department of Justice, Equality and Law Reform to prepare for the migration planned for the last quarter of 2008. The system went live in October 2008. The Citrix network provides the NDA with a framework which is supported and maintained through a coordinated centralised help service desk in the Department of Justice, Equality and Law Reform.

## **Project Management**

The revised and enhanced project management system developed in 2007 went live on 1 January 2008, following a comprehensive training programme to all staff. Projects outlined in the 2008 work programme were detailed, approved, monitored and managed in a consistent and comprehensive manner using the new system. The new templates which support the integration and coordination of organisational systems, also helped inform the update of the NDA risk register.

## **Finance**

In line with commitments on Shared Service in the National Partnership Agreement Towards 2016, and in support and promotion of organisational efficiencies, the NDA migrated financial payments processing to the Financial Shared Services, Department of Justice Equality and Law Reform. The migration provides NDA with increased capacity to focus on the effective management and monitoring of financial expenditure. It is planned to migrate payroll processing in 2009 to complete the migration of all financial transaction.

In line with good governance an internal audit plan was developed, agreed and implemented. Recommendations from audit reports were considered, reviewed and monitored by the NDA Audit Committee to ensure achievement and maintenance of rigorous financial controls and governance.

### **Health and Safety**

In recognition and support of employer's obligations under the Safety, Health and Welfare at Work Act, 2005 NDA signed up to the Health and Safety Authority's "Work Positive" sponsored initiative aimed at providing organisations with a measure of "work place" stress. This initiative commenced with an anonymous staff questionnaire. The questionnaire was independently analysed, with feedback of the results to staff. This was followed by the first focus workshop facilitated by a HSA sponsored expert consultant assigned to NDA.

### **NDA Library**

The NDA library is a unique resource to staff and external users. The library holds over 53,000 items on disability and related topics. The extensive collection is made up of books, journals, newsletters, newspaper articles, DVDs, videos and CD-ROMs. It offers an online catalogue and provides books and journal articles by post. People can visit the library for more in-depth work. The library also sources books and articles, for NDA staff, from other larger library resources, so that they can get a comprehensive perspective on issues to be researched.

NDA's library answered 2,260 queries in 2008, with 115 new members joining up during the year. The highest number of queries came from staff (705), third-level and post-graduate students (516), disability organisations (200) and Government departments, state agencies and local government (144). The remaining 700 queries came from a broad base of design professionals, engineers, private sector organisations, teachers, libraries, researchers and academics. A variety of information was supplied, including catalogue and literature searches, relevant Internet sources and referrals to other organisations. The library provided 415 books on loan and 287 journal and newspaper articles.

# Financial Statements 2008





# Contents

Authority Members and other Information	50
NDA Functions and Powers	51
Statement of the Authority's Responsibilities	54
Statement on Internal Financial Control	55
Report of the Comptroller and Auditor General	58
Statement of Accounting Policies	61
Income and Expenditure Account	63
Balance Sheet	65
Cash Flow Statement	66
Notes to the Financial Statements	67

## **National Disability Authority Members and Other Information**

**Dr Angela Kerins**                              **Chairperson**  
**Mr Jack Callanan**  
**Mr Kevin Condon**  
**Ms Maria Cronin**  
**Mr John Dolan**  
**Ms Noreen Gildea**  
**Mr David Joyce**  
**Mr Gene Lambert**  
**Mr Christy Lynch**  
**Ms Lottie Mc Clure**  
**Mr Seamus Mc Nulty**  
**Ms Betty O’Leary**  
**Mr Donie O’Shea**

Director:                                      Siobhan Barron

Solicitors:                                      Kilcullen & Associates  
183 Rathmines Rd Lwr  
Dublin 6.

Bankers:                                        Bank of Ireland  
Upper Leeson Street  
Dublin 4.

Auditors:                                        Comptroller & Auditor General  
Dublin Castle  
Dublin 2.

## National Disability Authority

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

## NDA Functions and Powers

### **NDA functions and powers**

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

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

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

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

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

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

### **Statutory powers**

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

- The Authority has right of access to information (including data) of relevance to its functions which is held by public bodies (Section 13)
- The Authority may seek information on any matter which concerns the provision of programmes or services for persons with disabilities that is provided by statutory duty and that is publicly funded in whole or in part (Section 14)

- The Authority makes recommendations for the review, reduction or withdrawal of moneys provided by the Oireachtas for any programme or service where it feels it is being provided in an inadequate or unsatisfactory manner or is not being provided to people with disabilities (Section 15(4))

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

## Statement of Responsibilities of Authority Members

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

In preparing those financial statements the Authority is required to:

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

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

On behalf of the Authority

Chairperson	Angela Kerins
Director	Siobhan Barron
Date	16 July 2009

## Statement on Internal Financial Control for the year ended 31 December 2008

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

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

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

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

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

- Identifying the nature, extent and financial implications of risks facing the National Disability Authority
- Assessing the likelihood of identified risks occurring. The NDA has prepared a risk register including strategic, operational, information technology, financial and reputational /compliance risks
- Assessing the National Disability Authority's ability to manage and mitigate the risks that do occur
- Working closely with Government and various agencies and institutions to ensure that there is a clear understanding of the National Disability Authority's goals and support for the Authority's strategies to achieve those goals

- Carrying out regular reviews of strategic plans both short and long term and evaluating the risks to bringing those plans to fruition
- Setting annual and longer term targets for each areas of our business followed by the regular reporting on the results achieved
- Establishing and enforcing extensive standard procedures and provision under which financial assistance may be made available to projects, including provisions requiring repayment if the project does not fulfil commitments made by the promoter

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

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

The Authority has outsourced an Internal Audit Service, which operates in accordance with the Framework Code of Best Practice, set out in the Code of Practice on the Governance of State Bodies, which was adopted by the Authority in June 2002. The Internal Audit Service is carried out by the Department of Justice Equality and Law Reform. The Internal Audit Service reports regularly to the Audit Committee. In the current year, Internal Audit have completed reports in the area of IT and Purchase to Pay. No major issues were identified in either report.

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



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

- the work of the Internal Audit Service and the contribution of the Audit Committee which oversees the work of the Internal Auditor and of the corporate governance environment
- the executive managers with the National Disability Authority who have responsibility for the development and the maintenance of the financial control framework
- the Finance committee who report quarterly on financial expenditure and related issues and
- the issues raised by the Comptroller and Auditor General

I confirm that the Authority has carried out a formal review of the effectiveness of the systems of internal financial controls in 2008.

Angela Kerins

Chairperson  
16 July 2009

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

I have audited the financial statements of the National Disability Authority for the year ended 31 December 2008 under Section 17 of the National Disability Authority Act, 1999.

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

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

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

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

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

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

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

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

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

### **Basis of Audit Opinion**

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

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

## **Opinion**

In my opinion, the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the Authority's affairs at 31 December 2008 and of its income and expenditure for the year then ended.

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

**Gerard Smyth**

**For and on behalf of the Comptroller and Auditor General**

**August 2009**

## Statement of Accounting Policies

### Basis of Accounting

The financial statements have been prepared using the accruals method of accounting, except as indicated below and in accordance with generally accepted accounting principles under the historical cost convention.

Financial Reporting Standards recommended by the recognised accountancy bodies are adopted as they become operative.

### Oireachtas Grant Income

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

### Measuring Health and Disability in Europe (MHADIE)

Funding received in respect of the European Measuring Health and Disability in Europe (MHADIE) project is included in income of the year in which the related expenditure is incurred.

This is a European Commission project for which the National Disability Authority has been selected as one of its partners. This project concluded in 2008.

### Other Income – Department of Education and Science

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

### Fixed Assets and Depreciation

Fixed Assets are shown at original cost or valuation less accumulated depreciation.

Depreciation is provided at the following annual rates:

Office Furniture and Equipment	20.00 % (Straight Line)
Computer Hardware and Software	33.33 % (Straight Line)

Premises 2.50 % (Reducing Balance Basis)

### **Capital Account**

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

### **Pensions**

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

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

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

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

<b>Income and Expenditure Account for the year ended 31 December 2008</b>			
<b>INCOME</b>	<b>NOTES</b>	<b>2008</b>	<b>2007</b>
		€	€
Grant income	2(a)	4,791,242	5,937,734
Net Deferred Funding for Pensions	10(b)	528,829	1,076,673
Other Income	2(b)	479,631	462,720
		5,799,702	7,477,127
Transfer from / (to) Capital Account	8	116,741	131,515
<b>Total income</b>		<b>5,916,443</b>	<b>7,608,642</b>
<b>EXPENDITURE</b>			
Projects and Commissioned work	3	1,200,061	2,002,914
<b>Development, Support and Administration costs</b>			
Payroll	4	2,808,675	2,970,612
Pension Costs	10(c)	1,217,515	1,223,547
Administration Costs	5	1,037,720	1,205,103
Depreciation	7	147,571	179,535
		5,211,481	5,578,797
<b>Total Expenditure</b>		<b>6,411,542</b>	<b>7,581,711</b>
<b>(Deficit) / Surplus for the year</b>	*	<b>(495,099)</b>	<b>26,931</b>
Retained Surplus at 1 January		457,076	430,145
Retained (Deficit) / Surplus at 31 December		(38,023)	457,076
<b>Statement of Total Recognised Gains and Losses</b>			
Surplus / (Deficit) for the year		(495,099)	26,931
Actuarial (Gain) / Loss on Pension Liabilities		(245,000)	(712,000)
Adjustment to Deferred Pension Funding		245,000	712,000

**Income and Expenditure Account for the year ended 31 December 2008**

<b>Total Recognised Gain / (Loss) for the year</b>	(495,099)	26,931
--	-----------	--------

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

Signed: Angela Kerins (Chairperson)

Signed: Christy Lynch (Authority Member)

Signed: Siobhan Barron (Director)

Date: 16 July 2009



<b>Balance Sheet as at 31 December 2008</b>			
	<b>Notes</b>	<b>2008</b>	<b>2007</b>
		€	€
<b>FIXED ASSETS</b>	7	3,315,567	3,432,308
<b>CURRENT ASSETS</b>			
Debtors and Prepayments	12	264,022	217,387
Cash at Bank and on hand	9(b)	121,722	491,998
		385,744	709,385
<b>CURRENT LIABILITIES</b>			
Creditors and Accruals	11	423,767	252,309
<b>NET CURRENT ASSETS</b>		(38,023)	457,076
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		3,277,544	3,889,384
Deferred Funding Asset For Pensions		(16,100,000)	(15,000,000)
Pension Liabilities		16,100,000	15,000,000
		3,277,544	3,889,384
<b>REPRESENTED BY:</b>			
Capital Account	8	3,315,567	3,432,308
Retained Surplus on Income and Expenditure Account	(38,023)	457,076	
		3,277,544	3,889,384
The Statement of Accounting Policies, the Cash Flow Statement, and Notes 1 to 15 form part of these Financial Statements. Signed: Angela Kerins (Chairperson) Signed: Christy Lynch (Authority Member) Signed: Siobhan Barron (Director) Date: 16 July 2009			

<b>Cash Flow Statement for the year ended 31 December 2008</b>			
	<b>Notes</b>	<b>2008</b>	<b>2007</b>
		€	€
Net Cash Inflow / (Outflow) from Operating Activities	9	(342,449)	169,964
<b>RETURNS ON INVESTMENTS AND SERVICING OF FINANCE</b>			
Interest received		3,003	5,800
Net inflow from returns on investments and servicing of finance	3,003	5,800	
<b>INVESTING ACTIVITIES</b>			
Purchase of fixed assets		(30,830)	(48,020)
Disposal of fixed assets		0	0
Net Cash Outflow from Investing activities		(30,830)	(48,020)
Increase / (Decrease) in Cash at Bank and in hand		(370,276)	127,744
<p>The Statement of Accounting Policies, the Cash Flow Statement, and Notes 1 to 15 form part of these Financial Statements.</p> <p>The Statement of Accounting Policies, the Cash Flow Statement, and Notes 1 to 15 form part of these Financial Statements.</p> <p>Signed: Angela Kerins (Chairperson)</p> <p>Signed: Christy Lynch (Authority Member)</p> <p>Signed: Siobhan Barron (Director)</p> <p>Date: 16 July 2009</p>			

<b>Notes to Financial Statements for the year ended 31st December, 2008</b>		
<b>1. These Financial Statements cover the year ended 31st December 2008</b>		
<b>2. INCOME</b>	<b>2008</b>	<b>2007</b>
<b>2 (a) Grant Income</b>	€	€
Department of Justice, Equality and Law Reform	4,791,242	5,937,734
	<b>4,791,242</b>	<b>5,937,734</b>
<b>2 (b) Other Income</b>	2008	2007
Department of Education and Science (NEPS)	391,455	440,821
EU Funded MHADIE Project	2,525	3,563
Bank Interest	3,003	5,800
DSFA Receipts	10,786	11,046
Rental and Services	71,552	0
Sundry	310	1,490
	<b>479,631</b>	<b>462,720</b>
<b>3. PROJECTS AND COMMISSIONED WORK</b>	<b>2008</b>	<b>2007</b>
Challenging Attitudes to Mental Health Ad Campaign	310,134	502,374
Excellence through Accessibility Award Scheme	162,822	188,641
Citrix Migration Website	93,611	0
Disability Research Conference	62,012	62,212
Building For Everyone	55,868	36,766
Research Promotion Scheme	47,704	102,071
European Observatory Conference	46,658	0
Exploration of Employment of People With Disabilities	37,475	41,381
New Materials - Library	32,468	52,743
NDA Annual Report	32,156	21,635

<b>Notes to Financial Statements for the year ended 31st December, 2008</b>		
Mental Health Campaign Evaluation	31,097	0
Library Review	26,500	0
ICT CEUD Website User	26,325	0
CEUD Website Design	19,479	0
Centre for Excellence in Universal Design Conference	18,102	50,157
Representation of people with disabilities in media	15,901	30,000
Information Materials, Part V Disability Act	15,126	40,527
Code of Practice on Accessibility of Heritage Sites	14,116	22,500
3% Conference	11,797	0
Heritage Sites International	11,478	0
Publicise Report on Part V	12,417	0
Smart Card Workshop	10,803	0
Community Living	10,004	0
Curriculum Development	10,000	0
Monitoring Framework	9,960	14,460
Jobs Retention Guidelines	9,003	0
Reprint of Accessibility Publications	8,785	12,112
CEUD Logo Design & Development	7,865	19,425
Access Officer Supports	7,411	8,278
Seminar UN convention	5,564	15,680
Research into Research Ethics	5,410	18,542
Comreg Breakfast Briefing	4,938	0
Survey of Public Attitudes to Disability	4,304	11,060
Publication of Health & Safety Guidelines for Egress	3,561	29,494
Committed to Excellence	3,430	30,237

<b>Notes to Financial Statements for the year ended 31st December, 2008</b>		
European & Oireachtas Briefing	3,120	6,232
Independent living support programme	2,771	296
Scholarships	2,500	1,270
Universal Urban Design	2,057	0
HTML Website Conversions	1372	4974
Standards Newsletter	90	161
XML Conversion	73	557
Centre for Excellence in Universal Design Set-up costs	(80)	24,247
Update of NDA I.T. Accessibility Guidelines	(1,670)	43,637
Information booklet on National Disability Strategy	0	320,327
Women & Disability literature review	0	60,912
Excellence Through Accessibility Video	0	36,598
Research on How Best to Monitor Part V Disability Act	0	31,488
HR Policies & Training Plan	0	25,916
Design & Print materials for NDA	0	21,968
Research into Early school Leavers of People with Disabilities	0	16,326
Review I.T. Infrastructure 05-07	0	14,012
National Conference To disseminate Findings of 2006 Attitudes Survey	0	13,537
Development of Accessibility Guidelines	0	8,558
Implementing a Comprehensive Employment Strategy for People With Disabilities	0	8,465
Research into Leadership styles	0	7,401
Review Internal Financial Controls	0	7,260
Guidelines in Relation to the Role of Access Officers	0	5,167

<b>Notes to Financial Statements for the year ended 31st December, 2008</b>		
Website Implementation team	0	5,122
Disability Baseline Data	0	4,213
Deinstitutionalisation	0	3,955
WHO Measuring Health And Disability In Europe NDA costs	0	272
Electronic Resources for Library	0	3,005
Codes of Practice Accessibility of Public Services	0	2,802
Proof Reading, Editing	0	2,212
Literature Review re Quality of Life in Residential Settings	0	1,331
Participation Indicators	0	905
Strategic Plan	0	741
Library Outreach Service	0	713
Health	0	575
Standards Advisory Committee Projects	0	548
Codes of Practice Monitoring survey	0	545
NDA Research Agenda Publication	0	538
National Study of Participation of Pwd in sport	0	397
Violence against People with Disabilities	0	119
Guidelines for ICT Access Audits	0	109
NDA Seminar Series	0	(80)
NSAI Standards Consultative Committee	0	(524)
	1,200,061	2,002,914
<b>4. PAYROLL COSTS</b>	<b>2008</b>	<b>2007</b>
	€	€
NDA Staff Pay	2,219,638	2,238,651
Agency Staff	357,922	389,809

<b>Notes to Financial Statements for the year ended 31st December, 2008</b>		
NEPS Staff Pay	231,115	342,152
	2,808,675	2,970,612
The average number of staff employed by the Authority in the year was 43 (2007: 43)		
<b>5. ADMINISTRATION COSTS</b>	<b>2008</b>	<b>2007</b>
	€	€
Travel	74,088	59,714
Training	55,576	65,393
Conference / Seminar Fees	13,773	5,430
Recruitment	53,937	109,015
Authority Fees & Expenses	98,275	136,345
Audit fee	23,000	23,000
Bank Interest / Charges	1,513	795
Canteen/meals	102,433	103,027
Cleaning / domestic	63,626	60,962
Computer Software Non Capital	4,732	13,373
Computer supplies	2,337	3,420
Consultancy fees	3,268	51,826
Couriers	6,081	3,944
Gas / electricity	49,130	51,935
Health & Safety	6,290	0
Insurance	29,242	34,253
I T Backup	0	6,011
Legal Fees	50,252	84,254
Maintenance	89,309	98,436
Office furniture / equipment Non Capital	5,793	16,538
Office supplies	23,150	20,964
Postage and Telephones	54,377	49,782
Printing / photocopying	44,342	34,996

**Notes to Financial Statements for the year ended 31st December, 2008**

Print Management	23,580	16,808
Public relations	50,907	53,111
Representations	121	0
Subscriptions / Donations	10,651	10,966
Sundry	5,320	4,199
Telephone Maintenance	2,611	3,446
Translations / Interpreters	67	2,397
	1,037,720	1,205,103

**6. AUTHORITY FEES & EXPENSES**

Expenditure of €89,153 (€96,906 in 2007) in respect of the Authority Fees was paid.  
Expenditure of €11,655 (€39,438 in 2007) in respect of ancillary Authority expenses was paid.

**7. FIXED ASSETS**

	Computer Hardware and Software	Office Furniture and Equipment	Premises	Total
Cost or Valuation	€	€	€	€
Balance at 1 January 2008	385,777	456,728	3,929,988	4,772,493
Additions at cost	2,457	17,275	11,098	30,830
Balance at 31 December 2008	388,234	474,003	3,941,086	4,803,323
<b>Accumulated Depreciation</b>				
Balance at 1 January 2008	354,466	381,444	604,275	1,340,185
Charged in the year	29,355	34,803	83,413	147,571
Balance at 31 December 2008	383,821	416,247	687,688	1,487,756



<b>Notes to Financial Statements for the year ended 31st December, 2008</b>				
NET BOOK VALUE - 31 December 2008	4,413	57,756	3,253,398	3,315,567
NET BOOK VALUE - 31 December 2007	31,311	75,284	3,325,713	3,432,308
<b>8. CAPITAL ACCOUNT</b>			<b>2008</b>	<b>2007</b>
			€	€
Balance at 1 January			3,432,308	3,563,823
<u>Transfer to / (from) Income and Expenditure Account</u>				
Income applied to purchase fixed assets			30,830	48,020
Amortised in the year in line with asset depreciation			(147,571)	(179,535)
			(116,741)	(131,515)
Balance at 31 December			3,315,567	3,432,308
<b>9. CASH FLOW RECONCILIATION</b>				
<b>9 (a) RECONCILIATION OF (DEFICIT) / SURPLUS FOR THE YEAR TO CASH FROM OPERATING ACTIVITIES</b>			<b>2008</b>	<b>2007</b>
			€	€
Surplus / (Deficit) for the period			(495,099)	26,931
Adjustment for non operating items				
Interest Receivable			(3,003)	(5,800)
Movement on Capital Account			(116,741)	(131,515)
Adjustment for non cash items				
Depreciation			147,571	179,535
Change in Debtors			(46,635)	6,560
Change in Creditors			171,458	94,253
Cash from Operating Activities			(342,449)	169,964

### Notes to Financial Statements for the year ended 31st December, 2008

<b>9(b) RECONCILIATION OF CASHFLOW TO MOVEMENT IN NET FUNDS</b>	<b>2008</b>	<b>2007</b>
	€	€
Balance at 31 December 2007	491,998	364,254
Increase / (Decrease) in Cash	(370,276)	127,744
Balance at 31 December 2008	121,722	491,998

### 10. SUPERANNUATION

Under the National Disability Authority Act 1999, the Authority with the approval of the Minister for Justice Equality & Law Reform and the consent of the Minister for Finance, shall make a scheme or schemes for the granting of superannuation benefits to or in respect of the members of staff, including the Director of the Authority.

A Model Scheme has been drafted and is awaiting approval from the Department of Justice, Equality and Law Reform and the Department of Finance.

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

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

#### (a) Pension Scheme

The results set out below are based on an actuarial valuation of the liabilities in respect of the serving, retired and deceased staff of the NDA as at 31 December 2008. This valuation was carried out by a qualified independent actuary for the purpose of the accounting standard, Financial Reporting Standard No.17- Retirement Benefits (FRS 17) This valuation was carried out using the projected unit method.

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

	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>
Discount Rate	5.5%	5.5%	5.5%	5.5%	5.5%

### Notes to Financial Statements for the year ended 31st December, 2008

Salary increase	4%	4%	4%	4%	4%
Pension increase	4%	4%	4%	4%	4%
Price inflation	2%	2%	2%	2%	2%

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

<b>(b) Net Deferred Funding For Pensions In Year</b>	<b>2008</b>	<b>2007</b>
	€	€
Funding recoverable in respect of current year pension costs	1,380,000	1,380,000
State Grant applied to pay pensioners	(851,171)	(303,327)
	528,829	1,076,673
<b>(c) Analysis of the amount charged to operating profit under FRS 17</b>	<b>2008</b>	<b>2007</b>
	€	€
Current service cost	820,000	800,000
Interest on pension scheme liabilities	560,000	580,000
Employee contribution	(162,485)	(156,453)
Past service cost	-	-
Total operating charge	1217515.4	1223547

#### **(d) Deferred Funding Asset for Pensions**

The National Disability Authority recognises these amounts as an asset corresponding to the unfunded deferred liability for pensions on the basis of the set of assumptions described above and a number of past events. These events include the statutory basis for the establishment of the superannuation scheme, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. While there is no formal agreement regarding these specific amounts with the Department of Justice, Equality & Law Reform, the National Disability Authority has no evidence that this funding policy will not

### Notes to Financial Statements for the year ended 31st December, 2008

continue to meet such sums in accordance with current practice. The deferred funding asset for pensions as at 31 December 2008 amounted to €16.1 million (2007: €15 million).

<b>(e) Analysis of the amount recognised in the statement of total recognised gains and losses (STRGL)</b>	<b>2008</b>	<b>2007</b>
	€	€
Experience (gains) and losses arising on the scheme liabilities	245,000	(712,000)
Changes in assumptions underlying the present value of the scheme liabilities:	0	0
Actuarial (gain) / loss recognised in STRGL:	245,000	(712,000)
<b>(f) Movement in deficit during the year</b>	<b>2008</b>	<b>2007</b>
	€	€
Scheme Liability at 1 January	€15,000,000	€14,600,000
Current service cost	€820,000	€800,000
Interest on scheme liabilities	€560,000	€580,000
Benefits payable	(€525,000)	(€268,000)
Actuarial gain recognised in STRGL	€245,000	(€712,000)
Pension Liability	€16,100,000	€15,000,000

#### History of experience gains and losses

<b>experience (gains) / losses on scheme liabilities</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>
amount	(€712,000)	€344,000	€558,000
percentage of the present value of the scheme liabilities	(5%)	2%	4%
<b>total amount recognised in STRGL</b>			
amount	(€712,000)	€344,000	€558,000
percentage of the present value of the scheme liabilities	(5%)	2%	4%

### Notes to Financial Statements for the year ended 31st December, 2008

The cumulative actuarial (gain) / loss since 2004 recognised in STRGL amounts to €2,540,000

<b>11. CREDITORS AND ACCRUALS</b>	<b>2008</b>	<b>2007</b>
Payroll / Sundry Creditors	€105,388	€83,502
Creditors relating to NRB	€14,484	€14,484
Accruals	€285,999	€133,901
MHADIE Deferred Income	€17,896	€20,422
<b>Total Creditors</b>	<b>€423,767</b>	<b>€252,309</b>

<b>12. DEBTORS AND PREPAYMENTS</b>		<b>2008</b>	<b>2007</b>
Department of Education & Science		€86,316	€112,682
DOHC / FAS Rental & Services		€118,572	€47,020
MHADIE Debtor		€3,036	€3,036
Sundry Debtors NDA	12,780		
Less Bad Debt Provision	(7,301)	€5,479	€16,839
Prepayments		€50,619	€37,810
<b>Total Debtors</b>		<b>€264,022</b>	<b>€217,387</b>

### 13. CONTINGENT LIABILITIES

There are no contingent liabilities at 31 December 2008.

### 14. CAPITAL COMMITMENTS

The Authority had no outstanding capital commitments as at 31 December 2008.

### 15. APPROVAL OF FINANCIAL STATEMENTS

The Financial Statements were approved by the Authority on 16 July 2009



# Appendices

## **Appendix I: Authority Committees in 2008**

### **Audit Committee**

Mr Derek Staveley (Chairperson)

Mr Robert Cashell

Mr Kevin Condon

Ms Maria Cronin

Mr Brian Duffy

Mr Christy Lynch

### **Finance Committee**

Mr Christy Lynch (Chairperson)

Mr Jack Callanan

Ms Maria Cronin

Mr John Dolan

Ms Noreen Gildea

Mr Sean Mistéil

### **Governance Sub-committee**

Dr Angela Kerins (Chairperson)

Mr Gene Lambert

Ms Betty O'Leary

Mr Donie O'Shea

### **National Disability Strategy Sub-committee**

Mr Donie O'Shea (Chairperson)

Ms Siobhan Barron

Mr John Dolan

Ms Noreen Gildea

Mr David Joyce

Mr Christy Lynch

Ms Betty O'Leary



## **Advisory Committees**

### **Disability Research Ethics Committee**

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

### **Excellence through Accessibility Approvals Board**

Mr James McClean (Chairperson)  
Mr Colm Butler (resigned August 2008)  
Mr Frank Daly  
Mr Alexis Donnelly  
Ms Chrissie Keane  
Mr Micheal McDonnell  
Prof Barry McMullen (appointed November 2008)  
Ms Sarah Neary (resigned October 2008)  
Ms Fionnuala Rogerson  
Ms Angela Rolfe  
Mr John Wickham (appointed October 2008)

### **Mental Health Advisory Committee**

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  
Mr Louie Maguire (resigned July 2008)  
Ms Rose Marie Murphy (resigned October 2008)  
Ms Winifred O'Hanrahan  
Mr John Redican  
Ms Joan Regan

Mr John Saunders  
Dr Margaret Web

## **Appendix 2: NDA representation on external bodies in 2008**

### **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

### **Citizens Information Board**

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

### **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 Action Plan Advisory Committee
- National Advisory Group Developing a Housing Strategy for People with Disabilities
- Research sub-group
- Mental Health Protocol Sub-Group

**Department of Health and Children**

- National Disability Advisory Committee
- National Physical and Sensory Disability Database Committee

**Department of Justice, Equality and Law Reform**

- Equality-Proofing Working Group

**Department of Social and Family Affairs**

- Disability Consultative Forum

**European Commission**

- High Level Group on Disability

**Department of the Taoiseach**

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

**Department of Transport**

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

**Disability Federation Ireland (Dfi)**

- Housing Sub-group

**Equality Authority**

**EU Year of Equal Opportunities for All Advisory Committee**

**European Committee for Standardization (CEN)**

- Accessibility for All Working Group
- Quality Framework for Social Services Workshop

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

**International Standards Organisation (ISO)**

- Ergonomics for People with Special Requirements
- Advisory Group for Accessible Design

**Irish eGovernment Awards**

- Judging Panel

**Irish Internet Association**

- User Experience Working Group

**Local Government Management Services Board (LGMSB)**

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

**National Council for Special Education**

- Board

**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 and submissions in 2008**

### **Publications**

Annual Report 2007

Draft Code of Practice on Accessible Heritage Sites

Effective Leadership and Organisational Culture for the Recruitment and Retention of People with Disabilities in the Public Sector

The Experiences of Students with Physical Disabilities in Second Level Schools

Monitoring Questionnaire: On the implementation of NDA's Code of Practice on Accessibility of Public Services and Information provided by Public Bodies

Promoting Safe Egress and Evacuation for People with Disabilities

2007 Report: Compliance with Part 5 of the Disability Act 2005

### **Submissions**

#### **Commission on Taxation**

- Review of Taxation

#### **Commission for Taxi Regulation**

- National maximum Taxi Fare Revision

**Department of Communications, Energy and Natural Resources**

- EU Commission review on the Regulatory Framework for Electronic Communications Networks and Services

**Department of Environment, Heritage and Local Government**

- Residential Development guidelines

**Department of Health and Children**

- Review of the Department of Health and Children's Sectoral Plan

**Department of Justice, Equality and Law Reform**

- Policy briefing paper to Minister on the abuse of people with disabilities

**Department of Social and Family Affairs**

- Review of Disability Allowance

**Development of a National Carer's Strategy**

**Department of Transport**

- Review of Sectoral Plan - Transport for All
- 2020 Vision - Sustainable Travel and Transport

# ÚNM Tuarascáil Bhliantúil 2008





# Tuarascáil Bhliantúil 2008

**PRN A9/0696**



# Clár

<b>Ráiteas an Chathaoirligh</b>	<b>92</b>
<b>Forbhreathnú 2008</b>	<b>96</b>
<b>Tosaíocht Straitéiseach 1</b>	<b>101</b>
Tacú le gníomhú éifeachtach faoin Straitéis Náisiúnta Míchumais	
<b>Tosaíocht Straitéiseach 2</b>	<b>113</b>
Monatóireacht agus athbhreithniú ar an Straitéis Náisiúnta Míchumais	
<b>Tosaíocht Straitéiseach 3</b>	<b>117</b>
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	
<b>Tosaíocht Straitéiseach 4</b>	<b>127</b>
Treoracha, caighdeán agus cóid chleachtais a fhorbairt chun go mbeidh seirbhísí agus áiseanna ardchaighdeán ann do dhaoine faoi mhíchumas	
<b>Tosaíocht Straitéiseach 5</b>	<b>131</b>
Dícheall a dhéanamh na tosaíochtaí straitéiseacha go léir a bhaint amach agus feabhas a chur ar an gcumarsáid	
<b>Ráitis Airgeadais do 2008</b>	<b>137</b>
<b>Aguisíní</b>	<b>169</b>
1. Coistí ÚNM le linn 2008	
2. Ionadaithe ÚNM ar eagraíochtaí seachtracha le linn 2008	
3. Foilseacháin agus aighneachtaí ÚNM le linn 2008	

# Ráiteas an Chathaoirligh

Bliain ghnóthach eile don Údarás Náisiúnta Míchumais a bhí sa bhliain seo a d'imigh thart. Leanamar den dul chun cinn suntasach maidir le go leor réimsí a bhaineann go díreach le saol daoine faoi mhíchumas, lena dteaghlaigh agus lena gcúramóirí i réimsí tábhachtacha a chuimsíonn taighde, forbairt polasaí, comhairle, caighdeán agus monatóireacht, nithe ar a bhfuil cur síos sa tuarascáil seo.

Lean ÚNM dá chuid oibre trína mhandáid neamhspleách ó thaobh tacaíocht agus comhairle a sholáthar don Rialtas maidir leis an Straitéis Náisiúnta Míchumais a chur i bhfeidhm i 2008 agus Éire ag dul i ngleic le méadú ar a deacrachtaí geilleagracha. Agus sinn ag aithint go bhfuil dúshlán do gach saoránach agus do gach seirbhís phoiblí ag baint leis na forbairtí sin, fáiltíonn ÚNM roimh ghealltanais leanúnach an Rialtais maidir leis an Straitéis sin a chur i bhfeidhm.

D'fhéach ÚNM chuige óna chuidse de go raibh a chomhairle bunaithe ar fhianaise agus í ina comhairle praiticiúil ábhartha faoi chúinsí athraithe agus thacaigh sé le thacaigh le Ranna Rialtais agus le comhlachtaí poiblí le linn 2008 trí chaidreamh tráthrialta, trí ionchur i gcoistí monatóireachta, trí thacú le comhoibriú idir lucht leasmhara agus trí chabhrú le cur chuige struchtúrtha maidir le caidreamh le hearnáil an mhíchumais, trí óstáil a dhéanamh ar bhoird chruinne agus ar sheimineáir.

Tá cur síos sa tuarascáil seo ar an dul chun cinn leanúnach ó thaobh príomhdhúshlán maidir le míchumas, chomh maith le cur síos ar an lear mór tionscadal núálacha agus tábhachtacha a ghlac ÚNM ar láimh le linn 2008. Áirítear ar na buaicphointí sin:

- Tacú leis an inrochtaineacht ó thaobh seirbhísí poiblí, trí oibriú in éineacht le hOifig Rochtana trí faisnéis agus comhairle phraiticiúil a sholáthar dóibh agus cabhrú leo dea-chleachtas a roinnt
- Treoirínthe agus seimineáir eolais a sholáthar i réimsí tábhachtacha spéise, ar a n-áirítear éalu sábháilte i gcás na práinne do dhaoine faoi mhíchumas

agus dea-chleachtas maidir le daoine faoi mhíchumas a fhostú san earnáil phoiblí

- An díospóireacht agus roinnt an tsaineolais a éascú trí dhíriú ar cheisteanna a bhaineann le níos mó ná Roinn amháin agus trí Chomhdháil Thaighde ÚNM 2008 um meabhairshláinte agus an córas ceartais choiriúil, ach go háirithe
- Feidhm reachtúil ÚNM a chomhlíonadh maidir le monatóireacht cód cleachtais trí mhonatóireacht ar an dóigh ina mbíonn an Cód reachtúil Cleachtais um Inrochtaineacht Seirbhísí Poiblí á chur i bhfeidhm
- Saineolas a chruinniú sa Lárionad Foirfeachta mar thaca le timpeallachtaí arna ndearadh go huilíoch, mar aon le táirgí agus le seirbhísí a mbeidh daoine a bhfuil éagsúlacht mhór riachtanas rochtana acu i gcumas a rochtana

Thar ceann an Údaráis, is mian liom aitheantas a thabhairt don tacaíocht leanúnach a thug an Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí dúinn, agus is mór againn an tacaíocht sin, chomh maith leis an tacaíocht mhór a thug an tAonad um Chomhionannas Míchumais don Údarás ina chuid oibre.

Ó achtaíodh an tAcht um an Údarás Náisiúnta Míchumais, 1999, deich mbliana ó shin, aithnítear go bhfuil ÚNM ina acmhainn luachmhar don Rialtas, do chomhlachtaí poiblí, don phobal agus don earnáil dheonach. Bíonn tionchar mór ag a chuid taighde, a chuid comhairle agus a chuid saineolais ar pholasaí agus ar chleachtas, rud a théann i bhfeidhm ar shaol na mílte duine faoi mhíchumas agus ar shaol a dteaghlach in Éirinn. Tá ról fíorthábhachtach le himirt ag ÚNM mar phríomheagraíocht chomhairleach an stáit faoi chúrsaí míchumais agus ina ról reachtúil mar údarás lárnach a chabhraíonn leis an Rialtas polasaithe a chomhordú.

Sna deich mbliana seo a chuaigh thart, athraíodh ó bhonn tírdhreach an mhíchumais in Éirinn. Tá againn anois cuid den reachtaíocht is fearr ar domhan i gcoinne idirdhealú agus ar son gníomhú dearfach a chur chun cinn, chomh maith le caighdeáin seirbhísí ag teacht chun cinn, maidir leis na daoine is leochaillí a chosaint agus saoirse ag cách a gcearta a chleachtadh. Bhí ról ríthábhachtach ag ÚNM sna forbairtí sin agus is teist iad na héachta a cuireadh i gcrích ar shaothar lear mór daoine in earnáil an mhíchumais, san earnáil phoiblí agus san earnáil phríobháideach, chomh maith.

Eagraíocht láidir bheoga ardoilte le raidhse saineolais agus faisnéise is ea ÚNM. Tá sé fuinniúil agus solúbtha agus bíonn caidreamh aige le réimse ollmhór lucht leasmhara le linn dó a mhandáid á comhlíonadh. Chun go n-éireodh chomh maith sin leis, nlorbh fhéidir déanamh gan an comhoibriú agus an tacaíocht a bhíonn le fáil ag ÚNM ó réimse leathan daoine agus eagraíochtaí lenar chuir sé caidreamh agus páirtíochtaí den scoth ar bun, agus is mór againn é sin.

Ba mhian liom buíochas ar leith a thabhairt do gach comhalta agus iarchomhalta de bhord ÚNM a roinn a gcuid ama agus saineolais go fial chun an eagraíocht a thógaint agus a threorú ó lá a bhunaithe go dtí an eagraíocht láidir sin is ann di inniu, ar a bhfuil cáil na sármhaitheasa. Ina theannta sin, ba mhaith liom buíochas a ghabháil le baill na gCoistí Iniúchta, Airgeadais, Meabhairshláinte agus Eitice Taighde as ucht a gcuid ama a gcuid oibre, atá chomh luachmhar sin.

Ó cuireadh ÚNM ar bun, chuaigh a fhoireann i mbun a gcuid oibre le fonn, le héifeacht, le scil agus le dúthracht agus is maith atá buíochas mór agus creidiúint ag dul dóibh as a bhfuil bainte amach ag an Údarás.

Is údar mór mórtais dom an tuarascáil bhliantúil seo, arb é an ceann deiridh agamsa í, mar Chathaoirleach ar an Údarás Náisiúnta Míchumais, toisc go dtiocfaidh deireadh le mo thréimhse in oifig le linn 2009. Daoine faoi mhíchumas a bhíonn ag croílár obair an Údaráis de shíor, agus ba phríbhléid mhór domsa deis a bheith agam rannpháirtíocht a ghlacadh san obair éachtach a cuireadh i gcrích agus sa tionchar dearfa a imríodh ar an reachtaíocht, ar an bpolasaí agus ar na cláir a théann i gcion ar shaol na ndaoine sin.

Ba mhaith liom an deis seo a thapú mo bhuíochas ó chroí a ghabháil le gach duine le gach cineál slí beatha a thug cabhair agus tacaíocht ar an oiread sin dóigheanna do shaothar an Údarás Náisiúnta Míchumais le linn mo ré mar Chathaoirleach, ó lá a bhunaithe go dtí an lá inniu. Rinne bhur dtacaíocht agus bhur saothar fíordhifriocht, rud is údar mór mórtais. Ba mhaith liom, ach go háirithe, buíochas a ghabháil leis na heagraíochtaí míchumais a raibh lámh acu sna hathruithe a baineadh amach.

Tá forbairtí suntasacha agus dul chun cinn suntasach feicthe againn le blianta beaga anuas, mar thoradh díreach na comhoibrithe agus na páirtíochta. Toisc taithí éagsúil ag daoine éagsúla, bhí tuairimí agus léargas éagsúla acu maidir le cur chuige agus níorbh éasca i gcónaí teacht ar chomhaontú. É sin ráite, creidim gur obair éachtach stairiúil atá sa doiciméad Equal Citizens a d'ullmhaigh an Grúpa Comhairleach do Reachtaíocht um Míchumas (DLCG), a dtugann ÚNM tacaíocht ghníomhach dó, agus gur chruthaithe sé sin cad is féidir a bhaint amach nuair a bhíonn daoine ag obair i gcomhar. Tugtar aitheantas idirnáisiúnta anois don Straitéis Náisiúnta Míchumais a d'eascair as sin mar shamhail den dea-chleachtas de bharr na reachtaíochta, na bpolasaithe agus an chláir infheistíochta. Sna hamanna dúshlánacha seo ó thaobh an gheilleagair de, is gá dúinn leanúint ar aghaidh ag obair go dian in éineacht chun féachaint chuige go gcuirfear an Straitéis shuntasach cheannródaíochta sin i bhfeidhm agus go mbaintear a spriocanna amach go huile is go hiomlán.

Tá daoine faoi mhíchumas in Éirinn inniu níos uailmhianaí agus súil acu le níos mó agus tá deiseanna comhionannais níos mó ná mar a bhí riamh. Leagáid ollmhór í sin a d'fhág gach duine a rinne obair ar son an athraithe agus is bonn seasmhach é le tógaint air. Is mór mo mhuinín go leanfaidh an tÚdarás Náisiúnta Míchumais de ról intreach a imirt maidir leis an athrú chun feabhais a chur chun cinn agus a chumasú agus go mbeidh tionchar leanúnach aige ar shaol daoine faoi mhíchumas ar feadh i bhfad.

Angela Kerins

Cathaoirleach

# Forbhreathnú – Míchumas in Éirinn 2008

Déantar cur síos in 8<sup>ú</sup> Tuarascáil Bhliantúil seo ÚMA ar an dul chun cinn a rinneadh le linn 2008 maidir lena Phlean Straitéiseach 2007 -2009 a chur i bhfeidhm laistigh dá fheidhmeanna reachtúla. Ina theannta sin, leagtar béim ar réimsí tábhachtach áirithe lena mbaineann forbairtí agus dúshlán maidir leis an míchumas in Éirinn. Seo leanas cuid de na réimsí tábhachtach ar a leagtar béim agus ar a ndéantar cur síos mionsonraithe sa tuarascáil seo. Lean ÚNM dá chuid oibre maidir le comhairle agus faisnéis neamhspleách údarásach a sholáthar do ranna rialtais agus do ghníomhaireachtaí rialtais maidir leis an Straitéis Náisiúnta Míchumais a chur i bhfeidhm i réimsí tábhachtacha cumarsáide, fostaíochta, comhshaoil, sláinte, gnóthaí sóisialacha agus iompair. Ina theannta sin, d'eisigh sé a chéad cheistneoir monatóireachta chuig na comhlachtaí poiblí ar fad chun feidhmíocht a mheasúnú ó thaobh na rochtana faoin Chód reachtúil Cleachtais um Theacht ar Sheirbhísí Poiblí agus ar Eolas ó Chomhlachtaí Poiblí. D'fhoilsigh ÚNM an dara tuarascáil reachtúil dá chuid maidir le daoine faoi míchumas a fhostú san earnáil phoiblí, tar éis dó treoir a fhorbairt maidir le sonraí a bhailiú go héifeachtach agus go tráthúil agus de réir an dea-chleachtais sa réimse sin.

Díríodh sa chlár leantach um obair thaighde ar réimse cúrsaí, mar shampla, ar roghanna maireachtála do dhaoine faoi míchumas a scrúdú; ar nochtadh míchumas san ionad oibre agus ar mhianach na seirbhísí a bhaineann le máithreachais, le breith leanaí agus le tréimhse luath an mháithreachais maidir le mná faoi míchumas. Ina theannta sin, rinne ÚNM óstáil ar chomhdháil maidir “Tacú le Daoine le Deacrachtaí Meabhairshláinte sa Chóras Ceartais Choiriúil” a sholáthraigh deis do dhaoine tús a chur le díospóireacht agus le staidéar ar an dea-chleachtas sa réimse sin.

Chuaigh an Lárionad Foirfeachta i nDearadh Uilíoch ÚNM i mbun oibre mar thaca le caighdeán a fhorbairt agus cur le feachtas faoin Dearadh Uilíoch i réimsí Teicneolaíochtaí Faisnéise agus Cumarsáide (TFC), an comhshaoil tógtha, táirgí agus seirbhísí.



Bhain 8 láithreán san earnáil phoiblí dámhachtainí amach faoin scéim Dámhachtainí Rochtain den Scoth. Léiríonn na dámhachtainí sin an leibhéal rochtana atá bainte amach i ngnéithe tábhachtacha de sheirbhísí comhlachtaí poiblí, ar a n-áirítear: foirgnimh agus áiseanna, foilseacháin, suímh idirlín, seirbhísí do chustaiméirí, acmhainní daonna agus gnáis a bhaineann le soláthar.

Ba í an bhliain 2008 an chéad bhliain iomlán maidir leis an leagan leasaithe leathnaithe den Chóras Bainistíochta Forbartha agus Feidhmíochta (PMDS) a chur i bhfeidhm, agus lean ÚNM dá infheistíocht i bhforbairt agus in oiliúint lucht foirne. Tá tiomantas leanúnach ag ÚNM don nuálú agus don athrú agus tá coiste páirtíochta ÚNM mar thacaíocht chuige sin aige. Ag teacht leis na gealltanais maidir le Seirbhísí Comhroinnte sa Chomhaontú Náisiúnta Páirtíochta I dTreo 2016, úsáideann ÚNM na seirbhísí comhroinnte TFC, airgeadais agus párolla atá ag an Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí.

Fáiltíonn ÚNM roimh an réimse forbairtí dearfacha in Éirinn le linn 2008 maidir leis an glár oibre míchumais a chur chun cinn, ach go háirithe:

- An dul chun cinn leantach go dtí seo maidir leis an Straitéis Náisiúnta Míchumais agus na Pleananna Earnála, ar a n-áirítear:
- Rannpháirtíocht leanúnach ranna ó thaobh a bPleananna Earnála a chur i bhfeidhm
- Na struchtúir agus an creat tuairiscithe a cuireadh in áit chun maoirseacht agus monatóireachta a dhéanamh ar an Straitéis Náisiúnta Míchumais
- Na hathbhreithnithe a chuir Feidhmeannacht na Seirbhíse Sláinte ar bun maidir le Seirbhís Lae d'Aosaigh agus Ionaid Chónaithe do dhaoine faoi mhíchumas meabhrach, fisiciúil agus céadfaíoch
- An obair a chuir FSS ar bun maidir le measúnú riachtanas do leanaí faoi bhun 5 bliain d'aois
- An clár píolóiteach Gníomhachtaithe atá á reáchtáil ag an Roinn Gnóthaí Sóisialacha agus Teaghlaigh
- An dul chun cinn maidir le himscaradh busanna inrochtana agus carráistí inrochtana iarnróid; leasuithe ar an mbonneagar inrochtana iompair; an dá thionscnamh Clár Iompair Tuaithe agus muiriompair a leathnú

- An obair leantach ag na húdaráis áitiúla ó thagobh tionscnaimh maidir le míchumas agus inrochtaineacht a chur i bhfeidhm
- Bunú coiste idir-rannach a bhfuil an tAonad um Míchumas, An Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí ina chathaoirleach air chun Coinbhinsiún um Chearta Daoine Míchumasaithe na Náisiún Aontaithe a dhaingniú
- An obair a chuir an Oifig um Chomhionannais, Míchumas agus Meabhairshláinte ar bun, faoi cheannas Aire Stáit ar a bhfuil freagracht i leith cúrsaí míchumais agus príomhsheirbhísí sa Roinn Sláinte agus Leanaí, sa Roinn Oideachais agus Eolaíochta, sa Roinn Fiontair, Trádála agus Fostaíochta agus sa Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí
- Caighdeáin seirbhísí ar leith do dhaoine faoi mhíchumas á bhforbairt ag an Údarás um Fhaisnéis agus Cáilíocht Sláinte (HIQA)
- Sonraí a bhaineann leis an Suirbhé Náisiúnta Míchumais arna bhfoilsíú ag an bPríomh-Oifig Staidrimh (CSO), a sholáthraíonn bonn eolais maidir le planáil polasaithe a bhaineann le míchumas

## **Ceisteanna tábhachtacha a tháinig aníos le linn 2008**

### **Straitéis Náisiúnta Míchumais**

Eascróidh dúshlán maidir leis an Straitéis Náisiúnta Míchumais as staid reatha airgeadais na hearnála poiblí. Tá sé tábhachtach an fíor-dhul chun cinn i réimse an mhíchumais a chomhtháthú agus an leas is fearr a bhaint as an infheistíocht a rinneadh go nuige seo maidir le seirbhísí, tacaíochtaí agus saineolas a thógáil. San am atá amach romhainn, beidh béim ar a fháil amach conas luach níos fearr a bhaint as acmhainní reatha agus bealaí níos comhleanúnaí a aithint chun torthaí níos éifeachtúla agus níos éifeachtaí a sheachadadh.

### **Riachtanas a Mheasúnú**

Tá sé den tábhacht breith ar an méid atá foghlamtha as an Measúnú Neamhspleách Riachtanas agus Seirbhísí do leanaí faoi 5 bliain d'aois, mar bhonn eolais chun struchtúir agus próisis a fhorbairt mar thaca lena leathnú amach anseo go leanaí faoi 18 bliain d'aois agus go daoine fásta. Beidh sé den riachtanas struchtúir iomchuí a chruthú ar an leibhéal áitiúil, a bheidh in ann

próiseas éifeachtach éifeachtúil a bhainistiú agus a sheachadadh, mar thaca le córas aitheanta riachtanais do dhaoine faoi mhíchumais, cuma cén aois, agus mar thaca le seachadadh seirbhísí.

### **Straitéis Fostaíochta**

Tugtar aghaidh ar chúrsaí a bhaineann le daoine faoi mhíchumas a fhostú thar scata Ranna Rialtais, go príomha, an Roinn Fiontar, Trádála agus Fostaíochta, an Roinn Gnóthaí Sóisialacha agus Teaghlaigh agus an Roinn Sláinte agus Leanaí, in athbhreithnithe mar an tuarascáil OECD faoi íocaíochtaí míchumais, an taighde faoi choinneáil postanna agus obair an ghrúpa athbhreithnithe Seirbhísí Lae d'Aosaigh. Is féidir na hiarrachtaí sin ag fostóirí na hearnála príobháidí agus na hearnála poiblí a chur ag obair in éineacht chun cabhrú leis an Roinn Fiontar, Trádála agus Fostaíochta straitéis chuimsitheach fostaíochta a fhorbairt.

### **Cónaí i bPobal**

A riachtanaí is atá sé polasaí agus clár cuimsitheach éifeachtach náisiúnta a fhorbairt mar thaca le gluaiseacht ó áiseanna móra cónaithe go dtí tacaíochtaí aonair a chabhraíonn le daoine faoi mhíchumas cónaí sa phobal.

Leanfaidh ÚNM dá chuid oibre i bpáirt leis na páirtithe leasmhara ar fad chun comhairle a sholáthar maidir le polasaí agus cleachtas sna réimsí sin a fhorbairt.



# Tosaíocht

# Straitéiseach 1

# Tacú le gníomhú éifeachtach faoin Straitéis Náisiúnta Míchumais

Cur chuige lán-Rialtais chun an clár oibre míchumais a chur chun cinn atá sa Straitéis Náisiúnta Míchumais a seoladh i 2004, agus chun cuimsiú daoine faoi mhíchumas i ngnáthshaol shochaí na hÉireann a chur chun cinn. Is iad seo a leanas príomhghnéithe na Straitéise:

- 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 um míchumas maidir le sé cinn de phríomhranna rialtais
- Clár infheistíochta ilbhliana maidir le seirbhísí míchumais, go príomha, seirbhísí cúraim á maoiniú ag FSS, 2004-2009

I ngeall ar a thábhachtaí is atá an Straitéis Náisiúnta Míchumais, leagtar béim mhór straitéiseach in obair ÚNM ar thacaíocht chun an Straitéis sin a chur i bhfeidhm. Lean ÚNM le linn 2008 dá chuid oibre maidir le comhairle a chur ar fáil faoi mhionsonraí a bhaineann leis an Straitéis Náisiúnta Míchumais a chur i bhfeidhm, le béim ar leith ar obair i bpáirt le gach ceann de na sé ranna rialtais lena mbaineann Pleananna Earnála, in éineacht lena gcuid gníomhaireachtaí.

## Sláinte

Ball den Choiste Comhairleach um Míchumas sa Roinn Sláinte agus Leanaí is ea ÚNM. Sholáthraigh ÚNM comhairle don Oifig um Chomhionannas, Míchumas agus Meabhairshláinte agus don FSS i réimse cúrsaí, ar a n-áirítear

oibriú alt 13 den Acht um Míchumas maidir leis na riachtanais ar fad faoin Acht a mheas. Ina theannta sin, cuir ÚNM aighneacht i scríbhinn chuig an Roinn Sláinte agus Leanaí maidir leis an Athbhreithniú ar an bPlean Earnála um Shláinte.

Fuair ÚNM cabhair san obair sin óna Choiste Comhairleach um Meabhairshláinte, a raibh a chomhairle don Údarás mar chuid den bhonn eolais a bhí faoi aighneachtaí an Údaráis maidir leis na cúrsaí seo a leanas :

- An Plean Earnála atá ag an Roinn Sláinte agus Leanaí
- Athbhreithniú FSS ar Sheirbhísí Lae d'Aosaigh
- An Dréacht-Chód Cleachtais atá ag an gCoimisiún um Meabhairshláinte maidir le Treoir do Dhaoine ag obair i Seirbhísí Meabhairshláinte le Daoine Faoi Mhíchumas Meabhrach

Bhí ÚNM rannpháirteach i roinnt grúpaí oibre de chuid FSS, ina measc:

- **Athbhreithniú ar Sheirbhísí Lae d'Aosaigh**

Cuid den chlár oibre i gcomhair an athbhreithnithe sin ab ea comhairliúchán náisiunta poiblí, clár taighde, áireamh an tsoláthair reatha lae agus comhdháil aonlae faoi nuálú i soláthar seirbhísí. Ina theannta sin, chuir ÚNM aighneacht fhoirmeálta isteach faoin Athbhreithniú

- **Próiseas um Measúnú Riachanas**

Tá treoir arna bhforbairt ag an ngrúpa sin, a chlúdaíonn an próiseas measúnaithe agus pacáiste oiliúna dóibh siúd a bhíonn páirteach i soláthar measúnuithe faoin Acht um Míchumas, 2005. Tá treoir á forbairt ag an ngrúpa oibre sin, chomh maith, maidir le tuiscint i gcoitinne ar na léirmhíniúcháin a úsáidtear san Acht do na gairmeacha éagsúla a mbíonn measúnuithe á reáchtáil acu. Táthar ag súil go gcabhróidh an treoir sin le daoine cur chuige comhleanúnach a fhorbairt maidir le próiseas an mheasúnaithe.

- **Ionaid chónaithe**

Scrúdaigh an grúpa oibre FSS conas ab fhéidir cúram institiúideach i ngrúpaí de dheichniúr nó níos mó a mhalartú ar chúram sa phobal do dhaoine faoi mhíchumas fisiciúil, céadfaíoch nó meabhrach. Thairg ÚNM treoir

mhionsonraithe chun áireamh na n-áiseanna sin a dhearadh agus d'ullmhaigh páipéir maidir le taithí a bhain le dí-institiúidiú idirnáisiúnta agus maidir le modhanna costasaithe an ghrúpa.

## Fostaíocht

Lean ÚNM air ag cur comhairle ar an Roinn Fiontar, Trádála agus Fostaíochta faoi mhionsonraithe Straitéis um Chuimsitheacht Fostaíochta do Dhaoine Faoi Mhíchumas agus faoi thaighde coinneála post.

## Leas Sóisialach

Tá ÚNM ina chomhalta den Fhóram Comhairleach um Míchumas atá sa Roinn Gnóthaí Sóisialacha agus Teaghlaigh agus, ina theannta sin, chuir comhairle faoi chúrsaí ábhartha ar fáil don Roinn ar bhonn leantach. Chomh maith leis sin, chuir ÚNM aighneachtaí foirmeálta i scríbhinn chuig an Roinn Gnóthaí Sóisialacha agus Teaghlaigh maidir leis an Athbhreithniú ar an Liúntas Míchumais agus maidir le Straitéis do Chúramóirí a fhorbairt.

Tá ÚNM ina chomhalta den ghrúpa comhairleach áitiúil a bhaineann le tionscadal na Roinne maidir le Gníomhachtú Míchumais, tionscadal atá maoinithe ag an AE mar pháilóta don chlár gníomhachtaithe a leagtar amach i gCaibidil 5 de Phlean Earnála na Roinne.

## Cumarsáid

Chuir ÚNM leis na comhairliúcháin maidir leis an gCreat AE atá molta i leith na cumarsáide agus le leathnú amach an pháilóta i dtaobh na teilifíse digití trastíre anseo in Éirinn. Rinne ÚNM óstáil ar dhá chruinniú a bhain leis an bhFóram Tionsclaíochta do Dhaoine Faoi Mhíchumais atá ag Rialálaí an Choimisiúin Cumarsáide (ComReg). Ar na príomhréimsí béime bhí tionscnamh atá á fhorbairt ag ComReg maidir leis an tionscnamh um billeáil ardcháilíochta, atá á pháilóttú anois i gcomhar le Feabhas Éireann (EIQA) agus le tionscal na teileachumarsáide.

Rinne ÚNM agus ComReg in éineacht óstáil ar bhricfeásta faisnéise do Phríomhfheidhmeannaigh thionscal na teileachumarsáide in Éirinn agus Seimineár i gcomhair lucht foirne ag obair sa tionscal maidir le Dearadh Uilíoch a dtáirgí, a seirbhísí do chustaiméirí agus a bhfaisnéise.



Chuir ÚNM comhairliúchán agus comhairle teicniúil ar fáil don Roinn Cumarsáide, Fuinnimh agus Acmhainní Nádurtha agus do RTÉ i rith phíolóta na Teilifíse Digití Trastíre. Bhí an chomhairle sin dírithe ar dheardh boscaí bharr teilifíseán agus ar thacaíochtaí do ghnéithe ar nós treoracha clárúcháin leictreonacha inrochtana, cur síos inchloiste agus fotheidealú.

## Iompar

D'oibrigh ÚNM i gcomhpháirt leis an Roinn Iompair agus sholáthraigh comhairle maidir leis an bpróiseas don chéad Phlean Earnála ina dtugtar treoir mhionsonraithe maidir le hiompar poiblí do na paisinéirí ar fad. Ina theannta sin, sholáthraigh ÚNM comhairle maidir le dearadh stadanna cóiste don phiolótú cóistí inrochtana atá á phleanáil ag Bus Éireann.

D'oibrigh ÚNM go dlúth i gcomhar le rannóg na mara sa Roinn Iompair agus chuir leis an tuairisc cuireadh faoi bhráid an Aire maidir le dul chun cinn agus ina raibh cur síos ar mholtaí chun feabhas a chur ar bhealaí rochtana bád, long, calafort agus le cuan. Ina theannta sin, sholáthraigh ÚNM comhairle maidir le hoiliúint ar fheasacht i dtaobh an mhíchumais i gcomhair oibríthe ártach agus iniúchtaí ártach roghnaithe a chuir an Roinn Iompair ar siúl.

D'oibrigh ÚNM in éineacht leis an gCoimisiún um Rialáil Tacsaithe agus sholáthraigh comhairle maidir leis an gclár forbartha scileanna tiománaithe i gcomhair feithiclí beaga seirbhíse poiblí.

## Tithíocht agus an Comhshaoil

Chuir ÚNM comhairle ar an Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil maidir leis na réimsí seo a leanas:

- Plean Earnála na Roinne a chur i bhfeidhm
- Monatóireacht ar cé chomh maith is a chuireann údaráis áitiúla gníomhartha míchumais agus tionscnaimh inrochtana i bhfeidhm
- Athbhreithniú ar Chuid M de na Rialacháin Tógála
- Treoirínite maidir le Forbairtí Cónaitheacha
- Prótacal chun na socruithe maoinithe a rialáil maidir le soláthar maoinithe FSS mar thaca leantach costas, de réir mar is gá, do thionscadail tithíochta

sóisialaí a bhíonn á soláthar ag na hearnálacha deonacha agus comhoibrithe i gcomhair daoine faoi mhíchumas.

- Measúnú ar Riachtanais Tithíochta daoine faoi mhíchumas
- Cur chuige bainistithe cás maidir le measúnú riachtanas tithíochta agus tacaíochta do dhaoine le deacrachtaí meabhairshláinte
- Cúrsaí crosghearrtha ar a n-áirítear an comhéadan idir na rólanna a imríonn údaráis tithíochta agus ról FSS; an comhéadan idir iompar inrochtana agus bonneagar inrochtana; agus an comhéadan idir treoirlínte bainistithe tráchta agus an teimpléad um bóithre agus sráideanna inrochtana arna fhorbairt ag Bord Bainistíochta na Seirbhísí Rialtais Áitiúil, le rannpháirtíocht ÚNM.

Tá ÚNM ina chomhalta den Ghrúpa Comhairleach Náisiúnta atá ag ullmhú Straitéis Tithíochta do Dhaoine faoi Mhíchumas. Ina theannta sin, tá ÚNM ina chomhalta den choiste Míchumais atá ag an mBord Seirbhísí Bainistíochta Rialtais Áitiúil, a chuireann comhairle ar údaráis áitiúla maidir le conas Plean Earnála na Roinne a chur i bhfeidhm.

## **Monatóireacht ar Chuid 5 den Acht um Míchumas maidir le Fostaíocht Seirbhíse Poiblí do Dhaoine faoi Mhíchumas**

Ba i an bhliain 2008 an dara bliain iomlán de ról reachtúil ÚNM maidir le monatóireacht a dhéanamh ar Chuid 5 den Acht um Míchumas, 2005. Tá ceangal ar chomhlachtaí poiblí fostaíocht daoine faoi mhíchumas a chur chun cinn sa tseirbhís phoiblí agus tuairisc a thabhairt maidir lena sprioc 3% den lucht foirne a bheith ina ndaoine faoi mhíchumas.

Rinne ÚNM anailís ar cé chomh maith is a d'éirigh le gnó na monatóireachta i 2007 (i gcónard le feidhmíocht 2006), le haird ar aiseolas ó pháirtithe leasmhara. Rinne ÚNM leasú ar na teimpléid reachtúla tuairisceoireachta maidir le géilliúlacht a mheas, d'fhon a chinntiú go mbeidís níos éasca do chomhlachtaí poiblí agus do ranna rialtais iad a láimhseáil. Fuair na foirmeacha leasaithe formheas ón Aire sular scaipeadh iad.

D'oibrigh ÚNM go dlúth i gcomhar le comhlachtaí poiblí agus le coistí reachtúla monatóireachta i ranna rialtais, ag soláthar comhairle agus tacaíocht

dóibh agus ag moladh modhanna modhanna bailithe na sonraí a theastaíonn chun géilliúlacht a mheasúnú. Ina theannta sin, rinne ÚNM athleasú ar na hábhair a mholann sé a bhailiú maidir le tuairisciú i 2007. Rinneadh na hathruithe sin a dhearadh chun an próiseas bailithe sonraí a shimpliú do gach fostaí de chuid na seirbhíse poiblí. Mhol ÚNM daonáireamh aoncheiste a ghlacadh den lucht foirne ar fad.

Leagtar béim i dtuairisciú ÚNM don bhliain 2007 ar shamplaí den dea-chleachtas sa tseirbhís phoiblí. Is féidir roinnt tátal a bhaint as, mar shampla, an nasc idir timpeallacht i bhfách lucht míchumais a fhorbairt agus céatadán níos airde daoine faoi mhíchumas i bhfostaíocht. Bhí na rátaí freagartha níos fearr ná mar a bhí i gcomhair 2006. Ba chóir go mbeadh tuairiscí feabhsaithe 2007 mar bhunlíne don phróiseas amach anseo.

Ciallaíonn na sonraí a fuarthas gur éirigh le 51% de na comhlachtaí poiblí an sprioc fostaíochta 3% a bhaint amach nó a shárú. Bhí 11% eile de na comhlachtaí sin a raibh idir 2% agus 3% dá lucht foirne ina ndaoine faoi mhíchumas. Ceann amháin as ceathair a thuairiscigh nach raibh duine ar bith faoi mhíchumas ar a bhfoireann. Eagraíochta beaga (50 fostaí nó níos lú) ab ea an chuid is mó de na heagraíochtaí sin.

Mar thaca lena chuid oibre chun an sprioc 3% sin a bhaint amach, rinne ÚNM óstáil ar sheimineár dea-chleachtas do chomhlachtaí poiblí. Ina theannta sin, ghlac ÚNM taighde ar láimh, a fhoilseofar i 2009, chun méar a dhíriú ar na bacanna maidir le stádas míchumais a nochtadh, toisc gurb é sin is cúis phríomha le tuairisciú gan a bheith leordhóthaineach. Ina theannta sin, chuir ÚNM le foirmiú comhairle maidir le modh chun breithiúnas a thabhairt ar cé chomh géilliúil nó chomh neamhghéilliúil is atá comhlacht poiblí, de réir Cuid 5 faoi Alt 49 den Acht. Is féidir an measúnú sin a dhéanamh tar éis dhá bhliain i ndiaidh a chéile. Tá an chumhacht ar fad ag ÚNM, le toiliú an Aire a bhaineann le hábhar, bearta a shannú chun géilliúlacht a chinntiú agus tá ceangal ar chomhlacht poiblí déanamh de réir iarratas maidir leis na bearta sin.

## **Lárionad Foirfeachta i nDearadh Uilíoch (CEUD)**

Bhí an obair sa Lárionad Foirfeachta i nDearadh Uilíoch dírithe i 2008 ar na príomhréimsí seo a leanas: an timpeallacht thógtha; teicneolaíochtaí faisnéise cumarsáide (TFC); táirgí agus seirbhísí.

## Comhdháil “An Chathair agus a Rochtain” Conference

Rinne ÚNM óstáil i gcomhair le Comhairle Cathrach Átha Cliath ar chomhdháil idirnáisiúnta “An Chathair agus a Rochtain” maidir le deachleachtas san inrochtaineacht uilíoch. Ba í aidhm na comhdhála sin léiriú a thabhairt ar conas mar is féidir le Dearadh Uilíoch an saol a éascú chomh mór agus is féidir ó thaobh cuairt a thabhairt ar chathracha agus ar bhailte nó cónaí iontu. Scrúdaigh an chomhdháil an iliomad bealach éagsúla inar féidir le cumarsáid arna dearadh go huilíocht cabhrú le saoránaigh agus le cuairteoirí a mbealach a dhéanamh trí bhailte agus trí chathracha, córais iompair phoiblí a úsáid agus teacht ar ghníomhaíochtaí turasoíreachta. Ar an lucht freastail bhí oifigigh rialtais, lucht ollscoile sinseartha, ionadaithe tionsclaíochta, daoine gairmiúla agus ionadaithe de chuid eagraíochtaí míchumais agus comhlachtaí gairmiúla as an Spáinn, an Ghearmáin, an Ioruaidh, an Ríocht Aontaithe agus Stáit Aontaithe Mheiriceá. Rinneadh an chomhdháil ceiliúradh ar chruinniú cinn bhliana Cathracha Faireachlainne agus Bailte Faireachlainne na hEorpa do Chách.

## An Comhshaol Tógtha

Dhírigh an Lárionad Foirfeachta i nDearadh Uilíoch a chuid oibre maidir leis an Dearadh Uilíoch sa Chomhshaol Tógtha ar na réimsí seo a leanas:

- Athbhreithniú ar fhoilseachán ÚNM **Building for Everyone** (2002). Naoi leabhrán a bheidh san athbhreithniú sin maidir leis an gcomhshaol tógtha agus seachtrach, a chluódoidh, faoi seach, príomhréimsí spéise ailtirí, dearthóirí agus daoine i gcoitinne agus a thabharfaidh isteach forbairtí nua maidir le modhanna tógála, le hábhair, le sonraíochtaí agus le teicneolaíocht
- Dul i gcomhar leis an Roinn Comhshaoil, Oidhreacht agus Rialtais Áitiúil maidir leis an athbhreithniú ar Chuid M agus maidir leis an Measúnú Reachtúil Tionchair atá le foilsiú mar aon le Cuid M arna leasú

## Teicneolaíochtaí Faisnéise agus Cumarsáide (TFC)

Seol ÚNM a shuíomh idirlín um dhearadh uilíoch ag <http://www.universaldesign.ie>. Úsáideadh próiseas deartha ina raibh a lucht úsáidte ag a lár chun an suíomh idirlín sin a fhorbairt agus soláthraítear cabhair a rochtana trí mhodhanna éagsúla, HTML agus glór-aschur san áireamh. Tá an suíomh idirlín ag feidhmiú anois mar an phríomhuirlis atá ag an Lárionad Foirfeachta i nDearadh Uilíoch chun eolas a dháileadh ar lucht tionsclaíochta,

ar mhic léinn, ar lucht foirne ollscoile agus orthu siúd a bhíonn ag obair ar chaighdeán maidir leis an Dearadh Uilíoch sna réimsí TFC, Táirgí agus Seirbhísí agus sa Chomhshaol Tógtha.

Rinneadh Lárionad Náisiúnta Teagmhála na hÉireann don Ghréasán r-Rochtana um Dhearadh Eorpach (EDeAN) den Lárionad Foirfeachta i nDearadh. Gréasán I60 eagraíocht i mballstáit AE is ea EDeAN. Déanann Lárionad Foirfeachta i nDearadh Uilíoch liosta comhrá ag <http://list.universaldeisgn.ie> a bhainistiú agus a riaradh. Cuireann sé sin fóram ar fáil chun faisnéis a roinnt idir lucht ollscoile, cleachtóirí, mic léinn agus daoine a bhíonn ag cur inrochtaineacht TFC agus Dearadh Uilíoch chun cinn.

Bhí an Lárionad Foirfeachta i nDearadh Uilíoch rannpháirteach le linn 2008 i bhfóraim éagsúla a bhaineann le TFC na tionsclaíochta agus le dámhachtainí, ina measc:

- Rannpháirtíocht i nGrúpa Oibre um Chleachtadh Úsáideoirí Chumann Idirlín na hÉireann Irish (IIA). Labhair ionadaí on Lárionad Foirfeachta i nDearadh Uilíoch ag seimineár IIA maidir le "**Suíomh Idirlín Foirfe Earnála Poiblí A Thógáil**" a bhain le feabhas a chur ar an dóigh a gcaitear le húsáideoirí agus ar inúsáidteacht suímh idirlín do chách
- Thug léiriú do Sholáthraithe Seirbhísí Airgeadais maidir le "**Dearadh Uilíoch Córas r-Íocaíochtaí**" ag Fóram Airgid Dhigitigh na Ríochta Aontaithe, agus maidir le córais r-íocaíochta a dhéanamh níos inúsáidte ag cách, bunaithe ar threoirínthe inrochtaineachta Cátaí Cliste CEUD
- Chuir léiriú maidir le hinrochtaineacht an idirlín i láthair ag seimineár le Cumann Ríómhaireachta na hÉireann
- Mar chuid de Sheachtain Dearadh na hÉireann, reáchtáil ÚNM "**Seimineár Cátaí Cliste Uilíocha agus Ceardlann Dearaidh Chuimsithigh**". Ar imeachtaí an lae sin bhí cainteanna ó shaineolaithe idirnáisiúnta agus náisiúnta maidir le hinrochtaineacht agus le hinúsáidteacht córas Cátaí Cliste agus mar bhuaic ar na himeachtaí sin bhí ceardlann ina bhfuair mic léinn, múinteoirí ollscoile agus cleachtóirí deis dul i ngleic "de lámh" le heisiacht dearaidh agus réitigh a chumadh maidir le dearadh trealamh éagsúla leictreonach do thomhaltóirí

## Táirgí agus Seirbhísí

Cuireadh tús le hobair maidir le Dearadh Uilíoch a chur i bhfeidhm i gcomhthéacs táirgí agus seirbhísí a fheabhsú trí gníomhaíochtaí agus cur chuige éagsúla a bhain le hoideachas agus feasacht.

Comhoibriú le teagascóirí in Institiúid Teicneolaíochta Átha Cliath, Sráid Chaoimhín, in Ollscoil na hÉireann, Má Nuad, i gColáiste Ollscoile Bhaile Átha Cliath agus i gColáiste na Ollscoile, Corcaigh, chun míreanna Dearadh Uilíoch a shníomh isteach ina gcúrsaí teagaisc reatha.

Chuimsigh gníomhaíochtaí feasachta comhoibriú ÚNM leis an Lárionad um Thaighde agus Forbairt um Dhul in Aois in Éirinn (CARDI), le hInstitiúid Dearthóirí na hÉireann (IDI) agus Comhairle Cathrach Bhaile Átha Cliath (DCC) chun óstáil a dhéanamh ar dhá cheardlann agus ar chomhdháil idirnáisiúnta amháin. Chuir na himeachtaí sin leis an bhfeasacht maidir le Dearadh Uilíoch agus le hobair an lárionaid i 2008 agus leis an spreagadh chun gréasáin nua a chruthú i 2009.

## Dearadh Uilíoch – Taighde

- Rinneadh taighde a choimisiúnú maidir leis na nithe a chuireann bac ar an Dearadh Uilíoch a chur i bhfeidhm i dtionscadail a bhaineann le dearadh uirbeach. Déanfar an saothar sin a chur i gcrích agus a fhoilsiú i 2009
- Rinneadh staidéar taighde a choimisiúnú i gcomhpháirt le hOllscoil Bhaile Átha Cliath (Coláiste na Tríonóide) chun creat a bhunú agus rian chun ardchéime maidir leis an Dearadh Uilíoch sa churaclam innealtóireachta agus deartha

## Dearadh Uilíoch - Caighdeán

- Ta cathaoirleacht ag ÚNM ar an gCoiste Comhairleach um Chaighdeán Inrochtaineachta do Chách (AASCC) atá ag an Údarás um Chaighdeán Náisiúnta na hÉireann (NSAI). Rinne ceann de ghrúpaí oibre an choiste sin, WGI - an Comhshaol Tógtha, athbhreithniú leathan ar an gCaighdeán Idirnáisiúnta um Thógáil Foirgintí – Inrochtaineacht agus inúsáidteacht an Chomhshaoil Thógtha (ISO/TC 59/SC 16N 60) atá mar chuid de phróiseas athbhreithnithe domhanda i gcomhar le hEagraíocht na gCaighdeán Idirnáisiúnta (ISO)

- Tá ionadaíocht ag ÚNM ar choistí teicniúla agus ar ghrúpaí oibre Eagraíocht na gCaighdeán Idirnáisiúnta (ISO) agus Choiste na gCaighdeán Eorpacha (CEN). Bhí a réimsí fócais dírithe ar Threoir 71 ISO agus ar Threoir 6 CEN mar threoir do lucht cruthaithe caighdeán maidir le conas riachtanais daoine aosta agus daoine faoi mhíchumas i gcaighdeáin nua agus i gcaighdeáin leasaithe
- Chabhraigh ÚNM le Comhaontú um Chreat de chuid an Choiste Caighdeán Eorpacha (CEN) a fhorbairt, le NSAI mar éascaitheoir agus le treoirlínte agus curaclam a fhorbairt chun daoine gairmiúla a oiliúint maidir le Dearadh Uilíoch sa TFC
- Tá ÚNM ag tacú le forbairt an bhosca uirlise r-Inrochtaineachta do lucht déanta polasaí ó pháirtithe stáit Náisiún Aontaithe bainteach leis na hoibleagáidí r-Inrochtaineachta fao Choinbhinsiún na NA maidir le Cearta Daoine faoi Mhíchumas. Comhthionscadal de chuid Chomhghuallaíocht Dhomhanda TFC na Náisiún Aontaithe (G3ict) agus Cheardchumann Idirnáisiúnta na Teileachumarsáide, a sheolfar i 2009
- Chuir ÚNM aighneacht maidir le caighdeáin soláthraithe TFC isteach faoi Dhréacht-Thuarascáil Theicniúil ETSI DTR 102 612: "Human Factors (HF); European accessibility requirements for public procurement of products and services in the TFC domain (Mandáid M 376 de chuid an Choimisiúin Eorpaigh, Céim I)"





# Tosaíocht

# Straitéiseach 2

# Monatóireacht agus athbhreithniú ar an Straitéis Náisiúnta Míchumais

At teacht lena thábhachtaí is atá an Straitéis Náisiúnta Míchumais, bhí fócas ÚNM le linn 2008 ar conas atá an Straitéis sin á cur i bhfeidhm. Sholáthraigh ÚNM comhairle mhionsonraithe a úsáideadh chun próiseas tuairiscithe níos sruthlínithe a ghlacadh maidir leis an dul chun cinn faoin Straitéis seo.

Ina theannta sin, d'oibrigh ÚNM go dlúth i gcomhar leis na sé ranna lena mbaineann Pleananna Earnála agus tá ionadaíocht aige ar na coistí ar leith sna ranna sin, a thagann le chéile faoi dhó sa bhliain, ar a laghad, chun athbhreithniú a dhéanamh ar an dul chun cinn ag leibhéal na roinne de agus sna comhlachtaí a bhíonn faoina gcoimirce.

## **Grúpa Monatóireachta na Straitéise Náisiúnta Míchumais**

Tá ÚNM mar chathaoirleach, in éineacht le Roinn an Taoisigh, ar Ghrúpa Monatóireachta Pháirtithe Leasmhara na Straitéise Náisiúnta Míchumais, a dhéanann maoirseacht ar chur i bhfeidhm na Straitéise Náisiúnta Míchumais i gcoitinne.

Scaip ÚNM páipéir roimh gach cruinniú inar leagadh béim ar cheisteanna tábhachtacha maidir leis an Straitéis Náisiúnta Míchumais a chur i bhfeidhm. Ina theannta sin, chuir ÚNM páipéar faoi bhráid an ghrúpa monatóireachta maidir leis an dóigh is fearr chun torthaí na straitéise a mheas. Scrúdaíodh sa pháipéar sin cons ab fhearr an cinn maidir leis na Spriocanna Ard-Leibhéal a bhain leis an míchumas a leagadh síos in I dTreo 2016 a thomhas, bunaithe, chomh fada is dob fhéidir ar na suirbhéanna atá ag an bPríomh-Oifig Staidrimh (CSO) ann agus ar fhoinsí sonraí oifigiúla eile.

**Grúpa na bPáirtithe Leasmhara Míchumais**

Tá Grúpa na bPáirtithe Leasmhara Míchumais, faoi Chathaoirleacht ÚNM, ina bhall de Grúpa Monatóireachta Pháirtithe Leasmhara na Straitéise Náisiúnta Míchumais.

Tá ÚNM ag leanúint de rúnaíocht a sholáthar do Ghrúpa na bPáirtithe Leasmhara Míchumais, atá comhdhéanta de Chónaidhm na hÉireann um Míchumas, Cuimsiú Éireann, Meabhairshláinte Éireann, Cónaidhm Náisiúnta na nEagraíochtaí Deonacha, Gan Beann ar Bhrabús agus Daoine faoi Mhíchumas in Éirinn.



# 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

Chuir ÚNM réimse oibre i gcrích timpeall na tosaíochta tábhachtaí seo, feachtas náisiúnta feasachta um dhearcadh san áireamh; seimineáir agus comhdháil i réimse na meabhairshláinte agus tionscadail shuntasacha taighde maidir le bailiú sonraí agus le maireachtaint go neamhspleách; toircheas agus nochtadh míchumais le linn oibre. Agus torthaí na tosaíochtaí sin á seachadadh ag ÚNM, bhí sé rannpháirteach i bpáirtíochtaí le soláthraithe seirbhísí agus le heagraíochtaí eile maidir le cúrsaí míchumais.

## **Dearcadh i leith na Meabhairshláinte**

Chaith taighde ÚNM i 2006 solas ar dhearcadh an phobail i leith daoine faoi mhíchumas mar an bac is mó ar a shníomh isteach go hiomlán i réimsí oideachais, fostaíochta, tithíochta agus caidrimh.

Reáchtáil ÚNM feachtas náisiúnta fógraíochta den chéad uair tar éis Nollaig 2007, a bhí dírithe ar thionchar a imirt ar dhearcadh an phobail i leith daoine le deacrachtaí meabhairshláinte. Ar a lorg sin, rinne ÚNM coimisiúnú ar

mheasúnú neamhspleách ar leibhéal feasachta an phobail agus ar thionchar ar bith a d'fhéadfadh an feachtas ilmheán sin a imirt ar eolas agus ar dhearcadh an phobail i leith cúrsaí meabhairshláinte. Ba é toradh an mheasúnaithe sin ná gur éirigh go maith leis an bhfeachtas fógraíochta sin. Bhí 1.2 milliún duine in ann na fógraí a thabhairt chun cuimhne, agus bhí lear suntasach díobh a bhain na teachtaireachtaí ábhartha cumarsáide as na fógraí sin agus go leor a thug le fios gur tháinig feabhas ar a ndearcadh i leith daoine le deacrachtaí meabhairshláinte. Dá thoradh sin, chuir ÚNM an feachtas ilmheán ar siúl an athuir i Mí na Bealtaine 2008. Tá ÚNM buíoch de na daoine a ghlac páirt sna fógraí, daoine agá raibh taithí dhíreach ar dheacrachtaí meabhairshláinte.

### **Drochíde tugtha do dhaoine faoi mhíchumas**

Chuir ÚNM pápéar mionteagaisc um polasaí faoi bhráid an Aire, ina raibh achoimre den fhianaise maidir le daoine faoi mhíchumas a bheith níos mó i gcontúirt na drochíde ná daoine eile sa phobal i gcoitinne, agus maidir le ceisteanna ag eascairt as sin. Sa pháipéar sin, cuireadh an fhadhb sin i gcomhthéacs ghealltanais idirnáisiúnta na hÉireann maidir le Coinbhinsiún na Náisiún Aontaithe um Chearta Daoine faoi Mhíchumas agus maidir le Plean Gníomh Míchumais Chomhairle na hEorpa. Bhí cur síos i bpáipéar ÚNM ar an mbonneagar reatha chun daoine faoi mhíchumas a chosaint, agus chuir é sin i gcomparáid leis an gcóras níos forbartha atá anois in áit i gcomhair leanaí agus maidir le drochíde seanóirí. Tá ÚNM anois ina chomhalta den eagraíocht chomhairleach COSC, an Ghníomhaireacht Náisiúnta um Fhoréigean Teaghlaigh, Gnéis agus Inscne, a bhfuil straitéis náisiúnta drochíde á forbairt aici.

Leanadh den obair réamhullmhúcháin maidir le Staidéar Náisiúnta um Dhrochíde Daoine faoi Mhíchumas. Chuimsigh an obair sin athbhreithnithe ar shaothar ábhartha foilsithe, ar nascanna a fhorbairt le taighdeoirí eile sa réimse sin agus i réimsí gaolmhara eile in Éirinn agus thar lear agus Coiste Sainchomhairleach a bhunú chun an obair a mhaoirsiú agus comhairle a sholáthar ina leith. Reáchtáil ÚNM ceardlann i Mí na Samhna ar ar fhreastal comhaltaí an Choiste Sainchomhairleach, mar aon le saineolaithe eile, chun ceisteanna modheolaíochta a scrúdú maidir leis an staidéar sin.

## **Ionadaíocht agus Léiriú daoine faoi mhíchumas i gCraolacháin Éireann**

Lean ÚNM dá chuid oibre i bpáirtíocht le Coimisiún Craolacháin na hÉireann (BCI) maidir le hionadaíocht agus le léiriú daoine faoi mhíchumas i meán chraolta na hÉireann. B'shin an chéad uair gur scrúdaíodh an cheist sin i gcomhthéacs Éireannach. Rinne BCI agus ÚNM coimisiúnú ar trí thionscadal neamhspleách taighde maidir le hionadaíocht agus le léiriú daoine faoi mhíchumas sa chraoltóireacht:

- Athbhreithniú ar reachtaíocht, ar pholasaí agus ar chleachtas i ndlínsí eile
- Suirbhé ar dhearcadh mhuintir na hÉireann maidir le léiriú daoine faoi mhíchumas in Éirinn
- Anailís ar ábhar agus ar dhioscúrsa i gCraoltóireacht na hÉireann

Sholáthraigh a dtorthaí in éineacht léargas nua ar ionadaíocht agus ar léiriú daoine faoi mhíchumas i gCraoltóireacht na hÉireann. Foilseofar an taighde sin go luath i 2009 agus soláthróidh sé sin bonn ar a mbunófar treoirlínte deonacha maidir le hionadaíocht agus le léiriú daoine faoi mhíchumas sa chraoltóireacht i bPoblacht na hÉireann.

## **Seimineár maidir le Coinbhinsiún na NA um Chearta Daoine faoi Míchumas agus an Straitéis Náisiúnta Míchumais**

Reáchtáil ÚNM seimineár chun chur le feasacht daoine maidir le Coinbhinsiún na NA um Chearta Daoine faoi Míchumas agus conas a cheanglaítear é sin leis an Straitéis Náisiúnta Míchumais. Sa Ghailimh a reáchtáladh é agus bhí sé dírithe ar eagraíochtaí míchumais i gceantar an iarthair, mar lucht éiste.

## **Bord cruinn maidir le Scéim an Bhille um Chumas Meabhrach**

Reáchtáil ÚNM cruinniú bord cruinn le roinnt saineolaithe agus ionadaithe míchumais i Mí na Nollag maidir le Scéim an Bhille um Chumas Meabhrach, a d'fhoilsigh an Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí i Meán Fómhair 2008. Chuir an díospóireacht sin le tuairimíocht ÚNM agus lena aighneacht fhoirmeálta maidir lei Scéim an Bhille.



## **Cónaí sa Phobal**

Leanadh le linn 2008 den chlár oibre leantach maidir le roghanna cónaithe sa phobal do dhaoine faoi mhíchumas a scrúdú. Sholáthraigh cuairteanna ar láithreáin sa Ríocht Aontaithe agus i Stáit Aontaithe Mheiriceá deiseanna luachmhara chun samplaí den chleachtas is fearr a fheiscint agus chun tuairimí lucht coimisiúnaithe agus soláthraithe seirbhíse a chlos den chéad uair, cé chomh maith is a d'éirigh leo daoine faoi mhíchumas a aistriú amach as áiseanna institiúidí móra go dtí tacaíochtaí aonair sa phobal.

Soláthraíodh taighde mar thacaíocht do Ghrúpa Oibre Ionad Cónaithe FSS le linn 2008, chun próifílú a dhéanamh ar an chuid den daonra le deacrachtaí intleachta, fisiceach agus céadfaíoch ar fud na tíre, a chónaíonn in ionaid chónaithe. Tá súil le tuarascáil mhionsonraithe FSS ar na torthaí sin go luath i 2009.

Téama tábhachtach ag ÚNM is ea an Cónaí Neamhspleách. I láthair na huaire, tá athbhreithniú ar siúl ar bhonn na fianaise maidir le cóiríocht ar nós campais, i gcónard le tithíocht scaipthe. Ina theannta sin, tá ullmhúchán ar siúl cheana féin maidir le Comhdháil 2009, ina dhíreofar ar roghanna um Chónaí Neamhspleách do dhaoine faoi mhíchumas a chur ar taispeáint.

## **Straitéis Sonraí**

Chuir ÚNM tús leis an obair maidir le Straitéis Sonraí, le treoir ó Ghrúpa Liaison Straitéis Sonraí Oifig an Taoisigh i 2008. Tá an straitéis sin dírithe ar liosta cuimsithe foinsí sonraí faoi dhaoine ag obair i réimse an mhíchumais a sholáthar. Go nuige seo, tugadh cuireadh do ranna rialtais, do chomhlachtaí poiblí agus do ghníomhaireachtaí ábhartha eile méar a dhíriú ar fhoinsí ábhartha sonraí.

## **Ag Tacú le Daoine le Deacrachtaí Meabhairshláinte sa Chóras Ceartais Choiriúil**

D'aithin ÚNM an réimse seo mar thosaíocht le himfhiosrú taobh istigh dár bPlean Taighde Oibríochta 2007 -2009. Chuige sin, rinne ÚNM óstáil ar chruinniú bord cruinn le príomhpháirtithe leasmhara i mí Feabhra chun na príomhcheisteanna agus na príomhbhchonstaicí maidir le seirbhísí ardcháilíochta do dhaoine le deacrachtaí meabhairshláinte sa chóras ceartais

choiriúil. Ar na nithe a d'eascair as an mbord cruinn bhí cinneadh a glacadh 7<sup>ú</sup> Comhdháil Bhliantúil Taighde ÚNM a dhíriú ar an téama sin chun deis eile a thabhairt do dhaoine dea-chleachtas sa réimse seo a phlé agus a scrúdú.

Ba é teideal na Comhdhála ná 'Ag Tacú le Daoine le Deacrachtaí Meabhairshláinte sa Chóras Ceartais Choiriúil: mar a insíonn an fhianaise dúinn'. I measc na bpríomhchainteoirí bhí an tOllamh Harry Kennedy, Stiúrthóir, An Príomh-Ospidéal Meabhairghalar, Baile Átha Cliath; Ben Uasal Nielson, Leas-Stiúrthóir Feidhmeach, Statewide Forensic Mental Health, Justice Health, New South Wales, An Astráil; An Breitheamh Ginger Lerner-Wren, Broward County, Florida, SAM; An tOllamh Charlie Brooker, Professor of Mental Health and Criminal Justice, University of Lincoln, An Ríocht Aontaithe; An tOllamh Nancy Wolff, Stiúrthóir, Centre for Mental Health Services & Criminal Justice Research Rutgers, Ollscoil Stáit New Jersey; agus Fergal Uasal Black, Stiúrthóir Chúram Sláinte, Seirbhís Phríosúin na hÉireann. Timpeall 200 toscaire a bhí ag an gcomhdháil lae sin.

### **Seimineár Scoláireachtaí**

Lean ÚNM dá chuid oibre maidir le tacú le deiseanna plé agus malartú tuairimí idir comhlachtaí poiblí trí seimineár a óstáil chun scrúdú a dhéanamh ar na deiseanna atá ag comhlachtaí poiblí mic léinn iarchéime a mhaoiniú. Chuir Dipta Pandya, Stiúrthóir Comhairle na hÉireann um an Léann Daonna agus na hEolaíochtaí Sóisialacha (IRCHSS), mar aoichainteoir, fáilte roimh an deis sin teagmháil le comhlachtaí poiblí agus saineolas IRCHSS a roinnt.

### **Míchumas a Nochtadh san Ionad Oibre**

Rinne ÚNM taighde a choimisiúnú maidir le míchumas a nochtadh san ionad oibre. Bhí an taighde sin dírithe ar trí ghné maidir lena nochtadh:

- dearcadh daoine faoi mhíchumas atá fostaithe san earnáil phoiblí
- córas monatóireachta fostaíochta ÚNM agus conas é a fheabhsú
- toscaí san ionad oibre a chabhraíonn le daoine nó a chuireann bac orthu míchumas a nochtadh

- Cuireadh athbhreithniú i gcrích maidir le saothar foilsithe ar an téama sin, chomh maith. Táthar ag súil leis an tuarascáil deiridh a chríochnú go luath i 2009

### **Athbhreithniú ar sheirbhísí arna maoiniú go poiblí do mhná faoi mhíchumas maidir le toircheas, le breith linbh agus le luathmháithreachas**

Soláthraíonn an tAcht um an Údarás Náisiúnta Míchumais (1999) ról do ÚNM maidir le cáilíocht na seirbhísí do dhaoine faoi mhíchumas a scrúdú agus a chur chun cinn. De bhun athbhreithniú a rinneadh ar an saothar foilsithe maidir le bearnaí polasaí agus taighde do mhná faoi mhíchumas, rinne ÚNM taighde a choimisiúnú i 2007 maidir le cáilíocht na seirbhísí do mhná faoi mhíchumas maidir le toircheas, le breith linbh agus le luathmháithreachas. Ba í an bhliain 2008 an chéad bhliain iomlán den tionscadal taighde 2 bliana sin, atá á reáchtáil ag an Scoil Altranais agus Cnáimhseachais, Coláiste na Tríonóide, Baile Átha Cliath. Táthar tar éis athbhreithniú ar shaothar foilsithe agus ar cháipéisíú polasaí, suirbhé aonad máithreachais san áireamh, a thiomsú. Táthar fós ag cur mná faoi mhíchumas faoi agallamh maidir le conas a chaith na seirbhísí máithreachais leo. Tá an tionscadal sin ar siúl mar thionscnamh i gcomhar le Comhairle Náisiúnta na mBan in Éirinn.

### **Suirbhéan Gharda Síochána um Dhearcadh an Phobail**

D'éirigh le hÚNM táscairí míchumais a chur isteach i Suirbhé 2008 an Gharda Síochána um Dhearcadh an Phobail agus d'fhoilsigh Aonad Taighde an Gharda Síochána na torthaí a bhain leis sin i dtuarascáil faoin teideal 'Suirbhé an Gharda Síochána um Dhearcadh an Phobail: Freagróirí faoi Mhíchumas'. Cabhraíonn na torthaí sin linn eolas a fháil faoi leibhéal na sástachta i measc daoine faoi mhíchumas maidir leis an tacaíocht a bhíonn le fáil acu ón nGarda Síochána. Ina theannta sin, cuireann torthaí an tsuirbhé ar ár gcumas anailís a dhéanamh ar leibhéal agus ar chineál an fhoréigin a imrítear ar dhaoine faoi mhíchumas, i gcónard le daoine nach mbíonn faoi mhíchumas. Ba é 80% leibhéal na sástachta i gcoitinne i measc na bhfreagróirí maidir le seirbhís an Gharda Síochána, rud atá atá gar go leor le leibhéal na sástachta i measc na bhfreagróirí nár thuairiscigh míchumas ar bith a bheith ag baint leo (81%). Thuairiscigh de na freagróirí a bhí faoi mhíchumas gur íospairtigh i gcoir iad le linn na bliana roimhe sin iad, i gcónard le 6.7% de na freagróirí nach raibh faoi mhíchumas. Thug 46% de na freagróirí faoi mhíchumas le fios go raibh imní

orthu go ndéanfaí íospairtigh i gcoir díobh, i gcónard le 37% de na freagróirí nach raibh faoi mhíchumas.

### **Páirtíocht leis an nGníomhaireacht um Thoirchis Ghéarchéime**

Tá ÚNM ag obair i bpáirtíocht leis an nGníomhaireacht um Thoirchis Ghéarchéime (CPA) chun athbhreithniú a dhéanamh ar shaothar foilsithe agus ar mheasúnú treoirlínte idirnáisiúnta do chomhairleoirí um thoirchis ghéarchéime agus do dhochtúirí teaghlaigh maidir le conas tacaíocht inrochtana iomchuí a sholáthar do chliaint faoi mhíchumas intleachta atá torrach. Bhí an dá eagraíocht páirteach i bpróiseas tairisceana agus eisíodh conradh dá bharr sin. Ar an saothar foilsithe a athbhreithníodh bhí téamaí ar nós cumas agus toil maidir le caidreamh gnéis, chomh maith le cóireáil liachta, le riosca toirchis, le frithghiniúint agus le tuismitheoireacht i gcomhthéacs an mhíchumais intleachta. Táthar ag súil go gcuirfear an t-athbhreithniú agus an measúnú i gcríoch go luath i 2009.

### **Coiste Eiticiúil Taighde Míchumais ÚNM**

Lean Coiste Eiticiúil Taighde Míchumais ÚNM dá chuid oibre, le béim ar leith ar nasc níos dlúithe a fhorbairt le pobal na gcoistí eitice in Éirinn, atá ag fás go tapaidh. Reáchtáladh seimineár comhairleach le coistí eitice as áiteanna ar fud na tíre i Mí na Samhna agus chuaigh glao amach ina dhiaidh sin ag lorg aighneachtaí ina mbeadh tuairimí maidir le Treoirlínte Eiticiúil um Thaighde Míchumais ÚNM, roimh athbhreithniú ar na treoirlínte sin le linn 2009. Ina theannta sin, cuireadh Treoirlínte ÚNM i láthair ag comhdháil náisiúnta faoi eitice na taighde in Ollscoil na hÉireann, Gaillimh, i mí Dheireadh Fómhair.

### **Mhadie**

Chuir tionscadal Mhadie (Sláinte agus Míchumas a Thomhas san Eoraip), a mhaoinigh an tAE, a chuid oibre i gcrích i 2008. Chruthaigh an tionscadal sin go n-oibríonn an tAicmiú Idirnáisiúnta Feidhmíochta, Míchumais agus Sláinte (ICF) go maith chun an míchumas a thomhas agus a thuairisciú de réir na moltaí i gcreata cliniciúla agus sóisialta maidir leis an ICF a chur i bhfeidhm sna réimsí sin, agus cuireadh torthaí an tionscadail sin i láthair ag cruinniú speisialta de Pharlaimint na hEorpa i Meán Fómhair 2008

## Tacaíocht maidir le Bailiú Sonraí ag an bPríomh-Oifig Staidrimh

Lean ÚNM dá chuid oibre maidir le comhairle agus tacaíocht a sholáthar ar iarratas don Phríomh-Oifig Staidrimh maidir leis an Suirbhé Náisiúnta Míchumais. Foilsíodh an chéad cheann de dhá thuarascáil an tsuirbhé sin i mí Dheireadh Fómhair. Ina theannta sin, bhí ionadaíocht ag ÚNM ar Ghrúpa Comhairleach Daonáirimh na Príomh-Oifige Staidrimh, a bunaíodh chun ceisteanna a phleanáil do Dhaonáireamh 2011.

## Scéim chun Taighde a Chur Chun Cinn

Soláthraíonn scéim ÚNM chun taighde a chur chun cinn maoiniú luachmhar do thaighdeoirí ar fud na tíre chun dul i mbun taighde feidhmeach i réimse an mhíchumais. Cuireadh maoiniú ar fáil faoi scéim 2008 do cheithre thionscadal áitiúla faoin téama: ‘Nuáil agus dea-chleachtas a chur chun cinn maidir le seirbhísí do dhaoine le deacrachtaí meabhairshláinte’.

1. Ghlac an Mheitheal um Shiciatracht Chultúrtha i gColáiste Ollscoile Bhaile Átha Cliath staidéar ar lámh maidir le “**Riachtanais Shiciatracha agus Shiceolaíoch a Measc Imirceoirí ag Lorg Cabhrach i mBaile Átha Cliath**”. Bhí 100 Éireannach lorgtha cabhrach agus 47 imirceach lorgtha cabhrach rannpháirteach sa staidéar sin.
2. Rinne RehabCare imfhiosrú maidir le próisis chun éiteas athshlánaithe a thabhairt isteach in eagraíocht a sholáthraíonn seirbhísí do dhaoine le deacrachtaí meabhairshláinte. Rinneadh athbhreithniú sa tionscadal sin ar an dea-chleachtas idirnáisiúnta, d’fhonn treoirlínthe a chur ar fáil do lucht soláthraithe seirbhísí.
3. Bhí Eve Ltd, dírithe ar fardal ch omhshéacs athshlánaithe a fhorbairt. Ceithre chéim atá ina dtionscadal ‘**Athshlánú a Thuiscint i gComhthéacs**’ maidir leis an próiseas athshlánaithe ó mheabhairbhreiteacht de réir dhearcadh éagsúla páirtithe tábhachtacha leasmhara. Tá ÚNM ag maoiniú céim a 3 den tionscadal maidir le Fardal Chomhthéacs Athshlánaithe a fhorbairt. Uirlis athshlánaithe a bheidh san fhardal sin, ina ndíreofar ar na toscaí i gcúinsí saoil duine a chabhraíonn le nó atá ina gconstaicí ó thaobh athshlánaithe meabhairshláinte de. Measfar go mbeidh an uirlis sin úsáideach do dhaoine ag teacht chun a n-athshlánaithe, do bhaill a dteaghlach, dá gcúramóirí agus do dhaoine gairmiúla meabhairshláinte.

4. Scrúdaigh Anne Cleary, UCD, ceist iompair féinmharaithe i bhfir óga. Rinneadh scrúdú sa staidéar sin ar cad a tharla do ghrúpa fear óga a bhí tar éis iarracht thromchúiseach féinmharaithe a dhéanamh timpeall sé bliain ó shin. Tabharfaidh an staidéar sin faisnéis luachmhar nua maidir le patrúin iompair agus maidir le hiompar féinmharaithe ina dhiaidh sin i measc daoine a thug faoi go dáiríre den chéad uair. Beidh an fhaisnéis criticiúil mar bhonn eolais le polasaí agus le cleachtas sláinte, mar thaca leis an ngrúpa leochailleach seo.

### **Teacht ar Sheirbhísí Sláinte**

Lean ÚNM dá chuid oibre i bpáirt leis an FSS maidir le treoir a fhorbairt a bhaineann le hinrochtaineacht seirbhísí sláinte. Thairg ÚNM comhairle agus tacaíocht, ach go háirithe, don FSS agus don tSeirbhís um Cheapacháin Phoiblí maidir le Saineolaí Náisiúnta Inrochtaineachta a earcú.

# Tosaíocht

# Straitéiseach 4

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

Tá sainchúram tábhachtach ar ÚNM maidir le forbairt agus le monatóireacht caighdeán agus cóid cleachtais i gcláir agus i seirbhísí do dhaoine faoi mhíchumas. Bhí obair ÚNM maidir le caighdeáin, le treoir, le monatóireacht agus le feabhas a aithint maidir le hinrochtaineacht seirbhísí poiblí ag croílár na hoibre a rinne ÚNM faoin tosaíocht straitéiseach sin i 2008.

## **Dámhachtain “Rochtain den Scoth”**

Lean meitheal oibre dhámhachtain “Dámhachtainí Rochtain den Scoth” (EtA) ÚNM den obair le réimse leathan comhlachtaí poiblí chun feabhas a chur ar inrochtaineacht seirbhísí poiblí do dhaoine faoi mhíchumas. Sholáthraigh an meitheal EtA comhairle agus treoir faoi trí phríomhréimse maidir le comhlachtaí poiblí rannpháirteacha;

- Seirbhísí den Scoth do Chustaiméirí (a chuimsíonn AD agus soláthar)
- Comhshaol Tógtha agus
- teicneolaíochtaí faisnéise cumarsáide

Bhain ocht láithreán a bhí rannpháirteach ann creidiúnú EtA i 2008. Léirigh scata comhlachtaí poiblí (Comhairle Contae Mhaigh Eo, na Coimisinéirí



Ioncaim, Comhairle Contae Loch Garman, Comhairle Contae Shligigh) a dtiomantas don fheabhsú leantach trí leibhéal níos airde a bhaint amach faoin dámhachtain sin i 2008 i gcónard le 2007.

### **Éalú Sábháilte do Chách**

Seoladh foilseachán de chuid ÚNM faoin teideal ‘Aslonnú Sábháilte agus Dul Amach Sábháilte do Dhaoine faoi Mhíchumas’ le Hugh O’Neill, Príomh-Oifigeach Dóiteáin Bhriogáid Dóiteáin Átha Cliath san Aibreán. Bhí 250 duine i láthair ag seimineár aonlae faoi ‘Aslonnú Sábháilte do Chách’ i Mí na Samhna, ina measc ailtirí, innealtóirí, oifigh rochtana, lucht gairme i réimsí sláinte agus sábháilteachta, mar aon le lucht gairme Acmhainní Daonna, chun déileáil leis an ábhar tábhachtach sin.

### **Cód Cleachais maidir le Láithreáin Inrochtana Oidhreachta**

I mí Dheireadh Fómhair 2007, d’iarr an tAire ar ÚNM cód cleachtais maidir le halt 29 den Acht um Míchumas, 2005; alt é sin a chlúdaíonn láithreáin oidhreachta. Rinne ÚNM taighde a choimisiúnú maidir le dea-chleachtas i réimse inrochtaineacht oidhreachta agus d’úsáid torthaí an taighde sin chun Cód Cleachtas a dhréachtadh. Chuir ÚNM comhairliúchán náisiúnta ar siúl i measc páirtithe leasmhara, ar a n-áirítear bainisteoirí láithreán oidhreachta, saineolaithe i réimse an chaomhnaithe, comhlachtaí poiblí, ailtirí agus innealtóirí. Fuair an dréacht deiridh formheas ÚNM agus cuireadh faoi bhráid an Aire Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí é i gcomhair a fhorghreasa agus a cheadaithe.

### **Monatóireacht ar an dóigh ina bhfuil an Cód Cleachtais um Inrochtaineacht Seirbhísí Poiblí agus Faisnéis arna soláthar ag Comhlachtaí Poiblí**

Tá ceangal ar ÚNM faoi alt 8 den Acht um an Údarás Náisiúnta Míchumais, 1999, monatóireacht a dhéanamh ar na cóid chleachtais a fhorbraímid. Tar éis próiseas comhairleach a chur i gcrích, scaip ÚNM ceistneoir ar chomhlachtaí poiblí. Sa cheistneoir sin, bhí do gach eagraíocht i gcumas a feidhmíocht féin a mhéadú agus an Cód Cleachtais um Inrochtaineacht Seirbhísí Poiblí agus Faisnéis arna soláthar ag Comhlachtaí Poiblí, atá ina chód reachtúil, in úsáid chuige sin. Ghlac ÚNM le tuarascáil bunaithe ar thorthaí an cheistneora sin

agus chuir faoi bhráid an Aire Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí i gcomhair a formheasta agus a ceadaithe.

### **Tacaíochtaí le haghaidh Oifigigh Rochtana**

Lean ÚNM dá chuid oibre maidir le cruinnithe faisnéisithe, eolas ginearálta agus comhairle a sholáthar do chomhlachtaí poiblí maidir le cúrsaí praiticiúla a bhaineann lena Chód Cleachtais um Inrochtaineacht Seirbhísí Poiblí agus Faisnéis arna soláthar ag Comhlachtaí Poiblí 2006 a chur i bhfeidhm. Ina theannta sin, lean ÚNM dá chaidreamh leis an bhForas Riaracháin chun clár oiliúna agus gréasán tacaíochta a fhorbairt le haghaidh oifigigh rochtana. D'eagraigh ÚNM an dara comhdháil dá chuid le haghaidh oifigigh rochtana i 2008, mar fhóram chun tacaíocht leantach a sholáthar do Oifigigh Rochtana.

### **Caighdeán an Údaráis um Fhaisnéis agus Cáilíocht Sláinte (HIQA)**

Tá sé mar thosaíocht ag ÚNM cáilíocht ard seirbhísí do dhaoine faoi mhíchumas a chur chun cinn. Chuige sin, bhí ÚNM rannpháirteach go gníomhach le linn na bliana sa Ghrúpa Comhairleach um Chaighdeán a bhunaigh an tÚdarás um Fhaisnéis agus Cáilíocht Sláinte (HIQA) agus chuir roinnt aighneachtaí go dtí an Údarás um Fhaisnéis agus Cáilíocht Sláinte, an Roinn Sláinte agus Leanaí agus an Aire Sláinte agus Leanaí maidir le caighdeán, rialacháin agus oll-chreat cáilíochta do lárionad shainithe do dhaoine faoi mhíchumas faoin Acht Sláinte, 2007.

# Tosaíocht

# Straitéiseach 5

# Dícheall a dhéanamh na tosaíochtaí straitéiseacha go léir a bhaint amach agus feabhas a chur ar an gcumarsáid

Leag ÚNM béim mhór le linn 2008 ar a chórais a fheabhsú agus a phróisís a shruthlíniú, leas a bhaint as seirbhísí comhroinnte san áireamh, d'fhonn cur le héifeacht na heagraíochta. Chuige sin d'aistrigh ÚNM a sheirbhísí TFC go dtí an ardán Citrix sa Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí agus d'aistrigh próiseáil a íocaíochtaí airgeadais go dtí Seirbhísí Comhroinnte Airgeadais na Roinne céanna, chomh maith le pleanáil a dhéanamh a phárolla a aistriú in Eanáir 2009. Dá bharr sin, leagadh béim shuntasach ar ullmhú, ar phleanáil, ar chumarsáid agus ar mhonatóireacht na gcúrsaí thuasluaite le linn 2008. Ina theannta sin, chuir ÚNM chuige an córas bainistíochta feidhmíochta agus an córas bainistíochta tionscadal a neadú i 2008, córais a chuaigh faoi athbhreithniú agus faoi leasú i 2007, agus na córais agus próisis sin a leasú a thuilleadh chun freastal ar riachtanais ghnó agus oibríochta ÚNM.

## **An Córas Bainistíochta Forbartha agus Feidhmíochta (PMDS)**

Ba í an bhliain 2008 an chéad bhliain iomlán inar cuireadh córas leasaithe agus leathnaithe PMDS i bhfeidhm, le hathbhreithniú eatramhach agus le hathbhreithniú bliantúil ar fheidhmíocht ag lárphointe agus ag deireadh na bliana, faoi seach. Cuireadh oiliúint sa chóras nua dea-chleachtais don fhoireann ar fad, chun cur i bhfeidhm comhleanúnach an phróisis ar fud na heagraíochta a chur chun cinn.

Bhain monatóireacht agus tacaíocht lárnach leis an gCóras Bainistíochta Forbartha agus Feidhmíochta a chur i bhfeidhm, agus bhí tionchar aige sin ar riachtanais oiliúna agus forbartha daoine agus eagraíochta i 2008. Chuimsigh

an oiliúint a cuireadh ar fáil le linn na bliana preasráitis a scríobh, scileanna meán, bainistiú tionscadal, oiliúint sé hata agus oiliúint maidir le feasacht i dtaobh an mhíchumais.

### **Polasaí agus Nós Imeachta**

I gcomhar le coiste páirtíochta ÚNM, rinneadh an lámhleabhar pearsanra a thabhairt suas chun dáta, a athbhreithniú agus a shruthlíniú lena chur in oiriúint do na hathruithe reachtaíochta agus don dea-chleachtas maidir le hacmhainní daoine agus chun go gcloífeadh leo siúd. Cuireadh athbhreithniú ó bhonn i gcrích, ach go háirithe ar pholasaí dínite san obair ÚNM, ar ar cuireadh bailchríoch, agus úsáideadh seisiúin oiliúna a saincheapadh i gcomhair lucht foirne agus bainistíochta lena dháileadh orthu.

### **Forbairt TFC**

Aistríodh TFC ÚNM go dtí an ngréasán Citrix sa Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí tar éis athbhreithniú ó bhonn ar chumraíocht, ar bhonneagar agus ar riachtanais aitheanta TFC ÚNM i rinneadh i 2006-2007.

D'oibrigh ÚNM i gcomhar leis an Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí ag ullmhú don aistriú a bhí beartaithe don cheathrú ceathrú de 2008. Rinneadh córas beo de i mí Dheireadh Fómhair 2008.

Soláthraíonn gréasán Citrix struchtúr le haghaidh ÚNM le tacaíocht agus cothabháil trí dheasc cabhrach chomhordaithe lárnach sa Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí.

### **Bainistiú Tionscadal**

Tar éis clár cuimsitheach oiliúna don fhoireann ar fad, chuaigh an córas leasaithe agus leathnaithe bainistithe tionscadal a forbraíodh i 2007 beo an chéad lá d'Eanáir 2008. Bhí na tionscadail a raibh cur síos orthu i gclár oibre 2008 ina dtionscadail mhionsonraithe cheadaithe, le bainistíocht agus monatóireacht chuimsitheach chomhleanúnach faoin gcóras nua. Chabhraigh na teimpléid nua atá mar thaca le comhtháthú agus le comhordú na gcórais eagraíochta le heolas a sholáthar do nuashonrú clár rioscaí ÚNM.

## Cúrsaí Airgeadais

Ag teacht leis na gealltanais maidir le Seirbhís Chomhroinnte sa Chomhaontú Náisiúnta Páirtíochta I dTreo 2016, agus mar thaca le coigilt airgid san eagraíocht agus lena chur chun cinn, d'aistrigh ÚNM próiseáil a íocaíochtaí airgeadais chuig na Seirbhísí Comhroinnte Airgeadais sa Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí. Soláthraíonn an t-aistriú sin cumas níos mó san ÚNM chun caiteachas airgeadais a bhainistiú agus monatóireacht éifeachtach a dhéanamh air.

Táthar ag beartú próiseáil an phárolla a aistriú i 2009, rud a chuirfidh aistriú na mbeart airgeadais ar fad i gcrích.

Ag teacht leis an dea-rialachas, rinneadh plan inmheánach iniúchta a fhorbairt, a aontú agus a chur i bhfeidhm. Rinne Coiste Iniúchta ÚNM na moltaí a bhí i dtuairiscí iniúchta a mheas agus a athbhreithniú agus rinne monatóireacht orthu le cinntiú mbaintear raibh rialacháin dhochta amach agus go gcoinnítear ar siúl iad.

## Sláinte agus Sábháilteacht

Ag meabhrú dó agus mar thaca le hoibleagáidí an fhostóra faoin Acht um Shábháilteacht, Sláinte agus Leas ag an Obair, 2005, chláraigh ÚNM leis an tionscnamh “Ag Obair Go Dearfa” a bhíonn á urrú ag an Údarás Sláinte agus Sábháilteachta ina ndírítear ar uirlis a sholáthar i gcomhair eagraíochtaí chun strus “ionad oibre” a thomhas. Cuireadh tús leis an tionscnamh sin le ceistneoir gan ainm a scaipeadh ar an lucht foirne. Rinneadh anailís neamhspleách ar an gceistneoir sin, agus cuireadh aiseolas i dtaobh na dtorthaí ar ais chun an lucht foirne. Ar a lorg sin, reáchtáladh an chéad cheardlann fócais leis an sainchomhairleoir urraithe ag an Údarás Sláinte agus Sábháilteachta a sannadh don ÚNM mar éascaitheoir.

## Leabharlann ÚNM

Acmhainn uathúil i gcomhair lucht na foirne agus úsáideoirí seachtracha is ea leabharlann ÚNM. Tá níos mó ná 53,000 ní sa leabharlann a bhaineann le míchumas agus le hábhair ghaolmhara. Cuimsíonn an cnuasach fairsing sin leabhair, irisí, nuachtlitreacha, ailt nuachtán, DVDanna, fístéipeanna agus CD-ROManna. Tá catalóg ar líne ag an leabharlann agus soláthraíonn sí leabhair

agus ailt as irisí trí mheán an phoist. Is féidir le daoine cuairt a thabhairt ar an leabharlann chun obair níos doimhne a dhéanamh. Ina theannta sin, cuireann an leabharlann fios ar leabhair agus ar ailt in acmhainní leabharlainne níos mó i gcomhair lucht foirne ÚNM, ionas gur féidir leo léargas cuimsitheach a fháil ar chúrsaí agus taighde ar siúl acu ina leith.

D'fhreagair lucht leabharlainne ÚNM 2,260 fiosrú i 2008, agus chláraigh 115 ball úra i rith na bliana. Ó lucht foirne a tháinig an líon fiosruithe is mó (705), le mic léinn tríú leibhéal agus iarchéime sa tarna háit (516), ansin eagraíochtaí míchumais (200) agus Ranna Rialtais, gníomhaireachtaí stáit agus rialtas áitiúil (144). Ó réimse leathan dearthóirí gairmiúla, innealtóirí, eagraíochtaí san earnáil phríobháideach, múinteoirí, leabharlanna, taighdeoirí agus lucht léinn ollscoile a tháinig an chuid eile (700). Soláthraíodh faisnéis éagsúil, ar a n-áirítear cuardaigh catalóige agus litríochta, cuardaigh ábhartha idirlín agus fiosruithe a cuireadh ar aghaidh chuig eagraíochtaí eile. Thug an leabharlann 415 leabhar amach ar iasacht agus 287 alt as irisí agus nuachtáin.





# Ráitis

# Airgeadais 2008



# Ábhar

Baill an Údaráis agus eolas eile	140
Feidhmeanna agus Cumhachtaí ÚNM	141
Ráiteas ar Fhreagrachtaí an Údaráis	143
Ráiteas ar an gCóras Rialaithe Inmheánach Airgeadais	144
Tuarascáil an Ard-Reachtair Cuntas agus Ciste	147
Ráiteas ar Pholasaithe Cuntasaíochta	150
Cuntas Ioncaim agus Caiteachais	152
Clár Comhardaithe	154
Ráiteas ar Shreabhadh Airgid	155
Nótaí leis na Ráitis Airgeadais	156

## **Baill an Údaráis Náisiúnta Míchumais agus Eolas Eile**

**An Dr Angela Kerins** Cathaoirleach  
**Mr Jack Callanan**  
**Mr Kevin Condon**  
**Ms Maria Cronin**  
**Mr John Dolan**  
**Ms Noreen Gildea**  
**Mr David Joyce**  
**Mr Gene Lambert**  
**Mr Christy Lynch**  
**Ms Lottie Mc Clure**  
**Mr Seamus Mc Nulty**  
**Ms Betty O’Leary**  
**Mr Donie O’Shea**

Stiúrthóir: Siobhan Barron

Aturnaetha Kilcullen & Associates  
 183 Bóthar Ráth Maonais Íocht.  
 Baile Átha Cliath 6.

Baincéirí: Banc na hÉireann  
 Sráid Líosáin Uacht.  
 Baile Átha Cliath 4.

Iniúchóirí: An tArd-Reachtaire Cuntas agus Ciste  
 Caisleán Bhaile Átha Cliath  
 Baile Átha Cliath 2

## **An tÚdarás Náisiúnta Míchumais**

Bunaíodh an tÚdarás Náisiúnta Míchumais ar an 12 Meitheamh 2000 faoi Alt 6 den Acht um Údarás Náisiúnta Míchumais 1999.

## Feidhmeanna agus Cumhachtaí ÚNM

### Feidhmeanna agus cumhachtaí ÚNM

Is é is príomhfheidhm ag an ÚNM ná comhairle a chur ar an Aire Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí maidir le ceisteanna polasaí agus cleachtais maidir le míchumas.

Cuimsíonn feidhmeanna áirithe an Údaráis faoi Alt 8 den Acht um Údarás Náisiúnta Míchumais 1999:

- Feidhmiú mar chomhlacht lárnach náisiúnta a chabhróidh leis an Aire i gcomhordú agus i bhforbairt polasaí maidir le daoine faoi mhíchumas
- Dul i mbun, coimisiúnú a dhéanamh ar nó comhoibriú le tionscadail agus gníomhaíochtaí taighde maidir le saincheisteanna a bhaineann le míchumas agus cúnamh a thabhairt i bhforbairt fhaisnéis staitistiúil atá cuí do phleanáil, seachadadh agus monatóireacht na gclár agus na seirbhísí do dhaoine faoi mhíchumas
- Comhairle a chur ar an Aire ar chaighdeáin chuí do chlár agus do sheirbhísí a soláthraítear nó a soláthrófar do dhaoine faoi mhíchumas agus gníomhú mar chomhlacht comhairleach maidir le forbairt ar chaighdeáin ghinearálta agus sainchaighdeáin maidir lena leithid de chlár agus de sheirbhísí
- Monatóireacht a dhéanamh ar fhorfheidhmiúchán ar chaighdeáin agus ar chóid chleachtais i gclár agus i seirbhísí a soláthraítear do dhaoine faoi mhíchumas agus tuairisciú don Aire air sin
- Teagmháil le comhlachtaí eile, corpraithe agus neamhchorpraithe, atá rannpháirteach i soláthar seirbhísí do dhaoine faoi mhíchumas agus áisiú agus tacaíocht a thabhairt i bhforbairt agus i bhfeidhmiúchán caighdeán cuí do chlár agus do sheirbhísí do dhaoine faoi mhíchumas
- Cóid chleachtais a bhaint amach ar chaighdeáin mhaithe agus ardcháilíochta i soláthar chlár agus seirbhísí a sholáthraítear do dhaoine faoi mhíchumas
- Baint amach caighdeáin mhaithe agus ardcháilíochta i soláthar chlár agus seirbhísí do dhaoine faoi mhíchumas a aithint, ag áireamh soláthair ar chóras dámhachtana um chomhionannas míchumais
- Pleananna straitéisacha a ullmhú

Ar fheidhmeanna breise an Údaráis faoi Acht Míchumais 2005 tá:

- Cóid chleachtais a ullmhú maidir le inrochtaine foirgneamh poiblí, seirbhísí, faisnéise agus láithreán oidhreachta agus fostaíochta do dhaoine faoi mhíchumas san earnáil phoiblí ar iarratas ón Aire (Cuid 3)
- Monatóireacht a dhéanamh ar ghéilliúntas do spriocanna reachtúla d'earcaíocht agus d'fhostaíocht daoine faoi mhíchumas san earnáil phoiblí, gníomhaíocht a mholadh nuair nach bhfuil na spriocanna sin á mbaint amach, agus cóid chleachtais a ullmhú nuair a iarrtar sin (Cuid5)
- Lárionad Sármhaitheasa i nDearadh Uilíoch a bhunú sa chomhshaol tógtha agus sa teicneolaíocht faisnéise a chuirfidh na prionsabail um dhearadh uilíocht atá inrochtain, gur féidir a thuiscint agus a úsáid a mhéid agus is féidir ag daoine faoi mhíchumas:
  - ar an mbealach is neamhspleácháí agus is nádúrtha
  - sa réimse is fairsinge suíomh agus ócáid
  - gan ghá le leasú, oiriúnú, fearas cuidithe nó sainréiteach (Cuid 6)

### **Cumhachtaí reachtúla**

D'fhonn a fheidhmeanna reachtúla a chomhlánú, tá cumhachtaí áitrithe reachtúla ag an Údarás faoin Acht an Údaráis Náisiúnta Míchumas 1999:

- Tá ceart rochtana ag an Údarás ar eolas (sonraí san áireamh) atá ábhartha dá chuid feidhmeanna agus atá i seilbh comhlachtaí poiblí (Alt 13)
- Tig leis an Údarás eolas a lorg ar aon ní a bhaineann le soláthar chlár nó seirbhísí, do dhaoine faoi mhíchumas, atá á soláthar mar dhualgas reachtúil agus atá á maoiniú go hiomlán nó go páirteach ón gciste poiblí (Alt 14)
- Déanann an tÚdarás moltaí d'athbhreithniú, laghdú nó tarraingt siar airgid a sholáthraíonn an tOireachtas do chlár nó do sheirbhís nuair a meastar dó é a bheith á chur ar fáil ar bhealach neamhleor nó míhásúil nó nach bhfuil sé á chur ar fáil do dhaoine faoi mhíchumas (Alt 15(4))

Déanann an tÚdarás tuairisciú bliantúil agus tuairiscí eile don Aire maidir lena chuid feidhmeanna (Alt 15).

## Ráiteas ar Fhreagrachtaí na mBall den Údarás

Tá ar an Údarás faoi Alt 17 den Acht Náisiúnta Míchumais 199 ráiteas airgeadais a ullmhú do gach aon bhliain airgeadais ar leith a thugann léargas fírinneach cóir ar stáid ghnóthaí an Údaráis agus ar a ioncam agus caiteachais don tréimhse sin .

Agus na ráitis airgeadais seo á n-ullmhú, tá ar an gComhairle:

- polasaithe oiriúnacha cuntasáíochta a roghnú agus a chur i bhfeidhm go comhsheasamhach
- breithiúnais agus meastacháin a dhéanamh atá réasúnta agus ciallmhar
- cloí le Caighdeáin infheidhmithe Cuntasáíochta, faoi réir aon difríochtaí ábhartha a nochtar agus a mhínítear sna Ráitis Airgeadais
- na ráitis airgeadais as ullmhú ar bhonn ghnóthais leantaigh mura bhfuil sé míchuí a thiomhdiú go leanfaidh an tÚdarás Náisiúnta Míchumais a bheith ann

Tá freagracht ar an Údarás cuntais chearta cuntasáíochta a choimeád, a nochtann staid airgeadais an Údaráis le cruinneas réasúnta ag am ar bith, agus a chinntiú go ngéilleann na ráitis airgeadais don Acht. Tá sé freagrach chomh maith as sócmhainní an Údarás Náisiúnta Míchumais a chosaint agus dá bhrí sin as céimeanna réasúnta a ghlacadh do chosc agus do bhrath calaoise agus neamhrialtachtaí eile.

Thar ceann an Údaráis

Cathaoirleach	Angela Kerins
Stiúrthóir:	Siobhan Barron
Dáta	16 Iúil 2009

## Ráiteas ar Rialú Inmheánach Airgeadais don bhliain dar chríoch 31 Nollaig 2008

Thar ceann Bhord an tÚdarás Náisiúnta Míchumais, admhaím ár bhfreagracht as deimhin a dhéanamh go bhfuil córas éifeachtach rialála airgeadais inmheánaigh á chothú agus á fheidhmiú.

Ní féidir lena leithéid de chóras ach dearbhú réasúnta, nach ionann agus dearbh amach is amach, a thabhairt go bhfuil sóchmhainní cosanta, idirbhearta údaraithe agus taifeadta i gceart, agus go stoptar dearmaid nó mírialtachtaí ábhartha nó go n-aimseofaí iad ar bhealach tráthúil.

Tá céimeanna glactha ag an Údarás le deimhin a dhéanamh de go bhfuil comhshaol cuí rialála ann trí:

- Bunú nósanna foirmeálta imeachta trí fheidhmeanna éagsúla coiste le monatóireacht agus cosaint a dhéanamh ar shóchmhainní na heagraíochta
- Léirmhíniú soiléir agus doiciméadú a dhéanamh ar fhreagrachtaí agus ar chumhachtaí na bainistíochta
- Cultúr láidir cuntasachta a fhorbairt ar gach aon leibhéal ar fud na heagraíochta

Tá nós imeachta bunaithe ag an Údarás chomh maith le rioscaí gnó a aithint agus a luacháil.. Baintear seo amach ar bhealaí éagsúla, ina measc:

- Nádúr, méid agus impleachtaí airgeadais rioscaí don Údarás Náisiúnta Míchumais a aithint
- Measúnú a dhéanamh ar dhóchúlacht na rioscaí a bheith ag tarlú. Tá clár riosca ullmhaithe ag an ÚNM ag cuimsiú rioscaí géilliúntais/cáile, straitéise, oibriúcháin, faisnéise teicneolaíochta agus airgeadais
- Measúnú ar chumas an Údarás Náisiúnta Míchumais na rioscaí a tharlaíonn a bhainistiú agus a mhaolú
- Oibriú go dlúth leis an Rialtas agus le gníomhaireachtaí agus institiúidí éagsúla le deimhin a dhéanamh de go bhfuil tuiscint shoiléir ann ar spriocanna an ÚNM agus tacaíocht do straitéisí an Údaráis leis na spriocanna sin a bhaint amach



- Athbhreithnithe rialta a dhéanamh ar phleananna straitéiseacha gearr agus fadtéarmacha agus luacháil ar na rioscaí ar na pleananna sin a thabhairt i bhfeidhm
- Leagan amach spriocanna bliantiúla agus níos faide do na réimsí ar leith dár ngnó agus ina ndiaidh tuairisciú rialta ar na torthaí a bhaintear amach
- Bunú agus forfheidhmiú nósanna imeachta fairsinge caighdeánacha agus foráil faoinar féidir cúnamh airgeadais a thabhairt do thionscadail, ag áireamh forálacha ag éileamh aisíoca mura gcomhlíonann an tionscadal tiomantais a rinne an té a chuir chun cinn é

Tá córas rialaithe inmheánach airgeadais bunaithe ar chreat d'eolas rialta bainistíochta, nósanna imeachta ag áireamh leithscaradh dualgas, agus córas tarmilgín agus cuntasachta. Cuimsíonn sé go háirithe:

- Córas cuimsitheach buiséid le buiséad bliantúil ar a ndéanann an tÚdarás athbhreithniú agus comhaontú
- Athbhreithniú rialta ag an Údarás agus tuarascálacha bliantúla a léiríonn feidhmíocht airgeadais i bhfrithshuíomh le réamhaisnéisí
- Leagan síos spriocanna le feidhmíocht airgeadais agus eile a thomhas
- Treoirínte soiléire rialaithe ar shainchaipiteal infheistíochta
- Disciplíní foirmeálta bainistíochta tionscadal

Tá foinsiú allamuigh déanta ag an Údarás ar Sheirbhís Sheachtrach Iniúchóireachta, a fheidhmíonn de réir an Chreata don Chleachtas is Fearr, atá leagtha amach sa Chód Cleachtais ar Rialachas Comhlachtaí Stáit, ar ghlac an tÚdarás leis i Meitheamh 2002. Comhlánaíonn an Roinn Dlí agus Cirt Comhionannais agus Athchóirithe Dlí an tSeirbhís Inmheánach Iniúchóireachta. Tugann an tSeirbhís Inmheánach Iniúchóireachta tuairisc don Choiste Iniúchóireachta go rialta. Sa bhliain reatha, rinne Iniúchadh Inmheánach tuarascála i réimsí TF agus Ceannach le hÍoc. Níor aithníodh aon mhórchéisteanna i gceachtar tuarascáil.

Tá an tÚdarás freagrach as feitheoireacht a dhéanamh ar fhorfheidhmiú moltaí na Seirbhíse Inmheánaí Iniúchóireachta lena dheimhniú go bhfuil nósanna imeachta córa agus éifeachtacha rialaithe airgeadais á bhfeidhmiú agus déanann feitheoireacht ar an bhfeidhm iniúchóireachta inmheánaí agus pleananna gaolmhara a chuimsíonn aon réimsí nua aitheanta.

Déantar eolasú ar mhonatóireacht agus ar athbhreithniú an Údaráis ar éifeachtacht na gcóras rialaithe inmheánacha airgeadais trí:

- saothar na Seirbhíse Inmheánaí Iniúchóireachta agus cion an Choiste Iniúchóireachta a dhéanann feitheoireacht ar shaothar an Iniúcháir Inmheánaigh agus comhshaol an rialachais chorparáidigh
- na bainisteoirí feidhmiúcháin leis an Údarás Náisiúnta Míchumais ar a bhfuil freagracht as forbairt agus cothabháil an chreata rialaithe airgeadais
- an Coiste Airgeadais a thuairiscíonn in aghaidh na ráithe ar chaiteachas airgeadais agus ceisteanna gaolmhara agus
- na ceisteanna a thógann an tArd-Reachtair Cuntas agus Ciste

Deimhním go ndearna an Chomhairle athbhreithniú foirmeálta ar éifeacht na gcóras rialaithe inmheánaigh airgeadais do 2008.

Angela Kerins  
Cathaoirleach

16 Iúil 2009

## **Tuarascáil an Ard-Reachtair Cuntas agus Ciste le cur i láthair Thithe an Oireachtais**

Tá ráitis airgeadais an Údaráis Náisiúnta Míchumais don bhliain dar críoch 31 Nollaig 2008 iniúchta agam faoi Alt 17 den Acht um Údarás Náisiúnta Míchumais, 1999.

Tá na ráitis airgeadais, a ullmhaíodh faoi na beartais chuntasaíochta arna leagan amach sna ráitis, comhdhéanta den Ráiteas ar Bheartais Chuntasaíochta, an Cuntas Ioncaim agus Caiteachais, an Clár Comhardaithe, an Ráiteas ar Shreabhadh Airgid, Ráiteas Gnóthachan agus Cailteanas Aitheanta Iomlán agus na nótaí gaolmhara.

### **Freagrachtaí Chomhaltaí an Údaráis agus an Ard-Reachtair Cuntas agus Ciste faoi seach**

Tá an tÚdarás freagrach as na ráitis airgeadais a ullmhú de réir an Achta um Údarás Náisiúnta Míchumais, 1999, agus as rialtacht na n-idirbheart a chinntiú. Ullmhaíonn an tÚdarás na ráitis airgeadais de réir Cleachtais Chuntasaíochta a nGlactar Leis go Coitianta in Éirinn. Tá freagrachtaí cuntasaíochta Chomhaltaí an Údaráis leagtha amach sa Ráiteas um Fhreagrachtaí Chomhaltaí an Údaráis.

Is é m'fhreagrachta ná na ráitis airgeadais a iniúchadh de réir cheanglas ábhartha dlí agus rialúcháin agus Caighdeán Idirnáisiúnta maidir le hIniúcháireacht (Ríocht Aontaithe agus Éire).

Tuairiscím mo thuairim maidir le cibé an dtugann na ráitis airgeadais léargas fóircheart, de réir Cleachtais Chuntasaíochta a nGlactar Leis go Coitianta in Éirinn. Tuairiscím freisin cibé, dar liom, an raibh leabhair chuntais chuí coinnithe. Lena chois sin, deirim cibé an dtagann na ráitis airgeadais leis na leabhair chuntais.

Tuairiscím ar aon chás ábhartha nár feidhmíodh suimeanna airgid chun na gcríoch a bhí beartaithe nó sa chás nach leanann na hidirbhearta do na húdaráis a rialaíonn iad.

Tuairiscím freisin mura bhfuil an fhaisnéis agus na mínithe ar fad faighte agam agus atá riachtanach chun críocha m'iniúchta.

Scrúdaím an Ráiteas maidir le Rialú Inmheánach Airgeadais le féachaint an léirítear ann gur chomhlíon an tÚdarás an Cód Cleachtais maidir le Rialachas Comhlachtaí Stáit agus tuairiscím ar aon chás ábhartha nach ndéanann sé amhlaidh, nó más rud é go bhfuil an ráiteas míthreorach nó nach dtagann sé le faisnéis eile atá ar eolas agam de bharr na ráitis airgeadais a bheith iniúchta agam. Ní cheanglaítear orm a bhreithniú cibé an gclúdaíonn an Ráiteas maidir le Rialú Inmheánach Airgeadais gach priacal agus rialú airgeadais, ná teacht ar thuairim maidir le héifeachtacht na nósanna imeachta maidir le priacail agus rialú.

Léim faisnéis eile atá sa Tuarascáil Bhliantúil, agus breithním cibé an dtagann sé leis na ráitis airgeadais iniúchta. Breithním na himpleachtaí do mo thuarascáil má thagaim ar an eolas faoi aon rud atá, de réir cosúlachta, ina mhíríteas nó ina neamhréireacht ábhartha leis na ráitis airgeadais.

### **An Bunús atá le mo Thuairim ar na Ráitis**

I mbun m'fheidhme mar Ard-Reachtair Cuntas agus Ciste, rinne mé m'iniúchadh ar na ráitis airgeadais de réir Caighdeán Idirnáisiúnta maidir le hIniúcháireacht (Ríocht Aontaithe agus Éire) arna n-eisiúint ag an mBord um Chleachtais Iniúcháireachta agus trí thagairt a dhéanamh do na nithe ar leith is gá a chur san áireamh i ndáil le cúrsaí bainisteoireachta agus oibriúcháin a ghabhann le comhlachtaí Stáit. Déantar scrudú mar chuid den iniúchadh, ar bhonn tástála, ar fhianaise a bhaineann le suimeanna agus rialtacht na n-idirbheart airgeadais a chuirtear san áireamh sna ráitis airgeadais, agus leis na hidirbhearta a fhoilsítear iontu. Chomh maith leis sin, cuimsíonn an t-iniúchadh measúnacht ar na meastacháin agus ar na breitheanna suntasacha a rinneadh agus na ráitis airgeadais á n-ullmhú, agus measúnacht le féachaint an n-oireann na beartais chuntasaíochta don bhail atá ar chúrsaí an Údaráis, ar feidhmíodh na beartais sin ar bhealach leanúnach agus ar foilsíodh iad ar bhealach sásúil.

Phleanáil mé agus rinne mé m'iniúchadh sa chaoi is go bhfaighinn an fhaisnéis agus na mínithe ar fad a mheas mé a bheith riachtanach ionas go mbeadh leordhóthain fianaise agam a d'fhágfadh cinnteacht réasúnach ann go bhfuil na ráitis airgeadais saor ó mhíríteas ábhartha, cibé calaois nó neamhrialtacht eile nó earráid is cúis leis sin. I dteacht ar mo thuairim, rinne mé meastóireacht ar a shásúla is a cuireadh faisnéis i láthair sna ráitis airgeadais san iomlán freisin.

## **Tuairim**

Is é mo thuairim go dtugann na ráitis airgeadais léargas fíorcheart, de réir Cleachtais Chuntasaíochta a nGlactar Leis go Coitianta in Éirinn, ar riocht ghnóthaí an Údaráis ag 31 Nollaig 2008 agus ar a ioncam agus ar a chaiteachas don bhliain dar críoch sin.

Is é mo thuairim go raibh leabhair chuntais chuí coinnithe ag an Údarás. Tá na ráitis airgeadais ag teacht leis na leabhair chuntais.

## **Gerard Smyth**

**Le haghaidh agus thar ceann an Ard-Reachtair Cuntas agus Ciste Lúnasa 2009**

## Ráiteas ar Pholasaithe Cuntasaíochta

### Bonn na Cuntasaíochta

Ullmhaítear na ráitis airgeadais ar an modh fabhraithe cuntasaíochta faoin gcoinbhinsiún stairiúil costais de réir na bprionsabal cuntasaíochta a bhfuil glacadh ginearálta leo, ach mar atá léirithe thíos.

Glactar leis na Caighdeáin Tuarascála a mholann na comhlachtaí aitheanta cuntasóireachta de réir mar a thagann siad i bhfeidhm.

### Ioncam Deontas Oireachtais

Léiríonn ioncam ón bhfoinse seo na fáiltais iarbhír airgid sa tréimhse.

### Tomhas Sláinte agus Míchumais san Eoraip (TSME)

Tá maoiniú a fuarthas i leith tionscadail um Thomhas Sláinte agus Míchumais san Eoraip (TSME) na hEorpa cuimsithe in ioncam na bliana inar tabhaíodh an caiteachas lena mbaineann sé.

Tionscadal le Coimisiún na hEorpa é seo ar a bhfuil an tÚdarás Náisiúnta Míchumais roghnaithe mar cheann dá chomhpháirtithe. Chríochnaigh an tionscadal seo in 2008.

### Ioncam eile– An Roinn Oideachais agus Eolaíochta

Déantar cuntas ar aisghabháil ón Roinn Oideachais agus Eolaíochta i leith tuarastal agus aoisliúntas a thit ar an Údarás Náisiúnta Míchumais ar bhonn fabhraithe.

### Sóchmhainní Seasta agus Dímheas

Léirítear sóchmhainní seasta ar a gcéadchostas lúide dímheas.

Gearrtar dímheas ar na rátaí bliantúla seo a leanas:-

Troscán agus Trealamh Oifige	20.00 % (Dímheas de réir méid chothroim)
------------------------------	--

Cruaearraí agus Bogearraí Ríomhaireachta	33.33 % (Dímheas de réir méid chothroim)
Áitreabh	2.50 % (Bonn Comhardaithe Laghdaithe)

### **Cuntas Caipitil**

L an Cuntas Caipitil an méid ioncaim gan amúchadh a leithdháileadh le sóchmhainní seasta a cheannach.

### **Pinsin**

Feidhmíonn an tÚdarás Náisiúnta Míchumais scéim pinsin socharshainithe a mhaoinítear go bliantúil ar bhonn íoc mar a théir ó airgead atá ar fáil aige, airgead arna sholáthar ag an Roinn Dlí agus Cirt Comhionannais agus Athchóirithe Dlí agus rannaíocaíochtaí ón bhfoireann san áireamh.

Léiríonn na costais pinsean sochair tuillte ag fostaithe sa tréimhse agus léirítear sin glan ar rannaíocaíochtaí foirne a choinníonn an tÚdarás Náisiúnta Míchumais. Aithnítear mar ioncam suim ag freagairt don mhuipear pinsin chomh fada is atá sé in-aisghabhála, agus fritháirithe ag deontais a fuarthas i rith na bliana le híocaíochtaí pinsin a íoc.

Léirítear ghnóthachain nó cailteanais ar dhliteanais na scéime sa Ráiteas ar Ghnóthachain agus Chailteanais lomlána agus tá suim ag freagairt dó sin in-aisghabhála ón Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí.

Léiríonn dliteanais pinsin luach na n-iocaíochtaí pinsean iníochta sa todhchaí atá tuillte ag an bhfoireann go dtí seo. Léiríonn cistíocht iarchurtha an mhaoin chomhfhreagrach atá le haisghabháil i dtréimhsí sa todhchaí ón Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí.

<b>Cuntas Ioncaim Agus Caiteachais Don Bhliain Dar Chríoch 31 Nollaig 2008</b>			
<b>IONCAM</b>	<b>NÓTAÍ</b>	<b>2008</b>	<b>2007</b>
		€	€
Ioncam Deontais	7	3,315,567	3,432,308
Cistíocht ghlan iarchurtha do Phinsin			
Ioncam Eile	12	264,022	217,387
	9(b)	121,722	491,998
Aistriú ó / (go) Cuntas Caipítíl		385,744	709,385
Ioncam Iomlán			
<b>CAITEACHAS</b>	11	423,767	252,309
Tionscadail agus Obair Coimisiúnaithe		(38,023)	457,076
<b>Costais Forbartha, Tacaíochta agus Riaracháin</b>		3,277,544	3,889,384
Párolla		(16,100,000)	(15,000,000)
Costais Pinsin		16,100,000	15,000,000
Costais Riaracháin		3,277,544	3,889,384
Dímheas			
	8	3,315,567	3,432,308
Caiteachas Iomlán	(38,023 )	457,076	
<b>Barrachas (Easnamh) don bhliain</b>	*	(495,099)	26,931
Barrachas Coinnithe ar an 1 Eanáir		457,076	430,145
Barrachas (Easnamh) ar an 31 Nollaig		(38,023)	457,076
<b>Ráiteas ar Iomlán na nGnóthachan agus na gCailteanas</b>			



Barrachas (Easnamh) don bhliain		(495,099)	26,931
(Gnóthachan) Achtúireach / Cailteanas ar Dhliiteanais Phinsin		(245,000)	(712,000)
Coigeartú ar Chistíocht larchurtha Phinsin		245,000	712,000
<b>Iomlán an Ghnóthachain Aitheanta / (Cailteanais) don bhliain</b>		<b>(495,099)</b>	<b>26,931</b>
<p>Tagrann na torthaí don bhliain d'fheidhmiúcháin leantacha Tá an Ráiteas ar Pholasaithe Cuntasaíochta, an Ráiteas ar Shreabhadh Airgid, agus Nótaí 1 go 15 ina gcuid de na Ráitis Airgeadais seo.</p> <p>Sínithe: Angela Kerins (Cathaoirleach)  Sínithe: Christy Lynch (Ball den Údarás)  Sínithe: Siobhan Barron (Stiúrthóir)  Dáta: 16 Iúil 2009</p>			

<b>Clár Comhardaithe mar a bhí ar an 31 Nollaig 2008</b>			
	<b>NÓTAÍ</b>	<b>2008</b>	<b>2007</b>
		€	€
<b>SÓCMHAINNÍ SEASTA</b>	7	3,315,567	3,432,308
<b>SÓCMHAINNÍ REATHA</b>			
Féichiúnaithe agus Réamhíocaíochtaí	12	264,022	217,387
Airgead sa Bhanc agus ar Láimh	9(b)	121,722	491,998
		385,744	709,385
<b>DLITEANAIS REATHA</b>			
Creidiúnaithe agus Fabhruithe	11	423,767	252,309
Sócmhainní Glana Reatha		(38,023)	457,076
<b>SÓCHMHAINNÍ IOMLÁN LÚIDE DLITEANAIS</b>		3,277,544	3,889,384
Sóchmhainn Cistíochta larchurtha do Phinsin		(16,100,000)	(15,000,000)
Dliteanais do Phinsin		16,100,000	15,000,000
		3,277,544	3,889,384
<b>LÉIRITHE AG:</b>			
Cuntas Caipitil	8	3,315,567	3,432,308
Barrachas Coinnithe ar an gCuntas Ioncaim agus Caiteachais	(38,023)	457,076	
		3,277,544	3,889,384
Tá an Ráiteas ar Pholasaithe Cuntasaíochta, an Ráiteas ar Shreabhadh Airgid, agus Nótaí 1 go 15 ina gcuid de na Ráitis Airgeadais seo.			
Sínithe: Angela Kerins (Cathaoirleach)			
Sínithe: Christy Lynch (Ball den Údarás)			
Sínithe: Siobhan Barron (Stiúrthóir)			
Dáta: 16 Iúil 2009			

<b>Ráiteas ar an Sreabhadh Airgid don bhliain dar chríoch 31 Nollaig 2008</b>			
	<b>NÓTAÍ</b>	<b>2008</b>	<b>2007</b>
		€	€
Sreabhadh Airgid Glan / (Eis-Sreabhadh) ó Ghníomhaíochtaí Oibriúcháin	9	(342,449)	169,964
<b>TORTHAÍ AR INFHEISTÍOCHTAÍ AGUS AR SHEIRBHÍSIÚ AIRGEADAIS</b>			
Ús faighte		3,003	5,800
Torthaí Glan Ar Infheistíochtaí Agus Ar Sheirbhísiú Airgeadais	3,003	5,800	
<b>GNÍOMHAÍOCHTAÍ INFHEISTÍOCHTA</b>			
Ceannach sóchmhainní seasta		(30,830)	(48,020)
Diúscairt shóchmhainní seasta		0	0
Eis-sreabhadh glan airgid ó ghníomhaíochtaí infheistíochta		(30,830)	(48,020)
<b>Méadú/ (Laghdú) ar Airgead sa Bhanc agus ar láimh</b>		<b>(370,276)</b>	<b>127,744</b>
Tá an Ráiteas ar Pholasaithe Cuntasaíochta, an Ráiteas ar Shreabhadh Airgid, agus Nótaí 1 go 15 ina gcuid de na Ráitis Airgeadais seo.			
Sínithe: Angela Kerins (Cathaoirleach)			
Sínithe: Christy Lynch (Ball den Údarás)			
Sínithe: Siobhan Barron (Stiúrthóir)			
Dáta: 16 Iúil 2009			

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 31ú Nollaig, 2008.****1. Clúdaíonn na Ráitis Airgeadais seo an bhliain dar chríoch 31ú Nollaig 2007.**

<b>2 . IONCAM</b>	<b>2008</b>	<b>2007</b>
<b>2 (a) Ioncam Deontais</b>	€	€
An Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí	4,791,242	5,937,734
	4,791,242	5,937,734
<b>2 (b) Ioncam Eile</b>	2008	2007
An Roinn Oideachais agus Eolaíochta (An tSeirbhís Náisiúnta Síceolaíochta Oideachais)	391,455	440,821
Tionscadal TSME Cistithe ag an AE	2,525	3,563
Ús Bainc	3,003	5,800
Fáltais SSGT	10,786	11,046
Cíos agus Seirbhísí	71,552	0
Éagsúil	310	1,490
	479,631	462,720
<b>3. TIONSCADAIL AGUS OBAIR COIMISIÚNAITHE</b>	2008	2007
Dúshlán a thabhairt do Dhearcadh ar Fheachtas Fógraíochta Sláinte Mheabhrach	310,134	502,374
Scéim Dámhachtana um Sármhaitheas trí Inrochtaineacht	162,822	188,641
Suíomh Gréasáin Easnamh Citrix	93,611	0
Comhdháil um Thaighde Míchumais	62,012	62,212
Tógáil do gach aon duine	55,868	36,766
Scéim le Taighde a chur chun cinn	47,704	102,071
Comhdháil Fhaireachlann na hEorpa	46,658	0
Taiscéalú ar Fhostaíocht Daoine faoi Mhíchumas	37,475	41,381
Ábhair Nua - Leabharlann	32,468	52,743

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 3 Iú Nollaig, 2008.**

Tuarascáil Bhliantúil ÚNM	32,156	21,635
Luacháil ar an bhFeachtas Sláinte Mheabhrach	31,097	0
Athbhreithniú Leabharlainne	26,500	0
Úsáideoir ar Shuíomh Gréasáin ICT CEUD	26,325	0
Dearadh Ar Shuíomh Gréasáin CEUD	19,479	0
Comhdháil An Lárionad Foirfeachta i nDearadh Uilíoch	18,102	50,157
Léiriú ar dhaoine faoi mhíchumas sna meáin	15,901	30,000
Ábhair Faisnéise, Cuid V den Acht Míchumais	15,126	40,527
Cód Cleachtais ar Inrochtaineacht ar Láithreacha Oidhreachta	14,116	22,500
Comhdháil 3%.	11,797	0
Láithreacha Oidhreachta Idirnáisiúnta	11,478	0
Poibliú Tuarascála ar Chuid V	12,417	0
Ceardlann Cárta Cliste	10,803	0
Maireachtáil sa phobal	10,004	0
Forbairt Curaclaim	10,000	0
Creat Monatóireachta	9,960	14,460
Treoirlínte um Choinneáil Postanna	9,003	0
Athchló ar Fhoilseacháin Inrochtaineachta	8,785	12,112
Dearadh Lógó agus Forbairt CEUD	7,865	19,425
Tacaíochtaí Oifigeach Rochtana	7,411	8,278
Comhdháil Seimineár NA	5,564	15,680
Taighde ar Eitic Thaighde	5,410	18,542
Faisnéisiú Bricfeasta Comreg	4,938	0
Suirbhéireacht ar Dhearcadh an Phobail ar	4,304	11,060
Foilsíú ar Threoirlínte Sláinte agus Sábháilteachta d'Egress	3,561	29,494

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 3 Iú Nollaig, 2008.**

Tiomantas don Sármhaitheas	3,430	30,237
Faisnéisiú Eorpach agus Oireachtais	3,120	6,232
Clár tacaíochta do mhaireacháil neamhspleách	2,771	296
Scoláireachtaí	2,500	1,270
Dearadh Uilíoch Uirbeach	2,057	0
Tiontú Ar Shuíomh Gréasáin HTML	1372	4974
Nuachtlitir na gCaighdeán	90	161
Tiontú XML	73	557
Costais bunaithe Lárionad Sármhaitheasa i nDearadh Uilíoch	(80)	24,247
Nuashonrú ar Threoirlínte Inrochtaineachta T.F. ÚNM	(1,670)	43,637
Leabhrán Faisnéise ar an Straitéis Náisiúnta Míchumais	0	320,327
Athbhreithniú litríochta ar Mhná agus Mhíchumas	0	60,912
Físeán Sármhaitheas Trí Inrochtaineacht	0	36,598
Taighde ar an mbealach is fearr le Monatóireacht a dhéanamh ar Chuid V den Acht Míchumais	0	31,488
Polasaithe agus Plean Traenála AD	0	25,916
Ábhair Dearaidh agus Cló do ÚNM	0	21,968
Taighde ar Luathfhágáil scoile ag daoine faoi mhíchumas	0	16,326
Athbhreithniú ar Infreastruchtúr T.F 05-07	0	14,012
Comhdháil Náisiúnta le Torthaí Suirbhéireachta Dearcadh 2006 a	0	13,537
Forbairt ar Threoirlínte Inrochtaineachta	0	8,558
Forfheidhmiú Straitéise Cuimsithí Fostaíochta do Dhaoine faoi Mhíchumas	0	8,465

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 3 Iú Nollaig, 2008.**

Taighde ar Stíleanna Cinnreachta	0	7,401
Athbhreithniú ar Rialacháin Inmheánacha Airgeadais	0	7,260
Treoirlínte maidir le Ról na nOifigeach Rochtana	0	5,167
Foireann Forfheidhmithe Suíomh Gréasáin	0	5,122
Sonraí Bonnline Míchumais	0	4,213
Dí-institiúidiú	0	3,955
Costais ÚNM ar Thomhas Sláinte agus Míchumais san Eoraip EDS	0	272
Acmhainní Leictreonacha don Leabharlann	0	3,005
Cóid Chleachtais Rochtaineachta na Seirbhísí Poiblí	0	2,802
Léitheoireacht Phrofaí, Eagarthóireacht	0	2,212
Athbhreithniú Litríochta ar Chaighdeán na Beatha i Suímh Chónaithe	0	1,331
Táscairí Rannpháirtíochta	0	905
Plean Straitéiseach	0	741
Seirbhís For-rochtana Leabharlainne	0	713
Sláinte	0	575
Tionscadail an Choiste Chomhairleach ar Chaighdeán	0	548
Suirbhéireacht monatóireachta ar Chóid Chleachtais	0	545
Foilseachán Chlár Taighde ÚNM	0	538
Staidéar Náisiúnta ar Rannpháirtíocht DFM i spórt	0	397
Foiréigean in aghaidh Daoine faoi Mhíchumas	0	119
Treoirlínte ar Iniúchtaí Rochtana TFC	0	109
Sraith Sheimineár ÚNM	0	(80)

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 31ú Nollaig, 2008.**

Coiste Comhairleach Caighdeán NSAI	0	(524)
	1,200,061	2,002,914
<b>4. COSTAIS PHÁROLLA</b>	<b>2008</b>	<b>2007</b>
	€	€
Pá Foirne ÚNM	2,219,638	2,238,651
Foireann Ghníomhaireachta	357,922	389,809
Pá Foirne na Seirbhíse Náisiúnta Síceolaíochta Oideachais	231,115	342,152
	2,808,675	2,970,612
43 an melíon a bhí fostaithe ag an Údarás i rith na bliana (2007: 43)		
<b>5. COSTAIS RIARACHÁIN</b>	<b>2008</b>	<b>2007</b>
	€	€
Taisteal	74,088	59,714
Traenáil	55,576	65,393
Táillí Comhdhála/ Seimineár	13,773	5,430
Earcaíocht	53,937	109,015
Táillí agus Costais an Údaráis	98,275	136,345
Táille Iniúchóireachta	23,000	23,000
Ús /Táillí Bainc	1,513	795
Ceaintín/béilí	102,433	103,027
Glanadh / tíos	63,626	60,962
Bogearraí ríomhaireachta Neamhchaipitil	4,732	13,373
Soláthairtí Ríomhaireachta	2,337	3,420
Táillí Comhairliúcháin	3,268	51,826
Teachtairí	6,081	3,944
Gás / leictreachas	49,130	51,935
Sláinte agus sábháilteacht.	6,290	0
Árachas	29,242	34,253



**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 3 Iú Nollaig, 2008.**

Cúltaca TF	0	6,011
Táillí Dí	50,252	84,254
Cothabháil	89,309	98,436
Troscán / Trealamh Oifige Neamhchaipitil	5,793	16,538
Soláthairtí Oifige	23,150	20,964
Postas agus Teileafóin	54,377	49,782
Clódóireacht / Fótachóipeáil	44,342	34,996
Bainistíocht Chló	23,580	16,808
Caidreamh Poiblí	50,907	53,111
Uiríolla	121	0
Síntiúis / Tabhartais	10,651	10,966
Éagsúil	5,320	4,199
Cothabháil Teileafóin	2,611	3,446
Aistriúcháin / Ateangairí	67	2,397
	1,037,720	1,205,103

**6. TÁILLÍ AGUS COSTAIS AN ÚDARÁIS**

Íocadh €89,153 (€96,906 in 2007) i leith Táillí an Údaráis.

Íocadh €11,655 (€39,438 in 2007) i leith costais choimhdeacha an Údaráis.

**7. SÓCMHAINNÍ SEASTA**

	Bogearraí agus Crua-earraí Ríomhaireacht	Troscán agus Trealamh Oifige	Áitribh	Iomlán
<b>Costas nó Luacháil</b>	€	€	€	€
Iarmhéid ar an 1 Eanáir 2008	385,777	456,728	3,929,988	4,772,493
Breiseanna ar chostas	2,457	17,275	11,098	30,830

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 31ú Nollaig, 2008.**

Iarmhéid ar an 31 Nollaig 2008	388,234	474,003	3,941,086	4,803,323
<b>Dímheas Carntha</b>				
Iarmhéid ar an 1 Eanáir 2008	354,466	381,444	604,275	1,340,185
Gearrtha i rith na bliana	29,355	34,803	83,413	147,571
Iarmhéid ar an 31 Nollaig 2008	383,821	416,247	687,688	1,487,756
LUACH GLAN LEABHAR - 31	4,413	57,756	3,253,398	3,315,567
LUACH GLAN LEABHAR - 31	31,311	75,284	3,325,713	3,432,308
<b>8. CUNTAS CAIPITIL</b>			<b>2008</b>	<b>2007</b>
			€	€
Iarmhéid ar an 1 Eanáir			3,432,308	3,563,823
<u>Aistriú go / (ó) Cuntas Ioncaim agus Caiteachais</u>				
Ioncam caite ar cheannach sócmhainní seasta			30,830	48,020
Amúchta i rith na bliana ag teacht le dímheas sócmhainne			(147,571)	(179,535)
			(116,741)	(131,515)
Iarmhéid ar an 31 Nollaig			3,315,567	3,432,308
<b>9. IMRÉITEACH AR SHREABHADH AIRGID</b>				
<b>9 (A) IMRÉITEACH AR (EASNAMH) / BHARRACHAS DON BHLIAINLE HAIRGEAD Ó GHNÍOMHAÍOCHTAÍ FEIDHMIÚCHÁIN</b>			<b>2008</b>	<b>2007</b>
			€	€
Barrachas / (Easnamh) don tréimhse			(495,099)	26,931

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 31ú Nollaig, 2008.**

Coigeartú do mhíreanna neamhfheidhmiúcháin		
Ús Isteach	(3,003)	(5,800)
Gluaiseacht ar an gCuntas Caipitil	(116,741)	(131,515)
Coigeartú do mhíreanna neamhairgid		
Dímheas	147,571	179,535
Athrú Féichiúnaithe	(46,635)	6,560
Athrú Creidmheasóirí	171,458	94,253
Airgead ó Ghníomhaíochtaí Feidhmiúcháin	(342,449)	169,964
<b>9(b) IMRÉITEAACH AR SHREABHADH AIRGID GO GLUAISEACHT I GCISTÍOCHT</b>	<b>2008</b>	<b>2007</b>
	€	€
larmhéid ar an 31 Nollaig 2007	491,998	364,254
Méadú / (Laghdú) in Airgead Tirim	(370,276)	127,744
larmhéid ar an 31 Nollaig 2008	121,722	491,998

**10. AOISLIÚNTAS**

Faoi Acht Údarás Náisiúnta Míchumais 1999, déanfaidh an tÚdarás, le faomhadh an Aire Dlí agus Cirt Comhionannais agus Athchóirithe Dlí agus le toiliú an Aire Airgeadais, scéim nó scéimeanna chun sochair aoisliúntais a dheonadh. do nó i leith ball den bhfoireann, ag áireamh Stiúrthóir an Údaráis.

Tá Scéim Eiseamlarach dréachtaithe agus ar feitheamh le faomhadh ón Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí agus an Roinn Airgeadais.

Feidhmíonn an Údarás Náisiúnta Míchumais scéimeanna sainithe neamhchistithe sochair aoisliúntais don bhfoireann.

I láthair na huairé faigheann baill foirne a bhí fostaithe roimhe seo ag an mBord Náisiúnta Athshlánúcháin(BNA) a théann ar scor sochair aoisliúntais faoi théarmaí na Scéime Aoisliúntais Rialtais Áitiúil. Faigheann baill fhoirne a d'fhostaigh an ÚNM tar éis a bhunaithe agus a théann ar scor sochair ag teacht lé téarmaí Scéime Aoisliúntais Na nGníomhaireachtaí Ainmnithe Sláinte

**(a) Scéim Pinsin**

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 31ú Nollaig, 2008.**

Tá na torthaí atá leagtha amach thíos bunaithe ar luacháil achtúireach ar na dliteanais i leith foirne ar seirbhís, ar scor agus éagtha an ÚNM mar a bhí ar an 31 Nollaig 2008. Rinne achtúire cáilithe neamhspleách an luacháil seo chun críche an chaighdeáin chuntasaíochta, Caighdeán Uimh. 17 um Thuairisciú Airgeadais - Sochair Scoir (CTA 17) Rinneadh an luacháil seo ag úsáid an mhodh um aonad teilgte. Mar a leanas a bhí na toimhdeana airgeadais a úsáideadh le dliteanais na scéime a ríomh:

	2008	2007	2006	2005	2004
Ráta Lascaine	5.5%	5.5%	5.5%	5.5%	5.5%
Toimhde ar mhéadú tuarastail	4%	4%	4%	4%	4%
Toimhde ar mhéadú pinsin	4%	4%	4%	4%	4%
Boilsciú ar Phraghsanna	2%	2%	2%	2%	2%

De bhrí go bhfuil sceímeanna an ÚNM neamhchistithe, níl aon sóchmhainní ann i leith dliteanas fabhráithe pinsin fhoirne an ÚNM.

<b>(b) Cistíocht ghlan iarchurtha do Phinsin sa Bhliain</b>	2008	2007
	€	€
Cistíocht in-aisghabhála i leith costas pinsin na bliana reatha	1,380,000	1,380,000
Deontas Stáit a caitheadh ar phinsiinéirí a íoc	(851,171)	(303,327)
	528,829	1,076,673
<b>(c) Anailís ar an méid a cuireadh i leith brabúis oibriúcháin faoi CTA 17</b>	2008	2007
	€	€
Costas Seirbhíse Reatha	820,000	800,000
Ús ar dhliteanais scéime pinsin	560,000	580,000
Rannaíocht na bhFostaithe	(162,485)	(156,453)
Costas seirbhíse san am atá thart	-	-

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 31ú Nollaig, 2008.**

Muirear iomlán oibriúcháin	1217515.4	1223547
<b>(d) Sócmhainn Chistíochta Iarchurtha do Phinsin</b>		
<p>Aithníonn an Údarás Náisiúnta Míchumais na suimeanna seo mar shócmhainn ag freagairt don dliteanas neamhchistithe iarchurtha do phinsin ar bhonn an tacair de thiomhdí ar a ndéantar cur síos thuas agus ar theagmhais áirithe san am atá thart. Coimsíonn na teagmhais seo an bonn reachtúil do bhunú na scéime aoisliúntais, an polasaí agus an cleachtas atá ann faoi láthair maidir le cistiú pinsean seirbhíse poiblí ag áireamh rannaíocaíochtaí ag fostuithe agus próiseas na meastachán bliantiúla. Cé nach ann do chomhaontú foirmeálta maidir leis na sainsuimeanna seo leis an Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí, tá an tÚdarás Náisiúnta Míchumais gan aon fhianaise ná leanfar air sholáthar suimeanna dá leithéid sin ag teacht leis an gcleachtas reatha. Tháinig an tsócmhainn chistíochta iarchurtha do phinsin mar a bhí ar an 31 Nollaig 2008 go €16.1 milliún geall leis (2007: €15 milliún).</p>		
<b>(e) Anailís ar an méid a aithnítear sa ráiteas ar na gnóthachain agus ar na cailteanais uile Aitheanta (RGCA)</b>	<b>2008</b>	<b>2007</b>
	€	€
Taithí (gnóthachain) agus cailteanas ag éirí ar dhliteanais na scéime	245,000	(712,000)
Athruithe ar na toimhdí laistiar de luach reatha dhliteanais na scéime:	0	0
(gnóthachan) / cailteanas achtúireach aitheanta in RGCA:	245,000	(712,000)
<b>(f) Gluaiseacht ar an easnamh i rith na bliana</b>	<b>2008</b>	<b>2007</b>
	€	€
	€15,000,000	€14,600,000
Dlíteanas na Scéime ar an 1 Eanáir	€820,000	€800,000
Costas Seirbhíse Reatha	€560,000	€580,000
Ús ar dhliteanais na scéime	(€525,000)	(€268,000)
Sochair iníoctha	€245,000	(€712,000)

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 3 Iú Nollaig, 2008.**

gnóthachan achtúireach aitheanta in RGCA:	€16,100,000	€15,000,000	
<b>Stair thaithí gnóthachana agus cailteanais</b>			
<b>Taithí (gnóthachain) / cailteanais ag éirí ar dhliteanais na scéime</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>
Suim	(€712,000)	€344,000	€558,000
céatadáin de luach reatha dhliteanas na scéime	(5%)	2%	4%
<b>méid iomlán aitheanta in RGCA</b>			
Suim	(€712,000)	€344,000	€558,000
céatadáin de luach reatha dhliteanas na scéime	(5%)	2%	4%
Ionann an (gnóthachan) / cailteanas achtúireach ó 2004 i leith a aithnítear in RGCA agus 2,540,000			
<b>11. CREIDIÚNAITHE AGUS FABHRUITHE</b>	<b>2008</b>	<b>2007</b>	
Párolla / Creidmheaoirí Éagsúla	€105,388	€83,502	
Creidmheasóirí a bhaineann le BNA	€14,484	€14,484	
Fabhruithe	€285,999	€133,901	
Ioncam larchurtha TSME	€17,896	€20,422	
Iomlán na gCreidmheasóirí	€423,767	€252,309	
<b>12. FÉICHIÚNAITHE AGUS RÉAMHÍOCAÍOCHTAÍ</b>	<b>2008</b>	<b>2007</b>	
An Roinn Oideachais agus Eolaíochta	€86,316	€112,682	
Cíos agus Seirbhísí Roinn Sláinte agus Leanaí / FÁS	€118,572	€47,020	
Féichiúnaí TSME	€3,036	€3,036	
Féichiúnaithe Éagsúla ÚNM	12,780		
Lúide Soláthar do Dhrochfhiacha	(7,301)	€5,479	€16,839
Réamhíocaíochtaí		€50,619	€37,810
Iomlán na bhFéichiúnaithe		€264,022	€217,387
<b>13 DLITEANAS THEAGMHASACHA</b>			

**Nótaí ar na Ráitis Airgeadais don bhliain dar chríoch 31ú Nollaig, 2008.**

Ní ann d'aon dhliteanais theagmhasacha ar an 31 Nollaig 2008.

**14. CEANGLAIS CHAIPITIL**

Ní raibh aon cheanglas caipitil gan chomhlánú ag an Údarás ar an 31 Nollaig 2008.

**15. FAOMHADH NA RÁITEAS AIRGEADAIS**

Thug an tÚdarás faomhadh do na Ráitis Airgeadais ar an 16 Iúil 2009





# Auisíní

## **Aguisín I: Coistí an Údaráis i 2008**

### **Coiste Iniúchta**

Derek Uasal Staveley (Cathaoirleach)  
Robert Uasal Cashell  
Kevin Uasal Condon  
Maria Uasal Cronin  
Brian Uasal Duffy  
Christy Uasal Lynch

### **Coiste Airgeadais**

Christy Uasal Lynch (Cathaoirleach)  
Jack Uasal Callanan  
Maria Uasal Cronin  
John Uasal Dolan  
Noreen Uasal Gildea  
Seán Uasal Mistéil

### **Fochoiste Rialachais**

An Dr Angela Kerins (Cathaoirleach)  
Gene Uasal Lambert  
Betty Uasal O'Leary  
Donie Uasal O'Shea

### **Fochoiste Straitéis Náisiúnta Míchumais**

Donie Uasal O'Shea (Cathaoirleach)  
Siobhán Uasal Barron  
John Uasal Dolan  
Noreen Uasal Gildea  
David Uasal Joyce  
Christy Uasal Lynch  
Betty Uasal O'Leary

## **Coistí Comhairleacha**

### **Coiste Eiticiúil Taighde Míchumais**

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

### **Coiste Dámhachtainí Rochtain den Scoth**

James Uasal McClean (Cathaoirleach)  
Colm Uasal Butler (a d'éirigh as i mí Lúnasa 2008)  
Frank Uasal Daly  
Alexis Uasal Donnelly  
Chrissie Uasal Keane  
Mícheál Uasal McDonnell  
An tOllamh Barry McMullen (a ceapadh i Mí na Samhna 2008)  
Sarah Uasal Neary (a d'éirigh as i mí Dheireadh Fómhair 2008)  
Fionnuala Uasal Rogerson  
Angela Uasal Rolfe  
John Uasal Wickham (a ceapadh i mí Dheireadh Fómhair 2008)

### **Coiste Comhairleach Meabhairshláinte**

Frank Uasal Flannery (Cathaoirleach)  
Alan Uasal Chapman  
Finola Uasal Colgan  
Mick Uasal Coughlan  
Niall Uasal Keane  
Michelle Uasal Kerrigan  
Mary Uasal Keys  
Tony Uasal Leahy  
Louie Uasal Maguire (a d'éirigh as July 2008)  
Rose Marie Uasal Murphy (a d'éirigh as i mí Dheireadh Fómhair 2008)  
Winifred Uasal O'Hanrahan  
John Uasal Redican  
Joan Uasal Regan

John Uasal Saunders  
An Dr Margaret Webb

## **Aguisín 2: Ionadaithe ÚNM ar eagraíochtaí seachtracha le linn 2008**

### **Gréasán um Aosú go Maith**

#### **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

#### **Citizens Information An Bord um Fhaisnéis do Shaoránaigh**

- Grúpa Comhairleach um Threoracha i leith Rochtain

#### **Faisnéise do Chách**

- An Coimisiún um Rialáil Cumarsáide (ComReg)
- Painéal Tomhaltóirí
- Fóram Tionsclaíochta do Dhaoine faoi Mhíchumas

#### **An Coimisiún um Rialáil Tacsaithe**

- An Coiste Comhairleach um Thacsaithe

#### **An Roinn Fiontar, Trádála agus Fostaíochta**

- An Fóram Comhairleach um Dhaoine faoi Mhíchumas

#### **An Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil**

- An Coiste Comhairleach um Plean Gníomhaíochta Míchumais
- An Grúpa Comhairleach Náisiúnta um Straitéis Tithíochta a Fhorbairt do Dhaoine faoi Mhíchumas
- An Fo-ghrúpa Taighde
- An Fo-ghrúpa um Prótacal Meabhairshláinte

**An Roinn Sláinte agus Leanaí**

- An Coiste Náisiúnta Comhairleach um Míchumas
- An Coiste Náisiúnta um Bunachar Sonraí Maidir le Míchumas Fisiciúil agus Céadfaíoch

**An Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí**

- An Grúpa Oibre Comhionannais

**Roinn Gnóthaí Sóisialacha agus Teaghlaigh**

- An Fóram Comhairleach Míchumais

**Coimisiún na hEorpa**

- Grúpa Ardleibhéil um Míchumas

**Roinn an Taoisigh**

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

**An Roinn Iompair**

- Fóram Iompair Mhara
- An Coiste Comhairleach um Iompar Poiblí (PTAC)

**Cónaidhm Mhíchumais na hÉireann (DfI)**

- Fo-ghrúpa Tithíochta

**An tÚdarás Comhionannais**

- Coiste Comhairleach Bhliain na hEorpa um Chomhionannas Deiseanna do Chách

**Coiste na gCaighdeán Eorpacha (CEN)**

- Grúpa Oibre um Inrochtaineacht do Chách
- Ceardlann um Chreat Cáilíochta do Sheirbhísí Sóisialacha

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

- Lárionad Náisiúnta Teagmhála

**FÁS**

- An Coiste Comhairleach um Míchumas

**tÚdarás um Fhaisnéis agus Cáilíocht Sláinte (HIQA)**

- An Grúpa Comhairleach Caighdeán um Ionaid Ainmnithe do Dhaoine faoi Mhíchumas

**Feidhmeannacht na Seirbhíse Sláinte (FSS)**

- Grúpa Athbhreithnithe Seirbhísí Lae d'Aosaigh
- Grúpa Oibre um Measúnú Riachtanas
- Grúpa Oibre Ionad Cónaithe
- Grúpa Maoirseachta um Reachtaíocht Míchumais
- Fóram um Thaighde Sláinte Leanaí
- Oifig Náisiúnta um Féinmharú a Chosc san fheachtas Do Mheabhairshláinte

**Eagraíocht na gCaighdeán Idirnáisiúnta (ISO)**

- Eirgeanamaíocht do Dhaoine le Riachtanais Speisialta
- Grúpa Comhairleach um Dhearadh Uilíoch

**Dámhachtainí r-Rialtais na hÉireann**

- Painéal Measúnóirí

**Cumann Idirlín na hÉireann**

- Grúpa um Thaithí Úsáideoirí

**Bord Seirbhísí Bainistíochta Rialtais Áitiúil (LGMSB)**

- Fo-grúpa Náisiúnta Oiliúna agus Cumarsáide um an Acht Míchumais
- Grúpa Náisiúnta Stiúrtha um an Acht Míchumais
- Fo-ghrúpa Náisiúnta Stiúrtha um an Acht Míchumais

**An Comhairle Náisiúnta um Oideachas Speisialta**

- Bord
- An tÚdarás um Chaighdeán Náisiúnta na hÉireann (NSAI)
- Coiste Comhairleach um Chaighdeán Inrochtaineachta do Chách

### **An Oifig um Chuimsiú Sóisialta**

- Grúpa Comhairleach Teicniúil um Staidreamh

### **An Coimisiún um Shábháilteacht Iarnóid**

- An Chomhairle um Shábháilteacht Iarnróid

### **Athshlánú Idirnáisiúnta (RI)/Athshlánú Idirnáisiúnta na hEorpa**

### **Na Náisiúin Aontaithe**

- G3ICT

## **Aguisín 3: Foilseacháin agus aighneachtaí ÚNM le linn 2008**

Foilseacháin

Tuarascáil Bhliantúil 2007

Dréacht-Chód Cleachtais um Inrochtaineacht Ionad Oidhreachta

Ceannaireacht éifeacht agus Cultúr Eagraíochta maidir le Daoine faoi Chumas a Earcú agus a Choinneáil san Earnáil Phoiblí

Taithí Daltaí faoi Mhíchumas Fisiciúil i Scoileanna Dara Leibhéil he

Ceistneoir Monatóireachta: Maidir le Cód Cleachtais ÚNM um Inrochtaineacht Seirbhísí Poiblí agus Faisnéis arna Soláthar ag Comhlachtaí Poiblí a chur i bhfeidhm

Tuarascáil 2007 um Aslonnú Sábháilte agus Dul Amach Sábháilte do Dhaoine faoi Mhíchumas a chur chun cinn: Géilliúlacht le Cuid 5 den Acht um Míchumas, 2005

## **Aighneachtaí**

### **An Coimisiún um Chánachas**

- Athbhreithniú Cánachais

**An Coimisiún um Rialáil Tacsaithe**

- Athbhreithniú ar an Táille uasta Tacsáí

**An Roinn Cumarsáide, Fuinnimh agus Acmhainní Nádirtha**

- Athbhreithniú Choimisiún na hEorpa maidir leis an gCreat Rialúcháin um Ghréasáin agus Seirbhísí Leictreonacha Cumarsáide

**An Roinn Comhshaoil, Oidhreacht agus Rialtais Áitiúil**

- Treoirlínte um Fhorbairtí Cónaithe

**An Roinn Sláinte agus Leanaí**

- Athbhreithniú ar Plean Earnála na Roinne Sláinte agus Leanaí

**An Roinn Dlí agus Cirt, Comhionannais agus Athchóirithe Dlí**

- Páipéir faisnéisithe polasaí don Aire maidir le drochíde daoine faoi mhíchumas

**An Roinn Gnóthaí Sóisialacha agus Teaghlaigh**

- Athbhreithniú ar an Liúntas Míchumais
- Straitéis Náisiúnta Cúramóirí a Fhorbairt

**An Roinn Iompair**

- Athbhreithniú ar an bPlean Earnála – Iompar do Chách
- Fís 2020 Vision – Taisteal agus Iompar Inbhuanaithe