

**Draft PERFORMANCE AGREEMENT 2016  
BETWEEN  
THE National Disability Authority (NDA)  
AND THE DEPARTMENT OF JUSTICE AND EQUALITY**

**I. Introduction**

The National Disability Authority is an independent body established under the National Disability Authority Act 1999. In accordance with Section 8 of the Act its principal function is to provide information and advice to the Minister for Justice and Equality on matters relevant to the lives of the persons with disabilities and their participation in economic, social and cultural life. Under further functions established in the Disability Act 2005 the NDA also has responsibility for monitoring employment of persons with disabilities in the public sector and for operating a Centre for Excellence in Universal Design to promote universal design. Detailed functions are appended to this agreement.

The National Disability Authority has its independent Board appointed by the Minister to provide governance oversight and direction, and oversee delivery on the statutory Strategic Plan approved by the Minister. The Disability Policy Unit in the Department of Justice and Equality is responsible for governance oversight on behalf of the Minister, as set out in this Agreement.

**Purpose of this Performance Agreement**

This Performance Agreement is a performance contract in which the outputs to be delivered by the NDA over the period of the Agreement are agreed as well as the communications arrangements between the NDA and the Department. It recognises that the nature of the NDA work entails engaging and delivering outputs relevant to the Department of Justice and Equality as well as those specific to other Departments, Public Sector Agencies and other relevant stakeholders.

This Agreement seeks to (a) facilitate the NDA in carrying out its functions as an independent body, (b) progress the ongoing development of output measures for its expenditure, and (c) continuously improve the NDA's effectiveness and efficiency as a public sector body.

**Objectives of Agreement**

The key objectives of this Agreement are:

- to define the NDA's role in relation to Department of Justice & Equality and its agencies as appropriate, as well as its role with regard to other Departments, agencies and relevant stakeholders;
- to define the Department of Justice & Equality's expectations of the NDA;
- to define the inputs, outputs, and expected outcome of the NDA's activities;
- to enable the NDA to carry out its functions as provided for in the National Disability Authority Act 1999 and Disability Act 2005; and

and delivery of its work programme and will ensure effective monitoring and reporting on expenditure. Monthly management accounts will be produced and monitored by the Senior Management Group, the Finance Committee and the Authority. Copies will also be provided to the Disability Policy Unit in the Department.

Where new project costs exceed €50k, the NDA will adhere to requirements to receive sanctions from the Authority and the Department as appropriate, before issuing contracts.

The NDA adheres to the Haddington Road Agreement with regard to salaries for staff. The Department recognises that a large portion of the pay budget relates to pension payments for former staff of the NRB and NDA, and will work with the NDA towards achieving a satisfactory resolution of this issue.

### **Staff Resources**

The NDA is responsible for recruiting its own staff and operates its own HR unit. The NDA currently has 30.5WTE posts. Details of current staff resources are appended.

### **Performance Measurement – Agreed Outputs, Targets and Impact indicators**

The following are the targets specific to the Department of Justice and Equality in 2016:

- Annual Report 2015
- Statutory Report on Employment of Persons with Disabilities in the Public Sector 2015
- Follow up and Advice to Public Bodies who are being examined in relation to possible non-compliance with Part 5 of the Disability Act
- advice on the new National Disability Inclusion Strategy (NDIS)
- Advice on implementation of the Assisted Decision Making legislation and assistance in drafting Codes of Practice under the Act
- Advice on the implementation of the Comprehensive Employment Strategy for Persons with Disabilities
- Deliver on the annual work plan as agreed by the Authority.

The NDA annual work plan 2016 sets out targets and expected timeframes for deliverables (see summary of work plan in appendix), relevant to the Department of Justice and Equality as well as those specific to other Government Departments and Agencies in 2016, for example:

- Monitoring compliance by public service bodies in transport sector with the Code of Practice for Accessible Public Services and Information
- Support and advice to the Department of Health and HSE on implementing the Transforming Lives suite of reforms in disability services
- Research (funded by HSE) to evaluate the costs and benefits of reforms to disability services, including the programme to accelerate transfers from congregated settings to community living

planning for monitoring exercise in relation to heritage sites and the respective code of practice.

### **Universal Design**

The NDA operates the statutory Centre for Excellence in Universal Design (CEUD) and will continue to work with the wide range of relevant stakeholders in the public sector, industry, standards bodies (national and international), professional and educational bodies and to promote awareness generally. Key deliverables include our work with RIAI to guide development of Continued Professional Development modules on universal design for their members.

### **Flexibility and Amendment of Targets**

The NDA is committed to deliver on the established work plan for 2016. However, it also recognises the need to allow for flexibility to respond to priority demands which may arise over that year e.g. requests for research from a Minister or officials to guide national priorities. The NDA will review the work plan on an ongoing basis, to facilitate flexibility for responding as appropriate. Targets and timelines may also be impacted by other factors.

### **Monitoring Arrangements**

The National Disability Authority operates to a Strategic Plan approved by the Minister for Justice and Equality, and has its independent statutory Board. This is the first year of the current 3 year Strategic Plan approved by the Minister in 2015. The Disability Policy Unit in the Department of Justice and Equality exercises general oversight on a day to day basis on behalf of the Minister.

The implementation of this Agreement will be monitored through:

- Quarterly meetings between the Director of the NDA and senior management group and the Disability Policy Unit in the Department at which the NDA will provide an update on developments in relation to the performance targets and other relevant issues and the Department will also share information on developments relevant to the work and role of the NDA.
- NDA undertakes to submit all relevant and appropriately detailed performance information in line with indicators and timeframes agreed with Dept; to enable monitoring; to advise on where any changes necessary and how propose to address; to provide relevant performance information for the Revised Estimates process.

### **Duration of Agreement: 2016**

Signature Subhan Bannan Date 19/10/16  
Signature [Handwritten Signature] Date 19/10/16

## **Appendix: Summary Overview of NDA Workplan 2016**

The following outlines most of the NDA's projects being advanced during 2016.

### **Strategic Priority I**

**Co-ordinated cross-government action on disability and advanced implementation of the United Nations Convention on the Rights of Persons with Disabilities towards achieving an equal and inclusive society.**

**Objective:** To support and monitor the effective development and delivery of co-ordinated cross-government action on disability and the implementation of the United Nations Convention on the Rights of Persons with Disabilities. The NDA will conduct research, advise and assist government departments and public bodies on policy and practice that ensures people with disabilities, across the lifecycle, can participate as valued citizens in the mainstream of Irish society and can live the lives they want to lead.

### **Statutory Obligations**

- To monitor and report on compliance by public bodies with Part 5 of the Disability Act on employment of persons with disabilities
- To consider and make determinations on non-compliance as appropriate.
- To monitor compliance with the Code of Practice on Accessible Public Services.

### **Projects**

- Advice and Guidance on National Disability Strategy Implementation Plan including housing strategy implementation, participation in NDSIG, production of advice papers, monitoring impact.
- Oversee Employer Helpline Project – CES
- Research on best practice in public sector employment - CES
- Guidance for DPER on alternative recruitment – CES
- NCSE Consultative forum
- NDA Scholarships
- Guidelines on representation of persons with disabilities in broadcasting
- Possible - Positive Attitudes Steering Group
- Secretariat to DSG
- Research Promotion Grant Scheme 2015
- Input to VfM and Disability Policy Review Implementation Group and the HSE's steering group and related sub-committees
- Research for Strategic Forecasting –
- Major Evaluation of implementation congregated settings – Transforming Lives Identify skill mix and resource needs of new model v current resources and skill sets Transforming Lives
- New Directions – input on implementation – Transforming Lives

- New Directions standards – Transforming Lives
- Input to Group to oversee transfer of persons with disabilities from congregated settings to community – Transforming Lives
- Input and advice on Progressing Childrens Services implementation programme - Transforming Lives
- Outcome Indicators framework – research and development of indicators – Transforming Lives
- Research Implementation Resource Allocation –Transforming Lives
- Research Person-centred planning
- Statistical analysis of transitions in and out of employment and economic inactivity – QNHS data
- Analysis of practices in other jurisdictions on medical certification
- Input to HSE’s National Consultative Forum
- Advice Paper on Assistive Technology and Telecare/health
- Research – ID and prisons
- Guidance – banking and vulnerability
- Guidelines on line management and autism – CES
- Advice on financial considerations for employment through Make Work Pay Group.
- Codes of Practice – Assisted Decision Making legislation
- Advice on Ready Reckoner (CES)
- Facilitating Forum re those requiring high level of supports in employment (CES)
- Advice Paper informed by research on Vocational Rehabilitation System – CES
- Joint initiative with employer and union bodies – CES
- Monitor implementation of Code of Practice re Autism
- Advance Train the Trainers programme with relevant training authority– disability and autism awareness
- Annual Conference – Ordinary Homes, Ordinary Places and pre-conference events.

## **Strategic Priority 2**

### **Excellence in Universal Design (UD)**

**Objective:** To promote excellence in universal design through standards, practice, education and awareness, in order to facilitate participation in Irish society by people regardless of age, size, ability or disability.

#### **Projects**

UD Grand Challenge

UD Homes and costs template

UD and Shared Spaces publication

UD and size, publication

Advice and guidance on national and European standards including

UD Tourism Case Studies and related training events (focus Burren)

UD curriculum for 2<sup>nd</sup> level – development and rollout of materials.