

People of the

oured for highlighting sexual abuse and the devastating consequences for its victims. A co-founder of the One in Four organisation, he has spoken fearlessly and without rancour about the extent of the scandal in this country.

And by talking about his own abuse ordeal, Colm has helped others who have suffered to speak out.

Rosemary Daly received her award for her determined battle to highlight the need for truth and justice for haemophiliacs in Ireland. Over the last decade she has been a powerful advocate both for the 252 haemophiliacs infected with contaminated blood products and their families as administrator of the Irish Haemophilia Society.

Caroline Casey was presented with her award for her tireless fundraising work and her efforts to increase awareness of the issues facing people with disabilities through the Aisling Project, which she founded. Caroline has also shown great courage in overcoming her own disability and has undertaken a number of remarkable projects, the latest of which has been her

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Declan Doyle, chairman of the Rehab Group, with Dr TK Whitaker, 'Greatest Living Irish Person' Award recipient.



Louise Dineen enjoying the occasion.



Izabella Grabowska pictured with the Polish Chargé d'Affairs, Cezary Lusinski.

The TKW Bursary

Dr TK Whitaker showed he's lost none of his ability to make a positive impact on the lives of others during the People of the Year Awards presentation – even at the age of 85.

He decided that a €30,000 bursary provided by the ESB as part of his 'Greatest Living Irish Person' award, should be used to fund a programme to fast track people with disabilities into management positions in the commercial sector.

Under the TKW Leadership in Business Programme, three graduates with disabilities will be selected to take up management internships each year for the next three years. Devised by Rehab's Department of Research and Innovation the internships will work in the following way:

- Participants will complete planned work shadowing assignments in a real time setting.

- A part-time academic course will be run linking what participants are learning in work to the latest in management and organisational theory.
- Each person will be assigned a senior manager as a mentor. The mentor's role is to monitor progress, provide coaching and facilitate personal development.

Said Rehab's Director of Research and Innovation, Dr Donal McAnaney:

"The programme will strongly appeal to people with disabilities who are graduates and are now seeking to establish themselves in employment. It is intended to enable the participants to achieve commercial management experience and in doing so, fast track their ability to qualify for, and succeed in, managerial positions."

Year Awards



Liz Kidney pictured with RTE's Marty Morrissey



Michelle Joyce, NRAC and Robbie Matthews.



Jane Forman, NTDI general manager, Dublin South and South East, with Joe O'Brien, NTDI general manager, Midlands, West and North West



Award winners Rosemary Daly and Colm O'Gorman relax before the Awards ceremony.



Christine Flynn, area manager, Park House; Dan Flynn, group property manager; and Una Kinane, company secretary.

Around the World in Eighty Ways challenge. Armagh manager **Joe Kernan** was honoured for his dedication, his commitment and his immense powers of motivation as the county finally brought home the Sam Maguire Cup for the first

time last September. Having been written off as a team of under-achievers, his players confounded the pundits throughout their victorious campaign, not least when they came from behind to pip red-hot favourites Kerry in the All-Ireland final.

UK News

Rehab Scotland is taking on a new identity following an extensive consultation process.

by Ashley Lennon, communications manager, Rehab Scotland.

Rehab Scotland will change its name to Momentum early in 2003.

The new identity will better represent the work of the organisation and the positive changes and developments that are taking place. The decision to review Rehab Scotland's identity was taken after extensive feedback and consultation with clients, staff and external stakeholders, who reported the need for an identity that more clearly reflected our range of activity in a positive way.

Acting on this feedback from key stakeholders, in October 2001 Rehab Scotland commissioned national polling organisation, System Three, to conduct extensive research to explore perceptions of the Rehab Scotland name and to investigate reactions to a name change in principle amongst staff, clients, public sector professionals (both funders and referrers) and the general public in Scotland

This research showed that stakeholders such as local authorities and health boards were confused by the name in relation to the services that Rehab Scotland provides, while staff experienced receiving inappropriate referrals



Rehab Scotland gains Momentum

from agencies who perceived us to be providers of alcohol and drugs services. The poll also confirmed the extent of support that existed for a name change amongst key audiences and highlighted that, while the Rehab Group name is a highly successful brand, the Rehab Scotland name was open to misinterpretation which was having a negative impact in terms of the organisation's development and growth. Following the results of System Three's research, the Rehab Scotland Board endorsed the name change in principle, in December

2001, allowing Rehab Scotland to begin the search for a new identity. The process of finding a new name for Rehab Scotland began with a focused effort to define how the organisation wanted to be perceived among its key stakeholders and the general public. A range of criteria and key words were agreed to inform the process, and over a period of several months approximately 100 possible names were identified and gradually narrowed down, leaving a shortlist which was then tested on a range of key stakeholders, which included staff and clients.



Ian Welsh, chief executive of Rehab Scotland:
 “Research and our own experiences all pointed to the need to re-brand in order to grow and develop in our field.”

Group’s logo and reflects our connection to the Group, while a bright orange has been introduced to signify the dynamic, positive of values Momentum. The strapline ‘working with people in Scotland to build an equal future’ emphasises the organisation’s vision and purpose. Momentum literature will also carry the Rehab Group logo, with the words ‘A Member of the Rehab Group’ underneath.

Rehab Scotland is now in the process of re-designing all of its literature, documents and promotional materials with the new Momentum name and corporate style. The re-launch will take place early in 2003.

Rehab Scotland Chief Executive, Ian Welsh, said, “Any name is a communication in its own right, and plays a significant role in the perception that people have of the organisation. A name change is never a decision to be taken lightly, but extensive research and our own experiences all pointed to the need to re-brand in order to grow and develop in our field.

“The new name of Momentum has been selected to reflect both our organisational ambitions and the individual ambitions of all our clients, as we aim to become the leading quality organisation in Scotland working with disabled and socially excluded people to build equal futures.”



The new Rehab Scotland logo

This research showed that people felt the name ‘Momentum’ – signifying moving forward with energy and purpose - was the most appropriate name to convey the organisation’s values and range of current and future activity, as well as the achievements of our clients. In August 2002 the Rehab Scotland board approved the new Momentum design and the following month, Rehab Holdings Board gave their approval to

the new identity. Over the last few months, Rehab Scotland has worked closely with an external design company to create the new logo and corporate style shown here, which have been very positively received by clients, staff and funders. The brief to the design firm was to create a dynamic, positive image, which signified our intention to move forward in all areas of our work. The turquoise used is the same as in Rehab

UK News

A survey commissioned by Rehab UK shows widespread support among MPs for an urgent review of the chronic shortage of rehabilitation services for people with acquired brain injuries.

An overwhelming majority of MPs from all parties believe that the British Government does not provide adequate resources for the rehabilitation of people with acquired brain injury.

A survey commissioned by Rehab UK revealed that 85 per cent of MPs, including 81 per cent of MPs from the ruling Labour Party, support an urgent review of the chronic shortage of rehabilitation facilities for people who have acquired brain injuries, usually as the result of road accidents, falls and assaults.

Some 84 per cent of MPs also insisted that the Government should underpin funding for vocational rehabilitation services where there will be a long-term saving to the Exchequer.

In spite of their concerns, however, there are no plans or additional funds to develop services for the 100,000 people who are discharged from hospital in the UK each year after suffering serious brain injuries.

The Rehab UK study was carried out following the publication of a House of



MPs back brain

Commons Health Committee report which acknowledged that head injury is now the foremost cause of death and disability in young people.

The same report also pointed out that the life expectancy of young people who survive head injuries remains the same as that of the general population. On average, people who have recovered from the physical effects of head injury will have fifty years of life ahead of them.

The MPs, backed by Rehab UK, main-

tain that improving rehabilitation services is not only humane but cost effective. Rehab UK has consistently demonstrated that, of the people who receive training at its Brain Injury Centres, over 70% are able to return to work or further education. The national average for this group is just 20%.

Research has also shown that most people with a brain injury who are unable to find work receive £85 a week in disability benefits alone, and many also claim housing and other benefits.



Jonathan Smallman of Rehab UK about to present the MPs report at 10 Downing Street.

Above: Jonathan with Chairman of Rehab UK, George Wilson.

injury review

This makes the cost to the exchequer of each person, on average, at least £5,000 a year, and probably in excess of £500,000 in a lifetime.

“Failing to meet the challenge this situation has created is not only costing the country £250 million pounds each year in benefit payments, but is leading to empty, wasted lives”, said Reg Prole, chief executive of Rehab UK. “It is a desperate situation that MPs are now recognising but to which the government is failing to respond.”

The effects of brain injury are often subtle and the number of sufferers has grown rapidly in recent years. Mr Prole added that the chief problem is that no agency seems willing to take responsibility for the rehabilitation of people with brain injuries after they are discharged from hospital.

“The Government is unwilling or unable to provide effective guidance and is failing to earmark the funds needed to address the problem. At the moment it is left to local health and social services

departments to squabble over responsibility, with sufferers paying the cost, often receiving no help at all.”

There is much that central government can do to support the provision of brain injury rehabilitation services, in particular, Rehab UK believes:

- That there must be widespread recognition, training and education within the NHS and social services in order to plan for and treat individuals with acquired brain injury. The level of rehabilitation services provided should compare to that which is available to those leaving hospital with physical disabilities.
- That there should be a national funding strategy in order to eradicate the regional disparities and variations in the treatment that is available to individuals with acquired brain injury.
- That there should be improved co-ordination and communication between local agencies and Government departments so that so that there is a clear definition of responsibility at all levels.

The full survey report can be viewed online in the ‘What’s New’ section of the Rehab website, www.rehab.ie

UK News

After a year of consultation among its staff and service users, Rehab Scotland has launched a Charter of Rights – the first of its kind to be developed by a voluntary organisation in Scotland.

Charter of Rights



The campaign to ensure that people with disabilities in Scotland have an equal voice has taken a step forward as Rehab Scotland became the latest division of the organisation to launch a Client's Charter of Rights and Responsibilities.

Malcolm Chisholm, MSP, Minister for Health and Community Care launched the Rehab Scotland Charter – the first of its kind to be developed by a voluntary organisation in Scotland.

The Charter, which has been developed over the last 12 months by Rehab Scotland's 1,000 service users, in conjunction with staff, has been hailed as a major step forward in ensuring that people across Scotland with disabilities or who are excluded have their rights and

responsibilities clearly defined and upheld.

Said Ian Welsh, Chief Executive of Rehab Scotland: "Rehab Scotland has always been proactive in developing service user representation in a meaningful way. Through our work with service users and their feedback, we felt the time was right to demonstrate how serious we are about the issue of service user representation. This is a unique document, which will define the rights framework within which all of our 1,000 clients will receive Rehab Scotland services."

The Charter was developed following a major consultation exercise with all Rehab Scotland service users over the last twelve months. It outlines service users'

rights across a number of areas, including the right to equal training, employment and development opportunities. The Charter also focuses on shared responsibility and accountability at a service user level.

"Our Charter dovetails with the introduction of recent Scottish Executive initiatives, such as The Same As You, which focus on improving services for and increasing the rights of disabled people," added Mr Welsh. "We want to provide services that are driven by the needs of our clients and we want our programmes to be based on the partnership between service users and providers. The Charter formalises our philosophy that our programmes are a two way process where



clients participate 100% in helping Rehab Scotland to develop policies and programmes.”

All of Rehab Scotland’s future staff and service user induction and training will include the Charter and it will be reviewed annually with staff, service users and managers.

At the launch, Rehab Scotland also announced that in 2003 it will launch a Service Users Council – an additional formal mechanism to ensure service user representation across the organisation.

Director of Service Development for Rehab Scotland, Lesley Kragt said: “As far as we are aware, Rehab Scotland is the first not-for-profit organisation in this sector to develop a Charter which

includes Rights and Responsibilities. We strive to ensure that service user representation is embedded in all our activities and we believe that the Clients’ Charter is a public and accountable way of doing this. The Charter will be publicly displayed in every one of our 20 services across Scotland as a demonstration of our commitment to the process, and every client will receive a copy which they will discuss with staff, sign and which will be reviewed annually.”

The Charter will benefit Rehab Scotland clients such as Caroline Gullan, a service user at the organisation’s Mental Health Employment Support Team in Aberdeen.

Before coming to the Employment

Caroline Gullan, service user at Rehab Scotland’s Employment Support Team, Aberdeen, gets a close-up of the Charter of Rights and Responsibilities for Rehab Scotland service users.

Support Team, Caroline, aged 30, had no work experience. Now, she has a work placement at an Aberdeen cafe and hopes to gain employment in a five-star city centre hotel. She is also taking the Access course at Aberdeen University, which would allow her entry to a range of degree courses. She also hopes to join the Steering Group at the Employment Support Team shortly, where she will further contribute to issues of inclusion and service user involvement in the project.

Caroline said: “One of the most important things about coming to the Employment Support Team for me was the way that I’ve been consulted on everything here. Everyone’s views really matter. We discuss what sort of work I feel able to do, what I like to do, my experiences so far, and together make decisions about the future. People with mental health difficulties often feel that their views don’t matter, but here everyone feels important.”



Loyal supporters above and top cheering on their teams

Claremont Stadium, Navan was the venue last August for one of the biggest sporting events ever to be organised by the Rehab Group.

Over 300 RehabCare and NTDI service users from Dunboyne, Tullamore, Athlone, Portlaoise, Cavan, Monaghan, Navan and Dundalk gathered in the stadium to participate in a Regional Sports Day which was organised by RehabCare.

The rain miraculously held-off, as competitors competed in a wide range of events that included basketball, and various track events, as well as novelty races such as the egg and spoon race and wellie throwing.

Without doubt, the highlight of the day was the soccer competition, which was played on two pitches in the stadium in front of an enthusiastic crowd. The team from RehabCare Dundalk emerged victorious from the competition having narrowly beaten RehabCare Navan 4-3, in a



Navan gives it a lash!



RehabCare Navan, who were narrowly beaten 4-3 by RehabCare Dundalk in the final.



A competitor gives it his best as he launches a wellington in the wellie throwing competition.



Tom Jones, captain of the winning Dundalk football team, is presented with the RehabCare Perpetual Challenge Cup by Peter McKeivitt, RehabCare general manager, North East and Midlands.



The hard-working Sports Day organising committee



RehabCare Cavan supporters cheer on their team

drama-packed final. Following the sporting events, competitors moved indoors to enjoy a sit-down meal and the medal presentation ceremony. The fun continued later on into the evening with a fancy dress competition and disco.

Said Peter McKeivitt, RehabCare's general manager for the North East and Midlands: "It's wonderful to see such an array of sporting talent. We hope that today's activities will persuade our clients to become more actively involved in sporting activities, and will encourage local sporting clubs to open their doors to people with disabilities."

Keith O'Malley of the Department of Research and Innovation, writes on Access Ability, a new initiative seeking to generate more integrated employment opportunities for people with disabilities.

Access Ability all areas

Access Ability – a job market intervention involving NTDI, Gandon Enterprises and other partners - is scheduled to launch in the New Year. Project Manager Paula King has been on board since September and preparations are well advanced in bringing this important initiative to the market.

Access Ability will seek to generate more integrated employment opportunities for people with disabilities and will provide post-appointment support aimed at helping people successfully settle into their new jobs.

The project is founded on a particularly innovative strategy – to generate more mainstream job opportunities by supporting employers with their recruiting plans and activities and by making it convenient for them to consider job applications

from people with disabilities.

An important aspect of this will be to bridge communication and service gaps that currently exist. Paula King explains:

“There are a lot of supports, financial and otherwise in place, but take-up is disappointing. Some employers are not aware of the supports and others fear bureaucracy. We will advise HR Managers on supports available and then provide them with assistance in accessing these.”

What will be offered will be a ‘one stop shop’ for advice and guidance on disability employment issues with a wide range of services to support employers such as access surveys, workplace assessment and post appointment support. The Access Ability concept was

developed by Gandon’s HR Manager Terry Fahy in collaboration with Rehab Group Department of Research and Innovation and NTDI. Gandon have a lot of expertise in transitioning people with





Paula King and
TV3 employee,
Vicki Doherty.

“Many employers have been slow to hire people with disabilities simply because they have not done so in the past it is not something they don’t want to do, just unknown territory for them and is easy to defer...”

Especially relevant is ‘Accessibility WorkPath’ a structured system of post-appointment support that Gandon developed and refined within their own operations over several years.

Making the transition into successful employment can be traumatic if a person has been in a situation of dependency but ‘Accessibility WorkPath’ supports the person on an ongoing basis until they fully settle into their new job.

Access Ability will commence operations as a pilot project funded by the EQUAL Community Initiative. Partners include The Chartered Institute of Personnel and Development (CIPD) Ireland, SIPTU and Ireland’s most successful commercial recruitment firm CPL plc.

Operations are being established to fit in alongside and work in collaboration with existing services such as the Local Employment Services Network, the local area partnership companies and FÁS services to Jobseekers.

To facilitate this a number of LESNs and South West Dublin Supported Employment Consortium were asked to and joined the partnership. In addition,

Project Manager Paula King previously worked in the community development area. With training and employment related services to people with disabilities now mainstreamed and under the responsibility of FÁS, there is an increased commitment to integrated employment in social policy.

“Employers are generally positive too,” says Terry Fahy. “There has been quite a shift in attitudes on workplace diversity and equality and with it an opportunity for our sector to demonstrate what is possible.”

The biggest hurdle now, according to Terry, is the legacy left by segregated employment.

“Many employers have been slow to hire people with disabilities simply because they have not done so in the past; it is not something they don’t want to do, just unknown territory for them and is easy to defer. Through the provision of guidance and support we need to help them become involved”.

Terry goes on to point out: “The fact is people with disabilities prove themselves time and time again to be successful and valued employees. They commit to their jobs, are reliable and loyal and are not inclined to jump from job to job. Employers who hire them do well with them.”

disabilities into integrated employment and are seeking to provide that experience to other employers through Access Ability in order to generate a more extensive range of job opportunities.