

# Absolutely

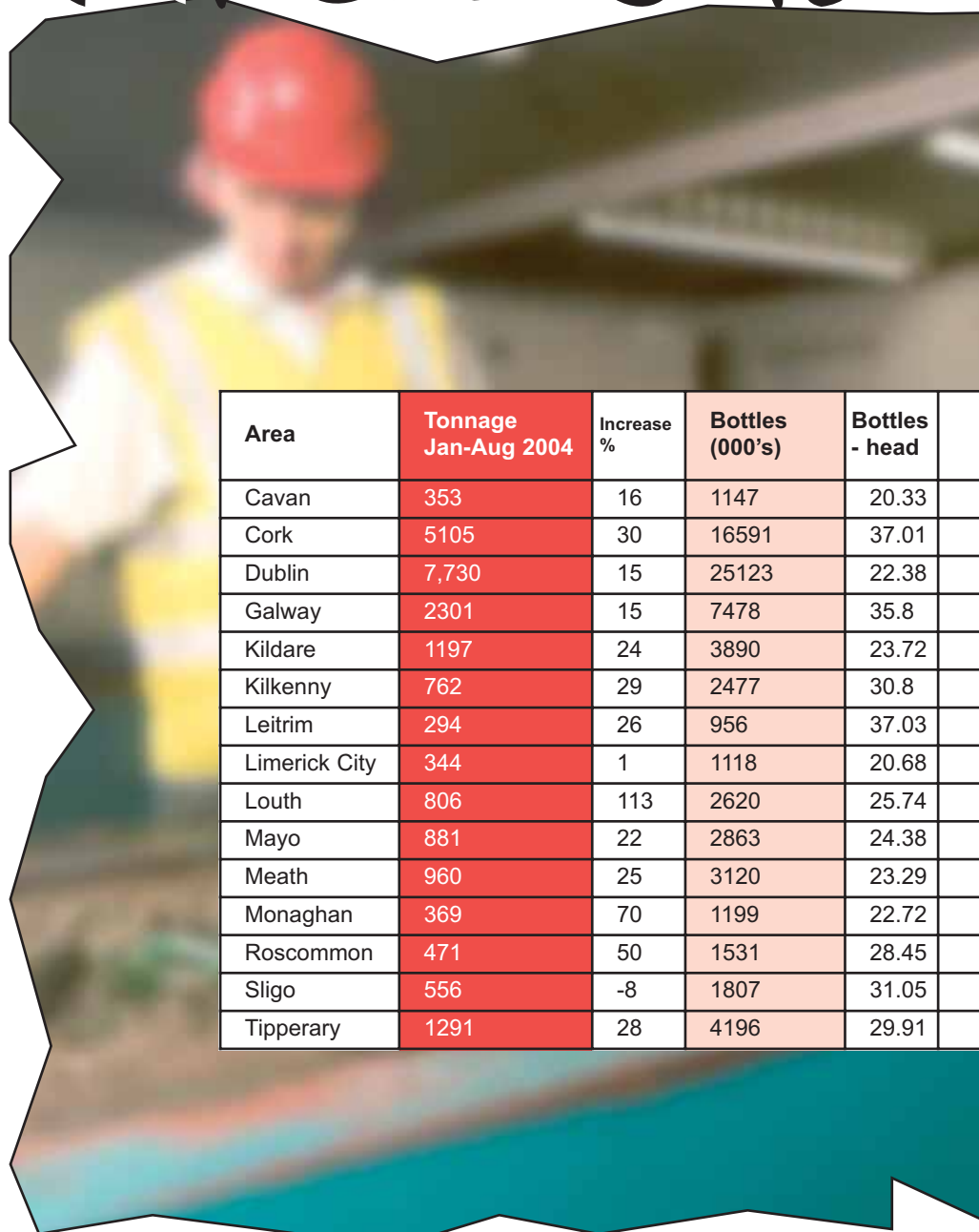
Glass yields at bring banks around the country have continued to soar thanks to ever-increasing public support for Rehab Recycling's work.

A gigantic 100 million glass containers from Irish households will be recycled during 2004, the latest survey carried out by Rehab Recycling has revealed.

The study revealed that some 24,000 tonnes of bottles and jars have been deposited at its nationwide network of some 1,700 bring sites in the first eight months of the year - that represents an increase of 24 per cent on 2003 in the counties where the company operates.

Compiled as part of Repak's National Recycling Week which was held in October, the survey also reveals that the people of Cork and Leitrim share the honours as Ireland's top recyclers. A total of 37 bottles and jars were recycled for every man, woman and child in the two counties between January and August. Next best was Galway with an average of 36 containers recycled per head of the population.

Cork also emerged as Ireland's top county when it comes to the number of glass bottles and jars recycled per



Area	Tonnage Jan-Aug 2004	Increase %	Bottles (000's)	Bottles - head
Cavan	353	16	1147	20.33
Cork	5105	30	16591	37.01
Dublin	7,730	15	25123	22.38
Galway	2301	15	7478	35.8
Kildare	1197	24	3890	23.72
Kilkenny	762	29	2477	30.8
Leitrim	294	26	956	37.03
Limerick City	344	1	1118	20.68
Louth	806	113	2620	25.74
Mayo	881	22	2863	24.38
Meath	960	25	3120	23.29
Monaghan	369	70	1199	22.72
Roscommon	471	50	1531	28.45
Sligo	556	-8	1807	31.05
Tipperary	1291	28	4196	29.91

household. An average of 112 items of glass had been recycled per household in the county during the first eight months of the year.

The biggest increase in glass recycling came in Louth, where yields soared by a whopping 113 per cent compared to the corresponding period in 2003. For the second year in a row, Monaghan recorded the country's second largest growth rate in recycling with an increase of 70 per cent.

The bring bank at Tesco Shopping Centre in Bray was named as the busiest site in the country. In the first eight months of this year over 263 tonnes of glass was deposited at the site, the equivalent of 855,000 individual bottles and jars.

Commenting on the results of the survey, Bob Rowat, general manager said: "Breaking the 100 million barrier for household glass recycling marks an important landmark in the growth of real action to preserve our environment and protect

recycling

# Smashin'!



Ranking	Busiest Site	Tons	Bottles (000's)
15	Tesco Cavan	53	172
1	Supervalu Carrigaline	205	666
13	Superquinn Knocklyon	211	686
3	Westside	191	621
10	Tesco Naas	190	618
5	Loughboy S/Centre	150	488
1	Carrick on Shannon	47	153
14	Henry Street	57	185
8	Blackrock	163	530
9	Newport Landfill	73	237
11	Navan Civic Amenity	197	640
12	UDC Car Park	101	328
7	Boyle	50	163
4	Dunnes Sligo	51	166
6	Thurles Parnell St	67	218

Ireland's green image."

"But we cannot rest on our laurels. Huge amounts of glass – which is the most easily recyclable of all waste products – are still unnecessarily using up our scarce landfill resources. The improvement among Irish people in terms of glass recycling has been enormous over recent years. However, we must not let up in getting the message across to people in every town and village in the country of the crucial importance of recycling, not just for our

own quality of life, but for future generations as well."

According to Andrew Hetherington, CEO Repak, the results of the Rehab survey are encouraging. "The figures show increased participation by householders in recycling. Repak National Recycling Week is a perfect time to increase the amount and type of material that we recycle.

"With the introduction of pay by weight and pay by use planned for next year, get-

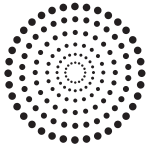
ting into the recycling habit can make a big difference to your household bin charges. Additionally every bit of extra packaging recycled benefits the St Vincent de Paul as we will be contributing money according to the extra amount recycled during October over the figures for 2003."

With over 1,700 sites nationwide, Rehab Recycling is responsible for 90% of Ireland's bottle bank network. The company is part of a unique integrated employment model and has a workforce of 105 people, 68 of whom are people with disabilities.

A new awards scheme with adjudicators from the pinnacle of the business world is set to make employing people with disabilities a real issue in Irish boardrooms.

O<sub>2</sub> ability awards

2005



Progressive policies on employing people with disabilities, or providing an accessible workplace haven't traditionally been high on the corporate agenda in Ireland.

But that may be about to change thanks to a prestigious new awards scheme set up in conjunction with Gandon's Access Ability programme to recognise companies demonstrating best practice in employing people with disabilities.

awards

More than 100 companies from throughout Ireland – with staff numbers ranging from four to 40,000 – put themselves forward for the O<sub>2</sub> Ability Awards, the first award scheme of its kind in Ireland. But the strict entry criteria drawn up by Access Ability meant that around one third of them didn't even make it to the assessment stage of this year's inaugural event.

Just 70 companies, from all regions of the country and all business sectors, qualified to enter this stage of the Awards. The stringent and unique appraisal process, designed by Gandon Enterprises and spearheaded by Access Ability personnel, involved ten teams of auditors, all experts on managing disability in the workplace, travelling the country visiting each workplace and talking to management and staff in order to fully assess the companies' preparedness for disabled employees.

The entrants are competing for awards in some, or all of six categories: leadership, recruitment and selection, career development, training and retention, customer service and environmental accessibility. The category and overall best practice winners, to be announced at a televised ceremony in Dublin Castle in early February, are being



## O<sub>2</sub> awards set into business

chosen by two panels of distinguished adjudicators which include many well-known names from the disability sector, as well as leading business figures such as Denis O'Brien of Communicorp, AIB Group chief executive, Michael Buckley, director

of CIPD, Michael McDonnell, and director general of IBEC, Turlough O'Sullivan. In addition to the overall best practice and category awards, the judges will select 50 companies to receive an Ability Award marking their achievements in the employ-



'What employers need to do is to focus on people's ability to do the job, not on their disability'  
- Terry Fahy

**Caroline Casey, founder of the Aisling Foundation, the Taoiseach Bertie Ahern and Danuta Gray, CEO O<sub>2</sub> pictured at the awards launch.**

judged under all headings, but a selection of categories, depending on those for which they have entered.

"For example, under leadership we are looking at how the chief executive of the company has looked after diversity in the workplace. We look at how disability is incorporated into every facet of the workplace.

"Under recruitment and selection, we look at companies' policies and procedures. What we look for is that those policies and procedures do not exclude people with disabilities and that people are recruited for their ability to do the job."

The auditors also investigated how workplaces are adapted to suit people with disabilities. They looked at areas like wheelchair accessibility and whether office equipment is available that can be used by visually impaired people. Under the customer service heading, the assessors gauged how companies deal with and facilitate customers with a disability.

Ms Fahy adds that there is a strong business case for employing people with disabilities. "The most important asset of any company is its people. Businesses can only be as successful as the teams that drive them. People with disabilities are just that - people who have training, education and experience to offer. What employers need to do is to focus on people's ability to do the job, not on their disability," she says.

The awards scheme is being organised by the Aisling Foundation in conjunction with Access Ability. Other backers include The Irish Times, CIPD, FAS, the Department of Justice Equality and Law Reform and Newstalk 106FM.

Hosted by Pat Kenny, the televised O<sub>2</sub> Ability Awards ceremony will be broadcast on RTE television on Thursday, 3rd February 2005.

# to breathe life practice

ment of people with disabilities. However, this is not just another Awards event. According to Access Ability, project director Terry Fahy, recognising companies that have worked hard to make their companies accessible to workers with disabilities is important. But the real value of the awards

is to help companies, large and small, to develop best practice in this area. Each company which participated in the assessment process will receive a detailed feedback report to assist in its ongoing employment of people with disabilities. Ms Fahy says that companies are not being

NTDI general manager Philip Byrne's personal experience of agoraphobia resulted in the introduction of Homelink – a programme to help people deal with panic, anxiety and phobias. Jennifer Banks reports.

An estimated 200,000 men and women in Ireland suffer from agoraphobia, yet little is understood about the condition and very few services exist to help those affected. With this in mind, NTDI general manager, Philip Byrne looked at ways that Roslyn Park College could provide practical support and services to people living with the condition, resulting in the introduction of the Homelink programme.

Recently highlighted on RTE's Three 60 programme, Homelink is a course designed for people with problems dealing with panic, anxiety and phobias. The participants are given the opportunity to enhance their options for the future through personal development, skills training and occupational exploration.

Mr Byrne has suffered for many years with agoraphobia and used his experience of living with the condition in tailoring the course to meet the needs of participants, bearing in mind that each situation is individual.

Most people regard agoraphobia as the fear of wide open spaces, a misconception which is only now being put to rest as more is understood about the condition and



# The fight

awareness grows. During the Three 60 programme, Philip highlighted how the condition affects everyone differently. Ultimately he describes agoraphobia as the “fear of panic”. Most develop the condition after one or more spontaneous panic attacks, but because the attacks occur without warning it can be impossible for the person to identify what will trigger such a reaction and it is then that the vicious circle begins.

According to Philip, the experience of having a panic attack cannot be put into words adequately. “It is only after one has had an attack that it can be fully under-

stood,” he declares. “Many liken an episode to a heart attack, but others experience a feeling of terror, perspiration, faintness and vomiting. Regardless of the description, the attacks are so intense that they inhibit the ability of the sufferer to lead a normal life and in extreme cases a person could disconnect with society entirely in order to avoid future episodes of panic. In time the fear of the fear controls their very existence.”

Family life can also be seriously disrupted. Philip feels that his phobia has meant missing out on simple things in family life



**NTDI general manager, Philip Byrne, below. Mr Byrne has had agoraphobia and used his experience in tailoring the course to meet the needs of participants.**



# against FEAR

such as a journey on the DART. “In order to overcome this, I embarked on a strategy of desensitisation by taking short trips on the DART in the late evening until I felt confident and had managed to overcome the fear of panic.”

Homelink aims to help participants understand the physical, cognitive and behavioural aspects of phobias something Philip has managed to achieve over time. He says: “I can’t control the panic attacks, but I can say that they don’t control me. I have managed to reach a level where my fear of the panic is under control, an attack

can still occur, but I am no longer controlled by them.”

The course is run through a distance learning programme which means that people can work from their own homes. Participants are provided with a computer for the duration of the course which they use to communicate with the tutor and their fellow students. The aim is to develop a range of practical skills which will help people deal with phobias and reach a stage where they can attend the college itself. This in turn enables participants to progress to further education and employment.

According to Philip, Homelink is a means of helping the participants to help themselves and not a remedy for their phobia. There is no quick fix and it is only through gaining an understanding of the phobia that a person can begin to take control as the remedy lies within themselves.

For further information on NTDI’s Homelink programme contact:

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