

**Code of Practice  
for the  
Employment of People with Disabilities  
in  
Clare County Council**

**August 1999**

# **Code of Practice for the Employment of People with Disabilities in Clare County Council**

## **Introduction**

1. Clare County Council as an employer, must comply with the Employment Equality Act, 1998. Clare County Council implements a policy of equality of opportunity for all staff. The purpose of this Code of Practice is to provide a clear statement of this policy in relation to people with disabilities and to provide guidance for local authorities in relation to their employment. The Code applies to all staff employed in Clare County Council.

## **Employment Equality Act, 1998**

2. In the Employment Equality Act, 1998, “disability” is defined as follows:  
“ ‘disability’ means-
  - (a) the total or partial absence of a person's bodily or mental functions, including the absence of a part of a person's body,
  - (b) the presence in the body of organisms causing, or likely to cause, chronic disease or illness,
  - (c) the malfunction, malformation or disfigurement of a part of a person's body,
  - (d) a condition or malfunction which results in a person learning differently from a person without the condition or malfunction, or

- (e) a condition, illness or disease which affects a person's thought processes, perception of reality, emotions or judgement or which results in disturbed behaviour,

and shall be taken to include a disability which exists at present, or which previously existed but no longer exists, or which may exist in the future or which is imputed to a person."

3. Section 16(3) of the Act provides that -

- “(a) For the purposes of this Act, a person who has a disability shall not be regarded as other than fully competent to undertake, and fully capable of undertaking, any duties if, with the assistance of special treatment or facilities, such person would be fully competent to undertake, and be fully capable of undertaking, those duties.
- (b) An employer shall do all that is reasonable to accommodate the needs of a person who has a disability by providing special treatment or facilities to which paragraph (a) relates.
- (c) A refusal or failure to provide for special treatment or facilities to which paragraph (a) relates shall not be deemed reasonable unless such provision would give rise to a cost, other than a nominal cost, to the employer.”

4. It will be noted that the definition covers a very wide range of disabilities, so wide, indeed, as to render misleading most generalised statements or assumptions about the capabilities or limitations of people with disabilities in employment. While some disabilities are obvious (e.g. as in the case of wheelchair users), others are not readily apparent (e.g. epilepsy or mental ill-health). Furthermore, the same disability can vary in its impact and affect people differently. Finally, while some people with disabilities may require special assistance and/or equipment to realise their full potential, most can be fully effective employees without special help. Accordingly, policy and its implementation should avoid the use of stereotypes and every person with or without a disability should always be treated as an individual with equal rights. Consideration of any question concerning the employment of people with disabilities should proceed from a position of presumed ability.

5. Clare County Council acknowledges that there is an extensive range of financial and advisory supports available from other state agencies. In the context of the Code, Personnel Officers/Disability Liaison Officers should keep themselves informed of the

range of services available as a resource and such information should be available to any staff member with a disability.

## Policy Statement

6. Clare County Council is committed to implementing a policy of equal opportunity for people with disabilities and, in particular, to ensure that
  - . people with disabilities, as people with abilities, should have access to the full range of recruitment and career development opportunities available in Clare County Council,
  - . people with disabilities are facilitated to give effective performance in the jobs which they hold or to which they aspire and are not disadvantaged by reason of having a disability, and
  - . all reasonable accommodations are made to meet the requirements to which some disabilities give rise so as to maximise access to employment in Clare County Council for people with disabilities and to enable all staff to make the best possible contribution to the work of their employing local authority.
7. The Government has set an objective of the employment of people with disabilities in the public service to a minimum of 3% of total staff. Clare County Council is committed to play its full part in ensuring that this objective is met and maintained.

## Recruitment

8. People with disabilities are entitled, as of right, to apply for any post in Clare County Council for which they are qualified and to have their applications considered on the basis of their abilities, qualifications and suitability for the work in question. Furthermore, it is recognised that people with disabilities which, in the past, would have been regarded as rendering them unsuitable for any or most types of employment are now in a position, through the use of advanced technology and other means, to overcome the restrictions resulting from their disabilities and the environment in which they live and work and to engage in a far wider range of employments. Personnel Officers/Disability Liaison Officers should maintain contact with organisations representing people with disabilities to ensure that a high level of awareness of job opportunities is available in Clare County Council.
9. Before a person with a disability is refused employment in Clare County Council solely on the grounds of his/her disability following medical examination he/she is entitled to seek a second opinion from a medical specialist who would be appointed and paid by

Clare County Council for this purpose. The candidate should be advised of his/her entitlement and a reasonable period of time should be allowed for this process.

10. In deciding whether candidates comply with health requirements specified in qualifications for local authority positions, local authorities and the Local Appointments Commission (LAC), where applicable, should ensure that decisions are based on objective considerations related only to the core functional needs of the post concerned, rather than on assumptions concerning the limitations imposed by a particular disability.

11. **The following guidelines apply in relation to recruitment -**

- . No obstacle should be placed in the way of people with disabilities applying for posts in the local authority service.
- . Through contacts with organisations which deal with disability, Clare County Council actively encourages people with disabilities to consider the local authority service as a career choice.
- . Clare County Council makes all reasonable efforts to provide such facilities and equipment as are necessary to enable applicants with disabilities to participate in competitions for posts.
- . Interview boards are briefed on disability awareness, on the local authority's Equal Opportunities Policy and on the Employment Equality Act, 1998 and will be given a copy of this Code.
- . In specifying the duties of officer and non-officer posts the Minister for the Environment and Local Government and Clare County Council avoids specifying non-essential requirements which could have the effect of excluding people with disabilities. Where the suitability of a particular candidate with a disability is at issue, Clare County Council will also have regard to any flexibility which might reasonably be employed to facilitate a person with the disability in question, e.g. re-allocation of certain tasks where a person with a disability may not be in a position to perform certain functions attaching to the post in question.
- . Where Clare County Council or the LAC forms an initial opinion that a candidate is unable, by virtue of a disability, to properly discharge the duties of a post, the candidate in question will be afforded an opportunity to respond to that initial opinion before a final decision is made.

- . Advertisements, job descriptions, person specifications and application forms should be monitored to ensure that they do not discriminate against persons with disabilities.
- . Information, application forms and job descriptions in print and other formats should be provided in a way which is encouraging to potential applicants with disabilities.

## Integration into the Workplace

12. It must be recognised that some people with disabilities may encounter greater difficulties than other members of staff in adjusting to a new workplace. Accordingly, particular attention is required when placing staff with disabilities and when monitoring their performance in the initial stages of employment.  
It should be noted that disability varies in degree and kind and special treatment may, for example, mean in the case of people with mental health difficulties the provision of psychosocial support, particularly during the initial period of employment through contact between the person and the Disability Liaison Officer. Also the development of personal assistance services (e.g. personal assistants, job coaches) would enable people with certain disabilities to integrate more fully into the workforce and could help improve their job satisfaction and performance.
13. Good communication is a key requirement in overcoming any difficulties which may arise. It is an obvious fact, but one which may be overlooked in practice, that the best source of information about disability and what that might imply in the workplace is the person with the disability. People with disabilities should be recognised as experts in their own lives. Accordingly, full and frank discussion of any problems which some staff with disabilities may encounter in the workplace is essential if difficulties are to be satisfactorily resolved. It is important, therefore, that superiors and officers in Personnel Departments who deal with staff with disabilities should overcome any nervousness or reluctance which they may feel about discussing a person's needs arising from disability directly with him or her.
14. **The following guidelines apply in relation to the integration of staff with disabilities into the workplace -**
  - . Where the Personnel Department is aware that a new staff member has a disability, a meeting should be arranged to discuss her/his initial placement, any problems which s/he might encounter resulting from the disability and any reasonable accommodations which may be required to optimise performance on the job.

- . In deciding on the placement of a new staff member with a disability, regard should be had to any particular issues which may require to be addressed. For example, staff with mobility problems should, where possible, be located close to accessible toilets and ramped entrances.
- . The person who will be the new staff member's supervisor should be fully informed of the staff member's circumstances relating to his/her work and should be involved in any discussions concerning any difficulties which might arise and reasonable accommodations which might be required. (The right to medical confidentiality must, of course, be respected.)
- . Training courses for supervisory staff should contain material on workplace disability issues. General training to promote better understanding of all types of physical, sensory and mental disabilities should be provided as part of the ongoing training programme of all grades of staff to underpin a positive culture. The assistance of an external appropriate agency or agencies, e.g. National Rehabilitation Board, the Irish Council of People with Disabilities, etc. may be sought, as required.
- . The co-operation and support of co-workers is essential to the successful induction and integration of any new member of staff. The Personnel Department and line supervisors should promote positive peer support for members of staff with disabilities.
- . The Personnel Department/Disability Liaison Officer/Supervisor should maintain regular contact with the new staff member to facilitate his/her integration into the workforce, particularly in the initial stages of employment.

## **Career Development**

15. Staff with disabilities must have the same opportunities as other staff to develop full and rewarding careers in the local authority service.
16. **The following guidelines apply in relation to career development -**
  - . In assigning duties to staff with disabilities, care should be taken to ensure, to the greatest extent possible, that they are given the same opportunities as other staff to acquire the range of skills and experience necessary for future career development.

- . While it is appreciated that some staff with disabilities may not be able to undertake the duties of all posts in their grade, every effort should be made to afford them the same opportunities as other staff to broaden their experience through staff mobility arrangements and provision of reasonable accommodations.
- . Staff with disabilities should be offered the same access to training as other staff and measures should be taken to ensure that they are not inhibited from availing of such opportunities by problems of physical or sensory access to training centres or conference rooms or by the format of training materials, etc.
- . Staff with disabilities should be positively encouraged to apply for promotion where it appears that they may be reluctant to do so because of their disability.
- . Staff with disabilities should not be excluded from promotion solely because their disability may prevent them carrying out the full range of duties in the higher grade; the criterion should be whether they would be capable of successfully undertaking the duties of a reasonable number of the posts in the higher grade.

## **Retention in Employment**

17. Any staff member can acquire a disability at any stage during his/her working life or may have a disability which is progressive in nature. Where a staff member acquires a disability or where a staff member's disability is progressive, every reasonable effort should be made to retain that person in employment. This could include measures such as job restructuring, rehabilitation, re-training, re-location and flexible working arrangements.

## **Accommodation and Equipment**

18. It is the policy of Clare County Council to ensure that, insofar as is practicable, the working environment is such as to minimise problems which staff with disabilities may face. While most staff with disabilities can operate effectively without requiring modifications to their working environment, special facilities may be required by some. However, even where assistive devices are not required the provision of such devices can greatly enhance the comfort, efficiency and job satisfaction of the staff concerned.
19. The key to progress in this regard is sensitivity to the barriers which particular physical environments place in the way of people with certain disabilities and a planned approach to their progressive removal. Particular importance attaches to

providing access for people with mobility or sensory problems but, of course, barriers also include attitudes, services and communication issues.

20. Clare County Council should acquaint themselves with the range of assistive devices and equipment available to assist people with disabilities. These devices include, for example, telephones that flash and have volume control, voice-activated synthesiser software and computer screen enlargement software and customised work stations.

**21. The following guidelines apply in relation to accommodation and equipment –**

- . Clare County Council will take the requirements of people with disabilities fully into account in their assessment of premises for rental purposes.
- . Clare County Council will consider what alterations might reasonably be carried out to their premises in order to improve accessibility. It is acknowledged, however, that progress might be constrained by the wide variations in the premises occupied by Clare County Council and by financial considerations.
- . In undertaking any significant structural alteration to existing buildings Clare County Council will ensure that the works include such alterations as are necessary to bring the buildings concerned up to the standard of accessibility, and provide adequate facilities, for people with disabilities, as required by Part M of the Building Regulations.
- . Officers in Clare County Council with responsibility for accommodation will, in the course of their normal duties, specifically note any access problems or other features of the premises occupied by their staff which may cause problems for people with disabilities, with a view to the progressive elimination of such problems.
- . Clare County Council will consult staff with disabilities about assistive devices which might enhance their efficiency and effectiveness in performing their duties and adopt a positive approach to reasonable requests for such equipment.

## **Safety, Health and Welfare at Work**

22. Specific provision is required in the Clare County Council Safety Statement to address the safety requirements of persons with disabilities.

23. Clare County Council provides training for staff in relation to matters of health and safety. Such training takes account of individual capabilities and the needs of particularly sensitive risk groups.
24. Persons with disabilities may be particularly at risk in certain working conditions. All appropriate safeguards must be taken by Clare County Council to protect the safety, health and welfare of members of staff with disabilities. Places of work generally should be arranged to take account of staff with disabilities. Attention must be paid to doors, passageways and stairs, sanitary provisions as well as work locations used directly by staff with disabilities.
25. Clare County Council is duty bound to take account of the possibility of emergencies, e.g. fire, and to provide counter-measures, arrangements, facilities and trained personnel in proportion to the risk presented. Clare County Council has provided a copy of their Safety Statement outlining their safety management programme to all members of staff with disabilities. As a matter of good practice staff with disabilities should be consulted in the development of the programme. Clare County Council will also provide information relating to the safety and health risks, the results of risk assessment and protective and preventative measures taken in the workplace.
26. Clare County Council will re-assess the risks in the workplace environment for all members of staff with disabilities including those who have acquired a disability. The risk assessment must establish if a particular disability could be hazardous to oneself or co-workers while at work or performing any particular task in the workplace and whether the job entails any risk to a person with a disability. If risks are found to be present Clare County Council must
  - minimise or eliminate those risks, and
  - put in place measures to protect the health and safety of the staff member.

Measures to protect the member of staff could include

- changing the type of work;
- moving the staff member to other safer work, location or work environment.

## Evacuation Procedures

27. Staff with disabilities may have particular problems in regard to evacuation procedures. For example, the evacuation of people with mobility problems raises particular difficulties where lifts cannot be used. People with hearing difficulties may require some specific arrangement to ensure that they are aware that the alarm has been raised. It is of particular importance that such problems are identified and that appropriate alarm and evacuation arrangements are put in place.
28. **The following guidelines apply in relation to safety and evacuation procedures-**
  - . The Personnel Department will, on assignment of a person with a disability to a particular area, make this fact known to the relevant line manager and Safety

Officer, and the line manager and Safety Officer should meet the person with a disability to discuss all his/her safety needs.

- . Line managers who identify staff in their areas with specific needs in this respect should, in consultation with the Safety Officer and with the other people concerned, devise means, whether by way of particular equipment or otherwise, by which those needs can best be met.
- . Staff with disabilities should never be excluded from evacuation drills; rather it should be a priority concern of Safety Officers to ensure that any particular arrangements which may be required for the evacuation of such staff are fully tested and used at each drill.

## **Implementing this Code**

29. All staff in Clare County Council have a role in ensuring that the provisions of this Code are adhered to. Special responsibility in this regard attaches to Personnel Departments and, in particular, to the nominated Liaison Officer for the employment of people with disabilities.
30. In giving effect to the provisions of this Code, local authorities are likely to require advice and assistance on a wide range of issues. The Department of the Environment and Local Government will advise on questions concerning the interpretation of this Code. Enquiries in this regard should be directed to the Local Government Personnel Section of the Department of the Environment and Local Government, Custom House, Dublin 1. (Tel. 01 - 8882355 / 8882344).
31. On questions which require expert advice, at both recruitment and employment level (for example, the availability of assistive devices in particular circumstances), local authorities should, after consulting the person with the disability, directly approach the organisation dealing with the disability where the required expertise is most likely to be found. To assist Clare County Council in this regard, a list of relevant organisations (which is not exhaustive) together with contact names is attached as an Appendix to this Code. Clare County Council should supplement this list with contact names and addresses at local level.
32. The implementation of this Code will be monitored on an ongoing basis by a national local authority monitoring committee.



**APPENDIX**

**to the**

**Code of Practice**

**for the**

**Employment of People with Disabilities**

**in the**

**Local Authority Service**

## LIST OF RELEVANT ORGANISATIONS

ORGANISATION	ADDRESS AND PHONE NO.	CONTACT (NAMES)
A.C.L.D. (Association for Children and Adults with Learning Disabilities) <b>(Incorporating the Dyslexia Association, Ireland)</b>	Suffolk Chambers 1 Suffolk Street Dublin 2 01 - 6790276	Ann Hughes (Administrator)
ACTION for MOBILITY	8 Elizabeth Street Dublin 3 01 - 8378633 (after 6.00p.m)	Sean Farrell (Co-ordinator)
AHEAD (Association for Higher Education Access and Disability)	Newman House 86 St Stephens Green Dublin 2 01- 475 23 86	Caroline McGrath, (Acting Director)
AIDS HELP NORTH WEST	Mount Southwell Letterkenny Co Donegal 074 – 25500	Mary Bryson (Administrator)
AIDS HELP WEST	Ozanam House St Augustine Street Galway 091 - 566266	Nicholas Finlan (Manager)
ALZHEIMER SOCIETY OF IRELAND	43 Northumberland Ave Dun Laoghaire Co. Dublin 01 - 2881282	Maurice O'Connell (Chief Executive Officer)
ARTHRITIS FOUNDATION OF IRELAND	1 Clanwilliam Square Grand Canal Quay Dublin 2 01 - 661 81 88	Shirley Gorman (Information Officer)
ORGANISATION	ADDRESS AND PHONE NO.	CONTACT (NAMES)

ASPERGER SYNDROME ASSOCIATION OF IRELAND	85 Woodley Park Kilmacud Dublin 14 01 - 2951389	Des McKernan (Secretary) 01 - 7043228
ASTHMA SOCIETY OF IRELAND	15 - 17 Eden Quay Dublin 1 01 - 8788511 1850 445464 (Info.)	Órán Ó Muiré (Administrator)
AWARE - Helping to Defeat Depression	147 Phibsboro Road, Dublin 7 01-830 84 49	Julie Healy (Support Group Co-ordinator)
AWARE HELPLINE	01 - 6791711 (10.00am - 10.00pm, Mon - Fri)	
BRAINWAVE (The Irish Epilepsy Association)	249 Crumlin Road Dublin 12 01 - 4557500	Mike Glynn (Administrator)
CARING AND SHARING ASSOCIATION (C.A.S.A.)	Carmichael Centre North Brunswick Street Dublin 7 01 - 8725370/ 01 - 8725300	Marie O'Brien
CENTRAL REMEDIAL CLINIC - Client Technical Services	Penny Ansley Building Vernon Avenue Clontarf Dublin 3 01 - 8332206	Gerard Craddock
ALLIANCE – THE CENTRE FOR SEXUAL HEALTH	16 Peter's Street Cork 021 - 275837	Margaret Allen (Director) Deirdre Seery (Director)

<b>ORGANISATION</b>	<b>ADDRESS AND PHONE NO.</b>	<b>CONTACT (NAMES)</b>
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CENTRES FOR	Carmichael Centre	Selina Bonnie
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INDEPENDENT LIVING (CIL) North Brunswick Street (Administrator)  
 Dublin 7  
 01 - 8730986  
**(CIL has 16 local offices throughout the country. Contact names can be obtained from its Head - Office)**

CEREBRAL PALSY IRELAND Sandymount Ave Rory O'Connor  
 Dublin 4 (National Development  
 01 - 2695355 Officer)

CHESHIRE FOUNDATION 46 Pembroke Road Mark Blake-Knox  
 IN IRELAND Dublin 4 (Director)  
 01 - 6670323

COPE FOUNDATION Bonnington Gerry Buttimer  
 Montenotte (Chief Executive Officer)  
 Cork  
 021 - 507131

CYSTIC FIBROSIS ASSOCIATION OF IRELAND C.F. House Lane Larry Warren  
 24 Lower Rathmines Rd (Chief Executive  
 Dublin 6 Officer)  
 01 - 4962433

DIABETES FEDERATION OF IRELAND 76 Gardiner Street Ciarán O'Leary  
 Dublin 1 (Office Manager)  
 01 - 836 30 22

DISABILITY FEDERATION OF IRELAND (D.F.I.) 2 Sandyford Office Park Roger Acton  
 Dublin 18 (Chief Executive Officer)  
 01 - 2959344

DUBLIN AIDS ALLIANCE 53 Parnell Square West Terry Taylor  
 Dublin 1 (Administrator)  
 01 - 8733799

**ORGANISATION ADDRESS AND CONTACT (NAMES)  
 PHONE NO.**

DYSPRAXIA ASSOCIATION 5 Blackglan Court Aileen Tierney (Chairperson)  
 Dublin 18 Sorcha Regan  
 01 - 2957125 (Membership Secretary)

FORUM OF PEOPLE WITH DISABILITIES	21 Hill Street Dublin 1 01 - 878 60 77	Theresa McAteer (Network Co-ordinator)
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FRIEDRICH'S ATAXIA SOCIETY	'San Martino' Mart Lane Foxrock Dublin 18 01 - 2894788	Claire Creedon (Administrator)
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GROW (Head Office)	11 Liberty Street Cork 021 - 277520	Mary O'Shaughnessy (Field Worker)
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GROW (Dublin Region)	167A Capel Street Dublin 1 01 - 8734029	Denis Fitzpatrick (Chairperson) Dublin Region Eileen Massey (Field Worker) Robert Vance (Field Worker) Phyllis Fitzgerald (Field Worker)
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**(GROW have mutual help groups throughout the country - details from either of the offices listed)**

HEADWAY	Ms Bernie Murphy (Director of Services) 18 Upper Baggot Street Baggott Street Hospital Dublin 4 01 - 6689893	Ms Liz Owens (Regional Manager) Headway Ireland Unit 12 Westlink Business Park Doughcloyne Industrial Estate Wilton Cork 021 - 346148	Ms Maureen Gallagher (Information Officer) Headway Ireland Unit 2 Stewart Hall Parnell Street Dublin 1 01 - 8729222
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<b>ORGANISATION</b>	<b>ADDRESS AND PHONE NO.</b>	<b>CONTACT (NAMES)</b>
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HUNTINGTON DISEASE ASSOCIATION	The Gatelodge Carmichael House North Brunswick Street Dublin 7 Freefone 1800 393939	Bernadette Moran (Development Officer)
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IRISH ASSOCIATION FOR SPINA BIFIDA AND HYDROCEPHALUS	National Office Old Nangor Road Dublin 22 01 - 4572329	(Administrator)
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IRISH CANCER SOCIETY	5 Northumberland Road Dublin 4 01 - 6681855	Avril Gillatt (Health Promotion Manager)
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IRISH COUNCIL OF PEOPLE with DISABILITIES (ICPD)	4th Floor, Park House North Circular Road Dublin 7 01 - 8683502	Maeve Nic Samhradáin (Research Officer)
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**(ICPD has 30 County Networks throughout the country. Contact names can be obtained from its Head - Office)**

IRISH DEAF SOCIETY	30 Blessington Street Dublin 7 01 - 8601878	Mary Butler (Administrator)
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IRISH EPILEPSY ASSOCIATION (Brainwave)	249 Crumlin Road Dublin 12 01 - 4557500	Mike Glynn (Administrator)
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IRISH HEART FOUNDATION	4 Clyde Road Dublin 4 01 - 668 50 01	Kathleen Kirwan (Information Officer) Maureen Mulvihill (Health Promotion Officer)
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<b>ORGANISATION</b>	<b>ADDRESS AND PHONE NO.</b>	<b>CONTACT (NAMES)</b>
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IRISH HAEMOPHILIA SOCIETY	Block C Iceland House Arran Court Arran Quay Dublin 7 01 - 8724466	Margaret Dunne (Office Manager)
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IRISH KIDNEY	Donor House	Gerard Sweeney
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ASSOCIATION	156 Pembroke Road(Chief Executive Officer) Ballsbridge Dublin 4 01 - 6689788	
IRISH LUPUS SUPPORT GROUP	40 Killester Park Dublin 5 01 - 8318524	Barbara O'Neill (President)
IRISH ME SUPPORT GROUP	P.O. BOX 3075 Dublin 2 01 - 2350965	Vera Kindlon (Chairperson)
IRISH MOTOR NEURONE DISEASE ASSOCIATION	Carmichael Centre North Brunswick Street Dublin 7 01 - 8730422	Eithne Frost (Director)
IRISH SOCIETY FOR AUTISM	16 Lower O'Connell St. Dublin 1 01 - 8744684	Pat Matthews (Executive Director)
IRISH SOCIETY FOR CROHNS DISEASE & COLITIS	Carmichael Centre North Brunswick Street Dublin 7 01 - 8721416	Ronagh O'Brien (Administrator)
IRISH STAMMERING ASSOCIATION	Carmichael Centre North Brunswick Street Dublin 7 01 - 8724405	Patrick Kelly (Chairperson)
<b>ORGANISATION</b>	<b>ADDRESS AND PHONE NO.</b>	<b>CONTACT (NAMES)</b>
IRISH WHEELCHAIR ASSOCIATION	Blackheath Drive Clontarf Dublin 3	Seamus Thompson (Chief Executive Officer)
KARE(Main Office)	Lower Eyre Street Newbridge Co. Kildare 045 – 431544	Christy Lynch (Chief Executive Officer)

MIGRAINE ASSOCIATION of IRELAND	Dublin 7 Carmichael Centre North Brunswick Street 01 - 8724137	Audrey Craven (Chairperson)
MULTIPLE SCLEROSIS SOCIETY OF IRELAND LTD.	Dublin 4 2 Sandymount Green 01 - 269 45 99	Michael Dineen (Managing Director)
M.S. CARE FOUNDATION	Dublin 6 65 Bushy Park Road Rathgar 01 - 4906234	Patricia McLarty (Care Centre Manager)
MUSCULAR DYSTROPHY IRELAND	Dublin 7 Carmichael Centre North Brunswick Street 01 - 8721501 Freefone 1800 - 2453000	Catherine Hickey (Director)
NATIONAL ASSOCIATION FOR DEAF PEOPLE Deaftech	Dublin 1 NAD House 35 North Frederick Street 01 - 872 38 00	Barry Dunne (Technical Officer)

<b>ORGANISATION</b>	<b>ADDRESS AND PHONE NO.</b>	<b>CONTACT (NAMES)</b>
NATIONAL COUNCIL FOR THE BLIND OF IRELAND	Dublin 9 PV Doyle House Whitworth Road Drumcondra 01 - 8307033	Blaithín Gallagher (General Employment Issues) Belinda Davis (Head of Technology)
NATIONAL DISABILITY AUTHORITY	Dublin 4 Department of Justice, Equality and Law Reform 43 - 49 Mespil Rd 01 - 6670344	Moira O'Mara Assistant Principal

NRB (National Rehabilitation Board)	25 Clyde Road Ballsbridge Dublin 4 01 - 6080400	Frank Tracy, Regional Services Manager (Employment Issues)  Maureen Gilbert, Manager, Independent Living Section (Disability Awareness)
	44 Nth Gt. Georges St. Dublin 1 01 - 8747503	Gerry Kinsella (Access Officer) Dympna Gilligan (Occupational Therapist, Disability Resources Centre)
POLIO FELLOWSHIP OF IRELAND	Park House Stillorgan Grove Stillorgan Co. Dublin 01 - 2888366	Tom Stevens (Director)
PREPARATION FOR UNIVERSITY AND COLLEGE COURSE (PUCC)	Roslyn Park College Sandymount Dublin 4 01 - 2057205 Minicom 01 – 2057300	Jennifer Marsden (Co-ordinator)

<b>ORGANISATION</b>	<b>ADDRESS AND PHONE NO.</b>	<b>CONTACT (NAMES)</b>
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RED RIBBON PROJECT	9 Cecil Street Limerick 061 - 314354	Ann Mason (Director)
R.P. IRELAND - FIGHTING BLINDNESS	6 Belvedere Place Dublin 1 01 - 8559330	Michael Griffith (Chief Executive Officer)
SCHIZOPHRENIA ASSOCIATION OF IRELAND	38 Blessington Street Dublin 7 01 - 8601620	Orla O'Neill (Director)
THE IRISH ASSOCIATION OF	Education Centre St Patrick's College	Josephine Doncel (Secretary)

TEACHERS IN SPECIAL EDUCATION	Drumcondra Dublin 9 01 - 8379799	
THE MENTAL HEALTH ASSOCIATION OF IRELAND	6 Adelaide St Dunlaoire Co. Dublin 01 – 2841166	Martin Rogan (Acting Chief Executive Officer)
S.I.P.T.U. (Disability Unit)	S.I.P.T.U.  Irish Trade Unit Trust Liberty Hall Dublin 1 01 - 8749731	Michael Gogarty  Ann-Marie Kennedy
VANTASTIC ACCESSIBLE TRANSPORT SERVICE	Harbour House 6 Western Way Broadstone Dublin 7 01 - 8304926	Audrey Brodigan (Co-Ordinator)

<b>ORGANISATION</b>	<b>ADDRESS AND PHONE NO.</b>	<b>CONTACT (NAMES)</b>
VICS (Visually Impaired Computer Society) Technology for Blind and Low Vision	c/o National League of the Blind in Ireland 21 Hill Street Dublin 1 01 - 8742792	Ronan McGuirk (Secretary) 01-6600311  Michael Lavin Department of Finance 01 - 6045106
VOLUNTEER STROKE SCHEME	249 Crumlin Road Dublin 12 01 - 4557455 01 - 4559036	Theo Davis (Honorary Secretary)
WESTERN CARE ASSOCIATION	Headquarters Swimming Pool Road Castlebar Co. Mayo	John O'Dea (Executive Director)

094 - 25133