



AUTUMN 2023

Strike
See Page 9

Strike Action by
Disability Services
Workers Suspended,
but
Work Remains to be
Done

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WEST LIMERICK INDEPENDENT LIVING
27/10/2023
EDITION 11

IN TOUCH

A WORD FROM MARGARET

As we usher into the vibrant colors of Autumn, we are delighted to welcome you to the 11th edition of our Intouch magazine. We are thrilled to share with you the stories, experiences and insights that make West Limerick Independent Living a beacon of warmth and support to our clients and to the tireless efforts of our dedicated employees.

We say goodbye to one of our PAs Marian O Flynn who is retiring, Marian has been with us since 2011, and was an exceptional PA dedicated to making a positive impact in the lives of clients she supported. Marian you will be missed, and we wish you well in the next chapter of her life.

I am thrilled to introduce our Autumn 2023 Employee of the Season, Lisa Reidy. Lisa is such an excellent PA and is a worthy winner. I would like to remind all clients and staff members to get their nominations for Winter Employee of the Season 2023 in for Friday 24th of November.

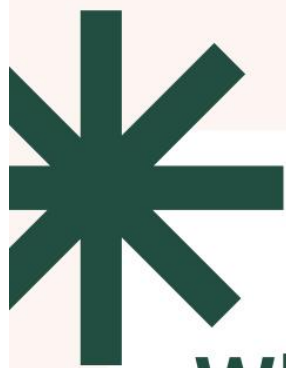
I would like to take this opportunity to remember two of our clients that recently passed away, Deirdre Kelly and Isobel Wough. We extend our heartfelt sympathies to their respective families and to all our colleagues who supported them. Ar dheis de go raibh a ainm dhilis.

There was a feeling of huge relief that the Section 39 strike action had been suspended in the early hours of 17th October, however the relief that was felt coincided with anger and upset that it advanced to this stage. We now await to hear the outcome from the ballot that will be put to workers for consideration.

As always, we value your feedback and encourage you to share your opinions with us. To get in touch, simply send an email to margaret@limerickcil.com, or call on 069 77320.

Warm regards,

Margaret O'Connor Manager



Does your Child use a Wheelchair and/or Seating Service in Ireland?

We are looking to hear from you and learn about your experiences.



Master's students in Occupational Therapy supervised by Dr Rosie Gowran at the University of Limerick are conducting research on Parents' experiences of children's wheelchair and seating services within the Republic of Ireland.

Participation involves:

A fifteen minute online survey

To Participate we ask that:

- You are the parent and/or guardian of a child age 18 or younger who is wheelchair user
- Your child requires a manual and/or power wheelchair for the purposes of mobility
- You and your child reside in the Republic of Ireland



Please go to

https://unioflimerick.eu.qualtrics.com/jfe/form/SV_5A2uZndEtOJpw7c



Questions or Comments?

please email
22156569@studentmail.ul.ie



Employee of the Season

Any of our clients or staff can nominate an employee of West Limerick Independent Living for the award, just contact our office for an application form by phone on 069 77320 or by email info@limerickcil.com

**€400
PRIZE**

Closing Date for Nominations: 24th November 2023

Employees of the Season for Autumn 2023

West Limerick Independent Living is delighted to announce the latest recipient of the highly coveted "Employee of the Season" award. After an evaluation process, Lisa Reidy emerged as the successful candidate for this season's award.

Lisa's exceptional performance and positive impact on the team and West Limerick Independent Living as a whole have made her an invaluable asset.



Photo: Alison Oldfield Service Coordinator and Employee of the Season Lisa Reidy PA

We would like to extend its sincere appreciation to all employees who continue to strive for excellence and contribute to our collective growth. Congratulations to Lisa who was selected as the employee of the season for Autumn 2023.

So, who can be nominated for employee of the season?

Any of the staff of West Limerick Independent Living can be nominated for employee of the season, just contact the office for an application form by phone on 069 77320 or by email info@limerickcil.com

Personal Assistant Referral Program



Photo: Alison Oldfield Service Coordinator & Shirley Wrenn PA

West Limerick Independent Living through our "Refer a Friend Scheme" is delighted to announce that staff member, Shirley Wrenne received the €200 gift voucher reward for successfully referring a new employee.

Help us empower individuals to live life to the fullest in their own homes by referring talented personal assistants.

Why Refer?

- Enhance lives: Your referrals can positively impact the lives of our clients, providing them with the support and companionship they need to maintain their independence and thrive in their communities.
- Strengthen our community: A strong and cohesive team is the backbone of our success. Your referrals help us find like-minded individuals who share our commitment to delivering exceptional care and service.
- Earn appreciation: For each successful referral, you will receive a special reward and our heartfelt gratitude.

How It Works

1. Identify potential personal assistants.
2. Refer them to us through our online portal.
3. Celebrate the impact! When your referred personal assistant becomes an invaluable part of our team and successfully completes their probationary period, you'll be eligible for well-deserved rewards.

Together, Let's Make Independent Living the Norm!

Your involvement in our Personal Assistant Referral Program can help create a caring and supportive community that empowers individuals to live life on their own terms. By referring individuals who embody our values and commitment to service, you play an essential role in shaping our future.

Refer a friend or family member today and help us make a positive impact on the lives of those we serve.

MY MOVE COUNSELLING

MY MOVE COUNSELLING OFFERS PROFESSIONAL, ONE-TO-ONE AND ONLINE COUNSELLING AND PSYCHOTHERAPY IN AREAS OF BOTH MENTAL HEALTH AND ADDICTION THERAPY.

Our Vision:

My Move Counselling's Vision is to provide Counselling & Psychotherapy services to people in need without waiting lists or referrals. Addressing a wide range of issues people face today in Ireland.

Our Mission:

At My Move Counselling our mission is to provide affordable and accessible support to people who are looking to improve areas in their emotional and mental health transitions. While change can be challenging, our therapists are ready to help you overcome those challenges by giving each person the space to reflect on their lives and prepare for the moves they need to take with support and encouragement. My Move seeks to embrace the complexity of each person and as such it deals with the Biological, Psychological, Social and Spiritual aspect of each person's life. We provide a professional and non-judgemental service in a welcoming environment to help you regain and restore your well-being.

What We Treat:

Bereavement & Loss, General Life Challenges & Changes e.g., Health, Breakdown of Relationships, Family Life Changes, Work Challenges, Exam Stress, Anxiety & Stress – Panic Attacks, Sleep Difficulties, Social Anxiety, PTSD, OCD, Trauma, Stress Management Depression, Mood, Anger Issues, Rumination. Self-Esteem, Building Confidence and Assertiveness.

What to Expect in your First Session:

Assessment – This is where the therapist uses various assessment tools to gather sufficient information regarding your history, problems you have been experiencing i.e., levels of stress, anxiety, depression. A specialized assessment tool is used to determine level of addiction. This establishes an effective treatment strategy going forward for therapy. Allow MyMove to help you become the best version of yourself.

Addiction Services

- face to face / online

MyMove offers a structured 12-week outpatient treatment recovery program face to face/online.

The program is flexible so that participants can live at home, continue with work, and seek support from family and friends.

Initial assessment to determine suitability.

MyMove also offers

- family support group
- aftercare group
- workshops

Email: info@mymovecounselling.ie
www.mymovecounselling.ie



Call us today!
061-639010
062-67397



Photo: Gerard O'Connor Finance, Marian Flynn PA and Margaret O'Connor Manager

PA Marian O'Flynn Retires!

It is an honour to acknowledge our esteemed colleague Marian who has been a PA with West Limerick Independent Living since 2011. We would like to pay a heartfelt tribute to Marian's extraordinary commitment and dedication to the Mission of Independent Living.

Your unwavering support and empathy have not only enriched the lives of clients you have supported but have also touched the hearts of everyone you met in West Limerick Independent Living. Your ability to balance the demands of the workplace with your role as a PA is an inspiration to us all.

Throughout your career you've shown us the true meaning of compassion and selflessness. Your ability to support your clients encompassing the Independent Living Philosophy so they have control of their own lives. Thus, allowing them to have opportunities so they can pursue activities of their own choosing, regardless of disability.

As you embark on this new chapter of her life, we want to express our deepest gratitude for your contribution to our team. Your legacy as an employee and a PA will be forever etched in our memories, and your positive impact will be felt in the lives you've touched.

May your retirement be filled with the same love you've so generously given to others. We wish you all the happiness that you so richly deserve in the next phase of your life. Thank you for being a shiny example of what it means to be a dedicated employee and a compassionate PA.

Marian you will be greatly missed.

Margaret O Connor.

It's with fondness I pay tribute to Marian and wish her well in her retirement. Marian's legacy extends beyond her professional competence; her warmth and kindness endeared her to all she assisted. Her dedication and reliability further solidified her impact, making her a beloved and trusted figure in the lives of those she touched. Marian's absence is deeply felt, and her coworkers will undoubtedly miss her camaraderie, wisdom, and the unique light she brought to the professional environment. *All the best from Gerard O'Connor*

Social Prescribing

Social Prescribing offers free one to one support to help you if you are feeling Isolated, stressed, anxious, depressed or need support to mind your health and wellbeing.



Your Social Prescribing Link Worker Can support you to:

- Connect with people.
- Connect with services.
- Connect with activities in your area.

You can be referred to the local Social Prescribing Link Worker through your G.P.

or other health/social care professionals, or you can make direct contact:

To find out more about Social Prescribing or to avail of this service contact:

Michelle Hannan on 087-6924042 or email

mhannan@paulpartnership.ie



Rialtas na hÉireann
Government of Ireland



Rialtas Áitiúil Éireann
Local Government Ireland

Healthy Food Made Easy (HFME)



Sláintecare.
**Healthy
Communities**



HFME is a six-week cooking programme, delivered by Limerick Food Partnership, focusing on healthy eating, nutrition and planning meals on a Budget. 6 x 2hr weekly community nutrition and cooking course.

- To develop the skills, knowledge, and confidence to eat well.
- To prepare simple meals for you and your family on a budget
- To improve your health

For further queries email

cflynn@paulpartnership.ie or call Clare on 087-1883727



Rialtas na hÉireann
Government of Ireland



Rialtas Áitiúil Éireann
Local Government Ireland



Sláintecare.
**Healthy
Communities**

**Do you want help
to quit smoking or vaping?**

Free
local
support



QUIT

Call Quit Mid West 0656865841
Email: quit.midwest@hse.ie



Quit Mid-West / Tobacco Cessation Stop Smoking Clinics:

Quit Mid-West have free stop smoking clinics available across Limerick City for anyone who is thinking about quitting smoking.

Clinics Available: St Anne's, Northside FRC, Ballynanty Health Centre, Kings Island Primary Care Centre, Barrack View Primary Care Centre Lord Edward Street, Southside Child and Family Centre Roxborough.

To find out more contact: Linda on 065-6865841


ParentsPlus
Empowering Professionals to Support Families



The programme aims to; Build your child's confidence, learning and positive behaviour Improve your family's health and wellbeing Reduce your own stress as a parent

Contact: : Margaret Mastriani

Tel: 061-314111 or Email:

<https://www.cfsreferral@lssc.ie>



Empowering Decision-Making: The Assisted Decision Making (Capacity) Act 2015 in Ireland

Introduction

In a landmark move to promote individual autonomy and human rights, Ireland introduced the Assisted Decision Making (Capacity) Act 2015. This groundbreaking legislation, applicable to all healthcare and social services, sets the stage for a paradigm shift in how decisions are made, particularly for those who may require support.

Human Rights at the Forefront

At its core, the Act is rooted in Ireland's commitment to human rights. It aligns with the Constitution of Ireland, the European Convention on Human Rights, and the United Nations Convention on the Rights of Persons with Disabilities. This ensures that the Act not only upholds legal obligations but also respects the dignity and agency of every individual.

The Decision Support Service

Central to the Act is the establishment of the Decision Support Service. This service acts as a compass, offering guidance and codes of practice for decision supporters, interveners, and relevant professionals. Additionally, it maintains a register of decision-making agreements and codecision-making orders, ensuring transparency and accountability.

A Spectrum of Decision-Making Supports

The Act introduces a diverse range of supports tailored to the specific needs of individuals. From assisted decision-making to codecision-making, decision-making representatives, and advance healthcare directives, it empowers individuals to receive the assistance they require while maintaining their voice in the process.

Abolishing Wardship: A Forward Leap

A significant departure from the old system, the Act abolishes wardship and replaces it with a modern capacity application process to the Circuit Court. It also mandates a review and discharge of all adult wards of court within a three-year timeframe, marking a significant step towards progressive, rights-based reforms.

Resources for Healthcare Workers

To support the Act's implementation, healthcare workers have access to valuable resources, including posters, eLearning programs, webinars, surveys, and informative videos. These resources ensure that healthcare professionals are well-equipped to navigate and apply the Act effectively in their practice.

Conclusion

The Assisted Decision Making (Capacity) Act 2015 is a pivotal piece of legislation that not only brings Ireland in line with international human rights obligations but also elevates individual decision-making and capacity to the forefront. For further details and insights into this transformative law, visit www.assisteddecisionmaking.ie



Join the Conversation Make Your Voice Heard

Revamping Disability Welfare Payments: A New Approach to Support and Inclusion

Introduction:

In a bold move, the Department of Social Protection is proposing a comprehensive reform of the existing disability welfare payment system. The current system primarily relies on medical diagnoses, but the proposed changes aim to shift the focus towards the level of support required by each person. This transformation, detailed in a green paper set to be published by Minister for Social Protection Heather Humphreys.

A Tiered Approach to Disability Support:

One of the central pillars of this reform is the introduction of a tiered system that categorizes individuals into one of three distinct levels based on the severity of their disability and its impact on their daily lives. Each level will come with its own unique payment rate and eligibility criteria, ensuring that support is more accurately tailored to the specific needs of each recipient. This move is designed to replace the one-size-fits-all approach of the current system.

Impact on Payment Rates:

Under this proposed reform, payment rates will undergo significant changes. These changes may result in increased or decreased payments for individuals, depending on the level they are categorized under. While some may experience an increase in financial support that better aligns with their needs, others may find their payments adjusted to reflect their circumstances accurately.

Revised Eligibility Criteria:

Another aspect of the reform focuses on the eligibility criteria for disability welfare payments. These criteria may undergo alterations, potentially affecting who qualifies for this crucial support. The aim is to ensure that those who truly need assistance receive it, while also considering the capacity of individuals to engage in various aspects of social and economic life.

Enhancing Social Inclusion and Economic Participation:

Beyond the immediate changes to payment levels and eligibility criteria, this reform is part of a broader strategy to enhance the social inclusion and economic participation of people with disabilities. By creating a system that better caters to individual needs, it is anticipated that more opportunities will be available for individuals with disabilities to actively participate in society and the economy.

The Consultation Process:

It is important to emphasize that these proposed changes are subject to feedback from stakeholders and the public. The consultation process, which runs from September 20 to December 15, 2023, provides an opportunity for individuals with disabilities and their advocates to voice their opinions and shape the final version of the reforms. Feedback can be submitted in various ways, including written submissions, video submissions in Irish Sign Language, and participation in public consultation events held in Dublin and regional locations.

Conclusion:

The proposed reform represents a significant change in the current system of support. By categorizing individuals based on their specific needs, adjusting payment rates, and revising eligibility criteria, this initiative aims to create a fairer and more tailored approach to disability welfare. Active participation in the consultation process is encouraged, as it provides a unique opportunity for individuals with disabilities to influence the design of these reforms and ensure that their voices are heard. For more information and to participate in the consultation process, please visit the official consultation page. Your feedback and engagement can contribute to the future of disability welfare. <https://www.gov.ie>

Patrick Dawson RIP *by Mary Evans PA*

What can I say. What a gentleman. A pleasure to work with. Pat loved a chat and watching his favorite TV shows, mostly quiz one. Loved anything to do with the GAA. A very grateful man for everything you did for him, especially when it came to putting on the dreaded support socks. He got a great laugh watching me sweat. A gentle character. A lovely man to have had the pleasure to work with. I always came away feeling good and glad I made his day as much as he made mine. RIP Pat. Always in my prayers 🙏. Mary.

Pat passed on the 6th of July 2023 peacefully at his home. Our sympathies go to his loving wife Kathleen, sons Timmy and Shane, daughter Syreeta, daughter in law Fiona, son in law Finbar, his adored grandchildren, extended family, relatives, and friends.



Strike Action by Disability Services Workers Suspended, but Work Remains to be Done *by Gerard O'Connor*

There is a feeling of absolute relief that the Section 39 strike action by disability services workers, which was due to commence recently, has been suspended by the unions involved, the strike was called off after talks at the Workplace Relations resulted in an agreement. However, this relief is running alongside deep anger and upset that it was let go to this stage. The strike action would have had a devastating impact on people with disabilities and their families, who rely on these essential services.

The strike aimed to address pay disparities and improve the working conditions and was suspended as an 8% pay deal was reached between the unions and the government, acknowledging the pay gap that had existed for a number of years. The strike received significant attention, with negotiations taking place to resolve the dispute and prevent the planned strike action.



The recruitment and retention crisis in the disability services sector has been fueled by the long-running disparity in how some organisations, including Section 39, were funded and consequently the growing disparity in pay and other areas.

A culture has been embedded which saw it as acceptable to have some elements of essential health and social care services resourced on terms that were substantially less than what was the agreed rate by Government with others delivering the same or similar services.

The fact that the HSE was setting the funding levels for the Section 39 organisations while having a higher rate for other organisations and itself, is significant. This is the fault line that must be repaired and doing this requires funding, a serious change in culture and a change in how decisions are made and implemented. Government cannot simply leave it to the departments of Health, Public Expenditure, Department of Children, Equality, Disability, Integration and Youth along with the HSE to fully resolve this issue.

The terms of the proposed settlement will now be put to the membership of the unions for consideration. Once the strike action is resolved, there is a long way to go. That work needs all parties working effectively together.

The failure of the Government to adequately fund disability services is a violation of the UN CRPD. Article 19 of the UN CRPD states that people with disabilities have the right to live independently and to be included in the community. This right cannot be upheld without access to essential services such as personal assistance, respite care, and day programs.

The strike action by disability services workers was a powerful reminder of the importance of these services and the need for the Government to take action to address the funding crisis in the sector. The suspension of the strike action is a welcome development, but it is important to remember that the underlying issues have not been resolved.



Fostering Dignity and Respect: The Cornerstone of a Harmonious Workplace. *by Margaret O' Connor*

In the hustle and bustle of today's world, sometimes we find ourselves getting caught up in everyday activities, losing sight of the bigger picture amidst the routine of life.

As we navigate the labyrinth of workplaces, let's not forget the timeless value of dignity and respect. These cornerstones not only enrich our daily experiences but also elevate our collective potential.

Dignity and respect lay the foundation for an inclusive workplace where everyone regardless of their background brings a unique perspective and set of experiences to the table. When we honour these differences, it fosters rich ideas, leading to innovation and growth.

Nurturing Employee Wellbeing

A work place characterized by dignity and respect is a place where employees flourish. When we treat our colleagues with courtesy, fairness, and empathy we not only boost their morale but also encourage employees to bring their best selves to work. This in turn leads to increased job satisfaction and productivity.

Effective Communication

Dignity and respect are at the heart of effective communication. When we feel valued and heard, we are more willing to express our thoughts and ideas, fostering open and honest dialogue. Such communication is vital for solving problems, making decisions, and building strong teams.

Workplace Conflicts

Conflict is inevitable, but it can be managed and minimized through dignity and respect. When we address disagreements with respect for one another's perspectives, we find common ground more easily and resolve conflicts amicably.

Appreciation

Acknowledging one another's efforts and achievements creates a culture of appreciation. Whether through simple acts of gratitude or formal recognition programs (Employee of the Season) this sense of appreciation reinforces the value of each team member motivating them to excel.

Dignity and respect in the workplace are not mere buzzwords but essential elements that shape the culture and success of any organisation. They bridge gaps and nurture the wellbeing of all employees. As we navigate the ever evolving landscape of our world, let's remember that these values are not a luxury but a necessity. It defines the true character our workplace and the path to a more harmonious, fulfilling, and a successful future.

Sudoku

4		1	2	9			7	5
2			3			8		
	7			8				6
			1		3		6	2
1		5				4		3
7	3		6		8			
6				2			3	
		7			1			4
8	9			6	5	1		7

Rules

1. Each column must contain the numbers 1-9, each number once only.
2. Each row must contain the numbers 1-9, each number once only.
3. Each box must contain the numbers 1-9, each number once only.



local link

Limerick Clare

From October 1st, enhanced TFI Local Link Route 521 will operate 7 daily return services Monday to Wednesday, 9 daily return services Thursday to Saturday and 4 new return services on Sunday.

Route 521 will provide a new early morning services Monday to Saturday plus new evening and weekend services Thursday to Saturday providing improved connectivity to regional bus services to facilitate onward travel to Limerick and Cork City.

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