



Briefing Note for Employees

What is the Time to Move On From Congregated Settings policy?

In 2011 the *Time to Move on from Congregated Settings – A Strategy for Community Inclusion* report was published and adopted as national policy. This report identified that over 4,000 people with disabilities in Ireland were living in congregated type settings, defined as, “where ten or more people reside in a single living unit or are campus based”.

The report confirmed the commitment and initiative of dedicated staff and management, but it found that many people were experiencing institutional type living conditions where they lacked basic privacy and dignity and lived their lives apart from any community and family.

It is a Government and HSE priority to ensure that all residents in the existing congregated settings are actively supported to move from these large care centres into the community with person-centred supports that will enable them to lead the life of their choice and participate as equal citizens in their local community. Residents will be supported to ‘live ordinary lives in ordinary places’, with no more than four people with a disability living together in houses throughout their local communities.

In line with this national policy, residential services for people with disabilities will no longer be delivered or developed in large centres.

How is this being done?

Each resident will be at the centre of the decision making process. Their wishes and preferences will be discussed and explored, so that services can support them to move to a new home in the community and be supported in the way they want. Residents will be supported to decide where their new home will be, who they will live with and the type of house they will live in. All plans will be developed in full consultation with the person’s family members and / or advocate once this is in line with the resident’s wishes.



**Government and
HSE priority...**

**“Nothing about us,
without us”**



Transforming Lives

Programme to Implement the Recommendations of the “Value for Money and Policy Review of the Disability Services in Ireland” report



Consultation
Communication
Engagement
Listening
Involvement
Sharing Ideas



Ordinary lives in ordinary places

How will this be managed in my service?

Each setting will have a Co-Ordinator or Project Manager, that will lead, manage and co-ordinate the planning for each resident as well as the overall changes in the setting, with the support of a local “change team”. The management team for each congregated setting is developing an overall transition plan for their service. This plan will detail how they are going to support people to move from the large centres to new homes in the community in line with the policy.

How will staff be able to support the residents through the process?

The members of staff currently supporting residents have valuable insights into each person’s likes and dislikes, their friendships, interests and values. These staff will have a significant role to play as the plans for individuals are developed. Staff members will be:

- Consulted as the plan for each resident is developed.
- Encouraged to support residents to communicate their wishes and preferences.
- Where they have a good rapport with the family and friends of residents, staff will be encouraged to engage positively and support them as part of the planning process.

Having the commitment and support from the staff that are familiar to residents and who they trust is key when individuals are being supported to move. The positive involvement and support of staff will help to ensure that each person and their family has a good experience as they plan their move and make the transition into their new home.

What does it mean for me as an individual member of staff?

Going forward services will be supporting and enabling people with disabilities to live a “good life” rather than “caring for” them in group settings. This presents opportunities for staff to work with individuals in more flexible arrangements and using new practices.



*What are the Priority Sites?

These are specific locations that are considered unsuitable as homes for people to live.

They do not protect people's right to privacy and dignity, ensure safe care or meet building, health and safety standards.

Many do not meet the national standards for residential care regulated by HIQA, are required to accelerate their plans to support residents to move to the community.



New Homes



As a staff member this may mean:

- Working in a different location or variety of locations
- Working with a different mix of staff to support individuals
- Changes in your role that could include
 - Working as part of a smaller group or on your own
 - Reporting to a different manager
 - Different working arrangements and shift patterns

In some locations, moving from the large centres to support people in the community may require a plan that will significantly change the way the service is organised. In these services, local managers will actively engage with the staff and their unions to communicate the plans at the earliest opportunity and ensure all staff are aware of how they may personally be effected.

There are a number of priority sites* where decisions need to be made and plans progressed quickly to meet legal requirements and bring about the improvements urgently needed. This may not allow time for a long dialogue with individuals, their families or staff. In these instances, services will keep residents, families and staff well informed on developments although the capacity of the service to alter or delay the plans may be limited.

Where will people live?

Each resident will be supported to move to a home in the community. The new homes will be sourced by the service provider (change team). Houses may be purchased, rented, leased or built and may be owned by a Voluntary Housing Agency, a city or county council or the HSE. The residents who have capacity will hold a tenancy agreement in their new home.

Some residents may move to a nursing home or other appropriate service, if this is their choice and it is the best way to meet their needs.



How will Staff be supported through the process?

The local management team and change team will ensure there is:

- On-going engagement at a local level to outline:
 - The objective and the policy context for the change
 - An assurance that quality and clinical care requirements will be met
 - Details of the local plan with regular briefings
 - Any planned changes to staffing arrangements
 - The impact of changes on working arrangements, attendance patterns, earnings etc.
- Ongoing consultation with staff and representative bodies throughout the process.
- Clarity on roles, reporting relationships and job specifications will be provided.
- Discussion with unions in relation to changes will be in a timely manner throughout the process.
- Training and learning opportunities for staff to ensure they are supported and have the appropriate knowledge and skills to enable them to work with residents in the new model of service.
- A Lead Person identified in each location to which staff can take any specific concerns.



...see life of people who were in that institution ... can see how lives have improved so much...

What staff have told us about this process so far....

...more rewarding day...opened up the world to all of us ...

Can't say enough for the training staff have got...going out with the right tools...



Further Information

More information about the policy is available on our webpage www.hse.ie/timetomoveon or you can contact us directly by email at timetomoveon@hse.ie

A video featuring residents who moved from St. Raphael's Centre in Youghal is also available on the Time to Move On webpage. In the video staff members speak about their experiences of moving to the community.

See more videos and hear from staff who have been involved in the move to community in other services at <https://www.genio.ie/films/the-service-reform-fund-seeing-the-change>



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