

HAO

Health Action Overseas

Romania 2012-2016



HAO Romania

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1. INTRODUCTION

Whilst the Romanian Government are working towards closure of their large institutions and orphanages, there are still 689,680 people living in institutions out of which approximately 17,000¹ are children and young people with disability. HAO programmes in Romania focus on providing an alternative to institutional care by providing homes in the community; advice, training and support to help young people find employment and to support families to keep their disabled child in the community. HAO facilitate two community advocacy groups; one for parents and carers and one for young people with disability. All HAO programmes must have a 'direct and measurable impact'; every programme we support helps transform lives in Romania.

2. HISTORY

In 1990 after seeing young children with disability living in appalling conditions in Romania's orphanages, James Dillon, with a small group of volunteers sent aid trucks with food and clothing to the orphanages providing much needed relief; 'Babies of Romania' became a registered Irish Charity in 1991. Large numbers of volunteers travelled from Ireland and the UK to work as 'carers' in orphanages in Nicoresti (Galati County) and Negru Voda (Constanta County). As the 'babies' grew and became young adults, Babies of Romania decided to change its name to Health Action Overseas(HAO). By 1994 HAO had moved from providing relief to more sustainable development; educational and therapeutic programmes for disabled children and young people living in the Placement Centres and Orphanages; training programmes for local authority staff and in 2002 HAO opened its first group home. In 2007 as a progression from group home living, 6 young people moved into 2 apartments. All of these young people are now in full time employment, 2 have moved into their own apartments with support from HAO.

In 1999 in a bid to localize the organisation HAO founded Fundatia pentru O Viata mai Buna (FVB), however in 2011 it was felt the name should revert back to 'HAO Romania' to take advantage of the reputation of HAOs longevity in the field of disability and in its reputation in the field of disability services both in Romania and in Ireland.

3. VISION, MISSION, VALUES

3.1. Vision of HAO Romania

People with disabilities in Romania participate as full members of society in a way that respects their dignity and right to choose how they live their lives.

3.2. Mission of HAO Romania

HAO Romania's mission in Romania is twofold; to provide quality services that facilitate the integration and full participation of institutionalised young people into society, and to support parents and carers of children with disability to enable them to keep their children in the community.

3.3. How will we achieve our mission?

¹ Figures taken from research carried out by DGASPC 1st Jan 2011

By developing partnerships with National and Local Authorities, I/NGOs, donors and potential funders; through people with the skills and knowledge to implement and manage our programmes and through the development of strong leadership and good governance throughout the organisation.

3.4. Values and Guiding principles that underpin the work of HAO Romania:

All HAO Romania programmes must have a **'direct and measurable impact'**; every programme we deliver **transforms lives**.

All HAO Romania programmes are based on a human rights approach to service delivery; we believe that regardless of the nature and seriousness of the disability, all people have the equal right to:

- participate in the **ordinary life** of the community
- access **ordinary services**
- a home that meets their need for security and comfort where they can develop and improve their **daily living skills**, increasing their opportunity for **empowerment and self advocacy**;
- receive correct information to **make choices** and to take decisions
- **protection** from ill treatment or abuse.

HAO Romania Activities: What we plan to do

4. PROGRAMMES /Client Services

Putting people first HAO Romania will design and implement quality services with and for people with disability including those young people from Romania's institutions who have been labelled disabled. Our work is underpinned by the values and ethos of a rights based, social inclusion model of disability.

- 4.1. HAO Romania propose to expand the current level of high quality support services to young people with disability to live full and independent lives in the community by increasing the number of young people with disability supported by HAO ROMANIA to live in group homes and apartments in the community.**
- 4.2. Develop and strengthen the Parent/Carer Network to bring together parents of people with disability for information sharing, mutual support, socializing and to empower them to become a strong lobbying body for improved provision of community services for people with disabilities.**
- 4.3. Establish an employment resource centre to provide opportunities for young people with disability to receive further education, attend vocational training courses and gain paid employment.**
- 4.4. Provide the resources, support and guidance to young people with disability to form self advocacy groups.**

- 4.5. Continue to work in partnership with Galati County Council to support young people with disability to live in a home environment, develop their independent living skills and participate fully in the ordinary life of their community.
- 4.6. Working in partnership with other I/NGOs HAO Romania helps to develop meaningful activities and social enterprise schemes for young people in institutional care, initially for the young people in Techirghiol, Lazu and Cumpana.
- 4.7. Engage with I/NGOs in strategic planning for elders. To open discussion in the NGO community and with Government departments on the need for services for elders with disability.

HAO Romania Governance: How we plan to do it

HAO Romania is committed to achieving good corporate, strategic and impact governance to enable the organisation to achieve its Mission in Romania. The following are the strategies we propose to take and the organisation structures that need to be in place for us to achieve this.

5. GOVERNANCE

In HAO Romania we see good governance as the way to ensure fairness, transparency, accountability, participation and effectiveness in the management of the organisation and its resources. HAO Romania's work is underpinned by self critical good governance practices and is informed by our values and commitment to the social model of disability and to continual improvement in our services.

5.1. The Board of Trustees:

HAO Romania is governed by a group of volunteer trustees who give their time and expertise freely and willingly to the organisation. HAO Romania Board have the skills and expertise to oversee the systems and processes concerned with ensuring the overall direction, effectiveness, supervision and accountability of the organisation

5.2. Partnerships

HAO Romania believe sustainable development can only be achieved by engaging Romanian Government and local County Councils in cooperative working partnerships; Romania's business community to provide financial and technical support and the disability sector I/NGOs in joint working arrangements. HAO Romania will have partnerships with other NGOs working in the sector and will have secured financial support from corporate sponsors in Romania.

5.3. Accountability & Transparency:

HAO Romania strives to be transparent in all our activities and accountable to its beneficiaries, its funders, partners and other stake holders. We endeavour to insure information on HAO Romania is accurate, current and readily available on our website, in leaflets, newsletters and on our facebook page. An ongoing 'quality' monitoring system is in place to ensure we are working effectively towards achieving our mission; we believe it is incumbent upon us to evaluate the impact of our interventions by seeking external reviews of our services.

5.4. Participation:

HAO Romania are committed to enabling our service users to 'have a say' in the design of services and the decisions that impact on their lives.

5.5. Quality Management Systems

HAO Romania are committed to providing quality services to our clients – client satisfaction and continual improvement are the two fundamental concepts that underpin our service provision. HAO Romania are working towards achieving accreditation from a recognised quality management body.

6. ORGANISATION DEVELOPMENT

HAO ROMANIA will gain the level of organisation competence necessary to meet the requirements of HAOs strategy for handing over leadership responsibility to HAO Romania. This will be achieved by embarking on a programme of learning and development for both HAO ROMANIA staff and Board members.

6.1. Management & Leadership

To ensure high quality services HAO Romania recognises the need to develop leadership and management skills at all levels of the organisation. Employees of HAO Romania are given the opportunity to develop the management and leadership skills they will need to provide leadership, direction and management to the organisation.

6.2. People Management

HAO Romania recognise our staff are our most valuable resource and as such will be supported through a line management structure that ensures their professional learning and development. HAO Romania is staffed by skilled people, experienced in the field of disability development and programme management, who have the vision to expand and develop quality services.

6.3. Volunteers

HAO Romania was built on the skills and experience of the hundreds of volunteers who came from Ireland and the UK to Romania to support our work. HAO ROMANIA recognises that volunteers are an integral part of the organisation and acknowledges the vital contribution they make. HAO Romania are now committed to recruiting Romanians as volunteers to help us further the work of the organisation and achieve our mission in Romania.

7. PUBLICITY /MARKETING

HAO Romania sees the benefit in publicizing the work we do and our successes; we also recognise the need to 'market' ourselves to attract sponsors and donors. It is crucial we ensure information in the public domain is credible, accurate and reflects HAO Romania's work.

The profile of HAO Romania will be raised through the successful implementation of quality services for people with disabilities; by actively participating in National and Local networks of organisations working in the disability sector; involving the media in HAO Romania successes and the production and sharing of high quality, credible information through the HAO Romania website and other promotional material. A raised profile and credible reputation will make HAO Romania attractive to sponsors and donors.

8. FINANCIAL MANAGEMENT

It is incumbent on us as an organisation to ensure our finances are correctly managed; that financial regulations and financial security are in place and that all our financial dealings are accountable and transparent.

8.1. Budget Management

HAO Romania has introduced decentralised cost centred budget management.

Project Coordinators are fully trained and possess the appropriate skill, knowledge and competencies in order to manage their budgets effectively. Project Coordinators are also managing their cost centres online.

8.2. Funding Security

To become financially secure and ensure HAO Romania has the resources to carry out its mission, a strategy to secure a diverse stream of funding will be developed and implemented alongside the continued implementation of robust accountable and transparent financial management systems

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Oct. 2011