

2009 Report

on

**Compliance with Part 5 of the Disability Act 2005 on
Employment of People with Disabilities in the Public
Service**

to

Mr. Alan Shatter TD, Minister for Justice and Equality

The National Disability Authority presents this Report under section 15(6) of the National Disability Authority Act 1999, as inserted by section 50(2) of the Disability Act 2005.

Table of contents

1. Principal findings for 2009	2
Introduction.....	3
Data issues.....	4
Main findings	4
Non-compliance with Part 5 of the Act.....	7
Reports by Monitoring Committees	8
Conclusion.....	8
2. Detailed analysis of data for 2009	10
Introduction.....	10
The data	10
1. Types of Public Sector Bodies.....	10
2. Size of Public bodies	12
3. Explanation of changes since 2008	14
Conclusion.....	16
Appendix A	17
Government Departments' data on 3% employment target.....	17
Appendix B	27
Bodies which conducted a Staff Census for 2009 and response rates	27
Appendix C	30
Bodies using a Code of practice or written policy on employment of people with disabilities.....	30

1. Principal findings for 2009

Introduction

Part 5 of the Disability Act 2005 ("the Act") sets out the obligations on public service bodies with regard to the employment of people with disabilities.

There are three interlinked requirements. Firstly, public bodies must, insofar as practicable, take all reasonable measures to promote and support the employment by them of people with disabilities. Secondly, public bodies shall ensure, unless there are good reasons to the contrary for not doing so, that at least 3% of their employees are people with disabilities. Finally, on an annual basis, public bodies must report to a statutory monitoring committee in their parent Department on the number of people with disabilities in their employment and the measures they are taking to promote and support their employment. The monitoring committees in turn submit their reports on such compliance to the Minister of their parent Department and the National Disability Authority (NDA).

This report presents information received by the NDA in relation to 2009 from monitoring committees established under Part 5 of the Act.¹ The names of Departments are those used during 2009, the period covered by this report, and do not reflect the altered names and Ministerial responsibilities that came into being due to the reorganisation of Departments arising since then.

The NDA attaches equal importance to the presence of measures to promote and support the employment of people with disabilities and attainment of the numerical target.

While acknowledging that the current economic and financial difficulties create challenges for the public sector, the legal duty on the public sector to promote and support the employment of people with disabilities, and to aim for a target of at least 3% of staff with disabilities, is of particular importance as a positive action measure for people with disabilities in the present labour market.,. The National Disability Survey 2006 recorded that people with disabilities are disproportionately employed in the public sector, and the role of the public sector target is acknowledged in achieving that.²

A key factor in analysis of the data for 2009 is the moratorium on recruitment into the public sector that has been in place since 27 March 2009.³ This has and will continue to limit the capacity of public bodies to attain the 3% target. While some recruitment did take place in 2009, the 5,235 staff reported as recruited was roughly a quarter the numbers recruited in 2008 (20,341).

¹ Section 48(5)(d), Disability Act 2005

² See Table 7.5 National Disability survey Vol 2. This showed an estimate of 9,100 people with disabilities employed in the public sector, compared to an estimate of 15,100 in the private sector. That year's census showed the private sector accounted for about 78% of employment and the public sector about 22%.

³ <http://www.finance.gov.ie/documents/public%20expenditure/2009/stanletter.pdf>

Data issues

Data coverage

The quality of the data available to the NDA continues to improve year-on-year. The NDA has advised that once public bodies have conducted a satisfactory baseline staff census, they can provide data by tracking the disability status of employees who enter or leave the organisation, and those who experience a change in their disability status. The NDA has developed a suite of materials and model forms to guide public bodies in conducting a comprehensive baseline staff census, and in tracking changes to that baseline thereafter.⁴

Some public bodies have not yet achieved a comprehensive count of their staff with disabilities. For example, the figures in 2009 for the Health Service Executive (HSE), the largest public sector employer in the state, were based on a count of about half of their staff, although it is acknowledged that the proportion covered increased slightly from 2008.⁵

In a number of instances, public bodies which had in previous years conducted a satisfactory census of their staff conducted a further full census for 2009, in which a lower response rate was achieved. In those cases, it is possible that using a system to track year-on-year changes would have yielded more accurate and comprehensive data for 2009.

There were some changes in the coverage of the 2009 returns compared to the 2008 returns. A small number of public bodies have been incorporated into a parent agency. One new transport body was set up, and returns were received for a number of small harbour authorities which had not reported in 2009. Those additional returns added four people to the total of staff with disabilities for 2009.

Disclosure of disability

As noted in previous NDA reports in relation to Part 5, the data on the number of staff recorded as having a disability is affected by the numbers who choose to report that they have a disability, using the relevant channels. Irish and international research shows that a reluctance to report mental health issues to an employer is very common. Research also shows that a management and workplace culture which is positive to disability increases the likelihood of reporting.

Main findings

Public sector gets closer to 3% target

Overall share up from 2.7% to 2.9%

The number and proportion of staff with disabilities reported across the public service as a whole also showed a small increase in 2009 compared to 2008, despite a continued fall in the total number of public servants employed between the two years. Across the public sector as a whole, the proportion of staff with disabilities reported to the NDA rose from 2.7% in 2008 to 2.9% in 2009. This continues the pattern of

⁴ See

<http://www.nda.ie/website/nda/cntmgmtnew.nsf/0/A3FA97F7EF093251802573D900393654?OpenDocument>

⁵ 49.4% of HSE staff were included in the 2009 staff census, compared to 44.8% in 2008

incremental increases that have occurred since the 3% target became a statutory obligation for public bodies on 31 December 2005.

Number of staff with disabilities up 297

The total number of public service employees with a disability reported to the NDA for 2009 came to 6,380, an increase of 297 over the 2008 figure of 6,083. This is against a backdrop of a fall in the total number of employees in the public bodies reporting under the Act from 228,163 in 2008 to 219,653 in 2009. Given the reduction in public service numbers during 2009, it appears that, overall, people with disabilities may not have been affected proportionately. In fact, the absolute number of people with disabilities recorded as employed in the public sector increased by 4.9% compared to a total decline in employment of 3.7%.

The great majority of public bodies recorded little or no change in the numbers of staff with disabilities employed compared with the previous year. The net aggregate increase in numbers is the outcome of a number of bodies recording an increase in their staff with disabilities, partially offset by those which showed a decline. Some of the recorded improvements may be attributable to better data collection rather than to underlying increases in the numbers of people with disabilities employed. There was a disproportionate fall in staff with disabilities in those bodies which recorded a significant decline in staff numbers.

In addition to those employed directly, 43 public bodies had a total of 110 people with disabilities on work experience. These included a number of Government Departments, local authorities and individual public bodies. Notable among them were the Department of the Environment, Heritage and Local Government, which had 15 people with disabilities on work experience; the ESB with 12, South Dublin Co. Council with 9 and South Tipperary Co. Council with 7. Work experience placements can offer an excellent way for public bodies to support the employment of people with disabilities, particularly in cases where, due to factors outside their control such as small size or inability to recruit permanent staff, they are unable to attain the 3% target in terms of their standard workforce.

Proportion of public bodies meeting the target down marginally

There was a slight decrease in the number of public bodies achieving or exceeding the 3% target - 53.5% for 2009 compared to 55% for 2008. The 2007 figure was 51%. It should be noted however that 64 of the reporting bodies, or 22%, had fewer than ten staff each.

Government Departments and the public sector continue to improve

Having achieved the 3% target collectively for the first time in 2008, the Government Departments continued to improve. Totalling the figures for 2009, 4.2% of staff reported a disability compared to 3.9% for 2008 (Appendix A).

Excluding the Government Departments, the rest of the public sector accounted for 199,525 employees. Out of this number 5,528 were reported with a disability for 2009 giving a percentage return of 2.8%, up 0.3% from 2008. The NDA examined the aggregate percentage of staff with disabilities in different sectors of the public service:

- Civil service
- Public bodies staffed by civil servants

- Local government
- Commercial
- Non-commercial

Each of these first four sectors, taken in aggregate, exceeded the 3% target. The non-commercial sector, which includes the HSE, and comprises just under half of public sector employment, in aggregate recorded 2% of staff with disabilities.

Success in achieving the target related to size of public body

Larger organisations have the capacity to employ more people with disabilities because of their actual size and the variety of tasks they perform. Conversely, a target of 3% is more difficult to achieve with very small bodies by virtue of their size alone. In the small bodies, the actual percentage achieved is very sensitive to the departure of a single member of staff, if there is no corresponding intake of staff with a disability.

Based on the information supplied, over 70% of public sector employees reported as declaring a disability are employed in organisations with greater than 1,000 staff.

While the employment offered to people in the smaller public sector organisations is very welcome, the impact on total public sector employment of people with disabilities is greatest where the larger public bodies can succeed in reaching the 3% target. Bodies with more than 50 staff represent 99% of total public sector employment.

Measures to promote and support employment on the rise

As in previous years, analysis of returns shows there is a strong link between positive action measures to support staff with disabilities, and achievement of the 3% target.

The most frequently-cited measure to promote and support the employment of people with disabilities in 2009 was an access audit. There has been a marginal increase in the number of bodies reporting this measure, up from 190 in 2008 to 197 in 2009.

184 examples of adherence to a code of practice were recorded, compared to 169 bodies for 2008. There was also an increase in the number of bodies which reported they were implementing formal workplace policies on employing people with disabilities, up from 142 in 2008 to 162 in 2009. Aligned with this, the number of bodies who said they had such policies under development decreased from 23 in 2008 to 6 in 2009.

Public bodies which reported reasonable accommodation or job retention policies for staff with disabilities increased from 65 bodies in 2008 to 125 in 2009.

There were 83 bodies which cited they had a Disability Liaison Officer, Access Officer or Equality Officer. This is up from 47 for 2008.

The number of bodies citing Disability Awareness Training for staff and/or recruiting panels increased from 44 for 2008 to 61 for 2009.

It is clear from the above that public bodies are continuing with measures to promote and support the employment of people with disabilities, and create disability-friendly environments in the workplace. Many of these measures cost very little. These

policies and actions will also benefit staff with disabilities into the future when public bodies are in a position to resume recruitment and to have an intake of new staff with disabilities.

Recruitment as a channel for achieving the target

The NDA acknowledges the difficulties the embargo on public sector recruitment, and employment control frameworks create in recruiting staff. In addition, a significant number of public bodies do not undertake their own recruitment, or they have staff assigned to them by a parent body or on transfer from another Department or agency.

Although the recruitment embargo was in place from early in 2009, and recruitment was down by three quarters compared to 2008, the number of staff recruited by public bodies came to over 5,000, equivalent to 2.4% of the end-year workforce. The main sectors where significant recruitment occurred were Institutes of Technology, the health sector and the transport sector. In some cases, the nature of the post or the absence of a supply of available candidates with disabilities with the qualities and capacities for the particular posts may restrict the capacity to recruit staff with disabilities. However, the NDA advises that those public bodies which are free to recruit their own staff and are in a position to recruit, should, where feasible, actively use the recruitment process as a way to address any shortfall in their meeting the 3% target.

Non-compliance with Part 5 of the Act

Apart from a failure to report,⁶ a public body may fail to comply with Part 5 of the Act if it does not:

- where practicable, take reasonable measures to support the employment of people with disabilities
- reach the 3% target, unless there is good reason to the contrary

Assessment of non-compliance involves an element of judgment regarding what is practicable, what is reasonable and whether there are good reasons for non-achievement of the 3% target.

Section 49 of the Act provides that the NDA can, following consultation with the relevant Minister, seek information from public bodies to determine compliance. Where it is determined at the end of any two successive years that a public body has failed to comply with Part 5 provisions the NDA can specify measures to be taken by that body, subject to the relevant Minister's approval.

The NDA in its 2008 report set out the criteria to be used in making an assessment of non-compliance.⁷ These criteria were also circulated to each of the statutory monitoring committees for Part 5.

⁶ Section 48(2) sets out the obligation on public bodies to make an annual report to the relevant Monitoring Committee by 31st March in relation to its compliance with Part 5 of the Act in the preceding year

⁷ See

[http://www.nda.ie/website/nda/cntmgmtnew.nsf/0/584C604587AEE6BE8025768D00574AFE/\\$File/Par](http://www.nda.ie/website/nda/cntmgmtnew.nsf/0/584C604587AEE6BE8025768D00574AFE/$File/Par%20TV_FinalEnglish.doc)
tV_FinalEnglish.doc

The NDA is aware that lack of disclosure and limited participation by all staff in the reporting and monitoring process, under Part 5, in some public bodies are factors which may impact on their ability to confirm if the 3% target has been reached in their reported returns. While significant progress has been made in the collection of data, the NDA remains concerned that some organisations have not as yet achieved comprehensive coverage of their staff for the purpose of making their statutory returns.

The NDA identified public bodies that were at risk of a formal assessment of non-compliance for 2007 and 2008 based on these published criteria, and wrote to the individual public bodies concerned seeking additional information to inform a final assessment. A small number of these public bodies did not satisfactorily explain their poor performance in relation to Part 5 for two successive years, and the NDA has now written to them with a range of suggested measures for improving future performance in this area.

A similar course of action is being followed in relation to seeking additional information in relation to a very small number of public bodies that appear on the basis of initial data received of being assessed as formally non-compliant in the successive years 2008 and 2009.

Outcomes of these processes are reported on separately to the public body in question, the relevant Minister and to the Minister for Justice and Equality.

The NDA seeks to work with the relevant monitoring committee and the public body concerned where there appears to be a compliance issue. Successful resolution of these issues has a positive effect on the performance of public bodies under Part 5 and improves overall compliance across the public sector.

Similarly, the NDA seeks to work with the relevant monitoring committee and the public body concerned where there is a data collection issue affecting the returns received.

Reports by Monitoring Committees

Section 48 of the Disability Act 2005 sets out the statutory date of 30 June for monitoring committees to submit reports to the NDA and the relevant Minister. While most monitoring committees have met or come close to meeting this statutory deadline, the NDA would advise those monitoring committees which have had difficulty in successive years in meeting the deadline to schedule their statutory meetings sufficiently far in advance to enable them to meet it. Timely submission of returns to the NDA facilitates the NDA in meeting the statutory deadline under the Act - following analysis of the returns it has received - to report to the Minister by 30 November each year.

Conclusion

In aggregate, public sector employment as recorded in the statutory returns submitted to the NDA has reached 2.9%, continuing a rising trend over the preceding two years. While Government Departments have already reached this milestone, this

places the public service as a whole on the brink of reaching the 3% target for the first time since the target was introduced as a non-statutory quota in 1977.⁸

Given that onset of most disability occurs in the later adult years, people with disabilities tend to be older than average and both national and international evidence is that they are likely to leave employment early. While the aggregate loss of employment of people with disabilities in individual public sector bodies documented in this report is outweighed by the recorded increases in other agencies, it is important to recognise that efforts to support people with disabilities who are already in the public sector to remain in employment will be critical in maintaining the numbers and proportion of staff with disabilities in the public sector, particularly in the light of what may be lengthy restrictions on recruitment, and recognising the normal cycle of retirements. That support for staff with disabilities is a core element of the legal obligations under the Act.

The next chapter presents some more detailed analysis of the numerical data which was summarised in this section.

⁸ Murphy, C et al, Employment and Career Progression of People with a Disability in the Irish Civil Service, IPA 2002: p. 14

2. Detailed analysis of data for 2009

Introduction

The data

The data sets from 257 public bodies received for 2009 represent a combined workforce of 219,653 people. Of these employees, 6,380, or 2.9% of individuals, were reported as having a disability as defined in the Act.

This proportion of staff with disabilities represented an improvement of 0.2% on the situation in 2008 when 2.7% of public sector employees were reported as declaring a disability. So, despite falling numbers in public sector employment, there was an increase, not only in the proportion of staff reported as having disabilities, but also in their absolute numbers.

Table 1: Progress towards 3% Target, 2008 - 2009

	Total staff	Staff with disabilities	% staff with disabilities
2008	228,163	6,083	2.7%
2009	219,653	6,380	2.9%
Change 2008-2009	-8,510	+297	+0.2%

As in previous years, it is clear that, during 2009, performance against the 3% target varied both by type of organisation and by their size.

1. Types of Public Sector Bodies

1.1 Overview

Data collected for the 2009 returns was categorised into five types of public bodies. These were: government departments; commercial public bodies; non-commercial public bodies; public bodies staffed by civil servants; local government. Analysis by type of body gave the following results:

Table 2: Type of Public Sector body

Type of public sector body	Total staff	% of public sector workforce	Total staff with disabilities	% staff with disabilities	% of bodies achieving 3% target
Govt Department	20,128	9.2%	852	4.2%	100%
Public body staffed by civil servants	15,843	7.2%	553	3.5%	53%
Local government	35,242	16.0%	1,318	3.7%	86%
Commercial	40,929	18.6%	1,518	3.7%	41%
Non-commercial	107,511	49.0%	2,139	2.0%	58%
Totals	219,653	100.0%	6,380	2.9%	53.5%

This shows that the proportion of employees with disabilities was highest among Government Departments (4.2%) and lowest among non-commercial public bodies (2%).

1.2 Government Departments

The 15⁹ Government departments employed about 20,000 people in 2009 of whom 852 (4.2%) were reported with a disability. All departments met the 3% target, with the results for individual departments ranging from 3.1% to 5.9%. This sector accounted for 9% of public sector employment but 13% of employees with disabilities.

1.3 Commercial Bodies

This sector includes the state's energy companies and transport companies. In 2009, there were 34 data sets returned covering commercial bodies employing a staff of about 41,000 people. Of these 1,518 were reported with a disability, representing 3.7% of the workforce in those bodies.

The commercial sector accounted for 19% of the total employment in public bodies and 23% of the employment of people with disabilities. This is a good result. Companies in this sector have a commercial mandate, and usually have private sector competitors.

However, not all commercial bodies are performing equally well. Of the 34 commercial bodies, 14 employ 3% or more staff with disabilities, while 20 have not yet met that target. The 20 bodies which did not reach 3% include some large bodies in the transport sector where the safety-critical nature of their work is a factor which can restrict the capacity of these bodies to employ staff with disabilities in particular roles. For example, a majority of staff in the CIE group of companies work as drivers.

1.4 Non-Commercial Bodies

This sector includes the HSE and other health bodies, the Institutes of Technology, cultural bodies like the National Gallery and advisory and regulatory bodies. The HSE alone accounts for two thirds of employment in this sector.

There were 126 non-commercial body data sets received covering 2009. These public bodies employed a total of some 107,000 people of whom 2,139 were people with disabilities, or 2% of staff in this sector. Of these bodies 75 did not achieve the 3% target. 38 bodies employed no staff with disabilities.

This sector was the only one which did not meet the 3% target across the sector as a whole. Although this sector accounts for almost half of total public sector employment, it recorded just about one third of public service workers with disabilities.

The major influences on this result appear to be the relatively low proportion of staff with disabilities recorded for the HSE, as well as low proportions of staff with disabilities recorded for most of the Institutes of Technology. Had the HSE reached the 3% target, this sector taken in aggregate would have met the target.

The HSE, the largest public body in the country, has a staff of almost 72,000. The reported employment in the HSE was 1,147 or 1.6% of total staff, based on a staff census which reached just half of its employees. It is interesting to note that St. James's and Tallaght Hospitals recorded over 3% of staff with disabilities employed,

⁹ 16 data sets were received as the Department of Defence reports on its staff who are directly employed in the Department and the civilian staff working in the Defence Forces

while Beaumont Hospital was just under at 2.9%. If the HSE had been able to report in respect of a higher percentage of its staff, it is possible that it would have been able to demonstrate it had reached the 3% target.

The NDA advises that the HSE complete a comprehensive census of its workforce to establish their disability status, and should subsequently maintain a programme to update its figures on staff with disabilities, through tracking movements of staff in and out of the organisation, and instances of acquired disability. The NDA has a suite of guidance materials to assist.

1.5 Public bodies staffed by civil servants

There were 45 data sets for public bodies staffed by civil servants that reported in 2009. These are bodies like the Revenue Commissioners, or the Central Statistics Office which are not Government departments but whose staff are classed as civil servants, and bodies whose staff come from their parent Department, such as the Courts Service or the Equality Authority. This sector employed some 16,000 people of whom 553 (3.5%) were recorded with a disability. Of the 45 bodies, 20 (44%) did not reach the 3% target. Many were very small bodies with ten or fewer staff.

This sector accounted for 7% of overall public sector employment but 9% of employees with disabilities.

1.6 Local Authority sector

This sector mainly includes city and county councils. There were 36 data sets for local authority bodies for 2009. They employed a total of 35,000 people of whom 1,318 (3.7%) were recorded with a disability.

All but four local authorities reported reaching or exceeding the 3% target. Some of these councils have reported persistent issues around non-disclosure by staff with disabilities, all have significant programmes in place to support staff with disabilities and all are very close to reaching 3%. One small body with 13 staff reported no staff with disabilities.

The local authority sector accounted for 16% of overall public sector employment but 20% of employees with disabilities.

2. Size of Public bodies

2.1 Overview

The data was analysed by size of public bodies. Overall, the pattern was that employment of staff with disabilities was broadly proportional to overall employment (Table 3).

The very highest size category (over 5,000) has a lower share of employment with disabilities relative to its size. This can be explained by the low recorded numbers in the largest single public body, the HSE, which, as discussed, may reflect the relatively low coverage of its staff census. Bodies employing over 1,000 staff accounted for just below three quarters of all employment of people with disabilities in the public sector. Bodies employing over 500 staff accounted for 88% of employment of staff with disabilities.

Table 3: Concentration of staff with disabilities by size of organisation

Number of Employees	No. of Public Bodies	Total staff	% of total public sector staff	Total staff with disabilities	% of total public sector staff with disabilities
1-49	125 ¹⁰	2,067	0.9%	74	1.2%
50-99	25	1,806	0.8%	48	0.8%
100-499	71	17,332	7.9%	659	10.3%
500-999	34	23,725	10.8%	896	14.0%
1,000-4,999	32	67,115	30.6%	2,090	32.8%
5,000 or more	6	107,608	49.0%	2,613	41.0%
Total	293	219,653	100.0%	6,380	100.0%

Table 4: Percentage employment of people with disabilities across each size category of Public Body

Number of Employees	Number of Public Bodies	Total staff	Total staff with disabilities	% of their staff with disabilities
1-49	125	2,067	74	3.6%
50-99	25	1,806	48	2.6%
100-499	71	17,332	659	3.8%
500-999	34	23,725	896	3.8%
1,000-4,999	32	67,115	2,090	3.1%
5,000 or more	6	107,608	2,613	2.4%

2.2 Small public bodies

There were 125 bodies employing less than 50 people. Their total workforce was 2,067 of whom 74 were recorded with disabilities. Bodies of this size accounted for 0.9% of the total public sector staff and 1.2% of staff with disabilities in the public sector.

60 bodies had ten or fewer staff. Achieving a 3% percentage target is difficult for very small bodies, and the proportion of staff recorded with a disability will vary significantly by the presence or absence of just one staff member with a disability. It is not surprising then that 86 bodies in this size category did not reach the 3% target.

However, this sector also demonstrated the capacity of some smaller bodies to employ significant numbers of staff with disabilities, given a commitment in this area. One body in this size category employed 8 staff with disabilities, one employed 5 staff with disabilities, three employed 4 staff with disabilities and four bodies employed 3 staff each.

2.3 Large public bodies (over 1,000 staff)

There were 38 bodies which employed more than 1,000 staff. Their total staff was around 175,000 of whom 4,703 (2.7%) were reported with a disability. Over 40% of employment in this size category was accounted for by the HSE (72,000),.

¹⁰ This total includes the 35 individual County and City Enterprise Boards all of whom have fewer than 49 staff

Apart from a couple of bodies in this size category which shaded slightly under the 3% target, the main group of these larger bodies which are well below the 3% target were Institutes of Technology. However, it is noted that some medium sized Institutes of Technology such as Limerick and Letterkenny have reached the 3% target, and Blanchardstown Institute of Technology just shades below the 3%.

Concentrate on larger organisations

While improvements are welcome across all size categories, this analysis suggests that the greatest scope for increasing the numbers of people with disabilities employed in the public sector is in the medium and larger public bodies.

3. Explanation of changes since 2008

Changes in the proportion of staff with disabilities employed in individual organisations can be very sensitive to changes in total employment (more public bodies recorded an overall decrease in staff numbers in 2009), and in smaller bodies the percentage is very sensitive to departures of one or two people. This analysis looks at where the bigger shifts in numbers, both increases and decreases, were recorded. The biggest numerical changes were, as expected, mainly among larger organisations.

Changes in numbers of people with disabilities recorded

Most public bodies' recorded no, or minor, changes in the numbers of people with disabilities employed between 2008 and 2009. Some bodies recorded an increase in staff with disabilities, while others reported a fall. In most cases the changes in any individual organisation were very small.

Table 5: Public bodies which showed increases or decreases in recorded employment of people with disabilities 2008 to 2009

	No. of public bodies	Aggregate change
Increase	59	+594
Decrease	74	-297
No change	117	N/A
No report ¹¹	7	N/A

Most of the significant changes were concentrated in a small number of public bodies. Thirteen bodies recorded increases of 10 or more staff with disabilities, and accounted for over three quarters of the gross increase in recorded numbers. These included bodies in the transport and energy sectors, the health sector and some local authorities.

¹¹ 7 public bodies that made returns for 2009 weren't reported on for 2008.

Table 6: Public bodies which showed significant increases in recorded numbers of people with disabilities employed 2008 to 2009

	% in 2009	No. in 2009	Change in nos from 2008	Change in staff percentage over 2008
Iarnród Éireann	2.3%	102	66	+1.6%
Health Service Executive	1.6%	1,147	59	+0.1%
Board of the Adelaide and Meath Hospital	3.2%	100	52	+1.6%
An Post	4.7%	460	49	+0.5%
St James's Hospital Board	3.9%	172	42	+1.0%
Beaumont Hospital Board	2.9%	101	41	+1.2%
Dublin City Council	2.8%	189	40	+0.8%
Bus Éireann	2.3%	59	33	+1.4%
Dept of Justice, Equality and Law Reform	5.9%	106	29	+2.1%
Bord na Mona	2.8%	58	24	+1.0%
Donegal County Council	3.3%	34	16	+1.8%
Dublin Institute of Technology	1.0%	28	16	+0.6%
Wexford County Council	4.8%	42	16	+2.0%

Explaining the increases

Some of the recorded change is likely to reflect improved data collection.¹² Some of the change in numbers may also reflect an increased intake of staff with disabilities (these 13 bodies recruited 2,500 staff between them in 2009), and success in retaining staff who acquired a disability in the previous year. Most of these bodies reported that they have in place policies and measures to retain staff who have acquired a disability and enable them to return to work, as well as offering such accommodations as flexible working hours for staff, part time work options, etc., that complement these staff retention policies.

It is also notable that overall staff numbers fell in ten of these twelve bodies and that any real underlying increases in numbers of people with a disability employed took place against that backdrop.

Decreased employment

Six bodies recorded decreases of 10 or more staff with disabilities, while in all nineteen bodies recorded decreases of five or more such staff. These falls came in the context of significantly decreased employment in the public sector.

Staff reductions were not only achieved through non-filling of vacancies but also through incentivised early retirement. While most of these bodies remained above the 3% target, in spite of reduced staff with disabilities, nevertheless, the fall in percentage employment of staff with disabilities between the two years suggests that in these agencies staff with disabilities were disproportionately likely to leave as numbers fell. As data from the Census and the National Disability Survey confirm, people with disabilities tend to be older than average, reflecting that disability onset

¹² The improvement in the figures for the Department of Justice, Equality and Law Reform and for the HSE largely reflect better coverage of staff censuses achieved in 2009 compared to 2008. In Iarnród Éireann and Wexford Co. Council, the increase in numbers of people with disabilities exceeded new recruitment, so some existing staff may have been either reclassified in the returns or have acquired a disability.

most frequently occurs later in life. Both national and international evidence suggests that they are likely to leave employment early. It is also possible that data issues affected the change in numbers between the two years, but there is no evidence to support that one way or another.

Table 7: Public bodies recording significant decrease in the number of staff with disabilities

	% in 2009	No. in 2009	Change in nos. from 2008	Change in staff percentage over 2008
Meath County Council	3.4%	27	-10	-0.5%
Office of the Revenue Commissioners	3.1%	204	-10	+0.1%
Teagasc	4.2%	60	-13	-0.3%
South Dublin County Council	3.1%	48	-13	-0.7%
FÁS	3.0%	65	-18	-0.6%
Dublin Airport Authority	2.1%	54	-41	-1.0%

Conclusion

This more detailed analysis of the data for 2009 has shown the importance of employment in the larger agencies in making a significant overall impact. It also shows most agencies have maintained steady numbers in employment. There have been some recorded increases, some of which simply reflect changes in data collection processes, and others which may reflect a modest improvement in the underlying reality. At the same time, a small number of agencies are experiencing a noticeable and disproportionate loss of staff with disabilities as their overall staff numbers fall.

Appendix A

Government Departments' data on 3% employment target

Appendix B gives details of % response rate where the returns are based on a census of employees

	Total employment 2009	No. of employees with disabilities 2009	% of employees with disabilities 2009	No. of employees with disabilities 2008	% of employees with disabilities 2008
Government Departments					
Agriculture, Fisheries and Food	4,100	129	3.1%	136	3.0%
Arts, Sport and Tourism	163	6	3.7%	6	3.5%
Communications, Energy and Natural Resources	308	18	5.8%	18	5.4%
Community, Rural and Gaeltacht Affairs	254	15	5.9%	14	5.2%
Defence	399	16	4.0%	13	3.0%
Defence - Civilian Employees	773	43	5.6%	34	4.2%
Education and Science	1,360	47	3.5%	46	3.2%
Enterprise Trade and Employment	993	59	5.9%	61	5.7%
Environment, Heritage and Local Government	1,241	52	4.2%	54	3.9%
Finance	606	24	4.0%	29	4.3%
Foreign Affairs	1,579	62	3.9%	56	3.5%
Health and Children	547	19	3.5%	27	4.6%
Justice, Equality and Law Reform	1,798	106	5.9%	77	3.8%
Social and Family Affairs	5,278	220	4.2%	229	4.5%
Taoiseach	211	9	4.3%	12	5.9%
Transport	518	27	5.2%	18	3.2%
Total	20,128	852	4.2%	830	3.9%

Other public bodies' data on 3% employment target
Appendix B gives details of % response rate where the returns are based on a census of employees

Public Bodies listed under relevant Departments Public bodies staffed by civil servants report to the Minister for Finance	Total employment 2009	No. of employees with disabilities 2009	% of employees with disabilities 2009	No. of employees with disabilities 2008	% of employees with disabilities 2008
Agriculture, Fisheries and Food					
Bord Bia	96	1	1.0%	1	1.0%
Bord Iascaigh Mhara	133	6	4.5%	7	4.6%
Coillte	705	35	5.0%	31	4.0%
Irish National Stud	73	1	1.4%	1	1.4%
Marine Institute	194	7	3.6%	7	3.2%
National Milk Agency	6	0	0.0%	0	0.0%
Sea Fisheries Protection Authority	102	6	5.9%	5	4.8%
Teagasc	1,426	60	4.2%	73	4.5%
Veterinary Council of Ireland	4	0	0.0%	0	0.0%
Arts, Sport and Tourism					
Arts Council	69	0	0.0%	1	1.5%
Bord na gCon	705	8	1.1%	6	0.8%
Chester Beatty Library	38	1	2.6%	3	7.7%
Crawford Art Gallery Cork	16	4	25.0%	4	20.0%
Fáilte Ireland	361	15	4.2%	16	3.9%
Horse Racing Ireland	155	5	3.2%	5	2.9%
Irish Film Board	17	1	5.9%	1	5.6%
Irish Museum of Modern Art	67	0	0.0%	0	0.0%
Irish Sports Council	32	1	3.1%	1	3.2%
National Concert Hall	93	5	5.4%	5	5.4%
National Gallery of Ireland	124	3	2.4%	3	2.1%
National Library of Ireland	108	11	10.2%	11	8.4%
National Museum of Ireland	187	10	5.3%	12	5.7%
National Sports Campus Development Authority	6	0	0.0%	0	0.0%
Tourism Ireland	42	3	7.1%	3	7.1%

Public Bodies listed under relevant Departments Public bodies staffed by civil servants report to the Minister for Finance	Total employment 2009	No. of employees with disabilities 2009	% of employees with disabilities 2009	No. of employees with disabilities 2008	% of employees with disabilities 2008
Communications, Energy and Natural Resources					
An Post	9,686	460	4.7%	411	4.2%
Broadcasting Authority of Ireland ¹³	44	3	6.8%	1	2.2%
Bord Gáis	1,002	34	3.4%	29	3.2%
Bord na Mona	2,085	58	2.8%	34	1.8%
Central Fisheries Board	78	1	1.3%	3	3.5%
Commission for Energy Regulation	71	4	5.6%	4	5.7%
Commission for Communications Regulation	120	4	3.3%	4	3.3%
Digital Hub Development Agency	16	0	0.0%	0	0.0%
Eastern Regional Fisheries Board	45	1	2.2%	1	1.6%
EirGrid Plc	264	35	13.3%	28	11.9%
Electricity Supply Board	7,572	393	5.2%	394	5.2%
National Oil Reserves Agency	5	0	0.0%	0	0.0%
North Western Regional Fisheries Board	47	3	6.4%	3	6.3%
Northern Regional Fisheries Board	53	3	5.7%	3	4.5%
Ordnance Survey Ireland	305	6	2.0%	7	2.2%
Radio Telefís Éireann	2,214	86	3.9%	90	3.8%
Sustainable Energy Ireland	66	0	0.0%	0	0.0%
Shannon Regional Fisheries Board	57	4	7.0%	4	7.4%
South Western Regional Fisheries Board	38	1	2.6%	1	2.8%
Southern Regional Fisheries Board	38	3	7.9%	3	6.4%
TG4	86	0	0.0%	0	0.0%
Western Regional Fisheries Board	58	1	1.7%	3	4.6%
Community, Rural and Gaeltacht Affairs					
Foras na Gaeilge	49	0	0.0%	0	0.0%
Pobal	200	7	3.5%	10	3.7%
Údarás na Gaeltachta	102	6	5.9%	4	3.6%

¹³ Data for 2008 refers to the Broadcasting Commission of Ireland

Public Bodies listed under relevant Departments Public bodies staffed by civil servants report to the Minister for Finance	Total employment 2009	No. of employees with disabilities 2009	% of employees with disabilities 2009	No. of employees with disabilities 2008	% of employees with disabilities 2008
Ulster Scots Agency	16	0	0.0%	0	0.0%
Waterways Ireland	266	6	2.3%	6	2.3%
Western Development Commission	16	0	0.0%	0	0.0%
Education and Science					
Athlone Institute of Technology	730	2	0.3%	2	0.3%
Cork Institute of Technology	1,465	20	1.4%	19	1.2%
Dublin Institute of Technology	2,762	28	1.0%	12	0.4%
Dun Laoghaire Institute of Art, Design and Technology	466	6	1.3%	4	0.7%
Dundalk Institute of Technology	572	24	4.2%	22	3.7%
Further Education and Training Awards Council	42	0	0.0%	0	0.0%
Galway Mayo Institute of Technology	1,012	4	0.4%	4	0.4%
Higher Education and Training Awards Council	32	2	6.3%	2	6.3%
Institute of Technology Blanchardstown	249	7	2.8%	7	3.4%
Institute of Technology Carlow	612	10	1.6%	10	1.7%
Institute of Technology Sligo	487	10	2.1%	15	3.0%
Institute of Technology Tallaght	444	7	1.6%	9	1.9%
Institute of Technology Tralee	381	3	0.8%	3	0.7%
Léargas	43	1	2.3%	1	2.0%
Letterkenny Institute of Technology	388	13	3.4%	15	4.2%
Limerick Institute of Technology	510	16	3.1%	16	3.2%
National College of Art and Design	145	2	1.4%	2	1.4%
National Education Welfare Board	103	3	2.9%	4	3.9%
National Qualifications Authority of Ireland	26	1	3.8%	1	4.2%
Teaching Council	33	1	3.0%	1	2.5%
Tipperary Rural and Business Development Institute	133	0	0.0%	0	0.0%
Waterford Institute of Technology	968	14	1.4%	19	1.5%
Enterprise, Trade and Employment					
Competition Authority	53	1	1.9%	1	1.8%
County and City Enterprise Boards (35 bodies)	141	0	0.0%	0	0.0%
Enterprise Ireland	732	26	3.6%	34	4.5%

Public Bodies listed under relevant Departments Public bodies staffed by civil servants report to the Minister for Finance	Total employment 2009	No. of employees with disabilities 2009	% of employees with disabilities 2009	No. of employees with disabilities 2008	% of employees with disabilities 2008
FÁS	2,148	65	3.0%	83	3.6%
Forfás	120	5	4.2%	4	3.0%
Health and Safety Authority	201	2	1.0%	6	2.9%
IDA Ireland	262	9	3.4%	10	3.6%
Injuries Board	75	0	0.0%	1	1.4%
InterTrade Ireland	44	1	2.3%	2	4.6%
Irish Auditing and Accounting Supervisory Authority	12	0	0.0%	0	0.0%
National Standards Authority of Ireland	172	11	6.4%	10	6.2%
Science Foundation Ireland	52	0	0.0%	1	1.9%
Shannon Development	127	7	5.5%	8	5.8%
Environment, Heritage and Local Government					
Affordable Homes Partnership	16	0	0.0%	0	0.0%
An Bord Pleanála	174	5	2.9%	7	3.9%
An Comhairle Leabharlanna	18	0	0.0%	0	0.0%
Dublin Docklands Development Authority	38	0	0.0%	0	0.0%
Environmental Protection Agency	340	15	4.4%	10	2.7%
Heritage Council	15	1	6.7%	2	11.8%
Housing Finance Agency	12	0	0.0%	0	0.0%
Irish Water Safety Association	6	0	0.0%	0	0.0%
Limerick Regeneration Agencies	16	0	0.0%	0	0.0%
Local Government Computer Services Board	90	4	4.4%	4	4.0%
Local Government Management Services Board	32	2	6.3%	3	9.1%
National Building Agency	59	3	5.1%	3	4.6%
Private Residential Tenancies Board	40	0	0.0%	0	0.0%
Radiological Protection Institute of Ireland	51	2	3.9%	1	1.9%
Local authorities					
Border, Midland & Western Regional Assembly	13	0	0.0%	0	0.0%
Carlow County Council	403	15	3.7%	19	4.8%
Cavan County Council	463	15	3.2%	21	4.3%
Clare County Council	884	42	4.8%	45	4.7%

Public Bodies listed under relevant Departments Public bodies staffed by civil servants report to the Minister for Finance	Total employment 2009	No. of employees with disabilities 2009	% of employees with disabilities 2009	No. of employees with disabilities 2008	% of employees with disabilities 2008
Cork City Council	1,384	57	4.1%	57	4.0%
Cork County Council	2,953	71	2.5%	75	2.4%
Donegal County Council	1,041	34	3.3%	18	1.5%
Dublin City Council	6,677	189	2.8%	149	2.0%
Dun Laoghaire Rathdown County Council	1,206	60	5.0%	67	5.3%
Fingal County Council	1,641	78	4.7%	76	4.3%
Galway City Council	507	23	4.5%	18	3.2%
Galway County Council	1,278	36	2.8%	44	3.3%
Kerry County Council	1,514	76	5.0%	76	4.6%
Kildare County Council	1,138	44	3.9%	46	3.5%
Kilkenny County Council	637	27	4.2%	30	4.2%
Laois County Council	437	14	3.2%	14	3.0%
Leitrim County Council	321	15	4.7%	15	4.3%
Limerick City Council	565	20	3.5%	19	3.1%
Limerick County Council	776	31	4.0%	34	4.1%
Longford County Council	379	14	3.7%	23	6.8%
Louth County Council	749	41	5.5%	47	5.8%
Mayo County Council	1,328	77	5.8%	77	5.3%
Meath County Council	786	27	3.4%	37	3.9%
Monaghan County Council	455	18	4.0%	19	3.8%
North Tipperary County Council	485	18	3.7%	21	4.4%
Offaly County Council	491	18	3.7%	16	3.1%
Roscommon County Council	551	26	4.7%	26	4.5%
Sligo County Council	548	17	3.1%	21	3.4%
South Dublin County Council	1,539	48	3.1%	61	3.8%
South Tipperary County Council	756	27	3.6%	30	4.0%
Southern and Eastern Regional Assembly	24	1	4.2%	2	8.3%
Waterford City Council	423	28	6.6%	28	6.1%
Waterford County Council	555	18	3.2%	20	3.3%
Westmeath County Council	578	17	2.9%	19	3.1%

Public Bodies listed under relevant Departments Public bodies staffed by civil servants report to the Minister for Finance	Total employment 2009	No. of employees with disabilities 2009	% of employees with disabilities 2009	No. of employees with disabilities 2008	% of employees with disabilities 2008
Wexford County Council	884	42	4.8%	26	2.8%
Wicklow County Council	873	34	3.9%	35	3.7%
Finance					
National Treasury Management Agency	169	2	1.2%	0	0.0%
Finance - bodies staffed by civil servants					
An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta	3	0	0.0%	0	0.0%
An Coimisinéir Teanga	6	0	0.0%	0	0.0%
An Garda Síochána - Civilian HR Directorate	2,659	54	2.0%	51	1.9%
An Garda Síochána Inspectorate	7	0	0.0%	0	0.0%
Army Pensions Board	2	0	0.0%	0	0.0%
Central Statistics Office	887	47	5.3%	54	5.9%
Civil Defence Board	28	4	14.3%	4	14.8%
Coiste an Asgard	2	0	0.0%	0	0.0%
Commission for Public Service Appointments	8	0	0.0%	0	0.0%
Courts Service	1,092	36	3.3%	38	3.3%
Defence Forces Canteen Board	19	2	10.5%	2	10.5%
Equality Authority	38	1	2.6%	3	13.0%
Equality Tribunal	32	5	15.6%	5	15.2%
Irish Film Classification Office	8	0	0.0%	0	0.0%
Labour Relations Commission	45	1	2.2%	1	2.0%
Legal Aid Board	397	18	4.5%	17	4.4%
National Consumer Agency	47	2	4.3%	2	3.9%
National Council for Curriculum and Assessment	36	2	5.6%	1	2.4%
National Council for Special Education	111	5	4.5%	4	3.7%
National Property Services Regulatory Authority	8	1	12.5%	1	12.5%
Office of the Appeals Commissioners	4	0	0.0%	0	0.0%
Office of the Attorney General	130	5	3.8%	4	3.1%
Office of the Chief State Solicitor	248	11	4.4%	9	3.5%
Office of the Commissioners for Charitable Donations and Bequests in Ireland	7	0	0.0%	0	0.0%
Office of the Comptroller and Auditor General	147	4	2.7%	5	3.2%

Public Bodies listed under relevant Departments Public bodies staffed by civil servants report to the Minister for Finance	Total employment 2009	No. of employees with disabilities 2009	% of employees with disabilities 2009	No. of employees with disabilities 2008	% of employees with disabilities 2008
Office of the Data Protection Commissioner	22	1	4.5%	0	0.0%
Office of the Director of Public Prosecutions	194	9	4.6%	9	4.6%
Office of the Houses of the Oireachtas	475	19	4.0%	15	3.1%
Office of the Ombudsman/Office of the Information Commissioner	97	4	4.1%	4	4.1%
Office of the Ombudsman for the Defence Forces	4	0	0.0%	0	0.0%
Office of the President	25	1	4.0%	1	4.0%
Office of Public Works	708	22	3.1%	24	3.2%
Office of the Refugee Applications Commissioner	186	13	7.0%	12	5.7%
Office of the Revenue Commissioners	6,583	204	3.1%	214	3.0%
Private Security Authority	34	1	2.9%	0	0.0%
Property Registration Authority	676	46	6.8%	51	6.8%
Public Appointments Service	133	10	7.5%	9	5.6%
Refugee Appeals Tribunal	82	5	6.1%	4	3.9%
State Examinations Commission	170	5	2.9%	5	2.7%
State Laboratory	96	1	1.0%	2	2.1%
Valuation Office/Valuation Tribunal	154	8	5.2%	9	5.5%
Health and Children					
Beaumont Hospital Board	3,440	101	2.9%	60	1.7%
Board of the Adelaide and Meath Hospital	3,145	100	3.2%	48	1.6%
Bord Altranais	46	1	2.2%	1	2.1%
Children Acts Advisory Board	16	0	0.0%	0	0.0%
Crisis Pregnancy Agency	15	0	0.0%	0	0.0%
Dental Council	5	0	0.0%	0	0.0%
Drug Treatment Centre Board	123	2	1.6%	2	1.7%
Dublin Dental Hospital Board	215	9	4.2%	9	4.0%
Food Safety Authority of Ireland	88	2	2.3%	2	2.2%
Health Information and Quality Authority	136	6	4.4%	3	3.3%
Health Insurance Authority	9	0	0.0%	1	11.1%
Health Research Board	78	2	2.6%	3	3.9%
Health Service Executive	71,812	1,147	1.6%	1088	1.5%

Public Bodies listed under relevant Departments Public bodies staffed by civil servants report to the Minister for Finance	Total employment 2009	No. of employees with disabilities 2009	% of employees with disabilities 2009	No. of employees with disabilities 2008	% of employees with disabilities 2008
Institute of Public Health in Ireland	23	1	4.3%	1	4.6%
Irish Blood Transfusion Service	674	11	1.6%	12	1.7%
Irish Medicines Board	266	9	3.4%	10	4.0%
Leopardstown Park Hospital Board	276	23	8.3%	26	9.2%
Medical Council	46	0	0.0%	0	0.0%
Mental Health Commission	48	2	4.2%	1	2.1%
National Cancer Registry Ireland	55	1	1.8%	0	0.0%
National Cancer Screening Service	307	7	2.3%	9	3.1%
National Council for the Professional Development of Nursing and Midwifery	13	0	0.0%	0	0.0%
National Social Work Qualifications Board	7	0	0.0%	0	0.0%
National Treatment Purchase Fund	46	2	4.3%	0	0.0%
Office of Tobacco Control	3	0	0.0%	0	0.0%
Pharmaceutical Society of Ireland	27	0	0.0%	0	0.0%
Pre-Hospital Emergency Care Council	15	0	0.0%	0	0.0%
Safefood	31	0	0.0%	0	0.0%
St James's Hospital Board	4,369	172	3.9%	130	2.9%
St Luke's and St Anne's Hospital Board	527	8	1.5%	7	1.4%
Voluntary Health Insurance Board	961	41	4.3%	39	3.8%
Justice, Equality and Law Reform					
Human Rights Commission	14	0	0.0%	0	0.0%
National Disability Authority	42	8	19.0%	8	17.8%
Social and Family Affairs					
Citizens Information Board	103	7	6.8%	7	6.7%
Family Support Agency	63	3	4.8%	3	4.4%
Office of the Pensions Ombudsman	10	0	0.0%	0	0.0%
Pensions Board	40	0	0.0%	0	0.0%
Taoiseach					
Law Reform Commission	25	1	4.0%	1	3.5%
National Economic and Social Development Office	24	1	4.2%	1	4.0%

Public Bodies listed under relevant Departments Public bodies staffed by civil servants report to the Minister for Finance	Total employment 2009	No. of employees with disabilities 2009	% of employees with disabilities 2009	No. of employees with disabilities 2008	% of employees with disabilities 2008
Transport					
Bantry Bay Harbour Commissioners	2	0	0.0%	0	0.0%
Bus Átha Cliath	3,600	80	2.2%	79	2.1%
Bus Éireann	2,539	59	2.3%	26	0.9%
Commission for Aviation Regulation	19	0	0.0%	0	0.0%
Commission for Taxi Regulation	23	1	4.3%	1	4.6%
Córas Iompair Éireann	221	9	4.1%	8	3.7%
Dublin Airport Authority	2,558	54	2.1%	95	3.1%
Dublin Port Company	157	8	5.1%	4	2.5%
Dundalk Port Company	6	0	0.0%	N/A	N/A
Dun Laoghaire Harbour Company	41	1	2.4%	1	2.4%
Galway Harbour Company	15	0	0.0%	N/A	N/A
Iarnród Éireann	4,499	102	2.3%	36	0.7%
Irish Aviation Authority	672	22	3.3%	22	3.3%
Kinsale Harbour Commissioners	2	0	0.0%	N/A	N/A
National Roads Authority	149	2	1.3%	2	1.3%
National Transport Authority	33	0	0.0%	N/A	N/A
Port of Cork Company	114	4	3.5%	4	3.4%
Port of Waterford Company	37	0	0.0%	N/A	N/A
Railway Procurement Agency	294	5	1.7%	6	2.1%
Railway Safety Commission	13	0	0.0%	N/A	N/A
Road Safety Authority	311	8	2.6%	9	2.9%
Shannon Foynes Port Company	46	4	8.7%	N/A	N/A
Wicklow Port Company	3	0	0.0%	0	0.0%

Appendix B

Bodies which conducted a Staff Census for 2009 and response rates ¹⁴

Government Departments	
Education and Science	41.3
Justice, Equality and Law Reform	64.6
Public Bodies listed under parent Departments	
Agriculture, Fisheries and Food	
Bord Bia	70.8
Bord Iascaigh Mhara	54.1
Irish National Stud	71.2
National Milk Agency	100.0
Veterinary Council of Ireland	100.0
Arts, Sport and Tourism	
Arts Council	60.9
Bord na gCon	48.1
Chester Beatty Library	92.1
Crawford Art Gallery Cork	56.3
Irish Museum of Modern Art	82.1
National Library of Ireland	86.1
National Sports Campus Development Authority	83.3
Communications, Energy and Natural Resources	
Commission for Energy Regulation	85.9
Commission for Communications Regulation	98.3
Digital Hub Development Agency	100.0
National Oil Reserves Agency	100.0
North Western Regional Fisheries Board	87.0
Northern Regional Fisheries Board	100.0
Southern Regional Fisheries Board	68.0
Community, Rural and Gaeltacht Affairs	
Waterways Ireland	63.5
Western Development Commission	75.0
Enterprise, Trade and Employment	
Competition Authority	100.0
County and City Enterprise Boards	100.0
FÁS	65.4
Health and Safety Authority	90.1
Irish Auditing and Accounting Supervisory Authority	100.0
Science Foundation Ireland	53.8
Shannon Development	89.1
Environment, Heritage and Local Government - Public Bodies	
An Bord Pleanála	50.0
An Comhairle Leabharlanna	94.4

¹⁴ Only those public bodies securing at least a 30% response rate are included

Dublin Docklands Development Authority	63.0
Heritage Council	100.0
Housing Finance Agency	100.0
Irish Water Safety Association	100.0
Limerick Regeneration Agencies	100.0
Local Government Management Services Board	59.0
Private Residential Tenancies Board	45.0
Radiological Protection Institute of Ireland	76.0
Environment, Heritage and Local Government - Local Authorities	
Border, Midland and Western Regional Assembly	100.0
Dun Laoghaire-Rathdown County Council	47.0
Kilkenny County Council	91.2
Limerick City Council	33.6
North Tipperary County Council	66.6
Finance - Public Bodies	
National Treasury Management Agency	94.1
Finance - Civil Service	
Coiste an Asgard	100.0
Commission for Public Service Appointments	100.0
Equality Tribunal	78.1
Irish Film Classification Office	100.0
National Property Services Regulatory Authority	75.0
Office of the Appeals Commissioners	100.0
Office of the Attorney General	90.0
Office of the Chief State Solicitor	37.5
Office of the Data Protection Commissioner	77.3
Office of the Refugee Applications Commissioner	59.1
Private Security Authority	85.3
Public Appointments Service	69.9
Refugee Appeals Tribunal	65.9
Health and Children	
Board of the Adelaide and Meath Hospital	52.1
Crisis Pregnancy Agency	93.3
Drug Treatment Centre Board	35.8
Health Information and Quality Authority	61.0
Health Insurance Authority	100.0
Health Service Executive	49.4
Leopardstown Park Hospital Board	90.9
Medical Council	89.1
Mental Health Commission	91.7
National Cancer Registry Ireland	72.7
National Cancer Screening Service	61.6
National Council for the Professional Development of Nursing and Midwifery	100.0
National Treatment Purchase Fund	84.8
Pharmaceutical Society of Ireland	100.0
Pre-Hospital Emergency Care Council	100.0
Safefood	80.6
St Luke's and St Anne's Hospital Board	42.7
Voluntary Health Insurance Board	93.7
Justice, Equality and Law Reform	
Human Rights Commission	57.1
National Disability Authority	88.1

Social and Family Affairs	
Pensions Board	85.0
Transport	
Bantry Bay Harbour Commissioners	100.0
Commission for Taxi Regulation	69.6
Dublin Port Company	63.1
National Roads Authority	89.9
National Transport Authority	84.8
Railway Procurement Agency	83.0
Railway Safety Commission	100.0
Road Safety Authority	79.1

Appendix C

The following public bodies had either a written policy on employment of people with disabilities, or used a Code of Practice. The Code of Practice for Employment of People with Disabilities in the Civil Service was the most widely-used such code

Government Departments
Agriculture, Fisheries & Food
Arts, Sport & Tourism
Communications, Energy & Natural Resources
Community, Rural & Gaeltacht Affairs
Defence
Defence - Civilian Employees
Education and Science
Enterprise, Trade and Employment
Environment, Heritage & Local Government
Finance
Foreign Affairs
Health and Children
Justice, Equality and Law Reform
Social and Family Affairs
Taoiseach
Transport
Public Bodies listed under parent Departments
Agriculture, Fisheries and Food
Bord Bia
Bord Iascaigh Mhara
Marine Institute
Sea Fisheries Protection Authority
Teagasc
Arts, Sport and Tourism
Bord na gCon
Chester Beatty Library
Crawford Art Gallery Cork
Fáilte Ireland
Horse Racing Ireland
Irish Museum of Modern Art
Irish Sports Council
National Concert Hall
National Gallery of Ireland
National Library of Ireland
National Museum of Ireland
Communications, Energy and Natural Resources
An Post
Bord Gáis
Bord na Móna
Commission for Communications Regulation
Digital Hub Development Agency
Eastern Regional Fisheries Board
Eirgrid Plc
Electricity Supply Board

Ordnance Survey Ireland
Radio Telefís Éireann
Sustainable Energy Ireland
Shannon Regional Fisheries Board
South Western Regional Fisheries Board
TG4
Community, Rural and Gaeltacht Affairs
Foras na Gaeilge
Údarás na Gaeltachta
Ulster Scots Agency
Waterways Ireland
Education and Science
Dublin Institute of Technology
Dundalk Institute of Technology
Further Education and Training Awards Council
Galway Mayo Institute of Technology
Higher Education and Training Awards Council
Institute of Technology Blanchardstown
Institute of Technology Carlow
Institute of Technology Sligo
Institute of Technology Tallaght
Institute of Technology Tralee
Leargas
Letterkenny Institute of Technology
Limerick Institute of Technology
National Qualifications Authority of Ireland
Tipperary Rural and Business Development Institute
Waterford Institute of Technology
Enterprise, Trade and Employment
Enterprise Ireland
FÁS
Forfás
Health and Safety Authority
IDA Ireland
Injuries Board
InterTrade Ireland
National Standards Authority of Ireland
Science Foundation Ireland
Shannon Development
Environment, Heritage and Local Government - Public Bodies
An Bord Pleanála
An Comhairle Leabharlanna
Dublin Docklands Development Authority
Environmental Protection Agency
Heritage Council
Housing Finance Agency
Irish Water Safety Association
Local Government Computer Services Board
Local Government Management Services Board
Radiological Protection Institute of Ireland
Environment, Heritage and Local Government - Local Authorities
Border, Midland and Western Regional Assembly
Carlow County Council
Cavan County Council

Clare County Council
Cork City Council
Cork County Council
Donegal County Council
Dublin City Council
Dun Laoghaire Rathdown County Council
Fingal County Council
Galway City Council
Galway County Council
Kerry County Council
Kildare County Council
Kilkenny County Council
Laois County Council
Leitrim County Council
Limerick City Council
Limerick County Council
Longford County Council
Louth County Council
Mayo County Council
Meath County Council
Monaghan County Council
North Tipperary County Council
Offaly County Council
Roscommon County Council
Sligo County Council
South Dublin County Council
South Tipperary County Council
Southern and Eastern Regional Assembly
Waterford City Council
Waterford County Council
Westmeath County Council
Wexford County Council
Wicklow County Council
Finance - Public Bodies
National Treasury Management Agency
Finance - Civil Service
An Coimisinéir Teanga
An Garda Síochána - Civilian HR Directorate
An Garda Síochána Inspectorate
Army Pensions Board
Central Statistics Office
Civil Defence Board
Commission for Public Service Appointments
Courts Service
Defence Forces Canteen Board
Equality Authority
Equality Tribunal
Irish Film Classification Office
Labour Relations Commission
Legal Aid Board
National Consumer Agency
National Council for Curriculum and Assessment
National Council for Special Education
National Property Services Regulatory Authority

Office of the Appeals Commissioners
Office of the Attorney General
Office of the Chief State Solicitor
Office of the Commissioners for Charitable Donations and Bequests in Ireland.
Office of the Comptroller and Auditor General
Office of the Data Protection Commissioner
Office of the Director of Public Prosecutions
Office of the Houses of the Oireachtas
Office of the Ombudsman/Office of the Information Commissioner
Office of the Ombudsman for the Defence Forces
Office of the President
Office of Public Works
Office of the Refugee Applications Commissioner
Office of the Revenue Commissioners
Private Security Authority
Property Registration Authority
Public Appointments Service
Refugee Appeals Tribunal
State Examinations Commission
State Laboratory
Valuation Office/Tribunal
Health and Children
Beaumont Hospital Board
Children Acts Advisory Board
Crisis Pregnancy Agency
Dublin Dental Hospital Board
Health Information and Quality Authority
Health Research Board
Health Service Executive
Institute of Public Health in Ireland
Irish Blood Transfusion Service
Mental Health Commission
National Cancer Registry Ireland
National Cancer Screening Service
National Council for the Professional Development of Nursing and Midwifery
National Social Work Qualifications Board
National Treatment Purchase Fund
Pharmaceutical Society of Ireland
Pre-Hospital Emergency Care Council
Safefood
Justice, Equality and Law Reform
National Disability Authority
Social and Family Affairs
Citizens Information Board
Family Support Agency
Office of the Pensions Ombudsman
Pensions Board
Taoiseach
Law Reform Commission
National Economic and Social Development Office
Transport
Bantry Bay Harbour Commissioners
Bus Átha Cliath
Bus Éireann

Córas Iompair Éireann
Dublin Airport Authority
Dun Laoghaire Harbour Company
Iarnród Éireann
Irish Aviation Authority
National Roads Authority
Railway Procurement Agency
Railway Safety Commission
Road Safety Authority
Wicklow Port Company