

2010 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, Equality and Defence

Note: This is a revised version of the Report as originally submitted, to take account of a minor error which subsequently came to light. The Irish Museum of Modern Art had in fact achieved 3% of staff with disabilities in 2010, not 2.4% as originally reported, based on incorrect figures for total staff employed. Consequential changes have been made to the tables in the Report, but there is no material change in the overall findings.

September 2012

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.

Acknowledgement

Ms. Lorna Mulvihill, former Disability Equality Officer at the Dept of Finance worked for many years to advance and embed Government's commitment to the employment of people with disabilities. The achievements of many public bodies in improving their employment of people with disabilities owes much to Lorna's dedication and leadership. May she rest in peace.

Contents

Acknowledgement	2
Contents	3
Introduction	4
1. Principal Findings for 2010	5
1.1 Public sector progress towards the 3% target stalled in 2010	5
1.2 Four out of five types of public body exceed target but largest type falls short.....	6
1.3 Success in achieving the target related to size of public body... 	8
2. Understanding the Changes 2009 - 2010	11
2.1 Overall pattern	11
2.2 Data and disclosure issues	11
2.3 Moratorium on Recruitment	12
2.4 Trends in measures to promote and support employment	13
3. Way Forward	15
3.1 Improving Data	15
3.2 Addressing non-compliance with Part 5 of the Act.....	15
3.3 Recommended Programme of Targeted Supports.....	17
Conclusion	18
Appendix A: Government Departments' data on 3% employment target	19
Appendix B: Other public bodies' data on 3% employment target.....	21
Appendix C: Bodies which conducted a Staff Census for 2010 and response rates	35
Appendix D: Bodies which had a written policy on employment of people with disabilities or used a Code of Practice	39

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 which public bodies must fulfill:

1. Public bodies must, insofar as practicable, take all reasonable measures to promote and support their employment of people with disabilities.
2. Public bodies shall ensure, unless there are good reasons for not doing so, that at least 3% of their employees are people with disabilities.
3. Public bodies must report on an annual basis 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).

The requirement to report has been fulfilled by all public bodies in 2011. A small minority did not report by the statutory deadline.

This report is focussed on promotion, support and the 3% target requirements. In that regard the NDA attaches equal importance to the presence of measures to promote and support the employment of people with disabilities and to the attainment of the numerical target.

This report is based on information received by the NDA in relation to 2010 from monitoring committees established under Part 5 of the Act.¹ The names of Departments are those used during 2010, the period covered by this report. They do not reflect any altered names and Ministerial responsibilities due to the reorganisation of Departments since December 2010.

A total of 242 data sets were received, which covered 276 public bodies, whose data are individually listed in Appendices A and B.

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

1. Principal Findings for 2010

1.1 Public sector progress towards the 3% target stalled in 2010

Overall share down from 2.9% to 2.7%

The proportion of staff with disabilities reported across the public service as a whole showed a slight decrease, from 2.9% in 2009 to 2.7% in 2010 (Table 1). This broke the pattern of annual incremental increases that had been achieved since the target became a statutory obligation on 31 December 2005.

Number of staff with disabilities down

The total number of public service employees for 2010 with a disability, as defined in the Act² came to 5,748, a decrease of 632 on the 2009 figure. This decrease occurred against a backdrop of a fall in the total number of employees in the public bodies reporting under the Act from 219,653 in 2009 to 210,249 in 2010 (Table 1). A further 560 employees with disabilities would have been required in order to reach the 3% target.

Table 1: Progress towards 3% Target, 2009 - 2010

	Total staff	Staff with disabilities	% staff with disabilities
2009	219,653	6,380	2.9%
2010	210,249	5,748	2.7%
Change 2009 - 2010	-9,404	-632	-0.2%

Staff with disabilities disproportionately affected by staff reductions

Overall, people with disabilities were affected disproportionately by the decline in public sector employment since the introduction of the moratorium on recruitment into the public sector in 2009. The absolute number of people with disabilities employed in the public sector declined by 9.9% (632) compared to a 4% decline in overall employment (9,386).

Proportion of public bodies meeting the target increased

In contrast with the drop in the overall numbers and proportion of staff with disabilities, there was an increase in the percentage of public bodies achieving or exceeding the 3% target, at 59% for 2010 as compared to 54% for 2009. There was a corresponding fall in those who did not meet the target, from 46% to 41%. The goal remains that all public bodies achieve the target unless there is very good reason for not doing so, such as limited staff numbers. Thus, much remains to be done.

As in previous years, it is clear that, during 2010, performance against the 3% target varied both by type of organisation and by their size. These findings are discussed in sections 1.2 and 1.3 below.

² This represents a shortfall of 560 people, from the total of 6,308 disabled staff who would have been employed had the 3% target been met.

1.2 Four out of five types of public body exceed target but largest type falls short

As in previous years the 2010 data was categorised into five types of public bodies: government departments; public bodies staffed by civil servants; local government bodies; commercial public bodies; and non-commercial public bodies. Table 2 contains the results.

As in previous years, analysis showed that the proportion of employees with disabilities was highest in government departments (4.1%) and lowest among non-commercial public bodies (1.7%), which was the only type of public body not to achieve the target. It did, however, contain by far the largest number of staff with disabilities, with almost half of the overall total. The findings are discussed in more detail below in respect of each type of public body.

Table 2: Data by 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	19,631	9.3%	811	4.1%	100.0%
Public body staffed by civil servants	15,554	7.4%	541	3.5%	66.0%
Local government	33,825	16.1%	1,242	3.7%	89.5%
Commercial	38,200	18.2%	1,381	3.6%	45.2%
Non-commercial	103,039	49.0%	1,773	1.7%	43.6%
Totals	210, 249	100%	5,748	2.7%	59.1%

Government Departments

In 2010 the 15 Government departments³ employed 19,631 people, of whom 811 (4.1%) 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 9.3% of public sector employment and 14% of employees with disabilities.

Public bodies staffed by civil servants

There were 47 data sets for public bodies staffed by civil servants. These are bodies such as the Revenue Commissioners and the Central Statistics Office, which are not Government departments but whose staff are classed as civil servants, as well as bodies whose staff come from their parent Department, such as the Courts Service and the Equality Authority. This sector employed some 15,554 people of whom 541

³ 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.

(3.5%) were recorded with a disability. It accounted for 7.4% of overall public sector employment and 9.4% of employees with disabilities.

However, despite the overall good performance, not all public bodies in this category were successful in achieving the target. Of the 47 bodies, 16 (34%) were unsuccessful. Many of those who failed to reach the target were very small bodies with ten or fewer staff.

Local Authority bodies

This sector mainly includes city and county councils, as well as other local authority bodies. There were 38 data sets for local authority bodies for 2010. They employed a total of 33,825 people of whom 1,242 (3.7%) were recorded with a disability. The local authority sector accounted for 16% of overall public sector employment and 21.6% of employees with disabilities.

Just under 90% of the public bodies in this sector reached or exceeded the 3% target, with all but two local authorities (Dublin City Council and Limerick City Council) doing so. This is an improvement from the 2009 returns where four local authorities did not reach the 3% target.

Commercial Bodies

This sector includes the state's energy companies and transport companies. In 2010, there were 31 data sets returned for commercial bodies which employed a staff of 38,200 people. Of these, 1,381 people were reported with a disability, representing 3.6% of the workforce in those bodies. The commercial sector accounted for 18% of the total employment in public bodies and 24% of the employment of people with disabilities.

However, not all commercial bodies are performing equally well. Of the 31 commercial bodies, 14 (45%) have not yet met the 3% target, including some large bodies in the transport sector.

Non-Commercial Bodies

As in previous years, this sector is the only one of the five which failed to meet the 3% target overall. This is particularly significant given that these bodies account for almost half of the total public sector staff. The sector includes: the Health Service Executive⁴ and other health bodies; the Institutes of Technology; cultural bodies like the National Gallery and advisory and regulatory bodies.

There were 110 data sets relating to non-commercial public bodies received for 2010. These public bodies employed a total of 103,039 people of whom 1,773 (1.7%) were people with disabilities. This represents a reduction from the 2% achieved in 2009. Of the non-commercial public bodies 61 (55%) did not achieve the 3% target. Furthermore, 27 (25%) of these bodies employed no staff with disabilities.

⁴ The HSE alone accounts for two thirds of employment in this sector. It also accounts for 32.7% of total public sector employment but only 13.9% of staff with disabilities.

Although this sector accounts for almost 50% of total public sector employment, it recorded just about 31% of public service workers with disabilities. The other four sectors have a higher proportion of staff with disabilities than their proportion of the overall public sector staff (Table 3). However, this sector is dominated in terms of staffing by the HSE with almost 69,000 employees. With data on just over half (56%) of HSE staff, it is not possible to be definitive as to whether the main reason for poor performance is due to problems around data collection or an underlying low percentage of staff with disabilities.

Table 3 summarises the performance of the five types of public sector bodies and illustrates the contrast between the non-commercial bodies and the other four types.

Table 3: Performance of public sector bodies, by type

Type of public sector body	% of public sector workforce	% public sector staff with disabilities	Difference between % of overall staff and % of staff with disabilities
Govt Departments	9.3	14.0	+4.7
Public Bodies staffed by civil servants	7.4	9.4	+2.0
Local government	16.1	21.6	+5.5
Commercial	18.2	24.0	+5.8
Non-commercial	49.0	31.0	-18.0

1.3 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 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. In the small bodies, the percentage achieved is very sensitive to the departure of even 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 more than 1,000 staff.

While the employment offered to people in the smaller public sector organisations is important, 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.

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 except for the largest public bodies (those with more than 5,000 staff) (see Table 4).

The very highest size category (over 5,000) had a lower share of employment of people with disabilities relative to its size. This can largely be explained by the low recorded numbers in the largest single public body, the HSE. Bodies employing over 1,000 staff accounted for over 70% of all employment of people with disabilities in the public sector. Bodies employing over 500 staff accounted for 87% of employment of staff with disabilities (Table 4).

Table 4: 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	114 ⁵	1,651	0.8%	70	1.2%
50-99	25	1,849	0.9%	59	1.0%
100-499	67	16,629	7.9%	612	10.6%
500-999	35	24,301	11.6%	927	16.1%
1,000-4,999	30	62,489	29.7%	2,014	35.0%
5,000 or more	6	103,330	49.1%	2,066	35.9%
Total	277	210,249	100.0%	5,748	100.0%

Small public bodies

There were 114 bodies employing less than 50 people. Their total workforce was 1,651 of whom 70 (4.2%) were recorded with disabilities. Bodies of this size accounted for 0.8% of the total public sector staff and 1.2% of staff with disabilities.

Large public bodies (over 1,000 staff)

There were 36 bodies which employed more than 1,000 staff. Their total staff was 165,819 of whom 4,080 (2.5%) were reported with a disability. Over 41% of employment in this category was accounted for by the HSE (68,948). Apart from the HSE (at 1.2%), the main group among these larger bodies which were well below the 3% target were Institutes of Technology, with Dublin IT at 1% and Cork IT at 1.5%. These findings would suggest the need for a targeted effort in relation to selected large public bodies. This will be discussed in Section 3.

⁵ This total includes the 35 individual County and City Enterprise Boards all of whom have fewer than 49 staff

Table 5: 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	114	1,651	70	4.2%
50-99	25	1,849.5	59	3.2%
100-499	67	16,629	612	3.7%
500-999	35	24,301	927	3.8%
1,000-4,999	30	62,489	2,014	3.2%
5,000 or more	6	103,330	2,066	2.0%

2. Understanding the Changes 2009 - 2010

2.1 Overall pattern

The great majority of public bodies recorded little or no change in the numbers of staff with disabilities employed in 2010 as compared with 2009. The net aggregate decrease in numbers discussed in Section 1 of this report is the outcome of a number of bodies recording a decrease in their staff with disabilities, partially offset by those which showed an increase. Most of these changes are very minor. However, a small number of public bodies (5) recorded very significant declines in the number of staff with disabilities during 2010. These are shown in Table 6.

This reduction of a total of 567 in the number of staff with disabilities in these five public bodies accounts for a very significant proportion of the overall reduction of 632 in the public sector as a whole. The reductions are most likely to be primarily explained by a disproportionately large uptake by staff with disabilities of the overall schemes for reducing public sector staff numbers. Retention policies could have an important role to play in counterbalancing this tendency.

It should also be noted that in addition to the HSE, one other of these bodies fell below the 3% target in 2010. This was Dublin City Council (2.1%). This suggests another focus for targeted action in the future.

Table 6: Public Bodies with the most significant decline in number of staff with disabilities 2009-2010

	2010 Number of staff with Disabilities	2009 Number of staff with Disabilities	Reduction in number of staff with disabilities 2009-2010
An Post	380	460	- 80
Electricity Supply Board	334	393	- 59
Dublin City Council	140	189	- 49
Board of the Adelaide and Meath Hospital	68	101	- 33
Health Service Executive	801	1,147	- 346
Total	1,723	2,290	- 567

2.2 Data and disclosure issues

In assessing the number and proportion of staff with disabilities in the public sector the issue of data collection is important. The accuracy of the returns sent to the NDA is affected by factors such as willingness of staff to disclose a disability and the level of response to staff censuses conducted by public bodies (Appendix C).

In 2010, the quality of the data available to the NDA continued to improve. 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 including model forms to guide public bodies in conducting a comprehensive baseline staff census, and in tracking changes to that baseline thereafter.⁶

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. There are likely to be staff who do not disclose disability for various reasons. For example, Irish and international research shows that a reluctance to report mental health issues to an employer is very common due to fear of stigmatisation. Research also shows that a management and workplace culture which is positive to disability increases the likelihood of reporting and this may be an area for future action as part of this monitoring process. The converse is also true, i.e. that a management and workplace culture which is less supportive to disability reduces the likelihood of reporting⁷.

In 2010, it remained the case that some public bodies did not achieve a comprehensive count of their staff with disabilities. For example, the figures in 2010 for the Health Service Executive (HSE), the largest public sector employer in the state, were based on a count of 56% of their staff, although it is acknowledged that the proportion covered increased slightly from 2009 (49%).

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 2010, 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 2010.

It is possible that if full data were to be collected on all public bodies the overall performance in relation to achieving the 3% target might be shown to be better than reported. This is likely to be the case because, while all staff are counted, all staff with disabilities may not be counted for reasons outlined above.

2.3 Moratorium on Recruitment

The NDA acknowledges that the current economic and financial difficulties create challenges for the public sector in achieving the 3% target. However, the NDA remains of the view that the legal duty on the public sector to promote the employment of people with disabilities, and to achieve the target, is an important positive action measure for inclusion of people with disabilities in the labour market as a whole. The National Disability Survey (2006) recorded that people with

⁶ See:

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

<http://www.nda.ie/website/nda/cntmgmtnew.nsf/0/B8670115CA74B740802576B9003E7259?OpenDocument>

disabilities are disproportionately employed in the public sector, and the importance of the public sector target was acknowledged in that regard.⁸ In that context it is disappointing to note that by the end of 2010 the 3% target had still not been achieved for the public sector as a whole or by 41% of public bodies, and, furthermore, that the movement during 2009-2010 was in a negative direction, declining from 2.9% in 2009 to 2.7% in 2010.

A key factor in understanding the findings for 2010 is the impact of the moratorium on recruitment into the public sector which has been in place since 27 March 2009.⁹ This has and will continue to limit the capacity of public bodies to attain the 3% target. While some recruitment did take place in 2010, the 5,141 staff reported as recruited was roughly similar to the numbers recruited in 2009, and much lower than in the years before the moratorium. The following were the five public bodies which recruited the highest numbers of staff during 2010, accounting for a total of 2,330.

Table 7: Public Bodies which recruited the highest numbers in 2010

Name of public body	Number recruited in 2010	Reached 3% target
ESB	226	Yes
Beaumont Hospital Board	252	Yes
Dublin Airport Authority	490	No
St James' Hospital Board	620	Yes
An Post	742	Yes

The fact that one of these bodies, the Dublin Airport Authority, did not reach the 3% target is another indicator suggesting the need for targeted support to improve performance.

2.4 Trends in measures to promote and support employment

The returns for 2010 show that most public bodies are continuing to implement some positive measures to promote and support the employment of people with disabilities such as having a Disability Liaison Officer, an Employee Assistance Programme or a Code of Practice relating to the employment of people with disabilities.

Many public bodies reported additional measures which they have taken to create inclusive work places and public environments, or in improved services to members of the public with disabilities. Some public bodies have won O2 awards in the employer category, and others in Environmental Accessibility.

⁸ See Table 7.5 National Disability survey Vol. 2.

⁹ <http://www.finance.gov.ie/documents/public%20expenditure/2009/stanletter.pdf>

As in previous years, analysis of returns shows there is a correlation between positive action measures to support staff with disabilities, and achievement of the 3% target. These have continued to be implemented although there has been a slight fall off in numbers as compared to 2009. The following was reported:

The following was reported:

- The most frequently-cited measure to promote and support the employment of people with disabilities in 2010, as in 2009, was an access audit. Three out of every four bodies (76%) reported they had completed access audits
- A substantial number of bodies also reported that they had Codes of Practice or work place policies in place to promote the employment of people with disabilities

Many of these measures cost very little. Such policies and actions can help to improve retention rates and 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.

Reasonable Accommodations

Less than half of all bodies (44%) reported that they have policies on reasonable accommodations. As it is legal requirement to reasonably accommodate staff with disabilities, the goal remains that all public bodies should have reasonable accommodation policies.

Retention policies

The number of bodies which reported that they had policies or procedures aimed at retaining employees with a disability increased in 2010. However, at 18% overall, this represents a small minority of public bodies and could be significantly improved. In terms of the detail of such policies, some bodies reported that they maintain contact with employees on sick leave and ensure that the employees receive the relevant supports to assist them to return to work. Other bodies stated that they have back to work interviews for employees who are returning to work after an illness or acquiring a disability.

Work experience/placement programmes

A number of public bodies participate in work experience/placement programmes for people with disabilities. In a few cases, people with disabilities who had been on these programmes have been employed subsequently in a full time or part time capacity by the body concerned. There is room for more progress by other public bodies in this area.

Conclusion

While some positive developments have been reported, overall the trend in relation to compliance with Part 5 of the Act moved slightly in a negative direction during 2010. The proportion of staff with disabilities overall fell and this trend was accompanied by small declines across a range of positive measures reported for 2010. These declines need to be halted and other action taken in order to reverse the overall trend of moving away from achieving the 3% target. Section 3 of this report will discuss some proposals for initiatives based on this analysis.

3. Way Forward

Based on analysis of the 2010 data on compliance with Part 5 of the Act, the following proposals are made. Our goal is to ensure that the picture obtained from the annual returns is as accurate as possible and to improve compliance with Part 5 across the public sector.

3.1 Improving Data

The 2010 process of returning good quality monitoring committee reports by the statutory deadline has shown continued improvements on previous years. However, three sets of returns did not meet the deadline.

With regard to the issues identified in Section 2 in relation to data completeness, response rates achieved in censuses (listed in Appendix C) and disclosure concerns, work remain to be done. It should be noted that a census of staff provides staff the opportunity to disclose any disability to enable monitoring of the target. In some cases the NDA has been advised by public bodies that accommodations are provided for employees who exercise their right not to disclose a disability. The NDA is continuing to work with public bodies to guide them on how to improve disclosure, and the NDA has published research on this topic to assist them in doing so.

The performance of the HSE, the largest public body in the country, is of particular significance. The HSE has a staff of just below 69,000. The reported employment of people with disabilities in the HSE was 801 or 1.2% of total staff. However the data was based on a staff census which reached just half of its employees. 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 that it 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.

3.2 Addressing non-compliance with Part 5 of the Act

Apart from a failure to report,¹⁰ 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.

¹⁰ 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

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 on compliance with Part 5, set out the criteria to be used in making an assessment of non-compliance.¹¹ These criteria, which were also circulated to each of the statutory monitoring committees for compliance with Part 5 of the Act, take into account the size of the public body; whether failure to reach the 3% target may be due to difficulties in measuring the number of staff with disabilities; and whether the recruitment or departure of a single staff member would result in meeting the 3% target.

The analysis of the 2010 Part 5 returns shows that 93 public bodies did not achieve the 3% employment target in either 2009 or 2010.

In a number of cases, the public bodies concerned have advanced reasons, which the National Disability Authority accepts are valid, as to why they have not reached the target. These reasons include:

- the specialist nature of the work
- the safety-critical nature of the work
- the loss of staff with disabilities through retirements or deaths while being unable to hire others because of the embargo on recruitment
- bodies whose staff are assigned to them by a parent organisation
- the small scale of some public bodies (35 of the bodies in question have fewer than 20 staff)
- the reluctance of staff to declare a disability for the purposes of the monitoring process, or to respond to staff surveys
- some staff with disabilities see themselves as outside the definition given in the Act

The NDA acknowledges that a number of the public bodies which have not met the 3% target for reasons such as the above have very active programmes in place to support staff with disabilities. In some of the bodies the proportion of people employed by the organisations is over 2% and close to 3%. In some of those cases, hiring one more person with a disability would mean that these bodies exceeded the employment target.

In the light of the mitigating circumstance of the recruitment embargo, and other reasons given above, the NDA accepts that there were valid reasons in most cases.

¹¹ See

[http://www.nda.ie/website/nda/cntmgmtnew.nsf/0/584C604587AEE6BE8025768D00574AFE/\\$File/PartV_FinalEnglish.doc](http://www.nda.ie/website/nda/cntmgmtnew.nsf/0/584C604587AEE6BE8025768D00574AFE/$File/PartV_FinalEnglish.doc)

The NDA has contacted some of these public bodies to offer them specific guidance and advice. Where the National Disability Authority has concerns that a public body may be in breach of its obligations, the procedure under section 49 of the Act is that the NDA would in the first instance contact the public body, with the consent of its parent Minister, with a formal request for any additional information needed to ascertain whether or not the body is in breach of Part 5 of the Act. A small number of public bodies have been contacted formally for this purpose, including those who had a net increase in staff in 2010.

3.3 Recommended Programme of Targeted Supports

Concentrate on larger organisations

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

In that context eight large public bodies have been identified to for a Programme of Targeted Supports to assist in improving performance under Part 5 (Table 8). The Programme will involve collaboration by the NDA with these bodies to identify challenges and solutions and to agree timeframes and performance indicators. This collaboration will include planned and appropriate measures to improve data collection, along with positive measures such as improved retention policies, policies to promote the employment of people with disabilities, reasonable accommodation policies, access audits and staff training initiatives in the area of disability awareness.

Table 8: Selected large public bodies for Programme of Targeted Supports

Public Body	Staff	Staff with Disabilities	% staff with disabilities
1. DIT	2,723	28	1.0%
2. HSE	68,948	801	1.2%
3. Cork IT	1,375	20	1.5%
4. Dublin City Council	6,618	140	2.1%
5. Iarnród Éireann	4,292	90	2.1%
6. Dublin Bus	3,423	85	2.1%
7. Dublin Airport Authority	2,259	50	2.2%
8. Garda Civilian Staff	2,609	62	2.4%
Total	92,247	1,276	1.3%

Analysis shows that if these eight public bodies reached the 3% target then their joint total for staff with disabilities would reach 2,767, an increase of 1,491. This would then bring the overall public sector well over the 3% target.

Conclusion

In aggregate, public sector employment of people with disabilities as recorded in the statutory returns submitted to the NDA for 2010 has declined to 2.7%, the first recorded decline since the passing of the Disability Act. While Government Departments have reached and maintained this milestone, this places the public service as a whole as moving away from reaching the 3% target after the progress of the previous four years.

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. In 2010 the aggregate loss of employment of people with disabilities in individual public sector bodies documented in this report was no longer 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 should be part of HR policies. They will also be crucial to informing progress in improving 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. Such support for staff with disabilities is a core element of the legal obligations under the Act.

Appendix A: Government Departments' data on 3% employment target

	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Government Departments					
Agriculture, Fisheries and Food	3,881	121	3.1%	129	3.1%
Communications, Energy and Natural Resources	286	14	4.9%	18	5.8%
Community, Equality and Gaeltacht Affairs	326	15	4.6%	15	5.9%
Defence	354	12	3.4%	16	4.0%
Defence - Civilian Employees	735	38	5.2%	43	5.6%
Education and Skills	1,366	45	3.3%	47	3.5%
Environment, Heritage and Local Government	1,177	47	4.0%	52	4.2%
Finance	579	30	5.2%	24	4.0%
Foreign Affairs	1,541	61	4.0%	62	3.9%
Health and Children	514	19	3.7%	19	3.5%
Enterprise, Trade and Innovation	888	58	6.5%	59	5.9%

	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Justice and Law Reform	1,745	98	5.61%	106	5.9%
Social Protection	5,367	212	4.0%	220	4.2%
Taoiseach	190	8	4.2%	9	4.3%
Tourism, Culture and Sport	159	6	3.8%	6	3.7%
Transport	523	27	5.2%	27	5.2%
Total	19,631	811	4.1%	852	4.2%

Appendix B: Other public bodies' data on 3% employment target

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Agriculture, Fisheries and Food					
Bord Bia	94	1	1.0%	1	1.0%
Bord Iascaigh Mhara	134	6	4.5%	6	4.5%
Bord na gCon	650	8	1.2%	8	1.1%
Coillte	685	30	4.4%	35	5.0%
Horse Racing Ireland	150	4	2.7%	5	3.2%
Irish National Stud	65	1	1.5%	1	1.4%
Marine Institute	195	7	3.6%	7	3.6%
National Milk Agency	5	0	0.0%	0	0.0%
Sea Fisheries Protection Authority	98	6	6.1%	6	5.9%
Teagasc	1,375	68	4.9%	60	4.2%
Veterinary Council of Ireland	4	0	0.0%	0	0.0%
Communications, Energy and Natural Resources					
An Post	9,567	380	4.0%	460	4.7%
Broadcasting Authority of Ireland	38	4	10.5%	3	6.8%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Bord Gáis	1,094	38	3.5%	34	3.4%
Bord na Mona	1,934	58	3.0%	58	2.8%
Commission for Energy Regulation	70	4	5.7%	4	5.6%
Commission for Communications Regulation	125	4	3.2%	4	3.3%
Digital Hub Development Agency	15	0	0.0%	0	0.0%
EirGrid Plc	290	36	12.4%	35	13.3%
Electricity Supply Board	6,296	334	5.3%	393	5.2%
Inland Fisheries Ireland¹²	366	5	1.4%		
National Oil Reserves Agency	5	0	0.0%	0	0.0%
Ordnance Survey Ireland	295	6	2.0%	6	2.0%
Radio Teilifís Éireann	2,151	95	4.4%	86	3.9%
Sustainable Energy Ireland	64	0	0.0%	0	0.0%
TG4	86	0	0.0%	0	0.0%
Community, Equality and Gaeltacht Affairs					
Family Support Agency	58	2	3.4%	3	4.8%

¹² Inland Fisheries Ireland was formed on July 1st, 2010 following the amalgamation of the Central Fisheries Board with 7 former regional fisheries boards into a single agency. No figures are included for 2009 as the body did not exist.

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Foras na Gaeilge	59	0	0.0%	0	0.0%
Irish Human Rights Commission	11	0	0.0%	0	0.0%
National Disability Authority	39	9	23.1%	8	19.0%
Pobal	179	6	3.4%	7	3.5%
Údarás na Gaeltachta	96	7	7.3%	6	5.9%
Ulster Scots Agency	2	0	0.0%	0	0.0%
Waterways Ireland	263	6	2.3%	6	2.3%
Western Development Commission	14	0	0.0%	0	0.0%
Education and Skills					
Athlone Institute of Technology	613	19	3.1%	2	0.3%
Cork Institute of Technology	1,375	20	1.5%	20	1.4%
Dublin Institute of Technology	2,723	28	1.0%	28	1.0%
Dun Laoghaire Institute of Art, Design and Technology	435	7	1.6%	6	1.3%
Dundalk Institute of Technology	563	25	4.4%	24	4.2%
FÁS	2033	60	3.0%	65	3.0%
Further Education and Training Awards Council	35	0	0.0%	0	0.0%
Galway Mayo Institute of Technology	924	5	0.5%	4	0.4%
Higher Education and Training Awards Council	30	2	6.7%	2	6.3%
Institute of Technology Blanchardstown	256	7	2.7%	7	2.8%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Institute of Technology Carlow	595	14	2.4%	10	1.6%
Institute of Technology Sligo	466	10	2.1%	10	2.1%
Institute of Technology Tallaght	429	6	1.4%	7	1.6%
Institute of Technology Tralee	355	3	0.8%	3	0.8%
Léargas	40	1	2.5%	1	2.3%
Letterkenny Institute of Technology	408	13	3.2%	13	3.4%
Limerick Institute of Technology	500	16	3.2%	16	3.1%
National College of Art and Design	136	2	1.5%	2	1.4%
National Education Welfare Board	101	3	3.0%	3	2.9%
National Qualifications Authority of Ireland	27	1	3.7%	1	3.8%
Teaching Council	33	1	3.0%	1	3.0%
Tipperary Rural and Business Development Institute	124	0	0.0%	0	0.0%
Waterford Institute of Technology	919	17	1.8%	14	1.4%
Environment, Heritage and Local Government – Public Bodies					
Affordable Homes Partnership	16	0	0.0%	0	0.0%
An Bord Pleanála	168	6	3.6%	5	2.9%
An Comhairle Leabharlanna	17	0	0.0%	0	0.0%
Dublin Docklands Development Authority	25	0	0.0%	0	0.0%
Environmental Protection Agency	340	15	4.5%	15	4.4%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Heritage Council	14	1	7.1%	1	6.7%
Housing Finance Agency	11	0	0.0%	0	0.0%
Irish Water Safety Association	6	0	0.0%	0	0.0%
Limerick Northside & Southside Regeneration Projects	6	0	0.0%	0	0.0%
Local Government Computer Services Board	88	4	4.5%	4	4.4%
Local Government Management Services Board	30	5	16.0%	2	6.3%
National Building Agency	51.5	2	3.9%	3	5.1%
Private Residential Tenancies Board	38.3	0	0.0%	0	0.0%
Radiological Protection Institute of Ireland	50	2	4.0%	2	3.9%
Environment, Heritage and Local Government - Local Authorities					
Border, Midland & Western Regional Assembly	13	0	0.0%	0	0.0%
Carlow County Council	340	12	3.5%	15	3.7%
Cavan County Council	450	14	3.0%	15	3.2%
Clare County Council	865	42	4.9%	42	4.8%
Cork City Council	1,374	58	4.2%	57	4.1%
Cork County Council	2,623	86	3.3%	71	2.5%
Donegal County Council	1,046	34	3.3%	34	3.3%
Dublin City Council	6,618	140	2.1%	189	2.8%
Dun Laoghaire Rathdown County Council	1,221	52	4.2%	60	5.0%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Fingal County Council	1,607	75	4.7%	78	4.7%
Galway City Council	481	21	4.4%	23	4.5%
Galway County Council	996	34	3.4%	36	2.8%
Kerry County Council	1,418	64	4.5%	76	5.0%
Kildare County Council	1,050	46	4.4%	44	3.9%
Kilkenny County Council	596	26	4.4%	27	4.2%
Laois County Council	422	13	3.1%	14	3.2%
Leitrim County Council	311	14	4.5%	15	4.7%
Limerick City Council	536	14	2.6%	20	3.5%
Limerick County Council	752	28	3.7%	31	4.0%
Longford County Council	325	14	4.3%	14	3.7%
Louth County Council	739	45	6.1%	41	5.5%
Mayo County Council	1,312	76	5.8%	77	5.8%
Meath County Council	730	28	3.8%	27	3.4%
Monaghan County Council	432	17	3.9%	18	4.0%
North Tipperary County Council	564	18	3.2%	18	3.7%
Offaly County Council	465	16	3.4%	18	3.7%
Roscommon County Council	510	23	4.5%	26	4.7%
Sligo County Council	535	16	3.0%	17	3.1%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
South Dublin County Council	1,475	50	3.4%	48	3.1%
South Tipperary County Council	706	27	3.8%	27	3.6%
Southern and Eastern Regional Assembly	24	1	4.2%	1	4.2%
Waterford City Council	421	27	6.4%	28	6.6%
Waterford County Council	532	17	3.2%	18	3.2%
Westmeath County Council	515	19	3.7%	17	2.9%
Wexford County Council	939	44	4.7%	42	4.8%
Wicklow County Council	835	26	3.1%	34	3.9%
Finance					
National Treasury Management Agency	306	3	1.0%	2	1.2%
Finance - bodies staffed by civil servants					
An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta	3	0	0.0%	0	0.0%
An Coimisinéir Teanga	5	0	0.0%	0	0.0%
An Garda Síochána - Civilian HR Directorate	2,609	62	2.4%	54	2.0%
An Garda Síochána Inspectorate	5	0	0.0%	0	0.0%
Army Pensions Board	2	0	0.0%	0	0.0%
Central Statistics Office	880	44	5.0%	47	5.3%
Civil Defence Board	26	4	15.4%	4	14.3%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Commission for Public Service Appointments	8	0	0.0%	0	0.0%
Courts Service	1,048	32	3.1%	36	3.3%
Defence Forces Canteen Board	20	1	5.0%	2	10.5%
Equality Authority	36	2	5.6%	1	2.6%
Equality Tribunal	35	2	5.7%	5	15.6%
Irish Film Classification Office	8	0	0.0%	0	0.0%
Labour Relations Commission	47	1	2.1%	1	2.2%
Legal Aid Board	356	18	5.1%	18	4.5%
National Consumer Agency	45	2	4.4%	2	4.3%
National Council for Curriculum and Assessment	27	2	7.4%	2	5.6%
National Council for Special Education	109	5	4.6%	5	4.5%
National Property Services Regulatory Authority	10	1	10.0%	1	12.5%
Office of the Appeals Commissioners	5	0	0.0%	0	0.0%
Office of the Attorney General	123	4	3.3%	5	3.8%
Office of the Chief State Solicitor	241	11	4.6%	11	4.4%
Office of the Commissioners for Charitable Donations and Bequests in Ireland	6	0	0.0%	0	0.0%
Office of the Comptroller and Auditor General	152	4	2.6%	4	2.7%
Office of the Data Protection Commissioner	22	1	4.5%	1	4.5%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Office of the Director of Public Prosecutions	191	10	5.2%	9	4.6%
Office of the Houses of the Oireachtas	458	19	4.1%	19	4.0%
Office of the Ombudsman/Office of the Information Commissioner	99	5	5.1%	4	4.1%
Office of the Ombudsman for the Defence Forces	4	0	0.0%	0	0.0%
Office of the President	24.6	1	4.1%	1	4.0%
Office of Public Works	682	23	3.4%	22	3.1%
Office of the Refugee Applications Commissioner	144	8	5.6%	13	7.0%
Office of the Revenue Commissioners	6,534	199	3.0%	204	3.1%
Private Security Authority	36	1	2.8%	1	2.9%
Property Registration Authority	637	42	6.6%	46	6.8%
Public Appointments Service	115	6	5.2%	10	7.5%
Refugee Appeals Tribunal	75	5	6.7%	5	6.1%
State Examinations Commission	160	5	3.0%	5	2.9%
State Laboratory	93	1	1.1%	1	1.0%
Valuation Office/Valuation Tribunal	150	7	4.7%	8	5.2%
Health and Children					
Beaumont Hospital Board	3,285	107	3.3%	101	2.9%
Board of the Adelaide and Meath Hospital	2,853	68	2.4%	100	3.2%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Bord Altranais	42	1	2.4%	1	2.2%
Dental Council	5	0	0.0%	0	0.0%
Drug Treatment Centre Board	109	3	2.8%	2	1.6%
Dublin Dental Hospital Board	182	9	4.9%	9	4.2%
Food Safety Authority of Ireland	83	2	2.4%	2	2.3%
Health Information and Quality Authority	149	7	4.7%	6	4.4%
Health Insurance Authority	9	0	0.0%	0	0.0%
Health Research Board	70	1	1.4%	2	2.6%
Health Service Executive	68,948	801	1.2%	1,147	1.6%
Institute of Public Health in Ireland	24	1	4.2%	1	4.3%
Irish Blood Transfusion Service	633	13	2.1%	11	1.6%
Irish Medicines Board	273	10	3.7%	9	3.4%
Leopardstown Park Hospital Board	270	22	8.1%	23	8.3%
Medical Council	51	0	0.0%	0	0.0%
Mental Health Commission	43	2	4.7%	2	4.2%
National Cancer Registry Ireland	56	1	1.8%	1	1.8%
National Council for the Professional Development of Nursing and Midwifery	13	0	0.0%	0	0.0%
National Treatment Purchase Fund	47	2	4.3%	2	4.3%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Pharmaceutical Society of Ireland	28	0	0.0%	0	0.0%
Pre-Hospital Emergency Care Council	15	0	0.0%	0	0.0%
Safefood	33	0	0.0%	0	0.0%
St James's Hospital Board	4,561	159	3.5%	172	3.9%
Voluntary Health Insurance Board	985	42	4.3%	41	4.3%
Enterprise, Trade and Innovation					
Competition Authority	39	1	2.4%	1	1.9%
County and City Enterprise Boards (35 bodies)	135	4	3.0%	0	0.0%
Enterprise Ireland	744	28	3.8%	26	3.6%
Forfás	110	7	6.4%	5	4.2%
Health and Safety Authority	193	5	2.6%	2	1.0%
IDA Ireland	264	9	3.4%	9	3.4%
Injuries Board	74	0	0.0%	0	0.0%
InterTrade Ireland	43	1	2.3%	1	2.3%
Irish Auditing and Accounting Supervisory Authority	13	0	0.0%	0	0.0%
National Standards Authority of Ireland	175	7	4.0%	11	6.4%
Science Foundation Ireland	50	0	0.0%	0	0.0%
Shannon Development	126	6	4.8%	7	5.5%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Social Protection					
Citizens Information Board	99	7	7.1%	7	6.8%
Office of the Pensions Ombudsman	10	0	0.0%	0	0.0%
Pensions Board	39	1	2.6%	0	0.0%
Taoiseach					
Law Reform Commission	20	1	5.0%	1	4.0%
National Economic and Social Development Office	20	1	5.4%	1	4.2%
Tourism, Culture and Sport					
Arts Council	62	1	1.6%	0	0.0%
Chester Beatty Library	36	1	2.8%	1	2.6%
Crawford Art Gallery Cork	14	3	21.4%	4	25.0%
Fáilte Ireland	355	12	3.4%	15	4.2%
Irish Film Board	17	1	5.9%	1	5.9%
Irish Museum of Modern Art	67	2	3.0%	0	0.0%
Irish Sports Council	28	1	3.6%	1	3.1%
National Concert Hall	91	5	5.5%	5	5.4%
National Gallery of Ireland	122	3	2.5%	3	2.4%
National Library of Ireland	103	12	11.7%	11	10.2%
National Museum of Ireland	187	9	4.8%	10	5.3%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
National Sports Campus Development Authority	5	0	0.0%	0	0.0%
Tourism Ireland	44	2	4.5%	3	7.1%
Transport					
Bantry Bay Harbour Commissioners	2	0	0.0%	0	0.0%
Bus Átha Cliath	3,423	85	2.1%	80	2.2%
Bus Éireann	2,638	81	3.1%	59	2.3%
Commission for Aviation Regulation	15	0	0.0%	0	0.0%
Commission for Taxi Regulation	23	3	13.0%	1	4.3%
Córas Iompair Éireann	210	9	4.3%	9	4.1%
Dublin Airport Authority	2,259	50	2.2%	54	2.1%
Dublin Port Company	142	3	2.1%	8	5.1%
Dun Laoghaire Harbour Company	32	1	3.1%	1	2.4%
Galway Harbour Company	15	0	0.0%	0	0.0%
Iarnród Éireann	4,292	90	2.1%	102	2.3%
Irish Aviation Authority	702	22	3.1%	22	3.3%
Kinsale Harbour Commissioners	1	0	0.0%	0	0.0%
National Roads Authority	135	1	0.7%	2	1.3%
New Ross Port Company	4	0	0.0%		
Port of Cork Company	110	4	3.6%	4	3.5%

Public Bodies listed under relevant Departments (Note: Public bodies staffed by civil servants report to the Minister for Finance)	Total employment 2010	No. of employees with disabilities 2010	% of employees with disabilities 2010	No. of employees with disabilities 2009	% of employees with disabilities 2009
Port of Waterford Company	37	0	0.0%	0	0.0%
Railway Procurement Agency	291	6	2.1%	5	1.7%
Railway Safety Commission	13	0	0.0%	0	0.0%
Road Safety Authority	306	9	2.9%	8	2.6%
Shannon Foynes Port Company	46	4	8.7%	4	8.7%
Wicklow Port Company	3	0	0.0%	0	0.0%

Appendix C: Bodies which conducted a Staff Census for 2010 and response rates¹³

Government Departments	
Education and Skills	42%
Justice and Law Reform	69%
Public Bodies listed under parent Departments	
Agriculture, Fisheries and Food	
Bord Bia	79%
Bord Iascaigh Mhara	58%
Marine Institute	54%
National Milk Agency	100%
Veterinary Council of Ireland	100%
Communications, Energy and Natural Resources	
Broadcasting Authority of Ireland	79%
Commission for Energy Regulation	90%
Commission for Communications Regulation	98%
Digital Hub Development Agency	100%
National Oil Reserves Agency	100%
Sustainable Energy Authority of Ireland	92%
Community, Equality and Gaeltacht Affairs	
Foras na Gaeilge	98%
National Disability Authority	95%
Western Development Commission	86%

¹³ Only those public bodies securing at least a 30% response rate are included

Environment, Heritage and Local Government - Public Bodies	
An Bord Pleanála	51%
An Comhairle Leabharlanna	76%
Dublin Docklands Development Authority	88%
Heritage Council	100%
Housing Finance Agency	100%
Irish Water Safety Association	100%
Limerick NSRA	100%
Radiological Protection Institute of Ireland	70%
Environment, Heritage and Local Government - Local Authorities	
Border, Midland and Western Regional Assembly	100%
Carlow County Council	56%
Cork County Council	30%
Dun Laoghaire-Rathdown County Council	100%
Kilkenny County Council	94%
Finance - Civil Service	
Commission for Public Service Appointments	100%
Comhairle um Oideachas Gaeltachta & Gaelscolaíochta	100%
National Property Services Regulatory Authority	80%
Office of the Appeals Commissioners	100%
Office of the Attorney General	96%
Office of the Data Protection Commissioner	77%
Office of the Houses of the Oireachtas	57%
Office of the Refugee Applications Commissioner	60%
Private Security Authority	86%
Public Appointments Service	64%

Refugee Appeals Tribunal	67%
Health and Children	
Drug Treatment Centre Board	44%
Health Information and Quality Authority	38%
Health Insurance Authority	100%
Health Service Executive	56%
Leopardstown Park Hospital Board	94%
Medical Council	75%
Mental Health Commission	88%
National Cancer Registry Ireland	64%
National Council for the Professional Development of Nursing and Midwifery	100%
National Treatment Purchase Fund	85%
Voluntary Health Insurance Board	93%
Enterprise Trade and Innovation	
Competition Authority	100%
County and City Enterprise Boards	100%
Irish Auditing and Accounting Supervisory Authority	100%
Injuries Board	100%
InterTrade	100%
National Standards Authority of Ireland	86%
Science Foundation Ireland	54%
Shannon Development	93%
Taoiseach	
Law Reform Commission	100%
Tourism, Culture and Sport	
Arts Council	68%
Irish Film Board	100%

Irish Museum of Modern Art	100%
National Library of Ireland	93%
National Sports Campus Development Authority	100%
Transport	
Bantry Bay Harbour Commissioners	100%
Commission for Taxi Regulation	70%
Dublin Port Company	67%
National Roads Authority	74%
Railway Procurement Agency	97%
Railway Safety Commission	100%
Road Safety Authority	80%

Appendix D: Bodies which had a written policy on employment of people with disabilities or used a Code of Practice

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
- Communications, Energy & Natural Resources
- Community, Equality and Gaeltacht Affairs
- Defence
- Defence - Civilian Employees
- Education and Skills
- Enterprise, Trade and Innovation
- Environment, Heritage & Local Government
- Finance
- Foreign Affairs
- Health and Children
- Justice and Law Reform
- Social Protection
- Taoiseach
- Tourism, Culture and Sport
- Transport

Public Bodies listed under parent Departments

Agriculture, Fisheries and Food

- Bord Bia
- Bord Iascaigh Mhara
- Coillte
- Horse Racing Ireland
- Marine Institute
- Sea Fisheries Protection Authority
- Teagasc

Communications, Energy and Natural Resources

- An Post
- Bord Gáis
- Bord na Móna

- Commission for Communications Regulation
- Commission for Energy Regulation
- Digital Hub Development Agency
- Inland Fisheries Ireland
- Eirgrid Plc
- Electricity Supply Board
- Ordnance Survey Ireland
- Radio Telefís Éireann
- Sustainable Energy Ireland
- TG4

Community, Equality and Gaeltacht Affairs

- Family Support Agency
- Foras na Gaeilge
- National Disability Authority
- Údarás na Gaeltachta
- Ulster Scots Agency
- Waterways Ireland

Education and Skills

- Dundalk Institute of Technology
- FÁS
- 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

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
- Private Residential Tenancies 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 Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta
- 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
- Drug Treatment Centre Board
- Dublin Dental Hospital Board
- Food Safety Authority of Ireland
- Health Information and Quality Authority
- Health Research Board
- Health Service Executive
- Institute of Public Health in Ireland
- Irish Blood Transfusion Service
- Medical Council
- Mental Health Commission
- National Cancer Registry Ireland
- National Cancer Screening Service
- National Council for the Professional Development of Nursing and Midwifery
- National Treatment Purchase Fund
- Pharmaceutical Society of Ireland
- Pre-Hospital Emergency Care Council
- Safefood

Enterprise, Trade and Innovation

- Enterprise Ireland
- FÁS

- Forfás
- Health and Safety Authority
- IDA Ireland
- Injuries Board
- InterTrade Ireland
- National Standards Authority of Ireland
- Science Foundation Ireland
- Shannon Development

Justice and Law Reform

- National Disability Authority

Social Protection

- Citizens Information Board
- Office of the Pensions Ombudsman
- Pensions Board

Taoiseach

- Law Reform Commission
- National Economic and Social Development Office

Tourism, Culture and Sports

- Chester Beatty Library
- Crawford Art Gallery Cork
- Fáilte Ireland
- Irish Film Board
- Irish Museum of Modern Art
- National Concert Hall
- National Gallery of Ireland
- National Library of Ireland
- National Museum of Ireland
- Tourism Ireland

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