Report on Compliance with Part 5 of the Disability Act 2005 for 2013

Contents

[Executive Summary 3](#_Toc399840753)

[Main findings for 2013 4](#_Toc399840754)

[1.1 Overall findings – 3% target exceeded for third successive year 4](#_Toc399840755)

[1.2 Analysis by type of public sector body 5](#_Toc399840756)

[Commercial Bodies 5](#_Toc399840757)

[Government Departments 6](#_Toc399840758)

[Local Government 6](#_Toc399840759)

[Non Commercial Bodies 6](#_Toc399840760)

[Public Bodies Staffed by Civil Servants (PBCS) 6](#_Toc399840761)

[Summary 7](#_Toc399840762)

[1.3 Analysis by size of public sector body 8](#_Toc399840763)

[Small public bodies (less than 50 staff) 9](#_Toc399840764)

[Public bodies with between 50 and 99 staff 9](#_Toc399840765)

[Public bodies with between 100 and 499 staff 9](#_Toc399840766)

[Public bodies with between 500 and 999 staff 9](#_Toc399840767)

[Public bodies with between 1,000 and 4,999 staff 9](#_Toc399840768)

[Public bodies with over 5,000 staff 10](#_Toc399840769)

[2. The Monitoring process 11](#_Toc399840770)

[Errata – changes after publishing date 12](#_Toc399840771)

[3. Understanding the changes 12](#_Toc399840772)

[3.1 Changes by sector type 12](#_Toc399840773)

[3.2 Changes by size of body 13](#_Toc399840774)

[3.3 Highest changes of employees with a reported disability 14](#_Toc399840775)

[4. The way forward 15](#_Toc399840776)

[4.1 Review of 2012 recommendations 15](#_Toc399840777)

[Building the 3% target into workforce planning 15](#_Toc399840778)

[Draw on successful experience 16](#_Toc399840779)

[More effective monitoring 16](#_Toc399840780)

[4.2 The bigger picture 17](#_Toc399840781)

[4.3 Proposed changes to process for future years 19](#_Toc399840782)

[Appendix A – Government Department data on 3% employment target 20](#_Toc399840783)

[Appendix B – Other public bodies 21](#_Toc399840784)

[Appendix C – Staff census response rates 2013 and response rates 29](#_Toc399840785)

# Executive Summary

For the third successive year, the proportion of staff with disabilities reported for the public service for 2013 exceeded the 3% target set out in the Disability Act 2005. The number of recorded employees with disabilities for 2013 is 6,464, down 147 from 6,611 in 2012. The overall number of employees in the public sector for 2013 is 192,575 , down 5,013 from 197,588 in 2012.

Six bodies reported increases of more than 15 in the number of people with disabilities employed. The bodies are An Post (+41), Dublin Airport Authority (+40), Property Registration Authority (+28), Radió Telefís Éireann (+19), Cork IT (+24) and St James’s Hospital (+23)

Two particular public bodies reported substantial reductions in the number of employees with disabilities for 2013.

Dublin City Council reported a reduction of 126 employees with disabilities. The percentage of employees with disabilities reduced from 5% to 3%. This appears to relate to a change in the method of counting employees with disabilities. More details are provided in Section 3 of this report.

The Health Services Executive reported a substantial reduction of 177 employees with disabilities for 2013. Given the size of the organisation and the reduction in overall HSE employees, there was a slight percentage decrease – from 2.2% to 2.0%. The HSE stated that that there were a high number of leavers from the database of employees with disabilities in the past calendar year.

Compliance with reporting deadlines by departmental monitoring committees was generally good for 2013.

As the economic environment improves, the importance of proactive planning around future recruitment of people with disabilities increases. Given the statutory disability employment target, we advise that such proactive planning needs to be a key issue for the Department of Public Expenditure and Reform, which has overall responsibility for public sector numbers. Individual public bodies, particularly commercial bodies with autonomy over their staffing levels and recruitment should improve their focus on this area.

# Main Findings for 2013

## 1.1 Overall findings – 3% target exceeded for third successive year

The proportion of staff with disabilities reported for the public service exceeded the 3% target for the third successive year. There was a decrease in the number of employees with disabilities, and in the overall number of employees. The number of recorded employees with disabilities for 2013 is 6,464, down 147 from 6,611 in 2012. The overall number of employees for 2013 is 192,575 , down 5,013 from 197,588 in 2012. The percentage of recorded employees with disabilities is 3.4% for 2013 a slight increase from the 2012 figure of 3.3%.

Table1: Progress towards 3% Target, 2007-2013

|  | Total staff | Recorded no. of staff with disabilities | % of total staff |
| --- | --- | --- | --- |
| 2007 | 238,833 | 5,879 | 2.5% |
| 2008 | 229,000 | 6,083 | 2.7% |
| 2009 | 219,653 | 6,380 | 2.9% |
| 2010 | 210,249 | 5,748 | 2.7% |
| 2011 | 205,067 | 6,171 | 3.1% |
| 2012 | 197,588 | 6,611 | 3.3% |
| **2013** | **192,575** | **6,464** | **3.4%** |

This is the third year in a row that the overall 3% target has been exceeded. The achievement of the target first recorded in 2011 is being sustained. The most likely explanation for the small drop in the overall number of employees with disabilities is the retirement of many older staff. Targeted recruitment of people with disabilities to the civil service started in 1977 with special competitions. Many of these staff will now be at or approaching retirement age and may be taking advantage of the current incentives for early retirement.

The overall result of 3.4% is heavily weighted by the Health Services Executive (HSE), which accounts for close to one in three public sector staff. If the HSE was excluded from the analysis, the result for the remainder of the public sector would be 3.9% for both 2013 and 2012.

For the purpose of this report actual numbers of employees in public bodies required to meet the target are used, not the Whole Time Equivalents. 273 bodies submitted employment figures for 2013, with four new bodies reporting for the first time. The data for the 273 bodies is returned in 239 data sets, as the 35 individual County and City Enterprise Boards submit one collective return. These boards were dissolved on 15th April 2014, and the staff have transferred to local authorities or Enterprise Ireland. The enterprise boards will therefore not be included in future reports. Under the Department of Children and Youth Affairs, Oberstown Boys, Oberstown Girls and Trinity House School have now been consolidated into Oberstown Children Detention Campus. The Dept of Communications, Energy and National Resources reported that the National Oil Reserves Agency (NORA) is exempt from the Disability Act reporting.

Of the 239 data sets reported, 152 bodies (55.7%) exceeded the 3% target and 87 bodies did not reach the target.

## 1.2 Analysis by type of public sector body

The 2013 data has been categorised into the same five types of public bodies used in previous years:

* commercial bodies,
* government departments,
* local government bodies,
* non-commercial public bodies and
* public bodies staffed by civil servants.

In 2013, the reported overall number of employees in the public sector decreased by 5,013. The total number of employees in public bodies staffed by civil servants showed an increase of 568 employees. The commercial sector also increased by 195 people. The remaining categories of bodies showed decreases in the total number of employees. In terms of employees with disabilities the 2013 figures reveal a loss of 147 employees in this category compared to 2012 figures.

The figures from each type of public body are outlined below and illustrated on Table 2.

### Commercial Bodies

The commercial bodies sector includes the state’s transport and energy companies and in 2013 accounted for 18.5% of the public sector workforce. In 2012, the commercial bodies reported that they employed 35,329 people, which included 1,460 (4.1%) staff with disabilities. The 2013 data for this sector reveals an increase of the overall number of employees by 195 to 35,524 and the number of employees reported as having disabilities increased by 78 to 1,538 (**4.3%**). In this sector 67.7% of bodies achieved the target, which is an increase of 5.6% from the 2012 figure of 62.1%.

### Government Departments

Government departments account for about one in ten public sector employees. In 2013, the 17 Government departments employed 20,119 people, including 877 (**4.4%**) people reported to have a disability. This is a slight increase from the 2012 figure of 4.3%. All 17 departments exceeded the 3% target for the second year in a row. The Department of Children and Youth Affairs reported the highest percentage of 6.7%.

### Local Government

The local government sector accounts for just under 16% of the public sector workforce and includes city and county councils and other local authority bodies. In total 30,468 people were employed in the local government sector in 2013. This includes a reported 1,223 (4.0%) people with disabilities. This is a decrease of 123 people from the 2012 figures of 1,346 (**4.3%**) of staff with a disability. 75.6% of local government bodies achieved the target, down from 81% in 2013.

### Non Commercial Bodies

This is the largest sector in the public service and accounts for nearly half of the public sector workforce. It contains the largest employer in the public sector, the Health Service Executive (HSE). Other health bodies, the Institutes of Technology, cultural bodies like the National Concert Hall and advisory bodies such as Food Safety Authority of Ireland are in this sector also. In 2013 this sector employed 91,939 people of whom 2,339 (**2.5%**) were reported as having a disability. This is the only sector that failed to reach the 3% target in 2013. The reported overall employment figures for the non-commercial sector reduced by 4,670 since 2012. The number of staff reported as having a disability fell by 142 from 2,481 in 2012. 39.4% of public bodies in this sector reached the 3% target in 2013. This is a decrease from the 2012 figure of 44%.

### Public Bodies Staffed by Civil Servants (PBCS)

These constitute about 7.5% of the public sector workforce. This sector includes bodies whose staff are classified as civil servants such as An Bord Pleanála, Revenue Commissioners, Central Statistics Office and National Council for Special Education. In 2013, this sector employed 14,525 people of whom 487 (3.4%) were reported as people with disabilities. This is an increase from the 2012 figure when there were 13,957 employees of which 451 (3.2%) were reported as having a disability. 61.7% of these agencies reached the employment target in 2013, compared to 65.2% in 2012.

### Summary

The numbers of employees with disabilities in the local government and non-commercial categories both showed falls of 123 and 142 respectively. Most of these falls related to Dublin City Council and Health Services Executive. All other sectors showed an increase in staff with disabilities. These falls are in the context of reductions in the overall numbers employed in those categories.

In summary, the 2013 data shows an overall reduction of 147 staff reported as having a disability, while still achieving the overall target at 3.4%. It also shows a decrease in the total staff employed in the public sector of 5,013. This continues the pattern of decreases seen in previous years. As a result, the overall percentage of people with disabilities has remained over the target for the third year in a row. Over 50% of agencies reached the target this year.

Table 2: Data by type of public body 2012, 2013

| Type of public sector body | Total staff | No. of staff with disabilities | % staff with disabilities | % of total work-force | % achieving target |
| --- | --- | --- | --- | --- | --- |
| Commercial 2013 | 35,524 | 1,538 | 4.3% | 18.5% | 67.7% |
| Commercial 2012 | 35,329 | 1,460 | 4.1% | 17.9% | 62.1% |
| Change 2012/13 | +195 | +78 | +0.2% | +.06% | 5.6% |
|  |  |  |  |  |  |
| Gov Dept. 2013 | 20,119 | 877 | 4.4% | 10.5% | 100.0% |
| Gov Dept. 2012 | 20,384 | 873 | 4.3% | 10.3% | 100.0% |
| Change 2012/13 | -265 | +4 | +0.1% | +.02% | - |
|  |  |  |  |  |  |
| Local Gov 2013 | 30,468 | 1,223 | 4.0% | 15.8% | 75.6% |
| Local Gov 2012 | 31,309 | 1,346 | 4.3% | 15.8% | 81.1% |
| Change 2012/13 | -841 | -123 | -0.3% | - | -5.5% |
|  |  |  |  |  |  |
| Non-comm. 2013 | 91,939 | 2,339 | 2.5% | 47.7% | 39.4 |
| Non-comm.2012 | 96,609 | 2,481 | 2.6% | 48.9% | 44.0% |
| Change 2012/13 | -4670 | -142 | -0.1% | -1.2% | +4.6% |
|  |  |  |  |  |  |
| PBCS 2013 | 14,525 | 487 | 3.4% | 7.5% | 61.7% |
| PBCS 2012 | 13, 957 | 451 | 3.2% | 7.1% | 65.2% |
| Change 2012/13 | +568 | +36 | +0.2% | +0.4% | -3.5% |
|  |  |  |  |  |  |
| Totals 2013 | 192,575 | 6,464 | 3.4% | 100% | 55.7 |
| Totals 2012 | 197,588 | 6,611 | 3.3% | 100% | 58.1% |
| Change 2012/13 | -5013 | -147 | +.1%- |  | -2.4 |

## 1.3 Analysis by size of public sector body

Similar to previous years, just under half of public sector employees are employed in the largest organisations, the 5,000+ category. This is the only size category that failed to reach the 3% target where 2.8% of employees in this category were reported to have disabilities.

The individual size categories are described below and the information is displayed on Table 3.

### Small public bodies (less than 50 staff)

There were 113 public bodes in this category for 2013. This includes the 35 individual County and City Enterprise Boards with an average of 3 staff each. This is an increase of 4 from the 2012 figures. The 2013 data reveals that 1,645 staff work in public bodies in this category and 62 (3.8%) staff were reported to have a disability. This is a decrease of 4 from the 2012 figure of 66 (4.1%), despite a small increase in the number of employees in this category.

This category accounts for 1% of the overall public sector workforce.

### Public bodies with between 50 and 99 staff

In 2013 there were 24 public bodies in this category, 3 less than in 2012. There was a reduction of 254 employees in this category, from 2,090 in 2012 to 1,836 in 2013. However, the number of employees declaring a disability remained at the 2012 figure of 72. This results in an increase in the percentage of staff with a disability in this category of 0.5%, up from 3.4% to 3.9%.

This category constitutes 1% of the overall public sector workforce.

### Public bodies with between 100 and 499 staff

There were 72 public bodies in this category in 2013, up 1 from the 2012 figure. There was an increase in the overall number of staff in this category of 426 but a decrease in the number of employees declaring a disability of 19 (from 800 to 781). The percentage of staff with a disability remained above the target at 4.1%.

This category accounts for just below 10% of the overall public sector workforce in 2013.

### Public bodies with between 500 and 999 staff

This category makes up 11% of the public sector workforce. One additional public body reported in this category in 2013, bringing the number of bodies to 31. This category reported increases in both the number of staff (up 257 to 21,453) and the number of staff with a disability (up 45 to 881). The percentage of staff with a disability increased to 4.1%.

### Public bodies with between 1,000 and 4,999 staff

31% of public sector staff are employees in 27 public bodies with between 1,000 and 4,999 staff. This category reported a decrease in the number of staff (down by 530 to 53,683) and an increase with the number of staff with a disability (up 109 to 2,020). The percentage of staff with a disability increased to 3.8%.

### Public bodies with over 5,000 staff

There are just 6 large bodies in the 5000+ category, with just under half of all public sector staff employed in this category. The public bodies are:

* Department of Social Protection
* Revenue Commissioners
* Health Service Executive
* Dublin City Council
* An Post
* Electricity Supply Board

41% of public sector staff with reported disabilities are employees in this category for 2013. Overall employee numbers in this category decreased by 4,935 to 95,068 in 2013 with a decrease in number of staff with a disability, down 278 to 2,648. This resulted in a percentage of staff with a disability down from 2.9% in 2012 to 2.8% in 2013.

Table 3: Data by size of public body, changes 2013-12

| No. of Staff | Year | No. of Public Bodies | Total Staff | No. of staff with disabilities | % staff with disabilities | % of workforce | % workforce with disabilities |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 – 49 | 2013 | 113 | 1,645 | 62 | 3.8% | 0.9% | 1.0% |
|  | 2012 | 109 | 1,620 | 66 | 4.1% | 0.8% | 1.0% |
| **Change 12/13** |  | 4 | +25 | -4 | -0.3% | +0.1% | - |
| 50-99 | 2013 | 24 | 1,836 | 72 | 3.9% | 1.0% | 1.1% |
|  | 2012 | 27 | 2,090 | 72 | 3.4% | 1.0% | 1.1% |
| **Change 12/13** |  | -3 | -254 | - | +0.5% | - | - |
| **100-499** | 2013 | 72 | 18,891 | 781 | 4.1% | 9.8% | 12.1% |
|  | 2012 | 71 | 18,465 | 800 | 4.3% | 9.4% | 12.1% |
| **Change 12/13** |  | +1 | +426 | -19 | -0.2% | +0.4% | - |
| **500-999** | 2013 | 31 | 21,453 | 881 | 4.1% | 11.1% | 13.6% |
|  | 2012 | 30 | 21,196 | 836 | 3.9% | 10.7% | 12.6% |
| **Change 12/13** |  | +1 | +257 | +45 | +0.2% | +0.4% | +1 |
| **1000-4,999** | 2013 | 27 | 53,683 | 2,020 | 3.8% | 27.9% | 31.3% |
|  | 2012 | 27 | 54,213 | 1,911 | 3.5% | 27.4% | 28.9% |
| **Change 12/13** |  | - | -530 | +109 | +0.3% | +0.5% | +2.4% |
| **5,000 +** | 2013 | 6 | 95,068 | 2,648 | 2.8% | 49.4 % | 41.0% |
|  | 2012 | 6 | 100,003 | 2,926 | 2.9% | 50.6% | 44.3% |
| **Change 12/13** |  | - | -4,935 | -278 | -0.1% | -1.2 | -3.3 |
| **Total 2013** | 2013 | 273 | 192,575 | 6,464 | 3.4% | 100% | 100% |
| **Total 2012** | 2012 | 270 | 197,588 | 6,611 | 3.3% | 100% | 100% |
| **Change 12/13** |  | +3 | -5,013 | -147 | +.01- | - | - |

# 2. The Monitoring Process

## 2.1 Reporting deadlines

This is the eighth year of monitoring of employment in the public sector by the National Disability Authority. The statutory provisions for reporting were included in Part 5 of the Disability Act 2005, and the first report was produced to cover public sector employment for 2006. A number of technical improvements to the format of data tables supplied were implemented in 2014 which facilitated the processing of the data.

In 2014, most Government departments submitted their returns by the statutory deadline of 30th June. The returns from the Department of Public Expenditure and Reform were provided on 2nd July 2014. These returns include employment in all Government departments and public bodies staffed by civil servants.

The returns from the Department of the Environment, Community and Local Government were submitted provisionally on 18th July 2014, and final confirmation was received on 5th September 2014. We received a late amendment to their original overall figure for employment from Dublin Institute of Technology, which has now been incorporated into the text and the analysis. All returns are required to enable validation of data and full analysis by the National Disability Authority. A number of other improvements to the monitoring process were implemented for the 2013 return.

## 2.2 Errata – changes after publishing date

From time to time, the National Disability Authority is notified of errors in data previously submitted. Where such changes do not have material impact on the overall percentage of people with disabilities in the public sector of more than +0.1% or -0.1%, it is suggested for the future that while the data for the individual public body would be changed, the detailed text of future reports would not be reworked to reflect the revised information.

# 3. Understanding the Changes

In 2013, the general moratorium on recruitment remained in place across most of the public sector, with only limited recruitment sanctioned. Earlier retirement has also been encouraged as part of the programme to reduce the size of the public service.

## 3.1 Changes by sector type

There was little movement of the overall percentage of people with disabilities employed in the public sector between 2012 and 2013.

Examining the figures in terms of the type of public sector body shows decreases in the number of people with disabilities employed in the Local Government (123 people) and Non-Commercial (142 people) sectors. The remaining sectors had small increases in staff numbers with disabilities. In terms of the overall numbers employed, the Local Government sector showed the largest percentage decrease (-0.3%) while the Commercial and PBCS sectors showed a slight increase (0.2%).

In the Local Government sector, Dublin City Council reported a reduction of 126 employees with disabilities. The percentage of employees with disabilities reduced from 5% to 3%. The total number employed at Dublin City Council reduced by 203 in the same year. Many other bodies in this sector reported small changes in the employment of people with disabilities, however, a decrease of 2% in one of the larger public bodies is a concern.

Dublin City Council clarified that this change related to a change in the approach to counting employees with disabilities. The Monitoring Committee secretary reported that:

“Every year Dublin City Council carries out a disability staff census. The figures that are returned are used to complete the Disability return. In past years where these figures alone have not resulted in reaching the 3% target, they would add to these figures listings of staff that they have in the Equality Office who they know to have a disability but did not declare it in their disability return. For the 2013 return they reached the 3% target figure without having to add in these staff. This is the reason for the change in the figures.”

The National Disability Authority would recommend a consistent approach to data collection to ensure figures that are returned for analysis can be compared to previous years.

In the Non-Commercial sector, the HSE reported a substantial reduction of 177 employees with disabilities. Given the size of the organisation and the reduction in overall HSE employees, there was a slight percentage decrease – from 2.2% to 2.0%. However, the reduction in overall number of employees with disabilities in the largest employer in the state is a concern. The HSE did not provide any particular explaining for this reduction, beyond the statement that “there were a high number of leavers from the database in the past calendar year”. The National Disability Authority will be requesting further information from the HSE under the statutory process of Section 49 of the Disability Act.

Both Dublin City Council and the Health Service Executive participated in the National Disability Authority’s Programme of Specific Guidance over recent years.

## 3.2 Changes by size of body

The 500-999 and 1,000 to 4,999 categories had an increase in the number of staff with disabilities. The highest decrease was in the 5,000+ category where there was a reported loss of 278 people with disabilities. There are six agencies in this cohort including Electricity Supply Board, An Post, Dublin City Council, Health Service Executive, Revenue Commissioners and the Department of Social Protection. Each agency in this group had a reduction in overall staff numbers, with a total reduction of 4,935 across this category. In terms of employees with a reported disability four of the six agencies reported losses here (Health Service Executive, Revenue Commissioners, Dublin City Council and Electricity Supply Board); one stayed the same (Department of Social Protection) and one increased staff numbers with disabilities (An Post). This information is displayed on Table 4.

Table 4: Reported changes 2012-2013 in Public Bodies employing more than 5,000 staff

| Name of Body | Year | Total staff | Recorded no. of staff with disabilities | % of staff with disabilities |
| --- | --- | --- | --- | --- |
| Health Service Executive | 2013 | 61,458 | 1,236 | 2.0% |
|  | 2012 | 65,687 | 1,413 | 2.2% |
| Change 2012/13 |  | -4,229 | -177 | -0.2% |
| An Post | 2013 | 9,094 | 473 | 5.2% |
|  | 2012 | 9,288 | 432 | 4.7% |
| Change 2012/13 |  | -194 | +41 | +0.5% |
| Department of Social Protection | 2013 | 6,987 | 315 | 4.5% |
|  | 2012 | 7,148 | 315 | 4.4% |
| Change 2012/13 |  | -161 | - | -0.1% |
| Office of the Revenue Commissioners | 2013 | 6,141 | 160 | 2.6% |
|  | 2012 | 6,175 | 163 | 2.6% |
| Change 2012/13 |  | -34 | -3 | - |
| Dublin City Council | 2013 | 5,899 | 178 | 3.0% |
|  | 2012 | 6,102 | 304 | 5.0% |
| Change 2012/13 |  | -203 | -126 | -2.0% |
| Electricity Supply Board | 2013 | 5,489 | 286 | 5.2% |
|  | 2012 | 5,603 | 299 | 5.3% |
| Change 2012/13 |  | -114 | -13 | -0.1% |
| Totals 2013 |  | 95,068 | 2,648 | 2.8% |
| Totals 2012 |  | 100,003 | 2,926 | 2.9% |
| Change 2012/13 |  | **-4,935** | **-278** | **-0.1%** |

## 3.3 Highest changes of employees with a reported disability

Six bodies reported increases of more than 15 in the number of people with disabilities employed. The bodies are An Post (+41), Dublin Airport Authority (+40), the Property Registration Authority (+28), Radió Telefís Éireann (+19), Cork IT (+24) and St James’s Hospital (+23).

An Post reported details of an extensive programme operating across the organisation. They have a Disability Steering Committee in place. They operate in partnership with trade unions, the National Disability Authority, the Equality Authority, National Institute for Intellectual Disability at Trinity College, See Change and others.

Four public bodies reported decreases of more than 15 in the number of people with disabilities employed. They are the Health Service Executive (-177), Dublin City Council (-126), EirGrid Plc (-26) and the Department of Justice and Equality (-16). The HSE remains under the 3% target, with the other three bodies holding above the 3%, despite these reductions.

# 4. The Way Forward

## 4.1 Review of 2012 recommendations

The 2012 Report on Compliance with Part 5 of the Disability Act 2005 set out key actions to be taken by public bodies to meet and exceed the 3% target for employment of people with disabilities in the public sector:

* Building the 3% target into workforce planning
* Draw on successful experience
* More effective monitoring

### Building the 3% target into workforce planning

There is little evidence available from the qualitative part of annual submissions to indicate that the 3% target is being built into workforce planning in the public sector. When asked to indicate the measures taken to comply with this provision, just one public body referred to a long-standing overall HR policy around diversity and equality. In the quantitative section of the annual submissions, when asked if the body is subject to a code of practice on employment of people with disabilities, over 69% of bodies responded positively. Many public bodies referred to the Code of Practice for the Employment of People with Disabilities in the Irish Civil Service, while others had a specific in-house policy. However, there are few indications that the 3% target forms a central part of workforce planning in public bodies.

The National Disability Authority recognises that the public sector embargo has created a difficult climate for many public bodies to engage in proactive planning around future recruitment of people with disabilities. Given the improving economy and the statutory provisions that set a disability employment target, we advise that such proactive planning needs to be a key issue for the Department of Public Expenditure and Reform, which has overall responsibility for public sector numbers. It is also an issue individual public bodies need to consider, especially those bodies with autonomy over their staffing levels and recruitment.

### Draw on successful experience

The 2012 report noted the importance of learning from successes in other organisations. It set out useful elements of a proactive approach to increasing the numbers of people with disabilities employed in the public sector:

* Providing leadership from the top on disability employment
* Planning for a positive disability work culture
* Supporting current employees to remain in work – both those staff who now have a disability, and those who may experience onset of a disability in the future
* Reviewing personnel policies and practices to ensure they give effect to the legal obligations to “promote and support the employment of people with disabilities” (Disability Act) as well as obligations under the Employment Equality Acts
* Planning for an accessible work environment, including by conducting access audits of premises
* Learning from good practice in the public sector, through liaison with sister bodies that have achieved success, and though linking in to the relevant public service networks.

Many public bodies reported progress on several of these elements in their submissions.

### More effective monitoring

The National Disability Authority made three main recommendations in the 2012 report about changes to future monitoring processes:

* Ensuring comprehensive and reliable data
* Compliance with statutory deadlines
* Handover processes

The monitoring process continues to provide comprehensive and reliable data about employment of people with disabilities in the public sector. Employment data will now be published in an ‘Open Data’ format for the first time to facilitate broader use of the data.

Compliance with statutory deadlines was generally good for the 2013 report. Just one Department – Department of Environment, Community and Local Government – was materially late. The nature of queries from public bodies during collation and review of the submissions for the 2013 report and the missed deadline in one department suggests that handovers to new staff working on the statutory returns continue to be an issue.

## 4.2 The bigger picture

Having seen substantial reductions in employment of people with disabilities in two key public bodies, the National Disability Authority requested additional data from the Central Statistics Office on the age profile of people with disabilities in the public sector from Census 2011. While the definitions of disability used in the Census and the Part 5 processes are not identical, we would not expect that differences in definition would have a significant impact on this analysis.

The information is displayed on Table 5 and illustrates two key points;

Firstly, the age profile across all sectors shows that the number of employees in the 60-64 year category of 2,410 is less that the number of staff in the immediately younger five-year age bands. This suggests that older staff with disabilities have retired early. It also indicates that there are substantial numbers of staff with disabilities due to reach retirement age over the coming 5-10 years.

Secondly, a by-sector analysis shows that numbers of staff with disabilities in three key sectors in the 40-60 age groups are higher than in other age groups. The three sectors are

* Hospital activities
* All other public administration (those employees who pay social security as public servants)
* Residential care and social work activities

This would suggest that retirements of staff with disabilities in these sectors in the next 10-20 years will be substantial. Given that these sectors include some of the major employers (HSE, Civil Service, local authorities), this is a concern. This information is displayed on Figure 1.

### Figure 1: Sectors with high numbers of employees with disabilities , Census 2011

Source: Central Statistics Office special run

Table 5: Persons aged 15 years and over at work, with a disability, classified by detailed industrial group and age group, Census 2011

| Sector | 15-24 years | 25-29 years | 30-34 years | 35-39 years | 40-44 years | 45-49 years | 50-54 years | 55-59 years | 60-64 years |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All other public administration | 57 | 317 | 609 | 805 | 887 | 1,080 | 1,122 | 986 | 581 |
| Pre-primary education | 146 | 153 | 144 | 125 | 134 | 141 | 113 | 71 | 42 |
| Primary education | 90 | 206 | 299 | 235 | 265 | 307 | 357 | 302 | 174 |
| Secondary education | 94 | 178 | 262 | 218 | 276 | 300 | 351 | 321 | 176 |
| Higher education | 76 | 136 | 235 | 329 | 287 | 290 | 286 | 247 | 168 |
| Adult and other education n.e.c. | 154 | 194 | 263 | 312 | 315 | 307 | 331 | 315 | 240 |
| Hospital activities | 104 | 368 | 562 | 645 | 633 | 690 | 727 | 539 | 335 |
| Other human health activities | 21 | 54 | 85 | 59 | 70 | 83 | 107 | 83 | 50 |
| Residential care and social work | 290 | 576 | 758 | 916 | 854 | 1046 | 980 | 937 | 644 |
| Total | 1,032 | 2,182 | 3,217 | 3,644 | 3,721 | 4,244 | 4,374 | 3,801 | 2,410 |

Source: Central Statistics Office special run

## 4.3 Improving the quality of information supplied

The National Disability Authority advises on a number of changes which could be implemented in future years which could improve accuracy of returns and simplify the monitoring process and the data analysis.

* All public bodies to report their data on a consistent way with the previous year
* Explanations to be provided to the National Disability Authority with the data returns to explain any significant movements in the recorded number of staff with disabilities, for example where the numbers went up or down by ten or more
* Distinguish between ongoing activities to promote and support the employment of people with disabilities, and ones that took place in the current year
* Ensure that qualitative responses distinguish between ongoing policies and particular actions or activities that took place within the calendar year.

# Appendix A – Government Department data on 3% employment target

| **Department Name** | **Total No. Employees**  **2013** | **No. Employees with disabilities 2013** | **% People with disabilities 2013** | **No. Employees with disabilities 2012** | **% People with disabilities 2012** |
| --- | --- | --- | --- | --- | --- |
| Department of Agriculture, Food & the Marine | 3,317 | 117 | 3.5% | 114 | 3.3% |
| Department of Arts, Heritage & the Gaeltacht | 566 | 19 | 3.4% | 18 | 3.2% |
| Department of Children & Youth Affairs | 150 | 10 | 6.7% | 8 | 5.8% |
| Department of Communications, Energy & Natural Resources | 267 | 11 | 4.1% | 12 | 4.5% |
| Department of Defence | 350 | 16 | 4.6% | 14 | 4.0% |
| Department of Defence - Civilian Employees | 533 | 30 | 5.6% | 31 | 5.3% |
| Department of Education & Skills | 1,288 | 43 | 3.3% | 43 | 3.6% |
| Department of Environment, Community & Local Government | 784 | 36 | 4.6% | 33 | 4.0% |
| Department of Finance | 307 | 14 | 4.6% | 11 | 3.3% |
| Department of Foreign Affairs & Trade | 1,443 | 54 | 3.7% | 51 | 3.5% |
| Department of Health | 374 | 14 | 3.7% | 14 | 3.7% |
| Department of Jobs, Enterprise & Innovation | 783 | 47 | 6.0% | 49 | 6.1% |
| Department of Justice & Equality | 1,796 | 95 | 5.3% | 111 | 6.1% |
| Department of Public Expenditure & Reform | 507 | 22 | 4.3% | 15 | 4.1% |
| Department of Social Protection | 6,987 | 315 | 4.5% | 315 | 4.4% |
| Department of the Taoiseach | 192 | 11 | 5.7% | 11 | 5.2% |
| Department of Transport, Tourism & Sport | 475 | 23 | 4.8% | 23 | 4.7% |
| **Grand Total** | **20,119** | **877** | **4.4%** | **873** | **4.3%** |

# Appendix B – Other public bodies

Note: Public bodies staffed by civil servants report to the Minister for Public Enterprise and Reform

| Public Bodies listed under relevant Departments | Total employment 2013 | No. of employees with disabilities  2013 | % of employees with disabilities  2013 | No. of employees with disabilities 2012 | % of employees with disabilities 2012 |
| --- | --- | --- | --- | --- | --- |
| **Department of Arts, Heritage & the Gaeltacht** | | | | | |
| Arts Council | 44 | 1 | 2.3% | 1 | 2.0% |
| Chester Beatty Library | 30 | 1 | 3.3% | 1 | 3.2% |
| Foras na Gaelige | 60 | 0 | 0.0% | 0 | 0.0% |
| Heritage Council | 14 | 1 | 7.1% | 1 | 6.7% |
| Irish Film Board | 17 | 1 | 5.9% | 1 | 5.9% |
| Irish Museum of Modern Art (IMMA) | 67 | 3 | 4.5% | 2 | 3.0% |
| National Concert Hall | 89 | 5 | 5.6% | 5 | 5.5% |
| National Gallery of Ireland | 108 | 3 | 2.8% | 3 | 2.7% |
| National Library of Ireland | 96 | 9 | 9.4% | 9 | 9.2% |
| National Museum of Ireland | 157 | 10 | 6.4% | 9 | 5.1% |
| Údaras na Gaeltacht | 81 | 4 | 4.9% | 4 | 4.7% |
| Waterways Ireland | 239 | 9 | 3.8% | 9 | 3.6% |
| Crawford Art Gallery | 18 | 3 | 16.7% | 3 | 16.7% |
| Ulster-Scots Agency | 17 | 0 | 0.0% | 0 | 0.0% |
| **Department of Children & Youth Affairs** | | | | | |
| Family Support Agency | 13 | 0 | 0.0% | 0 | 0.0% |
| National Educational Welfare Board | 91 | 3 | 3.3% | 3 | 3.3% |
| Oberstown Boys School |  |  | 0.0% | 0 | 0.0% |
| Oberstown Girls School |  |  | 0.0% | 0 | 0.0% |
| Trinity House School |  |  | 0.0% | 2 | 2.1% |
| Oberstown Children Detention Camps | 202 | 0 | 0.0% | 0 | 0.0% |
| **Department of Communications, Energy & Natural Resources** | | | | | |
| An Post | 9,094 | 473 | 5.2% | 432 | 4.7% |
| Bord Gais Eireann | 1,073 | 36 | 3.4% | 39 | 3.6% |
| Bord na Mona | 1,817 | 65 | 3.6% | 65 | 3.6% |
| Broadcasting Authority of Ireland | 36 | 1 | 2.8% | 1 | 2.7% |
| Commission for Communications Regulation (ComReg) | 110 | 4 | 3.6% | 4 | 3.6% |
| Commission for Energy Regulation (CER) | 83 | 7 | 8.4% | 4 | 5.5% |
| Eirgrid Plc | 347 | 15 | 4.3% | 41 | 12.3% |
| Electricity Supply Board (ESB) | 5,489 | 286 | 5.2% | 299 | 5.3% |
| Ordnance Survey Ireland (OSI) | 242 | 8 | 3.3% | 8 | 3.2% |
| TG4 | 83 | 3 | 3.6% | 3 | 3.6% |
| Sustainable Energy Authority of Ireland | 52 | 1 | 1.9% | 1 | 1.9% |
| The Digital Hub | 11 | 0 | 0.0% | 0 | 0.0% |
| Inland Fisheries Ireland | 321 | 15 | 4.7% | 15 | 4.6% |
| Radio Telifiis Éireann (RTE) | 1,856 | 86 | 4.6% | 67 | 3.6% |
| **Department of Finance** | | | | | |
| National Treasury Management Agency | 657 | 12 | 1.8% | 13 | 2.6% |
| **Department of Health** | | | | | |
| Beaumont Hospital | 2,912 | 77 | 2.6% | 89 | 3.1% |
| Dental Council | 4 | 0 | 0.0% | 0 | 0.0% |
| Drug Treatment Centre Board |  |  | 0.0% | 3 | 2.9% |
| Food Safety Authority of Ireland | 72 | 2 | 2.8% | 2 | 2.6% |
| Health Information and Quality Authority | 175 | 6 | 3.4% | 6 | 3.9% |
| Health Insurance Authority | 11 | 1 | 9.1% | 1 | 10.0% |
| Health Research Board | 63 | 1 | 1.6% | 1 | 1.5% |
| Health Service Executive | 61,458 | 1236 | 2.0% | 1413 | 2.2% |
| Irish Blood Transfusion Service | 542 | 14 | 2.6% | 13 | 2.3% |
| Medical Council | 65 | 1 | 1.5% | 0 | 0.0% |
| Mental Health Commission | 35 | 2 | 5.7% | 2 | 6.1% |
| National Cancer Registry Ireland | 53 | 4 | 7.5% | 2 | 3.9% |
| National Treatment Purchase Fund | 27 | 1 | 3.7% | 3 | 6.1% |
| Pharmaceutical Society of Ireland | 31 | 2 | 6.5% | 2 | 8.0% |
| Pre-Hospital Emergency Care Council | 13 | 0 | 0.0% | 0 | 0.0% |
| Safefood | 32 | 0 | 0.0% | 0 | 0.0% |
| Voluntary Health Insurance Board | 1,066 | 33 | 3.1% | 35 | 3.4% |
| Irish Medicines Board | 293 | 12 | 4.1% | 11 | 3.8% |
| Leopardstown Park Hospital | 227 | 18 | 7.9% | 19 | 8.2% |
| Institute of Public Health | 25 | 0 | 0.0% | 1 | 3.7% |
| St James's Hospital | 3,910 | 197 | 5.0% | 174 | 4.5% |
| Bord Altranais/Nursing and Midwifery Board | 43 | 1 | 2.3% | 1 | 2.3% |
| Dublin Dental Hospital | 208 | 8 | 3.8% | 9 | 4.4% |
| The Adelaide and Meath Hospital | 2,968 | 87 | 2.9% | 78 | 2.6% |
| **Department of Social Protection** | | | | | |
| Citizens Information Board | 95 | 6 | 6.3% | 5 | 4.9% |
| Pensions Board | 45 | 0 | 0.0% | 0 | 0.0% |
| Pensions Ombudsman | 9 | 1 | 11.1% | 1 | 10.0% |
| **Department of the Taoiseach** | | | | |  |
| Law Reform Commission | 18 | 0 | 0.0% | 0 | 0.0% |
| National Economic and Social Development Office | 19 | 1 | 5.3% | 1 | 5.0% |
| Chief State Solicitor's Office | 238 | 11 | 4.6% | 0 | 0.0% |
| **Department of Public Expenditure & Reform** | | | | | |
| Adoption Authority of Ireland | 23 | 0 | 0.0% | 0 | 0.0% |
| An Coimisinéir Teanga | 5 | 0 | 0.0% | 0 | 0.0% |
| Army Pensions Board | 2 | 0 | 0.0% | 0 | 0.0% |
| Central Statistics Office | 707 | 41 | 5.8% | 41 | 5.5% |
| Defence Forces Canteen Board | 17 | 1 | 5.9% | 1 | 5.9% |
| Equality Tribunal | 26 | 1 | 3.8% | 4 | 14.3% |
| Houses of the Oireachtas | 398 | 12 | 3.0% | 12 | 3.1% |
| Irish Film Classification Office | 8 | 0 | 0.0% | 0 | 0.0% |
| Law Reform Commission |  |  | 0.0% | 0 | 0.0% |
| Legal Aid Board | 376 | 16 | 4.3% | 17 | 4.7% |
| National Consumer Agency | 35 | 2 | 5.7% | 3 | 8.1% |
| National Council for Special Education | 101 | 5 | 5.0% | 5 | 4.9% |
| Office of the Attorney General | 128 | 4 | 3.1% | 5 | 4.0% |
| Office of the Director of Public Prosecutions | 193 | 10 | 5.2% | 11 | 5.5% |
| Office of the President | 28 | 1 | 3.6% | 1 | 3.8% |
| Office of the Refugee Applications Commissioner | 103 | 6 | 5.8% | 5 | 5.7% |
| Property Registration Authority | 565 | 35 | 6.2% | 7 | 5.2% |
| Public Appointments Service | 100 | 5 | 5.0% | 6 | 6.1% |
| Refugee Appeals Tribunal | 42 | 1 | 2.4% | 2 | 4.9% |
| State Examinations Commission | 156 | 7 | 4.5% | 5 | 3.2% |
| The Courts Service of Ireland | 987 | 31 | 3.1% | 32 | 3.2% |
| The Equality Authority | 22 | 0 | 0.0% | 1 | 4.0% |
| The Labour Relations Commission | 47 | 4 | 8.5% | 4 | 8.3% |
| The Private Security Authority | 36 | 1 | 2.8% | 1 | 2.9% |
| Valuation Office/Valuation Tribunal | 129 | 6 | 4.7% | 7 | 4.9% |
| Chief State Solicitor's Office |  |  | 0.0% | 10 | 4.2% |
| Insolvency Service of Ireland | 59 | 4 | 6.8% | 0 | 0.0% |
| The Office of Public Works | 637 | 19 | 3.0% | 21 | 3.3% |
| Office of the Ombudsman/Information Commissioner/Commission for Public Service Appointments | 97 | 2 | 2.1% | 3 | 3.1% |
| The State Laboratory | 86 | 5 | 5.8% | 5 | 5.7% |
| Garda Inspectorate | 12 | 0 | 0.0% | 0 | 0.0% |
| Property Services Regulatory Authority | 20 | 1 | 5.0% | 1 | 10.0% |
| Data Protection Commissioner | 30 | 3 | 10.0% | 1 | 4.3% |
| National Council for Curriculum & Assessment | 33 | 2 | 6.1% | 2 | 7.4% |
| Revenue Commissioners | 6,141 | 160 | 2.6% | 163 | 2.6% |
| Ombudsman for the Defence Forces | 4 | 0 | 0.0% | 0 | 0.0% |
| Commissioners for Charitable Donations & Bequests for Ireland | 7 | 0 | 0.0% | 0 | 0.0% |
| The Ombudsman for Children's Office | 11 | 0 | 0.0% | 0 | 0.0% |
| Civil Defence Ireland | 28 | 4 | 14.3% | 4 | 14.3% |
| Office of the Appeal Commissioners | 4 | 0 | 0.0% | 0 | 0.0% |
| An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta | 3 | 0 | 0.0% | 0 | 0.0% |
| Office of the Comptroller & Auditor General | 145 | 6 | 4.1% | 2 | 1.4% |
| An Garda Síochána - Civilian HRM | 2,458 | 70 | 2.8% | 60 | 2.5% |
| **Department of Agriculture, Food & The Marine** | | | | | |
| Bord Bia | 89 | 1 | 1.1% | 1 | 1.1% |
| Bord Iascaigh Mhara | 129 | 2 | 1.6% | 7 | 5.6% |
| Horse Racing Ireland | 166 | 5 | 3.0% | 4 | 2.7% |
| Irish National Stud | 61 | 0 | 0.0% | 0 | 0.0% |
| Marine Institute | 177 | 11 | 6.2% | 12 | 6.6% |
| National Milk Agency | 5 | 0 | 0.0% | 0 | 0.0% |
| Sea Fisheries Protection Authority | 91 | 5 | 5.5% | 7 | 8.0% |
| Teagasc | 1,151 | 57 | 5.0% | 60 | 5.5% |
| Coillte | 572 | 31 | 5.4% | 31 | 5.1% |
| Bord na gCon | 171 | 7 | 4.1% | 6 | 3.8% |
| Veterinary Council of Ireland | 5 | 0 | 0.0% | 0 | 0.0% |
| **Department of Education & Skills** | | | | | |
| Athlone IT | 695 | 23 | 3.3% | 21 | 3.1% |
| Cork IT | 1,482 | 56 | 3.8% | 32 | 2.2% |
| DIT | 1,941 | 52 | 2.7% | 47 | 2.0% |
| DLIADT | 264 | 12 | 4.5% | 14 | 5.1% |
| FAS |  |  | 0.0% | 36 | 3.2% |
| GMIT | 653 | 24 | 3.7% | 23 | 3.4% |
| IT Blanchardstown | 263 | 12 | 4.6% | 12 | 4.5% |
| IT Carlow | 636 | 27 | 4.2% | 21 | 3.2% |
| IT Sligo | 483 | 14 | 2.9% | 15 | 3.0% |
| IT Tallaght | 441 | 19 | 4.3% | 12 | 3.1% |
| IT Tralee | 350 | 13 | 3.7% | 13 | 4.0% |
| Letterkenny IT | 348 | 16 | 4.6% | 14 | 4.4% |
| Limerick IT | 632 | 23 | 3.6% | 22 | 3.5% |
| NCAD | 147 | 4 | 2.7% | 3 | 2.4% |
| Waterford IT | 883 | 29 | 3.3% | 27 | 3.1% |
| Léargas | 34 | 1 | 2.9% | 1 | 2.9% |
| SOLAS | 1,102 | 33 | 3.0% | 0 | 0.0% |
| Dundalk IT | 580 | 26 | 4.5% | 23 | 4.5% |
| Quality & Qualifications Ireland (includes, FETAC, HETAC + NQAI) | 85 | 1 | 1.2% | 1 | 1.2% |
| **Department of Justice & Equality** | | | | | |
| National Disability Authority | 33 | 7 | 21.2% | 7 | 20.6% |
| Irish Human Rights Commission | 6 | 0 | 0.0% | 0 | 0.0% |
| **Department of Jobs, Enterprise & Innovation** | | | | | |
| Competition Authority | 46 | 2 | 4.3% | 2 | 4.8% |
| Enterprise Ireland | 662 | 18 | 2.7% | 20 | 3.0% |
| IDA Ireland | 272 | 11 | 4.0% | 14 | 5.5% |
| Science Foundation Ireland | 47 | 2 | 4.3% | 0 | 0.0% |
| Shannon Development | 23 | 0 | 0.0% | 6 | 5.6% |
| Forfás | 73 | 4 | 5.5% | 5 | 5.7% |
| Health & Safety Authority | 171 | 6 | 3.5% | 6 | 3.5% |
| Injuries Board | 68 | 0 | 0.0% | 0 | 0.0% |
| National Standards Authority of Ireland (NSAI) | 133 | 4 | 3.0% | 6 | 4.3% |
| Irish Auditing & Accounting Supervisory Authority | 13 | 0 | 0.0% | 0 | 0.0% |
| County & City Enterprise Boards x 35 | 135 | 3 | 2.2% | 3 | 2.2% |
| InterTrade Ireland | 41 | 1 | 2.4% | 1 | 2.5% |
| **Department of Transport, Tourism & Sport** | | | | | |
| Commission for Aviation Regulation | 17 | 0 | 0.0% | 1 | 6.7% |
| Drogheda Port Company | 10 | 0 | 0.0% | 0 | 0.0% |
| Dublin Airport Authority | 2,528 | 63 | 2.5% | 23 | 1.0% |
| Dublin Bus | 3,155 | 152 | 4.8% | 153 | 4.7% |
| Dublin Port Company | 137 | 1 | 0.7% | 1 | 0.7% |
| Dun Laoghaire Harbour Company | 20 | 1 | 5.0% | 1 | 4.3% |
| Galway Harbour Company | 14 | 0 | 0.0% | 0 | 0.0% |
| Irish Aviation Authority | 643 | 25 | 3.9% | 25 | 3.7% |
| Irish Sports Council | 39 | 2 | 5.1% | 2 | 4.7% |
| National Roads Authority | 105 | 3 | 2.9% | 4 | 3.6% |
| National Sports Campus Development Authority | 3 | 0 | 0.0% | 0 | 0.0% |
| National Transport Authority | 77 | 1 | 1.3% | 1 | 1.4% |
| New Ross Port Company | 3 | 0 | 0.0% | 0 | 0.0% |
| Port of Cork Company | 112 | 4 | 3.6% | 4 | 3.7% |
| Port of Waterford Company | 30 | 0 | 0.0% | 0 | 0.0% |
| Railway Procurement Agency | 186 | 5 | 2.7% | 5 | 2.6% |
| Railway Safety Commission | 10 | 0 | 0.0% | 0 | 0.0% |
| Road Safety Authority | 321 | 7 | 2.2% | 10 | 3.1% |
| Shannon Foynes Port Company | 41 | 2 | 4.9% | 2 | 5.0% |
| Tourism Ireland | 43 | 2 | 4.7% | 2 | 4.9% |
| Wicklow Port Company | 3 | 0 | 0.0% | 0 | 0.0% |
| Bus Éireann | 2,445 | 95 | 3.9% | 90 | 3.5% |
| Córas Iompair Éireann | 188 | 8 | 4.3% | 8 | 4.3% |
| Fáilte Ireland | 398 | 13 | 3.3% | 14 | 3.6% |
| Iarnród Éireann | 3,768 | 126 | 3.3% | 126 | 3.3% |
| Shannon Airport Authority | 271 | 14 | 5.2% | 0 | 0.0% |
| Bantry Bay Harbour Commissioners |  |  | 0.0% | 0 | 0.0% |
| **Department of Environment, Community & Local Government** | | | | | |
| An Bord Pleanala | 157 | 8 | 5.1% | 6 | 3.8% |
| Carlow Co. | 305 | 8 | 2.6% | 5 | 1.6% |
| Cavan Co. | 392 | 30 | 7.7% | 30 | 7.4% |
| Clare Co. | 789 | 36 | 4.6% | 36 | 4.5% |
| Cork City | 1,318 | 52 | 3.9% | 56 | 4.2% |
| Cork Co. | 2,613 | 73 | 2.8% | 71 | 2.7% |
| DLR Co. | 1,054 | 45 | 4.3% | 45 | 4.1% |
| Donegal Co. | 904 | 33 | 3.7% | 33 | 3.5% |
| Dublin City | 5,899 | 178 | 3.0% | 304 | 5.0% |
| Dublin Docklands Development Authority | 10 | 1 | 10.0% | 0 | 0.0% |
| Environmental Protection Agency | 316 | 13 | 4.1% | 13 | 4.1% |
| Fingal Co. | 1,434 | 73 | 5.1% | 64 | 4.2% |
| Galway City | 450 | 22 | 4.9% | 23 | 5.0% |
| Galway Co. | 786 | 36 | 4.6% | 33 | 4.0% |
| Housing Finance Agency | 13 | 0 | 0.0% | 0 | 0.0% |
| Kerry Co. | 1,420 | 69 | 4.9% | 66 | 4.6% |
| Kildare Co. | 942 | 49 | 5.2% | 53 | 5.5% |
| Kilkenny Co. | 533 | 24 | 4.5% | 22 | 4.0% |
| Laois Co. | 367 | 10 | 2.7% | 10 | 2.7% |
| Leitrim Co. | 275 | 11 | 4.0% | 11 | 3.9% |
| Limerick City | 486 | 16 | 3.3% | 21 | 4.3% |
| Limerick Co. | 617 | 19 | 3.1% | 22 | 3.4% |
| Longford Co. | 301 | 16 | 5.3% | 15 | 5.0% |
| Louth Co. | 697 | 38 | 5.5% | 42 | 5.9% |
| Mayo Co. | 1,154 | 76 | 6.6% | 76 | 6.4% |
| Meath Co. | 671 | 24 | 3.6% | 24 | 3.5% |
| Monaghan Co | 402 | 21 | 5.2% | 21 | 5.0% |
| Nth. Tipp. | 432 | 17 | 3.9% | 16 | 3.7% |
| Offaly Co. | 395 | 14 | 3.5% | 14 | 3.5% |
| PRTB | 21 | 0 | 0.0% | 1 | 4.3% |
| Roscommon Co. | 436 | 18 | 4.1% | 18 | 3.9% |
| S Dublin | 1,214 | 38 | 3.1% | 40 | 3.1% |
| Sligo Co. | 454 | 7 | 1.5% | 9 | 1.9% |
| Sth. Tipp. | 617 | 20 | 3.2% | 24 | 3.5% |
| Waterford City | 350 | 24 | 6.9% | 25 | 7.0% |
| Waterford Co. | 465 | 17 | 3.7% | 17 | 3.6% |
| Wexford Co. | 920 | 47 | 5.1% | 45 | 4.8% |
| Wicklow Co. | 753 | 23 | 3.1% | 23 | 3.0% |
| W'meath Co. | 458 | 33 | 7.2% | 32 | 6.7% |
| Irish Water Safety | 6 | 0 | 0.0% | 0 | 0.0% |
| Irish Water | 165 | 1 | 0.6% | 0 | 0.0% |
| Western Development Commission - New Agency | 12 | 0 | 0.0% | 0 | 0.0% |
| Local Government Management Agency | 106 | 6 | 5.7% | 5 | 4.2% |
| Radiological Protection Institute of Ireland (RPII) | 44 | 2 | 4.5% | 0 | 0.0% |
| Border, Midland & Western Regional Assembly | 13 | 0 | 0.0% | 0 | 0.0% |
| Housing & Sustainable Communities Ltd | 39 | 1 | 2.6% | 1 | 2.6% |
| Southern & Eastern Regional Assembly | 24 | 0 | 0.0% | 0 | 0.0% |
| Mid-Eastern Regional Authority | 3 | 0 | 0.0% | 0 | 0.0% |
| Border Regional Authority | 4 | 0 | 0.0% | 0 | 0.0% |
| Mid-West Regional Authority | 5 | 0 | 0.0% | 0 | 0.0% |
| South West Regional Assembly | 10 | 0 | 0.0% | 0 | 0.0% |

# Appendix C – Staff census response rates 2013 and response rates

|  |  |
| --- | --- |
| **Name** | **Response Rate** |
| An Bord Pleanala | 48.4% |
| An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta | 100.0% |
| Arts Council | 40.9% |
| Beaumont Hospital | 9.5% |
| Bord Bia | 92.9% |
| Bord Iascaigh Mhara | 96.1% |
| Border Regional Authority | 100.0% |
| Border, Midland & Western Regional Assembly | 100.0% |
| Broadcasting Authority of Ireland | 83.3% |
| Bus Éireann | 3.5% |
| Carlow Co. | 54.8% |
| Citizens Information Board | 68.4% |
| Coillte | 17.8% |
| Commission for Aviation Regulation | 88.2% |
| Commission for Communications Regulation (ComReg) | 95.5% |
| Commission for Energy Regulation (CER) | 77.1% |
| Commissioners for Charitable Donations & Bequests for Ireland | 28.6% |
| Competition Authority | 100.0% |
| Cork Co. | 1.1% |
| Cork IT | 27.1% |
| Data Protection Commissioner | 73.3% |
| Department of Education & Skills | 48.2% |
| Department of Justice & Equality | 70.0% |
| Dublin City | 30.6% |
| Dundalk IT | 51.2% |
| Environmental Protection Agency | 1.3% |
| Equality Tribunal | 30.8% |
| Garda Inspectorate | 33.3% |
| Health Information and Quality Authority | 32.0% |
| Health Insurance Authority | 100.0% |
| Health Service Executive | 7.7% |
| Heritage Council | 100.0% |
| Houses of the Oireachtas | 34.4% |
| Housing Finance Agency | 84.6% |
| Insolvency Service of Ireland | 23.7% |
| Institute of Public Health | 76.0% |
| Irish Auditing & Accounting Supervisory Authority | 100.0% |
| Irish Blood Transfusion Service | 86.2% |
| Irish Film Board | 100.0% |
| Irish Film Classification Office | 100.0% |
| Irish Human Rights Commission | 83.3% |
| Irish Museum of Modern Art (IMMA) | 59.7% |
| Irish Water Safety | 100.0% |
| IT Sligo | 4.3% |
| Kilkenny Co. | 97.9% |
| Law Reform Commission | 100.0% |
| Leopardstown Park Hospital | 97.4% |
| Letterkenny IT | 35.1% |
| Local Government Management Agency | 61.3% |
| Medical Council | 83.1% |
| Mental Health Commission | 91.4% |
| Mid-West Regional Authority | 80.0% |
| National Cancer Registry Ireland | 83.0% |
| National Consumer Agency | 14.3% |
| National Disability Authority | 93.9% |
| National Economic and Social Development Office | 100.0% |
| National Milk Agency | 100.0% |
| National Roads Authority | 83.8% |
| National Sports Campus Development Authority | 100.0% |
| National Standards Authority of Ireland (NSAI) | 96.2% |
| National Treatment Purchase Fund | 92.6% |
| Office of the Appeal Commissioners | 100.0% |
| Office of the Attorney General | 93.0% |
| Office of the Ombudsman/Information Commissioner/Commission for Public Service Appointments | 58.8% |
| Office of the Refugee Applications Commissioner | 71.8% |
| Pensions Board | 80.0% |
| Pensions Ombudsman | 100.0% |
| Pharmaceutical Society of Ireland | 100.0% |
| Property Services Regulatory Authority | 70.0% |
| PRTB | 90.5% |
| Public Appointments Service | 70.0% |
| Radiological Protection Institute of Ireland (RPII) | 70.5% |
| Railway Safety Commission | 100.0% |
| Refugee Appeals Tribunal | 66.7% |
| Science Foundation Ireland | 61.7% |
| Sea Fisheries Protection Authority | 35.2% |
| SOLAS | 63.3% |
| State Examinations Commission | 12.2% |
| Sustainable Energy Authority of Ireland | 90.4% |
| TG4 | 75.9% |
| The Adelaide and Meath Hospital | 1.7% |
| The Digital Hub | 100.0% |
| The Equality Authority | 54.5% |
| The Labour Relations Commission | 89.4% |
| The Private Security Authority | 83.3% |
| Tourism Ireland | 97.7% |
| Veterinary Council of Ireland | 100.0% |
| Voluntary Health Insurance Board | 96.1% |
| Waterford IT | 0.3% |
| Western Development Commission - New Agency | 100.0% |