Report on Compliance with Part 5 of the Disability Act 2005 for 2018



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# Executive Summary

This is the twelfth annual report by the National Disability Authority (NDA) on employment of persons with disabilities in the public sector. The NDA has a statutory role in monitoring employment of persons with disabilities in the public sector, arising from Part 5 of the Disability Act 2005.

At the end of 2018 there were 217 bodies in the public sector compared to 218 in 2017. In 2018, 183 (84.3%) public bodies achieved or exceeded the minimum 3% target compared to 184 (84.4%) in 2017. 34 public bodies (15.7%) did not reach the minimum 3% target in 2018, this is the same number that did not meet the 3% in 2017. There is therefore no change in the number of public bodies that did not meet the minimum 3% target from 2017 and 2018.

23 (68%) of the 34 public bodies that did not meet the minimum 3% target are small public bodies with less than 30 employees. If each of these public bodies had reported 1 employee with a disability they would have reached or exceeded the minimum 3% target.

On 10 May 2019, the NDA hosted a seminar for these public bodies to help them to create and maintain inclusive work environments that promote and support the recruitment and retention of persons with disabilities and one in which employees with disabilities feel comfortable in disclosing a disability. A number of larger public bodies that were also experiencing difficulties meeting the minimum 3% target attended this seminar. This seminar provided public bodies with the opportunity to reengage with the NDA’s guidance and to explore ways in which they could practically implement this guidance. This seminar also provided public bodies with the chance to establish a forum to share good practice that will help them to increase recruitment opportunities for persons with disabilities, while supporting existing employees with disabilities to remain in the workplace. The NDA is looking forward to seeing an improvement in these public bodies’ performances in the future.

At the end of 2018, the total number of employees in the relevant public sector bodies was 231,706 - an increase of 5,897 (2.6%) from the total number of employees in 2017. However the overall number and percentage of employees reporting a disability decreased from 7,796 (3.5%) in 2017 to 7,585 (3.3%) in 2018. This is a decrease of 211 (-2.7%) people from 2017.

In 2018, three of the four size categories met or exceeded the minimum target of 3% similar to 2017. The percentage of employees with disabilities in the largest size category of 5000+ employees continued to fall at 2.3% in 2018 compared to 2.7% in 2017.

There are five types of public bodies:

* Government Departments
* Public Bodies staffed by Civil Servants
* Local Authorities
* Commercial Bodies
* Non-Commercial Bodies.

In 2018, four of the five category types also achieved the minimum 3% target. Non-commercial bodies fell from 2.6% in 2017 to 2.3% in 2018.

## Decrease in employees reporting a disability

While overall the proportion of employees declaring a disability in the public service in 2018 exceeded the minimum 3% target, there was a decrease in the number and percentage of employees reporting a disability from 3.5% in 2017 to 3.3% in 2018. This decrease has taken place in the context of an increase of 5,897 (2.6%) in the total number of employees in the public sector.

Similar to 2017, this increase in the total number of public sector employees can be linked to the sizeable increase in the total number of employees reported by the Health Service Executive (HSE).

In 2018, the HSE reported a sizeable increase (+2209) in its total number of employees but a decrease of 370 persons in the number of employees reporting with a disability. This public body employed 87,821 people at the end of 2018 compared to 85,612 in 2017. In 2018, 1,176 employees (1.3%) of employees reported a disability compared to 1,546 (1.8%) in 2017.

This is the first time that the overall number and percentage of employees reporting a disability for the entire public sector has decreased since 2013. The NDA notes this with concern, but understands that there are a number of factors that could have contributed to this situation.

In 2018, a number of public bodies, including the HSE, still report that lack of disclosure prevented them from getting an accurate count regarding the number and the percentage of new and existing employees with disabilities in their organisations. Some other public bodies have also reported that a number of employees with disabilities have retired in 2018. As a result, these public bodies reported a decrease in the number and percentage of employees reporting a disability for this year.

The NDA continues to work closely with and advise public bodies on measures they can implement to create an inclusive work environment that promotes and supports the recruitment and retention of persons with disabilities and one where employees feel supported and comfortable in disclosing a disability. A core element of our advice and guidance to public bodies focuses on implementing measures that will proactively increase recruitment opportunities for persons with disabilities. Some of the key measures that the NDA advises public bodies to implement include:

* Having policies on employing and supporting staff with disabilities
* Having policies on retaining employees who acquire disabilities
* Creating and implementing a communications strategy within their respective organisations, making it clear that the Part 5 staff censi are anonymous and confidential processes
* Clearly communicating to employees the supports that are available for persons with existing and acquired disabilities so that employees feel comfortable disclosing their disability
* Developing and implementing a planned approach with detailed specific actions to incrementally increase the recruitment of persons with disabilities with due regard to the retirement of persons with disabilities
* Engaging with disability organisations to proactively target advertising of vacancies to persons with disabilities; providing clear and accurate job advertisements that would encourage persons with disabilities to apply; providing job advertisements and application forms in accessible formats
* Exploring alternative routes to recruiting persons with disabilities for example via work experience programmes.

The NDA frequently meets with the HR Department and/or the Senior Management Teams of public bodies that have been experiencing difficulties in meeting the minimum 3% target to help these public bodies’ progress actions that will assist them to meet their obligations under Part 5 of the Disability Act 2005.

The NDA is pleased to note that some public bodies have implemented our guidance with positive outcomes. IT Waterford and the Health Research Board did not meet the minimum 3% target for 2016 and 2017. However, both of these public bodies focused on increasing recruitment and retention opportunities for persons with disabilities and in 2018 these public bodies achieved compliance.

In 2018, the NDA has observed that many public bodies reported having policies in place regarding employing and supporting staff with disabilities and retaining employees with acquired disabilities. Some of these public bodies also reported having communication strategies in place regarding the Part 5 process and providing work experience opportunities for persons with disabilities.

However, very few of these public bodies provided evidence that they had implemented a planned approach with detailed specific actions to incrementally increase their recruitment of persons with disabilities with due regard to the retirement of persons with disabilities.

The NDA continues to work with public bodies to help them to develop, implement and report on Action Plans that will address this gap between policy and practice. The NDA is aware that it can take time for public bodies to embed changes in their recruitment processes and to see the impact of these changes. However, the NDA looks forward to an improvement in the public sector’s overall performance in the near future.

## Health Service Executive (HSE)

The Health Service Executive is the largest employer in the public sector. If this public body achieved the minimum 3% target, it would have a considerable impact on the percentage of employees reporting a disability in the public sector overall.

The NDA is aware of the key actions this public body is in the process of implementing towards meeting the minimum 3% target, that include: having a Disability Action Plan to improve the recruitment, support and retention of persons with disabilities in this public body; allocating places on their Graduate Internships Programme for graduates with disabilities and reviewing their recruitment and selection processes with a view to increasing the number of employment opportunities for persons with disabilities.

The NDA met with the HSE’s HR Manager in August 2019 to discuss this public body’s Disability Action Plan for 2019. The NDA provided this public body with a draft of a new comprehensive template for their Action Plan that it can implement to track, report and provide evidence on actions they are taking to create an infrastructure across a number of areas including procurement; accessible premises; recruitment and selection to increase recruitment opportunities for persons with disabilities. The HSE agreed that it will provide the NDA with feedback on the template for their Disability Action Plan and will agree a revised Action Plan with the NDA.

The NDA also discussed actions and timelines for implementing these actions with the HSE as part of a strategic approach to helping this public body reach the minimum 3% target. The NDA continues to be available to guide the HSE on these issues.

## Reporting Deadlines

Public bodies demonstrated a significant improvement in complying with the 30 June reporting deadline for qualitative and quantitative submissions.

All Government Departments submitted their returns by the statutory deadline. The NDA appreciates their support and cooperation in submitting this data within the statutory deadline.

The NDA also wishes to acknowledge their prompt responses to any queries we had regarding data for the 2018 Departmental returns.

# 1 Introduction

## 1.1 Legislative background

Part 5 of the Disability Act 2005 sets out a statutory role for the National Disability Authority (NDA) in monitoring employment of persons with disabilities in the public sector. It also details the reporting and monitoring obligations of public bodies and government departments in employment.

In summary, the obligations detailed in the Act are:

* Public bodies shall so far as practicable take all reasonable measures to promote and support the employment by it of persons with disabilities (S.47.1 a)
* Public bodies shall ensure, unless there is good reason to the contrary for not doing so, that they reach any compliance targets prescribed (S.47.2)
* Ministers shall establish a Monitoring Committee in their Departments (S.48.1)
* Public bodies shall submit an annual report on compliance to their Departmental Monitoring Committee by 31 March each year (S.48.2)
* The Monitoring Committee shall submit an annual report to the NDA by 30 June each year (S.48.5 d)
* Where a Minister or the NDA requests more information about compliance, a public body shall provide information within three months (S.49.1)
* After two successive years of non-compliance by any public body, where the NDA is of the opinion that the body is not compliant, it can request ‘specific measures’ that the public body shall take to achieve compliance.

## 1.2 Counting employees with disabilities

The Act does not set out any particular methods of counting or identifying employees with disabilities, although the NDA has previously advised public bodies about various methods that may be used. Each public body is responsible for choosing the appropriate method for counting employees with disabilities in their organisation each year. The NDA has advised public bodies to maintain consistent approaches over time where possible, to avoid any major variations in the reported data.

A census of all employees, where each employee is invited to identify themselves as having a disability or not, is an important measure in identifying employees with disabilities. Returns from public bodies show wide variations in census response rates by employees. It can be challenging to create an environment where employees are comfortable to disclose their disability status. Our experience indicates that the best results are achieved when:

* The census is accompanied with a broad programme of communication around the reasons for the census, the security of the information provided and the benefits for employees and the organisation as a whole. Partnership with trade unions and other stakeholders can also be helpful in this regard
* The employer creates a culture and environment where the employee is comfortable that declaring their disability will not have any negative impacts for their employment.

It is not always necessary to carry out a full census every year. Some public bodies will carry out a census periodically, and use HR records of staff who have joined, staff who have left, or requests for reasonable accommodations to identify changes in intermediate years, with appropriate data protection measures in place. Where a census has not taken place for a number of years, it can be a useful tool in itself to highlight the importance of the employment of persons with disabilities, and it can be an element of improving a climate of disclosure.

## 1.3 Increasing the recruitment of persons with disabilities

Under the **Comprehensive Employment Strategy for People with Disabilities 2015 – 2024**, the Government has committed to incrementally increasing the statutory employment target, so that by 2024, a minimum of 6% of employees in the public sector will be persons with disabilities. This is provided for in the Disability (Miscellaneous Provisions) Bill 2016.

The NDA has consistently advised public bodies that the 3% is a minimum compliance target and that is important for public bodies to focus on exceeding this. In 2018, 183 (84.3%) public bodies reported that they had achieved compliance.

We also emphasise that public bodies should continue to work towards creating and maintaining an inclusive work environment that promotes and supports the recruitment and retention of persons with disabilities, and where employees with disabilities feel supported and comfortable in disclosing a disability. The Disability Act 2005 requires that public bodies actively promote and support employment of persons with disabilities, and so the NDA considers actions by public bodies in this regard in addition to statistical reports presented. We therefore require public bodies to demonstrate the actions they are taking in this regard as part of their reporting.

## 1.4 Review of Part 5

In 2018, the NDA commissioned a contractor to conduct a Review of the operation of Part 5 of the Disability Act 2005. The objective of this Review is to guide the development and implementation of a process that could help to:

* Enrich the data and transferable learning that emerges regarding key elements in organisations that create and maintain inclusive work environments that promote and support the recruitment and retention of persons with disabilities and one where employees with disabilities feel comfortable disclosing a disability
* As far as possible to guide continuous improvement across the public sector in creating and maintaining these inclusive work environments
* As far as possible to increase employment opportunities for persons with disabilities
* Identify specific measures that may be required to help public bodies to increase their compliance with the minimum statutory employment target of 3%
* Guide a more user friendly, streamlined, efficient and feasible process overall for the NDA to manage.

The NDA looks forward to the findings and learning from the Review.

# 2. Main Findings for 2018

## 2.1 The 3% target exceeded for eighth successive year

The proportion of employees declaring a disability in the public service exceeded the minimum 3% target for the eighth successive year (see Table 1), with the 2018 level confirmed at 3.3%.

The total number of employees in the public sector at the end of 2018 was 231,706 - an increase of 5,897 (2.6%) from the total in 2017. The total number of employees with disabilities at the end of 2018 was 7,585 - a decrease of 211 (-2.7%) on the 2017 figure.

In previous years (from 2007 to 2013), the total number of employees decreased year-on-year. In contrast, the number of employees declaring a disability fluctuated over the same period with continued increase in numbers from 2014 to 2017, but a reduction in 2018. The findings for 2018 show that while it is the fifth consecutive year that the total number of employees has increased, the number of employees with disabilities in the public sector has reduced. This has led to a drop in the percentage of employees with disabilities, from 3.5% in 2017 to 3.3% in 2018.

Table 1. Progress towards minimum 3% target, 2007-2018

| Year | Total employees | Recorded no. of employees with disabilities | % of total employees |
| --- | --- | --- | --- |
| 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 | 205,068 | 6,171  | 3.0% |
| 2012 | 197,588 | 6,611 | 3.3% |
| 2013 | 192,576 | 6,464 | 3.4% |
| 2014 | 195,278 | 6,771 | 3.5% |
| 2015 | 201,341 | 7,245 | 3.6% |
| 2016 | 213,991 | 7,457 | 3.5% |
| 2017 | 225,809 | 7,796 | 3.5% |
| **2018** | **231,706** | **7,585** | **3.3%** |

## 2.2 Changes in public bodies

The following changes occurred in two public bodies in 2018.

Table 2. Changes in public bodies in 2018

|  | Total number of employees | Number and % of employees with disabilities  |  |
| --- | --- | --- | --- |
| Public Body  | 2017 | 2018 | 2017 | 2018 | Changes in 2018 |
| Dun Laoghaire Harbour | 21 | 0 | 1 (4.8%) |  | In 2018, ownership of this public body transferred to Dun Laoghaire Rathdown County Council. This public body’s figures for 2018 were included in this Council’s 2018 figures. |
| Tallaght University Hospital (comparison made to The Adelaide and Meath Hospital in 2017) | 3,119 | 3,175 | 106 (3.4%) | 96 (3%) | In 2018, the Adelaide and Meath Hospital was renamed as the Tallaght University Hospital |

## 2.3 Analysis by type of public sector body

The 2018 data has been categorised under the same five types of public bodies used in previous years:

• Commercial Bodies

• Government Departments

• Local Government Bodies

• Non-Commercial Public bodies

• Public Bodies staffed by Civil Servants.

### Commercial Bodies

The Commercial Bodies sector includes the State’s transport and energy companies and in 2018 accounted for 16.3% of the public sector workforce. The data for 2018 shows the overall employee numbers increased by 198 to 37,821 and the number of employees reporting a disability increased by 45 to 1,641

 (+2.8%). In total 84.6% of bodies in this category achieved the target, a decrease from the 2017 figure of 92.6% (see Table 4). The percentage of employees with disabilities across the commercial body category as a whole for 2018 was 4.3%.

### Government Departments

Government Department employees account for just less than one in ten of public sector employees (9.2% of the total public sector). In 2018, there was an increase in the total number of employees in Government Departments from 20,520 to 21,205. The number of employees with a disability increased by 46 people from 944 in 2017 to 990 in 2018 and the percentage of employees reporting a disability increased slightly from 4.6% in 2017 to 4.7% in 2018.

All Government Departments exceeded the minimum 3% target for 2018 - the seventh successive year that the target was exceeded by all Departments.

### Local Government

The Local Government sector accounts for just under 14% of the public sector workforce and includes city and county councils, and other local authority bodies. The 2018 figures indicate a 4.2% increase of 1,279 employees from 30,736 in 2017 to 32,015 in 2018. However, the number of employees reporting a disability decreased by 15 people, from 1,476 to 1,461 (-1.0%) in 2018. In total 91.4% of bodies in this category achieved the target, which is the same as the 2017 figures. The percentage of employees with disabilities across the local government category as a whole was 4.6%, down from 4.8% in 2017. The 32 public bodies (91.4%) out of 35 that achieved the target in this category included all the local authorities. The 3 Regional Assemblies (8.6%) that didn’t achieve the target were very small bodies that have less than 25 staff.

### Non-Commercial Bodies

This is the largest sector in the public service and accounts for over half (54.5%) of the public sector workforce. It contains the largest employer in the public sector, the HSE. Other health bodies, the Institutes of Technology, cultural bodies like the National Concert Hall, and advisory bodies such as the Food Safety Authority of Ireland are also in this sector.

The total number of employees reporting disabilities decreased by 329 people (-10.4%), and this was reflected in the overall percentage target achieved by this category. The percentage target achieved dropped from 2.6% in 2017 to 2.3% in 2018.

HSE employees make up 70% of the total workforce of non-commercial bodies. However, the percentage of HSE employees reporting disabilities fell to 1.3% (from 1.8% in 2017). Because these employees make up such a high proportion of the total number of employees with disabilities employed by non-commercial bodies, the overall percentage reached by the category was impacted significantly from this decrease. Conversely, the increase in this sector’s overall employment numbers resulted from another significant increase in the total number of employees employed by the HSE (+2,209). This accounted for 67.1% of the total increase in this sector.

Table 3 shows the difference in the number and percentage of employees reporting a disability and the percentage of public bodies achieving the minimum 3% target in this category when the HSE is removed from this category.

Table 3. Exclusion of the HSE from the non-commercial category.

|  | Including the HSE  | Excluding the HSE  | Difference  |
| --- | --- | --- | --- |
| Total number of employees | 126,335 | 38,514 | 87,821 |
| Number of employees with disabilities | 2,849 | 1,673 | 1,176 |
| % of employees with disabilities  | 2.3% | 4.3% | +2.0% |
| % of public bodies achieving target by category  | 83.5% | 84.4% | +0.9% |

As detailed in the table above the percentage of employees reporting a disability in the non-commercial category would have increased from 2.3% to 4.3% if the HSE was excluded.

Similar to previous years, this is the only sector that failed to reach the minimum 3% target in 2018. However, it should be noted that the number of public bodies within this sector achieving or exceeding the minimum target increased from 78 (80.4%) in 2017 to 81 (83.5%) in 2018.

In 2018, the following bodies whose total number of employees exceeded 100 did not achieve the minimum 3% target:

* HSE 1.3% in 2018 (1.8% in 2017)
* Bord Iascaigh Mhara 2.8% in 2018 (2.9% in 2017)
* National Gallery of Ireland 2.8% in 2018 (2.9% in 2017)

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

In 2018, these agencies constituted 6.2% of the public sector workforce. This sector includes bodies whose employees are classified as civil servants such as the Revenue Commissioners, the Central Statistics Office, IHREC and the National Council for Special Education. In 2018, this sector increased by 441 employees to 14,330 of whom 4.5% (644) reported a disability. In total 73.2% of bodies in this sector achieved the target, a slight drop from 75.6% in 2017. The number of employees in the sector increased by 3.2% and the number of employees reporting a disability increased by 7%.

### Summary

The 2018 data indicate that the categories of Commercial Bodies, Local Government Bodies, Government Departments, Non-Commercial bodies and Public Bodies staffed by Civil Servants have increased their total numbers of employees.

Three out of the five categories (Commercial, Government Departments and Public Bodies staffed by Civil Servants) increased their total numbers of employees reporting a disability.

Table 4. Data by type of public body, 2017, 2018

| Type of public sector body | Total employees | No. of employees with disabilities | % of employees with disabilities  | % of total work-force reported on under Part 5 | % of bodies achieving target | No. of Public Bodies |
| --- | --- | --- | --- | --- | --- | --- |
| Commercial 2018 | 37,821 | 1,641 | 4.3% | 16.3% | 84.6% | 26 |
| Commercial 2017 | 37,623 | 1,596 | 4.2% | 16.7% | 92.6% | 27 |
| Change 2017/2018 | **198** | **45** | **0.1%** | **-0.4%** | **-8.0%** | **-1** |
|  |  |  |  |  |  |  |
| Gov. Dept. 2018 | 21,205 | 990 | 4.7% | 9.2% | 100.0% | 18 |
| Gov. Dept. 2017 | 20,520 | 944 | 4.6% | 9.1% | 100.0% | 18 |
| Change 2017/2018 | **685** | **46** | **0.1%** | **0.1%** | **0.0%** | **0** |
|  |  |  |  |  |  |  |
| Local Gov. 2018 | 32,015 | 1,461 | 4.6% | 13.8% | 91.4% | 35 |
| Local Gov. 2017 | 30,736 | 1,476 | 4.8% | 13.6% | 91.4% | 35 |
| Change 2017/2018 | **1,279** | **-15** | **-0.2%** | **0.2%** | **0.0%** | **0** |
|  |  |  |  |  |  |  |
| Non-comm. 2018 | 126,335 | 2,849 | 2.3% | 54.5% | 83.5% | 97 |
| Non-comm. 2017 | 123,041 | 3,178 | 2.6% | 54.5% | 80.4% | 97 |
| Change 2017/2018 | **3,294** | **-329** | **-0.3%** | **0.0%** | **3.1%** | **0** |
|  |  |  |  |  |  |  |
| PBCS 2018 | 14,330 | 644 | 4.5% | 6.2% | 73.2% | 41 |
| PBCS 2017 | 13,889 | 602 | 4.3% | 6.2% | 75.6% | 41 |
| Change 2017/2018 | **441** | **42** | **0.2%** | **0.0%** | **-2.4%** | **0** |
|  |  |  |  |  |  |  |
| Totals 2018 | 231,706 | 7,585 | 3.3% | 100.0% | 84.3% | 217 |
| Totals 2017 | 225,809 | 7,796 | 3.5% | 100.0% | 84.4% | 218 |
| Change 2017/2018 | **5,897** | **-211** | **-0.2-%** | **0%** | **-0.1%** | **-1** |

##

## 2.4 Analysis by size of public sector body

### Public bodies with less than 100 employees

There are 79 public bodies in the public sector with less than 100 employees, representing 1.4% of the entire workforce. This size category employs 3,346 people, of which 5.1% (172) have reported a disability. This category represents just under 2.3% of the workforce who have reported a disability (see Table 5).

This category includes public bodies who are very small in size, employing between 3 to 20 people (27 out of the 79 organisations). Of these bodies with fewer than 20 people, 20 have reported that they have no employees with disabilities in 2018.

The NDA acknowledges that if a public body is very small with less than 20 staff then its size does impact its ability to make the minimum 3% target. The departure of a staff member with a disability through retirement, via career break, or through a voluntary redundancy scheme, is one of the main factors that has prevented small public bodies from reaching the minimum 3% target. Losing (or hiring) one extra staff member for bodies of this size represents the difference between meeting and not meeting the minimum compliance target of 3%.

In public bodies of this small size, staff with disabilities may also not be comfortable disclosing their disability and this can also impact these public bodies’ ability to accurately report on meeting their obligations under Part 5 of the Disability Act 2005.

### Public bodies with between 100 and 999 employees

This size category has the highest number of public bodies (100) making up 17.6% of the total workforce. In total 40,727 people are employed in this category, of which 4.6% (1,863) reported a disability. This size category represents 24.6% of the workforce who have reported a disability.

### Public bodies with between 1000 and 4999 employees

There are 32 public bodies employing between 1,000 and 4,999 employees representing 28.6% of the total workforce. This cohort employs 66,277 employees, of which 4.2% (2,797) have reported a disability and this represents 36.9% of the total workforce who have reported a disability.

### Public bodies with over 5,000 employees

In 2018, this size category had the smallest number of public bodies (6) but represented the largest percentage of the total workforce (52.4%). It employed 121,356 employees of which 2.3% (2,753) have reported a disability. In 2018, these large public bodies accounted for 36.3% of all public sector employees who have reported a disability.

In 2017, this sector also had the smallest number of public bodies (6) and represented the largest percentage of the total workforce (52.8%). In 2017, it employed 119,125 employees of which 2.7% (3,158) were persons with disabilities. These larger public bodies accounted for 40.5% of all public sector employees who have reported a disability. The 2018 returns for this category therefore show a decrease on 2017 levels.

The public bodies in this category and their reported percentage of employees with disabilities for 2018 are:

* An Post 5.6% (5.5% in 2017)
* Department of Employment Affairs and Social Protection 5.2% (5.0% in 2017)
* Dublin City Council 4.6% (5.8% in 2017)
* Electricity Supply Board (ESB) 3.1% (3.3% in 2017)
* HSE 1.3% (1.8% in 2017)
* Revenue Commissioners 4.7% (4.3% in 2017)

Half of the organisations within this category reported increases on the percentage target achieved (An Post, Department of Employment Affairs and Social Protection and Revenue Commissioners). The remaining three organisations (Dublin City Council, Electricity Supply Board and Health Service Executive) reported falls in their percentage, ranging from -0.2% to -1.2%.

Table 5. Data by size of public body 2018

| No. of Employees | No. of Public Bodies | Total Employees | No. of employees with disabilities | % of employees with disabilities | % of total public sector workforce  | % of total public sector workforce with disabilities |
| --- | --- | --- | --- | --- | --- | --- |
| 1-99 | 79  | 3,346 | 172 | 5.1% | 1.4% | 2.3% |
| 100 -999  | 100 | 40,727 | 1,863 | 4.6% | 17.6% | 24.6% |
| **1,000 -4,999**  | 32 | 66,277 | 2,797 | 4.2% | 28.6% | 36.9% |
| **5,000 +** | 6 | 121,356 | 2,753 | 2.3% | 52.4% | 36.3% |
| **Total 2018** | **217** | **231,706** | **7,585** | **3.3%** | **100%** | **100%** |

### Summary

Just over half of the total public sector workforce is accounted for by employees working for the largest bodies (+5,000). This largest size category failed to reach the minimum 3% target in 2018, at 2.3%.

# 3. Monitoring and Compliance

## 3.1 Compliance with the Act - 2015 and 2016

In 2017 and 2018, the NDA made S.49 requests to eleven public bodies (with more than 50 staff) who had not reached the minimum 3% target in 2015 and 2016.

The NDA reviewed their responses with due regard to the extent of the effort made by those bodies to improve compliance.

The NDA has determined that seven of those bodies were non-compliant with Part 5 of the Disability Act 2005 for 2015 and 2016 as follows:

* HSE
* Health Research Board
* Horse Racing Ireland
* Irish Blood Transfusion Service
* National College of Arts and Design
* Personal Injuries Assessment Board
* Quality and Qualifications Ireland

The NDA has contacted the relevant Ministers and these public bodies regarding these determinations of non-compliance and advised of the actions these public bodies need to implement under Part 5 of the Disability Act 2005.

The NDA is pleased to note that the following four public bodies have since reached the minimum 3% target in 2017:

* Horse Racing Ireland
* The Irish Blood Transfusion Services
* National College of Art and Design
* Quality and Qualifications Ireland

In 2018, three of these public bodies have remained compliant, with the exception of the National College of Art and Design which has fallen below the minimum 3% target for this year.

## 3.2 Compliance with the Act – 2016 and 2017

In 2019, the NDA made S.49 requests to the following three public bodies who did not make the minimum 3% target for 2016 and 2017:

* The Personal Injuries Assessment Board (PIAB)
* The Health Research Board (HRB)
* IT Waterford

The NDA reviewed the responses received from these public bodies with due regard to the extent of the effort made by those bodies to improve compliance. The NDA sought clarification where necessary on information provided by these public bodies and determinations of non-compliance were decided in the case of the PIAB and the HRB.

The NDA is pleased to note that the following public bodies who did not reach the minimum 3% target in 2016 and 2017 achieved compliance in 2018.

Table 5. Public bodies that achieved compliance in 2018

|  | Total number of employees | Number and % of employees with disabilities  |  |
| --- | --- | --- | --- |
| Public Body  | 2017 | 2018 | 2017 | 2018 | Increase in the number of employees with disabilities in 2018 |
| Health Research Board | 63 | 67 | 1 (1.6%) | 2 (3%) | +1 |
| IT Waterford  | 983 | 1,007 | 27 (2.7%) | 32 (3.2%) | +5 |

The HSE did not make the minimum 3% target in 2016 and 2017. The NDA has sent a S.49 request to HSE for this two year period but has also met with this public body in 2019 to discuss its Disability Action Plan for 2019 and other actions it can implement to increase recruitment opportunities for persons with disabilities in the future.

## 3.3 Compliance with the Act - 2017 and 2018

The NDA also notes that the following public bodies with more than 50 staff have not demonstrated achievement of the minimum compliance target of 3% for 2017 and 2018:

* Bord Iascaigh Mhara
* National Gallery Ireland
* Personal Injuries Assessment Board

The NDA will be using the statutory powers under Section 49 of the Act to seek further information from these bodies to consider the actions taken by those bodies during that 2 year period.

The HSE did not demonstrate achievement of the minimum 3% target for 2017 and 2018. As mentioned previously, the NDA continues to work closely with this public body to guide actions and progress in this regard.

## 3.4 Responsibility in providing accurate data

The NDA works closely with the Monitoring Committees and public bodies and provides them with guidance to help them improve the quality and the accuracy of the data they include in their Part 5 reports.

The NDA conducts a rigorous checking process to verify the accuracy of the data it receives. Responsibility for any errors or omissions of data that may occur in this report remains with the Monitoring Committees and the public bodies.

## 3.5 Monitoring Committees

The Monitoring Committees continue to work with the NDA to ensure that our guidance on creating an inclusive working environment is disseminated to public bodies and to support public bodies to incrementally increase their recruitment of persons with disabilities, so that by 2024 a minimum of 6% of employees in the public sector will be persons with disabilities.

## 3.6 Rounding

All calculated percentages are rounded to one decimal place.

## 3.7 Errata – changes after publishing date

There are no changes to the published data at this point.

# Appendix A – Government Departments

| **Department** | **Total number of employees** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| Department of Agriculture, Food & the Marine | 3258 | 3369 | 133 | 128 | 4.1 | 3.8 |
| Department of Business, Enterprise & Innovation | 871 | 897 | 45 | 45 | 5.2 | 5.0 |
| Department of Children & Youth Affairs | 242 | 277 | 13 | 14 | 5.4 | 5.1 |
| Department of Communications, Climate Action & Environment | 387 | 412 | 14 | 14 | 3.6 | 3.4 |
| Department of Culture, Heritage & the Gaeltacht | 649 | 643 | 20 | 20 | 3.1 | 3.1 |
| Department of Defence | 351 | 355 | 20 | 15 | 5.7 | 4.2 |
| Department of Defence - Civilian Employees | 469 | 431 | 20 | 29 | 4.3 | 6.7 |
| Department of Education & Skills | 1372 | 1372 | 55 | 55 | 4.0 | 4.0 |
| Department of Employment Affairs & Social Protection | 6728 | 6725 | 339 | 351 | 5.0 | 5.2 |
| Department of Finance | 320 | 319 | 13 | 13 | 4.1 | 4.1 |
| Department of Foreign Affairs & Trade | 1584 | 1763 | 56 | 65 | 3.5 | 3.7 |
| Department of Health | 457 | 498 | 21 | 22 | 4.6 | 4.4 |
| Department of Housing, Planning & Local Government | 656 | 750 | 34 | 41 | 5.2 | 5.5 |
| Department of Justice & Equality | 1945 | 2016 | 110 | 121 | 5.7 | 6.0 |
| Department of Public Expenditure & Reform | 412 | 447 | 14 | 19 | 3.4 | 4.3 |
| Department of Rural Community Development | 115 | 150 | 8 | 8 | 7.0 | 5.3 |
| Department of the Taoiseach | 218 | 224 | 10 | 12 | 4.6 | 5.4 |
| Department of Transport, Tourism & Sport | 486 | 557 | 19 | 18 | 3.9 | 3.2 |
| **Grand Total** | **20,520** | **21,205** | **944** | **990** | **4.6** | **4.7** |

# Appendix B – Public bodies

**Department of Agriculture, Food & the Marine**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Public Body** | **Total number of employee** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| Bord Bia | 108 | 127 | 5 | 5 | 4.6 | 3.9 |
| Bord Iascaigh Mhara | 140 | 144 | 4 | 4 | 2.9 | 2.8 |
| Bord na gCon | 491 | 434 | 17 | 11 | 3.5 | 2.5 |
| Coillte | 442 | 448 | 23 | 11 | 5.2 | 2.5 |
| Horse Racing Ireland | 195 | 199 | 6 | 8 | 3.1 | 4.0 |
| Irish National Stud | 46 | 50 | 4 | 4 | 8.7 | 8.0 |
| Marine Institute | 216 | 236 | 9 | 12 | 4.2 | 5.1 |
| National Milk Agency | 5 | 5 | 0 | 0 | 0.0 | 0.0 |
| Sea Fisheries Protection Authority | 99 | 125 | 5 | 6 | 5.1 | 4.8 |
| Teagasc  | 1,265 | 1,301 | 57 | 59 | 4.5 | 4.5 |
| Veterinary Council of Ireland | 6 | 8 | 0 | 0 | 0.0 | 0.0 |
| **Grand Total** | **3,013** | **3,077** | **130** | **120** | **4.3** | **3.9** |

Department of Business, Enterprise & Innovation

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Public Body** | **Total number of employees** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| Competition and Consumer Protection Commission | 91 | 98 | 6 | 8 | 6.6 | 8.2 |
| Enterprise Ireland | 632 | 647 | 26 | 28 | 4.1 | 4.3 |
| Health & Safety Authority | 170 | 179 | 6 | 4 | 3.5 | 2.2 |
| IDA Ireland | 335 | 335 | 13 | 18 | 3.9 | 5.4 |
| InterTrade Ireland | 44 | 47 | 2 | 2 | 4.5 | 4.3 |
| National Standards Authority of Ireland (NSAI) | 137 | 146 | 6 | 6 | 4.4 | 4.1 |
| Personal Injuries Assessment Board | 83 | 78 | 1 | 2 | 1.2 | 2.6 |
| Science Foundation Ireland | 58 | 59 | 2 | 2 | 3.4 | 3.4 |
| **Grand Total** | **1,550** | **1,589** | **62** | **70** | **4.0** | **4.4** |

**Department of Children & Youth Affairs**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Public Body** | **Total number of employee** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| Adoption Authority of Ireland | 22 | 28 | 2 | 2 | 9.1 | 7.1 |
| Child and Family Agency (TUSLA) | 4,318 | 4,527 | 138 | 151 | 3.2 | 3.3 |
| Oberstown Children Detention Campus | 267 | 284 | 16 | 16 | 6.0 | 5.6 |
| **Grand Total** | **4,607** | **4,839** | **156** | **169** | **3.4** | **3.5** |

**Department of Communications, Climate Action & Environment**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Public Body** | **Total number of employees** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| An Post | 8,483 | 8,363 | 466 | 466 | 5.5 | 5.6 |
| Bord na Móna | 1,818 | 1,631 | 55 | 55 | 3.0 | 3.4 |
| Broadcasting Authority of Ireland | 38 | 45 | 2 | 4 | 5.3 | 8.9 |
| Commission for Communications Regulation (ComReg) | 120 | 124 | 4 | 4 | 3.3 | 3.2 |
| Commission for Regulation of Utilities (CRU) | 90 | 101 | 6 | 6 | 6.7 | 5.9 |
| EirGrid Plc | 371 | 379 | 24 | 44 | 6.5 | 11.6 |
| Electricity Supply Board (ESB) | 6,189 | 6,126 | 202 | 187 | 3.3 | 3.1 |
| Environmental Protection Agency | 392 | 413 | 14 | 17 | 3.6 | 4.1 |
| Inland Fisheries Ireland  | 310 | 309 | 20 | 19 | 6.5 | 6.1 |
| Raidió Teilifís Éireann (RTÉ) | 1,924 | 1,822 | 64 | 78 | 3.3 | 4.3 |
| Sustainable Energy Authority of Ireland  | 78 | 90 | 3 | 5 | 3.8 | 5.6 |
| TG4 | 83 | 81 | 3 | 3 | 3.6 | 3.7 |
| The Digital Hub | 10 | 10 | 0 | 0 | 0.0 | 0.0 |
| **Grand Total** | **19,906** | **19,494** | **863** | **888** | **4.3** | **4.6** |

**Department of Culture, Heritage & the Gaeltacht**

| **Public Body** | **Total number of employee** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| Arts Council | 48 | 54 | 2 | 2 | 4.2 | 3.7 |
| Chester Beatty Library | 33 | 35 | 0 | 0 | 0.0 | 0.0 |
| Crawford Art Gallery | 18 | 18 | 2 | 2 | 11.1 | 11.1 |
| Forás Na Gaeilge | 50 | 48 | 4 | 2 | 8.0 | 4.2 |
| Heritage Council | 14 | 15 | 0 | 0 | 0.0 | 0.0 |
| Irish Museum of Modern Art (IMMA) | 105 | 107 | 5 | 4 | 4.8 | 3.7 |
| National Concert Hall | 86 | 86 | 4 | 4 | 4.7 | 4.7 |
| National Gallery of Ireland | 174 | 179 | 5 | 5 | 2.9 | 2.8 |
| National Library of Ireland | 88 | 90 | 10 | 10 | 11.4 | 11.1 |
| National Museum of Ireland | 182 | 165 | 9 | 9 | 4.9 | 5.5 |
| Screen Ireland | 19 | 27 | 0 | 0 | 0.0 | 0.0 |
| Údarás na Gaeltachta | 88 | 88 | 6 | 6 | 6.8 | 6.8 |
| Ulster-Scots Agency | 14 | 14 | 1 | 1 | 7.1 | 7.1 |
| Waterways Ireland | 234 | 234 | 7 | 8 | 3.0 | 3.4 |
| **Grand Total** | **1,153** | **1,160** | **55** | **53** | **4.8** | **4.6** |

**Department of Education & Skills**

| **Public Body** | **Total number of employee** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| Dún Laoghaire Institute of Art, Design & Technology | 291 | 291 | 10 | 13 | 3.4 | 4.5 |
| IT Athlone | 654 | 631 | 23 | 26 | 3.5 | 4.1 |
| IT Blanchardstown | 289 | 299 | 25 | 20 | 8.7 | 6.7 |
| IT Carlow | 851 | 840 | 29 | 29 | 3.4 | 3.5 |
| IT Cork | 1,416 | 1,519 | 60 | 61 | 4.2 | 4.0 |
| IT Dublin | 2,432 | 2,409 | 93 | 96 | 3.8 | 4.0 |
| IT Dundalk | 685 | 653 | 34 | 35 | 5.0 | 5.4 |
| IT Galway-Mayo | 698 | 710 | 22 | 22 | 3.2 | 3.1 |
| IT Letterkenny | 361 | 361 | 20 | 20 | 5.5 | 5.5 |
| IT Limerick  | 618 | 636 | 26 | 31 | 4.2 | 4.9 |
| IT Sligo | 580 | 613 | 20 | 22 | 3.4 | 3.6 |
| IT Tallaght | 451 | 469 | 14 | 15 | 3.1 | 3.2 |
| IT Tralee | 383 | 402 | 13 | 14 | 3.4 | 3.5 |
| IT Waterford | 983 | 1,007 | 27 | 32 | 2.7 | 3.2 |
| Leargas  | 46 | 55 | 5 | 4 | 10.9 | 7.3 |
| National College of Art and Design (NCAD) | 133 | 133 | 4 | 1 | 3.0 | 0.8 |
| Quality and Qualifications Ireland | 74 | 74 | 3 | 3 | 4.1 | 4.1 |
| SOLAS - Further Education & Training Authority | 187 | 212 | 16 | 18 | 8.6 | 8.5 |
| **Grand Total** | **11,132** | **11,314** | **444** | **462** | **4.0** | **4.1** |

**Department of Employment Affairs & Social Protection**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Public Body** | **Total number of employee** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| Citizens Information Board  | 86 | 94 | 9 | 9 | 10.5 | 9.6 |
| The Pensions Authority  | 62 | 65 | 3 | 3 | 4.8 | 4.6 |
| **Grand Total** | **148** | **159** | **12** | **12** | **8.1** | **7.5** |

**Department of Finance**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Public Body** | **Total number of employee** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| National Treasury Management Agency | 790 | 794 | 26 | 34 | 3.3 | 4.3 |
| **Grand Total** | **790** | **794** | **26** | **34** | **3.3** | **4.3** |

**Department of Health**

| **Public Body** | **Total number of employee** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| Beaumont Hospital  | 4,084 | 4,250 | 168 | 176 | 4.1 | 4.1 |
| Dental Council  | 9 | 7 | 0 | 0 | 0.0 | 0.0 |
| Dublin Dental Hospital | 210 | 210 | 12 | 9 | 5.7 | 4.3 |
| Food Safety Authority of Ireland | 77 | 84 | 4 | 5 | 5.2 | 6.0 |
| Health Information and Quality Authority  | 216 | 235 | 8 | 8 | 3.7 | 3.4 |
| Health Insurance Authority  | 10 | 9 | 1 | 2 | 10.0 | 22.2 |
| Health Products Regulatory Authority  | 312 | 321 | 14 | 16 | 4.5 | 5.0 |
| Health Research Board  | 63 | 67 | 1 | 2 | 1.6 | 3.0 |
| Health Service Executive  | 85,612 | 87,821 | 1,546 | 1,176 | 1.8 | 1.3 |
| Institute of Public Health | 17 | 21 | 1 | 1 | 5.9 | 4.8 |
| Irish Blood Transfusion Service  | 600 | 600 | 20 | 25 | 3.3 | 4.2 |
| Leopardstown Park Hospital  | 258 | 245 | 19 | 18 | 7.4 | 7.3 |
| Medical Council | 79 | 80 | 3 | 5 | 3.8 | 6.3 |
| Mental Health Commission | 28 | 51 | 0 | 2 | 0.0 | 3.9 |
| National Cancer Registry Ireland | 58 | 55 | 4 | 4 | 6.9 | 7.3 |
| National Treatment Purchase Fund | 38 | 53 | 4 | 4 | 10.5 | 7.5 |
| Nursing and Midwifery Board of Ireland | 52 | 45 | 2 | 2 | 3.8 | 4.4 |
| Pharmaceutical Society of Ireland | 38 | 39 | 3 | 4 | 7.9 | 10.3 |
| Pre-Hospital Emergency Care Council | 14 | 15 | 1 | 1 | 7.1 | 6.7 |
| Safefood | 32 | 32 | 1 | 1 | 3.1 | 3.1 |
| St James's Hospital | 4,266 | 4,327 | 291 | 268 | 6.8 | 6.2 |
| Tallaght University Hospital (comparison made to The Adelaide and Meath Hospital 2017) |   | 3,175 |   | 96 |   | 3.0 |
| The Adelaide and Meath Hospital (comparison made to Tallaght University Hospital in 2018) | 3,119 |   | 106 |   | 3.4 |   |
| Voluntary Health Insurance Board  | 1,219 | 1,281 | 46 | 66 | 3.8 | 5.2 |
| **Grand Total** | **100,411** | **103,023** | **2,255** | **1,891** | **2.2** | **1.8** |

**Department of Housing, Planning & Local Government**

| **Public Body** | **Total number of employees** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| An Bord Pleanála | 164 | 175 | 12 | 10 | 7.3 | 5.7 |
| Carlow County Council | 349 | 350 | 14 | 12 | 4.0 | 3.4 |
| Cavan County Council  | 416 | 408 | 23 | 22 | 5.5 | 5.4 |
| Clare County Council | 806 | 841 | 37 | 35 | 4.6 | 4.2 |
| Cork City Council | 1,240 | 1,317 | 51 | 51 | 4.1 | 3.9 |
| Cork County Council  | 2,551 | 2,678 | 93 | 83 | 3.6 | 3.1 |
| Donegal County Council | 938 | 1,148 | 34 | 35 | 3.6 | 3.0 |
| Dublin City Council | 5,741 | 5,850 | 331 | 272 | 5.8 | 4.6 |
| Dún Laoghaire–Rathdown County Council | 1,031 | 1,109 | 39 | 40 | 3.8 | 3.6 |
| Eastern & Midland Regional Assembly  | 17 | 17 | 0 | 0 | 0.0 | 0.0 |
| Ervia/Gas Networks Ireland | 929 | 1,006 | 29 | 31 | 3.1 | 3.1 |
| Fingal County Council | 1,437 | 1,455 | 63 | 60 | 4.4 | 4.1 |
| Galway City Council | 450 | 478 | 28 | 49 | 6.2 | 10.3 |
| Galway County Council | 777 | 803 | 31 | 29 | 4.0 | 3.6 |
| Housing & Sustainable Communities Agency | 51 | 70 | 3 | 6 | 5.9 | 8.6 |
| Housing Finance Agency | 12 | 11 | 0 | 0 | 0.0 | 0.0 |
| Irish Water | 726 | 809 | 23 | 25 | 3.2 | 3.1 |
| Kerry County Council | 1,380 | 1,409 | 96 | 85 | 7.0 | 6.0 |
| Kildare County Council | 985 | 1,044 | 60 | 63 | 6.1 | 6.0 |
| Kilkenny County Council | 576 | 594 | 22 | 24 | 3.8 | 4.0 |
| Laois County Council | 430 | 449 | 17 | 20 | 4.0 | 4.5 |
| Leitrim County Council | 276 | 327 | 11 | 12 | 4.0 | 3.7 |
| Limerick City & County Council | 1,276 | 1,352 | 44 | 50 | 3.4 | 3.7 |
| Local Government Management Agency | 95 | 95 | 7 | 5 | 7.4 | 5.3 |
| Longford County Council | 310 | 375 | 19 | 19 | 6.1 | 5.1 |
| Louth County Council | 664 | 724 | 29 | 27 | 4.4 | 3.7 |
| Mayo County Council | 1,123 | 1,115 | 71 | 73 | 6.3 | 6.5 |
| Meath County Council | 733 | 742 | 36 | 38 | 4.9 | 5.1 |
| Monaghan County Council | 469 | 478 | 25 | 34 | 5.3 | 7.1 |
| Northern & Western Regional Assembly | 15 | 19 | 0 | 0 | 0.0 | 0.0 |
| Offaly County Council | 386 | 409 | 13 | 17 | 3.4 | 4.2 |
| Ordnance Survey Ireland (OSI) | 230 | 226 | 10 | 8 | 4.3 | 3.5 |
| Residential Tenancies Board | 53 | 53 | 1 | 2 | 1.9 | 3.8 |
| Roscommon County Council | 412 | 414 | 20 | 22 | 4.9 | 5.3 |
| Sligo County Council | 434 | 455 | 17 | 16 | 3.9 | 3.5 |
| South Dublin County Council | 1,229 | 1,263 | 49 | 56 | 4.0 | 4.4 |
| Southern Regional Assembly | 22 | 23 | 0 | 0 | 0.0 | 0.0 |
| Tipperary County Council | 1,063 | 1,103 | 38 | 42 | 3.6 | 3.8 |
| Waterford City & County Council | 960 | 969 | 44 | 44 | 4.6 | 4.5 |
| Westmeath County Council | 474 | 488 | 21 | 30 | 4.4 | 6.1 |
| Wexford County Council | 942 | 962 | 71 | 73 | 7.5 | 7.6 |
| Wicklow County Council | 729 | 752 | 22 | 23 | 3.0 | 3.1 |
| **Grand Total** | **32,901** | **34,365** | **1,554** | **1,543** | **4.7** | **4.5** |

**Department of Justice & Equality**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Public Body** | **Total number of employees** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| National Disability Authority | 34 | 34 | 3 | 4 | 8.8 | 11.8 |
| **Grand Total** | **34** | **34** | **3** | **4** | **8.8** | **11.8** |

**Department of Public Expenditure & Reform**

| **Public Body** | **Total number of employees** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta | 4 | 5 | 0 | 0 | 0.0 | 0.0 |
| An Coimisinéir Teanga | 7 | 7 | 0 | 0 | 0.0 | 0.0 |
| Central Statistics Office | 825 | 896 | 47 | 56 | 5.7 | 6.3 |
| Charities Regulatory Authority | 47 | 39 | 1 | 3 | 2.1 | 7.7 |
| Chief State Solicitor's Office | 262 | 263 | 8 | 12 | 3.1 | 4.6 |
| Courts Service | 1,072 | 1,097 | 35 | 37 | 3.3 | 3.4 |
| Data Protection Commissioner | 74 | 74 | 3 | 3 | 4.1 | 4.1 |
| Defence Forces Canteen Board | 3 | 3 | 0 | 0 | 0.0 | 0.0 |
| Department of Agriculture, Food & the Marine | 3,258 | 3,369 | 133 | 128 | 4.1 | 3.8 |
| Department of Business, Enterprise & Innovation | 871 | 897 | 45 | 45 | 5.2 | 5.0 |
| Department of Children & Youth Affairs | 242 | 277 | 13 | 14 | 5.4 | 5.1 |
| Department of Communications, Climate Action & Environment | 387 | 412 | 14 | 14 | 3.6 | 3.4 |
| Department of Culture, Heritage & the Gaeltacht | 649 | 643 | 20 | 20 | 3.1 | 3.1 |
| Department of Defence | 351 | 355 | 20 | 15 | 5.7 | 4.2 |
| Department of Defence - Civilian Employees | 469 | 431 | 20 | 29 | 4.3 | 6.7 |
| Department of Education & Skills | 1,372 | 1,372 | 55 | 55 | 4.0 | 4.0 |
| Department of Employment Affairs & Social Protection | 6,728 | 6,725 | 339 | 351 | 5.0 | 5.2 |
| Department of Finance | 320 | 319 | 13 | 13 | 4.1 | 4.1 |
| Department of Foreign Affairs & Trade | 1,584 | 1,763 | 56 | 65 | 3.5 | 3.7 |
| Department of Health | 457 | 498 | 21 | 22 | 4.6 | 4.4 |
| Department of Housing, Planning & Local Government | 656 | 750 | 34 | 41 | 5.2 | 5.5 |
| Department of Justice & Equality | 1,945 | 2,016 | 110 | 121 | 5.7 | 6.0 |
| Department of Public Expenditure & Reform | 412 | 447 | 14 | 19 | 3.4 | 4.3 |
| Department of Rural Community Development | 115 | 150 | 8 | 8 | 7.0 | 5.3 |
| Department of the Taoiseach | 218 | 224 | 10 | 12 | 4.6 | 5.4 |
| Department of Transport, Tourism & Sport | 486 | 557 | 19 | 18 | 3.9 | 3.2 |
| Garda Inspectorate | 11 | 11 | 1 | 1 | 9.1 | 9.1 |
| Garda Síochána Ombudsman Commission | 87 | 92 | 3 | 3 | 3.4 | 3.3 |
| Houses of the Oireachtas | 560 | 588 | 23 | 22 | 4.1 | 3.7 |
| Insolvency Service of Ireland | 81 | 81 | 3 | 3 | 3.7 | 3.7 |
| International Protection Appeals Tribunal | 42 | 42 | 2 | 2 | 4.8 | 4.8 |
| International Protection Office | 139 | 139 | 8 | 8 | 5.8 | 5.8 |
| Irish Film Classification Office | 7 | 7 | 0 | 0 | 0.0 | 0.0 |
| Irish Human Rights and Equality Commission | 45 | 45 | 5 | 1 | 11.1 | 2.2 |
| Law Reform Commission | 22 | 16 | 1 | 0 | 4.5 | 0.0 |
| Legal Aid Board | 483 | 484 | 18 | 18 | 3.7 | 3.7 |
| National Council for Curriculum & Assessment | 42 | 44 | 3 | 3 | 7.1 | 6.8 |
| National Council for Special Education | 100 | 101 | 5 | 5 | 5.0 | 5.0 |
| National Property Services Regulatory Authority | 29 | 29 | 1 | 1 | 3.4 | 3.4 |
| National Shared Services Office | 750 | 775 | 35 | 23 | 4.7 | 3.0 |
| Office of Government Procurement | 187 | 223 | 16 | 11 | 8.6 | 4.9 |
| Office of Public Works | 700 | 752 | 23 | 26 | 3.3 | 3.5 |
| Office of the Attorney General | 133 | 133 | 6 | 6 | 4.5 | 4.5 |
| Office of the Comptroller & Auditor General | 145 | 168 | 6 | 6 | 4.1 | 3.6 |
| Office of the Director of Public Prosecutions | 202 | 213 | 11 | 12 | 5.4 | 5.6 |
| Office of the Ombudsman | 123 | 131 | 4 | 10 | 3.3 | 7.6 |
| Office of the Secretary to the President | 28 | 27 | 1 | 0 | 3.6 | 0.0 |
| Office of the Tax Appeals Commissioner | 13 | 16 | 0 | 0 | 0.0 | 0.0 |
| Policing Authority | 29 | 32 | 0 | 2 | 0.0 | 6.3 |
| Property Registration Authority | 544 | 553 | 33 | 36 | 6.1 | 6.5 |
| Public Appointments Service | 177 | 194 | 7 | 8 | 4.0 | 4.1 |
| Revenue Commissioners | 6,372 | 6,471 | 274 | 301 | 4.3 | 4.7 |
| State Examinations Commission | 159 | 161 | 5 | 7 | 3.1 | 4.3 |
| The Ombudsman for Children's Office | 14 | 20 | 0 | 0 | 0.0 | 0.0 |
| The Private Security Authority | 43 | 43 | 1 | 1 | 2.3 | 2.3 |
| The State Laboratory | 98 | 96 | 4 | 4 | 4.1 | 4.2 |
| Valuation Office | 128 | 133 | 6 | 7 | 4.7 | 5.3 |
| **Grand Total** | **34,307** | **35,409** | **1,543** | **1,628** | **4.5** | **4.6** |

**Department of Rural & Community Development**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Public Body** | **Total number of employee** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| Irish Water Safety | 7 | 8 | 0 | 1 | 0.0 | 12.5 |
| Western Development Commission | 14 | 15 | 0 | 0 | 0.0 | 0.0 |
| **Grand Total** | **21** | **23** | **0** | **1** | **0.0** | **4.3** |

**Department of the Taoiseach**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Public Body** | **Total number of employees** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| National Economic and Social Development Office | 17 | 17 | 1 | 1 | 5.9 | 5.9 |
| **Grand Total** | **17** | **17** | **1** | **1** | **5.9** | **5.9** |

**Department of Transport, Tourism & Sport**

| **Public Body** | **Total number of employees** |  | **Number employees with disabilities** |  | **% workforce with disabilities** |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2017** | **2018** | **2017** | **2018** | **2017** | **2018** |
| Bus Éireann | 2,446 | 2,668 | 98 | 106 | 4.0 | 4.0 |
| Commission for Aviation Regulation | 18 | 18 | 0 | 0 | 0.0 | 0.0 |
| Commission for Railway Regulation | 16 | 16 | 0 | 0 | 0.0 | 0.0 |
| Córas Iompair Éireann | 193 | 202 | 7 | 7 | 3.6 | 3.5 |
| daa plc | 3,294 | 3,483 | 156 | 156 | 4.7 | 4.5 |
| Dublin Bus | 3,469 | 3,430 | 172 | 173 | 5.0 | 5.0 |
| Dublin Port Company | 153 | 167 | 12 | 10 | 7.8 | 6.0 |
| Dun Laoghaire Harbour Company **See section 2.2 in the report for 2018 data)** | 21 |   | 1 |   | 4.8 |   |
| Fáilte Ireland  | 312 | 357 | 19 | 18 | 6.1 | 5.0 |
| Galway Harbour Company | 14 | 15 | 0 | 0 | 0.0 | 0.0 |
| Iarnród Éireann | 3,761 | 3,831 | 139 | 149 | 3.7 | 3.9 |
| Irish Aviation Authority | 663 | 699 | 25 | 25 | 3.8 | 3.6 |
| National Transport Authority  | 83 | 99 | 3 | 6 | 3.6 | 6.1 |
| New Ross Port Company | 4 | 4 | 0 | 0 | 0.0 | 0.0 |
| Port of Cork Company | 134 | 144 | 4 | 5 | 3.0 | 3.5 |
| Port of Waterford Company | 35 | 38 | 2 | 3 | 5.7 | 7.9 |
| Road Safety Authority | 344 | 389 | 20 | 18 | 5.8 | 4.6 |
| Shannon Foynes Port Company  | 60 | 61 | 2 | 2 | 3.3 | 3.3 |
| Shannon Group plc | 460 | 450 | 16 | 16 | 3.5 | 3.6 |
| Sport Ireland | 38 | 40 | 3 | 2 | 7.9 | 5.0 |
| Tourism Ireland | 44 | 44 | 2 | 2 | 4.5 | 4.5 |
| Transport Infrastructure Ireland | 257 | 254 | 11 | 11 | 4.3 | 4.3 |
| **Grand Total** | **15,819** | **16,409** | **692** | **709** | **4.4** | **4.3** |

# Appendix C – Employee’s census response rates 2018

**Some public bodies carry out a staff census every year while other public bodies do not. The table here lists the public bodies that carried out a staff census in 2018 and the percentage of employees in each of these public bodies that responded to the staff census.**

| **Public Body** | **% response** |
| --- | --- |
| Adoption Authority of Ireland | 46.4% |
| An Bord Pleanála | 52.0% |
| Bord Bia | 62.2% |
| Bord na gCon | 21.9% |
| Broadcasting Authority of Ireland | 73.3% |
| Bus Éireann | 7.9% |
| Carlow County Council | 60.0% |
| Chief State Solicitor's Office | 49.8% |
| Child and Family Agency (TUSLA) | 18.0% |
| Clare County Council | 58.0% |
| Coillte | 51.6% |
| Commission for Railway Regulation | 100.0% |
| Commission for Regulation of Utilities (CRU) | 65.4% |
| Cork County Council  | 41.9% |
| daa plc | 57.3% |
| Data Protection Commissioner | 40.5% |
| Department of Culture, Heritage & the Gaeltacht | 22.1% |
| Department of Defence - Civilian Employees | 68.9% |
| Department of Finance | 4.1% |
| Department of Health | 80.3% |
| Department of Justice & Equality | 60.6% |
| Department of Public Expenditure & Reform | 19.9% |
| Department of Rural Community Development | 60.7% |
| Dublin City Council | 38.3% |
| Dublin Port Company | 45.5% |
| Dún Laoghaire Institute of Art, Design & Technology | 29.6% |
| Eastern & Midland Regional Assembly | 76.5% |
| Environmental Protection Agency | 0.7% |
| Fáilte Ireland | 51.3% |
| Forás Na Gaeilge | 75.0% |
| Garda Inspectorate | 45.5% |
| Health Insurance Authority  | 100.0% |
| Health Service Executive | 22.3% |
| Heritage Council | 93.3% |
| Horse Racing Ireland | 4.0% |
| Houses of the Oireachtas | 6.0% |
| Housing & Sustainable Communities Agency | 95.7% |
| Housing Finance Agency | 100.0% |
| IDA Ireland | 36.4% |
| Insolvency Service of Ireland | 24.7% |
| International Protection Appeals Tribunal | 45.2% |
| International Protection Office | 53.2% |
| Irish Film Classification Office | 57.1% |
| Irish Museum of Modern Art (IMMA) | 62.6% |
| Irish National Stud | 34.0% |
| Irish Water Safety | 100.0% |
| IT Blanchardstown | 27.1% |
| IT Carlow | 40.5% |
| IT Dundalk | 63.3% |
| IT Limerick  | 21.1% |
| Law Reform Commission | 100.0% |
| Leargas | 56.4% |
| Legal Aid Board | 51.5% |
| Leitrim County Council | 79.5% |
| Leopardstown Park Hospital | 99.2% |
| Limerick City & County Council | 37.1% |
| Local Government Management Agency | 94.7% |
| Marine Institute | 81.8% |
| Medical Council | 80.0% |
| Mental Health Commission | 82.4% |
| Monaghan County Council | 33.7% |
| National Cancer Registry Ireland | 80.0% |
| National Economic and Social Development Office | 100.0% |
| National Library of Ireland | 73.3% |
| National Milk Agency | 100.0% |
| National Property Services Regulatory Authority | 58.6% |
| National Shared Services Office | 28.8% |
| National Standards Authority of Ireland (NSAI) | 43.8% |
| National Transport Authority | 62.6% |
| National Treatment Purchase Fund | 67.9% |
| Northern & Western Regional Assembly | 73.7% |
| Office of Government Procurement | 72.7% |
| Office of the Attorney General | 94.7% |
| Office of the Director of Public Prosecutions | 19.3% |
| Office of the Ombudsman | 61.8% |
| Office of the Tax Appeals Commissioner | 100.0% |
| Pharmaceutical Society of Ireland | 89.7% |
| Public Appointments Service | 49.0% |
| Science Foundation Ireland | 64.4% |
| Screen Ireland | 100.0% |
| Southern Regional Assembly | 100.0% |
| Sustainable Energy Authority of Ireland | 78.9% |
| Teagasc | 43.4% |
| TG4 | 86.4% |
| The Digital Hub | 90.0% |
| The Pensions Authority | 70.8% |
| The Private Security Authority | 81.4% |
| Tipperary County Council | 97.0% |
| Tourism Ireland | 100.0% |
| Valuation Office | 60.9% |
| Voluntary Health Insurance Board | 90.4% |
| Waterford City & County Council | 27.7% |
| Western Development Commission | 40.0% |



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**National Disability Authority is the statutory body providing independent and evidence informed advice on disability policy and practice to the Government, and promoting Universal Design in Ireland.**