

Údarás Náisiúnta Míchumais
National Disability Authority

Report on Compliance with Part 5 of the Disability Act 2005 for 2024

Acknowledgements

The NDA appreciates the cooperation we received from Departmental Monitoring Committees and public bodies who ensured that their annual Part 5 returns were submitted by the statutory deadline of 30 June 2025.

The NDA continues to advise Monitoring Committees and public bodies that it is their responsibility to provide the NDA with accurate Part 5 data.

There are no errata in the published data to date.

Table of Contents

Executive Summary	6
The HSE	7
Trends towards meeting the minimum statutory employment target for 2007 – 2024	8
Improvement in public bodies' performance.....	9
Key measures being taken by public bodies to improve compliance with Part 5 in 2024	10
1 Introduction	13
1.1 Legislative background	13
1.2 Counting employees with disabilities	13
1.3 Data Collection Methods	14
1.4 Improving the data collection process for Part 5.....	15
2. Key Findings for 2024	17
2.1 Key findings for 2024	17
Trends towards meeting the minimum statutory employment target for 2007 – 2024	18
Improvement in public bodies' performance.....	19
2.2 Analysis by type of public sector body	20
Commercial Bodies	20
Government Departments	20
Local Government	21
Non-Commercial Bodies	21
Public Bodies Staffed by Civil Servants (PBCS)	21
Summary of analysis by type of public body	22
2.3 Analysis by size of public sector body	23
Public bodies with less than 100 staff.....	23
Public bodies with between 100 and 999 staff.....	23
Public bodies with between 1,000 and 4,999 staff	23
Public bodies with over 5,000 staff.....	24
Summary of analysis by size of public body	24
2.4 Changes in the size of public bodies	24
Public bodies with 100-999 employees.....	24
Public bodies size 1,000+ employees	25

3. Measures to meet Part 5 obligations in 2023.....	27
3.1 Increasing the Recruitment of persons with disabilities	28
3.2 Measures to support employees to share their disability status	29
3.3 Retaining employees with or without disabilities.....	30
3.4 Reasonable accommodations	31
3.5 Supports for line managers	34
3.6 Work experience programmes	35
AHEAD's Willing Able and Mentoring (WAM) Programme.....	35
Oireachtas Work Learning (OWL) training programme.....	36
Internal Work Experience Programmes for disabled people	37
3.7 Engagement with Monitoring Committees	39
4. Monitoring and Compliance	40
Compliance under Part 5 of the Disability Act 2005	40
4.1 Compliance with the Act 2021 and 2022	40
4.2 Compliance with the Act 2022 and 2023	41
4.3 Compliance with the Act 2023 and 2024	42
4.4 Compliance with the Act 2024	42
4.5 Measures to reach the forthcoming target.....	43
Appendix A – Government Departments (staffed by Civil Servants only).....	45
Appendix B – Government Departments and their aegis bodies	47
Department of Agriculture, Food & the Marine.....	47
Department of Children, Equality, Disability, Integration & Youth...48	48
Department of Enterprise Trade & Employment.....	49
Department of Finance	50
Department of Further & Higher Education, Research, Innovation & Science	51
Department of Health	52
Department of Housing, Local Government & Heritage	54
Department of Public Expenditure, National Development Plan Delivery & Reform.....	56
Department of Rural & Community Development.....	59
Department of Social Protection	60
Department of the Environment, Climate & Communications.....	61
Department of the Taoiseach	62

Department of Tourism Culture, Arts, Gaeltacht, Sports & Media ...	63
Department of Transport	64
Appendix C – Staff Census Response Rates	65

Executive Summary

Under Part 5 of the Disability Act 2005, relevant¹ public bodies have obligations to increase the employment of persons with disabilities in the public sector and to ensure they meet the minimum statutory employment target for the employment of disabled people.

The NDA has a statutory role in monitoring the employment of persons with disabilities in the public sector, arising from Part 5 of the Disability Act 2005.

This is the nineteenth annual report by the National Disability Authority (NDA) on employment of persons with disabilities in the public sector.

In 2024, the minimum statutory employment target increased from 3% to 4.5%. In 2025, this target will increase to a minimum of 6%.

The NDA has consistently advised public bodies about these increases in the statutory employment target and the measures they need to implement and report on to ensure they meet and exceed these targets.

The objective of the Part 5 process is to capture and compare the progress public bodies are making and any challenges they may experience in meeting the minimum statutory employment target on a year-on-year basis. In this context, we will be comparing the public bodies' performances in meeting the minimum statutory employment target of 4.5% in 2024 to public bodies that met the minimum statutory employment target of 3% in 2023.

- In 2024, the NDA is pleased to note that the percentage of employees reporting a disability increased to 5.4%. This is the first time this percentage has exceeded 5%.
- The number of employees reporting a disability increased from 11,254 in 2023 (4.1%) to 15,403 (5.4%) in 2024. This is an increase of 4,149 people (+36.9%). See the section on the **improvement of public bodies' performance** for possible reasons as to why this positive development has occurred.
- The number of public bodies in the public sector increased from 210 in 2023 to 216 in 2024. At the end of 2024, the total number of employees in the public sector had increased by

¹ Relevant public bodies are those public bodies that report under Part 5. Some public bodies, for example, the Defence Forces; parts of An Garda Siochana; some universities such as Trinity College, University College Dublin etc and professions such as prison officers of a prison are exempt from reporting under Part 5.

10,058 people (+3.7%) going from 273,747 in 2023 to 283,805 in 2024.

- In 2024, 185 public bodies (85.6%) met the 4.5% target compared to 191 (91%) who met 3% target in 2023.
- In 2024, 31 public bodies (14.4%) did not meet the 4.5% target compared to 19 (9.0%) in 2023 who did not meet the 3% target.
- If considering the revised target of 4.5%, in 2024 185 public bodies (85.6%) met this target compared to 160 (76.2%) in 2023.
- In 2024, 134 public bodies (62.6%) met the forthcoming minimum 6% target compared to 110 (52.4%) in 2023.
- Overall, the public sector exceeded the minimum statutory employment target for people with disabilities for the fourteenth successive year.

The NDA also notes that:

- In 2024, four out of the five types of public bodies achieved the minimum target (Commercial Bodies, Government Departments, Local Government, Non-Commercial Bodies, and Public Bodies staffed by Civil Servants). One type of public body (Non-Commercial Bodies) did not achieve the target. This is the same pattern as reported in 2023.

In this report, public bodies are also categorised into four different sizes:

- 0-99 employees
- 100-999 employees
- 1000-4,999 employees
- 5,000 employees or more

In 2024, three out of the four size categories met or exceeded the minimum target of 4.5%. The category for 5,000 employees or more did not meet the minimum 4.5%. In 2023, the same outcomes were reported for these size categories.

The HSE

The HSE is the largest body in the public sector. In 2024, the total number of employees in the HSE decreased by 1,326 people from 105,769 employees in 2023 to 104,443 employees in 2024.

However, the HSE stated that the number and percentage of employees reporting a disability had increased by 1,077(+62.1%). In 2024, the HSE reported it had 2,812 (2.7%) employees with a disability compared to 1,735 (1.6%) in 2023. This is the highest number and percentage of employees with disabilities that the HSE has reported to date. The NDA

notes however that the HSE did not make the minimum statutory employment of 4.5% in 2024.

Since 2020, the NDA has met on a quarterly basis with a designated team in the HSE who are responsible for improving this public body's performance under Part 5. The NDA is pleased to note the improvement in the HSE's performance in 2024. We will continue to advise the HSE and help this public body to demonstrate consistent progress in meeting its obligations under Part 5.

Trends towards meeting the minimum statutory employment target for 2007 – 2024

Between 2007 and 2013, the total number of public sector employees decreased year-on-year, while the total number of employees reporting a disability fluctuated over the same period. Since 2014, the total number of public sector employees has increased year-on-year. At the end of 2024, the total number of employees in the public sector bodies had increased by 10,058 people (+3.7%) from 273,747 in 2023 to 283,805 in 2024.

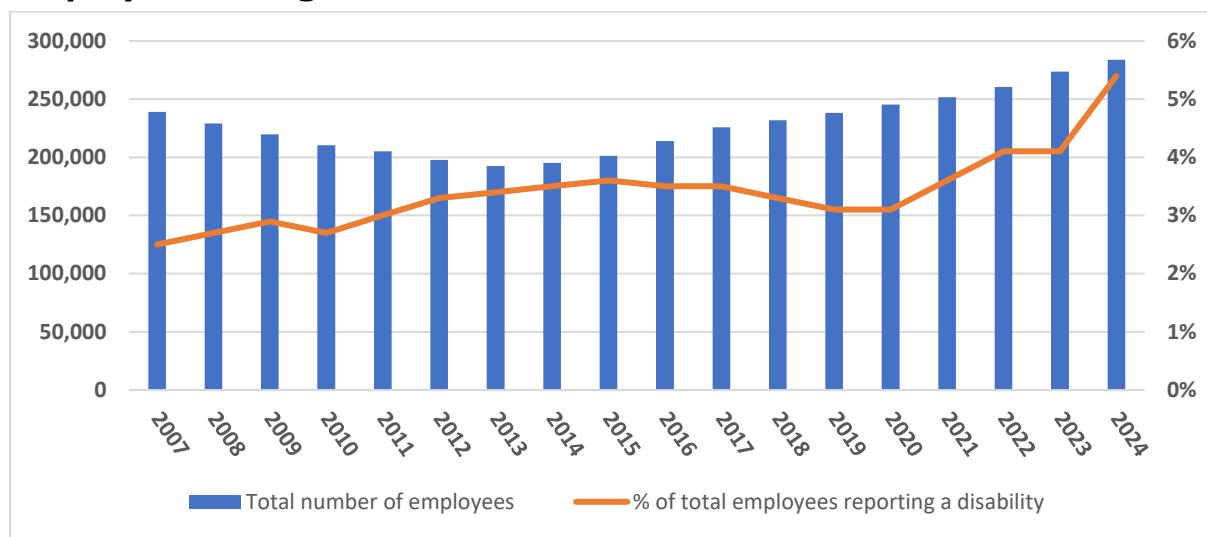
The number of employees reporting a disability increased each year from 2014 to 2017. However, this number and percentage fell in 2018 to 3.3% and 3.1% in 2019.

In 2020, the number of employees reporting a disability increased again, but due to the overall increase in employee numbers in the public sector the overall percentage of employees reporting a disability remained at 3.1%. In 2021, the overall percentage of employees reporting a disability increased to 3.6%, and this increased to 4.1% in 2022 and remained at 4.1% in 2023. In 2024, the overall percentage of employees reporting a disability increased to 5.4%. This is the first time this percentage has passed 5%.

Figure 1 captures the progress the public sector has made in meeting the minimum statutory employment target from 2007², when the NDA began monitoring the employment of persons with disabilities, to 2024.

² The Report on Compliance for 2006 was the first report produced by the NDA in 2007. This was the first year of operation of the new monitoring and reporting system, it was a challenging task to develop accurate and appropriate ways of capturing the data on the number of people with disabilities employed in different bodies. Because of the difficulty and complexity of the task there were quality issues with the data for this year, so it is not cited in the bar graph.

Figure 1. Public bodies' progress towards the minimum statutory employment target



Improvement in public bodies' performance

There are a number of factors that could have contributed to this significant increase in public bodies' performance in 2025:

- The NDA has consistently advised public bodies that the minimum statutory employment target was increasing to 4.5% in 2024 and 6% in 2025. We have also advised them on the measures they need to implement to meet and exceed these targets. As detailed in **Section 3 of this report** there is an increase in the number of public bodies implementing some of these measures.
- The NDA has consistently engaged with public bodies, including the HSE, that have experienced difficulties in meeting the minimum statutory employment target, to help them improve their performance. In 2015 – 2016, eleven public bodies received Section 49 (S.49) requests because they did not meet the minimum target. In 2023 and 2024, only four public bodies will receive S.49 requests.
- In December 2023, we revised the questions for Part 5 data collection to obtain richer data in line with one of the key recommendations from our report on the [Review of Part 5](#). For the Part 5 report for 2024, we continued to review and revise the questions. We also worked with the Office of the Government Chief Information Officer (OCGIO) to move the questions from an excel document to an accessible online format called Forms.ie. Public bodies were provided with training and consistent support to use this new system. These revisions to the Part 5 process have helped us to obtain more detailed and accurate data on the

measures they are taking to improve their compliance under Part 5, while also streamlining the data collection and analysis processes.

Key measures being taken by public bodies to improve compliance with Part 5 in 2024

A summary of the key measures being taken by public bodies to improve their compliance with Part 5 are as follows:

- **Method of data collection for Part 5 return:** In 2024, the most common method of data collection reported by 163 public bodies (75.5%) was conducting a staff census.
- **Increasing the recruitment of persons with disabilities:** In 2024, 210 public bodies (97.2%) reported that the most common measure they used to increase the recruitment of persons with disabilities was to provide reasonable accommodations in recruitment processes.
- **Supporting employees to share their disability status:** In 2024, the most common measure reported by 181 (83.8%) public bodies to support employees to share their disability status was providing all employees with information on the supports available.
- **Retaining employees with and without disabilities:** In 2024, the NDA asked a separate question on retaining persons with disabilities. In 2024, 213 public bodies (98.6%) reported that their most common retention measure was ensuring that reasonable accommodations were in place before the employee returned to work after being on sick leave.
- **Reasonable Accommodations:** In 2024, 100 (46.5%) public bodies responded that they had a written policy for providing reasonable accommodations.

In 2024, the most common reasonable accommodation provided by 205 public bodies (94.9%) was adjusting employees' work tasks/roles in accordance with individual needs and abilities.

In 2024, 57 (26.4%) of 216 public bodies responded that they had difficulties providing reasonable accommodations. Twenty-eight (49.1%) of these stated that the main difficulties arose regarding installing assistive technologies.

- **Supporting Line Managers:** In 2024, 203 public bodies (94.0%) provided line managers with support to assist disabled employees in accessing reasonable accommodations or with other types of assistance. The most common measures were providing them with access to resources, for example, guidance on managing employees (195 public bodies, 90.3%).

- **Work Experience programmes for disabled people:** In 2024, 25 public bodies (11.6%) reported they participated in AHEAD's Willing Able and Mentoring (WAM) programme³ and 5 public bodies (2.3%) reported they participated in the Oireachtas Work Learning Training (OWL) training programme. Thirty-two public bodies (14.8%) also reported that they had their own internal work experience programmes, that included disabled people.
- **Engaging with Monitoring Committees:** Ninety-five public bodies (44.0%) reported that they had engaged with the Monitoring Committees in their parent Department in 2024. Of the 121 public bodies (56.0%) that did not engage with their Monitoring Committees 94(77.7%) stated that this was because they had met the minimum target of 4.5%.
- **Mitigating factors:** In 2024, there were 31 public bodies (14.4%) that didn't make the minimum statutory employment target of 4.5%. The main reason public bodies (20, 64.5%) stated for this was because of the small size of their organisation.
- **Measures to reach the forthcoming targets:** In 2025, the minimum statutory target will increase to a minimum of 6%. In 2024, 31 public bodies (14.4%) that didn't make the 4.5% target were asked about measures they would implement to reach the 6% target. Twelve out of the 31 public bodies (38.7%) replied that they would focus on reviewing and improving their recruitment process to make them more inclusive and/or have a targeted campaign to recruit persons with disabilities.
- **Developing measures in 2024:** Public bodies that stated they were developing the above measures were asked how long it would take to develop and implement them. Overall, public bodies reported that they would have the majority of these measures implemented within 12 months. However, public bodies stated that measures to retain employees with and without disabilities would be implemented in within three months and supports for Line Managers would be implemented within three to six months

The NDA acknowledges the continued improvement in the public sector's performance. However, we continue to advise public bodies that they need to meet or exceed the minimum 6% in 2025 by developing and enhancing Equal, Diverse and Inclusive (EDI) work cultures, that focus on increasing the recruitment and retention of persons with disabilities and

³ Two public bodies participated in both AHEAD and OWL programmes (i.e., Dept of Agriculture, Food & the Marine and the Department of Foreign Affairs). Three public bodies participated in the AHEAD programme and also had an internal work experience programme (i.e., CSO, Enterprise Ireland, and Monaghan County Council).

supporting employees with disabilities to be more comfortable in sharing their disability status.

The NDA is developing new guidance to help public bodies to continue to improve their data collection methods for the 2025 Part 5 process. We are also exploring ways to enhance the quality of the data we receive from public bodies and signal where some data may not be reliable based on response rates.

However, we continue to advise Monitoring Committees and public bodies that it is their responsibility to ensure they submit accurate data for the Part 5 process.

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 annual reporting and monitoring obligations of public bodies and Government Departments regarding the employment of persons with disabilities.

In summary, the obligations detailed in the Act are:

- Public bodies shall, in so far as practicable, take all reasonable measures to promote and support the employment by it of persons with disabilities (S.47.1a).
- 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

Section 48 (2) of the Disability Act 2005 states that public bodies must collect data on employees and especially employees with disabilities **on an annual basis**.

"Subject to subsection (7) a public body shall, not later than 31 March in each year, draw up a report in writing in relation to its compliance with this Part during the **preceding year** and submit it to the relevant monitoring committee".

The Act does not set out any particular methods of counting or identifying employees with disabilities. Each public body is responsible for choosing

an appropriate method for counting employees with disabilities in their organisation each year.

The NDA has advised public bodies that they should be conducting a census for all employees. 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. This is different from running a disability survey that can be perceived as only applying to employees with disabilities and not all employees.

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 sharing their disability status or where all employees understand the importance of responding to a staff survey. However, the NDA has advised public bodies that a census for all employees 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 supporting more employees to feel comfortable sharing their disability status.

The NDA is aware that some public bodies use other means of data collection, such as checking HR records of new staff who have joined, staff who have left, or requests for reasonable accommodations, to annually identify changes in intermediate years, with appropriate data protection measures in place.

Regardless of what method of data collection is applied in a public body, the legislation stipulates that information should be updated and submitted to the NDA on an annual basis.

Regardless of the process that public bodies use to collect their data, the NDA advises that in compliance with **General Data Protection Regulation (GDPR) 2018**, it is essential that public bodies inform all employees that the data being collected is anonymous and explain why their data is being collected. Employees should also be informed that their data is being stored safely.

1.3 Data Collection Methods

Public bodies were asked if they had conducted an anonymous and GDPR compliant census I for all employees in their organisation from 01 January 2024 to 31 December 2024.

The NDA is pleased to note that in 2024, in line with our consistent advice, 163 public bodies (75.5%) conducted a staff census, compared to 156 public bodies (74.3%) in 2023.

The NDA is aware that not all public bodies use staff censuses to collect data. Public bodies were also asked questions on other methods of data collection they used instead.

Table 1 details the other data collection methods that public bodies reported they had in place in 2023 and 2024.

Table 1. Other Data collection methods used by public bodies, 2023, 2024

	Total number of public bodies in 2023 = 210		Total number of public bodies in 2024 = 216	
	Number of public bodies in 2023	% of public bodies in 2023	Number of public bodies in 2024	% of public bodies in 2024
Survey for new employees	39	18.6%	34	15.7%
Checked HR records	43	20.5%	28	13.0%
Checked Occupational Health records	22	10.5%	21	9.7%
Survey if disability status changed	15	7.1%	15	6.9%
Other	7	3.3%	15	6.9%
Checked Equality Diversity and Inclusion (EDI) records	12	5.7%	8	3.7%

In 2024, 15 (6.9%) out of 216 public bodies stated that they used other methods of data collection. Seven (46.7%) out of these 15 public bodies said they combined data from previous censuses with data from HR records.

In 2023, 7 (3.3%) out of the 15 public bodies that stated that they collected data in other ways, reported that they updated previous years' censuses with a range of approaches, using employee self-disclosure and having employees send disability forms to the organisation's Disability Liaison Officer (DLO).

1.4 Improving the data collection process for Part 5

The NDA will continue to implement changes to the Part 5 process to help public bodies improve their data collection processes regarding same. Some of these key changes will include:

- Developing new guidance to help public bodies to continue to improve their data collection methods for the 2025 Part 5 process.

- Exploring ways to enhance the quality of public bodies' data and signal where some data may not be reliable based on response rates.
- Continuing to work with OCGIO to streamline the data collection and verification process in a manner that maximises participation for public bodies and facilitates more in-depth analysis for Part 5.

However, we continue to advise Monitoring Committees and public bodies that it is their responsibility to ensure they submit accurate data for the Part 5 process.

2. Key Findings for 2024

2.1 Key findings for 2024

In 2024, the minimum statutory employment target increased from 3% to 4.5%. In 2025, this target will increase to a minimum of 6%.

The NDA has consistently advised public bodies about these increases in the statutory employment target and the measures they need to implement and report on to ensure they meet and exceed these targets.

The objective of the Part 5 process is to capture and compare the progress public bodies are making and any challenges they may experience meeting the minimum statutory employment target on a year-on-year basis. In this context, we will be comparing the public bodies' performances in meeting the minimum statutory employment target of 4.5% in 2024 to public bodies that met the minimum statutory employment target of 3% in 2023.

In 2024, the NDA is pleased to note that the percentage of employees reporting a disability increased to 5.4%. This is the first time this percentage has exceeded 5%.

- The number of employees reporting a disability increased from 11,254 in 2023 (4.1%) to 15,403 (5.4%) in 2024. This is an increase of 4,149 people (+36.9%). See the section on the **improvement of public bodies' performance** for possible reasons as to why this positive development has occurred.
- The number of public bodies in the public sector increased from 210 in 2023 to 216 in 2024. At the end of 2024, the total number of employees in the public sector bodies had increased by 10,058 people (+3.7%) from 273,747 in 2023 to 283,805 in 2024.
- In 2024, 185 public bodies (85.6%) met the 4.5% target compared to 191 (91%) who met 3% target in 2023.
- In 2024, 31 public bodies (14.4%) did not meet the 4.5% target compared to 19 (9.0%) in 2023 who did not meet the 3% target.
- If considering the revised target of 4.5%, in 2024 185 public bodies (85.6%) met this target compared to 160 (76.2%) in 2023.
- In 2024, 134 public bodies (62.6%) met the forthcoming minimum 6% target compared to 110 (52.4%) in 2023.
- Overall, the public sector exceeded the minimum statutory employment target for people with disabilities for the fourteenth successive year.

Trends towards meeting the minimum statutory employment target for 2007 – 2024

Between 2007 and 2013, the total number of public sector employees decreased year-on-year, while the total number of employees reporting a disability fluctuated over the same period. Since 2014, the total number of public sector employees has increased year-on-year. At the end of 2024, the total number of employees in the public sector bodies had increased by 10,058 people (+3.7%) from 273,747 in 2023 to 283,805 in 2024.

At the end of 2024, the total number of employees in the relevant public sector bodies was 283,805 compared to 273,747 in 2023 (+10,058, +3.7%).

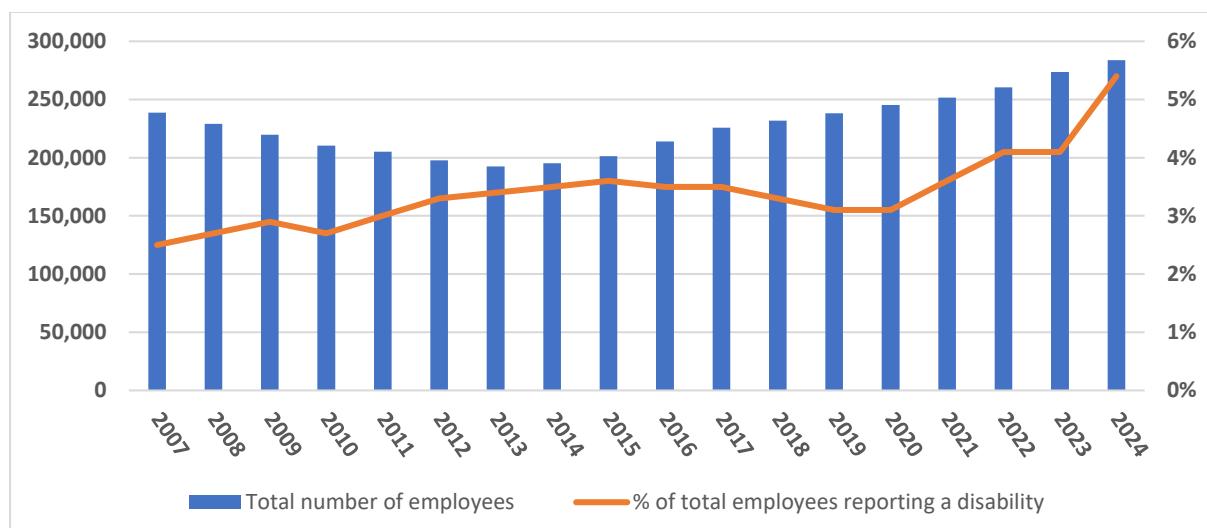
The number of employees reporting a disability increased each year from 2014 to 2017. However, this number and percentage fell in 2018 to 3.3% and 3.1% in 2019.

In 2020, the number of employees reporting a disability increased again, but due to the overall increase in employee numbers in the public sector the overall percentage of employees reporting a disability remained at 3.1%. In 2021, the overall percentage of employees reporting a disability increased to 3.6%, and this increased to 4.1% in 2022 and remained at 4.1% in 2023. In 2024, the overall percentage of employees reporting a disability increased to 5.4%. This is the first time this percentage has passed 5%.

Figure 2 captures the progress the public sector has made in meeting the minimum statutory employment target from 2007⁴, when the NDA began monitoring the employment of persons with disabilities, up to 2024.

⁴ The Report on Compliance for 2006 was the first report produced by the NDA in 2007. This was the first year of operation of the new monitoring and reporting system, it was a challenging task to develop accurate and appropriate ways of capturing the data on the number of people with disabilities employed in different bodies. Because of the difficulty and complexity of the task, there were quality issues with the data for this year, so it is not cited in the bar graph.

Figure 2: Trends towards minimum statutory 2007-2024



Improvement in public bodies' performance

The NDA is pleased to note that the number and percentage of employees reporting a disability has exceeded the minimum statutory employment target of 4.5% in 2024. There are a number of factors that could have contributed to this significant increase:

- The NDA has consistently advised public bodies that the minimum statutory employment target was increasing to 4.5% in 2024 and 6% in 2025. We have also advised them on the measures they need to implement to meet and exceed these targets. As detailed in **Section 3 of this report** there is an increase in the number of public bodies implementing some of these measures.
- The NDA has consistently engaged with public bodies, including the HSE, that have experienced difficulties in meeting the minimum statutory employment target, to help them improve their performance. In 2015 – 2016, eleven public bodies received Section 49 (S.49) requests because they did not meet the minimum target. In 2023 and 2024, only four public bodies will receive S.49 requests.
- In December 2023, we revised the questions for Part 5 data collection to obtain richer data in line with one of the key recommendations from our report on the [Review of Part 5](#). For the Part 5 report for 2024, we continued to review and revise the questions. We also worked with the Office of the Government Chief Information Officer (OCGIO) to move the questions from an excel document to an accessible online format called Forms.ie. Public bodies were provided with training and consistent support to use this new system. These revisions to the Part 5 process have helped us to obtain more detailed and accurate data on the

measures they are taking to improve their compliance under Part 5, while also streamlining the data collection and analysis processes.

The NDA acknowledges the continued improvement in the public sector's performance. However, we continue to advise public bodies that they need to meet or exceed the minimum 6% in 2025 by developing and enhancing EDI work cultures that focus on increasing the recruitment and retention of persons with disabilities and supporting employees with disabilities to be more comfortable in sharing their disability status.

The NDA is developing new guidance to help public bodies to continue to improve their data collection methods for the 2025 Part 5 process. However, we continue to advise Monitoring Committees and public bodies that it is their responsibility to ensure they submit accurate data for the Part 5 process.

2.2 Analysis by type of public sector body

The 2024 data was analysed by the five types of public bodies:

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

Commercial Bodies

The Commercial Bodies sector includes the State's transport and energy companies. In 2024, Commercial Bodies accounted for 15.7% of the public sector workforce. Overall employee numbers in Commercial Bodies increased between 2023 and 2024 by 2,027(+4.8%) to 44,632 and the number of employees reporting a disability increased by 677(+32.5%) to 2,758. In 2024, the percentage of employees in Commercial Bodies with a disability increased to 6.2% from 4.9% in 2023. In total, 88.5% of bodies in this category achieved the target in 2024 compared to 92.3% in 2023.

Government Departments

In 2024, Government Department employees accounted for 9.8% of public sector employees. There total number of employees in Government Departments increased by 1,568 +(6.0%) from 26,326 in 2023 to 27,894 in 2024.

Between 2023 and 2024, the number of employees with a disability increased by 947 people to 2730 (+53.1%). The percentage of employees reporting a disability increased to 9.8% in 2024 compared to 6.8% in 2023.

All Government Departments exceeded the minimum statutory employment target of 4.5% for 2024 - the thirteenth successive year that the current target was exceeded by all Departments.

Local Government

The Local Government sector includes city and county councils, and other local authority bodies. In 2024, it accounted for 12.5% of the public sector workforce. Between 2024 and 2023, overall employee numbers increased by 725 to 35,466 (+2.1%). The number of employees reporting a disability increased by 236 people, from 1,777 to 2,013 (+13.3%) in 2024. The percentage of employees with disabilities across the Local Government category, as a whole, increased from 5.1% in 2023 to 5.7% in 2024. In total, 77.1% of public bodies in this category achieved the minimum target compared to 97.1% in 2023.

Non-Commercial Bodies

This is the largest sector in the public service because it includes the HSE, the largest employer in the public sector. In 2024, this sector accounted for just over half (54.1%) of the public sector workforce compared to 55.6% in 2023. Between 2023 and 2024, this sector increased by 1,311 employees to 153,405 (+0.9%), while the number of employees with disabilities increased by 1,722 to 6,079 (+39.5%). The percentage of employees with disabilities in this sector increased from 2.9% in 2023 to 4.0% in 2024. In total, 83.7% of Non-Commercial bodies achieved the target in 2024, a decrease from 90.1% in 2023.

In 2024, this category of public body experienced the following change:

- An Rialálaí Agraibhia (Agri-Food Regulator) a new Non-Commercial public body was established.

Public Bodies Staffed by Civil Servants (PBCS)

This sector includes bodies whose employees are classified as civil servants such as the Revenue Commissioners, the Central Statistics Office, Irish Human Rights and Equality Commission (IHREC) and the National Council for Special Education. In 2024, these agencies constituted 7.9% of the public sector workforce. Between 2023 and 2024, this sector increased by 4,427 employees (+24.6%), to 22,408 and the number of employees with disabilities increased by 567 (+45.1%) to 1,823. The percentage of employees with disabilities increased from 7.0% in 2023 to 8.1% in 2024. In total, 88.6% of public bodies in this sector achieved this target which is an increase from 82.1% in 2023.

In 2024, three new public bodies staffed by civil servants were established:

- Cuan
- Maritime Area Regulatory Authority

- Office of Director of Authorised Intervention

Under the Assisted Decision Making (Capacity) (Amendment) Act 2022 civilian staff of An Garda Síochána were brought back within the terms of Part 5. In 2024, An Garda Síochána (Civilian Employees) submitted a Part 5 return.

The Monitoring Committee for the Department of Public Expenditure, National Delivery Plan and Reform informed us that the Parole Board would commence making a Part 5 return from 2024.

Summary of analysis by type of public body

Table 2 presents a summary of the analysis by type of public body.

Table 2. Data by type of public body, 2023, 2024

Type of public sector body	Total number of employees	No. of employees reporting a disability	% of employees reporting a disability	% of total workforce reported on under Part 5	% of bodies achieving target	No. of public bodies
Commercial 2024	44,632	2,758	6.2%	15.7%	88.5%	26
Commercial 2023	42,605	2,081	4.9%	15.6%	92.3%	26
Change 2023/2024	+2,027	+677	+1.3	-0.1	-3.8	0
<hr/>						
Gov. Dept. 2024	27,894	2,730	9.8%	9.8%	100.0%	19
Gov. Dept. 2023	26,326	1,783	6.8%	9.6%	100.0%	19
Change 2023/2024	+1,568	+947	+3.0	+0.2	0	0
<hr/>						
Local Gov. 2024	35,466	2,013	5.7%	12.5%	77.1%	35
Local Gov. 2023	34,741	1,777	5.1%	12.7%	97.1%	35
Change 2023/2024	+725	+236	+0.6%	-0.2	-20	0
<hr/>						
Non-comm. 2024	153,405	6,079	4.0%	54.1%	83.7%	92
Non-comm. 2023	152,094	4,357	2.9%	55.6%	90.1%	91
Change 2023/2024	+1,311	+1,722	+1.1	-1.5	-6.4	+1
<hr/>						
PBCS 2024	22,408	1,823	8.1%	7.9%	88.6%	44
PBCS 2023	17,981	1,256	7.0%	6.6%	82.1%	39

Change 2023/2024	+4,427	+567	+1.1	+1.3	+6.5	+5
<hr/>						
Totals 2024	283,805	15,403	5.4%	100.0%	85.6%	216
Totals 2023	273,747	11,254	4.1%	100.0%	91.0%	210
Change 2023/2024	+10,058	+4,149	+1.3	0	-5.4	+6

2.3 Analysis by size of public sector body

Public bodies with less than 100 staff

In 2024, there were 63 bodies in the public sector with fewer than 100 employees, representing 0.9% of the entire workforce (see Table 3). These public bodies employ 2,592 people and 244 (9.5%) of these employees reported that they had a disability, exceeding the minimum target for 2024. Of the entire workforce reporting a disability, 1.6% were employed in public bodies of this size. This category includes public bodies who are very small in size, employing between 4 to 20 people.

The NDA acknowledges that if a public body is very small, with fewer than 50 staff, then its size does impact its ability to make the minimum 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 target. Losing (or hiring) one extra staff member for bodies of this size represents the difference between meeting and not meeting the minimum statutory employment target.

In public bodies of this small size, employees with disabilities may also not be comfortable sharing their disability status 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 staff

This size category has the highest number of public bodies (107) making up 14.8% of the total workforce in 2024. In total 42,082 people were employed in this category, of which 3,103 (7.4%) reported a disability, exceeding the minimum target for 2024. Of the entire workforce reporting a disability, 20.1% were employed in public bodies of this size.

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

In 2024, there were 38 public bodies employing between 1,000 and 4,999 employees, representing 30.4% of the total workforce. This cohort employed 86,145 employees, of which 5,782 (6.7%) reported a disability, exceeding the minimum target for 2024. Of the entire workforce reporting a disability, 37.5% were employed in public bodies of this size.

Public bodies with over 5,000 staff

In 2024, this size category had the smallest number of public bodies (8) and represented 53.9% of the total workforce. It employed 152,996 people of which 6,274 (4.1%) reported a disability thus this category did not meet the minimum target for 2024. Of the entire workforce reporting a disability, 40.7% were employed in these large public bodies.

Summary of analysis by size of public body

Table 3 details the summary of analysis by size of public body.

Table 3. Data by size of public body 2024

No. of employees	No. of public bodies	Total Number of employees	Number of employees reporting a disability	% of employees reporting a disability	% of total public sector workforce	% of employees with a disability as a proportion of all employees with a disability
1-99	63	2,582	244	9.5%	0.9%	1.6%
100 -999	107	42,082	3,103	7.4%	14.8%	20.1%
1,000 - 4,999	38	86,145	5,782	6.7%	30.4%	37.5%
5,000 +	8	152,996	6,274	4.1%	53.9%	40.7%
Total 2024	216	283,805	15,403	5.4%	100%	100%

2.4 Changes in the size of public bodies

The total number of employees in public bodies and/or the number of employees reporting a disability can often change from year to year. The NDA was interested in why public bodies with over 100 employees experienced increases/decreases in the total number of employees and the number of employees with disabilities on a year-by-year basis. In 2023 and 2024 we asked the following questions:

- Public bodies with 100-999 employees were asked if they had experienced an increase or decrease of 10% or more in the total number of employees and employees with disabilities since 2023.
- Public bodies with 1,000 plus employees were asked whether they had experienced an increase or decrease of 5% or more in the total number of employees and employees with disabilities since 2023.

Public bodies with 100-999 employees

In 2024, 107 public bodies (49.5%) had between 100-999 employees. This is similar to the 2023 figure of 104 public bodies (49.5%).

In 2023 and 2024, a number of these bodies experienced the following changes regarding total numbers of employees, as well as with employees with disabilities:

- In 2024, 35 of these public bodies (32.7%) compared to 29 public bodies (27.9%) in 2023, **experienced an increase in the total number of their employees of 10% or more** since 2023. The main reasons for these increases were ongoing recruitment, filling of vacancies and an increase in investment and sanctions for new posts. These were the same reasons reported by this cohort of public bodies in 2023.
- In 2024, 55 of these public bodies (51.4%) reported they had **experienced an increase in the number of their employees with disabilities of 10% or more**, compared to 39 public bodies (37.5%) in 2023. In 2023 and 2024, public bodies reported that recruitment drives; new employees sharing their disability status; public bodies increasing employees' awareness of disability and employee supports contributed to these increases. Public bodies communicating to their employees that the census was anonymous was another factor that contributed to the increase in the number of employees with disabilities.
- Similar to 2023, two of these public bodies (1.9%) **experienced a decrease in the total number of their employees by 10% or more** in 2024. In 2023 and 2024, the main reasons these public bodies reported a decrease in the total number of employees was organisational restructuring. In 2024, public bodies also reported that employees leaving was also a reason for a decrease in the total number of employees.
- Seven of these public bodies (6.5%) **experienced a decrease in the number of their employees with disabilities by 10% or more** since the last census compared to six public bodies (5.8%) in 2023. Similar to 2023, in 2024, five out of seven public bodies explained these decreases by staff with disabilities leaving the organisation and three out of seven public bodies reported a poor response to staff census. In 2024, three out of seven public bodies also stated that fewer employees were sharing their disability status.

Public bodies size 1,000+ employees

In 2024, 46 public bodies (21.3%) had between 1,000+ employees compared to 45 public bodies (21.4%) in 2023.

In 2023 and 2024, a number of these bodies experienced changes in their total numbers of employees as well as with employees with disabilities, which were as follows:

- In 2024, 14 of these 46 public bodies (32.7%) **experienced an increase in the total number of their employees of 5% or more**. In 2023, 14 public bodies (31.1%) also reported an increase in the number of employees. In 2023 and 2024, public bodies explained that ongoing recruitment and filling of vacancies and sanctions for new posts were the main reasons for these increases in the total number of employees.
- In 2024, 27 of these public bodies (58.7%) reported they had **experienced an increase in the number of their employees with disabilities of 5% or more** compared to 24 public bodies (53.3%) in 2023.
- In 2024, one public body (2.2%) **experienced a decrease in the total number of their employees by 5% or more** compared to two public bodies (4.4%) in 2023. This public body reported that the reason for this decrease was employees leaving the organisation. In 2023, two public bodies also reported that employees leaving their organisations was the reason for the decrease in the total number of employees.
- In 2024, three of these public bodies (6.5%) **experienced a decrease in the number of their employees with disabilities by 5% or more**. In 2023, three public bodies (6.7%) also experienced a decrease. In 2024, public bodies reported that one of the main reasons for this decrease was a lower response to the staff census. In 2023 public bodies in this cohort also reported this factor as a reason for the decrease in the number of employees with disabilities, in addition to the retirement of disabled employees on health grounds and fewer staff disclosing a disability.

Appendices in this Report

This report has three Appendices. Appendix A contains the results for Government Departments staffed by civil servants only for 2023 and 2024. Appendix B contains the results for Government Departments and their aegis bodies for 2023 and 2024. Appendix C contains the names and percentages of public bodies that conducted a staff census in 2024.

3. Measures to meet Part 5 obligations in 2023

In December 2023, we revised the questions for Part 5 data collection to obtain richer data in line with one of the key recommendations from [our report on the Review of Part 5](#). For the Part 5 report for 2024, we reviewed and revised the questions again, informed by learning from this process. We also worked with the Office of the Government Chief Information Officer (OCGIO) to move the questions from an excel document to an accessible online format called Forms.ie. Public bodies were provided with training and consistent support to use this new system. These revisions to the Part 5 process have helped us to obtain more detailed and accurate data from public bodies, while making the data collection and analysis process for Part 5 more efficient.

The main changes we made to the Part 5 questions for 2024 were as follows:

- Introduced a separate question on measures for retaining employees.
- Introduced a new question on whether public bodies send out annual confidential forms where employees can change their disability status.
- Streamlined the questions on work experience.
- Added more specific questions on the accessibility of public bodies' recruitment processes.
- Asked public bodies if they had a written policy on the provision of reasonable accommodations, as per NDA guidance. Public bodies should have a written policy regarding same that is communicated to all employees, so they know the process. This question replaced a more open-ended question on the processes for providing reasonable accommodations which did not provided us with useful data.
- Added additional questions on the measures public bodies had in place to support line managers.
- Introduced a timeline for public bodies regarding developing measures for increasing the recruitment of persons with disabilities; supporting employees to share their disability status; retaining employees; providing reasonable accommodations and supporting line managers. If public bodies stated, they were developing measures they were asked if they would have the measure in place within three months; six months; nine months or twelve months. It is important that public bodies have a timeline for when they will implement a measure, as this should increase the likelihood of it being put in place.

In 2024, the measures public bodies had in place to meet their obligations under Part 5 are grouped under the following categories:

- Increasing the recruitment of persons with disabilities.
- Supporting employees to feel comfortable sharing their disability status.
- Retaining employees with or without disabilities.
- Providing reasonable accommodations.
- Supports for line managers to assist disabled employees in accessing reasonable accommodations or other types of assistance.
- Participating in work experience programmes for people with disabilities.

Public bodies were also asked if they had engaged with their respective Monitoring Committees. If they had not engaged with these committees, they were asked to provide reasons why this engagement had not taken place. **See section 3.7 for an analysis of their responses.**

3.1 Increasing the Recruitment of persons with disabilities

In 2023 and 2024, public bodies were provided with options regarding the measures they had in place to increase the recruitment of persons with disabilities.

Table 4 details the **most common measures** that public bodies reported they had in place for this category in 2023 and 2024.

In 2024, the NDA introduced a few new questions to help public bodies provide more detailed information as to how accessible their recruitment measures were. The results are detailed in the table below. We also asked public bodies a separate question to determine if they implemented the Civil Service Code of Practice for the Employment of People with a Disability. These questions have an * beside them in Table 4.

Table 4. Measures for increasing the recruitment of persons with disabilities in 2023 and 2024

	Total number of public bodies in 2023 = 210		Total number of public bodies in 2024 = 216	
	Number and % of public bodies in 2023	% of public on in 2023	Number of public bodies in 2024	% of public bodies in 2024
Providing reasonable accommodations in your recruitment processes for people with disabilities	200	95.2%	210	97.2%
*Recruitment materials state your public body's commitment to EDI	-	-	183	84.7%
*Providing accessible recruitment materials	-	-	146	67.6%
*Implementing the Civil Service Code of Practice for the Employment of People with a Disability	-	-	144	66.7%
Providing disability equality training to all employees	128	61.0%	141	65.3%
Having a formal, written commitment to providing communications (digital, written, spoken and signed) that are universally designed to be easy for everyone to access, understand and use	94	44.8%	116	53.7%
Having an objective in your organisation's HR, corporate or Equality, Diversity and Inclusion (EDI) strategy to increase the recruitment and retention of disabled people	101	48.6%	110	50.9%

In general, the majority of public bodies, in 2024, that were developing a variety of measures in this category stated that these measures would be implemented within twelve months.

3.2 Measures to support employees to share their disability status

In 2023 and 2024, public bodies were provided with options regarding the measures they had in place to support employees to share their disability status.

Table 5 details the **most common measures** that public bodies reported they had in place for this category in 2023 and 2024.

In 2024, the NDA introduced a new question on whether public bodies send out annual confidential forms where employees can change their disability status. This question has an * beside it in Table 5.

Table 5. Measures to support employees to feel comfortable sharing their disability in 2023 and 2024

	Total number of public bodies in 2023 =210		Total number of public bodies in 2024 =216	
	Number of public bodies in 2023	% of public bodies in 2023	Number of public bodies in 2024	% of public bodies in 2024
Providing all employees with information on the supports available to them	170	81.0%	181	83.8%
Articles organisation's intranet or newsletter about initiatives to create an EDI organisation	136	64.8%	144	66.7%
*Sending out annual confidential forms where employees can change their disability status	-	-	96	44.4%
Having awareness campaigns on disability equality	31	14.8%	94	43.5%
Providing disabled employees with relevant information and contact details on becoming diversity champions in an organisation	58	(27.6%)	70	32.4%

In general, the majority of public bodies, in 2024, that were developing a variety of measures in this category stated that these measures would be implemented within twelve months.

3.3 Retaining employees with or without disabilities

In 2024, the NDA introduced a separate question on measures public bodies had in place to retain all employees. In this context, it is not possible to compare results from 2024 to 2023.

Table 6 details the **most common measures** public bodies had in place for this category in 2024.

Table 6. Measures to retain employees to feel comfortable sharing their disability in 2024

	Total number of public bodies in 2024 = 216	
	Number of public bodies in 2024	% of public bodies in 2024
Ensuring that reasonable accommodations are in place before the employee returns to work	213	98.6%
Employees and employers discuss and agree on reasonable accommodations before the employee returns to work	211	97.7%
Informing all employees of organisational policies and processes for supporting employees when they are on sick leave/extended leave of absence	210	97.2%
Altering work stations to make them accessible	210	97.2%
Phased return to work initially for employees who are on sick leave or extended leave	200	92.6%
Designated person in your organisation appointed to communicate with employees who are on sick leave/extended leave of absence	197	91.2%
Return to work interview for employees returning to work after sick leave or extended leave	185	85.6%

In general, the majority of public bodies, in 2024 that were developing a variety of measures in this category stated that these measures would be implemented within three months.

3.4 Reasonable accommodations

According to the Employment Equality Acts 1998–2015, employers must make reasonable accommodations for disabled employees, ensuring they can perform their jobs fully and have equal job opportunities, unless these accommodations provide a disproportionate burden to the employer.⁵

⁵ The factors that need to be considered when assessing if an accommodation is providing a disproportionate burden include the financial and other costs entailed in providing the accommodation, the resources available to the employer's business and the possibility of obtaining public funding or other assistance.

In 2023, we asked public bodies about the processes they had in place to provide reasonable accommodations. The responses we received were quite unclear, indicating the lack of a consistent approach to this process in the public sector. In 2024, it was decided not to include this type of question, as it did not provide us with clear information on how public bodies provide reasonable accommodations.

Instead in 2024, we asked public bodies if they had a written policy on providing reasonable accommodations as per our advice. In 2024, 100 (46.5%) of public bodies responded that they had a written policy for providing reasonable accommodations.

The NDA has consistently advised public bodies on the importance of having a written policy on their process for providing reasonable accommodations to ensure that all employees are aware that their organisation provides this support and that they know the process they need to follow to request same.

The NDA has also advised public bodies regarding the types of reasonable accommodations they can implement to support employees with disabilities to perform their jobs fully. We have consistently informed public bodies that many reasonable accommodations can also be beneficial for all employees.

Types of reasonable accommodations provided

In 2023 and 2024, public bodies were provided with options regarding the types of reasonable accommodations they provided.

In 2024, 205 out of 216 public bodies (94.9%) reported that the most common reasonable accommodation they provided was adjusting an employee's work tasks/role in accordance with their individual needs and abilities. In 2023, only 24 out of 210 public bodies (11.4%) reported that they had this measure in place.

Table 7 details the **most common reasonable accommodations** that public bodies reported they had in place for this category in 2023 and 2024.

Table 7. Reasonable accommodations provided by public bodies

	Total number of public bodies in 2023 = 210		Total number of public bodies in 2024 = 216	
	Number of public bodies in 2023	% of public bodies in 2024	Number of public bodies in 2024	% of public bodies in 2024
Provision of flexible working, for example, part-time or earlier or later start times to accommodate a disabled employee	195	92.9%	201	93.1%
Provision of assistive technologies, for example screen readers for persons with visual impairments	161	76.7%	186	86.1%
A quiet space for employees to have some down time	158	75.2%	167	77.3%
Re-training of employees, if necessary, so that they can take up another position within the company	167	79.5%	167	77.3%
Providing Irish Sign language interpreters for employees who identify as being Deaf	82	39.0%	90	41.7%

In general, the majority of public bodies that were developing a variety of measures in this category stated they these measures would be implemented within 12 months.

Difficulties in providing reasonable accommodations

Public bodies were also asked if their organisations had ever experienced difficulties in providing reasonable accommodations to employees with disabilities. In 2024, 57 out of 216 public bodies (26.4%) responded that they had difficulties in this regard compared to 42 out of 210 public bodies (20.0%) in 2023. The NDA notes this slight increase in this regard and will examine this issue further.

The most common difficulty reported in 2023 and 2024 was about issues regarding installing assistive technologies. In 2024, 28 out of 57 public (49.1%) stated that this was the most common difficulty they experienced in providing reasonable accommodations compares to 15 out of 42 public bodies (35.7%) in 2023.

In 2023 and 2024 the responses differed regarding other common difficulties in providing reasonable accommodations:

- **Provision of tailored accommodations:** In 2023, 12 out of 42 public bodies (28.6%) reported this as the second most common difficulty they experienced. For some public bodies this was

because the job role, specific job tasks, organisation type or location of the organisation did not lend themselves to accommodation or alternatives.

- **Delays in getting assessments:** In 2024, 26 public bodies out of 57 public bodies (45.6%) reported this as the second most common difficulty they experienced.

3.5 Supports for line managers

In 2024, 203 out of 216 public bodies (94.0%) provided line managers with supports to assist disabled employees in accessing reasonable accommodations or with other types of assistance, compared to 156 out of 210 public bodies (74.3%) in 2023.

In 2024, public bodies were asked additional questions on what type of supports they provided. In this context it is not possible to compare results between 2023 and 2024. Table 8 details the **most common supports** provided to line managers in 2024.

Table 8. Supports for line managers in 2024

	Total number of public bodies in 2024 =216	
	Number of public bodies in 2024	% of public bodies in 2024
Providing line managers with access to resources, for example guidance on managing employees	195	90.3%
Providing line managers with opportunities to get support from external organisations?	175	81.0%
Providing line managers with mentoring from internal colleagues, for example HR, EDI teams	161	74.5%
Providing line managers with training in disability awareness	156	72.2%
Providing line managers with access to staff networks	143	66.2%
Providing line managers with opportunities to join external management networks	136	63.0%

In general, the majority of public bodies that were developing a variety of measures in this category stated that these measures would be implemented between a six or twelve month period.

3.6 Work experience programmes

In 2023 and 2024, public bodies were asked if they had participated in the following work experience programmes:⁶

- AHEAD's Willing Able and Mentoring (WAM) Programme that provides paid work experience for graduates with a diverse range of disabilities from 12 to 18 months.
- Oireachtas Work Learning (OWL) training programme that provides unpaid work experience for young adults with intellectual disabilities which is a ten-month programme.

AHEAD's Willing Able and Mentoring (WAM) Programme

In 2024, 25 out of 216 public bodies (11.6%) engaged in AHEAD's Willing Able and Mentoring Programme compared to 29 out of 210 public bodies (13.8%) in 2023.⁷

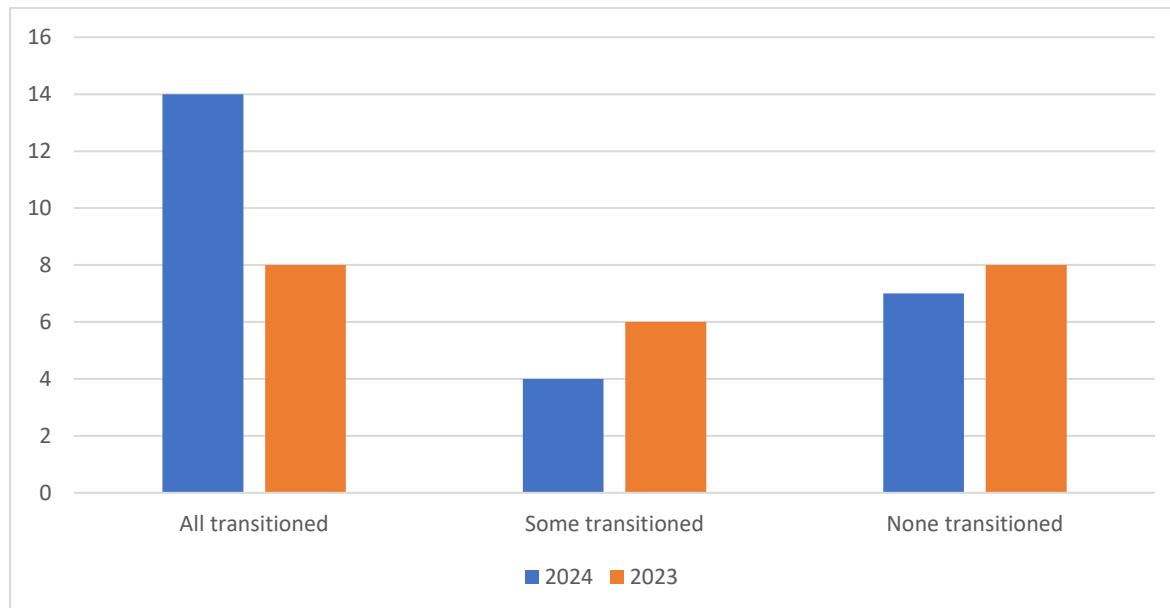
Public bodies who engaged in AHEAD's WAM programme in 2023 and 2024 were asked how many participants on this programme transitioned into employment in their organisation/Department. These responses to this question were as follows:

- **All participants transitioned into employment:** In 2024, 14 out of 25 public bodies (56.0%) stated that all their participants transitioned into paid employment, an increase from 8 (27.6%) of 29 public bodies in 2023.
- **Some participants transitioned into employment:** In 2024, 4 of the 25 public bodies (16%) reported that some of their participants transitioned into employment compared to 6 out of 29 public bodies (20.7%) in 2023.
- **No participants transitioned into paid employment:** In 2024, 7 of the 25 public bodies (28.0%) reported that no participants transitioned into paid employment compared to 8 out of 29 public bodies (27.6%) in 2023. **See Figure 3 for more details.**

⁶ In 2024, Specialisterne did not have work experience programmes as they were reviewing this process, so we did not include this organisation in the 2024 Part 5 questions.

⁷ Two public bodies participated in both AHEAD and OWL programmes (i.e., Dept of Agriculture, Food & the Marine and the Department of Foreign Affairs). Three public bodies participated in the AHEAD programme and also had an internal work experience programme (i.e., CSO, Enterprise Ireland, and Monaghan County Council).

Figure 3: AHEAD programme. Number of public bodies where disabled people transitioned into employment 2023 and 2024



Oireachtas Work Learning (OWL) training programme

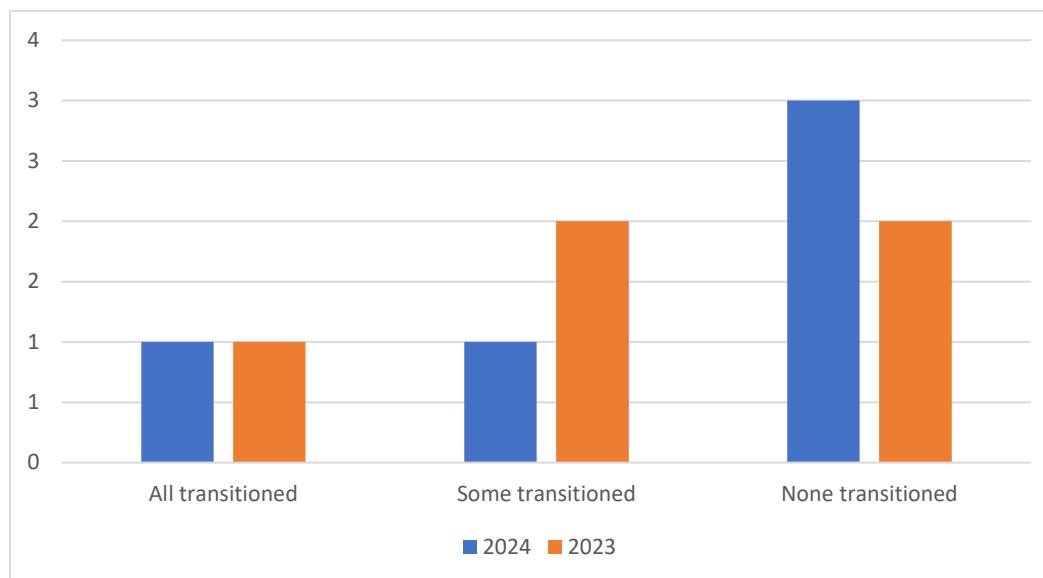
In 2023 and 2024, the number of public bodies that stated they had participated in this programme remained small. Five out of 216 public bodies (2.3%) participated in 2024 and 5 out of 210 public bodies (2.3%) participated in 2023.

Public bodies who engaged in the OWL training programme in 2023 and 2024 were asked how many participants on this programme transitioned into employment in their organisation/Department. The responses to this question were as follows:

- **All participants transitioned into employment:** Similar to 2023, 1 out of 5 public bodies (20.0%) stated that all participants transitioned into employment.
- **Some participants transitioned into employment:** In 2024, 1 out of 5 public bodies (20.0%) stated that some participants transitioned into employment, compared to 2 out of 5 public bodies (40.0%) in 2023.
- **No participants transitioned into paid employment:** In 2024, 3 out of 5 public bodies (60.0%) stated that no participants transitioned into employment, compared to 2 out of 5 public bodies (40.0%) in 2023.

See Figure 4 for more details.

Figure 4: Owl training programme. Number of public bodies where disabled people transitioned into employment in 2023 and 2024



Internal Work Experience Programmes for disabled people

Public bodies were also asked if they operated their own work experience or internal work experience programmes for disabled people. They were asked if these programmes provided paid or unpaid work experience and how long these programmes lasted.

In 2024, 32 out of 216 public bodies (14.8%) had an internal work experience programme for disabled people. This is a slight decrease compared to 40 out of 210 public bodies (19.0%) in 2023.

- In 2024, 22 of these public bodies (68.8%) provided paid internal work programmes, compared to 25 (62.5%) in 2023.
- In 2024, 10 of these public bodies (31.3%) provided unpaid internal work programmes compared to 15 (37.5%) in 2023.
- In 2024, 11 of these public bodies (34.3%) reported that their work experience programmes lasted less than three months compared to 16 public bodies (40%) in 2023.

Public bodies who had these programmes in 2023 and 2024 were asked how many participants on these programmes transitioned into employment. The responses to these questions are as follows:

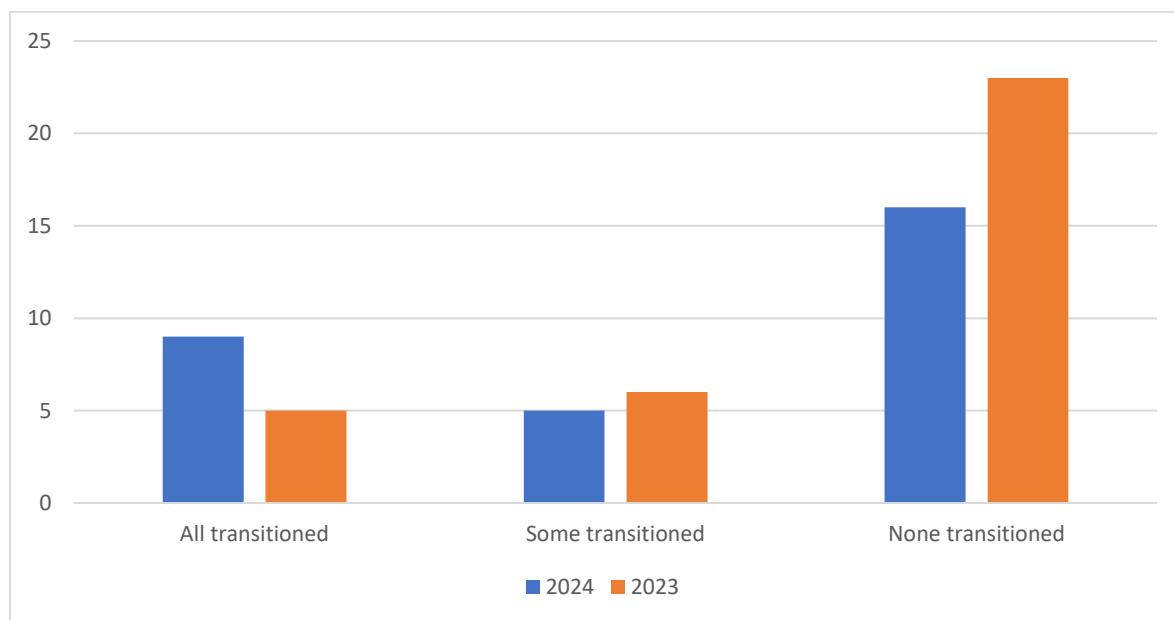
- **All participants transitioned into employment:** In 2024, 9 out of 32 public bodies (28.1%) reported that all of their participants

transitioned into employment compared to 5 out of 40 public bodies (12.5%) in 2023.⁸

- **Some participants transitioned into employment:** In 2024, 5 out of 32 public bodies (15.6%) reported that some participants transitioned into employment, compared to 6 out of 40 public bodies (15.0%) in 2023.
- **No participants transitioned into employment:** In 2024, 16 out of 32 public bodies (50.0%) reported that none of their participants transitioned into employment, compared to 23 out of 40 public bodies (57.5%) in 2023.

See Figure 5 for more details.

Figure 5: Internal work experience programmes. Number of public bodies where employees transitioned into employment status in 2023 and 2024



The NDA notes the decrease in the number of public bodies implementing work experience programmes. These programmes can help public bodies to increase the recruitment of persons with disabilities. We will examine any potential challenges with this measure and explore the options for increasing the number of public bodies that implement this measure in the future.

⁸ Two public bodies stated “unknown” to this question about transitions to paid employment.

3.7 Engagement with Monitoring Committees

Public bodies were asked whether they engaged with the Monitoring Committee in their parent Department in 2024.

In 2024, 95 (44.0%) out of 216 public bodies reported that they had engaged with their Monitoring Committee in 2024, compared to 88 (41.9%) out of 210 public bodies in 2023.

In 2024, 121 (56.0%) out of 216 public bodies had not engaged with their Monitoring Committees compared to 122 (58.1%) out of 210 public bodies in 2023.

In 2023 and 2024, these public bodies were asked why they had not engaged with their Monitoring Committees.

The most common reasons given by public bodies for not engaging with Monitoring Committees in 2023 differ from the most common reasons given in 2024.

Reasons for not engaging with the Monitoring Committee in 2023

In 2023, the most common reasons given by public bodies for not engaging with the Monitoring Committee were as follows:

- **No specific reason to engage:** In 2023, this was the main reason given by 73 out of 122 public bodies (59.8%)
- **Not contacted by the Monitoring Committee:** In 2024, 20 out of 121 public bodies (16.4%) provided this response.

Reasons for not engaging with the Monitoring Committees in 2024

In 2024, the most common reasons given by public bodies for not engaging with the Monitoring Committee were as follows:

- **Met the minimum target:** In 2024, this was the main reason given by 94 out of 121 public bodies (77.7%).
- **Understood their obligations under Part 5:** In 2024, 76 out of 121 public bodies (62.8%) provided this response.
- **Not contacted by the Monitoring Committee:** In 2024, 42 out of 121 public bodies (34.7%) provided this response.

The NDA is concerned that public bodies were not contacted by their Monitoring Committees. However, we also note that a number of public bodies reported changes in their Monitoring Committees who were just learning about this process. The NDA will continue to reiterate its advice and guidance that Monitoring Committees and public bodies need to work closely to ensure public bodies continue to improve their performance under Part 5.

4. Monitoring and Compliance

Compliance under Part 5 of the Disability Act 2005

Under Section 49 (S.49) of the Disability Act 2005, the NDA can request further information from public bodies who have not made the current minimum 3% target for two consecutive years. The NDA reviews this information to determine if a public body is compliant under Part 5. The NDA monitors the performance of all public bodies. However, as stated in **Section 2.3 of this report** the NDA recognises the difficulties that small public bodies (with less than fifty employees) have in meeting the minimum target. In this context we send S. 49 requests to public bodies with over fifty employees.

4.1 Compliance with the Act 2021 and 2022

In 2021 and 2022, the following five public bodies did not make the minimum 3% target for these two consecutive years:

- Atlantic Technological University Galway-Mayo (ATU)- formally known as IT Galway-Mayo in 2021
- Bord Bia
- Health Service Executive (HSE)
- Land Development Agency
- The Arts Council

The NDA sent S.49 requests to these public for 2021 and 2022.

Atlantic Technological University Galway-Mayo (ATU), Bord Bia, Land Development Agency and the Arts Council did not receive **draft determinations of non-compliance for 2021 and 2022**.

In their responses to the S.49 requests for this two-year period, these four public bodies demonstrated that they had sufficient measures in place to meet their obligations under Part 5. There were mitigating factors that prevented these public bodies from meeting the minimum 3% target, for example, public bodies merging: employees with disabilities leaving organisations for employment elsewhere, or employees with disabilities retiring.

The NDA is pleased to note that these four public bodies exceeded the minimum 3% target in 2023.

The HSE did not make the minimum 3% target in 2021 and 2022. The NDA sent this public body a S.49 request for this two-year period. The HSE provided a detailed response to this request and provided considerable evidence that the COVID-19 pandemic continued to cause unprecedented disruption to this public body's daily operations, as did the cyberattack that occurred in 2021. All tasks not related to the COVID-19

pandemic and the cyberattack were deprioritised, including improving the HSE's performance under Part 5. The impact of these events continued to prevent this public body from meeting the minimum 3% target, despite the measures it had in place to improve its performance under Part 5. In 2022, the HSE also reported an increase in the number of employees reporting a disability from 1,508 (1.6%) in 2021 to 2,331 (2.3%) in 2022. In this context, having reviewed the HSE's response, the Authority decided that it would not issue a draft determination of non-compliance for this two-year period.

4.2 Compliance with the Act 2022 and 2023

In 2022 and 2023, only two public bodies, with over 50 employees, did not make the minimum 3% target for these two consecutive years. These public bodies were:

- Health Service Executive (HSE)
- The Private Security Authority

The NDA did not send a S.49 request to the Private Security Authority because it reported that the main reason it had not met the minimum 3% target in 2022 and 2023 was because it was not responsible for its recruitment and was assigned employees from the Department of Justice. This public body therefore has a limited ability to meet the minimum 3% target. However, this public body demonstrated that it had measures in place to create an EDI work culture, for example, having a formal written commitment to providing universally designed communications that are easy to access, understand and use for everyone and providing employees with training in disability equality.

The NDA monitored this public body's performance and is pleased to note that it exceeded the 4.5% target in 2024.

The NDA sent a S.49 request to the HSE for 2022 and 2023 for this two-year period. In response to this request the HSE provided evidence that the same mitigating factors that were deemed to apply in 2021 and 2022 continued to be felt in 2022 and the first part of the 2023 period. These mitigating factors are the unprecedented disruption of the COVID-19 pandemic and the cyber-attack. In this context, having reviewed the HSE's response, the Authority decided that it would not issue a draft determination of non-compliance for this two-year period.

The NDA has noted that the HSE is back to normal service after 2023. We have advised the HSE that the COVID-19 pandemic and the cyber-attack will no longer be considered as mitigating factors that could prevent this public body from meeting the minimum statutory employment target. The NDA is pleased to note that in 2024 HSE stated that the number and percentage of employees reporting a disability had increased by 1,077(+62.1%). In 2024, the HSE reported it had 2,812 (2.7%)

employees with a disability compared to 1,735 (1.6%) in 2023. This is the highest number and percentage of employees with disabilities that the HSE has reported to date. The NDA notes however that the HSE did not make the minimum statutory employment of 4.5% in 2024.

4.3 Compliance with the Act 2023 and 2024

In 2023 and 2024, the following public bodies did not make the minimum statutory employment target for these two consecutive years:

- Health Service Executive (HSE)
- Irish Aviation Authority
- Rásáiocht Con Éireann
- Údarás na Gaeltachta

The NDA will send these public bodies S.49 requests for 2023 and 2024 in Quarter 4 2025.

4.4 Compliance with the Act 2024

Mitigating Factors

In 2024 there were 31 public bodies (14.4%) that did not make the minimum statutory employment target compared to 19 public bodies (9.0%) in 2023.

The **most common mitigating factors** for 2023 and 2024 are detailed in Table 9. In 2024 public bodies provided more detailed responses to this question than in 2023 as detailed in Table 9.

Table 9. Mitigating factors in not meeting 4.5% target in 2023 and 2024

	Number of public bodies that didn't make the target in 2023= 19		Number of public bodies that didn't make the target in 2024= 31	
	Number of public bodies in 2023	% of public bodies in 2023	Number of public bodies in 2024	% of public bodies in 2024
Small size of the organisation	11	57.9%	20	64.5%
Employees not sharing their disability status	-	-	19	61.2%
Challenges with data collection	-	-	15	48.3%
Low turnover of employees	3	15.8%	9	29.0%
Other	-	-	9	29.0%
Disabled employees retiring	-	-	6	19.3%
Disabled employees leaving for other jobs	2	10.5%	4	12.9%

Merging with another public body	-	-	1	3.2%
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In 2024, a small number of public bodies reported that the specialist nature of their organisation's work prevented them from making the 4.5% target. The NDA has consistently advised public bodies on measures they should have in place to increase the recruitment and retention of persons with disabilities. If people with disabilities with the appropriate qualifications and experience are provided with these measures, then they can perform their work to the best of their ability, regardless of the specialist nature of the work. The NDA has also advised public bodies that AHEAD and other organisations support employers to provide work experiences for graduates with disabilities with a diverse range of qualifications. In this context, the specialist nature of work is not viewed as a mitigating factor that should prevent public bodies from meeting the minimum statutory target.

4.5 Measures to reach the forthcoming target

In 2024, 31 public bodies (14.4%) that did not make the 4.5% target were asked what measures they would implement to meet the minimum 6% target in 2025.

In 2023, the 19 (9.0%) public bodies who did not make the minimum 3% were asked what measures they would implement to meet the minimum 4.5% target in 2024.

The response to this question has improved in 2024 compared to 2023. The most common measures reported in 2023 differ from those reported in 2024.

Measures to reach the forthcoming target in 2023

In 2023, 9 of the 19 public bodies (47.4%) were unable to specify implementable actions to reach the minimum 4.5% for 2024.

- The most common measure reported by 6 out of the 19 public bodies (31.6%) was to review their recruitment process to make them more inclusive and/or have a targeted campaign to recruit persons with disabilities.
- Three out of 19 public bodies (15.8%) stated that they would continue to implement measures in their EDI strategies; develop an EDI policy and focus group and review relevant policies and commitments in their new corporate plan.

Measures to reach the forthcoming target in 2024

- In 2024, the most common measures reported by 12 out of 31 public bodies (38.7%) was to review their recruitment process to make them more inclusive and/or have a targeted campaign to recruit persons with disabilities.

- Six out of 31 public bodies (19.4%) said they would promote disability awareness in their organisation to help more employees feel supported to share their disability status.
- Five out of the 31 public bodies (16.1%) said that they would focus on improving their data collection methods.

Appendix A – Government Departments (staffed by Civil Servants only)

Department	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
Department of Agriculture, Food & the Marine	4,007	202	5.0%	3,905	276	7.1%
Department of Children, Equality, Disability, Integration & Youth	778	100	12.9%	992	111	11.2%
Department of Defence	410	22	5.4%	458	23	5.0%
Department of Defence - Civilian Employees	437	28	6.4%	433	28	6.5%
Department of Education	1,949	101	5.2%	2,097	128	6.1%
Department of Enterprise Trade & Employment	1,006	72	7.2%	1,042	65	6.2%
Department of Finance	352	20	5.7%	371	28	7.5%
Department of Foreign Affairs	2,126	171	8.0%	2,221	206	9.3%
Department of Further & Higher Education, Research, Innovation & Science	263	22	8.4%	294	39	13.3%
Department of Health	659	44	6.7%	683	64	9.4%
Department of Housing, Local Government & Heritage	1,681	65	3.9%	1,783	104	5.8%
Department of Justice	2,909	296	10.2%	3,447	505	14.7%
Department of Public Expenditure & Reform	496	22	4.4%	538	40	7.4%
Department of Rural & Community Development	191	19	9.9%	202	24	11.9%

Report on Compliance with Part 5 of the Disability Act 2005 for 2024

Department	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
Department of Social Protection	7,016	435	6.2%	7,193	907	12.6%
Department of the Environment Climate & Communications	697	49	7.0%	811	62	7.6%
Department of the Taoiseach	253	20	7.9%	259	19	7.3%
Department of Tourism Culture, Arts, Gaeltacht, Sports & Media	453	68	15.0%	473	66	14.0%
Department of Transport	643	27	4.2%	692	35	5.1%
Grand Total	26,326	1783	6.8%	27,894	2,730	9.8%

Appendix B – Government Departments and their aegis bodies

Department of Agriculture, Food & the Marine

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
An Rialálaí Agraibhia (Agri-Food Regulator) ⁹	-	-	-	15	1	6.7%
Bord Bia	166	12	7.2%	159	10	6.3%
Bord Iascaigh Mhara	136	17	12.5%	126	9	7.1%
Coillte	484	31	6.4%	479	27	5.6%
Horse Racing Ireland	221	11	5.0%	235	13	5.5%
Irish National Stud	52	6	11.5%	51	4	7.8%
Marine Institute	245	15	6.1%	249	15	6.0%
National Milk Agency	5	0	0.0%	4	0	0.0%
Rásiocht Con Éireann	189	5	2.6%	172	7	4.1%
Sea Fisheries Protection Authority	188	13	6.9%	203	16	7.9%
Teagasc	1,525	100	6.6%	1,539	85	5.5%
Veterinary Council of Ireland	11	0	0.0%	12	0	0.0%
Grand Total	3,222	210	6.5%	3,244	187	5.8%

⁹ This was a new public body established in 2024.

Department of Children, Equality, Disability, Integration & Youth

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
Adoption Authority of Ireland	62	3	4.8%	57	2	3.5%
Child & Family Agency (TUSLA)	5,485	267	4.9%	6,140	322	5.2%
National Disability Authority	45	15	33.3%	51	15	29.4%
Oberstown Children Detention Campus	248	9	3.6%	255	8	3.1%
Office of Director of Authorised Intervention ¹⁰	-	-	-	13	1	7.7%
Grand Total	5,840	294	5.0%	6,516	348	5.3%

¹⁰ This was a new public body established in 2024.

Department of Enterprise Trade & Employment

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
Competition & Consumer Protection Commission	195	14	7.2%	231	19	8.2%
Enterprise Ireland	792	39	4.9%	697	34	4.9%
Health & Safety Authority	260	24	9.2%	275	24	8.7%
IDA Ireland	360	20	5.6%	395	20	5.1%
Intertrade Ireland	52	6	11.5%	60	10	16.7%
National Standards Authority of Ireland	201	12	6.0%	224	17	7.6%
Injuries Resolutions Board ¹¹	74	6	8.1%	77	8	10.4%
Grand Total	1,934	121	6.3%	1,959	132	6.7%

¹¹ In 2023, this public body was called the Personal Injuries Assessment Board.

Department of Finance

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
National Treasury Management Agency	811	40	4.9%	838	79	9.4%
Grand Total	811	40	4.9%	838	79	9.4%

Department of Further & Higher Education, Research, Innovation & Science

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
Atlantic Technological University	2,759	90	3.3%	2,663	90	3.4%
Dun Laoghaire Institute of Art, Design & Technology	383	34	8.9%	438	27	6.2%
IT Dundalk	807	38	4.7%	753	40	5.3%
Leargas	50	8	16.0%	54	5	9.3%
Munster Technological University (MTU).	2,027	74	3.7%	2,083	64	3.1%
National College of Art & Design (NCAD)	250	17	6.8%	267	14	5.2%
Quality & Qualifications Ireland	82	10	12.2%	88	8	9.1%
Research Ireland ¹²	119	11	9.2%	131	13	9.9%
SOLAS - Further Education & Training Authority	247	15	6.1%	263	17	6.5%
South East Technological University (SETU) ¹³	1,318	90	6.8%	1,842	421	22.9%
Technological University Dublin	3,283	154	4.7%	3,438	86	2.5%
Technological University of the Shannon (TUS): Midlands Midwest (Athlone Campus)	1,756	93	5.3%	1,835	92	5.0%
Grand Total	13,081	634	4.8%	13,855	877	6.3%

¹² In 2024, Science Foundation Ireland merged with the Irish Research Council to become Research Ireland.

¹³ In 2023 this public body was called South Eastern Technological University (SETU).

Department of Health

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
Beaumont Hospital	4,952	207	4.2%	4,923	222	4.5%
Dental Council	10	0	0%	15	0	0%
Dublin Dental University Hospital	356	12	3.4%	352	51	14.5%
Food Safety Authority of Ireland	106	6	5.7%	114	7	6.1%
Health Information & Quality Authority	370	19	5.1%	420	23	5.5%
Health Insurance Authority	17	0	0.0%	18	0	0.0%
Health Products Regulatory Authority	400	26	6.5%	411	21	5.1%
Health Research Board	108	8	7.4%	119	8	6.7%
Health Service Executive	105,769	1735	1.6%	104,443	2,812	2.7%
Institute of Public Health	20	3	15.0%	21	3	14.3%
Irish Blood Transfusion Service	620	29	4.7%	614	32	5.2%
Leopardstown Park Hospital	214	13	6.1%	231	13	5.6%
Medical Council	131	7	5.3%	136	9	6.6%
Mental Health Commission	141	10	7.1%	163	16	9.8%
National Cancer Registry Board	54	2	3.7%	52	3	5.8%
National Treatment Purchase Fund	93	5	5.4%	98	8	8.2%
Nursing and Midwifery Board of Ireland	74	3	4.1%	66	4	6.1%
Pharmaceutical Society of Ireland	44	4	9.1%	49	2	4.1%
Pre-Hospital Emergency Care Council	22	0	0.0%	24	0	0.0%
safe food	31	3	9.7%	29	3	10.3%

Report on Compliance with Part 5 of the Disability Act 2005 for 2024

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
St James's Hospital	5,430	376	6.9%	5,639	500	8.9%
Tallaght University Hospital	3,894	176	4.5%	4,071	216	5.3%
VHi Insurance	1,931	94	4.9%	2,189	104	4.8%
Grand Total	124,787	2738	2.2%	124, 197	4,057	3.3%

Department of Housing, Local Government & Heritage

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
An Bord Pleanála	249	24	9.6%	290	29	10.0%
Approved Housing Bodies Regulatory Authority (AHBRA)	25	2	8.0%	30	4	13.3%
Carlow County Council	406	16	3.9%	402	18	4.5%
Cavan County Council	440	31	7.0%	484	35	7.2%
Clare County Council	973	59	6.1%	999	57	5.7%
Cork City Council	1,653	65	3.9%	1,712	79	4.6%
Cork County Council	2,731	131	4.8%	2,767	128	4.6%
Donegal County Council	1,224	67	5.5%	1,199	73	6.1%
Dublin City Council	6,080	245	4.0%	6,157	250	4.1%
Dun Laoghaire-Rathdown County Council	1,182	55	4.7%	1,253	118	9.4%
Eastern & Midland Regional Assembly	21	0	0.0%	22	0	0.0%
Ervia/Gas Networks Ireland	820	35	4.3%	863	42	4.9%
Fingal County Council	1,639	74	4.5%	1,628	77	4.7%
Galway City Council	602	20	3.3%	621	25	4.0%
Galway County Council	875	30	3.4%	893	24	2.7%
Heritage Council	25	2	8.0%	25	3	12.0%
Housing & Sustainable Communities Agency	156	9	5.8%	189	19	10.1%
Housing Finance Agency	20	3	15.0%	23	5	21.7%
Kerry County Council	1,503	96	6.4%	1,548	99	6.4%
Kildare County Council	1,019	40	3.9%	1,039	39	3.8%
Kilkenny County Council	625	25	4.0%	671	25	3.7%
Land Development Agency	111	8	7.2%	186	23	12.4%
Laois County Council	510	30	5.9%	532	35	6.6%

Report on Compliance with Part 5 of the Disability Act 2005 for 2024

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
Leitrim County Council	397	16	4.0%	406	19	4.7%
Limerick City & County Council	1,503	133	8.8%	1,511	133	8.8%
Local Government Management Agency	142	9	6.3%	135	11	8.1%
Longford County Council	422	47	11.1%	435	33	7.6%
Louth County Council	791	25	3.2%	811	76	9.4%
Mayo County Council	1,275	58	4.5%	1,295	69	5.3%
Meath County Council	880	43	4.9%	939	49	5.2%
Monaghan County Council	497	32	6.4%	533	37	6.9%
Northern & Western Regional Assembly	24	2	8.3%	28	0	0.0%
Offaly County Council	514	26	5.1%	530	30	5.7%
Residential Tenancies Board	91	8	8.8%	108	11	10.2%
Roscommon County Council	444	20	4.5%	455	24	5.3%
Sligo County Council	501	20	4.0%	495	21	4.2%
South Dublin County Council	1,291	71	5.5%	1,307	110	8.4%
Southern Regional Assembly	35	4	11.4%	40	4	10.0%
Tipperary County Council	1,153	61	5.3%	1,118	67	6.0%
Uisce Éireann	1,557	116	7.5%	2,328	216	9.3%
Waterford City & County Council	1,005	54	5.4%	1,005	56	5.6%
Waterways Ireland	281	16	5.7%	286	18	6.3%
Westmeath County Council	521	33	6.3%	528	24	4.5%
Wexford County Council	970	90	9.3%	979	123	12.6%
Wicklow County Council	893	49	5.5%	989	45	4.6%
Grand Total	38,076	2,000	5.3%	39,794	2,383	6.0%

Department of Public Expenditure, National Development Plan Delivery & Reform

***Relevant public bodies in the Department of Justice that for the purposes of Part 5, report under this Department**

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting disabilities 2024	% of employees reporting a disability 2024
An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta	12	0	0.0%	14	0	0.0%
An Coimisinéir Teanga	10	0	0.0%	11	0	0.0%
An Coimisiún Toghcháin	20	4	20.0%	30	3	10.0%
*An Garda Síochána (Civilian Employees ¹⁴)	-	-	-	3,679	264	7.2%
Central Statistics Office	1,021	104	10.2%	1,166	139	11.9%
Chief State Solicitor's Office	358	30	8.4%	387	29	7.5%
Corporate Enforcement Authority	70	4	5.7%	72	6	8.3%
Cuan ¹⁵	-	-	-	1,299	180	13.9%
Courts Service of Ireland	1,269	94	7.4%	26	4	15.4%
*Garda Síochána Inspectorate	12	0	0.0%	10	1	10.0%
*Garda Síochána Ombudsman Commission	157	14	8.9%	171	16	9.4%
Houses of the Oireachtas	723	42	5.8%	760	41	5.4%
*Insolvency Service of Ireland	85	7	8.2%	85	6	7.1%
*International Protection Appeals Tribunal	65	3	4.6%	85	5	5.9%

¹⁴ Under the Assisted Decision Making (Capacity) (Amendment) Act 2022, civilian staff of An Garda Síochána were brought back within the terms of Part 5. In 2024, An Garda Síochána (Civilian Employees) submitted a Part 5 return.

¹⁵ This was a new public body established in 2024.

Report on Compliance with Part 5 of the Disability Act 2005 for 2024

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting disabilities 2024	% of employees reporting a disability 2024
*Irish Film Classification Office	5	0	0.0%	5	0	0.0%
Irish Human Rights & Equality Commission	89	8	9.0%	85	12	14.1%
Law Reform Commission	22	1	4.5%	24	3	12.5%
*Legal Aid Board	544	33	6.1%	571	44	7.7%
Maritime Area Regulatory Authority ¹⁶	-	-	-	51	9	17.6%
National Council for Curriculum & Assessment	58	3	5.2%	70	4	5.7%
National Council for Special Education	279	32	11.5%	413	51	12.3%
National Shared Services Office	809	68	8.4%	891	92	10.3%
Office of Government Procurement	232	18	7.8%	241	25	10.4%
Office of Public Works	2,252	81	3.6%	2,390	109	4.6%
Office of the Attorney General	146	8	5.5%	163	15	9.2%
Office of the Comptroller & Auditor General	184	13	7.1%	196	12	6.1%
Office of the Data Protection Commissioner	209	31	14.8%	251	38	15.1%
Office of the Director of Public Prosecutions	265	15	5.7%	285	14	4.9%
Office of the Ombudsman	148	13	8.8%	153	7	4.6%
Office of the Planning Regulator	44	0	0.0%	46	2	4.3%

¹⁶ This was a new public established in 2024.

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting disabilities 2024	% of employees reporting a disability 2024
Office of the Revenue Commissioners	7,033	467	6.6%	6,801	493	7.2%
Ombudsman for Children's Office	45	4	8.9%	46	3	6.5%
Parole Board ¹⁷	-	-	-	24	2	8.3%
*Policing Authority	45	3	6.7%	38	3	7.9%
President's Establishment	30	0	0.0%	30	1	3.3%
*Property Services Regulatory Authority	41	3	7.3%	42	6	14.3%
Public Appointments Service	311	29	9.3%	309	45	14.6%
State Examinations Commission	195	7	3.6%	231	13	5.6%
Tailte Éireann	936	97	10.4%	966	101	10.5%
Tax Appeals Commission	33	2	6.1%	34	3	8.8%
*The Private Security Authority	57	1	1.8%	58	5	8.6%
The State Laboratory	125	7	5.6%	136	8	5.9%
Grand Total	17,939	1,246	6.9%	22,345	1,814	8.1%

¹⁷ In 2024, the Monitoring Committee for the Department of Public Expenditure, National Delivery Plan and Reform informed us that the Parole Board would be making a Part 5 return from 2024 onwards.

Department of Rural & Community Development

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
Charities Regulator ¹⁸	43	14	32.6%	47	10	21.3%
Water Safety Ireland	13	2	15.4%	15	4	26.7%
Western Development Commission	28	3	10.7%	30	4	13.3%
Grand Total	84	19	22.6%	92	18	19.6%

¹⁸ In 2023, this public body was called the Charities Regulatory Authority.

Department of Social Protection

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
Citizens Information Board	85	6	7.1%	78	6	7.7%
The Pensions Authority	84	7	8.3%	84	10	11.9%
Grand Total	169	13	7.7%	162	16	9.9%

Department of the Environment, Climate & Communications

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
An Post	9,569	368	3.8%	9,143	562	6.1%
Bord na Móna	1,157	37	3.2%	1,012	52	5.1%
Commission for Communications Regulation (ComReg)	157	25	15.9%	185	22	11.9%
Commission for Regulation of Utilities (CRU)	136	6	4.4%	178	14	7.9%
EirGrid Plc	603	37	6.1%	716	71	9.9%
Electricity Supply Board (ESB)	6,586	247	3.8%	7,480	428	5.7%
Environmental Protection Agency	476	29	6.1%	526	33	6.3%
Inland Fisheries Ireland	321	27	8.4%	340	25	7.4%
Sustainable Energy Authority of Ireland	229	24	10.5%	240	24	10.0%
The Digital Hub	13	0	0.0%	13	2	15.4%
Grand Total	19,247	800	4.2%	19,833	1,233	6.2%

Department of the Taoiseach

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
National Economic & Social Development Office	18	1	5.6%	19	3	15.8%
Grand Total	18	1	5.6%	19	3	15.8%

Department of Tourism Culture, Arts, Gaeltacht, Sports & Media

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
Chester Beatty Library	44	2	4.5%	41	2	4.9%
Coimisiún na Meán	70	7	10.0%	209	31	14.8%
Crawford Art Gallery	23	3	13.0%	25	4	16.0%
Fáilte Ireland	448	41	9.2%	476	56	11.8%
Forás Na Gaeilge	59	5	8.5%	61	3	4.9%
Irish Museum of Modern Art (IMMA)	108	17	15.7%	105	13	12.4%
National Concert Hall	116	14	12.1%	212	20	9.4%
National Gallery of Ireland	184	19	10.3%	197	22	11.2%
National Library of Ireland	107	22	20.6%	119	28	23.5%
National Museum of Ireland	178	23	12.9%	195	20	10.3%
Raidió Teilifís Éireann (RTÉ)	1,836	129	7.0%	1,853	139	7.5%
Screen Ireland	42	10	23.8%	50	8	16.0%
Sport Ireland	67	7	10.4%	76	8	10.5%
TG4	126	6	4.8%	130	8	6.2%
The Arts Council	123	15	12.2%	130	14	10.8%
Tourism Ireland	163	12	7.4%	176	14	8.0%
Údarás Na Gaeltachta	98	2	2.0%	115	1	0.9%
Ulster-Scots Agency	14	4	28.6%	15	2	13.3%
Grand Total	3,806	338	8.9%	4,185	393	9.4%

Department of Transport

Public Body	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023	Total number of employees 2024	Number of employees reporting a disability 2024	% of employees reporting a disability 2024
AerNav Ireland	634	27	4.3%	651	34	5.2%
Bus Éireann	2,972	111	3.7%	3,151	149	4.7%
Commission for Railway Regulation	17	0	0.0%	14	0	0.0%
Córas Iompair Éireann	224	11	4.9%	245	11	4.5%
daa plc	3,415	226	6.6%	3,536	267	7.6%
Dublin Bus	4,077	267	6.5%	4,328	269	6.2%
Dublin Port Company	154	6	3.9%	158	8	5.1%
Íarnród Éireann (Irish Rail)	4,685	271	5.8%	4,943	286	5.8%
Irish Aviation Authority	639	4	0.0%	198	6	3.0%
National Transport Authority	261	22	8.4%	311	25	8.0%
Port of Cork Company	164	9	5.5%	169	13	7.7%
Port of Waterford Company	42	3	7.1%	42	3	7.1%
Road Safety Authority	467	30	6.4%	445	39	8.8%
Shannon Foynes Port Company	65	4	6.2%	64	4	6.3%
The Shannon Group plc	292	12	4.1%	310	12	3.9%
Transport Infrastructure Ireland	299	14	4.7%	307	7	2.3%
Grand Total	18,407	1,017	5.5%	18,872	1,133	6.0%

Appendix C – Staff Census Response Rates

In 2024, the majority of public bodies 163, (75.5%) reported that they carried out a staff census every year while other public bodies did not. The table here lists the public bodies that carried out a staff census in 2024 and the percentage of employees in each of these public bodies that responded to the staff census. This ranged from 1.5% to 100%.

Public Body	% response
Adoption Authority of Ireland	42.1%
AirNav Ireland	30.6%
An Bord Pleanála	59.7%
An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta	100.0%
An Coimisinéir Teanga	63.6%
An Coimisiún Toghcháin	96.7%
An Garda Síochána (Civilian Employees) ¹⁹	36.4%
An Post	11.5%
An Rialálaí Agraibhia (Agri-Food Regulator) ²⁰	66.7%
Approved Housing Bodies Regulatory Authority	66.7%
Bord Bia	34.0%
Bord Iascaigh Mhara	68.3%
Bord na Móna	25.0%
Carlow County Council	42.0%
Central Statistics Office	73.9%
Charities Regulator ²¹	76.6%
Chester Beatty Library	70.7%
Chief State Solicitor's Office	39.0%
Child and Family Agency (TUSLA)	14.5%
Citizens Information Board	65.4%
Clare County Council	35.6%
Coillte	34.4%
Coimisiún na Meán	57.4%
Commission for Communications Regulation (ComReg)	74.1%
Commission for Regulation of Utilities (CRU)	68.5%
Competition & Consumer Protection Commission	50.6%
Córas Iompair Éireann	49.4%
Cork City Council	5.3%
Cork County Council	33.8%
Courts Service of Ireland	64.0%
Cuan ²²	34.6%

¹⁹Under the Assisted Decision Making (Capacity) (Amendment) Act 2022, civilian staff of An Garda Síochána were brought back within the terms of Part 5. In 2024, An Garda Síochána (Civilian Employees) submitted a Part 5 return.

²⁰This was a new public body that was established in 2024.

²¹In 2023, this public body was called the Charities Regulatory Authority.

²²This was a new public body established in 2024.

daa plc	29.5%
Department of Children, Equality, Disability, Integration & Youth	34.7%
Department of Education	26.6%
Department of Enterprise, Trade & Employment	23.0%
Department of Finance	54.4%
Department of Further & Higher Education, Research, Innovation & Science	48.0%
Department of Health	42.3%
Department of Housing, Local Government & Heritage	37.0%
Department of Justice	62.8%
Department of Public Expenditure, National Development Plan Delivery and Reform	45.4%
Department of Rural & Community Development	69.8%
Department of Social Protection	42.3%
Department of the Environment, Climate & Communications	53.0%
Department of the Taoiseach	46.7%
Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media	67.7%
Department of Transport	29.9%
Dublin Dental University Hospital	51.7%
Dublin Port Company	63.3%
Dún Laoghaire Institute of Art, Design & Technology	32.6%
Dun Laoghaire Rathdown County Council	33.3%
EirGrid Plc	54.6%
Electricity Supply Board (ESB)	35.4%
Enterprise Ireland	41.2%
Environmental Protection Agency	75.9%
Fáilte Ireland	71.4%
Fingal County Council	22.4%
Foras na Gaeilge	80.3%
Galway City Council	38.8%
Garda Síochána Inspectorate	60.0%
Garda Síochána Ombudsman Commission	71.9%
Health & Safety Authority	71.6%
Health Information and Quality Authority	59.5%
Health Insurance Authority	100.0%
Health Products Regulatory Authority	30.9%
Health Research Board	75.6%
Health Service Executive	20.9%
Heritage Council	64.0%
Houses of the Oireachtas	37.0%
Housing & Sustainable Communities Agency	67.7%
Housing Finance Agency	100.0%

IDA Ireland	46.3%
Injuries Resolution Board ²³	75.3%
Inland Fisheries Ireland	51.5%
Insolvency Service of Ireland	40.0%
Institute of Public Health	85.7%
International Protection Appeals Tribunal	23.5%
InterTrade Ireland	100.0%
Irish Aviation Authority	8.1%
Irish Blood Transfusion Service	34.7%
Irish Film Classification Office	40.0%
Irish Human Rights & Equality Commission	74.1%
Irish Museum of Modern Art (IMMA)	62.9%
Irish National Stud	70.6%
IT Dundalk	6.5%
Kerry County Council	26.9%
Kildare County Council	34.7%
Land Development Agency	65.6%
Law Reform Commission	95.8%
Léargas	59.3%
Legal Aid Board	44.5%
Leopardstown Park Hospital	100.0%
Local Government Management Agency	55.6%
Louth County Council	40.8%
Marine Institute	44.2%
Maritime Area Regulatory Authority ²⁴	76.5%
Mayo County Council	36.8%
Medical Council	57.4%
Mental Health Commission	60.7%
Monaghan County Council	17.1%
Munster Technological University (MTU)	14.7%
National Cancer Registry Board	98.1%
National Concert Hall	50.9%
National Council for Curriculum & Assessment	5.7%
National Council for Special Education	82.1%
National Disability Authority	64.7%
National Economic & Social Development Office	100.0%
National Gallery of Ireland	73.1%
National Library of Ireland	90.8%
National Milk Agency	100.0%
National Museum of Ireland	47.7%
National Shared Services Office	67.7%
National Standards Authority of Ireland	56.7%
National Transport Authority	59.5%
National Treasury Management Agency	73.3%

²³ In 2023, this public body was called the Personal Injuries Resolution Board in 2023.

²⁴ This was a new public body established in 2024.

National Treatment Purchase Fund	67.3%
Nursing & Midwifery Board of Ireland	39.4%
Oberstown Children Detention Campus	11.4%
Office of Director of Authorised Intervention ²⁵	84.6%
Office of Government Procurement	61.4%
Office of the Attorney General	68.1%
Office of the Comptroller & Auditor General	36.7%
Office of the Data Protection Commissioner	61.8%
Office of the Ombudsman	45.8%
Office of the Planning Regulator	93.5%
Office of The Revenue Commissioners	36.3%
Parole Board ²⁶	37.5%
Pharmaceutical Society of Ireland	100.0%
Pre-Hospital Emergency Care Council	66.7%
President's Establishment	56.7%
Property Services Regulatory Authority	69.0%
Public Appointments Service	70.6%
Quality & Qualifications Ireland	71.6%
Research Ireland ²⁷	70.2%
safefood	72.4%
Screen Ireland	78.0%
Sea Fisheries Protection Authority	1.5%
Sligo County Council	44.2%
SOLAS - Further Education & Training Authority	79.8%
South East Technological University (SETU) ²⁸	22.9%
Southern Regional Assembly	82.5%
Sport Ireland	56.6%
State Examinations Commission	55.4%
Sustainable Energy Authority of Ireland	61.3%
Tax Appeals Commission	76.5%
Teagasc	41.9%
Technological University Dublin (TUD)	8.1%
TG4	50.0%
The Arts Council	76.2%
The Digital Hub	100.0%
The Pensions Authority	76.2%
The Private Security Authority	63.8%
Tourism Ireland	65.3%
Transport Infrastructure Ireland	64.2%
Údarás na Gaeltachta	61.7%
Uisce Éireann	81.0%

²⁵ This was a new public body established in 2024.

²⁶ In 2024, the Monitoring Committee for the Department of Public Expenditure, National Delivery Plan and Reform informed us that the Parole Board would be making a Part 5 return from 2024 onwards.

²⁷ In 2024, Science Foundation Ireland merged with the Irish Research Council to become Research Ireland.

²⁸In 2023 this public body was called South Eastern Technological University (SETU).

Report on Compliance with Part 5 of the Disability Act 2005 for 2024

Vhi Insurance	37.8%
Water Safety Ireland	100.0%
Waterford City & County Council	43.4%
Waterways Ireland	73.1%
Westmeath County Council	50.8%
Wexford County Council	35.9%
Wicklow County Council	36.0%



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Universal Design in Ireland.**