

Report on Compliance with Part 5 of the Disability Act 2005 for 2021



Údarás Náisiúnta Míchumais
National Disability Authority

Acknowledgements

The NDA appreciates the considerable support and 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 2022.

We also appreciate the prompt responses we received to any queries we had regarding data for the 2021 Part 5 returns.

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Executive Summary

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

Overview of the analysis

- At the end of 2021, the total number of employees in the relevant public sector bodies was 251,552, an increase of 6,362 (+2.6%) from 2020
- In 2021, the number of employees reporting a disability was 9,011 (3.6%), an increase of 1,374 (+18.0%) from the 2020 figures
- In 2021, 186 (87.3%) public bodies achieved or exceeded the minimum 3% target compared to 182 (84.7%) bodies in 2020
- In 2021, 27 (12.7%) public bodies did not reach the minimum 3% target compared to 33 (15.3%) public bodies in 2020
- In 2021, 78 (36.5%) public bodies reported that a minimum of 6% of their employees were persons with disabilities. This is an increase from 2020, when 61 (28.4%) public bodies reported that a minimum of 6% of their employees reported a disability
- Overall the public sector exceeded the minimum target of 3% for the eleventh successive year
- In 2021, four of the five types of public bodies achieved the minimum 3% target (Commercial Bodies, Government Departments, Local Government, and Public Bodies staffed by Civil Servants). This was the same in 2020.
- 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 2021, three of the four size categories met or exceeded the minimum target of 3%, which is the same as in 2020. In both years, only one public body, the HSE, did not make the minimum 3% target in the category of 5,000 employees or more.

The HSE

The HSE is the largest body in the public sector. In 2021, this public body reported an increase of +4,063 employees from 92,612 employees in 2020 to 96,675 employees in 2021. This public body also reported an increase in the number (+994) and percentage (+1.9%) of employees reporting a disability from 2020 to 2021. In 2020, 514 (0.6%) employees reported a disability, in 2021 this increased to 1,508 (1.6%). The NDA is pleased to note this increase in the number and percentage of employees reporting a disability.

NDA engagement with HSE

The NDA has consistently advised the HSE on measures it could implement to develop data collection processes that can accurately reflect the impact of the actions this public body is taking, to create an inclusive work environment where employees feel supported in sharing their disability status and where the recruitment and retention of persons with disabilities is also promoted and supported.

Since June 2020, the NDA has initiated and engaged in a strategic process of engagement with a designated team that has been appointed in the HSE to focus on improving this public body's performance under Part 5. The NDA has had a series of productive meetings with the HSE as part of our process of sustained engagement with this public body.

The NDA notes that the HSE is making some progress towards meeting its obligations under Part 5. In 2020 and 2021, this public body began reporting a slight increase in the number and percentage of employees reporting a disability. Table I below summarises the HSE's performance from 2018 – 2021 to demonstrate the improvement in this public bodies' performance in the past two years.

Table I. Summary of HSE's performance 2018 – 2021

| | 2018 | 2019 | 2020 | 2021 |
|---|--------------|------------|------------|--------------|
| Total Number of employees | 87,821 | 88,215 | 92,612 | 96,675 |
| Number and % of employees reporting a disability | 1,176 (1.3%) | 464 (0.5%) | 514 (0.6%) | 1,508 (1.6%) |

In the past year, the NDA has advised the HSE on a number of key items including the HSE's Disability Equality Inclusion (DEI) Framework. It is hoped that

the HSE, with the continued support of the NDA, will improve its performance under Part 5 of the Disability Act 2005.

Changes in public bodies' figures

The number of total employees and the number and percentage of employees reporting a disability in a public body can change on an annual basis. There can be many reasons why these changes occur and some examples are detailed in Table 2.

Table 2. Changes in public bodies' figures

| Public body | Total number of employees 2020 | Number and % of employees reporting a disability 2020 | Total number of employees 2021 | Number and % of employees reporting a disability 2021 | Changes in 2021 | Reasons for changes in 2021 |
|-------------|--------------------------------|---|--------------------------------|---|---|---|
| Dublin Bus | 3,590 | 221 (6.2%) | 3,680 | 241 (6.5%) | The total number of employees increased by 90 people and the number of employees reporting a disability also increased by 20. | Inclusive recruitment and retention policies In 2021, this public body reported that they continued to prioritise the employment of persons with disabilities by having inclusive recruitment practices that included, ensuring all recruitment materials were accessible; staff involved in recruitment and interview panels received training in disability awareness. Employees were also informed of this public body's policies and processes on retention and reasonable accommodations. This helped employees feel more supported sharing their disability status. |

| Public body | Total number of employees 2020 | Number and % of employees reporting a disability 2020 | Total number of employees 2021 | Number and % of employees reporting a disability 2021 | Changes in 2021 | Reasons for changes in 2021 |
|--------------------------------|--------------------------------|---|--------------------------------|---|---|--|
| Limerick City & County Council | 1,407 | 33 (2.3%) | 1,457 | 95 (6.5%) | The total number of employees increased by 50 people and the number of employees reporting a disability also increased by 62. | In 2020, this public body did not reach the minimum 3% target. In 2021, this public body implemented a communications strategy to encourage employees to complete the anonymised staff census. Outdoor staff were emailed anonymised forms and provided with a Stamped Addressed Envelope to return the forms. The employees response to the staff census increased from 158 (11.2%) employees in 2020 to 404 employees (27.7%) in 2021, This public body also reported that over 6% of their employees reported a disability. |
| Rásaíocht Con Éireann | 162 | 19 (11.7%) | 560 | 19 (3.4%). | The total number of employees increased by 380 people but the number of employees reporting a disability remained the same. | Covid-19 pandemic In 2020 this public body reported that it had to cease racing operations due to the pandemic. This public body therefore reported a loss of 528 employees from 2019 to 2020. In 2021 it reopened its business and was focussed on trying to catch up on recruitment after the pandemic. This public body reported that it may take some time after the pandemic for employees to feel comfortable sharing their disability status, despite the measures this public body already has in place |

Dublin Bus demonstrated that a consistent commitment to prioritising the recruitment and retention of persons with disabilities can help a public body to increase the number of persons reporting a disability.

Limerick City & County Council's focus on encouraging and supporting their employees to complete the staff census and improving their data collection methods also resulted in a significant increase in the number of employees reporting a disability.

Both of these public bodies also have other measures in place including having a strategic objective in their respective HR/corporate strategies to increase employment opportunities for persons with disabilities and ensuring that the disability awareness training modules provided to all employees are evaluated and updated on a regular basis.

While Rásaíocht Con Éireann reported a decrease in the percentages of employees reporting a disability in 2021, they still reached or exceeded the minimum 3% target, because they had a number of measures in place to meet their obligations under Part 5. This public body is planning to continue providing work experience programmes with regional Employability services and providing Diversity and Inclusion Training to its employees.

Miscellaneous Reasons

In 2021, public bodies reported other miscellaneous reasons that caused an increase or decrease in the total number of employees and that the number and percentage of employees reporting a disability. Some of these reasons included: employees with disabilities leaving a public body, public bodies merging, issues with data collection and employees not sharing their disability status.

The majority of public bodies who reported changes in the total number of employees and the number and percentage of employees reporting a disability, still made or exceeded the minimum 3% target because they had a sufficient measures in place to meet their obligations under Part 5.

The NDA notes that employees not sharing their disability status and challenges with data collection can be issues for public bodies. However, the NDA has consistently provided public bodies with advice and guidance on how to address these issues, therefore these issues in and of themselves should not prevent a public body from exceeding the minimum 3% target and progressing towards reaching the forthcoming minimum 6% target.

Progress in meeting the minimum 6% target by 2025

Under the **Comprehensive Employment Strategy for People with Disabilities 2015 – 2024**, the Government committed to increasing the statutory employment target, so that by 2024, a minimum of 6% of employees in the public sector will be persons with disabilities. The recently enacted Assisted Decision-Making (Capacity) (Amendment) Act 2022, outlined that the **statutory employment target will be increasing to 6% by 2025**. Increasing the minimum statutory employment target to 6% is also a commitment under the **Programme for Government 2020**.

The NDA is pleased to note that in 2021, 78 (36.5%) public bodies reported that a minimum of 6% of their employees were persons with disabilities. This is an increase from 2020, when 61 (28.4%) public bodies reported that a minimum of 6% of their employees reported a disability.

The NDA has consistently advised and provided public bodies with comprehensive guidance that the 3% is a minimum target and they should focus on exceeding this target and progressing towards reaching the minimum 6% by 2025. We have also advised public bodies of the necessity of documenting the measures they have in place and the progress they are making to meet their obligations under Part 5, in addition to providing statistical information. Our advice and guidance reflects the requirements of the Disability Act 2005, whereby public bodies must demonstrate the measures they have in place to actively promote and support employment of persons with disabilities.

The NDA acknowledges that more public bodies have provided detailed and concise information in their 2021 Part 5 returns on the measures they have/are in the process of implementing to create an Equitable Diverse and Inclusive (EDI) work culture that promotes the recruitment and retention of persons with disabilities and supports employees with disabilities to feel comfortable in sharing their disability status. We have also advised public bodies that using a Universal Design approach helps them to create EDI work cultures and to improve their performance under Part 5. When public bodies use this type of approach, they are ensuring that all their products, services, communications (digital, written, spoken and signed) and the physical environment are universally designed and therefore easy to access, understand and use for everyone regardless of age size, ability or disability.

Models of Good Practice

The NDA is pleased to note that many Government Departments and public bodies appear to have implemented the advice and guidance we have given them regarding creating an EDI work culture using a Universal Design Approach. We wish to acknowledge the models of good practice public bodies have

implemented in 2021 that have resulted in an increase in the total number and percentage of employees reporting a disability in the public sector.

Many of the Government Departments reported the following models of good practice to meet their obligations under Part 5:

- Having a Disability Liaison Officer and ensuring that all employees had the contact details for this member of staff so they could contact them at their discretion
- Communicating to all employees the supports that are available to them including reasonable accommodations and their retention policies and processes to help employees to feel comfortable sharing their disability status
- Providing work experience opportunities for persons with disabilities via the Association for Higher Education Access & Disability's (AHEAD)'s Willing Able and Mentoring programme, the Oireachtas' Work Learning (OWL) programme, regional Employability services, WALK and the Open Doors Initiative. Liaising with these organisations to develop and implement inclusive recruitment processes such as, ensuring job descriptions and job advertisements are accurate, clear and in accessible formats
- Having a Diversity and Inclusion Unit in their respective HR departments or establishing a specific EDI working group in their organisations to develop and implement EDI strategies
- Implementing Universal Design Policies and Action Plans to ensure services, communications, public spaces and the built environment are universally designed. Implementing a Universal Design approach, in addition to having inclusive recruitment processes can help public bodies to attract a more diverse workforce, including persons with disabilities.

Public bodies under the remit of Government Departments also reported having similar measures in place to meet their obligations under Part 5.

The Court Services of Ireland has a number of measures in place to increase the recruitment and retention opportunities for persons with disabilities, such as having a training programme called '**Developing your Career Path**' which provides employees, including employees with disabilities, with the opportunity to identify and acquire the requisite training and skills to progress their careers. This public body has policies and processes to facilitate career progression, including a policy on lateral mobility that enabled employees with and without disabilities to move to another office or court service to develop new skills and experience. This public body also stated its intention to create an inclusive and diverse workforce and customer service, using the principles of Universal Design, aimed at improving access to justice for every person in Ireland.

A number of public bodies including the Health Research Board continued to fine tune their communications strategies to promote their staff censuses and to improve the response rates from their respective employees, especially persons with disabilities. The Competition & Consumer Protection Commission had not conducted a staff census for a number of years. In 2021, this public body successfully conducted a staff census with a good response rate from its employees - out of 137 employees, 97 (70.8%) completed the census.

Maintaining the Momentum

The NDA acknowledges the progress public bodies have made in 2021. However, we continue to advise that if the public sector overall is to make progress regarding reaching the minimum 6% target, then more public bodies need to focus on providing evidence that they are implementing practical measures to achieve this objective.

Responsibility for providing accurate data

Providing accurate data is a crucial part of this process. The NDA has consistently advised public bodies and Departmental Monitoring Committees that it is their responsibility to ensure that their annual Part 5 data are accurate. We have also provided them with guidance and support to help them in this regard.

The NDA notes that a number of public bodies made contact during the 2021 reporting process to indicate that the initial data they had sent was inaccurate. The process to submit corrected data to Departmental Monitoring Committees and onwards to the NDA can lead to additional delays in preparing the statutory report on compliance.

The provision of accurate data for the purposes of Part 5 is a statutory obligation on all public bodies. It is therefore in public bodies' interest to demonstrate the annual progress they are making regarding improving their data collection processes, submitting accurate data and showcasing the measures they are implementing to meet their obligations under Part 5. Public bodies are also responsible for implementing their own data collection processes.

If public bodies are to maintain the momentum and to continue to improve their performance under Part 5, the NDA suggests that public bodies have designated personnel and a clear process in place that is communicated to all employees, regarding the annual process of collecting, checking and submitting updated Part 5 data.

Focus on inclusive recruitment practices

The NDA also notes with concern that a small number of public bodies have reported that when they were recruiting they required candidates with specialist

qualifications. These public bodies also reported that this was the main reason why they did not make the minimum 3% in 2020 and 2021. The NDA has consistently advised public bodies on inclusive recruitment measures, including providing work experience opportunities for persons with disabilities, to help them find suitably qualified candidates for different positions, including specialist roles. The Open Doors Initiative, Employers for Change, AHEAD and other organisations provide public sector employers with a range of supports in this regard.

In this context, stating that positions require specialist requirements that could potentially exclude persons with disabilities from the recruitment pool is not a reason for public bodies not to meet the minimum statutory employment target. The NDA suggests that in the coming year, these public bodies need to demonstrate more proactive and inclusive recruitment processes.

The NDA will continue to monitor these public bodies and looks forward to seeing an improvement in their performance in the coming year.

Review of Part 5

In 2019, the NDA commissioned a Review of the operation of Part 5 of the Disability Act 2005. The objectives of this Review were to guide the development and implementation of a process that could help us to get richer data on the measures public bodies have in place to meet their obligations under Part 5 and also to guide a more user friendly, streamlined, efficient and feasible process overall for the NDA to manage. A paper detailing the research findings developed as part of the Review and setting out recommendations for next steps was published on the NDA's website in tandem with the NDA's Annual Conference 2022 that focussed on **“From Accessibility to a Universal Design approach – learning from the public and private sectors**. This Conference took place on 20 October 22 in the Croke Park Conference Centre in Dublin.

Since 2021, the NDA has implemented a number of the recommendations from the Review of Part 5 including advising the Office of the Commission for Public Service Appointments (CPSA) on developing a single Code of Practice for Appointments in the Civil Service and FAQs¹, to assist the public sector in developing and implementing inclusive recruitment practices and creating EDI work environments using a Universal Design approach. In Sept 2021, the revised Code and FAQs were published. In the next year, the NDA will begin the

¹ [CPSA-Code-of-Practice-2022.pdf](#)

process of consulting with a diverse set of stakeholders to develop, pilot and implement the following recommendations from the Review of Part 5:

- Revising the Part 5 questions to help get richer data from public bodies on the measures they have in place to create an EDI work culture using a Universal Design approach
- Scoping and developing an online monitoring system that will streamline the data collection and verification process and facilitate more in-depth analysis for Part 5 data, in addition to data collected under the NDA's other monitoring functions, including Part 3 (accessibility of public services, information, public spaces and the built environment); European Union (Accessibility of Websites and Mobile Applications of Public Bodies) Regulation)
- Exploring the possibility that this online monitoring system could enable the collection and analysis of data, that will also inform the NDA's roles regarding monitoring the progress public bodies are making in meeting their obligations under the **UNCRPD, Comprehensive Employment Strategy for the Employment of Persons with Disabilities 2015 – 2024** and the new **UNCRPD Implementation Strategy**.

Stakeholders in this consultation process will include Disabled Person's Organisations (DPOs), individual persons with disabilities, disability stakeholders, Senior Management and employees with and without disabilities in the public sector and public sector trade unions.

1 Introduction

1.1 Legislative background

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

In summary, the obligations detailed in the Act are:

- Public bodies shall, 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, although the NDA has previously advised public bodies about various methods that may be used to collect and update data on an annual basis. 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 to maintain consistent approaches over time where possible, to avoid any major variations in the reported data, although the NDA recognises that this may not always be possible or appropriate when seeking to improve the accuracy of the returns.

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

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

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

The NDA has also advised that it is essential that all employees are informed as to why their data is being collected and the purpose for which it is being used.

As in previous years, the NDA continued to provide clarification regarding how employees can apply the definition of disability under the Disability Act 2005, which is as follows:

“a substantial restriction in the capacity of the person to carry out a profession, business or occupation in the State or to participate in social or cultural life in the State by reason of an enduring physical, sensory, mental health or intellectual impairment.”

The NDA advised that it was important to review the term “**substantial restriction**”, in terms of existing barriers e.g.

- Inaccessible written, spoken and digital communications (websites, mobile apps) that may prevent persons with disabilities from accessing job advertisements and applying for jobs, accessing travel information etc.
- Lack of access to public transport services that impacts persons with disabilities getting to and from their workplace, schools, colleges, universities, social events and medical appointments
- Inaccessible public spaces that prevent persons with disabilities from being able to access buildings.

These substantial restrictions can prevent persons with disabilities from accessing and retaining employment opportunities and participating in mainstream society.

Article 2 of the **UN Convention on the Rights of Persons with Disabilities** focuses on Definitions. Under this Article, discrimination on the basis of disability means any distinction, exclusion or **restriction** on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation.

Article 4 of **UN Convention on the Rights of Persons with Disabilities** focuses on General Obligations. This Article states that there should be no restrictions on the rights of persons with disabilities to access mainstream public services and to participate in society.

The core element of the NDA’s advice and guidance on creating EDI work environments that promote and support the increased recruitment and retention of persons with disabilities and support employees to feel comfortable sharing their disability status, is to identify ways of removing these restrictions to accessing employment and other mainstream public services, as detailed under Articles 2 and 4 of the UN Convention.

The NDA’s advice and guidance also provides public bodies with practical proactive measures to help public bodies provide accessible public services, in line with their obligations under Article 9 of the **UN Convention**.

1.3 Review of Part 5

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

- Enrich the data and transferable learning that emerges regarding key elements in organisations that create and maintain inclusive work environments that promote and support the recruitment and retention of persons with disabilities and one where employees with disabilities feel supported and comfortable sharing their disability status
- As far as possible to guide continuous improvement across the public sector in creating and maintaining these inclusive work environments
- As far as possible to increase employment opportunities for persons with disabilities
- Identify specific measures that may be required to help public bodies to increase their compliance with the minimum statutory employment target of 3% and to progress towards reaching the minimum 6% by 2025
- Guide a more user friendly, streamlined, efficient and feasible process overall for the NDA to manage.

A paper detailing the research findings developed as part of the Review and setting out recommendations for next steps was published on the NDA's website in tandem with the NDA's Annual Conference. This hybrid event took place in the Croke Park Conference Centre in Dublin on 20 October 2022. The title of the Conference was **“From Accessibility to a Universal Design approach – learning from the public and private sectors.** One of the key themes of this Conference was monitoring the progress the public and private sectors are making in providing work cultures, information, public services, and the built environment that are universally designed and therefore easy to access, understand and use for everyone, regardless of age, size, ability or disability.

The recommendations regarding the next steps for Part 5 focussed on enhancing this process as a key driver of the Equality, Diversity and Inclusion (EDI) agenda in the public sector. Since 2021, the NDA has implemented a number of these recommendations including advising public bodies that Part 5 data can be collected anonymously i.e. employees do not have to sign their names to forms etc., which could help more employees to feel comfortable sharing their disability status.

The NDA has also advised and provided public bodies with guidance on improving the quality and content of their annual Part 5 report and ensuring the

data they provide are compliant with GDPR. In their annual Part 5 returns we have asked public bodies to provide the following information:

- Measures they had in place or were implementing to create EDI work cultures and to drive the EDI agenda in the public sector
- Measures they had in place to ensure that services; products; procurement processes, communications (written, spoken, digital and signed) and the physical environment were universally designed and therefore easy to access, understand and use for everyone, regardless of age, size, ability or disability
- Explanations if there were big differences in the data from one year to the next.

The NDA has also progressed our relationship with the Public Appointment Service (PAS). We are now a member of the Public Sector Recruitment network set up by the Public Appointment Service (PAS) to help public bodies develop and implement more inclusive recruitment practices. This network currently consists of 40 public bodies but membership is growing. The NDA, through this network, will be able to help more public bodies meet their obligations under Part 5, particularly in relation to increasing the recruitment and retention of persons with disabilities, supporting employees to share their disability status and progressing towards reaching the minimum 6% target by 2025.

In the next year, the NDA will begin the process of consulting with a diverse set of stakeholders to develop, pilot and implement additional recommendations from the Review of Part 5. Stakeholders will include Disabled Person's Organisations (DPOs), individual persons with disabilities, disability stakeholders, Senior Management and employees with and without disabilities in the public sector and public sector trade unions. The NDA will consult with our stakeholders on developing, piloting and implementing the following recommendations:

- Questions to get richer data from public bodies on the measures they have in place to create an EDI work culture using a Universal Design approach
- Questions to capture public sector employees' perception of their respective organisations and the progress they are making in creating an EDI work culture
- Developing and implementing an online monitoring system that will streamline the data collection and verification process and facilitate more in-depth analysis on some of the NDA's monitoring functions, including Part 5 (employment of persons with disabilities), Part 3 (accessibility of public services, information, public spaces and the built environment) and the European Union (Accessibility of Websites and Mobile Applications of Public

Bodies) Regulation). This online monitoring system could also enable the collection and analysis of data that will inform the NDA's roles regarding monitoring the progress public bodies are making in meeting their obligations under the **UNCRPD, Comprehensive Employment Strategy for the Employment of Persons with Disabilities 2015 – 2024** and the new **UNCRPD Implementation Strategy**.

The findings from the consultation and piloting processes will inform the changes that are made to Part 5. It is estimated that these changes will be made over the next three years.

2. Key Findings for 2021

2.1 Key findings for 2021

- At the end of 2021, the total number of employees in the relevant public sector bodies was 251,552, an increase of 6,362 (+2.6%) from 2020
- In 2021, the number of employees reporting a disability was 9,011 (3.6%), an increase of 1,374 (+18.0%) from the 2020 figures. The NDA is pleased to note that the number of employees reporting a disability increased by 1,374 (18.0%) to 9,011 in 2021 from the 2020 figures and the overall percentage of employees reporting a disability in the public sector increased from 3.1% in 2020 to 3.6% in 2021
- The proportion of employees declaring a disability in the public service exceeded the minimum 3% target for the eleventh successive year with the 2021 level confirmed at 3.6%.

Table 3 captures these key findings for 2021 and the progress the public sector has made in meeting the minimum 3% target from 2007 – 2021. In 2007, the NDA began monitoring the employment of persons with disabilities.

As detailed in Table 3 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 2021, the total number of employees in the relevant public sector bodies was 251,552, an increase of 6,362 (+2.6%) from 2020.

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%. The NDA is pleased to note that progress the public sector has made in 2021 in terms of reporting an increase in the number and percentage of employees reporting a disability.

Table 3. Progress towards minimum 3% target, 2007-2021

| Year | Total number of employees | Employees reporting a disability | % of total employees reporting a disability |
|-------------|---------------------------|----------------------------------|---|
| 2007 | 238,833 | 5,879 | 2.5% |
| 2008 | 229,000 | 6,083 | 2.7% |
| 2009 | 219,653 | 6,380 | 2.9% |
| 2010 | 210,249 | 5,748 | 2.7% |
| 2011 | 205,068 | 6,171 | 3.0% |
| 2012 | 197,588 | 6,611 | 3.3% |
| 2013 | 192,576 | 6,464 | 3.4% |
| 2014 | 195,278 | 6,771 | 3.5% |
| 2015 | 201,341 | 7,245 | 3.6% |
| 2016 | 213,991 | 7,457 | 3.5% |
| 2017 | 225,809 | 7,796 | 3.5% |
| 2018 | 231,784 | 7,584 | 3.3% |
| 2019 | 238,174 | 7,319 | 3.1% |
| 2020 | 245,190 | 7,637 | 3.1% |
| 2021 | 251,552 | 9,011 | 3.6% |

2.2 Changes in public bodies

Table 4 details the changes that took place for some public bodies in 2021. The public bodies listed in these tables were the only public bodies that were newly formed or changed status in 2021.

Table 4. Changes in public bodies

| Public Body | Total number of employees 2020 | Number and % of employees reporting a disability 2020 | Total number of employees 2021 | Number and % of employees reporting a disability 2021 | Changes in 2021 |
|--|--------------------------------|---|--------------------------------|---|--|
| Approved Housing bodies Regulatory Authority (AHBRA) | - | - | 18 | 3 (16.7%) | This is a new public body that was created in 2021. It did not make a Part 5 return for 2020. |
| Courts Service of Ireland | 1100 | 61 (5.5%) | 1153 | 28 (2.4%) | The NDA requested and received clarification that the Courts Services is known as the Courts Service of Ireland. |

| Public Body | Total number of employees 2020 | Number and % of employees reporting a disability 2020 | Total number of employees 2021 | Number and % of employees reporting a disability 2021 | Changes in 2021 |
|--|---------------------------------------|--|---------------------------------------|--|--|
| Dublin Dental University Hospital | 209 | 6 (2.9%) | 212 | 10 (4.7%) | In 2021 this public body changed its name from Dublin Dental Hospital to Dublin Dental University Hospital. |
| Garda Síochána Inspectorate | 12 | 0% | 12 | 0% | In 2021, the Garda Inspectorate changed its name to the Garda Síochána Inspectorate. |
| IT Athlone | 631 | 29 (4.6%) | - | - | In 2021, IT Athlone and IT Limerick merged into Technological University of the Shannon (TUS): Midlands Midwest (Athlone Campus). IT Athlone did not make a separate Part 5 return in 2021. |
| IT Limerick | 699 | 30 (4.3%) | - | - | In 2021, IT Athlone and IT Limerick merged into Technological University of the Shannon (TUS): Midlands Midwest (Athlone Campus). IT Limerick did not make a separate Part 5 return in 2021. |
| IT Cork | 1,596 | 49 (3.1%) | - | - | In 2021, IT Cork and IT Tralee merged to form Munster Technological University (MTU). IT Cork did not make a separate Part 5 return in 2021. |
| IT Tralee | 430 | 15 (3.5%) | - | - | In 2021, IT Cork and IT Tralee merged to form Munster Technological University (MTU). IT Tralee did not make a separate Part 5 return in 2021. |
| Munster Technological University (MTU) | - | - | 1,867 | 59 (3.2%) | In 2021, IT Cork and IT Tralee merged to form Munster Technological |

| Public Body | Total number of employees 2020 | Number and % of employees reporting a disability 2020 | Total number of employees 2021 | Number and % of employees reporting a disability 2021 | Changes in 2021 |
|--|--------------------------------|---|--------------------------------|---|---|
| | | | | | University (MTU). This new public body was created in 2021 and did not make a Part 5 return for 2020. |
| Office of the Data Protection Commissioner | 150 | 6 (4%) | 190 | 13 (6.8%) | The NDA requested and received clarification that the Data Protection Commissioner is known as Office of the Data Protection Commissioner. |
| Office of the Revenue Commissioners | 6982 | 286 (4.1%) | 6783 | 280 (4.1%) | The NDA requested and received clarification that the Revenue Commissioners is known as Office of the Revenue Commissioners. |
| Port of Galway | 15 | 0 (0%) | - | - | In 2021, this public body was amalgamated into Galway City Council and did not make a separate Part 5 return for 2021. |
| President's Establishment | 25 | 1 (4%) | 23 | 0 | The NDA requested and received clarification that the Office of the Secretary to the President is known as President's Establishment. |
| Property Services Regulatory Authority | 32 | 2 (6.3%) | 38 | 4 (10.5%) | The NDA requested and received clarification that the National Property Services Regulatory Authority is known as Property Services Regulatory Authority. |
| Science Foundation Ireland | 89 | 3 (3.4%) | 84 | 3 (3.6%) | In 2021 this public body moved from the Department of Enterprise, Trade & Employment to the |

| Public Body | Total number of employees 2020 | Number and % of employees reporting a disability 2020 | Total number of employees 2021 | Number and % of employees reporting a disability 2021 | Changes in 2021 |
|--|--------------------------------|---|--------------------------------|---|---|
| | | | | | Department of Further & Higher Education, Research Innovation & Science. |
| Tax Appeals Commission | 37 | 1 (2.7%) | 29 | 2 (6.9%) | The NDA requested and received clarification that the Office of the Tax Appeals Commission is known as Tax Appeals Commission. |
| Technological University of the Shannon (TUS): Midlands Midwest (Athlone Campus) | - | - | 1423 | 69 (4.9%) | In 2021, IT Athlone and IT Limerick merged into Technological University of the Shannon (TUS): Midlands Midwest (Athlone Campus). This was a new public body created in 2021 and it did not make a Part 5 return in 2020. |

2.3 Analysis by type of public sector body

The 2021 data has been categorised under the same five types of public bodies used in previous years:

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

Commercial Bodies

The Commercial Bodies sector includes the State's transport and energy companies and in 2021 accounted for 15.6% of the public sector workforce (see Table 5). Overall employee numbers increased between 2020 and 2021 by 604 to 39,250 (+1.6%) and the number of employees reporting a disability increased by 52 to 1,891 (+2.8%). In 2021, the percentage of employees in Commercial Bodies

with a disability remained at 4.8%, the same as in 2020. In total, 96.0% of bodies in this category achieved the target, an increase from the 2020 figure of 84.6%.

In 2020, Port of Galway reported under this category. In 2021, this body was amalgamated into Galway City Council and did not make a separate Part 5 return for 2021. This category, therefore, lost one public body.

Government Departments

In 2021, Government Department employees accounted for 9.4% of public sector employees. In 2021, there was an increase in the total number of employees in Government Departments from 23,271 in 2020 to 23,590 in 2021 (+1.4%). Between 2020 and 2021, the number of employees with a disability increased by 259 people to 1,427 (+22.2%). The percentage of employees reporting a disability increased from 5.0% in 2020 to 6.0% in 2021. All Government Departments exceeded the minimum 3% target for 2021 - the tenth successive year that the target was exceeded by all Departments.

Local Government

The Local Government sector includes city and county councils, and other local authority bodies. In 2021, it accounted for 13.2% of the public sector workforce. Between 2020 and 2021, overall employee numbers increased by 142 to 33,116 (+0.4%) in 2021. The number of employees reporting a disability increased by 155 people, from 1,325 to 1,480 (+11.7%) in 2021. The percentage of employees with disabilities across the Local Government category, as a whole, increased from 4.0% in 2020 to 4.5% in 2021. In total, 94.3% of bodies in this category achieved the target, an increase from 2020 when 91.4% achieved the target. The two public bodies in this category who did not achieve the target were two regional assemblies that have less than 25 staff.

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, IHREC and the National Council for Special Education. In 2021, these agencies constituted 6.6% of the public sector workforce. Between 2020 and 2021, this sector decreased by 15 employees to 16,725 (-0.1%), and the number of employees with disabilities decreased by 6 to 773 (-0.8%). The percentage of employees with disabilities decreased slightly from 4.7% in 2020 to 4.6% in 2021. In total, 80.0% of bodies in this sector achieved the target, a decrease from 82.5% in 2020.

Non-Commercial Bodies

This tends to be the largest sector in the public service because it includes the HSE, the largest employer in the public sector. In 2021, this sector accounted for over half (55.2%) of the public sector workforce. Between 2020 and 2021, this

sector increased by 5,312 employees to 138,871 (+4.0%), while the number of employees with disabilities increased by 914 employees to 3,440 (+36.2%). The percentage of employees with disabilities increased slightly from 1.9% in 2020 to 2.5% in 2021. In total, 83.0% of Non-Commercial bodies achieved the target, an increase from 80.0% in 2020.

In 2021, the Non-Commercial category experienced the following changes:

- IT Athlone and IT Limerick merged to become Technical University of the Shannon (TUS) – Two public bodies now reported as one public body
- IT Cork and IT Tralee merged to become Munster Technological University (MTU) – Two public bodies now reported as one public body.

This category initially lost two public bodies. However, in 2021, a new public body called the Approved Housing bodies Regulatory Authority (AHBRA) joined this category, so it only lost one public body.

Table 5. Data by type of public body, 2020, 2021

| Type of public sector body | Total employees | No. of employees reporting a disability | % of employees reporting a disability | % of total work-force reported on under Part 5 | % of bodies achieving target | No. of public bodies |
|----------------------------|-----------------|---|---------------------------------------|--|------------------------------|----------------------|
| Commercial 2021 | 39,250 | 1,891 | 4.8% | 15.6% | 96.0% | 25 |
| Commercial 2020 | 38,646 | 1,839 | 4.8% | 15.8% | 84.6% | 26 |
| Change 2020/2021 | +604 | +52 | 0% | -0.2% | 11.4% | -1 |
| Gov. Dept. 2021 | 23,590 | 1,427 | 6.0% | 9.4% | 100.0% | 19 |
| Gov. Dept. 2020 | 23,271 | 1,168 | 5.0% | 9.5% | 100.0% | 19 |
| Change 2019/2020 | +319 | +259 | +1.0% | -0.1% | 0% | 0 |
| Local Gov. 2021 | 33,116 | 1,480 | 4.5% | 13.2% | 94.3% | 35 |
| Local Gov. 2020 | 32,974 | 1,325 | 4.0% | 13.4% | 91.4% | 35 |
| Change 2019/2020 | +142 | +155 | +0.5% | -0.2 | 2.9% | 0 |
| | | | | | | |

| | | | | | | |
|-------------------------|---------------|--------------|--------------|--------------|--------------|-----------|
| Non-comm. 2021 | 138,871 | 3,440 | 2.5% | 55.2% | 83.0% | 94 |
| Non-comm. 2020 | 133,559 | 2,526 | 1.9% | 54.5% | 80.0% | 95 |
| Change 2020/2021 | +5,312 | +914 | +0.6% | -0.7% | +3.0% | -1 |
| PBCS 2021 | | | | | | |
| PBCS 2021 | 16,725 | 773 | 4.6% | 6.6% | 80.0% | 40 |
| PBCS 2020 | 16,740 | 779 | 4.7% | 6.8% | 82.5% | 40 |
| Change 2020/2021 | -15 | -6 | -0.1% | -0.2% | -2.5% | 0 |
| Totals 2021 | | | | | | |
| Totals 2021 | 251,552 | 9,011 | 3.6% | 100.0% | 87.3% | 213 |
| Totals 2020 | 245,190 | 7,637 | 3.1% | 100.0% | 84.7% | 215 |
| Change 2020/2021 | 6,362 | 1,374 | +0.5 | 0% | +2.6% | -2 |

2.4 Analysis by size of public sector body

Public bodies with less than 100 staff

In 2021, there were 68 bodies in the public sector with less than 100 employees, representing 1.1% of the entire workforce (see Table 6). This size category employed 2,863 people, of which 7.0% (200) reported a disability. Of the entire workforce reporting a disability, 2.2% 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 (20 out of the 68 organisations). Of these bodies with 20 employees or fewer, 16 have reported that they have no employees with disabilities in 2021.

The NDA acknowledges that if a public body is very small, with less than 50 staff, then its size does impact its ability to make the minimum 3% target. The departure of a staff member with a disability through retirement, via career break, or through a voluntary redundancy scheme, is one of the main factors that has prevented small public bodies from reaching the minimum 3% target. Losing (or hiring) one extra staff member for bodies of this size represents the difference between meeting and not meeting the minimum compliance target of 3%.

In public bodies of this small size, 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 (105) making up 16.5% of the total workforce in 2021. In total 41,579 people were employed in this category, of which 5.3% (2,219) reported a disability. Of the entire workforce reporting a disability, 24.6% were employed in public bodies of this size.

Public bodies with between 1000 and 4999 staff

In 2021, there were 33 public bodies employing between 1,000 and 4,999 employees, representing 27.8% of the total workforce. This cohort employed 70,015 employees, of which 4.6% (3,212) reported a disability. Of the entire workforce reporting a disability, 35.6% were employed in public bodies of this size.

Public bodies with over 5,000 staff

In 2021, this size category had the smallest number of public bodies (7) and represented 54.5% of the total workforce. It employed 137,095 employees of which 2.5% (3,380) reported a disability. Of the entire workforce reporting a disability, 37.5% were employed in these large public bodies.

The public bodies in this category and their reported percentage of employees with disabilities for 2021 are:

- An Post 4.4% (4.6% in 2020)
- Department of Social Protection 6.5% (5.7% in 2020)
- Dublin City Council 4.4% (4.6% in 2020)
- Electricity Supply Board (ESB) 3.8% (4.0% in 2020)
- HSE 1.6% (0.6% in 2020)
- Office of the Revenue Commissioners 4.1% (4.1% in 2020)
- Child and Family Protection Agency, (Tusla) 4.4% (3.9% in 2020).

Three of the organisations within this category reported decreases on the percentage target achieved (Dublin City Council, the Electricity Supply Board, and An Post). The HSE reported a 1.0% increase in the number of employees that reported a disability.

Table 6. Data by size of public body 2021

| 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 | 68 | 2,863 | 200 | 7.0% | 1.1% | 2.2% |
| 100 -999 | 105 | 41,579 | 2,219 | 5.3% | 16.5% | 24.6% |
| 1,000 -4,999 | 33 | 70,015 | 3,212 | 4.6% | 27.8% | 35.6% |
| 5,000 + | 7 | 137,095 | 3,380 | 2.5% | 54.5% | 37.5% |
| Total 2021 | 213 | 251,552 | 9,011 | 3.6% | 100% | 100% |

2.5 Progress in meeting the minimum 6% target by 2025

Under the **Comprehensive Employment Strategy for People with Disabilities 2015 – 2024**, the Government committed to increasing the statutory employment target, so that by 2024, a minimum of 6% of employees in the public sector will be persons with disabilities. The recently enacted Assisted Decision-Making (Capacity) (Amendment) Act 2022, outlined that the **statutory employment target will be increasing to 6% by 2025**. Increasing the minimum statutory employment target to 6% is also a commitment under the **Programme for Government 2020**.

The NDA is pleased to note that in 2021, 78 (36.5%) public bodies reported that a minimum of 6% of their employees were persons with disabilities. This is an increase from 2020, when 61 (28.4%) public bodies reported that a minimum of 6% of their employees reported a disability.

The NDA has consistently advised and provided public bodies with comprehensive guidance that the 3% is a minimum target and they should focus on exceeding this target and progressing towards reaching the minimum 6% by 2025. We have also advised public bodies of the necessity of documenting the measures they have in place and the progress they are making to meet their obligations under Part 5, in addition to providing statistical information. Our advice and guidance reflects the requirements of the Disability Act 2005 whereby

public bodies must demonstrate the measures they have in place to actively promote and support employment of persons with disabilities.

We have provided public bodies with advice and guidance on measures they could implement to create an EDI work culture that helps to increase the recruitment and retention of persons with disabilities and supports employees to feel comfortable sharing their disability status.

We have also advised public bodies that using a Universal Design approach helps them to create EDI work cultures and to improve their performance under Part 5. When public bodies use this type of approach, they are ensuring that all their products, services, communications (digital, written, spoken and signed) and the physical environment are universally designed and therefore easy to access, understand and use for everyone regardless of age size, ability or disability.

2.6 Models of Good Practice

The NDA is pleased to note that many Government Departments and public bodies appear to have implemented the advice and guidance we have given them regarding creating an EDI work culture using a Universal Design Approach. We wish to recognise the models of good practice that these public bodies have implemented in 2021.

Many of the Government Departments reported the following models of good practice to meet their obligations under Part 5:

- Having a Disability Liaison Officer and ensuring that all employees had the contact details for this member of staff so they could contact them at their discretion
- Communicating to all employees the supports that are available to them including reasonable accommodations and their retention policies and process to help employees to feel comfortable sharing their disability status
- Providing work experience opportunities for persons with disabilities via the Association for Higher Education Access & Disability's (AHEAD)'s Willing Able and Mentoring programme, the Oireachtas' Work Learning (OWL) programme, regional Employability services, WALK and the Open Doors Initiative. Liaising with these organisations to develop and implement inclusive recruitment processes such as ensuring job descriptions and job advertisements are accurate, clear and in accessible formats
- Having a Diversity and Inclusion Unit in their respective HR departments or establishing a specific EDI working group in their organisations to develop and implement EDI strategies

- Implementing Universal Design Policies and Action Plans to ensure services, communications, public spaces and the built environment are universally designed. Implementing a Universal Design approach, in addition to having inclusive recruitment processes can help public bodies to attract a more diverse workforce including persons with disabilities.

Public bodies under the remit of Government Departments also reported having similar measures in place to meet their obligations under Part 5.

- Dublin Bus’s consistent commitment to prioritising the recruitment and retention of persons with disabilities helped this public body to continue to improve its performance under Part 5
- The Court Services of Ireland also had a number of measures in place to increase the recruitment and retention opportunities for persons with disabilities, such as having a training programme called ‘**Developing your Career Path**’ which provides employees, including employees with disabilities, with the opportunity to identify and acquire the requisite training and skills to progress their careers. This public body also had policies and processes to facilitate career progression including a policy on lateral mobility that enabled employees with and without disabilities to move to another office or court service to develop new skills and experience. This public body also stated its intention to create an inclusive and diverse workforce and customer service using the principles of Universal Design aimed at improving access to justice for every person in Ireland
- A number of public bodies including the Health Research Board continued to fine tune their communications strategies to promote their staff censuses and to improve the response rates from their respective employees, especially persons with disabilities. The Competition & Consumer Protection Commission had not conducted a staff census for a number of years. In 2021, this public body successfully conducted a staff census with a good response rate from its employees - out of 137 employees, 97 (70.8%) completed the census. Limerick City & County Council’s focus on improving its data collection processes also helped this public body to reach the minimum 6% target.

2.7 Maintaining the Momentum

The NDA acknowledges the progress public bodies have made in 2021. However, we continue to advise that if the public sector overall is to make progress regarding reaching the minimum 6% target, then more public bodies need to focus on providing evidence that they are implementing practical measures to achieve this objective.

Responsibility for providing accurate data

The NDA is concerned that a number of public bodies reported that they had initially sent incorrect data. Providing accurate data is a crucial part of this process. The process to submit corrected data to Departmental Monitoring Committees and onwards to the NDA can lead to additional delays in preparing the statutory report on compliance. The NDA has consistently advised public bodies and Departmental Monitoring Committees that it is their responsibility to ensure that their annual Part 5 data are accurate. We have also provided them with guidance and support to help them in this regard.

The provision of accurate data for the purposes of Part 5 is a statutory obligation on all public bodies. It is therefore in public bodies' interest to demonstrate the annual progress they are making regarding improving their data collection processes, submitting accurate data and showcasing the measures they are implementing to meet their obligations under Part 5. Public bodies are also responsible for implementing their own data collection processes.

If public bodies are to maintain the momentum and to continue to improve their performance under Part 5, the NDA suggests that public bodies have designated personnel and a clear process in place that is communicated to all employees regarding the annual process of collecting, checking and submitting updated Part 5 data.

Focus on inclusive recruitment

The NDA also notes with concern that a small number of public bodies have reported that when they were recruiting they required candidates with specialist qualifications. These public bodies also reported that this was the main reason why they did not make the minimum 3% in 2020 and 2021. The NDA has consistently advised public bodies on inclusive recruitment measures, including providing work experience opportunities for persons with disabilities, to help them find suitably qualified candidates for different positions, including specialist roles. The Open Doors Initiative, Employers for Change, AHEAD and other organisations provide public sector employers with a range of supports in this regard.

In this context, stating that positions require specialist requirements that could potentially exclude persons with disabilities from the recruitment pool is not a reason for public bodies not to meet the minimum statutory employment target. The NDA suggests that in the coming year, these public bodies need to demonstrate more proactive and inclusive recruitment processes.

The NDA will continue to monitor these public bodies and looks forward to seeing an improvement in their performance in the coming year.

3. Monitoring and Compliance

3.1 Compliance under Part 5 of the Disability Act

Under Section 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 and who have provided insufficient evidence in their Part 5 returns for the relevant two year period that:

- Whether they “in so far as practicable” took “all reasonable measures to promote and support the employment” of persons with disabilities during the 2 year period, as detailed under Section 47 1(a) of the Disability Act 2005.
- Whether there was “good reason to the contrary” for not reaching the 3% employment target in the 2 years, as detailed under Section 47 (2) of the Disability Act 2005.

As stated in section 2.4, the NDA acknowledges that for smaller public bodies with less than 50 employees, their size may make it difficult for them to meet the current minimum 3% target. One employee joining or leaving a public body can be the difference between these public bodies meeting or not meeting the current minimum 3% target. The NDA therefore does not issue these smaller public bodies with requests for further information known as S.49 requests. The NDA provides these and other public bodies with continuous advice and guidance to help these public bodies to improve their performance under Part 5. We inform them that we are monitoring their performance on an ongoing basis.

When the NDA sends S.49 requests to public bodies with 50 plus employees, we ask them to provide responses that address key criteria that are based on legal advice the NDA has received. These key criteria are as follows:

- **Criteria 1:** Evidence of a planned strategic commitment to achieve the current minimum 3% target, for example within a corporate strategy or HR strategy that aligns with public bodies’ obligations under **the Public Sector Equality and Human Rights Duty** and **OPS 2020 (Our Public Service 2020) framework for development and innovation in Ireland’s public service**
- **Criteria 2:** Evidence of the development of a Equality Diversity and Inclusion (EDI) Action Plan during that period, that includes Key Performance Indicators for specific measures to create an EDI work environment that promotes and supports the increased recruitment and retention of persons with disabilities and supports employees to feel comfortable sharing their disability status

- **Criteria 3:** Evidence of any planning as to how the increased minimum 6% target could be achieved
- **Criteria 4:** Any consideration given to proactively increasing the number of people with disabilities an organisation recruits, for example, via work experience programmes and by implementing accessible recruitment processes
- **Criteria 5:** Measures taken to create an environment that supports employees to feel comfortable and supported in sharing their disability status
- **Criteria 6:** Measures taken to improve data collection, including increasing response rate for any census or otherwise improving accuracy.

The NDA asks public bodies to provide information as to whether there were valid reasons that may have prevented them from meeting the minimum 3% target in the relevant years.

The NDA notes the process by which a public body collects data when considering determinations of non-compliance with Part 5 of the Disability Act 2005. The Executive takes into account if a public body used a staff census and if it reported a high or low response to this census. This information does impact on how the Executive considers the numbers being reported by a public body.

The NDA also takes into consideration a public body's performance after the specific two year period when they did not make the minimum 3% target to determine if a public body has improved its performance.

The NDA rigorously reviews public bodies' responses against the above criteria and their Part 5 returns for the relevant two year period. These are key steps in the process by which public bodies are determined to be compliant or non-compliant under Part 5.

3.2 Compliance with the Act - 2019 and 2020

In 2019 and 2020, four public bodies with staff over 50 did not make the minimum 3% target for 2019 and 2020:

- Coillte
- Dublin Dental Hospital
- Health Service Executive (HSE)
- Fáilte Ireland.

The NDA sent S.49 requests to Coillte, Dublin Dental University Hospital and Fáilte Ireland for 2019 and 2020.

In their responses to the S.49 requests, each of these public bodies demonstrated that they had a number of measures in place to create an EDI work culture that focussed on increasing the recruitment of persons with disabilities and supporting employees to feel comfortable sharing their disability status.

There were different mitigating factors that prevented each of these three public bodies from meeting the minimum target, despite the measures they had in place.

In 2019 and 2020, there was a crisis in the forestry industry, so Coillte had to implement a recruitment embargo that prevented it from recruiting new employees.

Dublin Dental Hospital reported that due to Covid-19, they had difficulties hiring persons both with and without disabilities as front-line administrative and nursing staff to work on site.

Fáilte Ireland reported that issues with data collection prevented them from reaching the minimum 3% target during this two year period.

These public bodies also provided evidence that they were implementing measures to address the issues. The Authority therefore decided that these public bodies did not warrant a final determination of non-compliance for 2019 and 2020. However, the NDA advised each of these public bodies that we would continue to monitor their progress and that we expected an improvement in their performance.

The NDA is therefore pleased to note that in 2021, these three public bodies demonstrated an improvement in their respective performances and reached the minimum 3% target as detailed in Table 7.

Table 7. Public bodies who reached the minimum 3% target in 2021

| Public Body | Total number of employees 2020 | Number and % of employees reporting a disability 2020 | Total number of employees 2021 | Number and % of employees reporting a disability 2021 |
|--|---------------------------------------|--|---------------------------------------|--|
| Coillte | 447 | 7 (1.6%) | 444 | 15 (3.4%) |
| Dublin Dental University Hospital | 209 | 6 (2.9%) | 212 | 10 (4.7%) |
| Fáilte Ireland | 376 | 7 (1.9%) | 382 | 12 (3.1%) |

The HSE did not make the minimum 3% target in 2019 and 2020. As stated previously, the NDA is currently reviewing the HSE’s response to the S.49 request for 2018 and 2019. Once this process has been completed the NDA will issue the HSE with a S.49 request for 2019 and 2020. The NDA recognises that the Covid-19 pandemic hit during this reporting period and had a significant impact on the HSE in particular.

3.3 Compliance with the Act - 2020 and 2021

In 2020 and 2021, the following four public bodies did not make the minimum 3% target:

- HSE
- IT Galway-Mayo
- National Council for Special Education
- Oberstown Children’s Detention Campus.

The performance of these public bodies is detailed in Table 8 below.

Table 8. Public bodies that didn’t reach the minimum 3% target in 2020 and 2021

| Public Body | Total number of employees 2020 | Number and % of employees reporting a disability 2020 | Total number of employees 2021 | Number and % of employees reporting a disability 2021 |
|--|--------------------------------|---|--------------------------------|---|
| HSE | 92,612 | 514 (0.6%) | 96,675 | 1508 (1.6%) |
| IT Galway-Mayo | 989 | 23 (2.3%) | 1,057 | 30 (2.8%) |
| National Council for Special Education | 238 | 6 (2.5%) | 239 | 6 (2.5%) |
| Oberstown Children’s Detention Campus | 273 | 8 (2.9%) | 260 | 5 (1.9%) |

The NDA has rigorously reviewed these public bodies Part 5 returns for this two year period. The NDA notes that of all of these public bodies, IT Galway-Mayo narrowly missed reaching the minimum 3% target in 2021. This public body has provided detailed evidence in its Part 5 returns that it had a number of measures in place to meet its obligations under Part 5. The primary reason why this public body did not make the minimum 3% target in this two year period is because it was in the process of merging with IT Sligo and IT Letterkenny to form Atlantic Technological University (ATU). This merger was finalised and this new public body created in April 2022. During this process, the number of total employees and the number of employees reporting a disabilities changed as employees left or retired. This public body has also provided evidence that in 2021 it has already implemented measures to improve its performance under Part 5 in the future. The NDA will therefore not be sending this public body a S.49 request for this two year period.

However, the NDA will be using the statutory powers under Section 49 of the Act to seek further information from the HSE regarding the measures it had in place to improving its performance under Part 5.

We will also be sending S.49 requests to the National Council for Special Education and Oberstown Children's Detention Campus to give these public bodies the opportunity to provide us with additional information and clarity as to measures they may have in a place to meet their obligations under Part 5 and reasons why they did not meet the minimum 3% target.

3.4 Monitoring Committees

The Monitoring Committees continue to work with the NDA to ensure that our guidance on creating an inclusive working environment is disseminated to public bodies and to support public bodies to incrementally increase their recruitment of persons with disabilities.

3.5 Errata – changes in data

There is no errata in the published data to date.

Appendix A – Government Departments

| Department | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--|--------------------------------|---|--|--------------------------------|---|--|
| Department of Agriculture, Food & the Marine | 3,749 | 137 | 3.7% | 3,868 | 139 | 3.6% |
| Department of Children, Equality, Disability, Integration & Youth | 375 | 20 | 5.3% | 494 | 43 | 8.7% |
| Department of Defence | 374 | 16 | 4.3% | 386 | 18 | 4.7% |
| Department of Defence - Civilian Employees | 455 | 28 | 6.2% | 451 | 28 | 6.2% |
| Department of Education | 1,367 | 49 | 3.6% | 1,569 | 48 | 3.1% |
| Department of Enterprise Trade & Employment | 923 | 43 | 4.7% | 960 | 78 | 8.1% |
| Department of Finance | 320 | 14 | 4.4% | 331 | 16 | 4.8% |
| Department of Foreign Affairs | 2,455 | 129 | 5.3% | 1,849 | 123 | 6.7% |
| Department of Further & Higher Education, Research, Innovation & Science | 136 | 5 | 3.7% | 200 | 6 | 3.0% |

| Department | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--|--------------------------------|---|--|--------------------------------|---|--|
| Department of Health | 614 | 44 | 7.2% | 691 | 52 | 7.5% |
| Department of Housing, Local Government & Heritage | 1,255 | 77 | 6.1% | 1,409 | 108 | 7.7% |
| Department of Justice | 2350 | 120 | 5.1% | 2,425 | 216 | 8.9% |
| Department of Public Expenditure & Reform | 460 | 14 | 3.0% | 452 | 17 | 3.8% |
| Department of Rural & Community Development | 160 | 13 | 8.1% | 163 | 13 | 8.0% |
| Department of Social Protection | 6715 | 386 | 5.7% | 6,719 | 440 | 6.5% |
| Department of the Environment, Climate & Communications | 411 | 14 | 3.4% | 447 | 17 | 3.8% |
| Department of the Taoiseach | 240 | 8 | 3.3% | 240 | 8 | 3.3% |
| Department of Tourism Culture, Arts, Gaeltacht, Sports & Media | 355 | 34 | 9.6% | 370 | 40 | 10.8% |
| Department of Transport | 557 | 17 | 3.1% | 566 | 17 | 3.0% |
| Grand Total | 23,271 | 1,168 | 5.0% | 23,590 | 1,427 | 6.0% |

Appendix B – Public bodies

Department of Agriculture, Food & the Marine

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|------------------------------------|--------------------------------|---|--|--------------------------------|---|--|
| Bord Bia | 154 | 6 | 3.9% | 150 | 3 | 2.0% |
| Bord Iascaigh Mhara | 130 | 7 | 5.4% | 124 | 14 | 11.3% |
| Coillte | 447 | 7 | 1.6% | 444 | 15 | 3.4% |
| Horse Racing Ireland | 222 | 13 | 5.9% | 225 | 8 | 3.6% |
| Irish National Stud | 52 | 4 | 7.7% | 47 | 3 | 6.4% |
| Marine Institute | 234 | 12 | 5.1% | 237 | 16 | 6.8% |
| National Milk Agency | 5 | 0 | 0.0% | 5 | 0 | 0.0% |
| Rásaíocht Con Éireann | 162 | 19 | 11.7% | 560 | 19 | 3.4% |
| Sea Fisheries Protection Authority | 148 | 6 | 4.1% | 170 | 11 | 6.5% |
| Teagasc | 1,383 | 53 | 3.8% | 1,387 | 53 | 3.8% |
| Veterinary Council of Ireland | 9 | 0 | 0.0% | 11 | 0 | 0.0% |
| Grand Total | 2,946 | 127 | 4.3% | 3,360 | 142 | 4.2% |

Department of Children, Equality, Disability, Integration & Youth

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disabilities 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|-------------------------------------|---------------------------------------|--|---|---------------------------------------|--|---|
| Adoption Authority of Ireland | 26 | 2 | 7.7% | 31 | 2 | 6.5% |
| Child & Family Agency (TUSLA) | 5,258 | 206 | 3.9% | 5,306 | 236 | 4.4% |
| National Disability Authority | 35 | 7 | 20.0% | 39 | 8 | 20.5% |
| Oberstown Children Detention Campus | 273 | 8 | 2.9% | 260 | 5 | 1.9% |
| Grand Total | 5,592 | 223 | 4.0% | 5,636 | 251 | 4.5% |

Department of Enterprise Trade & Employment

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|---|--------------------------------|---|--|--------------------------------|---|--|
| Competition & Consumer Protection Commission | 120 | 8 | 6.7% | 137 | 10 | 7.3% |
| Enterprise Ireland | 672 | 21 | 3.1% | 662 | 31 | 4.7% |
| Health & Safety Authority | 190 | 13 | 6.8% | 210 | 16 | 7.6% |
| IDA Ireland | 359 | 21 | 5.8% | 354 | 26 | 7.3% |
| InterTrade Ireland | 57 | 3 | 5.3% | 56 | 3 | 5.4% |
| National Standards Authority of Ireland | 164 | 7 | 4.3% | 177 | 6 | 3.4% |
| Personal Injuries Assessment Board | 80 | 6 | 7.5% | 77 | 9 | 11.7% |
| Science Foundation Ireland (In 2021 this public body moved from the Department of Enterprise, Trade & Employment to the Department of Further & Higher Education, Research Innovation & Science. See Table 4 in the report for this public body's 2021 data). | 89 | 3 | 3.4% | - | - | - |
| Grand Total | 1,731 | 82 | 4.7% | 1,673 | 101 | 6% |

Department of Finance

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|-------------------------------------|---------------------------------------|--|---|---------------------------------------|--|---|
| National Treasury Management Agency | 794 | 34 | 4.3% | 788 | 33 | 4.2% |
| Grand Total | 794 | 34 | 4.3% | 788 | 33 | 4.2% |

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

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|---|--------------------------------|---|--|--------------------------------|---|--|
| Dún Laoghaire Institute of Art, Design & Technology | 383 | 17 | 4.4% | 377 | 17 | 4.5% |
| IT Athlone (In 2021 IT Athlone and IT Limerick merged into Technological University of the Shannon (TUS): Midlands Midwest (Athlone Campus). IT Athlone did not make a separate Part 5 return in 2021) | 631 | 29 | 4.6% | - | - | - |
| IT Carlow | 782 | 27 | 3.5% | 781 | 29 | 3.7% |
| IT Cork (In 2021 IT Cork and IT Tralee merged to form Munster Technological University (MTU). IT Cork did not make a separate Part 5 return in 2021) | 1,596 | 49 | 3.1% | - | - | - |
| IT Dundalk | 720 | 36 | 5.0% | 714 | 36 | 5.0% |
| IT Galway-Mayo | 989 | 23 | 2.3% | 1057 | 30 | 2.8% |
| IT Letterkenny | 381 | 23 | 6.0% | 421 | 25 | 5.9% |
| IT Limerick (In 2021 IT Athlone and IT Limerick merged into Technological University of the | 699 | 30 | 4.3% | - | - | - |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|---|--------------------------------|---|--|--------------------------------|---|--|
| Shannon (TUS): Midlands Midwest (Athlone Campus). IT Limerick did not make a separate Part 5 return in 2021) | | | | | | |
| IT Sligo | 629 | 24 | 3.8% | 691 | 28 | 4.1% |
| IT Tralee (In 2021 IT Cork and IT Tralee merged to form Munster Technological University (MTU). IT Tralee did not make a separate Part 5 return in 2021) | 430 | 15 | 3.5% | - | - | - |
| IT Waterford | 936 | 29 | 3.1% | 972 | 36 | 3.7% |
| Leargas | 54 | 2 | 3.7% | 50 | 5 | 10.0% |
| Munster Technological University (MTU). (In 2021 IT Cork and IT Tralee merged to form Munster Technological Society. This new public body was created in 2021 and did not make a Part 5 return for 2020) | - | - | - | 1,867 | 59 | 3.2% |
| National College of Art & Design (NCAD) | 155 | 10 | 6.5% | 166 | 11 | 6.6% |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--|--------------------------------|---|--|--------------------------------|---|--|
| Quality & Qualifications Ireland | 72 | 2 | 2.8% | 80 | 3 | 3.8% |
| Science Foundation Ireland (In 2021 this public body moved from the Department of Enterprise, Trade & Employment to the Department of Further & Higher Education, Research Innovation & Science. See Table 4 in the report for this public body's 2020 data). | - | - | - | 84 | 3 | 3.6% |
| SOLAS - Further Education & Training Authority | 217 | 17 | 7.8% | 221 | 18 | 8.1% |
| Technological University Dublin | 3,079 | 251 | 8.2% | 3,275 | 97 | 3.0% |
| Technological University of the Shannon (TUS): Midlands Midwest (Athlone Campus) (In 2021 IT Athlone and IT Limerick merged into Technological University of the Shannon (TUS): Midlands Midwest (Athlone Campus). This was a new public body created in 2021 and it did not make a Part 5 return in 2020) | . | . | . | 1,423 | 69 | 4.9% |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--------------------|---------------------------------------|--|---|---------------------------------------|--|---|
| Grand Total | 11,753 | 584 | 5.0% | 12,179 | 466 | 3.8% |

Department of Health

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--|--------------------------------|---|--|--------------------------------|---|--|
| Beaumont Hospital | 4,388 | 196 | 4.5% | 4,508 | 201 | 4.5% |
| Dental Council | 7 | 0 | 0.0% | 8 | 0 | 0.0% |
| Dublin Dental University Hospital (In 2021 this public body changed its name from Dublin Dental Hospital to Dublin Dental University Hospital) | 209 | 6 | 2.9% | 212 | 10 | 4.7% |
| Food Safety Authority of Ireland | 93 | 4 | 4.3% | 91 | 5 | 5.5% |
| Health Information & Quality Authority | 271 | 15 | 5.5% | 329 | 17 | 5.2% |
| Health Insurance Authority | 10 | 0 | 0.0% | 13 | 1 | 7.7% |
| Health Products Regulatory Authority | 345 | 15 | 4.3% | 369 | 16 | 4.3% |
| Health Research Board | 53 | 3 | 5.7% | 87 | 5 | 5.8% |
| Health Service Executive | 92,612 | 514 | 0.6% | 96,675 | 1,508 | 1.6% |
| Institute of Public Health | 21 | 2 | 9.5% | 21 | 3 | 14.3% |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--|---------------------------------------|--|---|---------------------------------------|--|---|
| Irish Blood Transfusion Service | 585 | 18 | 3.1% | 573 | 16 | 2.8% |
| Leopardstown Park Hospital | 244 | 15 | 6.1% | 240 | 13 | 5.4% |
| Medical Council | 82 | 4 | 4.9% | 92 | 8 | 8.7% |
| Mental Health Commission | 73 | 4 | 5.5% | 71 | 3 | 4.2% |
| National Cancer Registry Board | 44 | 3 | 6.8% | 43 | 3 | 7.0% |
| National Treatment Purchase Fund | 56 | 4 | 7.1% | 63 | 5 | 7.9% |
| Nursing and Midwifery Board of Ireland | 45 | 2 | 4.4% | 46 | 3 | 6.5% |
| Pharmaceutical Society of Ireland | 46 | 3 | 6.5% | 44 | 2 | 4.5% |
| Pre-Hospital Emergency Care Council | 21 | 1 | 4.8% | 20 | 1 | 5.0% |
| safefood | 31 | 2 | 6.5% | 26 | 2 | 7.7% |
| St James's Hospital | 4,734 | 366 | 7.7% | 4,985 | 278 | 5.6% |
| Tallaght University Hospital | 3,104 | 125 | 4.0% | 3,279 | 102 | 3.1% |
| Vhi Insurance | 1,555 | 76 | 4.9% | 1,604 | 94 | 5.9% |
| Grand Total | 10,8629 | 1378 | 1.3% | 113,399 | 2,296 | 2.0% |

Department of Housing, Local Government & Heritage

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|---|--------------------------------|---|--|--------------------------------|---|--|
| An Bord Pleanála | 192 | 15 | 7.8% | 203 | 22 | 10.8% |
| Approved Housing Bodies Regulatory Authority (AHBRA) (This is a new public body created in 2021. This public body did not make a Part 5 return in 2020) | - | - | - | 18 | 3 | 16.7% |
| Carlow County Council | 326 | 14 | 4.3% | 376 | 14 | 3.7% |
| Cavan County Council | 417 | 21 | 5.0% | 414 | 18 | 4.3% |
| Clare County Council | 863 | 33 | 3.8% | 974 | 34 | 3.5% |
| Cork City Council | 1,560 | 49 | 3.1% | 1,559 | 49 | 3.1% |
| Cork County Council | 2,632 | 82 | 3.1% | 2,640 | 91 | 3.4% |
| Donegal County Council | 1,185 | 42 | 3.5% | 1,198 | 51 | 4.3% |
| Dublin City Council | 5,933 | 274 | 4.6% | 5,882 | 259 | 4.4% |
| Dún Laoghaire–Rathdown County Council | 1,111 | 43 | 3.9% | 1,125 | 45 | 4.0% |
| Eastern & Midland Regional Assembly | 19 | 0 | 0.0% | 20 | 0 | 0.0% |
| Ervia/Gas Networks Ireland | 1,124 | 40 | 3.6% | 708 | 33 | 4.7% |
| Fingal County Council | 1,526 | 47 | 3.1% | 1,487 | 45 | 3.0% |
| Galway City Council | 536 | 18 | 3.4% | 554 | 28 | 5.1% |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--|---------------------------------------|--|---|---------------------------------------|--|---|
| Galway County Council | 825 | 25 | 3.0% | 845 | 29 | 3.4% |
| Heritage Council | 15 | 0 | 0.0% | 19 | 0 | 0.0% |
| Housing & Sustainable Communities Agency | 115 | 8 | 7.0% | 113 | 7 | 6.2% |
| Housing Finance Agency | 15 | 0 | 0.0% | 15 | 0 | 0.0% |
| Irish Water | 754 | 58 | 7.7% | 1,176 | 37 | 3.1% |
| Kerry County Council | 1,468 | 73 | 5.0% | 1,497 | 77 | 5.1% |
| Kildare County Council | 1,073 | 37 | 3.4% | 998 | 30 | 3.0% |
| Kilkenny County Council | 601 | 22 | 3.7% | 604 | 22 | 3.6% |
| Land Development Agency | 39 | 0 | 0.0% | 50 | 1 | 2.0% |
| Laois County Council | 471 | 26 | 5.5% | 471 | 21 | 4.5% |
| Leitrim County Council | 361 | 14 | 3.9% | 379 | 14 | 3.7% |
| Limerick City & County Council | 1,407 | 33 | 2.3% | 1,457 | 95 | 6.5% |
| Local Government Management Agency | 111 | 9 | 8.1% | 107 | 9 | 8.4% |
| Longford County Council | 394 | 21 | 5.3% | 403 | 34 | 8.4% |
| Louth County Council | 772 | 26 | 3.4% | 740 | 25 | 3.4% |
| Mayo County Council | 1,267 | 39 | 3.1% | 1,317 | 59 | 4.5% |
| Meath County Council | 778 | 31 | 4.0% | 802 | 37 | 4.6% |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--------------------------------------|---------------------------------------|--|---|---------------------------------------|--|---|
| Monaghan County Council | 470 | 34 | 7.2% | 462 | 35 | 7.6% |
| Northern & Western Regional Assembly | 18 | 0 | 0.0% | 19 | 0 | 0.0% |
| Offaly County Council | 434 | 27 | 6.2% | 430 | 24 | 5.6% |
| Ordnance Survey Ireland (OSI) | 225 | 10 | 4.4% | 218 | 16 | 7.3% |
| Residential Tenancies Board | 90 | 3 | 3.3% | 96 | 12 | 12.5% |
| Roscommon County Council | 410 | 21 | 5.1% | 412 | 20 | 4.9% |
| Sligo County Council | 460 | 21 | 4.6% | 468 | 22 | 4.7% |
| South Dublin County Council | 1,258 | 41 | 3.3% | 1,315 | 46 | 3.5% |
| Southern Regional Assembly | 27 | 2 | 7.4% | 27 | 2 | 7.4% |
| Tipperary County Council | 1,135 | 37 | 3.3% | 1,103 | 35 | 3.2% |
| Waterford City & County Council | 1,007 | 47 | 4.7% | 937 | 47 | 5.0% |
| Waterways Ireland | 245 | 7 | 2.9% | 259 | 9 | 3.5% |
| Westmeath County Council | 496 | 17 | 3.4% | 501 | 17 | 3.4% |
| Wexford County Council | 841 | 47 | 5.6% | 847 | 97 | 11.5% |
| Wicklow County Council | 782 | 52 | 6.6% | 746 | 49 | 6.6% |
| Grand Total | 35,788 | 1,466 | 4.1% | 35,991 | 1,620 | 4.5% |

Department of Public Expenditure & Reform

*Relevant public bodies in the Department of Justice that report for the purposes of Part 5, report under the Department of Public Expenditure & Reform

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting disabilities 2021 | % of employees reporting a disability 2021 |
|---|--------------------------------|---|--|--------------------------------|---|--|
| An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta | 9 | 0 | 0.0% | 9 | 0 | 0.0% |
| An Coimisinéir Teanga | 8 | 0 | 0.0% | 8 | 0 | 0.0% |
| Central Statistics Office | 938 | 68 | 7.2% | 971 | 54 | 5.6% |
| Charities Regulatory Authority | 40 | 5 | 12.5% | 41 | 1 | 2.4% |
| Chief State Solicitor's Office | 281 | 22 | 7.8% | 316 | 19 | 6.0% |
| *Courts Service of Ireland (The NDA requested and received clarification that the Courts Services is known as the Courts Service of Ireland) | 1,100 | 61 | 5.5% | 1,153 | 28 | 2.4% |
| *Garda Síochána Inspectorate (In 2021, the Garda Inspectorate changed its name to the | 12 | 0 | 0.0% | 12 | 0 | 0.0% |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting disabilities 2021 | % of employees reporting a disability 2021 |
|--|---------------------------------------|--|---|---------------------------------------|--|---|
| Garda Síochána (Inspectorate) | | | | | | |
| *Garda Síochána Ombudsman Commission | 127 | 9 | 7.1% | 130 | 12 | 9.2% |
| Houses of the Oireachtas | 615 | 26 | 4.2% | 655 | 36 | 5.5% |
| *Insolvency Service of Ireland | 78 | 4 | 5.1% | 80 | 7 | 8.8% |
| *International Protection Appeals Tribunal | 47 | 4 | 8.5% | 51 | 4 | 7.8% |
| *Irish Film Classification Office | 7 | 0 | 0.0% | 4 | 0 | 0.0% |
| *Irish Human Rights & Equality Commission | 65 | 7 | 10.8% | 73 | 15 | 20.5% |
| Law Reform Commission | 21 | 1 | 4.8% | 20 | 1 | 5.0% |
| *Legal Aid Board | 467 | 28 | 6.0% | 483 | 18 | 3.7% |
| National Council for Curriculum & Assessment | 43 | 3 | 7.0% | 45 | 3 | 6.7% |
| National Council for Special Education | 238 | 6 | 2.5% | 239 | 6 | 2.5% |
| National Shared Services Office | 811 | 32 | 3.9% | 758 | 34 | 4.5% |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting disabilities 2021 | % of employees reporting a disability 2021 |
|--|---------------------------------------|--|---|---------------------------------------|--|---|
| Office of Government Procurement | 230 | 14 | 6.1% | 243 | 19 | 7.8% |
| Office of Public Works | 2,132 | 66 | 3.1% | 2,110 | 69 | 3.3% |
| Office of the Attorney General | 143 | 5 | 3.5% | 148 | 6 | 4.1% |
| Office of the Comptroller & Auditor General | 181 | 14 | 7.7% | 178 | 15 | 8.4% |
| *Office of the Data Protection Commissioner (The NDA requested and received clarification that the Data Protection Commissioner is known as Office of the Data Protection Commissioner) | 151 | 6 | 4.0% | 190 | 13 | 6.8% |
| Office of the Director of Public Prosecutions | 221 | 7 | 3.2% | 226 | 7 | 3.1% |
| Office of the Ombudsman | 138 | 15 | 10.9% | 140 | 15 | 10.7% |
| Office of the Planning Regulator | 21 | 1 | 4.8% | 24 | 1 | 4.2% |
| Office of the Revenue Commissioners | 6,982 | 286 | 4.1% | 6,783 | 280 | 4.1% |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting disabilities 2021 | % of employees reporting a disability 2021 |
|--|---------------------------------------|--|---|---------------------------------------|--|---|
| (The NDA requested and received clarification that the Revenue Commissioners is known as Office of the Revenue Commissioners) | | | | | | |
| Ombudsman for Children's Office | 27 | 2 | 7.4% | 30 | 2 | 6.7% |
| *Policing Authority | 36 | 3 | 8.3% | 38 | 3 | 7.9% |
| President's Establishment (The NDA requested and received clarification that the Office of the Secretary to the President is known as President's Establishment) | 25 | 1 | 4.0% | 23 | 0 | 0.0% |
| Property Registration Authority | 571 | 41 | 7.2% | 531 | 39 | 7.3% |
| *Property Services Regulatory Authority | 32 | 2 | 6.3% | 38 | 4 | 10.5% |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting disabilities 2021 | % of employees reporting a disability 2021 |
|---------------------------------|---------------------------------------|--|---|---------------------------------------|--|---|
| Public Appointments Service | 217 | 12 | 5.5% | 225 | 16 | 7.1% |
| State Examinations Commission | 199 | 8 | 4.0% | 181 | 9 | 5.0% |
| Tax Appeals Commission | 37 | 1 | 2.7% | 29 | 2 | 6.9% |
| *The Private Security Authority | 52 | 2 | 3.8% | 51 | 2 | 3.9% |
| The State Laboratory | 102 | 4 | 3.9% | 104 | 4 | 3.8% |
| Valuation Office | 144 | 6 | 4.2% | 139 | 11 | 7.9% |
| Grand Total | 16,548 | 772 | 4.7% | 16,479 | 755 | 4.6% |

Department of Rural & Community Development

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--------------------------------|---------------------------------------|--|---|---------------------------------------|--|---|
| Water Safety Ireland | 8 | 0 | 0.0% | 9 | 0 | 0.0% |
| Western Development Commission | 25 | 1 | 4.0% | 28 | 3 | 10.7% |
| Grand Total | 33 | 1 | 3.0% | 37 | 3 | 8.1% |

Department of Social Protection

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|----------------------------|---------------------------------------|--|---|---------------------------------------|--|---|
| Citizens Information Board | 95 | 11 | 11.6% | 88 | 9 | 10.2% |
| The Pensions Authority | 86 | 8 | 9.3% | 96 | 8 | 8.3% |
| Grand Total | 181 | 19 | 10.5% | 184 | 17 | 9.2% |

Department of the Environment, Climate and Communications

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|---|--------------------------------|---|--|--------------------------------|---|--|
| An Post | 9,528 | 437 | 4.6% | 9,811 | 431 | 4.4% |
| Bord na Móna | 1,397 | 42 | 3.0% | 1,369 | 42 | 3.1% |
| Commission for Communications Regulation (ComReg) | 142 | 5 | 3.5% | 154 | 9 | 5.8% |
| Commission for Regulation of Utilities (CRU) | 113 | 8 | 7.1% | 111 | 9 | 8.1% |
| EirGrid Plc | 441 | 58 | 13.2% | 480 | 74 | 15.4% |
| Electricity Supply Board (ESB) | 6,089 | 246 | 4.0% | 5,919 | 226 | 3.8% |
| Environmental Protection Agency | 420 | 21 | 5.0% | 448 | 26 | 5.8% |
| Inland Fisheries Ireland | 339 | 15 | 4.4% | 326 | 14 | 4.3% |
| Sustainable Energy Authority of Ireland | 95 | 5 | 5.3% | 123 | 6 | 4.9% |
| The Digital Hub | 14 | 0 | 0.0% | 14 | 0 | 0.0% |
| Grand Total | 18,578 | 837 | 4.5% | 18,755 | 837 | 4.5% |

Department of the Taoiseach

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|---|---------------------------------------|--|---|---------------------------------------|--|---|
| National Economic & Social Development Office | 15 | 1 | 6.7% | 18 | 1 | 5.6% |
| Grand Total | 15 | 1 | 6.7% | 18 | 1 | 5.6% |

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

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|-----------------------------------|--------------------------------|---|--|--------------------------------|---|--|
| Arts Council | 64 | 2 | 3.1% | 75 | 2 | 2.7% |
| Broadcasting Authority of Ireland | 39 | 4 | 10.3% | 42 | 5 | 11.9% |
| Chester Beatty Library | 45 | 1 | 2.2% | 43 | 1 | 2.3% |
| Crawford Art Gallery | 19 | 2 | 10.5% | 19 | 3 | 15.8% |
| Fáilte Ireland | 376 | 7 | 1.9% | 382 | 12 | 3.1% |
| Forás Na Gaeilge | 49 | 4 | 8.2% | 57 | 2 | 3.5% |
| Irish Museum of Modern Art (IMMA) | 105 | 5 | 4.8% | 102 | 5 | 4.9% |
| National Concert Hall | 100 | 4 | 4.0% | 117 | 10 | 8.5% |
| National Gallery of Ireland | 187 | 12 | 6.4% | 176 | 15 | 8.5% |
| National Library of Ireland | 110 | 10 | 9.1% | 103 | 13 | 12.6% |
| National Museum of Ireland | 175 | 7 | 4.0% | 175 | 12 | 6.9% |
| Raidió Teilifís Éireann (RTÉ) | 1,866 | 91 | 4.9% | 1,871 | 113 | 6.0% |
| Screen Ireland | 31 | 0 | 0.0% | 35 | 7 | 20.0% |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|----------------------|---------------------------------------|--|---|---------------------------------------|--|---|
| Sport Ireland | 51 | 2 | 3.9% | 54 | 2 | 3.7% |
| TG4 | 88 | 4 | 4.5% | 95 | 6 | 6.3% |
| Tourism Ireland | 161 | 0 | 0.0% | 164 | 13 | 7.9% |
| Údarás Na Gaeltachta | 87 | 6 | 6.9% | 87 | 5 | 5.8% |
| Ulster-Scots Agency | 13 | 1 | 7.7% | 12 | 1 | 8.3% |
| Grand Total | 3,566 | 162 | 4.5% | 3,609 | 227 | 6.3% |

Department of Transport

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--|--------------------------------|---|--|--------------------------------|---|--|
| Bus Éireann | 2,711 | 83 | 3.1% | 2,784 | 122 | 4.4% |
| Commission for Aviation Regulation | 22 | 0 | 0.0% | 25 | 0 | 0.0% |
| Commission for Railway Regulation | 15 | 0 | 0.0% | 16 | 0 | 0.0% |
| Córas Iompair Éireann | 200 | 7 | 3.5% | 209 | 7 | 3.3% |
| daa plc | 2,641 | 182 | 6.9% | 2,425 | 151 | 6.2% |
| Dublin Bus | 3,590 | 221 | 6.2% | 3,680 | 241 | 6.5% |
| Dublin Port Company | 156 | 5 | 3.2% | 153 | 5 | 3.3% |
| Iarnród Éireann (Irish Rail) | 4,142 | 215 | 5.2% | 4,244 | 199 | 4.7% |
| Irish Aviation Authority | 723 | 0 | 0.0% | 711 | 37 | 5.2% |
| National Transport Authority | 161 | 7 | 4.3% | 211 | 11 | 5.2% |
| Port of Cork Company | 148 | 6 | 4.1% | 150 | 6 | 4.0% |
| Port of Galway (In 2021 this public body was amalgamated into Galway City Council and did not | 15 | 0 | 0.0% | - | - | - |

| Public Body | Total number of employees 2020 | Number of employees reporting a disability 2020 | % of employees reporting a disability 2020 | Total number of employees 2021 | Number of employees reporting a disability 2021 | % of employees reporting a disability 2021 |
|--|---------------------------------------|--|---|---------------------------------------|--|---|
| make a separate Part 5 return for 2021) | | | | | | |
| Port of Waterford Company | 43 | 3 | 7.0% | 42 | 3 | 7.1% |
| Road Safety Authority | 411 | 21 | 5.1% | 430 | 23 | 5.4% |
| Shannon Foynes Port Company | 63 | 2 | 3.2% | 63 | 2 | 3.2% |
| Shannon Group plc | 450 | 20 | 4.4% | 430 | 16 | 3.7% |
| Transport Infrastructure Ireland | 274 | 11 | 4.0% | 281 | 12 | 4.3% |
| Grand Total | 15,765 | 783 | 5.0% | 15,854 | 835 | 5.3% |

NDA

National Disability Authority

25 Clyde Road, Dublin 4

Telephone: (01) 608 0400

Fax: (01) 660 9935

www.nda.ie

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