

Report on Compliance with Part 5 of the Disability Act 2005 for 2022



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 2023.

We also appreciate the prompt responses we received to any queries we had regarding data for the 2022 Part 5 returns.

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Executive Summary

This is the seventeenth 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 2022, the total number of employees in the relevant public sector bodies was 260,434, an increase of 8,882 (+3.5%) from 2021.

The NDA is pleased to note that for the first time:

- The number of employees reporting a disability passed 4%. In 2022, the number of employees reporting a disability was 10,631 (4.1%), an increase of 1,620 (+18.0%) from the 2021 figure which was 9,011 (3.6%)
- All five types of public bodies achieved the minimum 3% target (Commercial Bodies, Government Departments, Local Government, Non-Commercial Bodies, and Public Bodies staffed by Civil Servants)

In 2021, four types of public bodies achieved the minimum 3% target. One type of public body (Non-Commercial Bodies) did not achieve the target.

- 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 2022, all of the four size categories met or exceeded the minimum target of 3%.

In 2021, three of the four size categories met or exceeded the minimum target of 3%. The category for 5,000 employees or more did not make the minimum 3% target in that year.

- In 2022, the HSE stated that 2,331 (2.3%) employees reported a disability. This the highest number and percentage of employees with a disability reported by the HSE to date

The NDA also notes these additional positive developments:

- In 2022, 193 (90.6%) public bodies achieved or exceeded the minimum 3% target compared to 186 (87.3%) bodies in 2021

- In 2022, 20 (9.4%) public bodies did not reach the minimum 3% target compared to 27 (12.7%) public bodies in 2021
- In 2022, 103 (48.4%) public bodies reported that a minimum of 6% of their employees were persons with disabilities. This is an increase from 2021, when 78 (36.6%) 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 twelfth successive year

The HSE

The HSE is the largest body in the public sector. In 2022, this public body reported an increase of 4,345 employees from 96,675 employees in 2021 to 101,020 employees in 2022.

In 2022, the NDA is pleased to note that this public body also reported an increase in the number (+823) and percentage (+0.7%) of employees reporting a disability from 2021 to 2022. In 2021, 1,508 (1.6%) employees reported a disability, in 2022 this increased to 2,331 (2.3%). Although the HSE has not yet met the minimum target of 3%, this is the largest number and percentage of employees with a disability that the HSE has ever reported to date.

The increase in the number of employees reporting a disability in the HSE accounted for over half the overall increase in the number of employees reporting a disability in the public sector, thus making a significant contribution to the overall 4.1%.

Key Points regarding public bodies' performance in 2022

The minimum statutory employment target currently remains at 3%. This will be increasing from 3% to 4.5% in 2024 and 6% by 2025, as outlined in the enacted Assisted Decision-Making (Capacity) (Amendment) Act 2022.

The NDA consistently advises public bodies that the 3% is a minimum compliance target. We highlight that it's important for them to focus on exceeding this target and progressing towards reaching the new minimum of 4.5% by 2024 and 6% by 2025.

The NDA is pleased to see the following improvements in public bodies performance:

Consistent improvement in data quality

In 2019, the NDA commissioned a Review of the Part 5 process. One of the objectives of the Review was to improve the quality of the Part 5 data we

received from public bodies. In 2020 [a paper detailing the research findings developed as part of the Review and setting out recommendations for next steps](#) was produced. Part 5 is a complex process and changing this process takes time. Some of the recommendations from the Review require legislative changes. Since 2021, the NDA has therefore been implementing the recommendations from the Review on a phased basis.

One of the key recommendations the NDA has implemented was providing Monitoring Committees and public bodies with updated advice on improving their data collection processes and ensuring data they submitted was accurate, in line with their statutory obligations under Part 5.

The NDA is pleased to note that public bodies have acted on this guidance and the quality of the Part 5 data we receive from them continues to improve on a consistent basis.

In the Part 5 returns for 2022, for example, the majority of public bodies provided information regarding the **models of good practice they had in place** to meet their obligations under Part 5. These public bodies demonstrated how these models of good practice helped them achieve or exceed the minimum 3% target regardless of whether they reported a significant increase or decrease in the total number of employees and the number and percentage of employees that reported a disability.

Changes in public bodies' figures can occur for a number of reasons.

In 2022, some public bodies reported **a significant increase in the total number of employees** as they were focussed on recruitment. These public bodies also reported an increase in the total number and percentage of employees reporting a disability; that they had exceeded the minimum 3% target and were focussed on progressing towards the minimum 4.5% by 2024 and 6% target by 2025.

Some public bodies reported **a significant decrease in the total number of employees and a decrease in the number and percentage of employees reporting a disability**. These public bodies reported different reasons for this decrease in their employee figures which included the disruption the COVID-19 pandemic caused to their operations. Depending on the nature of their business, some public bodies had to close down their operations and operate with a significantly reduced work force. These public bodies are only beginning to get their operations running again and are now focussing on recruiting new employees.

Other public bodies reported that they experienced significant organisational restructuring with a subsequent loss of employees via voluntary redundancy, retirements or employees leaving to pursue employment opportunities elsewhere. These public bodies reported that because they were focussing on the logistics of the organisational transformation, they had few resources to recruit new employees to fill existing vacancies.

Public bodies also stated that their Part 5 data was collected in compliance with the General Data Protection Regulation, as per NDA's guidance. The Monitoring Committees confirmed that the Part 5 data for 2022 they submitted to the NDA was accurate.

The NDA is in the process of implementing the next phase of recommendations from the Review of Part 5 that focuses on obtaining more granular data from public bodies on the measures they have in place to progress towards meeting the minimum 4.5% by 2024 and the minimum 6% target by 2025 and the impact these measures are having regarding increasing the recruitment of persons with disabilities in the public sector. Providing public bodies with the skills to continuously improve their data collection skills including improving employee response rates to their surveys will also be a key recommendation that the NDA will be implementing.

These recommendations will also focus on implementing a more user friendly, streamlined, efficient and feasible process overall for the NDA to manage. A summary of the recommendations that we will be implementing is detailed in **Section 1.3** of this report.

Models of Good Practice

Section 2.4 of this report provides a brief summary of models of good practice that public bodies and Government Departments have implemented to meet their obligations under Part 5, as per the NDA's advice and guidance.

These models of good practice help public bodies to create Equitable Diverse and Inclusive (EDI) work cultures that are focussed on increasing the recruitment and retention of persons with disabilities; supporting employees with disabilities to feel comfortable sharing their disability status and improving their data collection processes.

Implementing these models of good practice has resulted in some public bodies reporting an increase in the number and percentage of employees reporting and demonstrating the progress they are making towards reaching the minimum 4.5% by 2024 and the minimum 6% target by 2025.

For some public bodies that have experienced significant organisational restructuring and/or considerable disruption to their operations due to the COVID-19 pandemic, having models of good practice in place has helped them to demonstrate that despite these events they are still working towards meeting their obligations under Part 5.

Public bodies that didn't make the minimum 3% target

The number of public bodies that did not make the minimum 3% target decreased from 27 (12.7%) in 2021 to 20 (9.4%) in 2022.

These public bodies reported different reasons for not meeting the minimum 3% target, including merging with other public bodies; experiencing significant organisational restructuring; returning to normal operations after the COVID-19 pandemic. The NDA acknowledges that these events can have an impact on a public body's ability to meet its obligations under Part 5. Employees with disabilities retiring or leaving a public body and employees choosing not to share their disability status can also impact a public body's ability to meet the minimum 3% target.

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.

The NDA has consistently provided public bodies with advice on how to increase the recruitment of persons with disabilities and create work cultures where employees feel more supported sharing their disability status.

However, there are situations where some public bodies with over 50 employees report that they have not made the minimum 3% target for two consecutive years. In their Part 5 returns for these specific two year periods, some of these public bodies have also provided little evidence that they had measures in place to increase the recruitment and retention of persons with disabilities; supporting

employees to feel comfortable sharing their disability status and improving their data collection processes.

Under Section 49 of the Disability Act 2005, the NDA can request further information from these public bodies to determine if they had measures in place to meet their obligations under Part 5. **Section 3.1 of this report** provides a detailed summary on the process the NDA uses to determine whether a public body is compliant under Part 5.

It is therefore essential that public bodies demonstrate that they have models of good practice to help them progress through mergers and significant organisational changes and focus on progressing towards meeting the minimum 4.5% and 6% targets.

The NDA will continue to work with public bodies experiencing difficulties in meeting their obligations under Part 5. However, the NDA will advise these public bodies that we expect a considerable improvement in their performance in the next two years.

NDA engagement with the HSE

The NDA's strategic engagement with the HSE exemplifies how consistent advice and support combined with an expectation of improvement in performance can help a public body demonstrate some progress in this regard.

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 quarterly meetings with this team via Zoom and is pleased to note that the HSE is making some progress towards meeting its obligations under Part 5 as detailed in Table I.

Table 1. Summary of HSE's performance 2019 – 2022

	2019	2020	2021	2022
Total Number of employees	88,215	92,612	96,675	101,020
Number and % of employees reporting a disability	464 (0.5%)	514 (0.6%)	1,508 (1.6%)	2,331 (2.3%)

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.

Maintaining the momentum

The NDA is pleased to note the increase in the overall number and percentage of employees reporting a disability in 2022.

However, the NDA has advised public bodies that the minimum statutory employment target will increase to 4.5% by 2024. In 2022 141 public bodies (66.2%) met the 4.5% target and 72 bodies (33.8%) did not reach this target. The NDA therefore consistently advises public bodies that they need to continue to maintain the momentum and focus on continually improving their performance under Part 5. This is essential if there is to be a significant increase in the number and percentage of public bodies that meet the minimum 4.5% when the **Report on Compliance with Part 5 of the Disability Act 2005 for 2024** is produced in two years time.

The NDA also notes that the number and percentage of public bodies reporting that a minimum of 6% of their employees reported a disability increased from 78 (36.6%) in 2021 to 103 (48.4%) in 2022. In this context, we have consistently advised public bodies that it is essential for them to focus on progressing from a minimum of 4.5% to a minimum of 6% in the next few years.

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

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 continues 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 – Implementing the next phase of recommendations

In 2019, the NDA commissioned a Review of the operation of Part 5 of the Disability Act 2005. In 2020 [a paper detailing the research findings developed as part of the Review and setting out recommendations for next steps](#) was produced. Part 5 is a complex process and changing this process takes time. Some of the recommendations from the Review require legislative changes. Since 2021, the NDA has therefore been implementing the recommendations from the Review on a phased basis.

One of the key recommendations the NDA has implemented was providing Monitoring Committees and public bodies with updated advice on improving their data collection processes and ensuring data they submitted was accurate, in line with their statutory obligations under Part 5.

The NDA is pleased to note that public bodies have acted on this guidance and the quality of the Part 5 data we receive from them continues to improve on a consistent basis.

In the Part 5 returns for 2022, the majority of public bodies provided information regarding why they experienced significant increases or decreases in the total number of employees and the number and percentage of employees reporting a disability. They also stated that data was collected in compliance with General Data Protection Regulations. The Monitoring Committees confirmed that the Part 5 data for 2022 they submitted to the NDA was accurate. Public bodies have also provided more detailed information regarding models of good practice they implemented to improve their performance under Part 5. Examples of these models of good practice are provided in more detail in **Section 2.4 of this report**.

The NDA is in the process of implementing the next phase of recommendations from the Review of Part 5 that focus on:

- Obtaining more granular data from public bodies on the measures they have in place to meet their obligations under Part 5 to progress towards meeting the minimum 4.5% by 2024 and the minimum 6% target by 2025 and the impact these measures are having regarding increasing the recruitment of persons with disabilities in the public sector
- Providing public bodies with the skills to continuously improve their data collection skills including improving employees' response rates to their surveys

- Implementing a more user friendly, streamlined, efficient and feasible process overall for the NDA to manage

The NDA has set up an advisory group to help us to implement the following recommendations:

- Develop and pilot 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. It is envisioned that these questions will be ready for the Part 5 data collection process for 2023.
- Develop and pilot questions to capture public sector employees' perception of their respective organisations and the progress they are making in creating an EDI work culture. It is envisaged that these questions will be piloted at a future date

This advisory group includes 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 also be providing training sessions for the Monitoring Committees and public bodies regarding responding to these new questions; improving employees' responses to their staff censuses and enhancing their data collection processes.

The NDA has also commenced work on scoping out the essential requirements for an online monitoring system that may have the potential to streamline the data collection and verification process and facilitate more in-depth analysis for Part 5.

The NDA will provide the public sector with updates regarding implementing the next phase of these recommendations from the Review of Part 5.

2. Key Findings for 2022

2.1 Key findings for 2022

- At the end of 2022, the total number of employees in the relevant public sector bodies was 260,434, an increase of 8,882 (+3.5%) from 2021
- The NDA is pleased to note that for the first time in 2022 the number of employees reporting a disability was 10,631 (4.1%), an increase of 1,620 (+18.0%) from the 2021 figures
- The NDA is also pleased to note that the proportion of employees declaring a disability in the public service exceeded the minimum 3% target for the twelfth successive year

Table 2 captures these key findings for 2022 and the progress the public sector has made in meeting the minimum 3% target from 2007 – 2022. In 2007, the NDA began monitoring the employment of persons with disabilities.

As detailed in Table 2 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 2022, the total number of employees in the relevant public sector bodies was 260,434, an increase of 8,882 (+3.5%) from 2021.

The number of employees reporting a disability increased each year from 2014 to 2017. However this number and percentage fell in 2018 to 3.3% and 3.1% in 2019. In 2020, the number of employees reporting a disability increased again but due to the overall increase in employee numbers in the public sector the overall percentage of employees reporting a disability remained at 3.1%. In 2021, the overall percentage of employees reporting a disability increased to 3.6%. The NDA is pleased to note the progress the public sector has made in 2022, in terms of reporting an increase in the number and percentage of employees reporting a disability to 4.1%.

Table 2. Progress towards minimum 3% target, 2007-2022

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%
2022	260,434	10,631	4.1%

2.2 Analysis by type of public sector body

The 2022 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 which in 2022 accounted for 15.4% of the public sector workforce. Overall employee numbers increased between 2021 and 2022 by 869 to 40,119 (+2.2%) and the number of employees reporting a disability increased by 118 to 2,009 (+6.2%). In 2022, the percentage of employees in Commercial Bodies with a disability increased from 4.8% in 2021 to 5.0% in 2022. In total, 96.0% of bodies in this category achieved the target, the same as the 2021 figure.

In 2022, the Commercial category experienced the following changes:

- Irish Water changed its name to Uisce Éireann

Government Departments

In 2022, Government Department employees accounted for 9.5% of public sector employees. In 2022, there was an increase in the total number of employees in Government Departments from 23,590 in 2021 to 24,639 in 2022 (+4.4%). Between 2021 and 2022, the number of employees with a disability increased by 62 people to 1,489 (+4.3%). The percentage of employees reporting a disability remained at 6.0% in 2022, the same as 2021. All Government Departments exceeded the minimum 3% target for 2022 - the eleventh 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 2022, it accounted for 12.9% of the public sector workforce. Between 2021 and 2022, overall employee numbers increased by 373 to 33,489 (+1.1%). The number of employees reporting a disability increased by 93 people, from 1,480 to 1,573 (+6.3%) in 2022. The percentage of employees with disabilities across the Local Government category, as a whole, increased from 4.5% in 2021 to 4.7% in 2022. In total, 94.3% of bodies in this category achieved the target, the same figure as 2021. 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 public 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 2022, these agencies constituted 6.7% of the public sector workforce. Between 2021 and 2022, this sector increased by 660 employees to 17,385 (+3.9%), and the number of employees with disabilities increased by 163 to 936 (+21.1%). The percentage of employees with disabilities increased from 4.6% in 2021 to 5.4% in 2022. In total, 85.0% of public bodies in this sector achieved the target, an increase from 80.0% in 2021.

In 2022, the Public Bodies Staffed by Civil Servants experienced the following changes:

- Charities Regulatory Authority moved from this category to the Non-Commercial category
- Corporate Enforcement Agency - a new public body joined this category.

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 2022, this sector accounted for over half (55.6%) of the public sector workforce. Between 2021 and 2022, this sector increased by 5,931 employees to 144,802 (+4.3%), while the number of employees with disabilities increased by 1,184 employees to 4,624 (+34.4%). The percentage of employees with disabilities increased from 2.5% in 2021 to 3.2% in 2022. In total, 88.3% of Non-Commercial bodies achieved the target, an increase from 83.0% in 2021.

In 2022, the Non-Commercial category experienced the following changes:

- IT Letterkenny changed its name to Atlantic Technological University (ATU) Donegal
- IT Galway-Mayo changed its name to Atlantic Technological University (ATU) Galway-Mayo
- IT Carlow merged with IT Waterford to form South East Technological University (SETU)
- Charities Regulatory Authority joined this category from the Public Bodies staffed by Civil Servants Category (PBCS)

Summary of analysis by type of public body

Table 3 presents a summary of the analysis by type of public body

Table 3. Data by type of public body, 2021, 2022

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 2022	40,119	2,009	5.0%	15.4%	96.0%	25
Commercial 2021	39,250	1,891	4.8%	15.6%	96.0%	25
Change 2021/2022	+869	+118	+0.2%	-0.2%	0	0
Gov. Dept. 2022	24,639	1,489	6.0%	9.5%	100.0%	19
Gov. Dept. 2021	23,590	1,427	6.0%	9.4%	100.0%	19
Change 2021/2022	+1,049	+62	0	+0.1%	0	0

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
Local Gov. 2022	33,489	1,573	4.7%	12.9%	94.3%	35
Local Gov. 2021	33,116	1,480	4.5%	13.2%	94.3%	35
Change 2021/2022	+373	+93	+0.2%	-0.3%	0	0
Non-comm. 2022	144,802	4,624	3.2%	55.6%	88.3%	94
Non-comm. 2021	138,871	3,440	2.5%	55.2%	83.0%	94
Change 2021/2022	+5,931	+1,184	+0.7%	+0.4%	+5.3%	0
PBCS 2022	17,385	936	5.4%	6.7%	85.0%	40
PBCS 2021	16,725	773	4.6%	6.6%	80.0%	40
Change 2021/2022	+660	+163	+0.8%	+0.1%	+5.0%	0
Totals 2022	260,434	10,631	4.1%	100.0%	90.6%	213
Totals 2021	251,552	9,011	3.6%	100.0%	87.3%	213
Change 2021/2022	8,882	1,620	0.5%	0	3.3%	0

2.3 Analysis by size of public sector body

Public bodies with less than 100 staff

In 2022, there were 65 bodies in the public sector with less than 100 employees, representing 1.0% of the entire workforce. This size category employed 2,724 people, of which 7.6% (208) reported a disability. Of the entire workforce reporting a disability, 2.0% 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 (19 out of the 65 organisations). Of these bodies with 20 employees or fewer, 10 reported that they have no employees with disabilities in 2022.

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 can prevent 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 (106) making up 15.4% of the total workforce in 2022. In total 40,195 people were employed in this category, of which 5.9% (2,380) reported a disability. Of the entire workforce reporting a disability, 22.4% were employed in public bodies of this size.

Public bodies with between 1000 and 4999 staff

In 2022, there were 34 public bodies employing between 1,000 and 4,999 employees, representing 27.1% of the total workforce. This cohort employed 70,685 employees, of which 5.1% (3,639) reported a disability. Of the entire workforce reporting a disability, 34.2% were employed in public bodies of this size.

Public bodies with over 5,000 staff

In 2022, this size category had the smallest number of public bodies (8) and represented 56.4% of the total workforce. It employed 146,830 employees of which 3.0% (4,404) reported a disability. Of the entire workforce reporting a disability, 41.4% were employed in these large public bodies.

The public bodies in this category and their reported percentage of employees with disabilities for 2022 are:

- | | |
|---|---------------------|
| • An Post | 4.2% (4.4% in 2021) |
| • Child and Family Protection Agency, (Tusla) | 4.8% (4.4% in 2021) |
| • Department of Social Protection | 5.3% (6.5% in 2021) |
| • Dublin City Council | 4.2% (4.4% in 2021) |
| • Electricity Supply Board (ESB) | 3.4% (3.8% in 2021) |
| • HSE | 2.3% (1.6% in 2021) |
| • Office of the Revenue Commissioners | 3.9% (4.1% in 2021) |

- St. James's Hospital 6.3%
(This public body had fewer than 5000 staff in 2021)

Summary of analysis by size of public body

Table 4 details the summary of analysis by size of public body.

Table 4. Data by size of public body 2022

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	65	2,724	208	7.6%	1.0%	2.0%
100 -999	106	40,195	2,380	5.9%	15.4%	22.4%
1,000 -4,999	34	70,685	3,639	5.1%	27.1%	34.2%
5,000 +	8	146,830	4,404	3.0%	56.4%	41.4%
Total 2022	213	260,434	10,631	4.1%	100%	100%

2.4 Models of Good Practice

Public bodies have demonstrated the importance of having models of good practice in place to help them meet their obligations and also improve their performance under Part 5. The NDA has consistently provided these public bodies with advice and guidance to help them achieve this objective.

Implementing these models of good practice has resulted in some public bodies reporting an increase in the number and percentage of employees reporting and demonstrating the progress they are making towards reaching the minimum 4.5% by 2024 and the minimum 6% target by 2025.

For some public bodies that have experienced significant organisational restructuring and/or considerable disruption to their operations due to the COVID-19 pandemic, having models of good practice in place has helped them to demonstrate that despite these events they are still working towards meeting their obligations under Part 5.

Some examples of models of good practice reported by public bodies and Government Departments are as follows:

- Had a commitment to creating an EDI work culture that is focussed on increasing the recruitment and retention of persons with disabilities as an objective in their HR/Corporate Strategy. Directors and Senior Management demonstrated their commitment to achieving this objective by developing an EDI Action Plan to implement same
- Implemented a Universal Design approach to ensure that their products, services, communications (digital, written, spoken and signed) and their physical environments are easy to access, understand and use for everyone regardless of age, size, ability or disability. Having policies and processes in place to ensure that all communications, especially recruitment information and documentation are accessible, can help persons with disabilities feel more included and may encourage them to apply for vacancies in a public body. It may also encourage employees with disabilities to apply for promotions within an organisation
- Trained Managers and Line Managers to support all employees, including employees with disabilities
- Had a partnership with AHEAD, the Trinity Centre for People with Intellectual Disabilities and other organisations that support employers to provide work experience opportunities for persons with disabilities with a view to providing them with part-time or full time employment
- Had clear policies and processes and a consistent approach to the provision of reasonable accommodations. One Government Department reported that it scheduled Sign Language Interpreters to assist employees who are deaf or with hearing loss for their induction, training and development, PMDS and probation cycles.
- Established a Social Inclusion and Disability group/employee network that includes employees with disabilities to inform the development and implementation of organisational policies to create and maintain an EDI work culture.

2.5 Maintaining the momentum

The NDA is pleased to note the increase in the overall number and percentage of employees reporting a disability in 2022.

However, the NDA has advised public bodies that the statutory employment target will increase to a minimum of 4.5% by 2024. In 2022 141 public bodies (66.2%) met the 4.5% target and 72 bodies (33.8%) did not reach this target. The NDA therefore continues to advise public bodies that they need to continue to

maintain the momentum and focus on continually improving their performance under Part 5. This is essential if there is to be a significant increase in the number and percentage of public bodies that meet the minimum 4.5% target when the **Report on Compliance with Part 5 of the Disability Act 2005 for 2024** is produced in two years time.

The NDA also notes that the number and percentage of public bodies reporting that a minimum of 6% of their employees reported a disability increased from 78 (36.6%) in 2021 to 103 (48.4%) in 2022. In this context, we have consistently advised public bodies that it is essential for them to focussing on progressing from a minimum of 4.5% to a minimum of 6% in the next few years.

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 2.3 of this report**, 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 them 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 indicators that are based on legal advice the NDA has received. These key indicators are as follows:

- **Indicator 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**
- **Indicator 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

- **Indicator 3:** Evidence of any planning as to how the increased minimum 4.5% and minimum 6% targets could be achieved
- **Indicator 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
- **Indicator 5:** Measures taken to create an environment that supports employees to feel comfortable and supported in sharing their disability status
- **Indicator 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 indicators 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 – 2020 and 2021

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

- HSE
- National Council for Special Education (NCSE)
- Oberstown Children's Detention Campus.

The NDA sent S.49 requests for 2020 and 2021 to these public bodies.

HSE

The NDA is reviewing the HSE's response to the S.49 request for 2020 and 2021 to determine if this public body is compliant under Part 5 of the Disability Act and will be making a decision in due course.

The NDA recognises that the HSE was still prioritising the management of the COVID-19 pandemic on a national scale during this reporting period. In 2021, the HSE also experienced a cyber attack that disrupted its health services and computer systems. Both of these events had a significant impact on this public body.

As stated previously, the NDA is pleased to note that the HSE stated that 2,331 (2.3%) employees reported a disability. This the highest number and percentage of employees with a disability reported by the HSE to date.

National Council for Special Education (NCSE) and Oberstown Childrens' Detention Campus

In their responses to the S.49 request for 2020 and 2021, the NCSE and Oberstown Childrens' Detention Campus provided evidence that they had measures in place to create EDI work cultures that focussed on increasing the recruitment of persons with disabilities; supporting employees to share their disability status and improve their data collection process.

The NCSE and Oberstown Childrens' Detention Campus reported that that they had experienced significant organisational restructuring and they were also impacted by the COVID-19 pandemic during this two year period. These were the mitigating factors that prevented both public bodies from meeting the minimum 3% target during this two year period.

The Authority decided that the NCSE and Oberstown Childrens' Detention Campus did not warrant a draft determination of non-compliance for 2020 and 2021. However, the NDA advised these public bodies that we would continue to monitor their progress and that we expected an improvement in their performances.

The NDA is pleased to note that in 2022:

- The NCSE reported that 21 (8.6%) out of 243 employees reported a disability
- Oberstown Children's Detention Campus reported that 13 (5.2%) out of 251 employees reported a disability

3.3 Compliance with the Act 2021 and 2022

In 2021 and 2022, the following five public bodies did not make the minimum 3% target:

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

The NDA will be sending S.49 requests to these public bodies for 2021 and 2022 to determine if they were compliant under Part 5 for this two year period.

The performance of these public bodies is detailed in Table 5 below.

Table 5. Public bodies that didn't reach the minimum 3% target in 2021 and 2022

Public Body	Total number of employees 2021	Number and % of employees reporting a disability 2021	Total number of employees 2022	Number and % of employees reporting a disability 2022
Arts Council	75	2(2.7%)	81	1 (1.2%)
Atlantic Technological University Galway-Mayo (ATU)- formally known as IT Galway-Mayo in 2021	1,057	30 (2.8%)	1,172	25 (2.1%)
Bord Bia	150	3(2.0%)	144	2 (1.4%)
HSE	96,675	1508 (1.6%)	101,020	2,331 (2.3%)
Land Development Agency	50	1(2.0%)	70	1 (1.4%)

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 are no errata in the published data to date.

Appendix A – Government Departments

Department	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Department of Agriculture, Food & the Marine	3,868	139	3.6%	3922	166	4.2%
Department of Children, Equality, Disability, Integration & Youth	494	43	8.7%	617	60	9.7%
Department of Defence	386	18	4.7%	395	17	4.3%
Department of Defence - Civilian Employees	451	28	6.2%	424	28	6.6%
Department of Education	1,569	48	3.1%	1712	80	4.7%
Department of Enterprise Trade & Employment	960	78	8.1%	970	68	7.0%
Department of Finance	331	16	4.8%	313	18	5.8%
Department of Foreign Affairs	1,849	123	6.7%	2010	159	7.9%
Department of Further & Higher Education, Research, Innovation & Science	200	6	3.0%	242	24	9.9%
Department of Health	691	52	7.5%	640	40	6.3%

Department	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Department of Housing, Local Government & Heritage	1,409	108	7.7%	1604	101	6.3%
Department of Justice	2,425	216	8.9%	2522	220	8.7%
Department of Public Expenditure & Reform	452	17	3.8%	454	21	4.6%
Department of Rural & Community Development	163	13	8.0%	170	17	10.0%
Department of Social Protection	6,719	440	6.5%	6860	367	5.3%
Department of the Environment, Climate & Communications	447	17	3.8%	546	31	5.7%
Department of the Taoiseach	240	8	3.3%	238	20	8.4%
Department of Tourism Culture, Arts, Gaeltacht, Sports & Media	370	40	10.8%	404	33	8.2%
Department of Transport	566	17	3.0%	596	19	3.2%
Grand Total	23,590	1,427	6.0%	24639	1489	6.0%

Appendix B – Public bodies

Department of Agriculture, Food & the Marine

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Bord Bia	150	3	2.0%	144	2	1.4%
Bord Iascaigh Mhara	124	14	11.3%	126	13	10.3%
Coillte	444	15	3.4%	460	18	3.9%
Horse Racing Ireland	225	8	3.6%	209	8	3.8%
Irish National Stud	47	3	6.4%	52	3	5.8%
Marine Institute	237	16	6.8%	241	15	6.2%
National Milk Agency	5	0	0.0%	5	0	0.0%
Rásaíocht Con Éireann	560	19	3.4%	164	11	6.7%
Sea Fisheries Protection Authority	170	11	6.5%	173	11	6.4%
Teagasc	1,387	53	3.8%	1,436	78	5.4%
Veterinary Council of Ireland	11	0	0.0%	11	0	0.0%
Grand Total	3,360	142	4.2%	3,021	159	5.3%

Department of Children, Equality, Disability, Integration & Youth

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disabilities 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Adoption Authority of Ireland	31	2	6.5%	49	2	4.1%
Child & Family Agency (TUSLA)	5,306	236	4.4%	5,419	259	4.8%
National Disability Authority	39	8	20.5%	42	10	23.8%
Oberstown Children Detention Campus	260	5	1.9%	251	13	5.2%
Grand Total	5,636	251	4.5%	5,761	284	4.9%

Department of Enterprise Trade & Employment

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Competition & Consumer Protection Commission	137	10	7.3%	145	11	7.6%
Enterprise Ireland	662	31	4.7%	654	31	4.7%
Health & Safety Authority	210	16	7.6%	232	12	5.2%
IDA Ireland	354	26	7.3%	360	26	7.2%
InterTrade Ireland	56	3	5.4%	47	3	6.4%
National Standards Authority of Ireland	177	6	3.4%	196	12	6.1%
Personal Injuries Assessment Board	77	9	11.7%	74	12	16.2%
Grand Total	1673	101	6.0%	1708	107	6.3%

Department of Finance

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
National Treasury Management Agency	788	33	4.2%	782	28	3.6%
Grand Total	788	33	4.2%	782	28	3.6%

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

***In 2022, IT Carlow and IT Waterford merged to become South East Technological University (SETU). The 2021 data for IT Carlow and the 2021 data for IT Waterford are on page 37 of this report. The 2022 data for South East Technological University (SETU) is also on page 37 of this report.**

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Atlantic Technological University Donegal (ATU) (In 2022 IT Letterkenny changed its name to Atlantic Technological University Donegal (ATU))	421	25	5.9%	468	27	5.8%
Atlantic Technological University Galway-Mayo (ATU) (In 2022, IT Galway-Mayo changed its name to Atlantic Technological University Galway-Mayo (ATU))	1057	30	2.8%	1172	25	2.1%
Atlantic Technological University Sligo (ATU) (In 2022, IT Sligo changed its name to Atlantic Technological University Sligo (ATU))	691	28	4.1%	789	28	3.5%
Dún Laoghaire Institute of Art, Design & Technology	377	17	4.5%	368	33	9.0%

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
*IT Carlow	781	29	3.7%	-	-	-
IT Dundalk	714	36	5.0%	756	36	4.8%
*IT Waterford	972	36	3.7%	-	-	-
Leargas	50	5	10.0%	53	4	7.5%
Munster Technological University (MTU).	1,867	59	3.2%	1949	74	3.8%
National College of Art & Design (NCAD)	166	11	6.6%	168	12	7.1%
Quality & Qualifications Ireland	80	3	3.8%	82	4	4.9%
Science Foundation Ireland	84	3	3.6%	101	3	3.0%
SOLAS - Further Education & Training Authority	221	18	8.1%	227	16	7.0%
Technological University Dublin	3,275	97	3.0%	3342	110	3.3%
*South East Technological University (SETU)	-	-	-	1619	119	7.4%
Technological University of the Shannon (TUS): Midlands Midwest (Athlone Campus)	1,423	69	4.8%	1459	87	6.0%
Grand Total	12,179	466	3.8%	12553	578	4.6%

Department of Health

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Beaumont Hospital	4,508	201	4.5%	4683	202	4.3%
Dental Council	8	0	0.0%	8	0	0.0%
Dublin Dental University Hospital	212	10	4.7%	356	15	4.2%
Food Safety Authority of Ireland	91	5	5.5%	101	6	5.9%
Health Information & Quality Authority	329	17	5.2%	357	19	5.3%
Health Insurance Authority	13	1	7.7%	18	1	5.6%
Health Products Regulatory Authority	369	16	4.3%	363	16	4.4%
Health Research Board	87	5	5.7%	97	10	10.3%
Health Service Executive	96,675	1,508	1.6%	101,020	2,331	2.3%
Institute of Public Health	21	3	14.3%	19	3	15.8%
Irish Blood Transfusion Service	573	16	2.8%	592	24	4.1%
Leopardstown Park Hospital	240	13	5.4%	227	11	4.8%

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Medical Council	92	8	8.7%	103	4	3.9%
Mental Health Commission	71	3	4.2%	124	4	3.2%
National Cancer Registry Board	43	3	7.0%	46	4	8.7%
National Treatment Purchase Fund	63	5	7.9%	75	6	8.0%
Nursing and Midwifery Board of Ireland	46	3	6.5%	64	4	6.3%
Pharmaceutical Society of Ireland	44	2	4.5%	44	2	4.5%
Pre-Hospital Emergency Care Council	20	1	5.0%	21	1	4.8%
safefood	26	2	7.7%	28	2	7.1%
St James's Hospital	4,985	278	5.6%	5124	322	6.3%
Tallaght University Hospital	3,279	102	3.1%	3521	136	3.9%
Vhi Insurance	1,604	94	5.9%	1922	118	6.1%
Grand Total	113,399	2,296	2.0%	118,913	3241	2.7%

Department of Housing, Local Government & Heritage

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
An Bord Pleanála	203	22	10.8%	203	19	9.4%
Approved Housing Bodies Regulatory Authority (AHBRA)	18	3	16.7%	16	4	25.0%
Carlow County Council	376	14	3.7%	386	13	3.4%
Cavan County Council	414	18	4.3%	446	28	6.3%
Clare County Council	974	34	3.5%	973	40	4.1%
Cork City Council	1,559	49	3.1%	1589	59	3.7%
Cork County Council	2,640	91	3.4%	2707	102	3.8%
Donegal County Council	1,198	51	4.3%	1190	59	5.0%
Dublin City Council	5,882	259	4.4%	5897	248	4.2%
Dún Laoghaire–Rathdown County Council	1,125	45	4.0%	1121	45	4.0%
Eastern & Midland Regional Assembly	20	0	0.0%	17	0	0.0%
Ervia/Gas Networks Ireland	708	33	4.7%	726	35	4.8%
Fingal County Council	1,487	45	3.0%	1580	48	3.0%
Galway City Council	554	28	5.1%	553	17	3.1%
Galway County Council	845	29	3.4%	857	30	3.5%
Heritage Council	19	0	0.0%	25	1	4.0%

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Housing & Sustainable Communities Agency	113	7	6.2%	132	9	6.8%
Housing Finance Agency	15	0	0.0%	18	3	16.7%
Kerry County Council	1,497	77	5.1%	1509	82	5.4%
Kildare County Council	998	30	3.0%	980	35	3.6%
Kilkenny County Council	604	22	3.6%	603	36	6.0%
Land Development Agency	50	1	2.0%	70	1	1.4%
Laois County Council	471	21	4.5%	498	27	5.4%
Leitrim County Council	379	14	3.7%	383	15	3.9%
Limerick City & County Council	1,457	95	6.5%	1450	105	7.2%
Local Government Management Agency	107	9	8.4%	105	8	7.6%
Longford County Council	403	34	8.4%	411	42	10.2%
Louth County Council	740	25	3.4%	775	25	3.2%
Mayo County Council	1,317	59	4.5%	1305	46	3.5%
Meath County Council	802	37	4.6%	841	42	5.0%
Monaghan County Council	462	35	7.6%	427	31	7.3%
Northern & Western Regional Assembly	19	0	0.0%	20	0	0%
Offaly County Council	430	24	5.6%	434	27	6.2%

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Ordnance Survey Ireland (OSI)	218	16	7.3%	216	23	10.6%
Residential Tenancies Board	96	12	12.5%	89	8	9.0%
Roscommon County Council	412	20	4.9%	434	19	4.4%
Sligo County Council	468	22	4.7%	495	19	3.8%
South Dublin County Council	1,315	46	3.5%	1279	49	3.8%
Southern Regional Assembly	27	2	7.4%	29	2	6.9%
Tipperary County Council	1,103	35	3.2%	1127	34	3.0%
Uisce Éireann (In 2022, Irish Water changed its name to Uisce Éireann)	1,176	37	3.1%	1,246	110	8.8%
Waterford City & County Council	937	47	5.0%	972	52	5.3%
Waterways Ireland	259	9	3.5%	267	16	6.0%
Westmeath County Council	501	17	3.4%	525	35	6.7%
Wexford County Council	847	97	11.5%	897	96	10.7%
Wicklow County Council	746	49	6.6%	674	57	8.5%
Grand Total	35,991	1,620	4.5%	36497	1802	4.9%

Department of Public Expenditure & Reform

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

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting disabilities 2022	% of employees reporting a disability 2022
An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta	9	0	0.0%	9	0	0.0%
An Coimisinéir Teanga	8	0	0.0%	11	0	0.0%
Central Statistics Office	971	54	5.6%	1104	103	9.3%
Charities Regulatory Authority	41	1	2.4%	-	-	-
Chief State Solicitor's Office	316	19	6.0%	323	23	7.1%
Corporate Enforcement Authority (This is a new public body that was created in 2022. It did not make a Part 5 return in 2021)	-	-	-	39	2	5.1%
Courts Service of Ireland	1,153	28	2.4%	1258	88	7.0%
*Garda Síochána Inspectorate	12	0	0.0%	12	0	0.0%
*Garda Síochána Ombudsman Commission	130	12	9.2%	156	16	10.3%
Houses of the Oireachtas	655	36	5.5%	692	39	5.6%

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting disabilities 2022	% of employees reporting a disability 2022
*Insolvency Service of Ireland	80	7	8.8%	80	6	7.5%
*International Protection Appeals Tribunal	51	4	7.8%	47	6	12.8%
*Irish Film Classification Office	4	0	0.0%	4	1	25.0%
Irish Human Rights & Equality Commission	73	15	20.5%	84	8	9.5%
Law Reform Commission	20	1	5.0%	20	1	5.0%
*Legal Aid Board	483	18	3.7%	526	33	6.3%
National Council for Curriculum & Assessment	45	3	6.7%	55	3	5.5%
National Council for Special Education	239	6	2.5%	243	21	8.6%
National Shared Services Office	758	34	4.5%	827	54	6.5%
Office of Government Procurement	243	19	7.8%	232	15	6.5%
Office of Public Works	2,110	69	3.3%	2124	71	3.3%
Office of the Attorney General	148	6	4.1%	138	5	3.6%

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting disabilities 2022	% of employees reporting a disability 2022
Office of the Comptroller & Auditor General	178	15	8.4%	203	13	6.4%
Office of the Data Protection Commissioner	190	13	6.8%	195	25	12.8%
Office of the Director of Public Prosecutions	226	7	3.1%	233	8	3.4%
Office of the Ombudsman	140	15	10.7%	149	12	8.1%
Office of the Planning Regulator	24	1	4.2%	28	0	0.0%
Office of the Revenue Commissioners	6,783	280	4.1%	6851	266	3.9%
Ombudsman for Children's Office	30	2	6.7%	39	2	5.1%
*Policing Authority	38	3	7.9%	38	4	10.5%
President's Establishment	23	0	0.0%	27	0	0.0%
Property Registration Authority	531	39	7.3%	538	39	7.2%
*Property Services Regulatory Authority	38	4	10.5%	41	4	9.8%

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting disabilities 2022	% of employees reporting a disability 2022
Public Appointments Service	225	16	7.1%	283	21	7.4%
State Examinations Commission	181	9	5.0%	185	8	4.3%
Tax Appeals Commission	29	2	6.9%	34	2	5.9%
*The Private Security Authority	51	2	3.9%	51	0	0.0%
The State Laboratory	104	4	3.8%	100	4	4.0%
Valuation Office	139	11	7.9%	128	7	5.5%
Grand Total	16,479	755	4.6%	17,107	910	5.3%

Department of Rural & Community Development

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Charities Regulatory Authority (In 2022 this public body moved Departments from Public Expenditure & Reform to Department of Rural & Community Development)	-	-	-	45	7	15.6%
Water Safety Ireland	9	0	0.0%	10	2	20.0%
Western Development Commission	28	3	10.7%	28	1	3.6%
Grand Total	37	3	8.1%	83	10	12.0%

Department of Social Protection

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Citizens Information Board	88	9	10.2%	85	8	9.4%
The Pensions Authority	96	8	8.3%	94	8	8.5%
Grand Total	184	17	9.2%	179	16	8.9%

Department of the Environment, Climate & Communications

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
An Post	9,811	431	4.4%	9620	406	4.2%
Bord na Móna	1,369	42	3.1%	1257	38	3.0%
Commission for Communications Regulation (ComReg)	154	9	5.8%	156	12	7.7%
Commission for Regulation of Utilities (CRU)	111	9	8.1%	119	11	9.2%
EirGrid Plc	480	74	15.4%	491	37	7.5%
Electricity Supply Board (ESB)	5,919	226	3.8%	6039	205	3.4%
Environmental Protection Agency	448	26	5.8%	452	33	7.3%
Inland Fisheries Ireland	326	14	4.3%	316	28	8.9%
Sustainable Energy Authority of Ireland	123	6	4.9%	170	12	7.1%
The Digital Hub	14	0	0.0%	12	0	0.0%
Grand Total	18,755	837	4.5%	18632	782	4.2%

Department of the Taoiseach

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
National Economic & Social Development Office	18	1	5.6%	18	1	5.6%
Grand Total	18	1	5.6%	18	1	5.6%

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

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Arts Council	75	2	2.7%	81	1	1.2%
Broadcasting Authority of Ireland	42	5	11.9%	40	7	17.5%
Chester Beatty Library	43	1	2.3%	43	1	2.3%
Crawford Art Gallery	19	3	15.8%	23	3	13.0%
Fáilte Ireland	382	12	3.1%	398	18	4.5%
Forás Na Gaeilge	57	2	3.5%	58	4	6.9%
Irish Museum of Modern Art (IMMA)	102	5	4.9%	96	11	11.5%
National Concert Hall	117	10	8.5%	120	14	11.7%
National Gallery of Ireland	176	15	8.5%	178	26	14.6%
National Library of Ireland	103	13	12.6%	108	14	13.0%
National Museum of Ireland	175	12	6.9%	181	12	6.6%

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Raidió Teilifís Éireann (RTÉ)	1,871	113	6.0%	1868	117	6.3%
Screen Ireland	35	7	20.0%	38	8	21.1%
Sport Ireland	54	2	3.7%	54	2	3.7%
TG4	95	6	6.3%	108	7	6.5%
Tourism Ireland	164	13	7.9%	165	18	10.9%
Údarás Na Gaeltachta	87	5	5.7%	98	4	4.1%
Ulster-Scots Agency	12	1	8.3%	13	4	30.8%
Grand Total	3,609	227	6.3%	3670	271	7.4%

Department of Transport

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Bus Éireann	2,784	122	4.4%	2827	121	4.3%
Commission for Aviation Regulation	25	0	0.0%	27	0	0.0%
Commission for Railway Regulation	16	0	0.0%	17	0	0.0%
Córas Iompair Éireann	209	7	3.3%	215	8	3.7%
daa plc	2,425	151	6.2%	2919	206	7.1%
Dublin Bus	3,680	241	6.5%	3824	242	6.3%
Dublin Port Company	153	5	3.3%	148	6	4.1%
Iarnród Éireann (Irish Rail)	4,244	199	4.7%	4528	239	5.3%
Irish Aviation Authority	711	37	5.2%	751	38	5.1%
National Transport Authority	211	11	5.2%	240	18	7.5%
Port of Cork Company	150	6	4.0%	169	12	7.1%
Port of Waterford Company	42	3	7.1%	41	3	7.3%
Road Safety Authority	430	23	5.3%	405	25	6.2%

Public Body	Total number of employees 2021	Number of employees reporting a disability 2021	% of employees reporting a disability 2021	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022
Shannon Foynes Port Company	63	2	3.2%	65	4	6.2%
Shannon Group plc	430	16	3.7%	400	16	4.0%
Transport Infrastructure Ireland	281	12	4.3%	295	15	5.1%
Grand Total	15,854	835	5.3%	16871	953	5.6%



National Disability Authority

25 Clyde Road, Dublin 4

Telephone: (01) 608 0400

www.nda.ie

**National Disability Authority is the
independent state body providing
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practice to the Government, and promoting
Universal Design in Ireland.**