

Report on Compliance with Part 5 of the Disability Act 2005 for 2023



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 2024.

We also appreciate the prompt responses we received to any queries we had regarding data for the 2023 Part 5 returns.

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Executive Summary

This is the eighteenth 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.

- The percentage of employees reporting a disability passed 4% for the second time. The number of employees reporting a disability increased from 10,631 in 2022 to 11,254 in 2023 (+623, +5.9%). However, the percentage of employees reporting a disability remained at 4.1%, the same as 2022. This is because of the significant increase in the total number of employees in the public sector in 2023 (+13,313, +5.1%). The number of public bodies in the public sector decreased from 213 in 2022 to 210 in 2023 as some public bodies merged into others.
- At the end of 2023, the total number of employees in the relevant public sector bodies was 273,747, an increase of 13,313 (+5.1%) from 2022.
- In 2023, 191 public bodies (91.0%) achieved or exceeded the minimum 3% target compared to 193 (90.6%) public bodies in 2022.
- In 2023, 19 public bodies (9.0%) did not reach the minimum 3% target compared to 20 (9.4%) in 2022.
- Overall, the public sector exceeded the minimum target of 3% for the thirteenth successive year.

The NDA also notes that:

- In 2023, four of the 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). One type of public body (Non-Commercial Bodies) did not achieve the target. In 2022, five types of public bodies achieved the minimum 3% 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 2023 three out 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 2023.

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

Increase in the minimum statutory employment target

The NDA has consistently advised the public sector that the minimum statutory employment target will increase from 3% to 4.5% in 2024. In 2023, 160 public bodies (76.2%) met the forthcoming 4.5% target compared to 141 public bodies (66.2%) in 2022.

The NDA has also advised public bodies that the minimum statutory employment target for the 2025 Part 5 returns will increase from 4.5% to 6% in 2025. In 2023, 110 public bodies (52.4%) met the forthcoming 6% target compared to 103 (48.4%) in 2022.

The NDA notes that the number and percentage of employees meeting the forthcoming 4.5% and 6% targets is increasing every year. However, If the public sector is to achieve these targets in a timely manner, public bodies need to build on the progress they have made to date and prioritise improving their performance under Part 5.

The HSE

The HSE is the largest body in the public sector. In 2023, this public body reported an increase of 4,749 employees from 101,020 employees in 2022 to 105,769 employees in 2023. The number of employees reporting a disability has decreased from 2,331 (2.3%) in 2022 to 1,735 (1.6%).

Table 1. Overall percentage of employees reporting a disability with and without HSE Data in 2023

Year	Total number of employees	Employees reporting a disability	% of total employees reporting a disability
2023 (including HSE data)	273,747	11,254	4.1%
2023 (excluding HSE data)	167,978	9,519	5.7%

If the HSE data was excluded from the 2023 returns, the reported percentage of people with disabilities in the public sector would be 39% higher than when the HSE data is included.

Since 2020, the NDA has met on a quarterly basis with a designated team in the HSE who is responsible for improving this public body's performance under Part 5. From 2020–2022, the number and percentage of employees reporting a disability increased on a year-by-year basis. The NDA is disappointed that the number and percentage of employees reporting a disability in the HSE has decreased in 2023. We have discussed this issue with the designated team in the HSE and we will continue advising this public body on the necessary steps it must take to improve its performance under Part 5.

New questions for Part 5

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. The NDA has implemented a number of key recommendations from this Review. For the 2023 Part 5 process, we implemented another key recommendation - to develop new questions for public bodies to get richer data on the measures they implemented to meet their obligations under Part 5.

From December 2023 - March 2024, we consulted with Disabled Person's Organisations (DPOs), individual persons with disabilities, disability stakeholders and the public sector on these questions. We piloted these questions with some public bodies before rolling them out in March 2024. The key findings from these questions are as follows.

- **Method of data collection for Part 5 return:** The most common method of data collection used by 156 (74.3%) public bodies was an all staff census.
- **Changes in size (increases):** Overall, some public bodies with 100+ employees reported notable increases (between 5-10%) in the total number of employees since 2022, because of increased investment and sanctions for new posts and ongoing recruitment. Some reported notable increases (between 5-10%) in the total number of employees with disabilities since 2022, because of ongoing recruitment; increasing organisational awareness on disability and reasonable accommodations; conducting an anonymous survey and having inclusive recruitment practices. **(See Section 2.4 on page 21 of this report for more information)**
- **Changes in size (decreases):** Overall, a number of public bodies with 100+ employees reported notable decreases (between 5-10%) in the total number of employees since 2022, because organisations merged together; were restructured; temporary contracts ended or there was a

redeployment-lead voluntary redundancy programme. They reported notable decreases (between 5-10%) in the total number of employees with disabilities since 2022, because employees with disabilities left organisations for jobs elsewhere or retired. Poor responses to the staff survey were also given as a reason for a reduction in disabled staff.

- **Increasing the recruitment and retention of persons with disabilities:** The most common measure used by public bodies to increase the recruitment and retention of persons with disabilities was to provide reasonable accommodations in recruitment processes (200 bodies, 95.2%).
- **Supporting employees to share their disability status:** The majority of public bodies (170, 81.0%) reported that they provided information to employees on the supports available to them (for example, reasonable accommodations and the name and contact details of the Disability Liaison Officer (DLO) and/or Access Officer), to encourage employees to share their disability status.
- **Reasonable Accommodations:** The process by which public bodies stated they provided reasonable accommodations to employees with disabilities largely appeared to be a liaison between an employee and their line manager, DLO, HR, Health and Safety or staff from other relevant sections (Welfare, EDI, Equality), followed by possible referrals to Occupation Health or other external specialists for assessment or support.

The most common reasonable accommodation, provided by 195 public bodies (92.9%) was the provision of flexible working.

Forty two public bodies (20.0%) stated they had experienced difficulties providing reasonable accommodations. Fifteen of these public bodies (35.7%) reported that the most common difficulty was identifying, sourcing and getting the correct technology needed due to a lack of knowledge, time delays and financial constraints, as well as issues installing IT.

- **Supporting Line Managers:** One hundred and fifty six public bodies (74.3%) provided support for line managers to assist disabled employees in accessing reasonable accommodations or with other types of assistance. The most common form of support, provided by 96 public bodies (45.7%), was training in different topics for example disability awareness; diversity; inclusion, mental health and human rights, and neurodiversity.
- **Work Experience programmes:** Sixty public bodies (28.6%) participated in a work experience programme for disabled people in 2023.

- **Engaging with Monitoring Committees:** Eighty eight public bodies (41.9%) engaged with their Monitoring Committees in 2023. Of the 122 public bodies (58.1%) stated that they did not engage with their Monitoring Committees. Seventy three of these public bodies (59.8%) said that it was not necessary because they had met the minimum 3% minimum target,
- **Not meeting the minimum 3% target:** Of the 19 public bodies (9.0%) that didn't make the minimum 3% target, 11 (57.9%) stated that the small size of their organisation prevented them from meeting the minimum 3% target.
- **Meeting the minimum 4.5% in 2024:** Six public bodies (31.6%) who had not met the minimum 3% target in 2023 stated that they would review their recruitment practices to make them more inclusive in order to meet the minimum 4.5% in 2024.

I Introduction

I.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.

I.2 Counting employees with disabilities

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

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

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

each year. The NDA advises on various methods that may be used to collect and update data on an annual basis. The NDA also advises 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 or where all employees understand the importance of responding to a staff survey

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.

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

It is important that employees understand the definition of disability under the Disability Act 2005 so that they can see how it applies to them. Clarity on this definition could help some employees feel more comfortable sharing their disability status.

The definition of disability under the Disability Act 2005 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 continues to advise public bodies that the term “**substantial restriction**”, includes negative attitudes towards persons with disabilities and

barriers, for example inaccessible communications (digital, written spoken and signed), inaccessible transport and other public services. It is a social model of disability definition that states that these substantial restrictions prevent persons with disabilities from participating in society.

The NDA's advice and guidance in this regard aligns with the following Articles in the **UN Convention on the Rights of Persons with Disabilities**:

- Article 2 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 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 on the Rights of Persons with Disabilities**.

1.3 Data Collection Methods

The NDA wished to get more detailed information on the methods public bodies used to collect their Part 5 data.

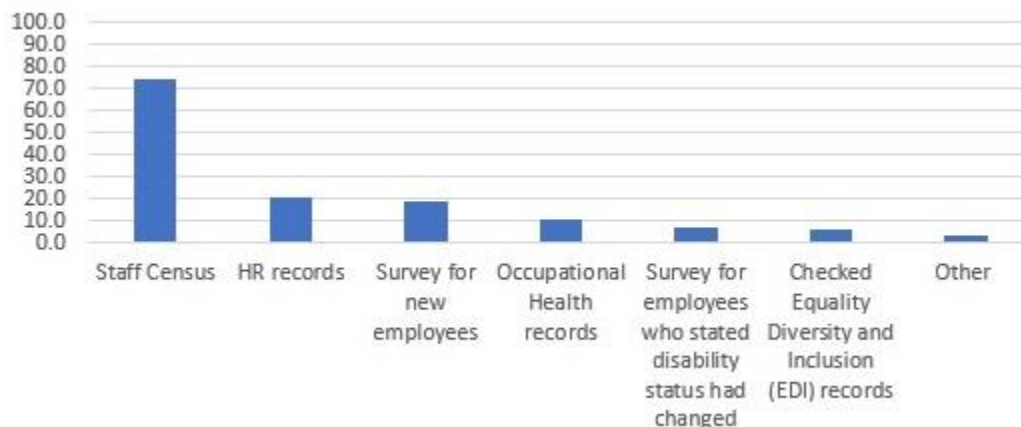
Public bodies were asked if they had conducted an anonymous and GDPR compliant staff census of all staff in their organisation from 01 January 2023 to 31 December 2023. A list of public bodies who conducted censuses in 2023 is in Appendix C. If public bodies did not conduct a staff census they were asked which data collection processes they used instead.

Figure 1.1. illustrates that 74.3% of public bodies (156) conducted a staff census. The average percentage of employees completing the censuses across these public bodies was 55.0%. The percentage of employees filling out these censuses ranged from 0.0% in one organisation to 100.0% in eight organisations.

Public bodies (20.5%) who did not carry out a staff census used updated data from their HR records and 39 public bodies (18.6%) surveyed new employees. Twenty two public bodies used Occupational Health records (10.5%), 15 (7.1%)

used a survey for employees who had stated their disability status had changed and 12 (5.7%) checked their Equality Diversity and Inclusion (EDI) records.¹ Finally, seven public bodies (3.3%) collected data in other ways, including updating previous years' censuses with a range of approaches, using employee self-disclosure, and having employees send disability forms to their DLO.

Figure 1.1 different data collection methods used by public bodies



1.4 Improving the data collection process for Part 5

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.

The NDA will continue to implement changes to the Part 5 process based on key recommendations from the Review of Part 5. These changes will be primarily focussed on improving and streamlining the data collection process for Part 5. The NDA will:

- Produce short accessible videos for public bodies that provide them with advice and guidance on improving their data collection processes; the importance of submitting accurate data; increasing the recruitment and

¹ These figures add to more than 100% as some bodies who did not use a Staff Census used multiple methods of data collection

retention of persons with disabilities and other measures public bodies can implement to improve their performance under Part 5.

- Review the data we have received for the Part process for 2023 to develop a system for assessing the quality of data returned by public bodies and how we can enhance the data collection and analysis process for the Report on Compliance for 2024.
- Continue to focus on developing an online monitoring system that will 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 2023

2.1 Key findings for 2023

- The number of employees reporting a disability passed 4% for the second time. The number of employees reporting a disability increased from 10,631 in 2022 to 11,254 in 2023 (+623, +5.9%). However, the percentage of employees reporting a disability remained at 4.1% the same as 2022. This is because of the significant increase in the total number of employees in the public sector in 2023 (+13,313, +5.1%) and because the number and percentage of employees reporting a disability in the HSE dropped from 2,331 (2.3%) to 1,735 (1.6%) in 2023. The number of public bodies in the public sector also decreased from 213 in 2022 to 210 in 2023 as some public bodies merged into others.
- In 2023, 191 (91.0%) public bodies achieved or exceeded the minimum 3% target compared to 193 (90.6%) public bodies in 2022.
- In 2023, 19 (9.0%) public bodies did not reach the minimum 3% target compared to 20 (9.4%) in 2022.
- Overall, the public sector exceeded the minimum target of 3% for the thirteenth successive year.
- The NDA has consistently advised the public sector that the minimum statutory employment target for the 2024 Part 5 returns will increase from 3% to 4.5%. In 2023, 160 public bodies (76.2%) met the forthcoming 4.5% target compared to 141 public bodies (66.2%) in 2022. The NDA has also advised public bodies that the minimum statutory employment target for the 2025 Part 5 returns will increase from 4.5% to 6%. In 2023, 110 public bodies (52.4%) met the forthcoming 6% target compared to 103 (48.4%) in 2022.

The NDA notes that the number and percentage of employees meeting the forthcoming 4.5% and 6% target is increasing every year. However, if the public sector is to achieve these targets in a timely manner, public bodies need to build on the progress they have made to date and prioritise improving their performance under Part 5.

Table 2 captures the progress the public sector has made in meeting the minimum 3% target from 2007, when the NDA began monitoring the employment of persons with disabilities, to 2023. 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 2023 the total number of employees in the relevant public sector bodies was 273,747 an increase of 13,313 (+5.1%) from 2022.

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

In 2020, the number of employees reporting a disability increased again, but due to the overall increase in employee numbers in the public sector the overall percentage of employees reporting a disability remained at 3.1%. In 2021, the overall percentage of employees reporting a disability increased to 3.6%, and this increased to 4.1% in 2022 and remained at 4.1% in 2023.

Table 2 Trends towards minimum 3% target, 2007-2023

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%
2023	273,747	11,254	4.1%²

² The Report on Compliance for 2006 was the first report produced by the NDA. This was the first year of operation of the new monitoring and reporting system, it was a challenging task to develop accurate and appropriate ways of capturing the data on the number of people with disabilities employed in different bodies. Because of the difficulty and complexity of the task, some of the data presented in the 2006 report did not present a full and accurate picture of the underlying efforts and achievements of some of the public bodies concerned therefore the data from the 2006 report is not cited in this table.

2.2 Analysis by type of public sector body

The 2023 data was analysed by the five types of public bodies:

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

Commercial Bodies

The Commercial Bodies sector includes the State's transport and energy companies and in 2023 accounted for 15.6% of the public sector workforce. Overall employee numbers increased between 2022 and 2023 by 2,486 to 42,605 (+6.2%) and the number of employees reporting a disability increased by 72 to 2,081 (+3.6%). In 2023, the percentage of employees in Commercial Bodies with a disability decreased from 5.0% in 2022 to 4.9%. In total, 92.3% of bodies in this category achieved the target, compared to 96.0% in 2022.

In 2023 a new public body AerNav Ireland was added to this category. AerNav Ireland is categorised as a Commercial body.

Government Departments

In 2023, Government Department employees accounted for 9.6% of public sector employees. There was an increase in the total number of employees in Government Departments from 24,639 in 2022 to 26,326 in 2023 (+6.8%). Between 2022 and 2023, the number of employees with a disability increased by 294 people to 1,793 (+19.7%). The percentage of employees reporting a disability increased to 6.8% in 2023 compared to 6.0% in 2022. All Government Departments exceeded the minimum 3% target for 2023 - the twelfth successive year that the current target was exceeded by all Departments.

Local Government

The Local Government sector includes city and county councils, and other local authority bodies. In 2023, it accounted for 12.7% of the public sector workforce. Between 2022 and 2023, overall employee numbers increased by 1,252 to 34,741 (+3.7%). The number of employees reporting a disability increased by 204 people, from 1,573 to 1,777 (+13.0%) in 2023. The percentage of employees with disabilities across the Local Government category, as a whole, increased from

4.7% in 2022 to 5.1% in 2023. In total, 97.1% of bodies in this category achieved the target, compared to 94.3% in 2022.

In 2022, the Eastern Regional Assembly and the Northern and Western Regional Assembly were two public bodies in this category who did not achieve the target. Both these public bodies had fewer than 25 employees. In 2023, the Eastern Regional Assembly still had fewer than 25 employees and did not make the minimum 3% target. However, the Northern and Western Regional Assembly reported an increase in employees from 20 in 2022 to 24 in 2023 and 2 (8.3%) of their employees reported a disability.

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 2023, these agencies constituted 6.6% of the public sector workforce. Between 2022 and 2023, this sector increased by 596 employees to 17,981 (+3.4%), and the number of employees with disabilities increased by 320 to 1,256 (+34.2%). The percentage of employees with disabilities increased from 5.4% in 2022 to 7.0% in 2023. In total, 82.1% of bodies in this sector achieved the target, a decrease from 85.0% in 2022.

In 2023, this category of public bodies experienced the following changes:

- The Property Registration Authority and the Valuation Office merged to become Tailte Éireann. Tailte Éireann is classed as a Public Body staffed by Civil Servants
- A new public body An Coimisiún Toghcháin entered this category.

Non-Commercial Bodies

This is the largest sector in the public service because it includes the HSE, the largest employer in the public sector. In 2023, this sector accounted for over half (55.6%) of the public sector workforce as it did in 2022. Between 2022 and 2023, this sector increased by 7,292 employees to 152,094 (+5.0%), while the number of employees with disabilities decreased by 267 employees to 4,357 (- 5.8%). The percentage of employees with disabilities decreased from 3.2% in 2022 to 2.9% in 2023. In total, 90.1% of Non-Commercial bodies achieved the target, an increase from 88.3% in 2022.

In 2023, this category of public body experienced the following changes:

- Atlantic Technological University Donegal, Atlantic Technological University Galway-Mayo and Atlantic Technological University Sligo merged into one public body - Atlantic Technological University.

- The Commission for Aviation Regulation merged into AerNav Ireland. As stated previously AerNav Ireland is categorised as a Commercial body.
- Ordnance Survey Ireland (OSI) merged into Tailte Éireann. As stated above Táilte Éireann is classed as a Public Body staffed by Civil Servants
- The National Transport Authority moved from being a Public Body staffed by Civil Servants to being a Non-Commercial public body.

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, 2022, 2023

Type of public sector body	Total employees	No. of employees reporting a disability	% of employees reporting a disability	% of total workforce reported on under Part 5	% of bodies achieving target	No. of public bodies
Commercial 2023	42,605	2081	4.9%	15.6%	92.3%	26
Commercial 2022	40,119	2,009	5.0%	15.4%	96.0%	25
Change 2022/2023	+2,486	+72	-0.1	+0.2	-3.7%	+1
Gov. Dept. 2023	26,326	1,783	6.8%	9.6%	100.0%	19
Gov. Dept. 2022	24,639	1,489	6.0%	9.5%	100.0%	19
Change 2022/2023	+1,687	+294	+0.8	+0.1	0	0
Local Gov. 2023	34,741	1,777	5.1%	12.7%	97.1%	35
Local Gov. 2022	33,489	1,573	4.7%	12.9%	94.3%	35
Change 2022/2023	+1,252	+204	+0.4	-0.2	+2.8%	0
Non-comm. 2023	152,094	4357	2.9%	55.6%	90.1%	91
Non-comm. 2022	144,802	4,624	3.2%	55.6%	88.3%	94
Change 2022/2023	+7,292	-267	-0.3	0	+1.8	-3

Type of public sector body	Total employees	No. of employees reporting a disability	% of employees reporting a disability	% of total workforce reported on under Part 5	% of bodies achieving target	No. of public bodies
PBCS 2023	17,981	1,256	7.0%	6.6%	82.1%	39
PBCS 2022	17,385	936	5.4%	6.7%	85.0%	40
Change 2022/2023	+596	+320	+1.6	-0.1	-2.9	-1
Totals 2023	273,747	11,254	4.1%	100.0%	91.0%	210
Totals 2022	260,434	10,631	4.1%	100.0%	90.6%	213
Change 2022/2023	+13,313	+623	0	0	+0.4	-3

2.3 Analysis by size of public sector body

Public bodies with less than 100 staff

In 2023, there were 61 bodies in the public sector with fewer than 100 employees, representing 1.0% of the entire workforce (see Table 3). This size category employed 2,607 people, of which 8.4% (218) reported a disability. Of the entire workforce reporting a disability, 1.9% 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 (16 out of the 61 organisations). Of these bodies with 20 employees or fewer, 10 have reported that they have no employees with disabilities in 2023.

The NDA acknowledges that if a public body is very small, with fewer than 50 staff, then its size does impact its ability to make the minimum 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 (104) making up 14.5% of the total workforce in 2023. In total 39,630 people were employed in this category, of which 6.5% (2,570) reported a disability. Of the entire workforce reporting a disability, 22.8% were employed in public bodies of this size.

Public bodies with between 1000 and 4999 staff

In 2023, there were 37 public bodies employing between 1,000 and 4,999 employees, representing 28.7% of the total workforce. This cohort employed 78,542 employees, of which 5.5% (4,326) reported a disability. Of the entire workforce reporting a disability, 38.4% were employed in public bodies of this size.

Public bodies with over 5,000 staff

In 2023, this size category had the smallest number of public bodies (8) and represented 55.9% of the total workforce. It employed 152,968 people of which 2.7% (4,140) reported a disability. Of the entire workforce reporting a disability, 36.8% were employed in these large public bodies.

The public bodies in this category and their reported percentage of employees with disabilities for 2023 are:

- | | | |
|---|------|----------------|
| • An Post | 3.8% | (4.2% in 2022) |
| • Child and Family Protection Agency, (Tusla) | 4.9% | (4.8% in 2022) |
| • Department of Social Protection | 6.2% | (5.3% in 2022) |
| • Dublin City Council | 4.0% | (4.2% in 2022) |
| • Electricity Supply Board (ESB) | 3.8% | (3.4% in 2022) |
| • HSE | 1.6% | (2.3% in 2022) |
| • Office of the Revenue Commissioners | 6.6% | (3.9% in 2022) |
| • St. James's Hospital | 6.9% | (6.3% in 2022) |

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 2023

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	61	2,607	218	8.4%	1.0%	1.9%
100 -999	104	39,630	2,570	6.5%	14.5%	22.8%
1,000 -4,999	37	78,542	4,326	5.5%	28.7%	38.4%
5,000 +	8	152,968	4,140	2.7%	55.9%	36.8%
Total 2023	210	273,747	11,254	4.1%	100.0%	100.0%

2.4 Changes in the size of public bodies

The total number of employees in public bodies and/or the number of employees reporting a disability can often change from year to year. In previous years public bodies were not asked specific questions about why they experienced significant increases or decreases in numbers. In view of the continued overall increase in the total number of employees in the public sector every year, the NDA was interested in the reason for these changes in relation to public bodies with 100 plus employees.

For the 2023 Part 5 returns, public bodies with 100-999 employees were asked if they had experienced an increase or decrease of 10% or more in their employees and employees with disabilities since 2022. Public bodies with 1,000 plus employees were asked whether they had experienced an increase or decrease of 5% or more in their employees and employees with disabilities since 2022.

Public bodies with 100-999 employees

In 2023, almost half of the public bodies (104, 49.5%) had between 100-999 employees. A number of these bodies experienced changes in their total numbers of employees or employees with disabilities:

- Twenty nine of these public bodies (27.9%) had experienced an **increase in the number of their employees of 10% or more** since 2022. The reasons for these increases were largely about increased investment and sanctions for new posts and increases in the workforce to meet

workload/business needs, as well as ongoing recruitment and filling of vacancies. One public body also noted they had a new HR system which made it easier to count all staff, and another felt their increase was due to their early talent programmes, internships, apprenticeship and graduates.

- Thirty nine of these public bodies (37.5%) reported they had experienced an **increase in the number of their employees with disabilities of 10% or more** since 2022. The main reasons for this increase were an increase in workforce, with new staff reporting their disability status and an increase in existing staff disclosing disabilities. A number of public bodies implied that increased organisational awareness on disability and reasonable accommodations and other measures they had in place to make employees feel more comfortable sharing their disability status led to this increase in existing employees reporting a disability. Other public bodies reported that conducting anonymous surveys had helped more employees feel comfortable sharing their disability status. One public body noted they had put their survey online and raised awareness about the anonymity and protection of survey data.
- Two of these public bodies (1.9%) experienced a **decrease in the number of their employees by 10% or more** since 2022. The reasons for this were due to organisations merging or restructuring.
- Six of these public bodies (5.8%) experienced a **decrease in the number of their employees with disabilities by 10% or more** since 2022. Public bodies explained these decreases by staff changes, staff with disabilities leaving the organisation, a poor response to the staff survey and dependence on staffing completing it.

Public bodies size 1000+ employees

In 2023, 45 public bodies (21.4%) had 1000+ employees. A number of these bodies experienced changes in their total numbers of employees or employees with disabilities:

- Fourteen of these public bodies (31.1%) had experienced an **increase in the number of their employees of 5% or more** since 2022. The reasons for these increases included an increase in staffing to meet workload/business needs, new roles, a recruitment campaign, restructuring and receiving an increase in funding.
- Twenty four of these public bodies (53.3%) had experienced an **increase in the number of their employees with disabilities of 5% or more** since 2022. Many of the reasons public bodies gave for this increase were the same as those given by public bodies with 100-999 employees. However, there were some additional reasons, for example, existing staff

acquiring disabilities; greater awareness of and increase in responses to the survey/census; the simplicity of their survey; disclosure being encouraged by increased initiatives and actions in the body to support those with disabilities (e.g., training, information for new starts on accommodations, DLO service, #ibelong' disability network); changing responsibility of the survey from HR to EDI, and an ageing workforce.

- Two of these public bodies (4.4%) had experienced **a decrease in the number of their employees by 5% or more** since 2022. The reasons for this were due to the ending of temporary contracts and a redeployment-lead voluntary redundancy programme.
- Three of these public bodies (6.7%) had experienced a **decrease in the number of their employees with disabilities by 5% or more** since 2022. The reasons for this were due to retirement of disabled employees on health grounds, lower response rates to the 2023 staff survey and fewer staff disclosing a disability.

3: Measures to meet Part 5 obligations in 2023

New questions were introduced into the Part 5 returns process for 2023 to provide public bodies with the opportunity to provide more information on the measures they had in place to meet their obligations under Part 5. These measures were grouped under the following categories:

- Increasing the recruitment and retention of persons with disabilities
- Supporting employees to feel comfortable sharing their disability status
- Providing reasonable accommodations
- Supports for line managers to assist disabled employees in accessing reasonable accommodations or other types of assistance
- Participating in work experience programmes for people with disabilities

Public bodies were also asked if they had engaged with their respective Monitoring Committees. If they had not engaged with these Committees they were asked to provide reasons why this engagement had not taken place. **See section 3.6 for an analysis of their responses.**

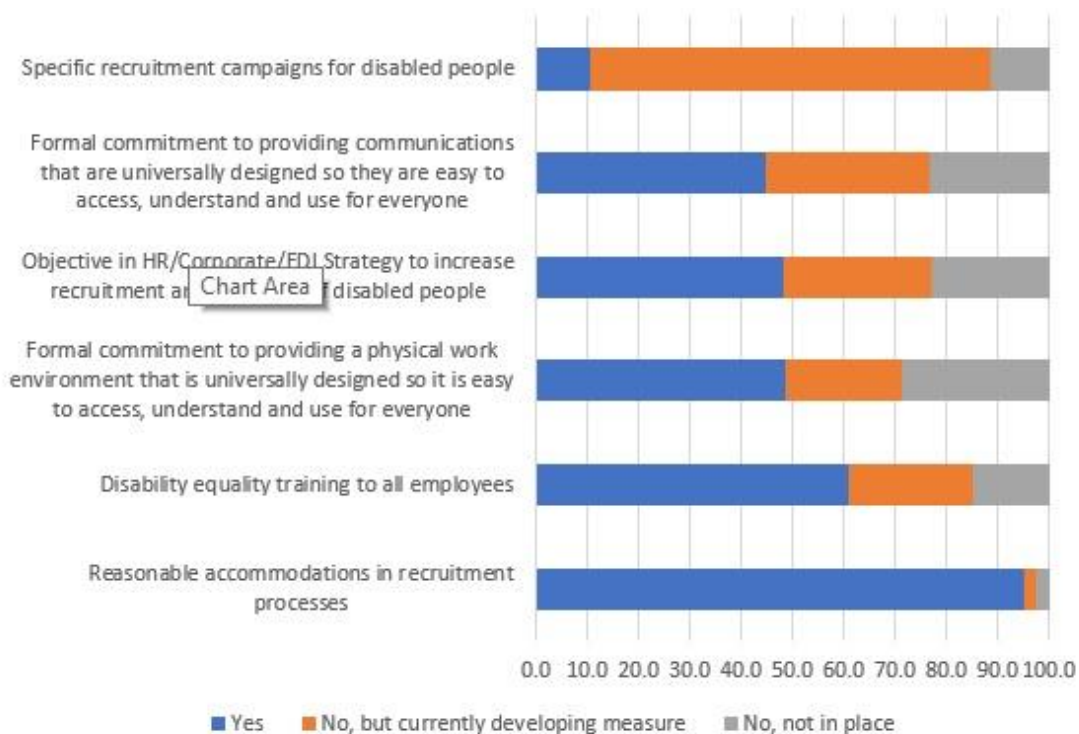
Under Section 48 of the Disability Act 2005, Monitoring Committees have an obligation to support public bodies under their remit to improve their performance under Part 5. The Monitoring Committees play a key role, alongside the NDA in helping public bodies to progress towards meeting the minimum 4.5% target by 2024 and the minimum 6% target by 2025. It is important that there is engagement between these Committees and the public bodies in their respective departments.

3.1 Increasing the Recruitment and Retention of persons with disabilities

There were a number of key measures that public bodies had in place to increase the recruitment and retention of persons with disabilities, and to meet their obligations and improve their performance under Part 5. The most common measure in place, for 200 public bodies (95.2%), was providing reasonable accommodations in recruitment processes (see Figure 3.1). This was followed by provision of disability equality training to all employees in 128 public bodies (61.0%), a formal (written) commitment to providing a physical work environment that is universally designed so it is easy to access, understand and use for everyone in 102 public bodies (48.6%), an objective in their organisation's HR/Corporate/EDI Strategy to increase the recruitment and retention of disabled people (48.1%) in 101 public bodies, a formal (written) commitment to providing communications (digital, written, spoken and signed) that are universally designed

in 94 public bodies (44.8%) and a specific recruitment campaign for disabled people in 22 public bodies (10.5%). For those without such measures in place, the most common measure currently in development was specific recruitment campaigns for disabled people (168 public bodies, 78.1%), followed by a commitment to universally designed communications in 67 public bodies (31.9%), a strategic objective to increase the recruitment and retention of people with disabilities in 61 public bodies (29.0%), disability equality training for staff in 51 public bodies (24.9%), commitment to a universally designed physical environment in 48 public bodies (22.9%) and reasonable accommodations in the recruitment process in five public bodies (2.4%).

Figure 3.1 Measures for increasing the recruitment and retention of persons with disabilities



Public bodies were invited to share any other information about steps their organisation is taking, or planning to take, to improve the recruitment and retention of disabled people:

- Forty four public bodies (21.0%) referred to their recruitment practices as an enabler to improve recruitment and retention. Their responses included that they follow the Civil Service Code of Practice for the Employment of People with Disabilities, their recruitment materials advertise that they are equal opportunities employers and/or committed to diversity and inclusion, their

materials and approach are being/or have been reviewed with people with disability in mind. RTÉ outlined how they devised a new approach to outreach and recruitment for their internship programme to foster diversity and inclusion, by:

“introducing new outreach initiatives prior to application (webinars, targeted marketing, mailouts) and by redesigning the recruitment process (for example no CVs or cover letters, group exercises, short online interviews)”.

- Thirty eight public bodies (18.1%) referred to ways that staff members in their organisations are supported, largely indicating that they provide reasonable accommodations for staff with disabilities and how they ensure staff are aware of supports, with some mentioning they have a Reasonable Accommodations Passport or policy. Two bodies noted they were exploring how to better support their staff with disabilities.
- Twenty eight public bodies (13.3%) referred to training provided to staff, some of it for specific groups (e.g., inclusive recruitment and diversity and inclusion/disability awareness for HR/management/interview panels) and others for all staff, including, for example, accessible communications, training on specific areas such as neurodiversity, ADHD, autism awareness, deaf awareness, ISL, JAM card training, and Public Sector Duty training.
- Twenty seven public bodies (12.9%) referenced staff members they have available for supporting staff with disabilities, including DLOs, Human Resources, Access Officers, and various Equality, Diversity and Inclusion staff members.
- Twenty four public bodies (11.4%) made reference to organisational policies, strategies, plans and statements they have in place that are relevant to disabled employees, or that their policies and plans are being reviewed with staff input. The HSE referred to how they were using an Equality Impact Assessment Tool to review and equality-proof existing and new workforce policies, guidelines and procedures.
- Twenty three public bodies (11.0%) mentioned how they engage in work experience or student placement programmes for those with disabilities, or that they are in the process of joining such a scheme.
- Seventeen public bodies (8.1%) referred to how their organisations were making their communication and information (including their websites) more accessible.
- Thirteen public bodies (6.2%) referred to elements of accessibility of their physical environments as well as assessments to improve accessibility.

- Nine public bodies (4.3%) referred to other ways in which they promote the recruitment and retention of employees with disabilities, including celebrating International Day of Persons with Disabilities, advertising their diverse and inclusive culture, providing wellbeing support to staff, having a buddy system or coaching for employees with disabilities, and relaxing the organisation's dress code. Fáilte Ireland noted they had:

“...rolled out Inclusio, a science-based, data-led diversity and inclusion platform, developed in Dublin City University (DCU), that measures and positively shifts the culture of organisations. The insights from the platform have helped to broaden our understanding of diversity and the experiences of those across the organisation, identify the next steps and help us move towards a deeper level of inclusion in Fáilte Ireland, and build an informed action plan for 2023/2024”
- Seven public bodies (3.3%) referred to certifications or partnerships they were involved in, including being Community of Practice Partners with AsIAm, Neurodiverse or Autism friendly employers, Jam card partners, or being awarded Bronze certified investors in diversity.
- Seven public bodies (3.3%) referred to networks that had been established in their organisations which had various roles, including supporting and representing employees with disabilities, promoting awareness and informing organisational activities related to disability.
- Six public bodies (2.9%) answered that their flexible and blended working offerings could help improve the recruitment and retention of people with disabilities.
- Six public bodies (2.9%) pointed to engagement with external organisations they had undertaken or planned to undertake to better support employees with disabilities and help improve recruitment and retention.
- Four public bodies (1.9%) referred to useful internal resources they had available, e.g. guidance for staff and managers of staff with disabilities.

3.2 Measures to support employees to share their disability status

The NDA has consistently advised public bodies of the importance of having measures in place to support employees to feel comfortable in sharing their disability status.

The most common measure, in place in 170 public bodies (81.0%), was the provision of information to employees on the support available to them (for example, reasonable accommodations and the name and contact details of the

DLO and/or Access Officer). Following this, 136 public bodies (64.8%) had articles on their organisation's intranet or newsletter about their initiatives to create an Equitable Diverse and Inclusive organisation. 58 (27.6%) public bodies provided disabled employees with relevant information on becoming diversity champions in their organisation, and 14 (6.7%) public bodies produced a short video featuring disabled employees speaking about the positive experiences they have had sharing their disability status in their organisation.

Public bodies were also asked to provide information on any additional measures they had in place to support employees to share their disability status. Many of these responses aligned with answers to the previous question on promoting the recruitment and retention of people with disabilities (providing a range of disability-related training, reasonable accommodations etc), and are therefore not repeated here.

Of the other responses:

- Thirty one public bodies (14.8%) bodies mentioned innovative ways in which their organisation raised awareness about disability through campaigns and education, how they promote the importance of disability, and the visibility of employees with disabilities in their workplace through articles, workshops and videos sharing their lived experience. Coillte stated that:

“Each year we hold an Ability Campaign to highlight the importance and acceptance of anyone with any form of disability. This year a senior Director launched the annual campaign, and 3 senior leaders wrote about their own experience with disability, their life or a family member's life and the changes they've seen in the culture in Coillte.”

Transport Infrastructure Ireland (TII) commented on the effectiveness of the Accessibility Podcast they developed to promote awareness and understanding of disability both inside the organisation and amongst the wider public:

“These insights are enriched by hearing of the lived experiences from people with disabilities and their family members, including several stories from TII staff.”

- Fifteen public bodies (7.1%) also outlined how they encouraged staff to disclose their disability, including having new recruits provided with timely information and forms (often from the DLO) to disclose any disabilities and request reasonable accommodations, as well as reminding staff how

they can change their disability status record, and disseminating staff surveys.

3.3 Reasonable accommodations

According to the Employment Equality Acts 1998–2015, employers must make reasonable accommodations for disabled employees, ensuring they can perform their jobs fully and have equal job opportunities.

Public bodies were asked to explain the specific steps or official procedures their organisation follows to provide employees with disabilities reasonable accommodations. Responses to this question were quite varied. For those public bodies who did elaborate on their steps and procedures, the process largely appeared to be engagement between an employee and their line manager, DLO, HR, Health and Safety or staff from other relevant sections (Welfare, EDI, Equality), followed by possible referrals to Occupational Health or other external specialists for assessment or support. A limited number of public bodies mentioned the accommodation being reviewed on a regular basis. 11 (13.3%) public bodies noted that they had no formal process for providing reasonable accommodations to employees with disabilities.

The NDA has consistently advised public bodies on the types of reasonable accommodations they can implement to support employees with disabilities to perform their jobs to the best of their abilities. The NDA has also advised that many reasonable accommodations can also be beneficial for all employees. Public bodies were asked if they had the following reasonable accommodations in place and their responses are detailed below.

Table 5 Reasonable accommodations provided by public bodies

Reasonable accommodation	Number of public bodies	% of public bodies
Provision of flexible working, for example, part-time or earlier or later start times to accommodate a disabled employee	195	92.9
Altering workstations to make them accessible	192	91.4
Provision of training for fire wardens in the organisation in personal emergency evacuation procedures (PEEPs) for disabled employees	176	83.8
Re-training of employees, if necessary, so that they can take up another position within the company	167	79.5

Provision of assistive technologies, for example screen readers for persons with visual impairments	161	76.7
A quiet space for employees to have some down time	158	75.2
Providing Irish Sign language interpreters for employees who identify as being Deaf	82	39.0

Public bodies were asked to outline any other reasonable accommodations they have in place for employees with disabilities³. The main responses from public bodies are as follows:

- Fifty public bodies (23.8%) noted that they provided specialised equipment, or specified Assistive Technology. Such equipment included speech to text software, high contrast keyboards, large monitors, sit/stand desks, hearing loops, screen covers for dyslexia, specialist headphones, VDU, SAD lamps, Braille device, noise cancelling headphones, personal fridge, glasses for colour blindness, Roger-on microphone device, and vibrating alert pagers.
- Thirty six public bodies (17.1%) stated they had made changes to employees' physical environments, including lighting adjustments, location of desk in a quiet place, acoustic barriers, integrated seating for wheelchair users, automatic doors, Braille signage, adaptive flashing fire alarms, and provision of a sensory room.
- Twenty four public bodies (11.4%) outlined how they had provided employees with disabilities the option to adjust the work tasks or their role as in accordance with their needs and abilities.

Some public bodies adapted ways of working as a reasonable accommodation for employees with disabilities, for example, giving written instead of verbal instructions, giving additional time or training for tasks; providing a mentor and allowing employees to use noise cancelling headphones or play music on their headphones to help them focus on their work. Other public bodies ensured they provided information in accessible formats, used captions at events/training, and provided ISL classes for colleagues of those who are Deaf/hard of hearing. A small number of public bodies reported having blended working options for

³ The analysis of these responses focuses only on what public bodies responded regarding reasonable accommodations, and those reasonable accommodations not already asked about (as in Table 4).

employees with disabilities; providing designated parking for employees and a phased return to work after an absence.

Public bodies were asked if their organisation ever experienced difficulties providing reasonable accommodations to employees with disabilities, for example, delays in the employee being assessed for an accommodation, and/or a lack of information available regarding reasonable accommodations. Forty two public bodies (20.0%) stated they had experienced difficulties providing reasonable accommodations.

The main difficulties that public bodies reported they experienced in providing reasonable accommodations were as follows:

- Fifteen of these public bodies (35.7%) stated that issues with technology caused difficulties providing reasonable accommodations. These issues included identifying, sourcing and getting the correct technology needed due to a lack of knowledge, time delays and financial constraints, as well as issues installing it (due to IT security restrictions and compatibility issues) and identifying appropriate expertise to support the use of such technology.
- Twelve of these public bodies (28.6%) encountered challenges in providing tailored reasonable accommodations – for some public bodies this was because the job role, specific job tasks, organisation type or location of the organisation did not lend themselves to accommodation or alternatives. One organisation highlighted that this can cause difficulty between managers and employees in not being able to agree on what is a feasible accommodation. Others mentioned challenges providing accommodations for particular conditions, with one public body mentioning dyslexia and another stating that providing accommodations for neurodiversity (and finding expertise on neurodiversity) was a challenge for their organisation. Another body raised the challenge of accessing ISL interpreters.

Some public bodies reported that they had experienced delays in employees being assessed, including difficulty identifying and sourcing appropriate expertise for assessment and support. Other public bodies reported issues with the accessibility of their organisation's buildings and delays and limitations to any improvements of some public buildings. Employees' lack of awareness of reasonable accommodations, their reluctance to discuss/progress with accommodation requests, and delays in employees providing required information for the reasonable accommodation process were other difficulties that public bodies mentioned. Other difficulties included having a small organisation, the complexity of cases, DLOs not receiving adequate training, having no access to the CSOHD for support when staff request accommodations,

the Public Appointments Service assigning candidates without assessing their needs, and third-party recruitment companies making unreasonable recommendations.

3.4 Supports for line managers

Public bodies were asked if their organisation provided Line Managers with supports to assist disabled employees in accessing reasonable accommodations or other types of assistance.

One hundred and fifty six public bodies (74.3%) reported they provided support for line managers. The most common types of support were as follows:

- Ninety six public bodies (45.7%) provided training or education to support line managers, including training in disability awareness, diversity, inclusion, unconscious bias, accessible learning and communication, inclusive conversations, mental health first aiders, mental health and human rights, awareness sessions on specific conditions, and neurodiversity (this list is not exhaustive).
- Eighty seven public bodies (41.0%) stated that line managers could access support from colleagues or management, including HR, the DLO, Occupational Health, Health and Safety, Access/ Diversity colleagues, or other relevant sections within the organisation.

Some public bodies also reported that line managers were provided a variety of resources to support them, including a Manager Ability Toolkit, handbooks on employee welfare and management, relevant policies/Codes of Practice, guides and checklists. Other public bodies reported that line managers were able to seek support in various staff networks available to them, from relevant employee assistance services within their organisation, through coaching or mentoring and through external organisations.

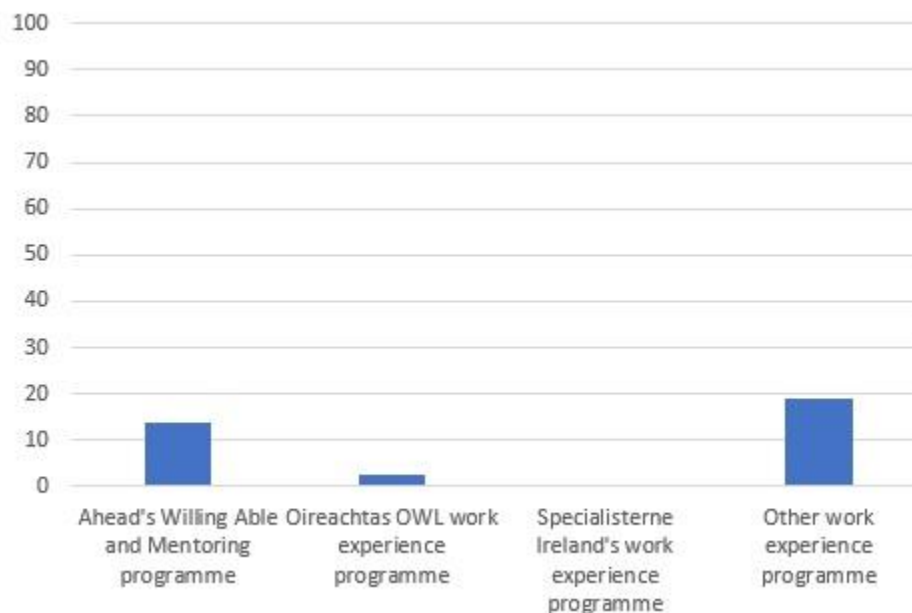
3.5 Work experience programmes

Public bodies were asked if they had participated in the following work experience programmes in 2023, or if they had hosted their own programme for people with disabilities:

- AHEAD's Willing Able and Mentoring (WAM) Programme that provides paid work experience for graduates with a diverse range of disabilities
- Oireachtas Work Learning (OWL) training programme that provides unpaid work experience for young adults with intellectual disabilities
- Specialisterne that provides in unpaid work experiences for person with autism.

The number and percentage of public bodies that participated in work experience programmes or had their own work experience programme was quite small, with only 60 public bodies (28.6%) participating in a work experience programme for disabled people in 2023. Figure 3.2 shows that 13.8% of public bodies (29) engaged in AHEAD's Willing Able and Mentoring Programme, 2.4% (5) in the Oireachtas Work Learning (OWL) training programme, one public body (0.5%) participated in Specialisterne Ireland's work experience, and 19.0% (40) engaged in other work experience programmes. The sections below elaborate on each of these programmes.

Figure 3.2 percentage of all public bodies that participated in work experience programmes



AHEAD's Willing Able and Mentoring (WAM) Programme

As stated previously, participants on the AHEAD Willing Able and Mentoring (WAM) programmes were paid. Of these, 23 of the programmes (79.3%) lasted 7-12 months, four (13.8%) were for 3-6 months, and two (6.9%) were 2 years in duration. Fourteen of the public bodies who participated in this programme in 2023 (48.3%) had one participant, seven (24.1%) had two participants, and four (13.8%) had three participants. The remaining public bodies had four, seven and eight participants, while one public body was unable to provide data on this question.

Public bodies were asked how many of the work experience participants transitioned into paid employment in their organisation and/or Department:

- No participants transitioned into paid employment in their organisation and/or Department in eight of these 29 public bodies (27.6%)
- Some participants transitioned into paid employment in their organisation and/or Department in six of these public bodies (20.7%) – ranging from one quarter of those participating to two thirds of those participating
- All participants transitioned into paid employment in their organisation and/or Department in eight of these public bodies (27.6%).

Seven public bodies who participated in this programme (24.1%) were not able to answer this question - for most of these this was because their work experience programme was still ongoing, while one body reported they could not reliably answer the question.

Oireachtas Work Learning (OWL) training programme

Five public bodies (2.4%) participated in the Oireachtas Work Learning (OWL) training programme which provides unpaid work experience for young adults with intellectual disabilities. Four of these public bodies (80.0%) participated in this programme for 7-12 months. One public body hosted an OWL programme for less than 3 months (20.0%).

Two of the public bodies had one participant in the OWL programme, one public body had two participants, one public body had three and one public body had 10 participants. Of these:

- Two public bodies had no participants transition into paid employment in their organisation and/or Department.
- Two public bodies had some participants transition into paid employment – in one public body, 33% of participants moved into paid employment, while in another, 20% of participants moved in paid employment in their organisation/Department with a further 40% being employed by other Government/bodies.
- One public body (20.0%) had one participant transition into paid employment in their organisation/Department.

One public body could not answer this question as the work experience was ongoing.

Specialisterne

One public body participated in the Specialisterne Ireland's work experience programme. This work experience was unpaid and lasted 7-12 months. Three

participants engaged in this work experience, and none of them transitioned into paid employment in the associated organisation/Department.

Other work experience programmes

Forty public bodies (19.0%) participated in other work experience programmes including internal work experience programmes run by their organisations. Public bodies were asked to provide more information on these work experience programmes⁴. Most of these public bodies were linked with numerous organisations or disability employment initiatives. An example of some of these organisations and initiatives are:

- Employability
- Trinity Centre for People with Intellectual Disabilities (TCPID)
- KARE
- WALK and another specifically with WALKways
- Open Doors Initiative
- HSE Gradlink programme
- Project SEARCH

Of these work experience programmes, 25 (62.5%) were paid. Most of these programmes were under 3 months long (16, 32.5%), eight (12.5%) were 3-6 months, 11 (27.5%) were 7-12 months, and three (7.5%) were 13-18 months. Four of these bodies (10.0%) noted that their work placement programmes were permanent or ongoing, and one stated that the length of the work experience depended on the preferences of the applicant and the nature of the placement. The majority of these work experience programmes had one (16, 40.0%) or two (13, 32.5%) participants. The rest had between three and 32 participants.⁵ Of these:

- No participants transitioned into paid employment in their organisation and/or Department in 23 of the 40 public bodies (57.5%) who took part in another work placement programme.

⁴ Two bodies did not provide information on their work experience programme

⁵ One body could not confirm how many people with disabilities took part in their work experience.

- Some participants transitioned into paid employment in their organisation and/or Department in six of these public bodies (15.0%) – ranging from 6.3% of those participating to half of those who participated.
- All participants transitioned into paid employment in their organisation and/or Department in five of these of public bodies (12.5%).

Four of these bodies stated that this question was not applicable to them, with most of these explaining it was because the work experience was for students returning to education. Public bodies did not clarify if these students had disabilities.

3.6 Engagement with Monitoring Committees

Public bodies were asked whether they engaged with the Monitoring Committee in their parent Department in 2023. 88 public bodies (41.9%) reported that they had engaged with their Monitoring Committee in 2023.

The one hundred and twenty two public bodies (58.1%) who had not engaged with their Monitoring Committee were asked to specify the reasons why they had not done so. The main reason, reported by 73 (59.8%) of these public bodies, was that it was not necessary or that they had no specific reason to engage with their Monitoring Committee. A number of these bodies further explained that they had met the 3% minimum target, were part of the DLO network, they understood Part 5 and their obligations, already had appropriate measures in place or were happy to engage in future. Of note is that two of these public bodies did not reach the minimum 3% target in 2023.

Twenty public bodies (16.4%) reported that they had not received any contact from their Monitoring Committee or were not aware of its existence, with a number qualifying that they had new staff in place, or that they would be happy to engage in future.

Some public bodies reported that they unable to meet the Monitoring Committee in 2023 due to various other reasons including staff turnover, workload, restructuring, setting up a new organisation or individual circumstances, with several also noting an intention to engage in 2024.

4. Monitoring and Compliance

Compliance under Part 5 of the Disability Act 2005

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. The NDA reviews this information to determine if a public body is compliant under Part 5.

4.1 Compliance with the Act 2021 – 2022

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

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

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

Atlantic Technological University Galway-Mayo (ATU), Bord Bia, Land Development Agency and the Arts Council did not receive **draft determinations of non-compliance for 2021 and 2022**. In their responses to the S.49 requests for this two-year period, these four public bodies demonstrated that they had sufficient measures in place to meet their obligations under Part 5. There were mitigating factors that prevented these public bodies from meeting the minimum 3% target, for example, public bodies merging; employees with disabilities leaving organisations for employment elsewhere or employees with disabilities retiring.

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

The NDA is reviewing the HSE's response to the S.49 request for 2021 and 2022 to determine if this public body is compliant under Part 5 of the Disability Act and will be making a decision in due course.

4.2 Compliance with the Act 2022 – 2023

In **both 2022 and 2023, only two public bodies, with over 50 employees**, did not make the minimum 3% target. These public bodies are:

- The HSE
- The Private Security Authority

The NDA will be sending a S.49 request to the HSE for 2022 and 2023 to determine if this public body was compliant under Part 5 for this two year period.

The Private Security Authority is a relatively small public body with 57 employees. This public body has reported that the main reason it has not met the minimum 3% target in 2022 and 2023 is because it is not responsible for its recruitment and is assigned employees from the Department of Justice and therefore has a limited ability to meet the minimum 3% target. This public body had measures in place to meet its obligations under Part 5. An example of some of these measures are as follows::

- A formal (written) commitment to providing communications (digital, written, spoken and signed) that are universally designed so they are easy to access, understand and use for everyone
- Provision of disability equality training to all employees
- Providing all employees with information on the supports that are available to them (for example, reasonable accommodations and the name and the contact details of the DLO and/or the Access Officer
- Providing reasonable accommodations, for example, a quiet space for employees to have some down time; assistive technologies; Irish Sign language interpreters for employees who identify as being Deaf; training for fire wardens in your organisation in personal emergency evacuation procedures (PEEPs) for disabled employees and flexible working hours
- The Department of Justice's HR Department and the Department's DLO provide support and guidance to Line Managers to assist disabled employees in accessing reasonable accommodations or other types of assistance. Managers can contact the DLO and/or a member of HR Department in confidence at any time to discuss concerns or queries they may have.

In this context, the NDA will not be sending this public body a S.49 request for 2022 and 2023. However, the NDA will be monitoring this public body's performance in the next two years.

4.3 Mitigating factors

The new questions for the Part 5 process for 2023 provided public bodies with more options to explain the mitigating factors that prevented them from meeting the minimum 3% target in 2023.

There were 19 public bodies (9.0%) that did not make the minimum 3% target in 2023.

These were the main mitigating factors they reported that prevented them from meeting the minimum 3% target:

- Eleven of these public bodies (57.9%) stated that the small size of their organisation was an issue – with one body stating its small size impacted on recruitment and another that because of its small size, an employee may be less likely to share their disability status.
- Three of these public bodies (15.8%) stated this was due to disabled employees retiring.
- Three of these public bodies (15.8%) stated low turnover of employees.
- Two public bodies (10.5%) experienced disabled employees leaving for other jobs.

Other mitigating factors that prevented public bodies from meeting the minimum 3% target for example were challenges with data collection; employees not sharing their disability status; and merging with another public body.

4.4 Measures to reach the 4.5% target in 2024

The nineteen public bodies (9.0%) who did not meet the minimum 3% target in 2023 were asked about what measures they will implement to enable them to reach the new minimum of 4.5% in the next year. Public bodies provided the following responses:

- Six of these public bodies (31.6%) reported that they would review their recruitment practices to make them more inclusive and/or have a targeted campaign to recruit persons with disabilities
- Three of these public bodies (15.8%) stated that they would continue to implement measures in their Equality Diversity and Inclusion (EDI) strategies; develop an ED&I policy and focus group and review relevant policies and commitments in their new corporate plan.

Other measures public bodies said they would implement focussed on providing comprehensive training for hiring managers and HR staff on the benefits of a diverse workforce and best practice for recruitment and retention; considering

participation in the OWL work experience programme; ensuring reasonable accommodations are in place for all employees with disabilities and establishing mentorship programmes and support networks for employees with disabilities.

Almost half of these public bodies (9, 47.4%) were unable to specify implementable actions to reach the minimum 4.5% for 2024. Four public bodies who did not meet the minimum 3% in 2023 (21.1%) noted they had no control over recruitment in their organisation. The NDA will continue to engage with these public bodies to help them in this regard.

4.5 Errata – changes in data

There are no errata in the published data to date.

Appendix A – Government Departments

Department	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Department of Agriculture, Food & the Marine	3922	166	4.2%	4007	202	5.0%
Department of Children, Equality, Disability, Integration & Youth	617	60	9.7%	778	100	12.9%
Department of Defence	395	17	4.3%	410	22	5.4%
Department of Defence - Civilian Employees	424	28	6.6%	437	28	6.4%
Department of Education	1712	80	4.7%	1949	101	5.2%
Department of Enterprise Trade & Employment	970	68	7.0%	1006	72	7.2%
Department of Finance	313	18	5.8%	352	20	5.7%
Department of Foreign Affairs	2010	159	7.9%	2126	171	8.0%
Department of Further & Higher Education, Research, Innovation & Science	242	24	9.9%	263	22	8.4%
Department of Health	640	40	6.3%	659	44	6.7%
Department of Housing, Local	1604	101	6.3%	1681	65	3.9%

Department	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Government & Heritage						
Department of Justice	2522	220	8.7%	2909	296	10.2%
Department of Public Expenditure & Reform	454	21	4.6%	496	22	4.4%
Department of Rural & Community Development	170	17	10.0%	191	19	9.9%
Department of Social Protection	6860	367	5.3%	7016	435	6.2%
Department of the Environment, Climate & Communications	546	31	5.7%	697	49	7.0%
Department of the Taoiseach	238	20	8.4%	253	20	7.9%
Department of Tourism Culture, Arts, Gaeltacht, Sports & Media	404	33	8.2%	453	68	15.0%
Department of Transport	596	19	3.2%	643	27	4.2%
Grand Total	24639	1489	6.0%	26326	1783	6.8%

Appendix B – Government Departments

Department of Agriculture, Food & the Marine

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Bord Bia	144	2	1.4%	166	12	7.2%
Bord Iascaigh Mhara	126	13	10.3%	136	17	12.5%
Coillte	460	18	3.9%	484	31	6.4%
Horse Racing Ireland	209	8	3.8%	221	11	5.0%
Irish National Stud	52	3	5.8%	52	6	11.5%
Marine Institute	241	15	6.2%	245	15	6.1%
National Milk Agency	5	0	0.0%	5	0	0.0%
Rasíocht Con Éireann	164	11	6.7%	189	5	2.6%
Sea Fisheries Protection Authority	173	11	6.4%	188	13	6.9%
Teagasc	1,436	78	5.4%	1525	100	6.6%
Veterinary Council of Ireland	11	0	0.0%	11	0	0.0%
Grand Total	3,021	159	5.3%	3,222	210	6.5%

Department of Children, Equality, Disability, Integration & Youth

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disabilities 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Adoption Authority of Ireland	49	2	4.1%	62	3	4.8%
Child & Family Agency (TUSLA)	5,419	259	4.8%	5485	267	4.9%
National Disability Authority	42	10	23.8%	45	15	33.3%
Oberstown Children Detention Campus	251	13	5.2%	248	9	3.6%
Grand Total	5,761	284	4.9%	5,840	294	5.0%

Department of Enterprise Trade & Employment

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Competition & Consumer Protection Commission	145	11	7.6%	195	14	7.2%
Enterprise Ireland	654	31	4.7%	792	39	4.9%
Health & Safety Authority	232	12	5.2%	260	24	9.2%
IDA Ireland	360	26	7.2%	360	20	5.6%
Intertrade Ireland	47	3	6.4%	52	6	11.5%
National Standards Authority of Ireland	196	12	6.1%	201	12	6.0%
Personal Injuries Resolutions Board (In 2022 this public body was called the Personal injuries Assessment Board).	74	12	16.2%	74	6	8.1%
Grand Total	1708	107	6.3%	1934	121	6.3%

Department of Finance

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
National Treasury Management Agency	782	28	3.6%	811	40	4.9%
Grand Total	782	28	3.6%	811	40	4.9%

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

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Atlantic Technological University (In 2023 Atlantic Technological University Donegal, Atlantic Technological University Galway-Mayo and Atlantic Technological University Sligo merged into one university so there is no 2022 data for this university)	-	-	-	2759	90	3.3%
Atlantic Technological University Donegal (In 2023 this public body merged into Atlantic Technological University so there is no separate 2023 data for this public body)	468	27	5.8%	-	-	-
Atlantic Technological University Galway-Mayo (In 2023 this public body merged into Atlantic Technological University so there is no	1172	25	2.1%	-	-	-

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
separate 2023 data for this public body)						
Atlantic Technological University Sligo (ATU) (In 2023 this public body merged into Atlantic Technological University so there is no separate 2023 data for this public body)	789	28	3.5%	-	-	-
Dun Laoghaire Institute of Art, Design & Technology	368	33	9.0%	383	34	8.9%
IT Dundalk	756	36	4.8%	807	38	4.7%
Leargas	53	4	7.5%	50	8	16.0%
Munster Technological University (MTU).	1949	74	3.8%	2027	74	3.7%
National College of Art & Design (NCAD)	168	12	7.1%	250	17	6.8%
Quality & Qualifications Ireland	82	4	4.9%	82	10	12.2%
Science Foundation Ireland	101	3	3.0%	119	11	9.2%
SOLAS - Further Education & Training Authority	227	16	7.0%	247	15	6.1%

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
South East Technological University (SETU).	1619	119	7.4%	1318	90	6.8%
Technological University Dublin	3342	110	3.3%	3283	154	4.7%
Technological University of the Shannon (TUS): Midlands Midwest (Athlone Campus)	1459	87	6.0%	1756	93	5.3%
Grand Total	12553	578	4.6%	13081	634	4.8%

Department of Health

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Beaumont Hospital	4683	202	4.3%	4952	207	4.2%
Dental Council	8	0	0.0%	10	0	0.0%
Dublin Dental University Hospital	356	15	4.2%	356	12	3.4%
Food Safety Authority of Ireland	101	6	5.9%	106	6	5.7%
Health Information & Quality Authority	357	19	5.3%	370	19	5.1%
Health Insurance Authority	18	1	5.6%	17	0	0.0%
Health Products Regulatory Authority	363	16	4.4%	400	26	6.5%
Health Research Board	97	10	10.3%	108	8	7.4%
Health Service Executive	101020	2331	2.3%	105769	1735	1.6%
Institute of Public Health	19	3	15.8%	20	3	15.0%
Irish Blood Transfusion Service	592	24	4.1%	620	29	4.7%
Leopardstown Park Hospital	227	11	4.8%	214	13	6.1%
Medical Council	103	4	3.9%	131	7	5.3%

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Mental Health Commission	124	4	3.2%	141	10	7.1%
National Cancer Registry Board	46	4	8.7%	54	2	3.7%
National Treatment Purchase Fund	75	6	8.0%	93	5	5.4%
Nursing and Midwifery Board of Ireland	64	4	6.3%	74	3	4.1%
Pharmaceutical Society of Ireland	44	2	4.5%	44	4	9.1%
Pre-Hospital Emergency Care Council	21	1	4.8%	22	0	0.0%
safe food	28	2	7.1%	31	3	9.7%
St James's Hospital	5124	322	6.3%	5430	376	6.9%
Tallaght University Hospital	3521	136	3.9%	3894	176	4.5%
VHi Insurance	1922	118	6.1%	1931	94	4.9%
Grand Total	118,913	3241	2.7%	124,787	2738	2.2%

Department of Housing, Local Government & Heritage

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
An Bord Pleanála	203	19	9.4%	249	24	9.6%
Approved Housing Bodies Regulatory Authority (AHBRA)	16	4	25.0%	25	2	8.0%
Carlow County Council	386	13	3.4%	406	16	3.9%
Cavan County Council	446	28	6.3%	440	31	7.0%
Clare County Council	973	40	4.1%	973	59	6.1%
Cork City Council	1589	59	3.7%	1653	65	3.9%
Cork County Council	2707	102	3.8%	2731	131	4.8%
Donegal County Council	1190	59	5.0%	1224	67	5.5%
Dublin City Council	5897	248	4.2%	6080	245	4.0%
Dun Laoghaire–Rathdown County Council	1121	45	4.0%	1182	55	4.7%
Eastern & Midland Regional Assembly	17	0	0.0%	21	0	0.0%
Ervia/Gas Networks Ireland	726	35	4.8%	820	35	4.3%
Fingal County Council	1580	48	3.0%	1639	74	4.5%
Galway City Council	553	17	3.1%	602	20	3.3%
Galway County Council	857	30	3.5%	875	30	3.4%
Heritage Council	25	1	4.0%	25	2	8.0%

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Housing & Sustainable Communities Agency	132	9	6.8%	156	9	5.8%
Housing Finance Agency	18	3	16.7%	20	3	15.0%
Kerry County Council	1509	82	5.4%	1503	96	6.4%
Kildare County Council	980	35	3.6%	1019	40	3.9%
Kilkenny County Council	603	36	6.0%	625	25	4.0%
Land Development Agency	70	1	1.4%	111	8	7.2%
Laois County Council	498	27	5.4%	510	30	5.9%
Leitrim County Council	383	15	3.9%	397	16	4.0%
Limerick City & County Council	1450	105	7.2%	1503	133	8.8%
Local Government Management Agency	105	8	7.6%	142	9	6.3%
Longford County Council	411	42	10.2%	422	47	11.1%
Louth County Council	775	25	3.2%	791	25	3.2%
Mayo County Council	1305	46	3.5%	1275	58	4.5%
Meath County Council	841	42	5.0%	880	43	4.9%
Monaghan County Council	427	31	7.3%	497	32	6.4%
Northern & Western Regional Assembly	20	0	0%	24	2	8.3%
Offaly County Council	434	27	6.2%	514	26	5.1%

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Ordnance Survey Ireland (OSI) (In 2023 this public body merged to become Tailte Éireann. It did not make a separate return for 2023)	216	23	10.6%	-	-	-
Residential Tenancies Board	89	8	9.0%	91	8	8.8%
Roscommon County Council	434	19	4.4%	444	20	4.5%
Sligo County Council	495	19	3.8%	501	20	4.0%
South Dublin County Council	1279	49	3.8%	1291	71	5.5%
Southern Regional Assembly	29	2	6.9%	35	4	11.4%
Tipperary County Council	1127	34	3.0%	1153	61	5.3%
Uisce Éireann	1,246	110	8.8%	1557	116	7.5%
Waterford City & County Council	972	52	5.3%	1005	54	5.4%
Waterways Ireland	267	16	6.0%	281	16	5.7%
Westmeath County Council	525	35	6.7%	521	33	6.3%
Wexford County Council	897	96	10.7%	970	90	9.3%
Wicklow County Council	674	57	8.5%	893	49	5.5%
Grand Total	36497	1802	4.9%	38076	2000	5.3%

Department of Public Expenditure, National Development Plan Delivery and Reform

(In 2022, this Department was called the 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 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting disabilities 2023	% of employees reporting a disability 2023
An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta	9	0	0.0%	12	0	0.0%
An Coimisinéir Teanga	11	0	0.0%	10	0	0.0%
An Coimisiún Toghcháin	-	-	-	20	4	20.0%
Central Statistics Office	1104	103	9.3%	1021	104	10.2%
Chief State Solicitor's Office	323	23	7.1%	358	30	8.4%
Corporate Enforcement Authority	39	2	5.1%	70	4	5.7%
Courts Service of Ireland	1258	88	7.0%	1269	94	7.4%
*Garda Síochána Inspectorate	12	0	0.0%	12	0	0.0%
*Garda Síochána Ombudsman Commission	156	16	10.3%	157	14	8.9%
Houses of the Oireachtas	692	39	5.6%	723	42	5.8%
*Insolvency Service of Ireland	80	6	7.5%	85	7	8.2%
*International Protection	47	6	12.8%	65	3	4.6%

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting disabilities 2023	% of employees reporting a disability 2023
Appeals Tribunal						
*Irish Film Classification Office	4	1	25.0%	5	0	0.0%
Irish Human Rights & Equality Commission	84	8	9.5%	89	8	9.0%
Law Reform Commission	20	1	5.0%	22	1	4.5%
*Legal Aid Board	526	33	6.3%	544	33	6.1%
National Council for Curriculum & Assessment	55	3	5.5%	58	3	5.2%
National Council for Special Education	243	21	8.6%	279	32	11.5%
National Shared Services Office	827	54	6.5%	809	68	8.4%
Office of Government Procurement	232	15	6.5%	232	18	7.8%
Office of Public Works	2124	71	3.3%	2252	81	3.6%
Office of the Attorney General	138	5	3.6%	146	8	5.5%
Office of the Comptroller & Auditor General	203	13	6.4%	184	13	7.1%

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting disabilities 2023	% of employees reporting a disability 2023
Office of the Data Protection Commissioner	195	25	12.8%	209	31	14.8%
Office of the Director of Public Prosecutions	233	8	3.4%	265	15	5.7%
Office of the Ombudsman	149	12	8.1%	148	13	8.8%
Office of the Planning Regulator	28	0	0.0%	44	0	0.0%
Office of the Revenue Commissioners	6851	266	3.9%	7033	467	6.6%
Ombudsman for Children's Office	39	2	5.1%	45	4	8.9%
*Policing Authority	38	4	10.5%	45	3	6.7%
President's Establishment	27	0	0.0%	30	0	0.0%
Property Registration Authority (In 2023 this public body merged to become Tailte Éireann. It did not make a separate return for 2023)	538	39	7.2%	-	-	-

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting disabilities 2023	% of employees reporting a disability 2023
*Property Services Regulatory Authority	41	4	9.8%	41	3	7.3%
Public Appointments Service	283	21	7.4%	311	29	9.3%
State Examinations Commission	185	8	4.3%	195	7	3.6%
Tailte Éireann (In 2023 this public body was created. It made no Part 5 returns in 2022)	-	-	-	936	97	10.4%
Tax Appeals Commission	34	2	5.9%	33	2	6.1%
*The Private Security Authority	51	0	0.0%	57	1	1.8%
The State Laboratory	100	4	4.0%	125	7	5.6%
Valuation Office (In 2023 this public body merged to become Tailte Éireann. It did not make a separate return for 2023)	128	7	5.5%	-	-	-
Grand Total	17,107	910	5.3%	17,939	1246	6.9%

Department of Rural & Community Development

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Charities Regulatory Authority	45	7	15.6%	43	14	32.6%
Water Safety Ireland	10	2	20.0%	13	2	15.4%
Western Development Commission	28	1	3.6%	28	3	10.7%
Grand Total	83	10	12.0%	84	19	22.6%

Department of Social Protection

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Citizens Information Board	85	8	9.4%	85	6	7.1%
The Pensions Authority	94	8	8.5%	84	7	8.3%
Grand Total	179	16	8.9%	169	13	7.7%

Department of the Environment, Climate & Communications

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
An Post	9620	406	4.2%	9569	368	3.8%
Bord na Móna	1257	38	3.0%	1157	37	3.2%
Commission for Communications Regulation (ComReg)	156	12	7.7%	157	25	15.9%
Commission for Regulation of Utilities (CRU)	119	11	9.2%	136	6	4.4%
EirGrid Plc	491	37	7.5%	603	37	6.1%
Electricity Supply Board (ESB)	6039	205	3.4%	6586	247	3.8%
Environmental Protection Agency	452	33	7.3%	476	29	6.1%
Inland Fisheries Ireland	316	28	8.9%	321	27	8.4%
Sustainable Energy Authority of Ireland	170	12	7.1%	229	24	10.5%
The Digital Hub	12	0	0.0%	13	0	0.0%
Grand Total	18632	782	4.2%	19247	800	4.2%

Department of the Taoiseach

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
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 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Chester Beatty Library	43	1	2.3%	44	2	4.5%
Coimisiún na Meán (In 2022 this public body was called the Broadcasting Authority)	40	7	17.5%	70	7	10.0%
Crawford Art Gallery	23	3	13.0%	23	3	13.0%
Fáilte Ireland	398	18	4.5%	448	41	9.2%
Forás Na Gaeilge	58	4	6.9%	59	5	8.5%
Irish Museum of Modern Art (IMMA)	96	11	11.5%	108	17	15.7%
National Concert Hall	120	14	11.7%	116	14	12.1%
National Gallery of Ireland	178	26	14.6%	184	19	10.3%
National Library of Ireland	108	14	13.0%	107	22	20.6%
National Museum of Ireland	181	12	6.6%	178	23	12.9%
Raidió Teilifís Éireann (RTÉ)	1868	117	6.3%	1836	129	7.0%
Screen Ireland	38	8	21.1%	42	10	23.8%
Sport Ireland	54	2	3.7%	67	7	10.4%

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
TG4	108	7	6.5%	126	6	4.8%
The Arts Council	81	1	1.2%	123	15	12.2%
Tourism Ireland	165	18	10.9%	163	12	7.4%
Údarás Na Gaeltachta	98	4	4.1%	98	2	2.0%
Ulster-Scots Agency	13	4	30.8%	14	4	28.6%
Grand Total	3670	271	7.4%	3806	338	8.9%

Department of Transport

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
AerNav Ireland (In 2023 this new public body was created. It did not make a Part 5 return for 2022)	-	-	-	634	27	4.3%
Bus Éireann	2827	121	4.3%	2972	111	3.7%
Commission for Aviation Regulation (In 2023 this public body merged into AerNav Ireland. This public body did not make a separate Part 5 return for 2023)	27	0	0.0%	-	-	-
Commission for Railway Regulation	17	0	0.0%	17	0	0.0%
Córas Iompair Éireann	215	8	3.7%	224	11	4.9%
daa plc	2919	206	7.1%	3415	226	6.6%
Dublin Bus	3824	242	6.3%	4077	267	6.5%
Dublin Port Company	148	6	4.1%	154	6	3.9%

Public Body	Total number of employees 2022	Number of employees reporting a disability 2022	% of employees reporting a disability 2022	Total number of employees 2023	Number of employees reporting a disability 2023	% of employees reporting a disability 2023
Iarnród Éireann (Irish Rail)	4528	239	5.3%	4685	271	5.8%
Irish Aviation Authority	751	38	5.1%	639	4	0.0%
National Transport Authority	240	18	7.5%	261	22	8.4%
Port of Cork Company	169	12	7.1%	164	9	5.5%
Port of Waterford Company	41	3	7.3%	42	3	7.1%
Road Safety Authority	405	25	6.2%	467	30	6.4%
Shannon Foynes Port Company	65	4	6.2%	65	4	6.2%
The Shannon Group plc	400	16	4.0%	292	12	4.1%
Transport Infrastructure Ireland	295	15	5.1%	299	14	4.7%
Grand Total	16871	953	5.6%	18407	1017	5.5%

Appendix C – Staff Census Response Rates

Some public bodies carry out a staff census every year while other public bodies do not. The table here lists the public bodies that carried out a staff census in 2020 and the percentage of employees in each of these public bodies that responded to the staff census.

Public Body	% response
Adoption Authority of Ireland	33.9%
AerNav Ireland / Irish Air Navigation Service	31.9%
An Bord Pleanála	66.3%
An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta	0.0%
An Coimisinéir Teanga	80.0%
An Coimisiún Toghcháin	90.0%
Approved Housing Bodies Regulatory Authority	64.0%
Bord Bia	63.9%
Bord Iascaigh Mhara	83.8%
Carlow County Council	43.8%
Cavan County Council	52.0%
Central Statistics Office	71.6%
Charities Regulatory Authority	95.3%
Chief State Solicitor's Office	44.7%
Child & Family Agency (TUSLA)	10.5%
Citizens Information Board	60.0%
Clare County Council	38.0%
Coillte	43.0%
Coimisiún na Meán (was Broadcasting Authority of Ireland in 2022)	84.3%

Commission for Communications Regulations (ComReg)	61.1%
Commission for Railway Regulation	100.0%
Commission for the Regulation of Utilities (CRU)	55.1%
Competition and Consumer Protection Commission	48.2%
Córas Iompair Éireann	41.5%
Cork County Council	35.3%
Corporate Enforcement Authority	62.9%
Courts Service of Ireland	53.0%
Crawford Art Gallery	91.3%
daa plc	28.6%
Department of Children, Equality, Disability, Integration & Youth	39.6%
Department of Defence Civilian Employees	65.0%
Department of Education	28.4%
Department of Enterprise, Trade & Employment	31.7%
Department of Finance	46.3%
Department of Further & Higher Education, Research, Innovation & Science	47.9%
Department of Health	39.2%
Department of Housing, Local Government & Heritage	23.3%
Department of Justice	57.5%
Department of Public Expenditure, National Development Plan Delivery and Reform (changed name 2023)	33.1%

Department of Rural Community & Development	73.8%
Department of Social Protection	37.5%
Department of the Environment, Climate & Communications	42.2%
Department of the Taoiseach	52.6%
Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media	72.8%
Department of Transport	30.9%
Donegal County Council	51.9%
Dublin Dental University Hospital	13.5%
Dublin Port Company	59.1%
EirGrid Plc	39.6%
Electricity Supply Board (ESB)	38.1%
Enterprise Ireland	45.3%
Environmental Protection Agency	51.5%
Fáilte Ireland	70.3%
Fingal County Council	19.4%
Foras na Gaeilge	81.4%
Galway City Council	36.0%
Garda Inspectorate	66.7%
Health & Safety Authority	75.0%
Health Insurance Authority	64.7%
Health Products Regulatory Authority	51.0%
Health Service Executive	9.9%
Heritage Council	76.0%
Houses of the Oireachtas	46.7%

Housing & Sustainable Communities Agency	62.8%
Housing Finance Agency	100.0%
IDA Ireland	45.3%
Insolvency Service of Ireland	52.9%
Institute of Public Health	75.0%
International Protection Appeals Tribunal	24.6%
Irish Aviation Authority	4.9%
Irish Blood Transfusion Service	37.3%
Irish Film Classification Office	60.0%
Irish Human Rights & Equality Commission	70.8%
Irish Museum of Modern Art (IMMA)	62.0%
Irish National Stud	90.4%
IT Dundalk	4.8%
Kildare County Council	25.1%
Land Development Agency	67.6%
Law Reform Commission	90.9%
Leargas	46.0%
Legal Aid Board	33.1%
Leitrim County Council	62.5%
Leopardstown Park Hospital	100.0%
Limerick City & County Council	30.9%
Local Government Management Agency	43.7%
Longford County Council	14.2%
Louth County Council	25.0%
Mayo County Council	43.3%

Medical Council	39.7%
Mental Health Commission	74.5%
National Cancer Registry Board	64.8%
National Concert Hall	50.9%
National Council for Special Education	68.8%
National Disability Authority	82.2%
National Economic & Social Development Office	83.3%
National Gallery of Ireland	70.7%
National Library of Ireland	95.3%
National Milk Agency	100.0%
National Museum of Ireland	68.0%
National Shared Services Office	58.6%
National Standards Authority of Ireland	74.6%
National Transport Authority	73.6%
National Treatment Purchase Fund	60.2%
Nursing & Midwifery Board of Ireland	47.3%
Oberstown Children Detention Campus	11.3%
Offaly County Council	3.9%
Office of Government Procurement	79.3%
Office of the Attorney General	71.2%
Office of the Comptroller & Auditor General	37.5%
Office of the Data Protection Commissioner	70.3%
Office of the Director of Public Prosecutions	26.4%
Office of the Ombudsman	60.8%
Office of the Revenue Commissioners	37.3%

Personal Injuries Resolution Board (was Personal Injuries Assessment Board 2022)	68.9%
Pharmaceutical Society of Ireland	88.6%
Port of Cork Company	0.0%
Presidents Establishment	73.3%
Property Services Regulatory Authority	51.2%
Public Appointments Service	65.9%
Quality & Qualifications Ireland	100.0%
Residential Tenancies Board	17.6%
Road Safety Authority	77.7%
Roscommon County Council	54.7%
safe food	71.0%
Science Foundation Ireland	79.0%
Screen Ireland	76.2%
Sea Fisheries Protection Authority	1.6%
Sligo County Council	74.3%
South Eastern Technological University (SETU)	33.2%
Southern Regional Assembly	77.1%
Sport Ireland	55.2%
Sustainable Energy Authority of Ireland	65.5%
Tailte Éireann (In 2023 this public body was created when OSI, The Property Registration Authority and the Valuation Office merged)	42.8%
Tallaght University Hospital	0.01%
Tax Appeals Commission	78.8%
Teagasc	41.4%

Technological University Dublin (TUD)	14.7%
Technological University of the Shannon: Midlands MidWest, Athlone Campus (TUS)	11.4%
TG4	50.0%
The Arts Council	56.9%
The Digital Hub	100.0%
The Pensions Authority	67.9%
The Private Security Authority	63.2%
Tipperary County Council	37.0%
Tourism Ireland	84.7%
Údarás na Gaeltachta	43.9%
Uisce Éireann	80.2%
Veterinary Council of Ireland	100.0%
Vhi Insurance	36.8%
Water Safety Ireland	100.0%
Waterford City & County Council	39.8%
Waterways Ireland	65.8%
Western Development Commission	92.9%
Westmeath County Council	70.1%
Wexford County Council	36.1%
Wicklow County Council	26.1%



National Disability Authority

25 Clyde Road, Dublin 4

Telephone: (01) 608 0400

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.