

Report on Compliance with Part 5 of the Disability Act 2005 for 2019



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National Disability Authority

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Executive Summary

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

Overview of current analysis

At the end of 2019, the total number of employees in the relevant public sector bodies was 238,174, an increase of 6,390 (+2.8%) from 2018. In 2019, the number of employees reporting a disability was 7,319 (3.1%), a decrease of 265 (-3.5%) from the 2018 figures. However, overall the public sector exceeded the minimum target of 3% for the ninth successive year.

In 2019, 186 (86.1%) public bodies achieved or exceeded the minimum 3% target compared to 183 (84.3%) bodies in 2018. In 2019, 30 (13.9%) public bodies did not reach the minimum 3% target compared to 34 (15.7%) public bodies in 2018.

In 2019, 20 (66.7%) of the 30 public bodies that did not meet the minimum 3% target are small public bodies with less than 30 employees. If each of these public bodies had reported one employee with a disability they would have reached or exceeded the minimum 3% target.

In 2019, four of the five types of public bodies achieved the minimum 3% target (Commercial Bodies, Government Departments, Local Government, and Public Bodies staffed by Civil Servants). This was the same in 2018.

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 2019, three of the four size categories met or exceeded the minimum target of 3%, which is the same as in 2018. In both years, public bodies in the 5,000 employees or more category did not meet the target.

Decrease in employees reporting a disability

In 2019, the number of employees reporting a disability was 7,319 (3.1%). This represents a decrease of 265 (-3.5%) from the 2018 figure when 3.3% of employees reported a disability.

This decrease has taken place in the context of an increase of 6,390 (+2.8%) from 2018 in the total number of employees in the public sector. This is the second time that the overall number and percentage of employees reporting a disability for the entire public sector has decreased since 2013. The NDA notes this decrease but understands that there are a number of factors that could have contributed to this situation which are detailed below. The NDA continues to provide evidence-informed support and guidance to public bodies to help them to create inclusive work environments that increase the recruitment and retention of persons with disabilities and one where employees with disabilities feel supported and comfortable in disclosing a disability.

The HSE

The HSE is the largest body in the public sector. In 2019 this public body reported an increase of +394 employees from 87,821 employees in 2018 to 88,215 employees in 2019. This public reported a sizeable decrease in the number (-712) and percentage of employees (-0.8%) reporting a disability from 2018 to 2019. In 2018, 1,176 (1.3%) employees reported a disability, in 2019 this dropped to 464 (0.5%).

Table I below highlights the impact that the HSE – as the largest employer in the public sector - has on the overall percentage of employees reporting a disability in the public sector in 2019.

Table I. Overall percentage of employees reporting a disability with and without HSE Data in 2019

Year	Total employees	Recorded no. of employees with disabilities	% of total employees
2019 (including HSE data)	238,174	7,319	3.1%
2019 (excluding HSE data)	149,959	6,855	4.6%

If the HSE data for 2019 was excluded from this report, the overall percentage of employees reporting a disability in the public sector increases from 3.1% to 4.6% (+1.5%).

Table 2 demonstrates that if we compare the overall performance of the public sector from 2018 to 2019, excluding the HSE data for both years, the total number of public sector employees for all bodies, increased by 5,996 (+4.2%). The number of employees reporting a disability increased by 447 (+7.0%) and the percentage of employees reporting a disability also increased slightly by 0.1%. It should be noted, however, that this figure also incorporates a small number of other bodies whose number of employees with disabilities decreased during the reporting period, as further detailed below in Section 3.3.

Table 2. Overall public sector performance from 2018 to 2019 without the HSE data

Year	Total employees	Recorded no. of employees with disabilities	% of total employees
2018 (excluding HSE data)	143,963	6,408	4.5%
2019 (excluding HSE data)	149,959	6,855	4.6%

NDA engagement with HSE

The NDA has consistently advised the HSE on measures it could implement to address the issues with data collection and disclosure that this public body reports that it continues to experience. Developing data collection processes should be used to demonstrate the measures the HSE is taking to create an inclusive work environment where employees feel supported in disclosing a disability and where the recruitment and retention of persons with disabilities is also promoted and supported.

The NDA has met with Directors of National HR in the HSE in previous years to help this public body to meet its obligations under Part 5. On 02 December 2019, the NDA Executive also met with the Chief Executive of the HSE to discuss measures this public body could take to improve its performance under Part 5.

Since June 2020, the NDA has initiated and engaged in a strategic process of engagement with a designated team that has been appointed in the HSE to focus

on improving this public body's compliance with Part 5. The NDA has met with this team a number of times.

The HSE had informed the NDA that addressing its issues with data collection was a priority. As part of this engagement, the NDA hosted a closed online workshop for relevant HSE personnel (involved in the Part 5 process, recruitment and employment), on 07 September 2020. The objective of this workshop was to provide the HSE with valuable learning and models of good practice regarding the employment of persons with disabilities, including collecting and reporting on data. The key theme of this workshop, in line with NDA guidance, was that effective data collection processes develop from an inclusive work environment that promotes and supports the recruitment and retention of persons with disabilities.

The NDA acknowledges that the decrease in the number and percentage of employees reporting a disability in the HSE in 2019 is disappointing. However, the NDA recognises that the HSE is in the initial stages of applying the learning from this process of sustained engagement to its approach regarding the Part 5 process. The NDA noted the series of videos the HSE produced featuring employees with disabilities discussing their experience of working in the HSE, the supports they received and encouraging employees to participate in the organisation's Disability Inclusion Survey.

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

Mitigating Factors preventing public bodies from meeting the minimum 3%

In 2019, a number of public bodies, including the HSE, still report that lack of disclosure prevented them from getting an accurate count regarding the number and the percentage of new and existing employees with disabilities in their organisations. Some other public bodies reported that employees' confusion regarding the definition of disability and/or a number of employees with disabilities retiring, resulted in them reporting a decrease in the number and percentage of employees reporting a disability for this year.

The NDA continues to work closely with and advise public bodies on measures they can implement to create an inclusive work environment that focuses on increasing the recruitment and the retention of persons with disabilities and one where employees feel supported in disclosing a disability.

The NDA frequently meets with the HR Department and/or the Senior Management Teams of public bodies that have been experiencing difficulties in

meeting the minimum 3% target to help these public bodies' progress actions that will assist them to meet their obligations under Part 5 of the Disability Act 2005.

The NDA remains committed to advising public bodies on measures they can implement to meet their obligations under Part 5. However, the NDA notes that unless the whole of the public sector focuses on improving its performance under Part 5, it will be unlikely for the sector to reach the minimum statutory employment target of 6% by 2024. The Government has committed to increasing the minimum statutory target from a minimum of 3% to 6% by 2024 under the **Comprehensive Employment Strategy for Persons with Disabilities 2015-2024** and in the **Programme for Government 2020**.

Positive Developments

Improvements in performance

The NDA is pleased to note that some public bodies have continued to demonstrate progress in creating an inclusive work environment that promotes and supports the recruitment of persons with disabilities, while increasing the responses received from employees with disabilities.

Bord na gCon completely revised their data collection process for 2019. In previous years this public body conducted an annual staff survey by issuing hard copies of forms for completion and return by individual employees. The response rate in relation to these surveys was extremely poor historically, largely due to the multisite nature of this public body's business. In 2019, this public body developed a digital survey using SurveyMonkey and it was issued to all staff employed as of 31st December 2019, to ensure all employees received the survey and were able to respond. This approach enabled the staff to respond to the survey electronically using their mobile devices or computers.

This public body also developed an organisation wide communications strategy to encourage all employees to complete the survey. As part of this communication strategy, all employees received information explaining why their data was being collected, how it was being used and how this data would contribute to the policy context of improving employment opportunities for persons with disabilities. This approach helped Bord na gCon to get a better response from all employees, but it also contributed to a significant increase in the number and percentage of employees reporting a disability from 11 (2.5%) in 2018 to 56 (8.1%) in 2019.

It should be noted that this positive development has not occurred in isolation. Bord na gCon has introduced other measures to create an inclusive work environment to increase the recruitment of persons with disabilities and one

where employees feel supported to disclose a disability. Some of these key measures included:

- Providing disability awareness training for line managers to provide them with the skills and expertise to help them support employees with disabilities in the workplace
- Working with AHEAD to discuss the possibility of providing a number of work experience opportunities for persons with disabilities.

The Electricity Supply Board (ESB), also developed a new survey to send to all its employees to obtain 2019 data, along with a new communications strategy that informed employees why their data was being collected and how it would be used. This approach resulted in an increase in the number and percentage of employees reporting a disability from 187(3.1%) in 2018 to 255 (4.1%) in 2019.

The ESB has continuously demonstrated the measures it has in place to create and maintain an inclusive work environment. One of its major projects is its annual Traineeship Programme for persons with disabilities which has been in operation since 2006. Employees within the ESB and persons with disabilities outside this organisation can apply for this Programme, which provides persons with disabilities with six-month paid work experience and training opportunities. In 2019, 10 persons with disabilities participated in this Programme. The ESB reported that other organisations have shown a keen interest in learning more about this Traineeship Programme. AHEAD organised meetings and discussions with these organisations regarding the merits of the Programme.

In 2019, the ESB was setting up an Employee Resource Group (ERG) for both employees with disabilities, parents/guardians of children with disabilities and staff who have an interest in the area of disability. This Group should be in place by 2020.

This public body also presented at the **AHEAD/WAM Employer Network Event – “Graduate Programmes - Making the Mainstream Inclusive”** in 2019. This event brought employers together to discuss a number of areas in relation to the recruitment process for graduates.

Table 3 provides more detailed information on these public bodies’ performance for 2018 and 2019.

Table 3: Performance of Bord na gCon and the ESB in 2018 and 2019

Public Body	Total number of employees		Number and % of employees with disabilities		Increase in the number of employees with disabilities in 2019
	2018	2019	2018	2019	
Bord na gCon	434	690	11 (2.5%)	56 (8.1%)	+45
Electricity Supply Board	6,126	6,212	187 (3.1%)	255 (4.1%)	+68

These public bodies have demonstrated that creating and maintaining an inclusive work environment, that promotes and supports the recruitment and retention of persons with disabilities, is important regarding improving annual response rates. If employees feel comfortable and supported in disclosing their disability status, they may be more likely to respond to an annual staff census or survey.

The NDA welcomes these positive developments and public bodies' continued commitment to meeting their obligations under Part 5 of the Disability Act 2005. The NDA continues to advise and support public bodies in this regard.

All Civil Service Departments and Offices are required to appoint a Disability Liaison Officer to assist and support staff with disabilities and their line managers by the provision of necessary information, appropriate contacts, guidance, suggestions and advice. Disability Liaison Officers often sit on Departmental Monitoring Committees.

In February 2020, the Disability Liaison Officer's Networks asked the NDA to conduct a seminar on public bodies' obligations under Part 5 of the Disability Act 2005 and measures public bodies could implement to create an inclusive work environment. On 11 March 2020, before the Covid-19 pandemic broke out, the NDA hosted a well-attended seminar.

This workshop provided them with valuable learning that could assist public bodies in their respective Departments to improve their performance under Part 5 of the Disability Act 2005.

Reporting Deadlines

Despite the current pandemic, 80% of Government Departments succeeded in submitting their Part 5 returns on or before the statutory deadlines. The remaining 20% submitted their return by 06 July 2020.

The NDA appreciates the considerable support and cooperation we received from Departmental Monitoring Committees in submitting this data so promptly in the current circumstances.

The NDA also wishes to acknowledge the prompt responses and the considerable assistance we received from Departmental Monitoring Committees and public bodies to any queries we had regarding data for the 2019 Departmental returns.

1 Introduction

1.1 Legislative background

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

In summary, the obligations detailed in the Act are:

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

1.2 Counting employees with disabilities

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

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

The Act does not set out any particular methods of counting or identifying employees with disabilities, although the NDA has previously advised public bodies about various methods that may be used to collect and update data on an annual basis. Each public body is responsible for choosing the appropriate method for counting employees with disabilities in their organisation each year. The NDA

has advised public bodies to maintain consistent approaches over time where possible, to avoid any major variations in the reported data.

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

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

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

The NDA has also advised that it is essential that all employees are informed regarding why their data is being collected and the purpose for which it is being used. Employees with disabilities must also have given their permission for their data to be used every year.

1.3 Increasing the recruitment of persons with disabilities

Under the **Comprehensive Employment Strategy for People with Disabilities 2015 – 2024**, the Government has committed to incrementally increasing the statutory employment target, so that by 2024, a minimum of 6% of employees in the public sector will be persons with disabilities. This is provided for in the Disability (Miscellaneous Provisions) Bill 2016. Increasing the minimum statutory employment target to 6% is also a commitment under the **Programme for Government 2020**.

The NDA has consistently advised public bodies that the 3% is a minimum compliance target and that is important for public bodies to focus on exceeding

this. In 2019, 186 (86.1%) public bodies reported that they had achieved compliance.

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

1.4 Review of Part 5

In 2019, the NDA commissioned a contractor to conduct a Review of the operation of Part 5 of the Disability Act 2005. The objective of this Review is to guide the development and implementation of a process that could help to:

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

The research findings developed as part of the Review will be published in 2021, along with a paper setting out recommendations for next steps in enhancing the Part 5 process as a key driver of the EDI agenda in the public sector.

2. Main Findings for 2019

2.1 The minimum 3% target exceeded for ninth successive year

The proportion of employees declaring a disability in the public service exceeded the minimum 3% target for the ninth successive year (see Table 4), with the 2019 level confirmed at 3.1%.

At the end of 2019, the total number of employees in the relevant public sector bodies was 238,174, an increase of 6,390 (+2.8%) from 2018. In 2019, the number of employees reporting a disability was 7,319, a decrease of 265 (-3.5%) from the 2018 figures.

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. In contrast, while the total number of employees reporting a disability increased each year from 2014 to 2017, this number has fallen in 2018 and 2019. This has led to a drop in the percentage of employees with disabilities, from 3.3% in 2018, and to 3.1% in 2019.

Table 4. Progress towards minimum 3% target, 2007-2019

Year	Total employees	Recorded no. of employees with disabilities	% of total employees with disabilities
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%

2.2 Changes in public bodies

Table 5 outlines changes which occurred in public bodies in 2019.

Table 5. Changes in public bodies in 2019

Public Body	Total number of employees		Number and % of employees with disabilities		Changes in 2019
	2018	2019	2018	2019	
New Ross Port Company	4	0	0 (0.0%)	0 (0.0%)	In 2019, ownership of this public body transferred to Wexford County Council. This public body's figures for 2019 were included in this Council's 2019 figures.
Technological University Dublin (TUD) (comparison made to IT Dublin, IT Blanchardstown and IT Tallaght combined in 2018)	3,177	3,123	131 (4.1%)	130 (4.2%)	In 2019, IT Dublin, IT Blanchardstown and IT Tallaght amalgamated into TUD.
Land Development Agency	0	11	0	0 (0.0%)	This is a new public body that was established in 2019.
Office of the Planning Regulator	0	19	0	1 (5.3%)	This is a new public body that was established in 2019.

2.3 Analysis by type of public sector body

The 2019 data has been categorised under the same five types of public bodies used in previous years:

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

Commercial Bodies

The Commercial Bodies sector includes the State's transport and energy companies and in 2019 accounted for 16.5% of the public sector workforce (see Table 6). Overall employee numbers increased between 2018 and 2019 by 1,488 to 39,309 (+3.9%) and the number of employees reporting a disability increased by 121 to 1,762 (+7.4%). The percentage of employees in Commercial Bodies

with a disability increased from 4.3% in 2018 to 4.5% in 2019. In total, 88.5% of bodies in this category achieved the target, an increase from the 2018 figure of 84.6%.

Government Departments

In 2019, Government Department employees accounted for 9.3% of public sector employees. In 2019, there was an increase in the total number of employees in Government Departments from 21,283 in 2018 to 22,239 (+4.5%). Between 2018 and 2019, the number of employees with a disability increased by 208 people to 1,197 (+21.0%). The percentage of employees reporting a disability increased from 4.6% in 2018 to 5.4% in 2019. All Government Departments exceeded the minimum 3% target for 2019 - the eighth successive year that the target was exceeded by all Departments.

Local Government

The Local Government sector includes city and county councils, and other local authority bodies. In 2019, it accounted for 13.9% of the public sector workforce. Between 2018 and 2019, overall employee numbers increased by 986 to 33,001 (+3.1%) in 2019. The number of employees reporting a disability increased by 50 people, from 1,461 to 1,511 (+3.4%) in 2019. The percentage of employees with disabilities across the Local Government category as a whole was 4.6%, which is the same as in 2018. In total, 91.4% of bodies in this category achieved the target, also the same as 2018. The 32 public bodies out of 35 that achieved the target in this category included all the local authorities. The 3 regional assemblies (8.6%) that didn't achieve the target were very small bodies that have less than 25 staff.

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 2019, these agencies constituted 6.9% of the public sector workforce. Between 2018 and 2019, this sector increased by 2,092 employees to 16,422 (+14.6%), and the number of employees with disabilities increased by 113 to 757 (+17.5%). The percentage of employees with disabilities increased slightly from 4.5% in 2018 to 4.6% in 2019. In total, 78.6% of bodies in this sector achieved the target, an increase from 73.2% in 2018.

Non-Commercial Bodies

This tends to be the largest sector in the public service because it includes the HSE, the largest employer in the public sector. In 2019, this sector accounted for over half (53.4%) of the public sector workforce. Between 2018 and 2019, this sector increased by 868 employees to 127,203 (+0.7%), while the number of employees with disabilities decreased by 757 employees to 2,092 (-26.6%). The percentage of employees with disabilities decreased from 2.3% in 2018 to 1.6% in

2019. In total, 84.2% of Non-Commercial bodies achieved the target, an increase from 83.5% in 2018.

Table 6. Data by type of public body, 2018, 2019

Type of public sector body	Total employees	No. of employees with disabilities	% of employees with disabilities	% of total work-force reported on under Part 5	% of bodies achieving target	No. of public bodies
Commercial 2019	39,309	1,762	4.5%	16.5%	88.5%	26
Commercial 2018	37,821	1,641	4.3%	16.3%	84.6%	26
Change 2018/2019	1,488	121	0.2%	0.2%	3.9%	0
Gov. Dept. 2019	22,239	1,197	5.4%	9.3%	100.0%	18
Gov. Dept. 2018	21,283	989	4.6%	9.2%	100.0%	18
Change 2018/2019	956	208	0.8%	0.1%	0.0%	0
Local Gov. 2019	33,001	1,511	4.6%	13.9%	91.4%	35
Local Gov. 2018	32,015	1,461	4.6%	13.8%	91.4%	35
Change 2018/2019	986	50	0.0%	0.1%	0.0%	0
Non-comm. 2019	127,203	2,092	1.6%	53.4%	84.2%	95
Non-comm. 2018	126,335	2,849	2.3%	54.5%	83.5%	97
Change 2018/2019	868	-757	-0.7%	-1.1%	0.7%	-2
PBCS 2019	16,422	757	4.6%	6.9%	78.6%	42
PBCS 2018	14,330	644	4.5%	6.2%	73.2%	41
Change 2018/2019	2,092	113	0.1%	0.7%	5.4%	1
Totals 2019	238,174	7,319	3.1%	100.0%	86.1%	216
Totals 2018	231,784	7,584	3.3%	100.0%	84.3%	217

Change 2018/2019	6,390	-265	-0.2%	0.0%	1.8%	-1
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Comparison between 2019 figures with and without the HSE data

Table 7 shows the difference in the number and percentage of employees reporting a disability and the percentage of public bodies achieving the minimum 3% target in this category, when the HSE is removed from this category.

If the 2019 HSE data is excluded from this category, the percentage of employees reporting a disability increases from 1.6% to 4.2% (+2.6%). The percentage of public bodies achieving the target increases from 84.2% to 85.1% (+0.9%).

Table 7. 2019 Non-Commercial Body figures with and without HSE data

Type of public sector body	Total employees	No. of employees with disabilities	% of employees with disabilities	% of total work-force reported on under Part 5	% of bodies achieving target	No. of public bodies
Non-comm. 2019 (excluding HSE data)	38,988	1,628	4.2%	26.0%	85.1%	94
Non-comm. 2019 (including HSE data)	127,203	2,092	1.6%	53.4%	84.2%	95

2.4 Analysis by size of public sector body

Public bodies with less than 100 staff

In 2019 there were 76 bodies in the public sector with less than 100 employees, representing 1.3% of the entire workforce (see Table 8). This size category employed 3,210 people, of which 5.2% (166) reported a disability. Of the entire workforce reporting a disability, 2.3% were employed in public bodies of this size.

This category includes public bodies who are very small in size, employing between 3 to 20 people (25 out of the 76 organisations). Of these bodies with 20 employees or fewer, 16 have reported that they have no employees with disabilities in 2019.

The NDA acknowledges that if a public body is very small, with less than 20 staff, then its size does impact its ability to make the minimum 3% target. The departure of a staff member with a disability through retirement, via career break, or through a voluntary redundancy scheme, is one of the main factors that

has prevented small public bodies from reaching the minimum 3% target. Losing (or hiring) one extra staff member for bodies of this size represents the difference between meeting and not meeting the minimum compliance target of 3%.

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

Public bodies with between 100 and 999 staff

This size category has the highest number of public bodies (102) making up 17.7% of the total workforce in 2019. In total 42,156 people were employed in this category, of which 4.8% (2,021) reported a disability. Of the entire workforce reporting a disability, 27.6% were employed in public bodies of this size.

Public bodies with between 1000 and 4999 staff

In 2019, there were 32 public bodies employing between 1,000 and 4,999 employees, representing 29.1% of the total workforce. This cohort employed 69,395 employees, of which 4.2% (2,890) reported a disability. Of the entire workforce reporting a disability, 39.5% were employed in public bodies of this size.

Public bodies with over 5,000 staff

In 2019, this size category had the smallest number of public bodies (6) and represented 51.8% of the total workforce. It employed 123,413 employees of which 1.8% (2,242) reported a disability. Of the entire workforce reporting a disability, 30.6% were employed in these large public bodies.

The public bodies in this category and their reported percentage of employees with disabilities for 2019 are:

- An Post 4.7% (5.6% in 2018)
- Department of Employment Affairs & Social Protection 7.0% (5.2% in 2018)
- Dublin City Council 4.8% (4.6% in 2018)
- Electricity Supply Board (ESB) 4.1% (3.1% in 2018)
- HSE 0.5% (1.3% in 2018)
- Revenue Commissioners 4.7% (4.7% in 2018)

Half of the organisations within this category reported increases on the percentage target achieved (Department of Employment Affairs and Social Protection, Dublin City Council and the Electricity Supply Board). An Post and

the HSE reported 0.9% and 0.8% decreases, respectively, in the number of employees that reported a disability, while the Revenue Commissioners reported the same percentage in 2018 and 2019.

Table 8. Data by size of public body 2019

No. of employees	No. of public bodies	Total employees	No. of employees with disabilities	% of employees with disabilities	% of total public sector workforce	% of total public sector workforce with disabilities
1-99	76	3,210	166	5.2%	1.3%	2.3%
100 -999	102	42,156	2,021	4.8%	17.7%	27.6%
1,000 -4,999	32	69,395	2,890	4.2%	29.1%	39.5%
5,000 +	6	123,413	2,242	1.8%	51.8%	30.6%
Total 2019	216	238,174	7,319	3.1%	100%	100%

Comparison between 2019 figures with and without the HSE data³

Table 9 shows the difference in the number and percentage of employees reporting a disability and the percentage of public bodies achieving the minimum 3% target in this category when the HSE data is removed. If the 2019 HSE data is excluded the percentage of employees reporting a disability increases from 1.8% to 5.1% (+3.3%).

Table 9. 2019 Public bodies with over 5,000 staff figures with and without HSE data

No. of employees	No. of public bodies	Total employees	No. of employees with disabilities	% of employees with disabilities	% of total public sector workforce	% of total public sector workforce with disabilities
5,000 + (excluding HSE data)	5	35,198	1,778	5.1%	23.5%	25.9%
5,000 + (including HSE data)	6	123,413	2,242	1.8%	51.8%	30.6%

Summary

Three out of the four size categories of public bodies exceeded the minimum 3% target.

3. Monitoring and Compliance

3.1 Compliance with the Act - 2016 and 2017

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

- The Personal Injuries Assessment Board (PIAB)
- The Health Research Board (HRB)
- The Health Service Executive (HSE)
- IT Waterford

The NDA reviewed the responses received from these public bodies with due regard to the extent of the effort made by those bodies to improve compliance. The NDA sought clarification where necessary on information provided by these public bodies. The Authority reviewed the public bodies' responses and decided that the PIAB, the HRB and the HSE warranted a final determination of non-compliance for 2016 and 2017.

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

3.2 Compliance with the Act - 2017 and 2018

In 2020, the NDA sent S.49 requests to the following public bodies with more than 50 staff that have not demonstrated achievement of the minimum compliance target of 3% for 2017 and 2018:

- Bord Iascaigh Mhara (BIM)
- National Gallery Ireland
- Personal Injuries Assessment Board (PIAB)

The NDA is reviewing the responses from these public bodies to determine if they warrant determinations of non-compliance.

The NDA is pleased to note that in 2019 all of these three public bodies reached the minimum 3% target. See Table 9 below for more details.

Table 10. Public bodies who achieved compliance in 2019

Public Body	Total number of employees		Number and % of employees with disabilities		Increase in the number of employees with disabilities in 2019
	2018	2019	2018	2019	
Bord Iascaigh Mhara	144	134	4 (2.8%)	7 (5.2%)	+3
National Gallery of Ireland	179	194	5 (2.8%)	6 (3.1%)	+1
Personal Injuries Assessment Board	78	76	2(2.6%)	3 (3.9%)	+1

In 2017 and 2018, the HSE did not demonstrate achievement of the minimum 3% target for those years. As part of our process of sustained engagement with this public body, the NDA is following up with this public body regarding their response to the S.49 request for this two year period.

3.3 Compliance with the Act - 2018 and 2019

The NDA notes that three public bodies with staff over 50 have not made the minimum 3% target for 2018 and 2019:

- Coillte
- Health and Safety Authority (HSA)
- Health Service Executive

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

As part of the process of sustained engagement with the HSE, the NDA will also be following up with this public body regarding actions it has taken during this two year period and learning that can be applied to help this public body improve its performance under Part 5.

3.4 Responsibility in providing accurate data

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

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

3.5 Monitoring Committees

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

3.6 Rounding

All calculated percentages are rounded to one decimal place.

3.7 Errata – changes in data

The NDA was informed of a minor error in the 2018 data after the report was submitted to the Cabinet. The error does not have a material impact on the overall percentage and falls between +0.1% or -0.1% of persons with disabilities employed in the public sector. The analysis in this report therefore contains the correct 2018 data and there is no material impact on the overall findings for 2018. When errors of this minor nature occur in the future the data for the individual public body is changed, however the detailed text of reports is not reworked to reflect the revised information.

Appendix A – Government Departments

Department	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Department of Agriculture, Food & the Marine	3,369	3,430	128	138	3.8	4.0
Department of Business, Enterprise & Innovation	897	927	45	47	5.0	5.1
Department of Children & Youth Affairs	277	287	14	15	5.1	5.2
Department of Communications, Climate Action & Environment	412	399	14	15	3.4	3.8
Department of Culture, Heritage & the Gaeltacht	643	682	20	26	3.1	3.8
Department of Defence	355	371	15	16	4.2	4.3
Department of Defence - Civilian Employees	431	451	29	28	6.7	6.2
Department of Education & Skills	1,450	1,521	54	58	3.7	3.8
Department of Employment Affairs & Social Protection	6,725	6,642	351	462	5.2	7.0
Department of Finance	319	311	13	16	4.1	5.1

Department	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Department of Foreign Affairs & Trade	1,763	2,292	65	110	3.7	4.8
Department of Health	498	499	22	37	4.4	7.4
Department of Housing, Planning & Local Government	750	839	41	48	5.5	5.7
Department of Justice & Equality	2,016	2,153	121	120	6.0	5.6
Department of Public Expenditure & Reform	447	443	19	17	4.3	3.8
Department of Rural & Community Development	150	153	8	10	5.3	6.5
Department of the Taoiseach	224	231	12	10	5.4	4.3
Department of Transport, Tourism & Sport	557	608	18	24	3.2	3.9
Grand Total	21,283	22,239	989	1,197	4.6	5.4

Appendix B – Public bodies

Department of Agriculture, Food & the Marine

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Bord Bia	127	140	5	6	3.9	4.3
Bord Iascaigh Mhara	144	134	4	7	2.8	5.2
Bord na gCon	434	690	11	56	2.5	8.1
Coillte	448	452	11	11	2.5	2.4
Horse Racing Ireland	199	202	8	8	4.0	4.0
Irish National Stud	50	52	4	4	8.0	7.7
Marine Institute	236	230	12	12	5.1	5.2
National Milk Agency	5	5	0	0	0.0	0.0
Sea Fisheries Protection Authority	125	137	6	6	4.8	4.4
Teagasc	1,301	1,347	59	60	4.5	4.5
Veterinary Council of Ireland	8	9	0	0	0.0	0.0
Grand Total	3,077	3,398	120	170	3.9	5.0

Department of Business, Enterprise & Innovation

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Competition and Consumer Protection Commission	98	108	8	8	8.2	7.4
Enterprise Ireland	647	665	28	27	4.3	4.1
Health & Safety Authority	179	181	4	4	2.2	2.2
IDA Ireland	335	359	18	17	5.4	4.7
InterTrade Ireland	47	52	2	2	4.3	3.8
National Standards Authority of Ireland (NSAI)	146	159	6	5	4.1	3.1
Personal Injuries Assessment Board	78	76	2	3	2.6	3.9
Science Foundation Ireland	59	84	2	3	3.4	3.6
Grand Total	1,589	1,684	70	69	4.4	4.1

Department of Children & Youth Affairs

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Adoption Authority of Ireland	28	29	2	2	7.1	6.9
Child and Family Agency (TUSLA)	4,527	4,534	151	175	3.3	3.9
Oberstown Children Detention Campus	284	258	16	8	5.6	3.1
Grand Total	4,839	4,821	169	185	3.5	3.8

Department of Communications, Climate Action & Environment

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
An Post	8,363	9,340	466	442	5.6	4.7
Bord na Móna	1,631	1,174	55	38	3.4	3.2
Broadcasting Authority of Ireland	45	39	4	3	8.9	7.7
Commission for Communications Regulation (ComReg)	124	138	4	6	3.2	4.3
Commission for Regulation of Utilities (CRU)	101	103	6	6	5.9	5.8
EirGrid Plc	379	403	44	57	11.6	14.1
Electricity Supply Board (ESB)	6,126	6,212	187	255	3.1	4.1
Environmental Protection Agency	413	420	17	19	4.1	4.5
Inland Fisheries Ireland	309	309	19	18	6.1	5.8
Raidió Teilifís Éireann (RTÉ)	1,822	1,831	78	84	4.3	4.6
Sustainable Energy Authority of Ireland	90	93	5	6	5.6	6.5
TG4	81	86	3	3	3.7	3.5
The Digital Hub	10	14	0	0	0.0	0.0
Grand Total	19,494	20,162	888	937	4.6	4.6

Department of Culture, Heritage & the Gaeltacht

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Arts Council	54	60	2	4	3.7	6.7
Chester Beatty Library	35	35	0	0	0.0	0.0
Crawford Art Gallery	18	18	2	2	11.1	11.1
Forás Na Gaeilge	48	48	2	3	4.2	6.3
Heritage Council	15	14	0	0	0.0	0.0
Irish Museum of Modern Art (IMMA)	107	93	4	4	3.7	4.3
National Concert Hall	86	86	4	4	4.7	4.7
National Gallery of Ireland	179	194	5	6	2.8	3.1
National Library of Ireland	90	94	10	9	11.1	9.6
National Museum of Ireland	165	179	9	8	5.5	4.5
Screen Ireland	27	29	0	0	0.0	0.0
Údarás na Gaeltachta	88	85	6	6	6.8	7.1
Ulster-Scots Agency	14	13	1	1	7.1	7.7
Waterways Ireland	234	240	8	8	3.4	3.3
Grand Total	1,160	1,188	53	55	4.6	4.6

Department of Education & Skills

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Dún Laoghaire Institute of Art, Design & Technology	291	296	13	13	4.5	4.4
IT Athlone	631	619	26	27	4.1	4.4
IT Blanchardstown (in 2019 IT Dublin, IT Blanchardstown and IT Tallaght amalgamated into TUD, see section 2.2 in the report)	299	0	20	0	6.7	0
IT Carlow	840	850	29	38	3.5	4.5
IT Cork	1,519	1,615	61	50	4.0	3.1
IT Dublin (in 2019 IT Dublin, IT Blanchardstown and IT Tallaght amalgamated into TUD, see section 2.2 in the report)	2,409	0	96	0	4.0	0
IT Dundalk	653	665	35	35	5.4	5.3
IT Galway-Mayo	710	904	22	28	3.1	3.1
IT Letterkenny	361	378	20	23	5.5	6.1
IT Limerick	636	665	31	30	4.9	4.5
IT Sligo	613	605	22	29	3.6	4.8
IT Tallaght (in 2019 IT Dublin, IT Blanchardstown and IT Tallaght amalgamated into TUD, see section 2.2 in the report)	469	0	15	0	3.2	0

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
IT Tralee	402	411	14	14	3.5	3.4
IT Waterford	1,007	978	32	31	3.2	3.2
Leargas	55	51	4	4	7.3	7.8
National College of Art and Design (NCAD)	133	155	1	8	0.8	5.2
Quality and Qualifications Ireland	74	76	3	3	4.1	3.9
SOLAS - Further Education & Training Authority	212	224	18	18	8.5	8.0
Technological University Dublin (in 2019 IT Dublin, IT Blanchardstown and IT Tallaght amalgamated into TUD, see section 2.2 in the report)	0	3,123	0	130	0	4.2
Grand Total	11,314	11,615	462	481	4.1	4.1

Department of Employment Affairs & Social Protection

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Citizens Information Board	94	89	9	8	9.6	9.0
The Pensions Authority	65	70	3	5	4.6	7.1
Grand Total	159	159	12	13	7.5	8.2

Department of Finance

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
National Treasury Management Agency	794	786	34	32	4.3	4.1
Grand Total	794	786	34	32	4.3	4.1

Department of Health

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Beaumont Hospital	4,250	4,214	176	189	4.1	4.5
Dental Council	7	7	0	0	0.0	0.0
Dublin Dental Hospital	210	209	9	6	4.3	2.9
Food Safety Authority of Ireland	84	94	5	3	6.0	3.2
Health Information and Quality Authority	235	259	8	11	3.4	4.2
Health Insurance Authority	9	11	2	1	22.2	9.1
Health Products Regulatory Authority	321	340	16	18	5.0	5.3
Health Research Board	67	69	2	3	3.0	4.3
Health Service Executive	87,821	88,215	1,176	464	1.3	0.5
Institute of Public Health	21	19	1	2	4.8	10.5

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Irish Blood Transfusion Service	600	576	25	23	4.2	4.0
Leopardstown Park Hospital	245	249	18	18	7.3	7.2
Medical Council	80	85	5	4	6.3	4.7
Mental Health Commission	51	68	2	4	3.9	5.9
National Cancer Registry Ireland	55	50	4	2	7.3	4.0
National Treatment Purchase Fund	53	57	4	3	7.5	5.3
Nursing and Midwifery Board of Ireland	45	45	2	2	4.4	4.4
Pharmaceutical Society of Ireland	39	41	4	3	10.3	7.3
Pre-Hospital Emergency Care Council	15	21	1	1	6.7	4.8
Safefood	32	32	1	1	3.1	3.1
St James's Hospital	4,327	4,327	268	163	6.2	3.8
Tallaght University Hospital	3,175	2,996	96	103	3.0	3.4
Voluntary Health Insurance Board	1,281	1,334	66	72	5.2	5.4
Grand Total	103,023	103,318	1,891	1,096	1.8	1.1

Department of Housing, Planning & Local Government

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
An Bord Pleanála	175	181	10	17	5.7	9.4
Carlow County Council	350	370	12	13	3.4	3.5
Cavan County Council	408	413	22	22	5.4	5.3
Clare County Council	841	854	35	33	4.2	3.9
Cork City Council	1,317	1,552	51	65	3.9	4.2
Cork County Council	2,678	2,649	83	83	3.1	3.1
Donegal County Council	1,148	1,173	35	41	3.0	3.5
Dublin City Council	5,850	5,961	272	285	4.6	4.8
Dún Laoghaire–Rathdown County Council	1,109	1,120	40	41	3.6	3.7
Eastern & Midland Regional Assembly	17	17	0	0	0.0	0.0
Ervia/Gas Networks Ireland	1,006	1,141	31	37	3.1	3.2
Fingal County Council	1,455	1,522	60	56	4.1	3.7
Galway City Council	478	523	49	48	10.3	9.2
Galway County Council	803	813	29	27	3.6	3.3
Housing & Sustainable Communities Agency	70	88	6	7	8.6	8.0
Housing Finance Agency	11	14	0	0	0.0	0.0

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Land Development Agency (This public body was established in 2019 and did not report data for 2018, see section 2.2 in the report)	0	11	0	0	0	0.0
Irish Water	809	773	25	26	3.1	3.4
Kerry County Council	1,409	1,465	85	85	6.0	5.8
Kildare County Council	1,044	1,064	63	61	6.0	5.7
Kilkenny County Council	594	621	24	25	4.0	4.0
Laois County Council	449	461	20	23	4.5	5.0
Leitrim County Council	327	351	12	13	3.7	3.7
Limerick City & County Council	1,352	1,335	50	55	3.7	4.1
Local Government Management Agency	95	92	5	5	5.3	5.4
Longford County Council	375	395	19	22	5.1	5.6
Louth County Council	724	743	27	25	3.7	3.4
Mayo County Council	1,115	1,256	73	75	6.5	6.0
Meath County Council	742	770	38	37	5.1	4.8
Monaghan County Council	478	480	34	34	7.1	7.1
Northern & Western Regional Assembly	19	18	0	0	0.0	0.0
Offaly County Council	409	432	17	24	4.2	5.6

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Ordnance Survey Ireland (OSI)	226	226	8	8	3.5	3.5
Residential Tenancies Board	53	84	2	2	3.8	2.4
Roscommon County Council	414	422	22	25	5.3	5.9
Sligo County Council	455	465	16	17	3.5	3.7
South Dublin County Council	1,263	1,261	56	59	4.4	4.7
Southern Regional Assembly	23	23	0	0	0.0	0.0
Tipperary County Council	1,103	1,143	42	37	3.8	3.2
Waterford City & County Council	969	981	44	44	4.5	4.5
Westmeath County Council	488	491	30	18	6.1	3.7
Wexford County Council	962	998	73	60	7.6	6.0
Wicklow County Council	752	767	23	53	3.1	6.9
Grand Total	34,365	35,519	1,543	1,608	4.5	4.5

Department of Justice & Equality

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
National Disability Authority	34	35	4	4	11.8	11.4
Grand Total	34	35	4	4	11.8	11.4

Department of Public Expenditure & Reform

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta	5	5	0	0	0.0	0.0
An Coimisinéir Teanga	7	9	0	0	0.0	0.0
Central Statistics Office	896	924	56	51	6.3	5.5
Charities Regulatory Authority	39	38	3	3	7.7	7.9
Chief State Solicitor's Office	263	281	12	21	4.6	7.5
Courts Service	1,097	1,080	37	35	3.4	3.2
Data Protection Commissioner	74	142	3	5	4.1	3.5
Defence Forces Canteen Board	3	3	0	0	0.0	0.0
Department of Agriculture, Food & the Marine	3,369	3,430	128	138	3.8	4.0

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Department of Business, Enterprise & Innovation	897	927	45	47	5.0	5.1
Department of Children & Youth Affairs	277	287	14	15	5.1	5.2
Department of Communications, Climate Action & Environment	412	399	14	15	3.4	3.8
Department of Culture, Heritage & the Gaeltacht	643	682	20	26	3.1	3.8
Department of Defence	355	371	15	16	4.2	4.3
Department of Defence - Civilian Employees	431	451	29	28	6.7	6.2
Department of Education & Skills	1,450	1,521	54	58	3.7	3.8
Department of Employment Affairs & Social Protection	6,725	6,642	351	462	5.2	7.0
Department of Finance	319	311	13	16	4.1	5.1
Department of Foreign Affairs & Trade	1,763	2,292	65	110	3.7	4.8
Department of Health	498	499	22	37	4.4	7.4
Department of Housing, Planning & Local Government	750	839	41	48	5.5	5.7
Department of Justice & Equality	2,016	2,153	121	120	6.0	5.6
Department of Public Expenditure & Reform	447	443	19	17	4.3	3.8

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Department of Rural & Community Development	150	153	8	10	5.3	6.5
Department of the Taoiseach	224	231	12	10	5.4	4.3
Department of Transport, Tourism & Sport	557	608	18	24	3.2	3.9
Garda Inspectorate	11	11	1	0	9.1	0.0
Garda Síochána Ombudsman Commission	92	127	3	8	3.3	6.3
Houses of the Oireachtas	588	587	22	26	3.7	4.4
Insolvency Service of Ireland	81	82	3	6	3.7	7.3
International Protection Appeals Tribunal	42	46	2	2	4.8	4.3
International Protection Office	139	148	8	8	5.8	5.4
Irish Film Classification Office	7	7	0	0	0.0	0.0
Irish Human Rights and Equality Commission	45	56	1	4	2.2	7.1
Law Reform Commission	16	20	0	1	0.0	5.0
Legal Aid Board	484	466	18	7	3.7	1.5
National Council for Curriculum & Assessment	44	45	3	3	6.8	6.7

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
National Council for Special Education	101	119	5	6	5.0	5.0
National Property Services Regulatory Authority	29	34	1	2	3.4	5.9
National Shared Services Office	775	782	23	27	3.0	3.5
Office of Government Procurement	223	226	11	15	4.9	6.6
Office of Public Works	752	1,939	26	74	3.5	3.8
Office of the Attorney General	133	137	6	5	4.5	3.6
Office of the Comptroller & Auditor General	168	185	6	10	3.6	5.4
Office of the Director of Public Prosecutions	213	216	12	11	5.6	5.1
Office of the Ombudsman	131	139	10	6	7.6	4.3
Office of the Planning Regulator (This public body was established in 2019 and did not report data for 2018, see section 2.2 in the report)	0	19	0	1	0	5.3
Office of the Secretary to the President	27	27	0	1	0.0	3.7
Office of the Tax Appeals Commissioner	16	28	0	1	0.0	3.6
Policing Authority	32	33	2	2	6.3	6.1

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Property Registration Authority	553	572	36	41	6.5	7.2
Public Appointments Service	194	204	8	17	4.1	8.3
Revenue Commissioners	6,471	7,043	301	334	4.7	4.7
State Examinations Commission	161	174	7	8	4.3	4.6
The Ombudsman for Children's Office	20	20	0	2	0.0	10.0
The Private Security Authority	43	53	1	1	2.3	1.9
The State Laboratory	96	100	4	4	4.2	4.0
Valuation Office	133	134	7	3	5.3	2.2
Grand Total	35,487	38,500	1,627	1,948	4.6	5.1

Department of Rural & Community Development

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Irish Water Safety	8	9	1	0	12.5	0.0
Western Development Commission	15	25	0	0	0.0	0.0
Grand Total	23	34	1	0	4.3	0.0

Department of the Taoiseach

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
National Economic and Social Development Office	17	16	1	1	5.9	6.3
Grand Total	17	16	1	1	5.9	6.3

Department of Transport, Tourism & Sport

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
Bus Éireann	2,668	2,710	106	103	4.0	3.8
Commission for Aviation Regulation	18	22	0	0	0.0	0.0
Commission for Railway Regulation	16	13	0	1	0.0	7.7
Córas Iompair Éireann	202	191	7	6	3.5	3.1
daa plc	3,483	3,526	156	132	4.5	3.7
Dublin Bus	3,430	3,552	173	197	5.0	5.5
Dublin Port Company	167	158	10	6	6.0	3.8
Fáilte Ireland	357	392	18	8	5.0	2.0
Galway Harbour Company	15	15	0	0	0.0	0.0
Iarnród Éireann	3,831	4,016	149	164	3.9	4.1
Irish Aviation Authority	699	716	25	28	3.6	3.9

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2018	2019	2018	2019	2018	2019
National Transport Authority	99	132	6	6	6.1	4.5
New Ross Port Company (ownership transferred to Wexford County Council in 2019, see Section 2.2 of the report for more information)	4	0	0	0	0.0	0
Port of Cork Company	144	151	5	6	3.5	4.0
Port of Waterford Company	38	42	3	3	7.9	7.1
Road Safety Authority	389	417	18	22	4.6	5.3
Shannon Foynes Port Company	61	61	2	2	3.3	3.3
Shannon Group plc	450	470	16	22	3.6	4.7
Sport Ireland	40	44	2	2	5.0	4.5
Tourism Ireland	44	46	2	2	4.5	4.3
Transport Infrastructure Ireland	254	265	11	10	4.3	3.8
Grand Total	16,409	16,939	709	720	4.3	4.3

Appendix C – Staff census response rates 2019

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 2019 and the percentage of employees in each of these public bodies that responded to the staff census.

Public Body	% response
Adoption Authority of Ireland	44.8%
An Bord Pleanála	61.9%
Bord Bia	52.9%
Bord Iascaigh Mhara	41.8%
Bord na gCon	30.9%
Broadcasting Authority of Ireland	97.4%
Carlow County Council	59.7%
Central Statistics Office	48.3%
Charities Regulatory Authority	26.3%
Chief State Solicitor's Office	39.9%
Child and Family Agency (TUSLA)	20.3%
Coillte	40.5%
Commission for Railway Regulation	7.7%
Commission for Regulation of Utilities (CRU)	54.4%
daa plc	69.3%
Data Protection Commissioner	33.8%
Department of Employment Affairs & Social Protection	42.7%

Public Body	% response
Department of Finance	26.7%
Department of Health	59.1%
Department of Housing, Planning & Local Government	15.9%
Department of Public Expenditure & Reform	39.5%
Department of Rural & Community Development	31.4%
Dublin City Council	36.3%
Dublin Port Company	51.9%
Electricity Supply Board (ESB)	57.3%
Environmental Protection Agency	1.2%
Fáilte Ireland	27.3%
Forás Na Gaeilge	83.3%
Garda Inspectorate	54.5%
Garda Síochána Ombudsman Commission	92.1%
Health Insurance Authority	100.0%
Health Service Executive	3.6%
Heritage Council	100.0%
Houses of the Oireachtas	8.9%
Housing Finance Agency	100.0%
IDA Ireland	1.7%
Insolvency Service of Ireland	43.9%
International Protection Appeals Tribunal	47.8%
International Protection Office	41.9%

Public Body	% response
InterTrade Ireland	100.0%
Irish Blood Transfusion Service	42.2%
Irish Film Classification Office	71.4%
Irish Museum of Modern Art (IMMA)	68.8%
Irish National Stud	28.8%
Irish Water Safety	100.0%
IT Dundalk	6.0%
IT Galway-Mayo	22.9%
IT Letterkenny	55.3%
Law Reform Commission	100.0%
Leargas	62.7%
Legal Aid Board	17.6%
Leitrim County Council	83.2%
Leopardstown Park Hospital	98.4%
Limerick City & County Council	21.9%
Local Government Management Agency	100.0%
Longford County Council	4.8%
Marine Institute	100.0%
Medical Council	89.4%
Mental Health Commission	73.5%
National Cancer Registry Ireland	70.0%
National College of Art and Design (NCAD)	58.1%

Public Body	% response
National Council for Special Education	49.6%
National Economic and Social Development Office	100.0%
National Library of Ireland	86.2%
National Milk Agency	100.0%
National Property Services Regulatory Authority	50.0%
National Shared Services Office	30.1%
National Transport Authority	64.4%
National Treatment Purchase Fund	63.2%
Oberstown Children Detention Campus	22.1%
Office of Government Procurement	70.8%
Office of Public Works	58.4%
Office of the Attorney General	40.1%
Office of the Ombudsman	51.1%
Office of the Planning Regulator	100.0%
Office of the Tax Appeals Commissioner	71.4%
Personal Injuries Assessment Board	13.2%
Pharmaceutical Society of Ireland	90.2%
Public Appointments Service	77.9%
Residential Tenancies Board	100.0%
Revenue Commissioners	53.8%
Safefood	25.0%
Science Foundation Ireland	90.5%

Public Body	% response
Screen Ireland	100.0%
Southern Regional Assembly	100.0%
Sustainable Energy Authority of Ireland	79.6%
TG4	83.7%
The Digital Hub	78.6%
The Pensions Authority	67.1%
The Private Security Authority	62.3%
Tourism Ireland	100.0%
Valuation Office	65.7%
Voluntary Health Insurance Board	85.7%
Western Development Commission	48.0%
Wicklow County Council	71.3%



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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.