

Report on Compliance with Part 5 of the Disability Act 2005 for 2020



Údarás Náisiúnta Míchumais
National Disability Authority

Acknowledgements

Despite the pandemic, all Government Departments succeeded in submitting their Part 5 returns on or before the statutory deadlines.

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 2020 Departmental returns.

Table of Contents

Executive Summary	3
Overview of current analysis.....	3
The HSE	3
Impact of COVID-19	5
Mitigating Factors preventing public bodies from meeting the minimum 3%.....	6
Positive Developments.....	7
Review of Part 5	8
I Introduction	11
1.1 Legislative background.....	11
1.2 Counting employees with disabilities	11
1.3 Increasing the recruitment of persons with disabilities.....	12
2. Main Findings for 2020	14
2.1 The minimum 3% target exceeded for tenth successive year	14
2.2 Changes in public bodies.....	15
2.3 Analysis by type of public sector body	22
2.4 Analysis by size of public sector body.....	26
3. Monitoring and Compliance	29
3.1 Compliance with the Act - 2017 and 2018.....	29
3.2 Compliance with the Act - 2018 and 2019.....	30
3.3 Compliance with the Act - 2019 and 2020.....	31
3.4 Responsibility in providing accurate data	31
3.5 Monitoring Committees.....	31
3.6 Errata – changes in data	31
Appendix A – Government Departments.....	32
Appendix B – Public bodies	36
Appendix C – Staff census response rates 2020.....	61

Executive Summary

This is the fifteenth 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 2020, the total number of employees in the relevant public sector bodies was 245,190, an increase of 7,016 (+3.0%) from 2019. In 2020, the number of employees reporting a disability was 7,637 (3.1%), an increase of 318 (+4.4%) from the 2019 figures. Overall the public sector exceeded the minimum target of 3% for the tenth successive year. In 2020, 182 (84.7%) public bodies achieved or exceeded the minimum 3% target compared to 186 (86.1%) bodies in 2019. In 2020, 33 (15.3%) public bodies did not reach the minimum 3% target compared to 30 (13.9%) public bodies in 2019. In 2020, 17 (52%) of the 33 public bodies that did not meet the minimum 3% target are smaller 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 2020, 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 2019.

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 2020, three of the four size categories met or exceeded the minimum target of 3%, which is the same as in 2019. In both years, only one public body, the HSE, did not make the minimum 3% target in the category of 5,000 employees or more.

The HSE

The HSE is the largest body in the public sector. In 2020, this public body reported an increase of +4,397 employees from 88,215 employees in 2019 to 92,612 employees in 2020. This public body also reported a slight increase in the number (+50) and percentage (+0.1%) of employees reporting a disability from

2019 to 2020. In 2019, 464 (0.5%) employees reported a disability, in 2020 this increased to 514 (0.6%).

Table 1 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 2020.

Table 1. Overall percentage of employees reporting a disability with and without HSE Data in 2020

Year	Total number of employees	Employees reporting a disability	% of total employees reporting a disability
2020 (including HSE data)	245,190	7,637	3.1%
2020 (excluding HSE data)	152,578	7,123	4.7%

If the HSE data was excluded from the 2020 returns, the reported percentage of people with disabilities in the public sector would be 51.6% higher than when the HSE data is included.

Table 2 demonstrates that if we compare the overall performance of the public sector from 2019 to 2020, excluding the HSE data for both years, the total number of public sector employees for all bodies, increased by 2,619 (+1.8%). The number of employees reporting a disability increased by 268 (+3.9%) and the percentage of employees reporting a disability also increased slightly by 0.1%.

Table 2. Overall public sector performance from 2019 to 2020 without the HSE data

	Total number of employees	Employees reporting a disability	% of total employees reporting a disability
2020 (excluding HSE data)	152,578	7,123	4.7%
2019 (excluding HSE data)	149,959	6,855	4.6%
Change	+2,619 (+1.8%).	+268 (+3.9%)	+0.1%

NDA engagement with HSE

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

Since June 2020, the NDA has initiated and engaged in a strategic process of engagement with a designated team that has been appointed in the HSE to focus on improving this public body's performance under Part 5. The NDA continues to meet with this team on a regular basis to help the HSE to apply the learning from this sustained process of engagement. The NDA notes that some progress has been made to date. 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.

Impact of COVID-19

Public bodies, with the NDA's support, met their statutory obligations to submit their 2020 Part 5 returns to their respective Departmental Monitoring Committees, despite the COVID-19 pandemic. Under Section 48(2) of the Disability Act 2020, public bodies must collect and submit 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.

A small number of public bodies reported that they did experience some difficulties collecting data due to the pandemic and that this did impact their ability to meet the minimum 3%.

A few public bodies also reported that the pandemic had caused them to close down their operation and that this had resulted in a significant loss of employees. In 2019, Rásaíocht Con Éireann (Greyhound Racing Ireland) previously called Bord na gCon, reported that it had 690 employees and that 56 (8.1%) of their employees reported a disability. In 2020, this public body reported that it had to cease racing operations due to the pandemic. In 2020, this public body reported that it had a total of 162 employees, a loss of 528 employees in one year. However, despite the reduction in employees, this public body still reported that in 2020, 19 (11.7%) of their employees reported a disability.

In 2020, despite the significant loss in the total number of employees, this public body remained focussed on implementing measures to increase the recruitment

of persons with disabilities in the future. Some of these measures includes linking in with an Employability office in Limerick to recruit persons with disabilities.

Mitigating Factors preventing public bodies from meeting the minimum 3%

In 2020 one public bodies reported that an increase in employees with disabilities retiring from the workforce resulted in them reporting a decrease in the number and percentage of employees reporting a disability for this year. Some public bodies also reported ongoing challenges in accurate data collection, in some cases due to a reluctance to share disability status on the part of employees.

The NDA continues to work closely with and advise public bodies on measures they can implement to create Equitable Diverse and Inclusive (EDI) work environments that focus on increasing the recruitment and the retention of persons with disabilities and one where employees feel supported in sharing their disability status.

The NDA frequently meets with the Human Resource Departments 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 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**. Legislation to put this increase on a statutory basis is likely to be enacted before the end of 2022.

In 2020, 61 (28.4%) of public bodies reported that over 6% of their employees reported a disability. This a slight increase from 2019, when 48 (22.2%) public bodies reported that over 6% of their employees reported a disability. The NDA remains committed to advising public bodies on measures they can implement to meet their obligations under Part 5 and to progress towards ensuring that a minimum of 6% of their employees are persons with disabilities. 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. It is therefore important that the public sector focuses on creating EDI work environments that will help them to increase the recruitment and retention of persons with disabilities. In this context, public bodies will also be able to meet their obligations to create an Equitable, Diverse and Inclusive public sector, as detailed under the **Public**

Sector Equality and Human Rights Duty and Our Public Service 2020 policy framework.

Positive Developments

Improvements in performance

In 2020, the NDA is pleased to note that some public bodies continued to demonstrate progress in creating EDI work environments that promote and support the recruitment of persons with disabilities, while increasing the responses received from employees with disabilities. St James' Hospital and the Technological University Dublin (TUD) are examples of public bodies in this regard.

Table 3 Performance of St James' Hospital and Technological University Dublin in 2019 and 2020.

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020	Change in number and % of employees reporting a disability
St James's Hospital	4,327	163	3.8	4,734	366	7.7	+203 (+3.9%)
Technological University Dublin (TUD)	3,123	130	4.2	3,079	251	8.2	+121 (+4%)

In St James' Hospital, the Human Resources' Business Partner structure facilitated effective communication between Occupational Health, local management and the Human Resources Department. This focus on enhancing organisational communications has helped to increase awareness of disability issues throughout the organisation and of the Part 5 process. This approach has also helped this public body to increase the number of responses it received from employees with disabilities.

St James' Hospital also provides a number of training initiatives for employees to increase awareness and understanding of persons with disabilities. This public body provides managers/supervisors with a short training programme called 'Managing People' which is delivered by Employee Relations specialists. This programme provides managers with information on managing all employees, including employees with disabilities. It also increases managers' awareness of their obligations to provide reasonable accommodations to employees during the recruitment and selection processes and provides them with models of good

practice regarding the provision of reasonable accommodations for new and existing employees. This public body also has a number of proactive recruitment measures to increase the recruitment of persons with disabilities including ensuring that interview panels have received training in disability awareness.

In 2020, the Technological University Dublin (TUD) reviewed their recruitment policy in the context of increasing the recruitment of persons with disabilities. This public body also reviewed their data collection and monitoring processes to advise on future policy development on Equality, Diversity and Inclusion and to enable future benchmarking against the sector.

The Director of Equality Diversity and Inclusion in TUD established an Ability Network that considers issues in relation to supporting the employment of persons with disabilities. This Network meets 5-6 times per year, and includes TUD staff of all levels including students with disabilities. The Network advises on policy and practice initiatives in relation to students and staff with disabilities. The Network also runs events related to disability issues that are open to everyone in the University.

These public bodies have demonstrated that creating and maintaining an EDI 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 sharing 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.

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 was to guide the development and implementation of a process that could help to:

- Enrich the data and transferable learning that emerges regarding key elements in organisations that create and maintain inclusive work environments that promote and support the recruitment and retention of persons with disabilities and one where employees with disabilities feel supported and comfortable sharing their disability status
- As far as possible to guide continuous improvement across the public sector in creating and maintaining these inclusive work environments
- As far as possible to increase employment opportunities for persons with disabilities

- Identify specific measures that may be required to help public bodies to increase their compliance with the minimum statutory employment target of 3% and to progress towards reaching the minimum 6% by 2024
- 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 and launched in Q1 2022, along with a paper setting out recommendations for next steps in enhancing the Part 5 process as a key driver of the Equality, Diversity and Inclusion (EDI) agenda in the public sector. These recommendations will be implemented over the next three years.

From February – June 2021, the NDA hosted several online seminars for Departmental Monitoring Committees, the Disability Liaison Officer Network and public bodies to inform them of a number of recommendations from the Review of Part 5, regarding collecting and submitting data for their 2020 Part 5 returns and for future returns, and to help them implement these recommendations. Some of these key recommendations included:

- Collecting data anonymously, i.e. employees do not have to sign their names to forms etc., which could help more employees to feel comfortable sharing their disability status
- Providing information on the measures they had in place or were implementing to create EDI work environments and to drive the EDI agenda in the public sector
- Providing information on the measures they had in place to ensure that services; products; procurement processes, communications (written, spoken, digital and signed); the built environment and public spaces were universally designed and therefore easy to access, understand and use for everyone, regardless of age, size, ability or disability
- Stating in their 2020 Part 5 returns that they had communicated to their employees, including employees with disabilities, why their data was being collected for Part 5; how this data was being used and that all employees had given their consent for their anonymous data to be used for the annual Part 5 return.

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

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

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

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

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

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

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

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

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

1 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. Although the NDA recognises that this may not always be possible or appropriate when seeking to improve the accuracy of the returns.

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

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

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

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

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. The NDA

understands this commitment will be enacted through legislation at the end of 2021. 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 target and progressing towards reaching the minimum 6% by 2024. In 2020, 182 (84.7%) public bodies reported that they had achieved compliance. In 2020, 61 (28.4%) of public bodies reported that over 6% of their employees reported a disability. This a slight increase from 2019, when 48 (22.2%) public bodies reported that over 6% of their employees reported a disability.

We also emphasise that public bodies should continue to work towards creating and maintaining an EDI work environment that promotes and supports the recruitment and retention of persons with disabilities, and where employees with disabilities feel supported and comfortable in sharing their disability status. 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.

2. Main Findings for 2020

2.1 The minimum 3% target exceeded for tenth successive year

The proportion of employees declaring a disability in the public service exceeded the minimum 3% target for the tenth successive year (see Table 4), with the 2020 level confirmed at 3.1%.

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 2020, the total number of employees in the relevant public sector bodies was 245,190, an increase of 7,016 (+3.0%) from 2019.

The total number of employees reporting a disability increased each year from 2014 to 2017. However this number fell in 2018 and 2019. The NDA is pleased to note that the number of employees reporting a disability increased by 318 (4.4%) to 7,637 in 2020 from the 2019 figures. However, in light of the overall increase of employee numbers in the public sector the overall percentage of employees reporting a disability in the public sector remains at 3.1%, the same percentage as 2019.

Table 4. Progress towards minimum 3% target, 2007-2020

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%

2.2 Changes in public bodies

In 2020, there was a general election in Ireland. This resulted in the following changes:

- Some Government Departments changed names
- The Department of Further & Higher Education Innovation, Research & Science was created. The Institutes of Technology, Leargas, Quality Qualifications Authority, Solas and other public bodies that reported under the former Department of Education & Skills in 2019 reported under the Department of Further and Higher Education in 2020¹
- Some Government Departments were reconfigured, for example the Department of Tourism, Culture, Arts, Gaeltacht, Sports and Media. This newly configured Government Department includes public bodies that were under the Department of Culture Heritage and the Gaeltacht in 2019 and additional public bodies such as Broadcasting Authority of Ireland, Fáilte Ireland, Sports Ireland, Raidió Teilifís Éireann (RTÉ), TG4 and Tourism Ireland that previously reported under different Government Departments in 2019
- Some other public bodies also changed Government Departments in 2020.

For the purposes of clarity, Table 5 details the changes in Government Departments in 2020 and provides information regarding the Government Departments that changed names and where relevant, the number of public bodies that changed Government Departments. This information is also referenced in Appendices A and B in this report.

Table 6 provides the details and the 2019 and 2020 data of the public bodies that changed Government Departments in 2020. These changes are also referenced in Appendix B in this report.

¹ Government Departments submit annual Part 5 reports to the Department of Public Expenditure & Reform on the number of civil service staff employed by these Government Departments **only. These reports do not capture the staff employed in public bodies under these Government Departments.** This data is captured in Appendix A in this report. In this context, the Department of Education and the new Department of Further and Higher Education, Research and Science Innovation submitted separate reports to the Department of Public Expenditure for 2020.

Table 5 Changes in Government Departments in 2020

Government Departments in 2019	Changes to Government Departments in 2020
Department of Business, Enterprise & Innovation	In 2020, the name of this Government Department changed to the Department of Enterprise Trade & Employment .
Department of Children & Youth Affairs	In 2020, the name of this Government Department changed to the Department of Children, Equality, Disability, Integration & Youth (DCEDIY) . One additional public body was added to this Department. See Table 6 for more details.
Department of Communications, Climate Action & Environment	In 2020, the name of this Government Department changed to the Department of the Environment, Climate & Communications . Three public bodies that were previously in this Department in 2019 moved to another Department in 2020. See Table 6 for more details.
Department of Culture Heritage & the Gaeltacht	In 2020, the name of this Government Department changed to the Department of Tourism, Culture, Arts, Gaeltacht, Sports & Media . Two public bodies that were previously in this Department in 2019, moved to another Department in 2020. Six other public bodies were added to this Department. See Table 6 for more details.
Department of Education & Skills	In 2020, the name of this Department changed to the Department of Education . Sixteen public bodies that had previously reported under this Department in 2019 moved to another Department in 2020. See Table 6 for more details.
Department of Employment Affairs & Social Protection	In 2020, the name of this Government Department changed to the Department of Social Protection .
Department of Foreign Affairs & Trade	In 2020, the name of this Government Department changed to the Department of Foreign Affairs .

Government Departments in 2019	Changes to Government Departments in 2020
Department of Housing, Planning & Local Government	In 2020, the name of this Government Department changed to the Department of Housing, Local Government & Heritage . Two additional public bodies were added to this Department. See Table 6 for more details.
Department of Justice & Equality	In 2020, the name of this Department changed to the Department of Justice .
Department of Transport, Tourism & Sport	In 2020, the name of this Government Department changed to the Department of Transport . Three public bodies that were previously in this Department in 2019, moved to another Department in 2020. See Table 6 for more details.

Table 6 Public bodies who changed Departments in 2020

Public Body	Total number of employees 2019	Number and % of employees reporting a disability 2019	Total number of employees 2020	Number and % of employees reporting a disability 2020	Changes in 2020
National Disability Authority	35	4 (11.4%)	35	7 (20%)	In 2020, this public body moved from the Department of Justice to the Department Children, Equality, Disability, Integration & Youth
Broadcasting Authority of Ireland	39	3 (7.7%)	39	4 (10.3%)	In 2020, this public body moved from the Department of the Environment, Climate & Communications to the Department of Tourism, Culture, Arts, Gaeltacht, Sports & Media
Raidió Teilifís Éireann (RTÉ)	1,831	84 (4.6%)	1866	91 (4.9%)	In 2020, this public body moved from the Department of the

Public Body	Total number of employees 2019	Number and % of employees reporting a disability 2019	Total number of employees 2020	Number and % of employees reporting a disability 2020	Changes in 2020
					Environment, Climate & Communications to the Department of Tourism, Culture, Arts, Gaeltacht, Sports & Media
TG4	86	3 (3.5%)	88	4 (4.5%)	In 2020, this public body moved from the Department of the Environment, Climate & Communications to the Department of Tourism, Culture, Arts, Gaeltacht, Sports & Media
Fáilte Ireland	392	8 (2%)	376	7 (1.9%)	In 2020, this public body moved from the Department of Transport to the Department of Tourism, Culture, Arts, Gaeltacht, Sports & Media
Sport Ireland	44	2(4.5%)	51	2 (3.9%)	In 2020, this public body moved from the Department of Transport to the Department of Tourism, Culture, Arts, Gaeltacht, Sports & Media
Tourism Ireland	46	2 (4.3%)	161	0 (0%)	In 2020, this public body moved from the Department of Transport to the Department of Tourism, Culture, Arts, Gaeltacht, Sports & Media
Heritage Council	14	0 (0%)	15	0 (0%)	In 2020, this public body moved from the Department of

Public Body	Total number of employees 2019	Number and % of employees reporting a disability 2019	Total number of employees 2020	Number and % of employees reporting a disability 2020	Changes in 2020
					Tourism, Culture, Arts, Gaeltacht, Sports & Media to the Department of Housing, Local Government & Heritage
Waterways Ireland	240	8 (3.3%)	245	7 (2.9%)	In 2020, this public body moved from the Department of Tourism, Culture, Arts, Gaeltacht, Sports & Media to the Department of Housing, Local Government & Heritage
Dún Laoghaire Institute of Art, Design & Technology	296	13 (4.4%)	383	17 (4.4%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
IT Athlone	619	27 (4.4%)	631	29 (4.6%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
IT Carlow	850	38 (4.5%)	782	27 (3.5%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.

Public Body	Total number of employees 2019	Number and % of employees reporting a disability 2019	Total number of employees 2020	Number and % of employees reporting a disability 2020	Changes in 2020
IT Cork	1,615	50 (3.1%)	1,596	49 (3.1%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
IT Dundalk	665	35 (5.3%)	720	36 (5.0%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
IT Galway-Mayo	904	28 (3.1%)	989	23 (2.3%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
IT Letterkenny	378	23 (6.1%)	381	23 (6.0%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
IT Limerick	665	30 (4.5%)	699	30 (4.3%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education

Public Body	Total number of employees 2019	Number and % of employees reporting a disability 2019	Total number of employees 2020	Number and % of employees reporting a disability 2020	Changes in 2020
					Innovation, Research & Science.
IT Sligo	605	29 (4.8%)	629	24 (3.8%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
IT Tralee	411	14 (3.4%)	430	15 (3.5%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
IT Waterford	978	31 (3.2%)	936	29 (3.1%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
Leargas	51	4 (7.8%)	54	2 (3.7%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
National College of Art and Design (NCAD)	155	8 (5.2%)	155	10 (6.5%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher

Public Body	Total number of employees 2019	Number and % of employees reporting a disability 2019	Total number of employees 2020	Number and % of employees reporting a disability 2020	Changes in 2020
					Education Innovation, Research & Science.
Quality and Qualifications Ireland	76	3 (3.9%)	72	2 (2.8%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
SOLAS - Further Education & Training Authority	224	18 (8.0%)	217	17 (7.8%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.
Technological University Dublin	3,123	130 (4.2%)	3,079	251 (8.2%)	In 2020, this public body moved from the Department of Education to the Department of Further & Higher Education Innovation, Research & Science.

2.3 Analysis by type of public sector body

The 2020 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 2020 accounted for 15.8% of the public sector workforce (see Table 7). Overall employee numbers decreased between 2019 and 2020 by 663 to 38,646 (-1.7%) and the number of employees reporting a disability increased by 77 to 1,839 (+4.4%). The percentage of employees in Commercial Bodies with a disability increased from 4.5% in 2019 to 4.8% in 2020. In total, 84.6% of bodies in this category achieved the target, a decrease from the 2019 figure of 88.5%.

Government Departments

In 2020, Government Department employees accounted for 9.5% of public sector employees. In 2020, there was an increase in the total number of employees in Government Departments from 22,239 in 2019, to 23,271 in 2020 (4.6%). Between 2019 and 2020, the number of employees with a disability decreased by 29 people to 1,168 (-2.4%). The percentage of employees reporting a disability decreased from 5.4% in 2019 to 5.0% in 2020. All Government Departments exceeded the minimum 3% target for 2020 - the ninth 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 2020, it accounted for 13.4% of the public sector workforce. Between 2019 and 2020, overall employee numbers decreased by 27 to 32,974 (-0.1%) in 2020. The number of employees reporting a disability decreased by 186 people, from 1,511 to 1,325 (-12.3%) in 2020. The percentage of employees with disabilities across the Local Government category, as a whole, decreased from 4.6% in 2019 to 4.0% in 2020. In total, 91.4% of bodies in this category achieved the target, the same as 2019. The 32 public bodies out of 35 that achieved the target in this category included all the local authorities, except for Limerick City and County Council. The other 2 regional assemblies (5.7%) 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 2020, these agencies constituted 6.8% of the public sector workforce. Between 2019 and 2020, this sector increased by 318 employees to 16,740 (+1.9%), and the number of employees with disabilities increased by 22 to 779 (+2.9%). The percentage of employees with disabilities increased slightly from 4.6% in 2019 to 4.7% in 2020. In total, 82.5% of bodies in this sector achieved the target, an increase from 78.6% in 2019.

In 2019 the Defence Forces Canteen Board and the International Protection Office reported under this category. In 2020, the Defence Forces Canteen Board was amalgamated into the Department of Defence and did not make a separate Part 5 return for 2020. In 2020, the International Protection Office was amalgamated into the Immigration Service Delivery as part of the Department of Justice's transformation process. These public bodies made no separate Part 5 returns in 2020 and did not report under this category. This category therefore lost 2 public bodies in 2020.

Non-Commercial Bodies

This tends to be the largest sector in the public service because it includes the HSE, the largest employer in the public sector. In 2020, this sector accounted for over half (54.5%) of the public sector workforce. Between 2019 and 2020, this sector increased by 6,356 employees to 133,559 (+5.0%), while the number of employees with disabilities increased by 434 employees to 2,526 (+20.7%). The percentage of employees with disabilities increased slightly from 1.6% in 2019 to 1.9% in 2020. In total, 80.0% of Non-Commercial bodies achieved the target, a decrease from 84.2% in 2019.

Table 7. Data by type of public body, 2019, 2020

Type of public sector body	Total employees	No. of employees reporting a disability	% of employees reporting a disability	% of total work-force reported on under Part 5	% of bodies achieving target	No. of public bodies
Commercial 2020	38,646	1,839	4.8%	15.8%	84.6%	26
Commercial 2019	39,309	1,762	4.5%	16.5%	88.5%	26
Change 2019/2020	-663	77	0.3%	-0.7%	-3.9%	0
Gov. Dept. 2020	23,271	1,168	5.0%	9.5%	100.0%	19
Gov. Dept. 2019	22,239	1,197	5.4%	9.3%	100.0%	18
Change 2019/2020	1,032	-29	-0.4%	0.2%	0%	1
Local Gov. 2020	32,974	1,325	4.0%	13.4%	91.4%	35
Local Gov. 2019	33,001	1,511	4.6%	13.9%	91.4%	35
Change 2019/2020	-27	-186	-0.6%	-0.5	0%	0

Type of public sector body	Total employees	No. of employees reporting a disability	% of employees reporting a disability	% of total work-force reported on under Part 5	% of bodies achieving target	No. of public bodies
Non-comm. 2020	133,559	2,526	1.9%	54.5%	80.0%	95
Non-comm. 2019	127,203	2,092	1.6%	53.4%	84.2%	95
Change 2019/2020	6,356	434	0.3%	1.1%	-4.2%	0
PBCS 2020²	16,740	779	4.7%	6.8%	82.5%	40
PBCS 2019	16,422	757	4.6%	6.9%	78.6%	42
Change 2019/2020	318	22	0.1%	-0.1%	3.9%	-2
Totals 2020	245,190	7,637	3.1%	100.0%	84.7%	215
Totals 2019	238,174	7,319	3.1%	100.0%	86.1%	216
Change 2019/2020	7,016	318	0%	0%	-1.4%	-1

Comparison between 2020 figures with and without the HSE data

Table 8 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 2020 HSE data is excluded from this category, the percentage of employees reporting a disability increases from 1.9% to 4.9% (+3.0%). The percentage of public bodies achieving the target increases slightly from 80.0% to 80.9% (+0.9%).

²In 2019 the Defence Forces Canteen Board and the International Protection Office reported under this category. In 2020, the Defence Forces Canteen Board was amalgamated into the Department of Defence and did not make a separate Part 5 return for 2020. In 2020, the International Protection Office was amalgamated into the Immigration Service Delivery as part of the Department of Justice's transformation process. These public bodies made no separate Part 5 returns in 2020 and did not report under this category. This category therefore lost 2 public bodies in 2020.

Table 8. 2020 Non-Commercial Body figures with and without HSE data

Type of public sector body	Total number of employees	Number of employees reporting a disability	% of employees reporting a disability	% of total work-force reported on under Part 5	% of bodies achieving target	No. of public bodies
Non-comm. 2020 (excluding HSE data)	40,947	2,012	4.9%	26.8%	80.9%	94
Non-comm. 2020 (including HSE data)	133,559	2526	1.9%	54.5%	80.0%	95

2.4 Analysis by size of public sector body

Public bodies with less than 100 staff

In 2020, there were 69 bodies in the public sector with less than 100 employees, representing 1.2% of the entire workforce (see Table 9). This size category employed 2,826 people, of which 5.6% (159) reported a disability. Of the entire workforce reporting a disability, 2.1% were employed in public bodies of this size.

This category includes public bodies who are very small in size, employing between 7 to 20 people (19 out of the 69 organisations). Of these bodies with 20 employees or fewer, 16 have reported that they have no employees with disabilities in 2020.

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 sharing their disability status and this can also impact these public bodies' ability to accurately report on meeting their obligations under Part 5 of the Disability Act 2005.

Public bodies with between 100 and 999 staff

This size category has the highest number of public bodies (106) making up 16.7% of the total workforce in 2020. In total 40,900 people were employed in this

category, of which 4.7% (1,930) reported a disability. Of the entire workforce reporting a disability, 25.3% were employed in public bodies of this size.

Public bodies with between 1000 and 4999 staff

In 2020, there were 33 public bodies employing between 1,000 and 4,999 employees, representing 27.9% of the total workforce. This cohort employed 68,347 employees, of which 4.7% (3,199) reported a disability. Of the entire workforce reporting a disability, 41.9% were employed in public bodies of this size.

Public bodies with over 5,000 staff

In 2020, this size category had the smallest number of public bodies (7) and represented 54.3% of the total workforce. It employed 133,117 employees of which 1.8% (2,349) reported a disability. Of the entire workforce reporting a disability, 30.8% were employed in these large public bodies.

The public bodies in this category and their reported percentage of employees with disabilities for 2020 are:

- | | |
|---|---------------------|
| • An Post | 4.6% (4.7% in 2019) |
| • Department of Social Protection | 5.7% (7.0% in 2019) |
| • Dublin City Council | 4.6% (4.8% in 2019) |
| • Electricity Supply Board (ESB) | 4.0% (4.1% in 2019) |
| • HSE | 0.6% (0.5% in 2019) |
| • Revenue Commissioners | 4.1% (4.7% in 2019) |
| • Child and Family Protection Agency, Tusla
(This body had less than 5000 employees in 2019) | 3.9% in 2020 |

Five of the organisations within this category reported decreases on the percentage target achieved (Department of Social Protection, Dublin City Council, the Electricity Supply Board, An Post, and the Revenue Commissioners). The HSE reported a 0.1% increase in the number of employees that reported a disability. Child and Family Protection Agency, Tusla is new to this category in 2020.

Table 9. Data by size of public body 2019

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	Total % of employees reporting a disability in the workforce by size of public body
1-99	69	2,826	159	5.6%	1.2%	2.1%
100 -999	106	40,900	1,930	4.7%	16.7%	25.3%
1,000 -4,999	33	68,347	3,199	4.7%	27.9%	41.9%
5,000 +	7	133,117	2,349	1.8%	54.3%	30.8%
Total 2020	215	245,190	7,637	3.1%	100%	100%

Comparison between 2020 figures with and without the HSE data

Table 10 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 2020 HSE data is excluded the percentage of employees reporting a disability increases from 1.8% to 4.5% (+2.7%).

Table 10. 2020 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 reporting a disability	% of employees reporting a disability	% of total public sector workforce	Total % of employees reporting a disability in the workforce by size of public body
5,000 + (excluding HSE data)	6	40,505	1,835	4.5%	26.5%	25.8%
5,000 + (including HSE data)	7	133,117	2,349	1.8%	54.3%	30.8%

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 - 2017 and 2018

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

- Bord lascaigh Mhara (BIM)
- Health Service Executive (HSE)
- National Gallery Ireland (NGI)
- Personal Injuries Assessment Board (PIAB)

The NDA reviewed the detailed 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 noted that Bord lascaigh Mhara, the National Gallery of Ireland and the PIAB demonstrated that they had proactive measures in place in 2017 and 2018, to create an inclusive work environment that promoted and supported the increased recruitment and retention of persons with disabilities and supported employees to feel comfortable sharing their disability status.

The Authority decided that these public bodies therefore did not warrant a determination of non-compliance. The NDA has informed these public bodies of the Authority's decision and has provided them with relevant guidance to help them to continue to improve their performance under Part 5 of the Disability Act 2005.

The NDA was pleased to note that in 2019 with our guidance and support these public bodies exceeded the minimum 3% target and in 2020, these public bodies continued to focus on improving their performance under Part 5, as detailed in Table 11 below. Although Bord lascaigh Mhara reported a decrease in the total number of employees in 2020, the NDA notes that it did not report a decrease in the number of employees reporting a disability.

Table 11 Public bodies who achieved compliance in 2019 and 2020

Public Body	Total number of employees 2019	Number and % of employees reporting a disability 2019	Total number of employees 2020	Number and % of employees reporting a disability 2020	Change in the number and % of employees reporting a disability 2020
Bord Iascaigh Mhara	134	7 (5.2%)	130	7 (5.4%)	0 (+0.2 %)
National Gallery of Ireland	194	6 (3.1%)	187	12 (6.4%)	+6 (3.3%)
Personal Injuries Assessment Board	76	3 (3.9%)	80	6 (7.5%)	+3 (3.6%)

The Authority reviewed the HSE's response for 2017 and 2018. The Authority noted that in 2017 and 2018 the HSE had measures in place to create an inclusive work environment where employees felt supported and comfortable in sharing their disability status. These measures are an important element in facilitating the necessary cultural change in the HSE that will help it to improve its performance under Part 5.

The Authority noted however, that in 2017 and 2018, the HSE provided little evidence of developing appropriate data collection measures that could accurately reflect the impact of the measures the HSE has taken to create an EDI work environment that promotes and supports the recruitment and retention of persons with disabilities. The HSE also provided little evidence of having proactive measures in place to increase the recruitment of persons with disabilities. On the basis of the response received, the Authority decided that the HSE warranted a final determination for non-compliance with Part 5 for 2017 and 2018.

The NDA has informed the Minister of Health and the HSE regarding this determination of non-compliance. As stated previously, since June 2020 the NDA has been engaging with a designated team in the HSE to help this public body improve its performance under Part 5.

3.2 Compliance with the Act - 2018 and 2019

In 2021, the NDA sent S.49 requests to two public bodies who did not make the minimum 3% target in 2018 and 2019:

- Coillte
- Health and Safety Authority (HSA)

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

The NDA is pleased to note that in 2020 the HSA reported that out of 190 employees, 13 (6.8%) employees had reported a disability.

The HSE did not make the minimum 3% target for 2018 and 2019. The NDA has sent a S49 request to the HSE for 2018 and 2019.

3.3 Compliance with the Act - 2019 and 2020

The NDA notes that four public bodies with staff over 50 have not made the minimum 3% target for 2019 and 2020:

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

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

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 Errata – changes in data

There is no errata in the published data to date.

Appendix A – Government Departments

Department	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Department of Agriculture, Food & the Marine	3,430	138	4.0	3,749	137	3.7
Department of Children, Equality, Disability, Integration and Youth (comparison to the former Department of Children & Youth Affairs in 2019. See Table 5 in Section 2.2. of the report for more information)	287	15	5.2	375	20	5.3
Department of Defence	371	16	4.3	374	16	4.3
Department of Defence - Civilian Employees	451	28	6.2	455	28	6.2
Department of Education (comparison to the former Department of Education & Skills in 2019. See Table 5 in section 2.2 of the report)	1,521	58	3.8	1,367	49	3.6
Department of Enterprise Trade & Employment (comparison to the former Department of Business, Enterprise & Innovation in 2019.	927	47	5.1	923	43	4.7

Department	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
See Table 5 in section 2.2. of the report)						
Department of Finance	311	16	5.1	320	14	4.4
Department of Foreign Affairs (comparison to the former Department of Foreign Affairs & Trade in 2019. See Table 5 in Section 2.2. of the report)	2,292	110	4.8%	2,455	129	5.3
Department of Further & Higher Education Research Innovation & Science (This new Department was established in 2020 and did not make a return under DPER in 2019)	0	0	0	136	5	3.7
Department of Health	499	37	7.4%	614	44	7.2%
Department of Housing, Local Government and Heritage (comparison to the former Department of Housing, Planning & Local Government in 2019. See Table 5 in Section 2.2 of the report for more information)	839	48	5.7%	1,255	77	6.1%
Department of Justice (comparison to the former Department of Justice & Equality	2,153	120	5.6%	2,350	120	5.1%

Department	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
2019. See Table 5 in Section 2.2 of the report)						
Department of Public Expenditure & Reform	443	17	3.8%	460	14	3.0%
Department of Rural & Community Development	153	10	6.5%	160	13	8.1%
Department of Social Protection (comparison to the former Department of Employment Affairs & Social Protection in 2019. See Table 5 in Section 2.2 of the report)	6,642	462	7.0%	6,715	386	5.7%
Department of the Environment, Climate and Communications (comparison to the former Department of Communications, Climate Action & Environment in 2019. See Table 5 in Section 2.2 of the report for more information)	399	15	3.8	411	14	3.4%
Department of the Taoiseach	231	10	4.3	240	8	3.3%
Department of Tourism Culture, Arts, Gaeltacht, Sports and Media (comparison to the former Department of Culture Heritage &	682	26	3.8	355	34	9.6%

Department	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
the Gaeltacht and the former Department of Transport, Tourism & Sport in 2019. Table 5 in Section 2.2 of the report for the changes regarding this Department in 2020)						
Department of Transport (comparison to the former Department of Transport, Tourism & Sport in 2019. See Table 5 in Section 2.2 of the report for more information)	608	24	3.9	557	17	3.1%
Grand Total	22,239	1,197	5.4	23,271	1,168	5.0

Appendix B – Public bodies

Department of Agriculture, Food & the Marine

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Bord Bia	140	6	4.3	154	6	3.9
Bord Iascaigh Mhara	134	7	5.2	130	7	5.4
Coillte	452	11	2.4	447	7	1.6
Horse Racing Ireland	202	8	4.0	222	13	5.9
Irish National Stud	52	4	7.7	52	4	7.7
Marine Institute	230	12	5.2	234	12	5.1
National Milk Agency	5	0	0.0	5	0	0
Rásaíocht Con Éireann (called Bord na gCon in 2019)	690	56	8.1	162	19	11.7
Sea Fisheries Protection Authority	137	6	4.4	148	6	4.1
Teagasc	1,347	60	4.5	1,383	53	3.8
Veterinary Council of Ireland	9	0	0.0	9	0	0.0
Grand Total	3,398	170	5.0	2,946	127	4.3

**Department of Children Equality, Disability, Integration and Youth
(comparison to the former Department of Children & Youth Affairs in
2019)**

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disabilities 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Adoption Authority of Ireland	29	2	6.9	26	2	7.7
Child and Family Agency (TUSLA)	4,534	175	3.9	5,258	206	3.9
National Disability Authority (See Table 6 in Section 2.2 of the report for 2019 data)	-	-	-	35	7	20.0
Oberstown Children Detention Campus	258	8	3.1	273	8	2.9
Grand Total	4,821	185	3.8	5,592	223	4.0

Department of Enterprise Trade & Employment (comparison to the former Department of Business, Enterprise & Innovation in 2019)

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Competition and Consumer Protection Commission	108	8	7.4	120	8	6.7
Enterprise Ireland	665	27	4.1	672	21	3.1
Health & Safety Authority	181	4	2.2	190	13	6.8
IDA Ireland	359	17	4.7	359	21	5.8
InterTrade Ireland	52	2	3.8	57	3	5.3
National Standards Authority of Ireland	159	5	3.1	164	7	4.3
Personal Injuries Assessment Board	76	3	3.9	80	6	7.5
Science Foundation Ireland	84	3	3.6	89	3	3.4
Grand Total	1,684	69	4.1	1,731	82	4.7

Department of Finance

Public Body	Total number of employees 2019	Number of employees reporting disabilities 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
National Treasury Management Agency	786	32	4.1	794	34	4.3
Grand Total	786	32	4.1	794	34	4.3

Department of Further & Higher Education, Research Innovation & Science (comparison to the former Department of Education & Skills in 2019)

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Dún Laoghaire Institute of Art, Design & Technology	296	13	4.4	383	17	4.4
IT Athlone	619	27	4.4	631	29	4.6
IT Carlow	850	38	4.5	782	27	3.5
IT Cork	1,615	50	3.1	1,596	49	3.1
IT Dundalk	665	35	5.3	720	36	5.0
IT Galway-Mayo	904	28	3.1	989	23	2.3
IT Letterkenny	378	23	6.1	381	23	6.0
IT Limerick	665	30	4.5	699	30	4.3
IT Sligo	605	29	4.8	629	24	3.8
IT Tralee	411	14	3.4	430	15	3.5
IT Waterford	978	31	3.2	936	29	3.1
Leargas	51	4	7.8	54	2	3.7
National College of Art and Design (NCAD)	155	8	5.2	155	10	6.5
Quality and Qualifications Ireland	76	3	3.9	72	2	2.8
SOLAS - Further Education & Training Authority	224	18	8.0	217	17	7.8
Technological University Dublin	3,123	130	4.2	3,079	251	8.2
Grand Total	11,615	481	4.1	11,753	584	5.0

Department of Health

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Beaumont Hospital	4,214	189	4.5	4,388	196	4.5
Dental Council	7	0	0.0	7	0	0.0
Dublin Dental Hospital	209	6	2.9	209	6	2.9
Food Safety Authority of Ireland	94	3	3.2	93	4	4.3
Health Information and Quality Authority	259	11	4.2	271	15	5.5
Health Insurance Authority	11	1	9.1	10	0	0.0
Health Products Regulatory Authority	340	18	5.3	345	15	4.3
Health Research Board	69	3	4.3	53	3	5.7
Health Service Executive	88,215	464	0.5	92,612	514	0.6
Institute of Public Health	19	2	10.5	21	2	9.5
Irish Blood Transfusion Service	576	23	4.0	585	18	3.1
Leopardstown Park Hospital	249	18	7.2	244	15	6.1
Medical Council	85	4	4.7	82	4	4.9
Mental Health Commission	68	4	5.9	73	4	5.5
National Cancer Registry Ireland	50	2	4.0	44	3	6.8
National Treatment Purchase Fund	57	3	5.3	56	4	7.1

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Nursing and Midwifery Board of Ireland	45	2	4.4	45	2	4.4
Pharmaceutical Society of Ireland	41	3	7.3	46	3	6.5
Pre-Hospital Emergency Care Council	21	1	4.8	21	1	4.8
Safefood	32	1	3.1	31	2	6.5
St James's Hospital	4,327	163	3.8	4,734	366	7.7
Tallaght University Hospital	2,996	103	3.4	3,104	125	4.0
Vhi Insurance (called Voluntary Health Insurance Board in 2019)	1,334	72	5.4	1,555	76	4.9
Grand Total	103,318	1,096	1.1	108,629	1,378	1.3

**Department of Housing, Local Government & Heritage (comparison
to the former Department of Housing, Planning & Local Government
in 2019)**

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
An Bord Pleanála	181	17	9.4	192	15	7.8
Carlow County Council	370	13	3.5	326	14	4.3
Cavan County Council	413	22	5.3	417	21	5.0
Clare County Council	854	33	3.9	863	33	3.8
Cork City Council	1,552	65	4.2	1,560	49	3.1
Cork County Council	2,649	83	3.1	2,632	82	3.1
Donegal County Council	1,173	41	3.5	1,185	42	3.5
Dublin City Council	5,961	285	4.8	5,933	274	4.6
Dún Laoghaire–Rathdown County Council	1,120	41	3.7	1,111	43	3.9
Eastern & Midland Regional Assembly	17	0	0.0	19	0	0.0
Eirvia/Gas Networks Ireland	1,141	37	3.2	1,124	40	3.6
Fingal County Council	1,522	56	3.7	1,526	47	3.1
Galway City Council	523	48	9.2	536	18	3.4
Galway County Council	813	27	3.3	825	25	3.0
Heritage Council (See Table 6 in Section 2.2 of the report for 2019 data)	-	-	-	15	0	0.0
Housing & Sustainable Communities Agency	88	7	8.0	115	8	7.0
Housing Finance Agency	14	0	0.0	15	0	0.0

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Irish Water	773	26	3.4	754	58	7.7
Kerry County Council	1,465	85	5.8	1,468	73	5.0
Kildare County Council	1,064	61	5.7	1,073	37	3.4
Kilkenny County Council	621	25	4.0	601	22	3.7
Land Development Agency	11	0	0.0	39	0	0.0
Laois County Council	461	23	5.0	471	26	5.5
Leitrim County Council	351	13	3.7	361	14	3.9
Limerick City & County Council	1,335	55	4.1	1,407	33	2.3
Local Government Management Agency	92	5	5.4	111	9	8.1
Longford County Council	395	22	5.6	394	21	5.3
Louth County Council	743	25	3.4	772	26	3.4
Mayo County Council	1,256	75	6.0	1,267	39	3.1
Meath County Council	770	37	4.8	778	31	4.0
Monaghan County Council	480	34	7.1	470	34	7.2
Northern & Western Regional Assembly	18	0	0.0	18	0	0.0
Offaly County Council	432	24	5.6	434	27	6.2
Ordnance Survey Ireland (OSI)	226	8	3.5	225	10	4.4
Residential Tenancies Board	84	2	2.4	90	3	3.3
Roscommon County Council	422	25	5.9	410	21	5.1

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Sligo County Council	465	17	3.7	460	21	4.6
South Dublin County Council	1,261	59	4.7	1,258	41	3.3
Southern Regional Assembly	23	0	0.0	27	2	7.4
Tipperary County Council	1,143	37	3.2	1,135	37	3.3
Waterford City & County Council	981	44	4.5	1,007	47	4.7
Waterways Ireland (See Table 6 in Section 2.2 of the report for 2019 data)	-	-	-	245	7	2.9
Westmeath County Council	491	18	3.7	496	17	3.4
Wexford County Council	998	60	6.0	841	47	5.6
Wicklow County Council	767	53	6.9	782	52	6.6
Grand Total	35,519	1,608	4.5	35,788	1,466	4.1

Department of Public Expenditure & Reform

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting disabilities 2020	% of employees reporting a disability 2020
An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta	5	0	0.0	9	0	0.0
An Coimisinéir Teanga	9	0	0.0	8	0	0.0
Central Statistics Office	924	51	5.5	938	68	7.2
Charities Regulatory Authority	38	3	7.9	40	5	12.5
Chief State Solicitor's Office	281	21	7.5	281	22	7.8
Courts Service	1,080	35	3.2	1,100	61	5.5
Data Protection Commissioner	142	5	3.5	151	6	4.0
Defence Forces Canteen Board (In 2020, this public body was amalgamated into the Department of Defence. It made no separate return for 2020)	3	0	0.0	-	-	-
Department of Agriculture, Food & the Marine	3,430	138	4.0	3,749	137	3.7
Department of Children, Equality, Disability, Integration and Youth (comparison to	287	15	5.2	375	20	5.3

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting disabilities 2020	% of employees reporting a disability 2020
the former Department of Children & Youth Affairs in 2019. See Table 5 in Section 2.2. of the report for more information)						
Department of Defence	371	16	4.3	374	16	4.3
Department of Defence - Civilian Employees	451	28	6.2	455	28	6.2
Department of Education (comparison to the former Department of Education & Skills in 2019. See Table 5 in Section 2.2. of the report)	1,521	58	3.8	1,367	49	3.6
Department of Enterprise Trade & Employment (comparison to the former Department of Business, Enterprise & Innovation in 2019. See Table 5 in Section 2.2. of the report)	927	47	5.1	923	43	4.7
Department of Finance	311	16	5.1	320	14	4.4

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting disabilities 2020	% of employees reporting a disability 2020
Department of Foreign Affairs (comparison to the former Department of Foreign Affairs & Trade in 2019. See Table 5 in Section 2.2. of the report)	2,292	110	4.8	2,455	129	5.3
Department of Further & Higher Education, Research, Innovation & Science (This new Department was established in 2020 and did not make a return under DPER in 2019)	0	0	0	136	5	3.7
Department of Health	499	37	7.4	614	44	7.2
Department of Housing, Local Government & Heritage (comparison to the former Department of Housing, Planning & Local Government in 2019. See Table 5 in Section 2.2 of the report for more information)	839	48	5.7	1,255	77	6.1

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting disabilities 2020	% of employees reporting a disability 2020
Department of Justice (comparison to the former Department of Justice & Equality in 2019. See Table 5 in Section 2.2 of the report)	2,153	120	5.6	2,350	120	5.1
Department of Public Expenditure & Reform	443	17	3.8	460	14	3.0
Department of Rural Community & Development	153	10	6.5	160	13	8.1
Department of Social Protection (comparison to the former Department of Employment Affairs & Social Protection in 2019. See Table 5 in Section 2.2 of the report)	6,642	462	7.0	6,715	386	5.7
Department of the Environment, Climate and Communications (comparison to the former Department of Communications Climate Action & Environment in 2019. See Table 5 in Section 2.2 of the report for	399	15	3.8	411	14	3.4

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting disabilities 2020	% of employees reporting a disability 2020
more information)						
Department of the Taoiseach	231	10	4.3	240	8	3.3
Department of Tourism Culture, Arts, Gaeltacht, Sports and Media (comparison to the former Department of Culture Heritage & the Gaeltacht and the former Department of Transport, Tourism & Sport in 2019. See Table 5 in Section 2.2 of the report for more information)	682	26	3.8	355	34	9.6
Department of Transport (comparison to the former Department of Transport, Tourism & Sport in 2019. See Table 5 in Section 2.2 of the report for more information)	608	24	3.9	557	17	3.1
Garda Inspectorate	11	0	0.0	12	0	0.0
Garda Síochána Ombudsman Commission	127	8	6.3	127	9	7.1

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting disabilities 2020	% of employees reporting a disability 2020
Houses of the Oireachtas	587	26	4.4	615	26	4.2
Insolvency Service of Ireland	82	6	7.3	78	4	5.1
International Protection Appeals Tribunal	46	2	4.3	47	4	8.5
International Protection Office (In 2020, this public body was amalgamated into the Immigration Service Delivery, as part of the Department of Justice's transformation process. It made no separate return in 2020.)	148	8	5.4	-	-	-
Irish Film Classification Office	7	0	0.0	7	0	0.0
Irish Human Rights and Equality Commission	56	4	7.1	65	7	10.8
Law Reform Commission	20	1	5.0	21	1	4.8
Legal Aid Board	466	7	1.5	467	28	6.0
National Council for Curriculum & Assessment	45	3	6.7	43	3	7.0

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting disabilities 2020	% of employees reporting a disability 2020
National Council for Special Education	119	6	5.0	238	6	2.5
National Property Services Regulatory Authority	34	2	5.9	32	2	6.3
National Shared Services Office	782	27	3.5	811	32	3.9
Office of Government Procurement	226	15	6.6	230	14	6.1
Office of Public Works	1,939	74	3.8	2,132	66	3.1
Office of the Attorney General	137	5	3.6	143	5	3.5
Office of the Comptroller & Auditor General	185	10	5.4	181	14	7.7
Office of the Director of Public Prosecutions	216	11	5.1	221	7	3.2
Office of the Ombudsman	139	6	4.3	138	15	10.9
Office of the Planning Regulator	19	1	5.3	21	1	4.8
Office of the Secretary to the President	27	1	3.7	25	1	4.0
Office of the Tax Appeals Commissioner	28	1	3.6	37	1	2.7
Policing Authority	33	2	6.1	36	3	8.3

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting disabilities 2020	% of employees reporting a disability 2020
Property Registration Authority	572	41	7.2	571	41	7.2
Public Appointments Service	204	17	8.3	217	12	5.5
Revenue Commissioners	7,043	334	4.7	6,982	286	4.1
State Examinations Commission	174	8	4.6	199	8	4.0
The Ombudsman for Children's Office	20	2	10.0	27	2	7.4
The Private Security Authority	53	1	1.9	52	2	3.8
The State Laboratory	100	4	4.0	102	4	3.9
Valuation Office	134	3	2.2	144	6	4.2
Grand Total	38,500	1,948	5.1	39,819	1,940	4.9

Department of Rural Community & Development

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Water Safety Ireland (called Irish Water Safety in 2019)	9	0	0.0	8	0	0.0
Western Development Commission	25	0	0.0	25	1	4.0
Grand Total	34	0	0.0	33	1	3.0

Department of Social Protection (comparison to the former Department of Employment Affairs & Social Protection in 2019)

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
Citizens Information Board	89	8	9.0	95	11	11.6
The Pensions Authority	70	5	7.1	86	8	9.3
Grand Total	159	13	8.2	181	19	10.5

**Department of the Environment, Climate and Communications
(comparison to the former Department of Communications, Climate
Action & Environment in 2019)**

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
An Post	9,340	442	4.7	9,528	437	4.6
Bord na Móna	1,174	38	3.2	1,397	42	3.0
Broadcasting Authority of Ireland (See Table 6 in Section 2.2 of the report for 2020 data)	39	3	7.7	-	-	-
Commission for Communications Regulation (ComReg)	138	6	4.3	142	5	3.5
Commission for Regulation of Utilities (CRU)	103	6	5.8	113	8	7.1
EirGrid Plc	403	57	14.1	441	58	13.2
Electricity Supply Board (ESB)	6,212	255	4.1	6,089	246	4.0
Environmental Protection Agency	420	19	4.5	420	21	5.0
Inland Fisheries Ireland	309	18	5.8	339	15	4.4
Raidió Teilifís Éireann (RTÉ) (See Table 6 in Section 2.2 of the report for 2020 data)	1,831	84	4.6	-	-	-
Sustainable Energy Authority of Ireland	93	6	6.5	95	5	5.3

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
TG4 (See Table 6 in Section 2.2 of the report for 2020 data)	86	3	3.5	-	-	-
The Digital Hub	14	0	0	14	0	0
Grand Total	20,162	937	4.6	18,578	837	4.5

Department of the Taoiseach

Public Body	Total number of employees 2019	Number of employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number of employees reporting a disability 2020	% of employees reporting a disability 2020
National Economic and Social Development Office	16	1	6.3	15	1	6.7
Grand Total	16	1	6.3	15	1	6.7

**Department of Tourism Culture, Arts, Gaeltacht, Sports and Media
(comparison to the former Department of Culture Heritage and the
Gaeltacht and the former Department of Transport & Tourism in
2019)**

Public Body	Total number of employees 2019	Number employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number employees reporting a disability 2020	% of employees reporting a disability 2020
Arts Council	60	4	6.7	64	2	3.1
Broadcasting Authority of Ireland (See Table 6 in Section 2.2. of the report for 2019 data)	-	-	-	39	4	10.3
Chester Beatty Library	35	0	0.0	45	1	2.2
Crawford Art Gallery	18	2	11.1	19	2	10.5
Fáilte Ireland (See Table 6 in Section 2.2. of the report for 2019 data)	-	-	-	376	7	1.9
Forás Na Gaeilge	48	3	6.3	49	4	8.2
Heritage Council (See Table 6 in Section 2.2. of the report for 2020 data)	14	0	0.0	-	-	-
Irish Museum of Modern Art (IMMA)	93	4	4.3	105	5	4.8
National Concert Hall	86	4	4.7	100	4	4.0

Public Body	Total number of employees 2019	Number employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number employees reporting a disability 2020	% of employees reporting a disability 2020
National Gallery of Ireland	194	6	3.1	187	12	6.4
National Library of Ireland	94	9	9.6	110	10	9.1
National Museum of Ireland	179	8	4.5	175	7	4.0
Raidió Teilifís Éireann (RTÉ) (See Table 6 in Section 2.2. of the report for 2019 data)	-	-	-	1,866	91	4.9
Screen Ireland	29	0	0.0	31	0	0.0
Sport Ireland (See Table 6 in Section 2.2. of the report for 2019 data)	-	-	-	51	2	3.9
TG4 (See Table 6 in Section 2.2. of the report for 2019 data)	-	-	-	88	4	4.5
Tourism Ireland (See Table 6 in Section 2.2. of the report for 2019 data)	-	-	-	161	0	0.0
Údarás Na Gaeltachta	85	6	7.1	87	6	6.9
Ulster-Scots Agency	13	1	7.7	13	1	7.7
Waterways Ireland (See Table 6 in Section 2.2. of	240	8	3.3	-	-	-

Public Body	Total number of employees 2019	Number employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number employees reporting a disability 2020	% of employees reporting a disability 2020
the report for 2020 data)						
Grand Total	1,188	55	4.6	3,566	162	4.5

**Department of Transport (comparison to the former Department of
Transport, Tourism & Sport in 2019)**

Public Body	Total number of employees 2019	Number employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 20 20	Number employees reporting a disability 2020	% of employees reporting a disability 2020
Bus Éireann	2,710	103	3.8	2,711	83	3.1
Commission for Aviation Regulation	22	0	0.0	22	0	0.0
Commission for Railway Regulation	13	1	7.7	15	0	0.0
Córas Iompair Éireann	191	6	3.1	200	7	3.5
daa plc	3,526	132	3.7	2,641	182	6.9
Dublin Bus	3,552	197	5.5	3,590	221	6.2
Dublin Port Company	158	6	3.8	156	5	3.2
Fáilte Ireland (See Table 6 in Section 2.2. of the report for 2020 data)	392	8	2.0	-	-	-
Iarnród Éireann	4,016	164	4.1	4,142	215	5.2
Irish Aviation Authority	716	28	3.9	723	0	0.0
National Transport Authority	132	6	4.5	161	7	4.3
Port of Cork Company	151	6	4.0	148	6	4.1

Public Body	Total number of employees 2019	Number employees reporting a disability 2019	% of employees reporting a disability 2019	Total number of employees 2020	Number employees reporting a disability 2020	% of employees reporting a disability 2020
Port of Galway (called Galway Harbour Company in 2019)	15	0	0.0	15	0	0.0
Port of Waterford Company	42	3	7.1	43	3	7.0
Road Safety Authority	417	22	5.3	411	21	5.1
Shannon Foynes Port Company	61	2	3.3	63	2	3.2
Shannon Group plc	470	22	4.7	450	20	4.4
Sport Ireland (See Table 6 in Section 2.2. of the report for 2020 data)	44	2	4.5	-	-	-
Tourism Ireland (See Table 6 in Section 2.2. of the report for 2020 data)	46	2	4.3	-	-	-
Transport Infrastructure Ireland	265	10	3.8	274	11	4.0
Grand Total	16,939	720	4.3	15,765	783	5.0

Appendix C – Staff census response rates 2020

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	61.5%
An Bord Pleanála	75.0%
Arts Council	39.1%
Bord Bia	48.7%
Bord Iascaigh Mhara	75.4%
Broadcasting Authority of Ireland	87.2%
Carlow County Council	66.6%
Central Statistics Office	48.4%
Charities Regulatory Authority	57.5%
Chester Beatty Library	86.7%
Chief State Solicitor's Office	52.3%
Child and Family Agency (TUSLA)	14.2%
Clare County Council	40.8%
Coillte	28.2%
Commission for Communications Regulations (ComReg)	4.2%
Commission for Railway Regulation	100.0%
Commission for the Regulation of Utilities (CRU)	61.1%

Public Body	% response
Cork County Council	50.8%
Courts Service	41.4%
daa plc	47.9%
Data Protection Commissioner	35.8%
Department of Children, Equality, Disability, Integration & Youth	38.7%
Department of Enterprise, Trade and Employment	36.1%
Department of Finance	47.2%
Department of Health	75.7%
Department of Housing, Local Government & Heritage	22.5%
Department of Justice	52.3%
Department of Public Expenditure & Reform	36.5%
Department of Rural & Community Development	65.0%
Department of Social Protection	37.4%
Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media	63.9%
Department of Transport	51.3%
Dublin Port Company	59.0%
Dún Laoghaire Institute of Art, Design & Technology	21.4%
Environmental Protection Agency (EPA)	0.7%
Fáilte Ireland	39.6%
Food Safety Authority of Ireland (FSAI)	100.0%
Foras na Gaeilge	89.8%
Galway City Council	34.7%

Public Body	% response
Galway County Council	53.7%
Garda Inspectorate	66.7%
Health and Safety Authority	54.2%
Health Information and Quality Authority	62.0%
Health Insurance Authority	100.0%
Health Research Board	75.5%
Health Service Executive	3.5%
Heritage Council	100.0%
Horse Racing Ireland	50.9%
Houses of the Oireachtas Service	38.5%
Housing & Sustainable Communities Agency	91.3%
Housing Finance Agency	100.0%
IDA Ireland	52.1%
Insolvency Service of Ireland	35.9%
Institute of Public Health	100.0%
International Protection Appeals Tribunal	44.7%
InterTrade Ireland	100.0%
Irish Film Classification Office	71.4%
Irish Human Rights and Equality Commission	81.5%
Irish Museum of Modern Art	53.3%
Irish National Stud	46.2%

Public Body	% response
IT Dundalk	1.3%
IT Galway-Mayo	20.3%
IT Letterkenny	57.5%
IT Waterford	21.8%
Kerry County Council	42.6%
Kildare County Council	37.6%
Land Development Agency	89.7%
Laois County Council	62.4%
Leargas	29.6%
Legal Aid Board	45.4%
Leopardstown Park Hospital	98.8%
Limerick City & County Council	11.2%
Local Government Management Agency	64.9%
Louth County Council	50.0%
Mayo County Council	39.6%
Meath County Council	39.2%
Medical Council	91.5%
Mental Health Commission	67.1%
National Cancer Registry Ireland	86.4%
National Council for Special Education	40.8%
National Disability Authority	97.1%
National Gallery of Ireland	95.2%

Public Body	% response
National Milk Agency	100.0%
National Property Services Regulatory Authority	53.1%
National Shared Services Office	32.3%
National Standards Authority of Ireland (NSAI)	54.3%
National Transport Authority	53.4%
National Treatment Purchase Fund	82.1%
Office of Government Procurement	71.7%
Office of the Attorney General	43.4%
Office of the Comptroller & Auditor General	29.3%
Office of the Ombudsman	76.1%
Office of the Secretary to the President	64.0%
Office of the Tax Appeals Commissioner	83.8%
Ordnance Survey Ireland (OSI)	36.0%
Personal Injuries Assessment Board	78.8%
Pharmaceutical Society of Ireland	80.4%
Port of Cork Company	18.2%
Public Appointments Service	71.4%
Quality Qualifications Ireland (QQI)	87.5%
Rásaíocht Con Éireann	53.7%
Residential Tenancies Board	100.0%
Road Safety Authority	71.8%
Roscommon County Council	77.6%

Public Body	% response
Safefood	48.4%
Science Foundation Ireland	71.9%
Screen Ireland	100.0%
Sea Fisheries Protection Authority	9.5%
Sligo County Council	43.0%
South Dublin County Council	49.9%
Southern Regional Assembly	100.0%
Sport Ireland	76.5%
State Examinations Commission	33.7%
Sustainable Energy Authority of Ireland (SEAI)	83.2%
Tallaght University Hospital	17.6%
Teagasc	49.6%
Technological University Dublin (TUD)	35.8%
TG4	89.8%
The Digital Hub	78.6%
The Pensions Authority	79.1%
The Private Security Authority	63.5%
Veterinary Council of Ireland	100.0%
Vhi Insurance	81.0%
Water Safety Ireland	100.0%
Waterford City & County Council	45.6%
Waterways Ireland	44.5%

Public Body	% response
Western Development Commission	64.0%
Wexford County Council	72.3%
Wicklow County Council	71.2%



National Disability Authority

25 Clyde Road, Dublin 4

Telephone: (01) 608 0400

Fax: (01) 660 9935

www.nda.ie

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