

Report on Compliance with Part 5 of the Disability Act 2005 for 2018



Údarás Náisiúnta Míchumais
National Disability Authority

Table of Contents

Executive Summary	2
Decrease in employees reporting a disability	3
Health Service Executive (HSE)	5
Reporting Deadlines.....	6
1 Introduction	7
1.1 Legislative background	7
1.2 Counting employees with disabilities	7
1.3 Increasing the recruitment of persons with disabilities.....	8
1.4 Review of Part 5	9
2. Main Findings for 2018	10
2.1 The 3% target exceeded for eighth successive year	10
2.2 Changes in public bodies	11
2.3 Analysis by type of public sector body	11
2.4 Analysis by size of public sector body	15
3. Monitoring and Compliance	18
3.1 Compliance with the Act - 2015 and 2016	18
3.2 Compliance with the Act – 2016 and 2017	19
3.3 Compliance with the Act - 2017 and 2018	19
3.4 Responsibility in providing accurate data.....	20
3.5 Monitoring Committees	20
3.6 Rounding	20
3.7 Errata – changes after publishing date	20
Appendix A – Government Departments	21
Appendix B – Public bodies	23
Appendix C – Employee’s census response rates 2018	42

Executive Summary

This is the twelfth 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 employment of persons with disabilities in the public sector, arising from Part 5 of the Disability Act 2005.

At the end of 2018 there were 217 bodies in the public sector compared to 218 in 2017. In 2018, 183 (84.3%) public bodies achieved or exceeded the minimum 3% target compared to 184 (84.4%) in 2017. 34 public bodies (15.7%) did not reach the minimum 3% target in 2018, this is the same number that did not meet the 3% in 2017. There is therefore no change in the number of public bodies that did not meet the minimum 3% target from 2017 and 2018.

23 (68%) of the 34 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 1 employee with a disability they would have reached or exceeded the minimum 3% target.

On 10 May 2019, the NDA hosted a seminar for these public bodies to help them to create and maintain inclusive work environments that promote and support the recruitment and retention of persons with disabilities and one in which employees with disabilities feel comfortable in disclosing a disability. A number of larger public bodies that were also experiencing difficulties meeting the minimum 3% target attended this seminar. This seminar provided public bodies with the opportunity to reengage with the NDA's guidance and to explore ways in which they could practically implement this guidance. This seminar also provided public bodies with the chance to establish a forum to share good practice that will help them to increase recruitment opportunities for persons with disabilities, while supporting existing employees with disabilities to remain in the workplace. The NDA is looking forward to seeing an improvement in these public bodies' performances in the future.

At the end of 2018, the total number of employees in the relevant public sector bodies was 231,706 - an increase of 5,897 (2.6%) from the total number of employees in 2017. However the overall number and percentage of employees reporting a disability decreased from 7,796 (3.5%) in 2017 to 7,585 (3.3%) in 2018. This is a decrease of 211 (-2.7%) people from 2017.

In 2018, three of the four size categories met or exceeded the minimum target of 3% similar to 2017. The percentage of employees with disabilities in the largest

size category of 5000+ employees continued to fall at 2.3% in 2018 compared to 2.7% in 2017.

There are five types of public bodies:

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

In 2018, four of the five category types also achieved the minimum 3% target. Non-commercial bodies fell from 2.6% in 2017 to 2.3% in 2018.

Decrease in employees reporting a disability

While overall the proportion of employees declaring a disability in the public service in 2018 exceeded the minimum 3% target, there was a decrease in the number and percentage of employees reporting a disability from 3.5% in 2017 to 3.3% in 2018. This decrease has taken place in the context of an increase of 5,897 (2.6%) in the total number of employees in the public sector.

Similar to 2017, this increase in the total number of public sector employees can be linked to the sizeable increase in the total number of employees reported by the Health Service Executive (HSE).

In 2018, the HSE reported a sizeable increase (+2209) in its total number of employees but a decrease of 370 persons in the number of employees reporting with a disability. This public body employed 87,821 people at the end of 2018 compared to 85,612 in 2017. In 2018, 1,176 employees (1.3%) of employees reported a disability compared to 1,546 (1.8%) in 2017.

This is the first 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 with concern, but understands that there are a number of factors that could have contributed to this situation.

In 2018, 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 have also reported that a number of employees with disabilities have retired in 2018. As a result, these public bodies reported 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 promotes and supports the recruitment and retention of persons with disabilities and one where employees feel supported and comfortable in disclosing a disability. A core element of our advice and guidance to public bodies focuses on implementing measures that will proactively increase recruitment opportunities for persons with disabilities. Some of the key measures that the NDA advises public bodies to implement include:

- Having policies on employing and supporting staff with disabilities
- Having policies on retaining employees who acquire disabilities
- Creating and implementing a communications strategy within their respective organisations, making it clear that the Part 5 staff census are anonymous and confidential processes
- Clearly communicating to employees the supports that are available for persons with existing and acquired disabilities so that employees feel comfortable disclosing their disability
- Developing and implementing a planned approach with detailed specific actions to incrementally increase the recruitment of persons with disabilities with due regard to the retirement of persons with disabilities
- Engaging with disability organisations to proactively target advertising of vacancies to persons with disabilities; providing clear and accurate job advertisements that would encourage persons with disabilities to apply; providing job advertisements and application forms in accessible formats
- Exploring alternative routes to recruiting persons with disabilities for example via work experience programmes.

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 is pleased to note that some public bodies have implemented our guidance with positive outcomes. IT Waterford and the Health Research Board did not meet the minimum 3% target for 2016 and 2017. However, both of these public bodies focused on increasing recruitment and retention opportunities for persons with disabilities and in 2018 these public bodies achieved compliance.

In 2018, the NDA has observed that many public bodies reported having policies in place regarding employing and supporting staff with disabilities and retaining employees with acquired disabilities. Some of these public bodies also reported

having communication strategies in place regarding the Part 5 process and providing work experience opportunities for persons with disabilities.

However, very few of these public bodies provided evidence that they had implemented a planned approach with detailed specific actions to incrementally increase their recruitment of persons with disabilities with due regard to the retirement of persons with disabilities.

The NDA continues to work with public bodies to help them to develop, implement and report on Action Plans that will address this gap between policy and practice. The NDA is aware that it can take time for public bodies to embed changes in their recruitment processes and to see the impact of these changes. However, the NDA looks forward to an improvement in the public sector's overall performance in the near future.

Health Service Executive (HSE)

The Health Service Executive is the largest employer in the public sector. If this public body achieved the minimum 3% target, it would have a considerable impact on the percentage of employees reporting a disability in the public sector overall.

The NDA is aware of the key actions this public body is in the process of implementing towards meeting the minimum 3% target, that include: having a Disability Action Plan to improve the recruitment, support and retention of persons with disabilities in this public body; allocating places on their Graduate Internships Programme for graduates with disabilities and reviewing their recruitment and selection processes with a view to increasing the number of employment opportunities for persons with disabilities.

The NDA met with the HSE's HR Manager in August 2019 to discuss this public body's Disability Action Plan for 2019. The NDA provided this public body with a draft of a new comprehensive template for their Action Plan that it can implement to track, report and provide evidence on actions they are taking to create an infrastructure across a number of areas including procurement; accessible premises; recruitment and selection to increase recruitment opportunities for persons with disabilities. The HSE agreed that it will provide the NDA with feedback on the template for their Disability Action Plan and will agree a revised Action Plan with the NDA.

The NDA also discussed actions and timelines for implementing these actions with the HSE as part of a strategic approach to helping this public body reach the minimum 3% target. The NDA continues to be available to guide the HSE on these issues.

Reporting Deadlines

Public bodies demonstrated a significant improvement in complying with the 30 June reporting deadline for qualitative and quantitative submissions.

All Government Departments submitted their returns by the statutory deadline. The NDA appreciates their support and cooperation in submitting this data within the statutory deadline.

The NDA also wishes to acknowledge their prompt responses to any queries we had regarding data for the 2018 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.47.1 a)
- 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

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. 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.

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.

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 2018, 183 (84.3%) 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 2018, 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 NDA looks forward to the findings and learning from the Review.

2. Main Findings for 2018

2.1 The 3% target exceeded for eighth successive year

The proportion of employees declaring a disability in the public service exceeded the minimum 3% target for the eighth successive year (see Table I), with the 2018 level confirmed at 3.3%.

The total number of employees in the public sector at the end of 2018 was 231,706 - an increase of 5,897 (2.6%) from the total in 2017. The total number of employees with disabilities at the end of 2018 was 7,585 - a decrease of 211 (-2.7%) on the 2017 figure.

In previous years (from 2007 to 2013), the total number of employees decreased year-on-year. In contrast, the number of employees declaring a disability fluctuated over the same period with continued increase in numbers from 2014 to 2017, but a reduction in 2018. The findings for 2018 show that while it is the fifth consecutive year that the total number of employees has increased, the number of employees with disabilities in the public sector has reduced. This has led to a drop in the percentage of employees with disabilities, from 3.5% in 2017 to 3.3% in 2018.

Table I. Progress towards minimum 3% target, 2007-2018

Year	Total employees	Recorded no. of employees with disabilities	% of total employees
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	231,706	7,585	3.3%

2.2 Changes in public bodies

The following changes occurred in two public bodies in 2018.

Table 2. Changes in public bodies in 2018

Public Body	Total number of employees		Number and % of employees with disabilities		Changes in 2018
	2017	2018	2017	2018	
Dun Laoghaire Harbour	21	0	1 (4.8%)		In 2018, ownership of this public body transferred to Dun Laoghaire Rathdown County Council. This public body's figures for 2018 were included in this Council's 2018 figures.
Tallaght University Hospital (comparison made to The Adelaide and Meath Hospital in 2017)	3,119	3,175	106 (3.4%)	96 (3%)	In 2018, the Adelaide and Meath Hospital was renamed as the Tallaght University Hospital

2.3 Analysis by type of public sector body

The 2018 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 Public bodies
- Public Bodies staffed by Civil Servants.

Commercial Bodies

The Commercial Bodies sector includes the State's transport and energy companies and in 2018 accounted for 16.3% of the public sector workforce. The data for 2018 shows the overall employee numbers increased by 198 to 37,821 and the number of employees reporting a disability increased by 45 to 1,641

(+2.8%). In total 84.6% of bodies in this category achieved the target, a decrease from the 2017 figure of 92.6% (see Table 4). The percentage of employees with disabilities across the commercial body category as a whole for 2018 was 4.3%.

Government Departments

Government Department employees account for just less than one in ten of public sector employees (9.2% of the total public sector). In 2018, there was an increase in the total number of employees in Government Departments from 20,520 to 21,205. The number of employees with a disability increased by 46 people from 944 in 2017 to 990 in 2018 and the percentage of employees reporting a disability increased slightly from 4.6% in 2017 to 4.7% in 2018.

All Government Departments exceeded the minimum 3% target for 2018 - the seventh successive year that the target was exceeded by all Departments.

Local Government

The Local Government sector accounts for just under 14% of the public sector workforce and includes city and county councils, and other local authority bodies. The 2018 figures indicate a 4.2% increase of 1,279 employees from 30,736 in 2017 to 32,015 in 2018. However, the number of employees reporting a disability decreased by 15 people, from 1,476 to 1,461 (-1.0%) in 2018. In total 91.4% of bodies in this category achieved the target, which is the same as the 2017 figures. The percentage of employees with disabilities across the local government category as a whole was 4.6%, down from 4.8% in 2017. The 32 public bodies (91.4%) 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.

Non-Commercial Bodies

This is the largest sector in the public service and accounts for over half (54.5%) of the public sector workforce. It contains the largest employer in the public sector, the HSE. Other health bodies, the Institutes of Technology, cultural bodies like the National Concert Hall, and advisory bodies such as the Food Safety Authority of Ireland are also in this sector.

The total number of employees reporting disabilities decreased by 329 people (-10.4%), and this was reflected in the overall percentage target achieved by this category. The percentage target achieved dropped from 2.6% in 2017 to 2.3% in 2018.

HSE employees make up 70% of the total workforce of non-commercial bodies. However, the percentage of HSE employees reporting disabilities fell to 1.3% (from 1.8% in 2017). Because these employees make up such a high proportion of

the total number of employees with disabilities employed by non-commercial bodies, the overall percentage reached by the category was impacted significantly from this decrease. Conversely, the increase in this sector's overall employment numbers resulted from another significant increase in the total number of employees employed by the HSE (+2,209). This accounted for 67.1% of the total increase in this sector.

Table 3 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.

Table 3. Exclusion of the HSE from the non-commercial category.

	Including the HSE	Excluding the HSE	Difference
Total number of employees	126,335	38,514	87,821
Number of employees with disabilities	2,849	1,673	1,176
% of employees with disabilities	2.3%	4.3%	+2.0%
% of public bodies achieving target by category	83.5%	84.4%	+0.9%

As detailed in the table above the percentage of employees reporting a disability in the non-commercial category would have increased from 2.3% to 4.3% if the HSE was excluded.

Similar to previous years, this is the only sector that failed to reach the minimum 3% target in 2018. However, it should be noted that the number of public bodies within this sector achieving or exceeding the minimum target increased from 78 (80.4%) in 2017 to 81 (83.5%) in 2018.

In 2018, the following bodies whose total number of employees exceeded 100 did not achieve the minimum 3% target:

- HSE 1.3% in 2018 (1.8% in 2017)
- Bord Iascaigh Mhara 2.8% in 2018 (2.9% in 2017)
- National Gallery of Ireland 2.8% in 2018 (2.9% in 2017)

Public Bodies staffed by Civil Servants (PBCS)

In 2018, these agencies constituted 6.2% of the public sector workforce. 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 2018, this sector increased by 441 employees to 14,330 of whom 4.5% (644) reported a disability. In total 73.2% of bodies in this sector achieved the target, a slight drop from 75.6% in 2017. The number of employees in the sector increased by 3.2% and the number of employees reporting a disability increased by 7%.

Summary

The 2018 data indicate that the categories of Commercial Bodies, Local Government Bodies, Government Departments, Non-Commercial bodies and Public Bodies staffed by Civil Servants have increased their total numbers of employees.

Three out of the five categories (Commercial, Government Departments and Public Bodies staffed by Civil Servants) increased their total numbers of employees reporting a disability.

Table 4. Data by type of public body, 2017, 2018

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 2018	37,821	1,641	4.3%	16.3%	84.6%	26
Commercial 2017	37,623	1,596	4.2%	16.7%	92.6%	27
Change 2017/2018	198	45	0.1%	-0.4%	-8.0%	-1
Gov. Dept. 2018	21,205	990	4.7%	9.2%	100.0%	18
Gov. Dept. 2017	20,520	944	4.6%	9.1%	100.0%	18
Change 2017/2018	685	46	0.1%	0.1%	0.0%	0
Local Gov. 2018	32,015	1,461	4.6%	13.8%	91.4%	35
Local Gov. 2017	30,736	1,476	4.8%	13.6%	91.4%	35
Change 2017/2018	1,279	-15	-0.2%	0.2%	0.0%	0

Non-comm. 2018	126,335	2,849	2.3%	54.5%	83.5%	97
Non-comm. 2017	123,041	3,178	2.6%	54.5%	80.4%	97
Change 2017/2018	3,294	-329	-0.3%	0.0%	3.1%	0
PBCS 2018	14,330	644	4.5%	6.2%	73.2%	41
PBCS 2017	13,889	602	4.3%	6.2%	75.6%	41
Change 2017/2018	441	42	0.2%	0.0%	-2.4%	0
Totals 2018	231,706	7,585	3.3%	100.0%	84.3%	217
Totals 2017	225,809	7,796	3.5%	100.0%	84.4%	218
Change 2017/2018	5,897	-211	-0.2%	0%	-0.1%	-1

2.4 Analysis by size of public sector body

Public bodies with less than 100 employees

There are 79 public bodies in the public sector with less than 100 employees, representing 1.4% of the entire workforce. This size category employs 3,346 people, of which 5.1% (172) have reported a disability. This category represents just under 2.3% of the workforce who have reported a disability (see Table 5).

This category includes public bodies who are very small in size, employing between 3 to 20 people (27 out of the 79 organisations). Of these bodies with fewer than 20 people, 20 have reported that they have no employees with disabilities in 2018.

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 employees

This size category has the highest number of public bodies (100) making up 17.6% of the total workforce. In total 40,727 people are employed in this category, of which 4.6% (1,863) reported a disability. This size category represents 24.6% of the workforce who have reported a disability.

Public bodies with between 1000 and 4999 employees

There are 32 public bodies employing between 1,000 and 4,999 employees representing 28.6% of the total workforce. This cohort employs 66,277 employees, of which 4.2% (2,797) have reported a disability and this represents 36.9% of the total workforce who have reported a disability.

Public bodies with over 5,000 employees

In 2018, this size category had the smallest number of public bodies (6) but represented the largest percentage of the total workforce (52.4%). It employed 121,356 employees of which 2.3% (2,753) have reported a disability. In 2018, these large public bodies accounted for 36.3% of all public sector employees who have reported a disability.

In 2017, this sector also had the smallest number of public bodies (6) and represented the largest percentage of the total workforce (52.8%). In 2017, it employed 119,125 employees of which 2.7% (3,158) were persons with disabilities. These larger public bodies accounted for 40.5% of all public sector employees who have reported a disability. The 2018 returns for this category therefore show a decrease on 2017 levels.

The public bodies in this category and their reported percentage of employees with disabilities for 2018 are:

- An Post 5.6% (5.5% in 2017)
- Department of Employment Affairs and Social Protection 5.2% (5.0% in 2017)
- Dublin City Council 4.6% (5.8% in 2017)
- Electricity Supply Board (ESB) 3.1% (3.3% in 2017)
- HSE 1.3% (1.8% in 2017)
- Revenue Commissioners 4.7% (4.3% in 2017)

Half of the organisations within this category reported increases on the percentage target achieved (An Post, Department of Employment Affairs and Social Protection and Revenue Commissioners). The remaining three organisations (Dublin City Council, Electricity Supply Board and Health Service Executive) reported falls in their percentage, ranging from -0.2% to -1.2%.

Table 5. Data by size of public body 2018

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	79	3,346	172	5.1%	1.4%	2.3%
100 -999	100	40,727	1,863	4.6%	17.6%	24.6%
1,000 -4,999	32	66,277	2,797	4.2%	28.6%	36.9%
5,000 +	6	121,356	2,753	2.3%	52.4%	36.3%
Total 2017	217	231,706	7,585	3.3%	100%	100%

Summary

Just over half of the total public sector workforce is accounted for by employees working for the largest bodies (+5,000). This largest size category failed to reach the minimum 3% target in 2018, at 2.3%.

3. Monitoring and Compliance

3.1 Compliance with the Act - 2015 and 2016

In 2017 and 2018, the NDA made S.49 requests to eleven public bodies (with more than 50 staff) who had not reached the minimum 3% target in 2015 and 2016.

The NDA reviewed their responses with due regard to the extent of the effort made by those bodies to improve compliance.

The NDA has determined that seven of those bodies were non-compliant with Part 5 of the Disability Act 2005 for 2015 and 2016 as follows:

- HSE
- Health Research Board
- Horse Racing Ireland
- Irish Blood Transfusion Service
- National College of Arts and Design
- Personal Injuries Assessment Board
- Quality and Qualifications Ireland

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.

The NDA is pleased to note that the following four public bodies have since reached the minimum 3% target in 2017:

- Horse Racing Ireland
- The Irish Blood Transfusion Services
- National College of Art and Design
- Quality and Qualifications Ireland

In 2018, three of these public bodies have remained compliant, with the exception of the National College of Art and Design which has fallen below the minimum 3% target for this year.

3.2 Compliance with the Act – 2016 and 2017

In 2019, the NDA made S.49 requests to the following three 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)
- 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 and determinations of non-compliance were decided in the case of the PIAB and the HRB.

The NDA is pleased to note that the following public bodies who did not reach the minimum 3% target in 2016 and 2017 achieved compliance in 2018.

Table 5. Public bodies that achieved compliance in 2018

Public Body	Total number of employees		Number and % of employees with disabilities		Increase in the number of employees with disabilities in 2018
	2017	2018	2017	2018	
Health Research Board	63	67	1 (1.6%)	2 (3%)	+1
IT Waterford	983	1,007	27 (2.7%)	32 (3.2%)	+5

The HSE did not make the minimum 3% target in 2016 and 2017. The NDA has sent a S.49 request to HSE for this two year period but has also met with this public body in 2019 to discuss its Disability Action Plan for 2019 and other actions it can implement to increase recruitment opportunities for persons with disabilities in the future.

3.3 Compliance with the Act - 2017 and 2018

The NDA also notes that the following public bodies with more than 50 staff have not demonstrated achievement of the minimum compliance target of 3% for 2017 and 2018:

- Bord Iascaigh Mhara
- National Gallery Ireland
- Personal Injuries Assessment Board

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

The HSE did not demonstrate achievement of the minimum 3% target for 2017 and 2018. As mentioned previously, the NDA continues to work closely with this public body to guide actions and progress in this regard.

3.4 Responsibility in providing accurate data

The NDA works closely with the 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, so that by 2024 a minimum of 6% of employees in the public sector will be persons with disabilities.

3.6 Rounding

All calculated percentages are rounded to one decimal place.

3.7 Errata – changes after publishing date

There are no changes to the published data at this point.

Appendix A – Government Departments

Department	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Department of Agriculture, Food & the Marine	3258	3369	133	128	4.1	3.8
Department of Business, Enterprise & Innovation	871	897	45	45	5.2	5.0
Department of Children & Youth Affairs	242	277	13	14	5.4	5.1
Department of Communications, Climate Action & Environment	387	412	14	14	3.6	3.4
Department of Culture, Heritage & the Gaeltacht	649	643	20	20	3.1	3.1
Department of Defence	351	355	20	15	5.7	4.2
Department of Defence - Civilian Employees	469	431	20	29	4.3	6.7
Department of Education & Skills	1372	1372	55	55	4.0	4.0
Department of Employment Affairs & Social Protection	6728	6725	339	351	5.0	5.2
Department of Finance	320	319	13	13	4.1	4.1

Department	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Department of Foreign Affairs & Trade	1584	1763	56	65	3.5	3.7
Department of Health	457	498	21	22	4.6	4.4
Department of Housing, Planning & Local Government	656	750	34	41	5.2	5.5
Department of Justice & Equality	1945	2016	110	121	5.7	6.0
Department of Public Expenditure & Reform	412	447	14	19	3.4	4.3
Department of Rural Community Development	115	150	8	8	7.0	5.3
Department of the Taoiseach	218	224	10	12	4.6	5.4
Department of Transport, Tourism & Sport	486	557	19	18	3.9	3.2
Grand Total	20,520	21,205	944	990	4.6	4.7

Appendix B – Public bodies

Department of Agriculture, Food & the Marine

Public Body	Total number of employee		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Bord Bia	108	127	5	5	4.6	3.9
Bord Iascaigh Mhara	140	144	4	4	2.9	2.8
Bord na gCon	491	434	17	11	3.5	2.5
Coillte	442	448	23	11	5.2	2.5
Horse Racing Ireland	195	199	6	8	3.1	4.0
Irish National Stud	46	50	4	4	8.7	8.0
Marine Institute	216	236	9	12	4.2	5.1
National Milk Agency	5	5	0	0	0.0	0.0
Sea Fisheries Protection Authority	99	125	5	6	5.1	4.8
Teagasc	1,265	1,301	57	59	4.5	4.5
Veterinary Council of Ireland	6	8	0	0	0.0	0.0
Grand Total	3,013	3,077	130	120	4.3	3.9

Department of Business, Enterprise & Innovation

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Competition and Consumer Protection Commission	91	98	6	8	6.6	8.2
Enterprise Ireland	632	647	26	28	4.1	4.3
Health & Safety Authority	170	179	6	4	3.5	2.2
IDA Ireland	335	335	13	18	3.9	5.4
InterTrade Ireland	44	47	2	2	4.5	4.3
National Standards Authority of Ireland (NSAI)	137	146	6	6	4.4	4.1
Personal Injuries Assessment Board	83	78	1	2	1.2	2.6
Science Foundation Ireland	58	59	2	2	3.4	3.4
Grand Total	1,550	1,589	62	70	4.0	4.4

Department of Children & Youth Affairs

Public Body	Total number of employee		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Adoption Authority of Ireland	22	28	2	2	9.1	7.1
Child and Family Agency (TUSLA)	4,318	4,527	138	151	3.2	3.3
Oberstown Children Detention Campus	267	284	16	16	6.0	5.6
Grand Total	4,607	4,839	156	169	3.4	3.5

Department of Communications, Climate Action & Environment

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
An Post	8,483	8,363	466	466	5.5	5.6
Bord na Móna	1,818	1,631	55	55	3.0	3.4
Broadcasting Authority of Ireland	38	45	2	4	5.3	8.9
Commission for Communications Regulation (ComReg)	120	124	4	4	3.3	3.2
Commission for Regulation of Utilities (CRU)	90	101	6	6	6.7	5.9
EirGrid Plc	371	379	24	44	6.5	11.6
Electricity Supply Board (ESB)	6,189	6,126	202	187	3.3	3.1
Environmental Protection Agency	392	413	14	17	3.6	4.1
Inland Fisheries Ireland	310	309	20	19	6.5	6.1
Raidió Teilifís Éireann (RTÉ)	1,924	1,822	64	78	3.3	4.3
Sustainable Energy Authority of Ireland	78	90	3	5	3.8	5.6
TG4	83	81	3	3	3.6	3.7
The Digital Hub	10	10	0	0	0.0	0.0
Grand Total	19,906	19,494	863	888	4.3	4.6

Department of Culture, Heritage & the Gaeltacht

Public Body	Total number of employee		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Arts Council	48	54	2	2	4.2	3.7
Chester Beatty Library	33	35	0	0	0.0	0.0
Crawford Art Gallery	18	18	2	2	11.1	11.1
Forás Na Gaeilge	50	48	4	2	8.0	4.2
Heritage Council	14	15	0	0	0.0	0.0
Irish Museum of Modern Art (IMMA)	105	107	5	4	4.8	3.7
National Concert Hall	86	86	4	4	4.7	4.7
National Gallery of Ireland	174	179	5	5	2.9	2.8
National Library of Ireland	88	90	10	10	11.4	11.1
National Museum of Ireland	182	165	9	9	4.9	5.5
Screen Ireland	19	27	0	0	0.0	0.0
Údarás na Gaeltachta	88	88	6	6	6.8	6.8
Ulster-Scots Agency	14	14	1	1	7.1	7.1
Waterways Ireland	234	234	7	8	3.0	3.4
Grand Total	1,153	1,160	55	53	4.8	4.6

Department of Education & Skills

Public Body	Total number of employee		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Dún Laoghaire Institute of Art, Design & Technology	291	291	10	13	3.4	4.5
IT Athlone	654	631	23	26	3.5	4.1
IT Blanchardstown	289	299	25	20	8.7	6.7
IT Carlow	851	840	29	29	3.4	3.5
IT Cork	1,416	1,519	60	61	4.2	4.0
IT Dublin	2,432	2,409	93	96	3.8	4.0
IT Dundalk	685	653	34	35	5.0	5.4
IT Galway-Mayo	698	710	22	22	3.2	3.1
IT Letterkenny	361	361	20	20	5.5	5.5
IT Limerick	618	636	26	31	4.2	4.9
IT Sligo	580	613	20	22	3.4	3.6
IT Tallaght	451	469	14	15	3.1	3.2
IT Tralee	383	402	13	14	3.4	3.5
IT Waterford	983	1,007	27	32	2.7	3.2
Leargas	46	55	5	4	10.9	7.3
National College of Art and Design (NCAD)	133	133	4	1	3.0	0.8
Quality and Qualifications Ireland	74	74	3	3	4.1	4.1

Public Body	Total number of employee		Number employees with disabilities		% workforce with disabilities	
SOLAS - Further Education & Training Authority	187	212	16	18	8.6	8.5
Grand Total	11,132	11,314	444	462	4.0	4.1

Department of Employment Affairs & Social Protection

Public Body	Total number of employee		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Citizens Information Board	86	94	9	9	10.5	9.6
The Pensions Authority	62	65	3	3	4.8	4.6
Grand Total	148	159	12	12	8.1	7.5

Department of Finance

Public Body	Total number of employee		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
National Treasury Management Agency	790	794	26	34	3.3	4.3
Grand Total	790	794	26	34	3.3	4.3

Department of Health

Public Body	Total number of employee		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Beaumont Hospital	4,084	4,250	168	176	4.1	4.1
Dental Council	9	7	0	0	0.0	0.0
Dublin Dental Hospital	210	210	12	9	5.7	4.3
Food Safety Authority of Ireland	77	84	4	5	5.2	6.0
Health Information and Quality Authority	216	235	8	8	3.7	3.4
Health Insurance Authority	10	9	1	2	10.0	22.2
Health Products Regulatory Authority	312	321	14	16	4.5	5.0
Health Research Board	63	67	1	2	1.6	3.0
Health Service Executive	85,612	87,821	1,546	1,176	1.8	1.3
Institute of Public Health	17	21	1	1	5.9	4.8
Irish Blood Transfusion Service	600	600	20	25	3.3	4.2
Leopardstown Park Hospital	258	245	19	18	7.4	7.3
Medical Council	79	80	3	5	3.8	6.3
Mental Health Commission	28	51	0	2	0.0	3.9

Public Body	Total number of employee		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
National Cancer Registry Ireland	58	55	4	4	6.9	7.3
National Treatment Purchase Fund	38	53	4	4	10.5	7.5
Nursing and Midwifery Board of Ireland	52	45	2	2	3.8	4.4
Pharmaceutical Society of Ireland	38	39	3	4	7.9	10.3
Pre-Hospital Emergency Care Council	14	15	1	1	7.1	6.7
Safefood	32	32	1	1	3.1	3.1
St James's Hospital	4,266	4,327	291	268	6.8	6.2
Tallaght University Hospital (comparison made to The Adelaide and Meath Hospital 2017)		3,175		96		3.0
The Adelaide and Meath Hospital (comparison made to Tallaght University Hospital in 2018)	3,119		106		3.4	
Voluntary Health Insurance Board	1,219	1,281	46	66	3.8	5.2
Grand Total	100,411	103,023	2,255	1,891	2.2	1.8

Department of Housing, Planning & Local Government

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
An Bord Pleanála	164	175	12	10	7.3	5.7
Carlow County Council	349	350	14	12	4.0	3.4
Cavan County Council	416	408	23	22	5.5	5.4
Clare County Council	806	841	37	35	4.6	4.2
Cork City Council	1,240	1,317	51	51	4.1	3.9
Cork County Council	2,551	2,678	93	83	3.6	3.1
Donegal County Council	938	1,148	34	35	3.6	3.0
Dublin City Council	5,741	5,850	331	272	5.8	4.6
Dún Laoghaire–Rathdown County Council	1,031	1,109	39	40	3.8	3.6
Eastern & Midland Regional Assembly	17	17	0	0	0.0	0.0
Ervia/Gas Networks Ireland	929	1,006	29	31	3.1	3.1
Fingal County Council	1,437	1,455	63	60	4.4	4.1
Galway City Council	450	478	28	49	6.2	10.3
Galway County Council	777	803	31	29	4.0	3.6
Housing & Sustainable Communities Agency	51	70	3	6	5.9	8.6
Housing Finance Agency	12	11	0	0	0.0	0.0

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Irish Water	726	809	23	25	3.2	3.1
Kerry County Council	1,380	1,409	96	85	7.0	6.0
Kildare County Council	985	1,044	60	63	6.1	6.0
Kilkenny County Council	576	594	22	24	3.8	4.0
Laois County Council	430	449	17	20	4.0	4.5
Leitrim County Council	276	327	11	12	4.0	3.7
Limerick City & County Council	1,276	1,352	44	50	3.4	3.7
Local Government Management Agency	95	95	7	5	7.4	5.3
Longford County Council	310	375	19	19	6.1	5.1
Louth County Council	664	724	29	27	4.4	3.7
Mayo County Council	1,123	1,115	71	73	6.3	6.5
Meath County Council	733	742	36	38	4.9	5.1
Monaghan County Council	469	478	25	34	5.3	7.1
Northern & Western Regional Assembly	15	19	0	0	0.0	0.0
Offaly County Council	386	409	13	17	3.4	4.2
Ordnance Survey Ireland (OSI)	230	226	10	8	4.3	3.5

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Residential Tenancies Board	53	53	1	2	1.9	3.8
Roscommon County Council	412	414	20	22	4.9	5.3
Sligo County Council	434	455	17	16	3.9	3.5
South Dublin County Council	1,229	1,263	49	56	4.0	4.4
Southern Regional Assembly	22	23	0	0	0.0	0.0
Tipperary County Council	1,063	1,103	38	42	3.6	3.8
Waterford City & County Council	960	969	44	44	4.6	4.5
Westmeath County Council	474	488	21	30	4.4	6.1
Wexford County Council	942	962	71	73	7.5	7.6
Wicklow County Council	729	752	22	23	3.0	3.1
Grand Total	32,901	34,365	1,554	1,543	4.7	4.5

Department of Justice & Equality

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
National Disability Authority	34	34	3	4	8.8	11.8
Grand Total	34	34	3	4	8.8	11.8

Department of Public Expenditure & Reform

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta	4	5	0	0	0.0	0.0
An Coimisinéir Teanga	7	7	0	0	0.0	0.0
Central Statistics Office	825	896	47	56	5.7	6.3
Charities Regulatory Authority	47	39	1	3	2.1	7.7
Chief State Solicitor's Office	262	263	8	12	3.1	4.6
Courts Service	1,072	1,097	35	37	3.3	3.4
Data Protection Commissioner	74	74	3	3	4.1	4.1
Defence Forces Canteen Board	3	3	0	0	0.0	0.0

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Department of Agriculture, Food & the Marine	3,258	3,369	133	128	4.1	3.8
Department of Business, Enterprise & Innovation	871	897	45	45	5.2	5.0
Department of Children & Youth Affairs	242	277	13	14	5.4	5.1
Department of Communications, Climate Action & Environment	387	412	14	14	3.6	3.4
Department of Culture, Heritage & the Gaeltacht	649	643	20	20	3.1	3.1
Department of Defence	351	355	20	15	5.7	4.2
Department of Defence - Civilian Employees	469	431	20	29	4.3	6.7
Department of Education & Skills	1,372	1,372	55	55	4.0	4.0
Department of Employment Affairs & Social Protection	6,728	6,725	339	351	5.0	5.2
Department of Finance	320	319	13	13	4.1	4.1
Department of Foreign Affairs & Trade	1,584	1,763	56	65	3.5	3.7
Department of Health	457	498	21	22	4.6	4.4

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Department of Housing, Planning & Local Government	656	750	34	41	5.2	5.5
Department of Justice & Equality	1,945	2,016	110	121	5.7	6.0
Department of Public Expenditure & Reform	412	447	14	19	3.4	4.3
Department of Rural Community Development	115	150	8	8	7.0	5.3
Department of the Taoiseach	218	224	10	12	4.6	5.4
Department of Transport, Tourism & Sport	486	557	19	18	3.9	3.2
Garda Inspectorate	11	11	1	1	9.1	9.1
Garda Síochána Ombudsman Commission	87	92	3	3	3.4	3.3
Houses of the Oireachtas	560	588	23	22	4.1	3.7
Insolvency Service of Ireland	81	81	3	3	3.7	3.7
International Protection Appeals Tribunal	42	42	2	2	4.8	4.8
International Protection Office	139	139	8	8	5.8	5.8

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Irish Film Classification Office	7	7	0	0	0.0	0.0
Irish Human Rights and Equality Commission	45	45	5	1	11.1	2.2
Law Reform Commission	22	16	1	0	4.5	0.0
Legal Aid Board	483	484	18	18	3.7	3.7
National Council for Curriculum & Assessment	42	44	3	3	7.1	6.8
National Council for Special Education	100	101	5	5	5.0	5.0
National Property Services Regulatory Authority	29	29	1	1	3.4	3.4
National Shared Services Office	750	775	35	23	4.7	3.0
Office of Government Procurement	187	223	16	11	8.6	4.9
Office of Public Works	700	752	23	26	3.3	3.5
Office of the Attorney General	133	133	6	6	4.5	4.5
Office of the Comptroller & Auditor General	145	168	6	6	4.1	3.6
Office of the Director of Public Prosecutions	202	213	11	12	5.4	5.6

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Office of the Ombudsman	123	131	4	10	3.3	7.6
Office of the Secretary to the President	28	27	1	0	3.6	0.0
Office of the Tax Appeals Commissioner	13	16	0	0	0.0	0.0
Policing Authority	29	32	0	2	0.0	6.3
Property Registration Authority	544	553	33	36	6.1	6.5
Public Appointments Service	177	194	7	8	4.0	4.1
Revenue Commissioners	6,372	6,471	274	301	4.3	4.7
State Examinations Commission	159	161	5	7	3.1	4.3
The Ombudsman for Children's Office	14	20	0	0	0.0	0.0
The Private Security Authority	43	43	1	1	2.3	2.3
The State Laboratory	98	96	4	4	4.1	4.2
Valuation Office	128	133	6	7	4.7	5.3
Grand Total	34,307	35,409	1,543	1,628	4.5	4.6

Department of Rural & Community Development

Public Body	Total number of employee		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Irish Water Safety	7	8	0	1	0.0	12.5
Western Development Commission	14	15	0	0	0.0	0.0
Grand Total	21	23	0	1	0.0	4.3

Department of the Taoiseach

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
National Economic and Social Development Office	17	17	1	1	5.9	5.9
Grand Total	17	17	1	1	5.9	5.9

Department of Transport, Tourism & Sport

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Bus Éireann	2,446	2,668	98	106	4.0	4.0
Commission for Aviation Regulation	18	18	0	0	0.0	0.0

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Commission for Railway Regulation	16	16	0	0	0.0	0.0
Córas Iompair Éireann	193	202	7	7	3.6	3.5
daa plc	3,294	3,483	156	156	4.7	4.5
Dublin Bus	3,469	3,430	172	173	5.0	5.0
Dublin Port Company	153	167	12	10	7.8	6.0
Dun Laoghaire Harbour Company See section 2.2 in the report for 2018 data)	21		1		4.8	
Fáilte Ireland	312	357	19	18	6.1	5.0
Galway Harbour Company	14	15	0	0	0.0	0.0
Iarnród Éireann	3,761	3,831	139	149	3.7	3.9
Irish Aviation Authority	663	699	25	25	3.8	3.6
National Transport Authority	83	99	3	6	3.6	6.1
New Ross Port Company	4	4	0	0	0.0	0.0
Port of Cork Company	134	144	4	5	3.0	3.5
Port of Waterford Company	35	38	2	3	5.7	7.9
Road Safety Authority	344	389	20	18	5.8	4.6

Public Body	Total number of employees		Number employees with disabilities		% workforce with disabilities	
	2017	2018	2017	2018	2017	2018
Shannon Foynes Port Company	60	61	2	2	3.3	3.3
Shannon Group plc	460	450	16	16	3.5	3.6
Sport Ireland	38	40	3	2	7.9	5.0
Tourism Ireland	44	44	2	2	4.5	4.5
Transport Infrastructure Ireland	257	254	11	11	4.3	4.3
Grand Total	15,819	16,409	692	709	4.4	4.3

Appendix C – Employee’s census response rates 2018

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 2018 and the percentage of employees in each of these public bodies that responded to the staff census.

Public Body	% response
Adoption Authority of Ireland	46.4%
An Bord Pleanála	52.0%
Bord Bia	62.2%
Bord na gCon	21.9%
Broadcasting Authority of Ireland	73.3%
Bus Éireann	7.9%
Carlow County Council	60.0%
Chief State Solicitor's Office	49.8%
Child and Family Agency (TUSLA)	18.0%
Clare County Council	58.0%
Coillte	51.6%
Commission for Railway Regulation	100.0%
Commission for Regulation of Utilities (CRU)	65.4%
Cork County Council	41.9%
daa plc	57.3%
Data Protection Commissioner	40.5%
Department of Culture, Heritage & the Gaeltacht	22.1%

Public Body	% response
Department of Defence - Civilian Employees	68.9%
Department of Finance	4.1%
Department of Health	80.3%
Department of Justice & Equality	60.6%
Department of Public Expenditure & Reform	19.9%
Department of Rural Community Development	60.7%
Dublin City Council	38.3%
Dublin Port Company	45.5%
Dún Laoghaire Institute of Art, Design & Technology	29.6%
Eastern & Midland Regional Assembly	76.5%
Environmental Protection Agency	0.7%
Fáilte Ireland	51.3%
Forás Na Gaeilge	75.0%
Garda Inspectorate	45.5%
Health Insurance Authority	100.0%
Health Service Executive	22.3%
Heritage Council	93.3%
Horse Racing Ireland	4.0%
Houses of the Oireachtas	6.0%
Housing & Sustainable Communities Agency	95.7%
Housing Finance Agency	100.0%
IDA Ireland	36.4%

Public Body	% response
Insolvency Service of Ireland	24.7%
International Protection Appeals Tribunal	45.2%
International Protection Office	53.2%
Irish Film Classification Office	57.1%
Irish Museum of Modern Art (IMMA)	62.6%
Irish National Stud	34.0%
Irish Water Safety	100.0%
IT Blanchardstown	27.1%
IT Carlow	40.5%
IT Dundalk	63.3%
IT Limerick	21.1%
Law Reform Commission	100.0%
Leargas	56.4%
Legal Aid Board	51.5%
Leitrim County Council	79.5%
Leopardstown Park Hospital	99.2%
Limerick City & County Council	37.1%
Local Government Management Agency	94.7%
Marine Institute	81.8%
Medical Council	80.0%
Mental Health Commission	82.4%
Monaghan County Council	33.7%

Public Body	% response
National Cancer Registry Ireland	80.0%
National Economic and Social Development Office	100.0%
National Library of Ireland	73.3%
National Milk Agency	100.0%
National Property Services Regulatory Authority	58.6%
National Shared Services Office	28.8%
National Standards Authority of Ireland (NSAI)	43.8%
National Transport Authority	62.6%
National Treatment Purchase Fund	67.9%
Northern & Western Regional Assembly	73.7%
Office of Government Procurement	72.7%
Office of the Attorney General	94.7%
Office of the Director of Public Prosecutions	19.3%
Office of the Ombudsman	61.8%
Office of the Tax Appeals Commissioner	100.0%
Pharmaceutical Society of Ireland	89.7%
Public Appointments Service	49.0%
Science Foundation Ireland	64.4%
Screen Ireland	100.0%
Southern Regional Assembly	100.0%
Sustainable Energy Authority of Ireland	78.9%
Teagasc	43.4%

Public Body	% response
TG4	86.4%
The Digital Hub	90.0%
The Pensions Authority	70.8%
The Private Security Authority	81.4%
Tipperary County Council	97.0%
Tourism Ireland	100.0%
Valuation Office	60.9%
Voluntary Health Insurance Board	90.4%
Waterford City & County Council	27.7%
Western Development Commission	40.0%



National Disability Authority

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