

Report on Compliance with Part 5 of the Disability Act 2005 for 2014



Údarás Náisiúnta Míchumais
National Disability Authority

Table of Contents

Report on Compliance with Part 5 of the Disability Act 2005 for 2014

Executive Summary	3
1 Main Findings for 2014	4
1.1 The 3% target exceeded for fourth successive year.....	4
1.2 Analysis by type of public sector body	4
1.3 Analysis by size of public sector body.....	8
1.4 Good practices in recruitment and retention.....	9
2. The Monitoring Process	11
2.1 Reporting deadlines.....	11
2.2 Compliance with the Act - 2012 and 2013.....	11
2.3 Compliance with the Act - 2013 and 2014.....	12
2.4 Monitoring Committee engagement.....	12
2.5 Rounding	13
2.6 Errata – changes after publishing date	13
3. Understanding the Data	14
3.1 Changes by sector type.....	14
3.2 Changes by size of body.....	14
3.3 Highest changes of employees with a reported disability	14
4. The Way Forward	16
4.1 Comprehensive Employment Strategy.....	16
4.2 Recommended action – Recruitment	16
4.3 Improving the quality of information supplied.....	17
Appendix A – Government Departments	18
Appendix B – Public bodies	19
Appendix C – Staff census response rates 2014	35

Executive Summary

This is the ninth report by the National Disability Authority on employment of people with disabilities in the public sector. It shows that at the end of 2014, 3.5% of staff employed in public sector bodies are people with disabilities. This is a slight increase from 3.4% in 2013. This is the fourth successive year of exceeding the 3% target.

The total number of employees with recorded disabilities was 6,771, an increase of 307 from the 2013 figure. This is the highest number of staff with disabilities recorded since the process of statutory monitoring began.

It is the first year where all size categories of public bodies met or exceeded the target. All sectors also achieved the 3% target, except the largest sector, non-commercial bodies, which showed a small increase to 2.6%.

Compliance with reporting deadlines was not as good as last year. Three Departments were materially late with their returns. One new public body TUSLA – Child and Family Agency did not start a staff census until after the reporting deadline had passed.

The total number of employees in the bodies which reported is about 195,000, an increase of around 2,700 from 2013. This is the first time since this data was collected that the total staff numbers have increased over the preceding year.

Recruitment should be a key focus area for public bodies over the coming year. There is an opportunity to use increased recruitment activity to help bodies not currently reaching the 3% target to achieve that goal. For those currently over the target, recruitment will build in a margin to cope with future retirements. Public bodies should ensure that their recruitment activities are 'disability-proofed' to give candidates with disabilities a fair opportunity to demonstrate their abilities.

1 Main Findings for 2014

1.1 The 3% target exceeded for fourth successive year

The proportion of staff with disabilities in the public service overall exceeded the 3% target for the fourth successive year (see Table I). The total number of employees and the number of employees with disabilities both increased from the 2013 figures. The total number of employees is 195,278, an increase of 2,703 (1.4%) from the 2013 figure. The total number of employees with disabilities is 6,771, an increase of 307 (4.7%) from the 2013 figure.

This is the highest number of staff with disabilities recorded since the process of statutory monitoring began. After a period of steady decline in overall public sector staff numbers, 2014 also marked the first net increase in staff employed in the public sector from the preceding year.

Table I: Progress towards 3% Target, 2007-2014

Year	Total staff	Recorded no. of staff with disabilities	% of total staff
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	205,067	6,171	3.1%
2012	197,588	6,611	3.3%
2013	192,575	6,464	3.4%
2014	195,278	6,771	3.5%

1.2 Analysis by type of public sector body

The 2014 data has been categorised into the same five types of public bodies used in previous years:

- commercial bodies,
- government departments,
- local government bodies,
- non-commercial public bodies and
- public bodies staffed by civil servants.

Commercial Bodies

The commercial bodies sector includes the state's transport and energy companies and in 2014 accounted for 18.6% of the public sector workforce. The data for 2014 shows the overall staff numbers increased by 744 to 36,268 whereas the number of employees reporting a disability decreased slightly by 12 to 1,526 (4.2%).

In total 67.7% of bodies in this category achieved the target, similar to the 2013 figure (see Table 2).

Government Departments

Government departments account for about one in ten public sector employees. In 2014 there were 20,134 employees of whom 4.3% (874) reported a disability; this is similar to the 2013 figures. All 17 departments exceeded the 3% target for the third year in a row.

Local Government

The local government sector accounts for 15.4% of the public sector workforce and includes city and county councils and other local authority bodies. The 2014 reports reflect the mergers of councils in the Limerick, Waterford and Tipperary areas.

In 2014, this sector had 30,087 employees with 4.6% reporting a disability (1,377), up from 4.0% in the previous year. Compared to 2013 this is a decrease of 381 staff members and an increase of 154 employees reporting a disability.

In total 85.3% of bodies in this category achieved the target compared to 75.6% in 2013.

Non-Commercial Bodies

This is the largest sector in the public service and accounts for nearly half of the public sector workforce. It contains the largest employer in the public sector, the Health Service Executive (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 Irish Auditing and Accounting Supervisory Authority previously reported in this sector. For 2014, they have indicated that they do not come under the definition of 'public body' in the Disability Act, and will not be reporting from 2014 onwards.

In 2014 this sector comprised of 97,153 employees of whom 2.6% (2,574) declared a disability, up marginally from 2.5% in the previous year. Comparing the

2013 figures, this sector increased in both staff numbers (+5,214) and employees who declared a disability (+235).

Similar to 2013, this is the only sector that failed to reach the 3% target in 2014.

In total 61.2% of bodies in this sector achieved the target compared to 39.4% in 2013. However, some of this increase is due to the abolition of the County and City Enterprise Boards in 2013. This included 35 separate agencies that have now been incorporated into the staff of local authorities.

Public Bodies Staffed by Civil Servants (PBCS)

These agencies constitute about 6% of the public sector workforce. This sector includes bodies whose staff are classified as civil servants such as An Bord Pleanála, Revenue Commissioners, Central Statistics Office and National Council for Special Education.

Civilian staff of An Garda Síochána were previously recorded in this category. However, recent legal advice has confirmed that they are not covered by Part 5 of the Act since the commencement of the Garda Síochána Act 2005. The Department of Justice and Equality has confirmed that this technical issue will be remedied in 2016 in the context of amendments required to disability legislation for ratification of the UN CRPD.

In 2014 this sector employed 11,636 people of whom 3.6% (420) declared a disability. Comparing the 2013 figures both the number of employees (-2,889) and number of staff declaring a disability (-67) fell. However, the overall percentage of staff with a disability rose from 3.4% to 3.6%

In total 65.1% of bodies in this sector achieved the target compared to 61.7% in 2013.

Table 2: Data by type of public body 2013, 2014

Type of public sector body	Total staff	No. of staff with disabilities	% of staff with disabilities	% of total workforce	% of bodies achieving target	No. of Public Bodies
Commercial 2014	36,268	1,526	4.2%	18.6%	67.7%	31
Commercial 2013	35,524	1,538	4.3%	18.5%	67.7%	31
Change 2013/14	+ 744	-12	-0.1%	+0.1%	-	-
Gov Dept. 2014	20,134	874	4.3%	10.3%	100.0%	17
Gov Dept. 2013	20,119	877	4.4%	10.5%	100.0%	17
Change 2013/14	+15	-3	-0.1%	-0.2%	-	-
Local Gov 2014	30,087	1,377	4.6%	15.4%	85.3%	34
Local Gov 2013	30,468	1,223	4.0%	15.8%	75.6%	41
Change 2013/14	-381	+154	+0.6%	-0.4%	+9.7%	-7
Non-comm. 2014	97,153	2,574	2.6%	49.8%	61.2%	98
Non-comm.2013	91,939	2,339	2.5%	47.7%	39.4%	103
Change 2013/14	+5,214	+235	+0.1%	2.1%	+21.8%	-5
PBCS 2014	11,636	420	3.6%	6.0%	65.1%	43
PBCS 2013	14,525	487	3.4%	7.5%	61.7%	47
Change 2013/14	-2,889	-67	+0.2%	-1.5%	+3.4%	-4
Totals 2014	195,278	6,771	3.5%	100%	69.5%	223
Totals 2013	192,575	6,464	3.4%	100%	55.7%	239
Change 2013/14	+2,703	+307	+0.1%	-	+13.8%	-16

Summary

In summary the 2014 data reveals both an increase in the total employees in the public sector (+2,703) as well as an increase in the total number of employees with a disability (+307). This is a change in the trend identified in previous years where the total numbers of employees have been decreasing year-on-year since recording of this data began (2007). In contrast, the numbers of employees declaring a disability has fluctuated up and down.

The Non-commercial sector is the only sector to increase its overall staff numbers as well as increase the number of staff with disabilities. The Local Government sector decreased in overall numbers by 381 but increased the number of staff with a disability by 154.

1.3 Analysis by size of public sector body

Table 3: Data by size of public body 2014

No. of Staff	No. of Public Bodies	Total Staff	No. of staff with disabilities	% of staff with disabilities	% of total workforce	% of workforce with disabilities
1-99	93	3,388	148	4.4%	1.7%	2.2%
100 -999	97	40,140	1,650	4.1%	20.6%	24.4%
1,000 -4,999	27	56,392	2,129	3.8%	28.9%	31.4%
5,000 +	6	95,358	2,844	3.0%	48.8%	42%
Total 2014	224	195,278	6,771	3.5%	100%	100%

Public bodies with less than 100 staff

There are 93 public bodies with less than 100 staff in the public sector representing just under 2% of the entire workforce. This size category employs 3,388 people, of which 4.4% (148) have declared a disability. This category represents just over 2% of the workforce who has declared a disability.

Public bodies with between 100 and 999 staff

This size category has the highest number of public bodies (97) making up just over 20% of the total workforce. In total 40,140 are employed of which 4.1% (1,650) declared a disability. This size category represents just under a quarter of the workforce who have declared a disability.

Public bodies with between 1,000 and 4,999 staff

There are 27 public bodies employing between 1,000 and 4,999 staff representing just under 30% of the total workforce. This cohort employs 56,392 staff of which 3.8% (2,129) have declared a disability. In terms of the workforce who have declared a disability this size category represents 31.4%.

Just two public bodies in this category did not achieve the 3% target:

- Beaumont Hospital 2.4%
- Child and Family Agency (TUSLA) 0.6%

Public bodies with over 5,000 staff

This size category has the smallest number of public bodies (6) but represents the largest percentage of the total workforce (48.8%). It employs 95,358 staff of which 3% (2,844) have declared a disability. These large public bodies account for 42% of all public sector staff who have declared a disability.

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

- An Post 5.0%
- Department of Social Protection 4.7%
- Dublin City Council 5.6%
- Electricity Supply Board (ESB) 5.3%
- Health Service Executive 2.1%
- Revenue Commissioners 2.5%

Summary

In terms of size, the trend continues that the largest bodies constitute nearly half of the overall public sector staff. The 5,000+ sector has been increasing the percentage of employees with disabilities since 2010 and has reached the target in 2014. This is the first year that all size categories reached the 3% target. This was largely due to increases at the HSE, Dublin City Council and the ESB.

1.4 Good practices in recruitment and retention

A number of public bodies reported examples of innovative or interesting good practices in recruitment or retention of employees with disabilities in their 2014 reports. Actions included:

- Work placements, some leading to appointments to meaningful jobs;
- Internships providing learning and work experience;
- Employment opportunities for persons with disabilities being advanced by public bodies engaging with disability organisations;
- Disability awareness training;
- Accommodation improvements to create more accessible and inclusive work environments;
- Flexible working arrangements.

Impact of Programme of Targeted Supports

The National Disability Authority set up a Programme of Targeted Supports for eight selected large public bodies following the Part 5 report for 2010. Six of the eight public bodies have now achieved the 3% target, with four of these bodies now into their 2nd year of reporting 3% or more.

Table 4 – Selected large public bodies

Public Body	% 2010	% 2014
DIT	1.0%	4.3%
HSE	1.2%	2.1%
Cork IT	1.5%	4.5%
Dublin City Council	2.1%	5.0%
Iarnród Éireann	2.1%	3.1%
Dublin Bus	2.1%	4.8%
daa plc (formerly Dublin Airport Authority)	2.2%	3.4%
Garda Civilian Staff	2.4%	N/A

2. The Monitoring Process

2.1 Reporting deadlines

Compliance with the 30th June deadline for reporting of data from the Monitoring Committees to the National Disability Authority deteriorated since last year.

Three Monitoring Committees were materially late this year:

- Department of Arts, Heritage and the Gaeltacht – 30th July 2015
- Department of the Environment, Community and Local Government – 5th August 2015
- Department of Children and Youth Affairs – 24th August 2015

The Department of the Environment, Community and Local Government noted that the delay was due to changes in personnel over previous years. This is the second successive year that this Department has been significantly late.

The Department of Children and Youth Affairs reported in early July that the Child and Family Agency (TUSLA) had not provided a report under the Act and had not carried out a staff census. This new public body was established in early 2014, with many staff transferred from the HSE. TUSLA carried out a staff census in August 2015, and returns for the Department were received on 24th August 2015.

The NDA is concerned about instances of non-compliance with an established statutory reporting process this year. The NDA will explore appropriate options to address this with Departmental Monitoring Committees for future years.

2.2 Compliance with the Act - 2012 and 2013

Part 5 of the Disability Act 2005 allows the NDA to come to an opinion of non-compliance with the Act by public bodies. This opinion of non-compliance could be based on failure for two successive years

- to reach the 3% target, unless there are good reasons to the contrary
- insofar as practicable to take reasonable measures to promote and support the employment of people with disabilities,

or

- a failure to engage in the statutory reporting process

Section 49 of the Disability Act 2005 allows the NDA to make a statutory request for information from any public body to determine compliance with the Part 5 of

the Act, following consultation with the relevant line Minister. On reviewing the reports for 2012 and 2013 and responses to requests for information, the NDA issued statutory request to five public bodies to assess their compliance with the Act.

Having reviewed responses to statutory requests for information, the NDA is of the opinion that the Health Service Executive was non-compliant with the Act for those two years. The NDA has requested, with the permission of the Minister for Health, that the HSE take specific measures in order to achieve compliance with the Act.

2.3 Compliance with the Act - 2013 and 2014

On reviewing the reports for 2013 and 2014, the NDA is pleased to note that a number of public bodies who had previously failed to achieve the 3% target for two successive years have now achieved the target, including

- daa plc (formerly Dublin Airport Authority)
- National College of Art and Design
- Dublin Institute of Technology
- Cork Institute of Technology

The NDA welcomes the achievement of the 3% target by these public bodies.

The NDA notes with concern that a number of larger public bodies have slipped below the 3% target for two successive years, 2013 and 2014, including:

- The Office of the Revenue Commissioners
- Beaumont Hospital
- Sligo County Council
- Road Safety Authority
- Railway Procurement Agency
- Irish Blood Transfusion Service
- Carlow County Council

The NDA is following up with these and other public bodies, either to get additional information or to provide guidance on actions they could take to work towards compliance.

2.4 Monitoring Committee engagement

The level of engagement in the statutory process from Departmental Monitoring Committees varies significantly. It appears that there is a lack of consistency on

the frequency, if at all, committees meet and also wide disparity in which forum this takes place. In some instances the Committees clearly take their responsibilities seriously, and have validated the incoming data and reported their own judgements on the data.

The NDA proposes to engage with the Monitoring Committees over the coming year to ensure that the submitted reports are valid, accurate and reflect the views of the Monitoring Committees.

2.5 Rounding

All calculated percentages are rounded to one decimal place.

2.6 Errata – changes after publishing date

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

3. Understanding the Data

The NDA welcomes the small increase in the overall percentage to 3.5%, and the employment of an additional 307 people with disabilities. A small number of public bodies made up the majority (90%) of this increase:

- St James Hospital (94)
- HSE (57)
- Dublin City Council (147)

The largest single reduction of previously reported staff with disabilities relates to the civilian staff of An Garda Síochána. These staff are no longer reported under this process following legal advice received by the Department of Justice and Equality. This resulted in an exclusion from the data of 70 people with disabilities which were reported in 2013.

This is the first year that reported an overall year to year increase in numbers employed in the public sector since monitoring began using the 2006 data. The percentage of people with disabilities employed has been on an upward trend, with increases every year except for 2010.

3.1 Changes by sector type

The Local Government sector showed an increase of 154 staff with disabilities. This resulted in a substantial increase from 4.0% to 4.6%. Most of this increase can be attributed to Dublin City Council (+147).

Changes for other sectors were small, with the Non-Commercial sector reporting a small increase to 2.6%, while continuing to be the only sector to remain below the 3% target.

3.2 Changes by size of body

All size categories reached the 3% target this year. The 5,000+ category moved from 2.9% in 2013 to 3.0% in 2014. This category represents just under half the staff in the public sector.

3.3 Highest changes of employees with a reported disability

Seven public bodies reported increases of more than 15 staff with disabilities this year.

- Electricity Supply Board (16)

- The Adelaide and Meath Hospital (20)
- daa plc, formerly Dublin Airport Authority (24)
- Dublin Institute of Technology (34)
- Health Service Executive (57)
- St James's Hospital (94)
- Dublin City Council (147)

The Health sector has had considerable recruitment activity in this period, which may well have contributed to the increased numbers in the HSE and the two hospitals mentioned above.

Dublin City Council reverted to their traditional method of counting employees for 2014, after changing their approach in 2013. The change in numbers at the Council is more likely to be due to improved counting more than an actual increase in numbers of staff with disabilities.

Just three public bodies reported reductions of more than 15 employees with disabilities.

- Raidió Teilifís Éireann (18)
- SOLAS - Further Education & Training Authority (21)
- An Post (29)

A significant number of SOLAS staff were reassigned to Education and Training Boards during 2014, which may well account for that movement.

4. The Way Forward

4.1 Comprehensive Employment Strategy

There is a commitment in the Comprehensive Employment Strategy for People with Disabilities, published by Government in October 2015, to implement a proactive approach in the public sector to employing people with disabilities, including examination of an alternative recruitment model for people with disabilities, and consideration of special competitions for people with disabilities. The strategy commits to raise the 3% employment target on a phased basis to 6% by 2024.

4.2 Recommended action – Recruitment

It is not clear from the qualitative submissions that the 3% target is being built into workforce planning processes. As the recruitment embargo of recent years starts to ease, there is a substantial opportunity to ensure that people with disabilities are recruited into the public sector. This requirement will not happen by default. Focus and prioritisation by senior management, as well as effective implementation of new approaches to recruitment on the ground are essential. These approaches may include:

- Targeted advertising of vacancies
- Training of interview panel members on equality and disability
- Work experience schemes, such as the WAM – Willing, Active, Mentoring – programme from AHEAD, or supported internships for people with intellectual disabilities on the lines of the Project Search model run in Naas Hospital
- Identification and designation of certain roles as being particularly suitable for people with disabilities
- Engagement with professional bodies, colleges and universities to ensure that there is a steady supply of people with disabilities qualifying for relevant posts

The opportunity associated with this phase of recruitment will have a substantial impact on the status of employees with disabilities in the public sector for a generation. Failure to grasp this opportunity would make it extremely challenging to maintain the current proportion of employees in the public sector, particularly as those recruited in the 1970s, when the 3% target was first introduced on a non-statutory basis, reach retirement. Without proactive recruitment, it would also be very challenging to reach the higher targets to be set under the Comprehensive Employment Strategy for People with Disabilities.

4.3 Improving the quality of information supplied

The response to the NDA's request to distinguish between ongoing policies, and particular actions or activities that took place within the calendar year was mixed. A small number of bodies were very specific about the different types of actions, but most were not.

There were some variations in interpretation of question 2.6 'Percentage of employees who responded to the Staff Census'. Some bodies interpreted this as being 'number of responses in the most recent year', whether others interpreted this as 'cumulative response rate over a number of years'.

There were also some variations around question 2.4 "Did you conduct a Staff Census of employees as of 31 December 2014?" Some organisations who carried out a census in a previous year and updated records of staff changes over recent years answered Yes to this question, on the grounds that they have carried out a past census. This question should be used to indicate which organisations carried out an actual census – asked all staff members to indicate their status – at that point in time.

The NDA will explore opportunities to adjust the reporting forms to help to address these issues and will work with Monitoring Committees to improve the efficiency of these processes for future years.

Appendix A – Government Departments

	2014			2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Departments of					
Agriculture, Food & the Marine	3,191	117	3.7%	117	3.5%
Arts, Heritage & the Gaeltacht	597	20	3.4%	19	3.4%
Children & Youth Affairs	156	11	7.0%	10	6.7%
Communications, Energy & Natural Resources	265	9	3.4%	11	4.1%
Defence	337	16	4.8%	16	4.6%
Defence - Civilian Employees	515	25	5.3%	30	5.6%
Education & Skills	1,287	45	3.5%	43	3.3%
Environment, Community & Local Government	759	35	4.6%	36	4.6%
Finance	321	11	3.4%	14	4.6%
Foreign Affairs & Trade	1,440	52	3.6%	54	3.7%
Health	365	12	3.3%	14	3.7%
Jobs, Enterprise & Innovation	799	44	5.5%	47	6.0%
Justice & Equality	1,616	86	5.3%	95	5.3%
Public Expenditure & Reform	870	30	3.4%	22	4.3%
Social Protection	6,962	327	4.7%	315	4.5%
Taoiseach	196	13	6.6%	11	5.7%
Transport, Tourism & Sport	458	21	4.6%	23	4.8%
Total	20,134	874	4.3%	877	4.4%

Appendix B – Public bodies

Note: Public bodies staffed by civil servants report to the Minister for Public Expenditure and Reform.

Department of Agriculture, Food & the Marine

	2014			2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Bord Bia	95	1	1.1%	1	1.1%
Bord Iascaigh Mhara	123	3	2.4%	2	1.6%
Bord na gCon	175	7	4.0%	7	4.1%
Coillte	562	33	5.9%	31	5.4%
Horse Racing Ireland	177	8	4.5%	5	3.0%
Irish National Stud	66	0	0.0%	0	0.0%
Marine Institute	175	8	4.6%	11	6.2%
National Milk Agency	5	0	0.0%	0	0.0%
Sea Fisheries Protection Authority	87	5	5.7%	5	5.5%
Teagasc	1,208	46	3.8%	57	5.0%
Veterinary Council of Ireland	5	0	0.0%	0	0.0%

Department of Arts, Heritage & the Gaeltacht

Public Bodies	2014			2013	
	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Arts Council	47	1	2.1%	1	2.3%
Chester Beatty Library	30	0	0.0%	1	3.3%
Crawford Art Gallery	18	3	16.7%	3	16.7%
Foras na Gaeilge	47	1	2.1%	0	0.0%
Heritage Council	14	1	7.1%	1	7.1%
Irish Film Board	17	1	5.9%	1	5.9%
Irish Museum of Modern Art	66	3	4.5%	3	4.5%
National Concert Hall	89	5	5.6%	5	5.6%
National Gallery of Ireland	108	5	4.6%	3	2.8%
National Library of Ireland	95	8	8.4%	9	9.4%
National Museum of Ireland	150	10	6.7%	10	6.4%
Údarás na Gaeltachta	81	4	4.9%	4	4.9%
Ulster-Scots Agency	17	0	0.0%	0	0.0%
Waterways Ireland	233	9	3.9%	9	3.8%

Department of Children & Youth Affairs

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Child and Family Agency (TUSLA)	4,035	26	0.6%	New Body for 2014	
Family Support Agency	Now included in TUSLA return			0	0.0%
National Educational Welfare Board				3	3.3%
Oberstown Children Detention Camps	256	2	0.8%	0	0.0%

Department of Communications, Energy & Natural Resources

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
An Post	8,878	444	5.0%	473	5.2%
Bord na Móna	1,779	60	3.4%	65	3.6%
Broadcasting Authority of Ireland	35	0	0.0%	1	2.8%
Commission for Communications Regulation (ComReg)	110	4	3.6%	4	3.6%
Commission for Energy Regulation (CER)	86	8	9.3%	7	8.4%
EirGrid Plc	345	17	4.9%	15	4.3%
Electricity Supply Board (ESB)	5,745	302	5.3%	286	5.2%
Ervia/Gas Networks Ireland	808	24	3.0%	36	3.4%
Inland Fisheries Ireland	306	15	4.9%	15	4.7%

Department of Communications, Energy & Natural Resources

	2014			2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Ordnance Survey Ireland (OSI)	233	7	3.0%	8	3.3%
Raidió Teilifís Éireann (RTÉ)	1,899	68	3.6%	86	4.6%
Sustainable Energy Authority of Ireland	51	2	3.9%	1	1.9%
TG4	83	3	3.6%	3	3.6%
The Digital Hub	10	0	0.0%	0	0.0%

Department of Education & Skills

	2014			2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Athlone IT	672	21	3.1%	23	3.3%
Cork IT	1,461	66	4.5%	56	3.8%
Dublin IT	1,997	86	4.3%	52	2.7%
Dun Laoghaire Institute of Art and Design	268	8	3.0%	12	4.5%
Dundalk IT	581	26	4.5%	26	4.5%
Galway Mayo IT	657	24	3.7%	24	3.7%
IT Blanchardstown	278	11	4.0%	12	4.6%
IT Carlow	676	33	4.9%	27	4.2%
IT Sligo	495	18	3.6%	14	2.9%

Department of Education & Skills

	2014			2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
IT Tallaght	489	19	3.9%	19	4.3%
IT Tralee	362	13	3.6%	13	3.7%
Léargas	36	1	2.8%	1	2.9%
Letterkenny IT	338	16	4.7%	16	4.6%
Limerick IT	613	26	4.2%	23	3.6%
National College of Art & Design	133	4	3.0%	4	2.7%
Quality & Qualifications Ireland	81	1	1.2%	1	1.2%
SOLAS - Further Education & Training Authority	218	12	5.5%	33	3.0%
Waterford IT	899	29	3.2%	29	3.3%

Department of the Environment, Community & Local Government

	2014			2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
An Bord Pleanála	152	8	5.3%	8	5.1%
Border Regional Authority	Now included in Northern & Western Regional Assembly return			0	0.0%
Border, Midland & Western Regional Assembly				0	0.0%
Carlow County Council	311	9	2.9%	8	2.6%
Cavan County Council	384	29	7.6%	30	7.7%
Clare County Council	752	32	4.3%	36	4.6%
Cork City Council	1,276	52	4.1%	52	3.9%
Cork County Council	2,506	81	3.2%	73	2.8%
DLR County Council	1,013	45	4.4%	45	4.3%
Donegal County Council	859	33	3.8%	33	3.7%
Dublin City Council	5,763	325	5.6%	178	3.0%
Dublin Docklands Development Authority	1	0	0.0%	1	10.0%
Environmental Protection Agency	365	16	4.4%	13	4.1%
Fingal County Council	1,382	69	5.0%	73	5.1%
Galway City Council	436	25	5.7%	22	4.9%
Galway County Council	791	35	4.4%	36	4.6%
Housing & Sustainable Communities Agency	36	1	2.8%	1	2.6%
Housing Finance Agency	14	0	0.0%	0	0.0%
Irish Water	660	5	0.8%	1	0.6%

Department of the Environment, Community & Local Government

	2014			2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Irish Water Safety	6	0	0.0%	0	0.0%
Kerry County Council	1,365	77	5.6%	69	4.9%
Kildare County Council	914	63	6.9%	49	5.2%
Kilkenny County Council	528	23	4.4%	24	4.5%
Laois County Council	375	18	4.8%	10	2.7%
Leitrim County Council	272	8	2.9%	11	4.0%
Limerick City & County Council	1,180	37	3.1%	New Body for 2014	
Limerick City Council	Now included in Limerick City & Council return			16	3.3%
Limerick County Council				19	3.1%
Local Government Management Agency	97	7	7.2%	6	5.7%
Longford County Council	286	17	5.9%	16	5.3%
Louth County Council	792	35	4.4%	38	5.5%
Mayo County Council	1,114	71	6.4%	76	6.6%
Meath County Council	678	25	3.7%	24	3.6%
Mid-Eastern Regional Authority	Now included in Mid-Eastern Regional Authority return			0	0.0%
Mid-West Regional Authority				0	0.0%
Monaghan County Council	397	25	6.3%	21	5.2%
North Tipperary County Council	Now included in Tipperary County Council return			17	3.9%
Northern & Western Regional Assembly	12	0	0.0%	New Body for 2014	

Department of the Environment, Community & Local Government

	2014			2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Offaly County Council	391	13	3.3%	14	3.5%
Private Residential Tenancies Board Ireland	19	1	3.2%	0	0.0%
Radiological Protection Institute of Ireland (RPII)	Now included in Environmental Protection Agency return			2	4.5%
Roscommon County Council	429	20	4.7%	18	4.1%
Sligo County Council	437	5	1.1%	7	1.5%
South Dublin County Council	1,170	36	3.1%	38	3.1%
South Tipperary County Council	Now included in Tipperary County Council return			20	3.2%
South West Regional Assembly	Now included in Southern Regional Assembly return			0	0.0%
Southern & Eastern Regional Assembly				0	0.0%
Southern Regional Assembly	23	0	0.0%	New Body for 2014	
Tipperary County Council	1,089	34	3.1%	New Body for 2014	
Waterford City and County Council	973	33	3.4%	New Body for 2014	
Waterford City Council	Now included in Waterford City and County Council			24	6.9%
Waterford County Council				17	3.7%
Western Development Commission	11	0	0.0%	0	0.0%
Westmeath County Council	447	21	4.7%	33	7.2%
Wexford County Council	917	51	5.6%	47	5.1%
Wicklow County Council	728	23	3.2%	23	3.1%

Department of the Environment, Community & Local Government

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities

Department of Finance

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
National Treasury Management Agency	759	10	1.3%	12	1.8%

Department of Health

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Beaumont Hospital	3,419	81	2.4%	77	2.6%
Bord Altranais	Now included in Nursing & Midwifery Board			1	2.3%
Dental Council	4	0	0.0%	0	0.0%
Dublin Dental Hospital	206	11	5.3%	8	3.8%
Food Safety Authority of Ireland	72	3	4.2%	2	2.8%
Health Information & Quality Authority	182	6	3.3%	6	3.4%
Health Insurance Authority	11	1	9.1%	1	9.1%
Health Products Regulatory Authority	289	12	4.2%	New Body for 2014	

Department of Health

	2014			2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Health Research Board	59	1	1.7%	1	1.6%
Health Service Executive	61,974	1,293	2.1%	1,236	2.0%
Institute of Public Health	27	1	3.7%	0	0.0%
Irish Blood Transfusion Service	601	16	2.7%	14	2.6%
Irish Medicines Board	Now included in Health Products Regulatory Authority			12	4.1%
Leopardstown Park Hospital	228	18	7.9%	18	7.9%
Medical Council	60	1	1.7%	1	1.5%
Mental Health Commission	34	1	2.9%	2	5.7%
National Cancer Registry Ireland	51	3	5.9%	4	7.5%
National Treatment Purchase Fund	48	0	0.0%	1	3.7%
Nursing & Midwifery Board of Ireland	43	1	2.3%	New Body for 2015	
Pharmaceutical Society of Ireland	37	1	2.7%	2	6.5%
Pre-Hospital Emergency Care Council	11	0	0.0%	0	0.0%
Safefood	29	1	3.4%	0	0.0%
St James's Hospital	4,504	291	6.5%	197	5.0%
The Adelaide & Meath Hospital	3,223	107	3.3%	87	2.9%
Voluntary Health Insurance Board	1,121	37	3.3%	33	3.1%

Department of Jobs, Enterprise & Innovation

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Competition Authority	Now included in Competition and Consumer Protection Commission			2	4.3%
County & City Enterprise Boards x 35	Now included in Local Authority staff			3	2.2%
Enterprise Ireland	645	19	2.9%	18	2.7%
Forfás	Now included in Department of Jobs Enterprise and Innovation staff			4	5.5%
Health & Safety Authority	174	7	4.0%	6	3.5%
IDA Ireland	307	12	3.9%	11	4.0%
InterTrade Ireland	39	1	2.6%	1	2.4%
Irish Auditing & Accounting Supervisory Authority	See note in Section 1.2 Non-Commercial Bodies			0	0.0%
National Standards Authority of Ireland (NSAI)	132	6	4.5%	4	3.0%
Personal Injuries Assessment Board	67	0	0.0%	0	0.0%
Science Foundation Ireland	49	2	4.1%	2	4.3%
Shannon Development	Now included in the Shannon Group			0	0.0%

Department of Justice & Equality

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Irish Human Rights Commission	Now included in Irish Human Rights and Equality Commission			0	0.0%
National Disability Authority	33	7	21.2%	7	21.2%

Department of Public Expenditure & Reform

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Adoption Authority of Ireland	23	0	0.0%	23	0
An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta	3	0	0.0%	3	0
An Coimisinéir Teanga	6	0	0.0%	6	0
An Garda Síochána - Civilian HRM	See note in Section 1.2 PBCS			2458	70
Army Pensions Board	2	0	0.0%	2	0
Central Statistics Office	697	40	5.7%	707	41
Charities Regulatory Authority	10	0	0.0%	New Body for 2014	
Civil Defence Ireland	28	4	14.3%	28	4
Commissioners for Charitable Donations & Bequests for Ireland	Now included in Charities Regulatory Authority			7	0
Competition & Consumer Protection Commission	78	4	5.1%	New Body for 2014	
Data Protection Commissioner	28	3	10.7%	30	3

Department of Public Expenditure & Reform

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Defence Forces Canteen Board	5	2	40.0%	17	1
Equality Tribunal	Now included in Workplace Relations Commission established in 2015, no return for 2014 report			26	1
Garda Inspectorate	9	0	0.0%	12	0
Houses of the Oireachtas	409	17	4.2%	398	12
Insolvency Service of Ireland	84	5	6.0%	59	4
Irish Film Classification Office	8	0	0.0%	8	0
Irish Human Rights & Equality Commission	21	0	0.0%	New Body for 2014	
Legal Aid Board	372	16	4.3%	376	16
National Consumer Agency	Now included in Competition and Consumer Protection			35	2
National Council for Curriculum & Assessment	29	2	6.8%	33	2
National Council for Special Education	97	5	5.2%	101	5
Office of the Appeal Commissioners	5	0	0.0%	4	0
Office of the Attorney General	121	4	3.3%	128	4
Office of the Comptroller & Auditor General	150	6	4.0%	145	6
Office of the Director of Public Prosecutions	189	11	5.8%	193	10
Office of the Ombudsman/Information Commissioner/Commission for Public Service Appointments	96	5	5.2%	97	2

Department of Public Expenditure & Reform

	2014			2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Office of the President	26	1	3.8%	28	1
Office of the Refugee Applications Commissioner	103	5	4.9%	103	6
Ombudsman for the Defence Forces	4	0	0.0%	4	0
Property Registration Authority	548	35	6.4%	565	35
Property Services Regulatory Authority	17	1	5.9%	20	1
Public Appointments Service	105	6	5.7%	100	5
Refugee Appeals Tribunal	34	2	5.9%	42	1
Revenue Commissioners	6,036	153	2.5%	160	2.6
State Examinations Commission	152	7	5.0%	156	7
The Courts Service of Ireland	985	31	3.2%	987	31
The Equality Authority	Now included in Irish Human Rights and Equality Commission			22	0
The Labour Relations Commission	41	4	9.8%	47	4
The National Consumer Agency	78	4	5.1%	New Body for 2014	
The Office of Public Works	575	17	3.0%	637	19
The Ombudsman for Children's Office	8	0	0.0%	11	0
The Private Security Authority	36	1	2.8%	36	1
The State Laboratory	85	5	5.9%	86	5
Valuation Office/Valuation Tribunal	127	7	6.0%	129	6

Department of Social Protection

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Citizens Information Board	87	8	9.2%	6	6.3%
Office of the Pensions Ombudsman	8	1	12.5%	1	11.1%
Pensions Board	Now included in The Pensions Authority			0	0.0%
The Pensions Authority	45	1	2.2%	New Body for 2014	

Department of the Taoiseach

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Chief State Solicitor's Office	248	22	8.9%	11	4.6%
Law Reform Commission	18	0	0.0%	0	0.0%
National Economic & Social Development Office	18	1	5.6%	1	5.3%

Department of Transport, Tourism & Sport

2014				2013	
Public Bodies	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Bus Éireann	2,451	94	3.8%	95	3.9%
Commission for Aviation Regulation	15	0	0.0%	0	0.0%

Córas Iompair Éireann	191	7	3.7%	8	4.3%
Drogheda Port Company	11	0	0.0%	0	0.0%
Dublin Airport Authority	2,595	87	3.4%	63	2.5%
Dublin Bus	3,286	159	4.8%	152	4.8%
Dublin Port Company	137	1	0.7%	1	0.7%
Dun Laoghaire Harbour Company	21	1	4.8%	1	5.0%
Fáilte Ireland	337	12	3.6%	13	3.3%
Galway Harbour Company	12	0	0.0%	0	0.0%
Iarnród Éireann	3,785	119	3.1%	126	3.3%
Irish Aviation Authority	652	22	3.4%	25	3.9%
Irish Sports Council	33	2	6.1%	2	5.1%
National Roads Authority	104	4	3.8%	3	2.9%
National Sports Campus Development Authority	3	0	0.0%	0	0.0%
National Transport Authority	71	1	1.4%	1	1.3%
New Ross Port Company	4	0	0.0%	0	0.0%
Port of Cork Company	111	4	3.6%	4	3.6%
Port of Waterford Company	30	0	0.0%	0	0.0%
Railway Procurement Agency	171	5	2.9%	5	2.7%
Railway Safety Commission	9	0	0.0%	0	0.0%
Road Safety Authority	314	6	1.9%	7	2.2%
Shannon Airport Authority	Now included in the Shannon Group			14	5.2%
Shannon Foynes Port Company	43	2	4.7%	2	4.9%
Shannon Group Plc	467	17	3.6%	New Body for 2014	
Tourism Ireland	43	2	4.7%	2	4.7%
Wicklow Port Company	2	0	0.0%	0	0.0%

Appendix C – Staff census response rates 2014

Name	Response Rate
Adoption Authority of Ireland	78.3%
An Bord Pleanála	59.9%
Arts Council	34.0%
Beaumont Hospital	7.8%
Bord Bia	89.5%
Bord Iascaigh Mhara	82.1%
Broadcasting Authority of Ireland	68.6%
Carlow County Council	46.3%
Charities Regulatory Authority	30.0%
Child and Family Agency (TUSLA)	9.5%
Citizens Information Board	81.6%
Coillte	9.3%
Commission for Aviation Regulation	93.3%
Commission for Communications Regulation (ComReg)	95.5%
Commission for Energy Regulation (CER)	60.5%
Competition & Consumer Protection Commission	100.0%
Cork County Council	33.1%
Data Protection Commissioner	75.0%
Defence Forces Canteen Board	100.0%
Department of Education & Skills	50.7%
Department of Health	44.4%
Department of Justice & Equality	70.9%
Dublin Airport Authority	36.0%
Dublin City Council	29.6%
Dublin IT	22.1%
Dun Laoghaire Institute of Art & Design	46.3%
Dundalk IT	53.5%
Enterprise Ireland	22.8%
Environmental Protection Agency	2.2%
Foras na Gaeilge	87.2%
Garda Inspectorate	33.3%

Name	Response Rate
Health Service Executive	5.9%
Heritage Council	100.0%
Horse Racing Ireland	100.0%
Houses of the Oireachtas	50.6%
Housing Finance Agency	100.0%
IDA Ireland	34.2%
Insolvency Service of Ireland	19.0%
Irish Blood Transfusion Service	80.2%
Irish Film Board	100.0%
Irish Film Classification Office	100.0%
Irish Museum of Modern Art (IMMA)	74.2%
Irish Water Safety	100.0%
IT Sligo	1.4%
Kildare County Council	46.0%
Kilkenny County Council	95.8%
Laois County Council	68.8%
Law Reform Commission	100.0%
Leopardstown Park Hospital	97.4%
Limerick City & County Council	29.2%
Limerick IT	32.8%
Longford County Council	3.1%
Louth County Council	24.0%
Medical Council	70.0%
Monaghan County Council	44.6%
National Cancer Registry Ireland	70.6%
National Economic & Social Development Office	100.0%
National Milk Agency	100.0%
National Roads Authority	67.3%
National Sports Campus Development Authority	100.0%
National Standards Authority of Ireland (NSAI)	94.7%
Northern & Western Regional Assembly	100.0%
Oberstown Children Detention Camps	18.4%
Office of the Attorney General	86.8%
Office of the Pensions Ombudsman	100.0%
Office of the Refugee Applications Commissioner	72.8%
Pharmaceutical Society of Ireland	100.0%

Name	Response Rate
Private Residential Tenancies Board Ireland	94.7%
Property Services Regulatory Authority	64.7%
Public Appointments Service	52.4%
Refugee Appeals Tribunal	64.7%
Science Foundation Ireland	81.6%
SOLAS - Further Education & Training Authority	67.9%
State Examinations Commission	5.3%
Sustainable Energy Authority of Ireland	64.7%
Teagasc	36.8%
TG4	84.3%
The Adelaide and Meath Hospital	5.1%
The Digital Hub	10.0%
The National Consumer Agency	100.0%
The Pensions Authority	75.6%
The Private Security Authority	86.1%
Voluntary Health Insurance Board	97.8%
Waterford City & County Council	29.2%
Waterford IT	2.2%
Western Development Commission	100.0%
Westmeath County Council	46.5%



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 expert advice on disability policy and practice to the Government, and promoting Universal Design in Ireland.