

Report on Compliance with Part 5 of the Disability Act 2005 for 2015



Údarás Náisiúnta Míchumais
National Disability Authority

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Executive Summary

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

At the end of 2015, public bodies reported that 3.6% of staff employed in the public sector are people with disabilities. This is a slight increase from 3.5% in 2014. This is the fourth successive year of small increases since first achieving the 3% target in 2011.

The total number of employees with disabilities is 7,245, an increase of 474 from 2014. This is the highest number of staff with disabilities recorded since the process of statutory monitoring began in 2007.

The total number of employees is 201,341, an increase of 6,063 over last year. This continues the trend of an overall increase in numbers noted last year. All four size categories of public bodies:

- 1-99 employees,
- 100-999 employees
- 1,000-4,999 employees
- 5,000+ employees

met or exceeded the target, as occurred in 2014. Four of the five type categories

- government departments
- public bodies staffed by civil servants
- local authorities
- commercial bodies

also achieved the 3% target. Non-commercial bodies were just short of the target at 2.8%.

Compliance with 30th June reporting deadline for submissions of quantitative data improved over last year. The final quantitative submission was received on 13th July. The final qualitative submission was received on 25th August.

Many public bodies continue to report that for 2015, restrictions in recruitment was a key difficulty in increasing numbers of employees with disabilities. The NDA encourages all public bodies, particularly those where recruitment is restricted, to focus on improved levels of reporting, through better census response rates and a creating culture where employees are confident that declaring a disability will not have a negative effect on their career.

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 in the public sector. It also details the obligations of public bodies and government departments in employment, reporting and monitoring.

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 31st March each year (S.48.2)
- The monitoring committee shall submit an annual report to the NDA by 30th 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 staff with disabilities

The Act does not set out any particular methods of counting or identifying staff with disabilities. The NDA has previously advised public bodies about various methods of counting staff with disabilities. Each public body is responsible for choosing the appropriate method for counting staff with disabilities in their organisation each year. The NDA has asked public bodies to maintain consistent approaches over time where possible, to avoid any major variations in the reported data.

A census of all staff, where each staff member is invited to identify themselves as having a disability or not, is an important measure in identifying staff with disabilities. Returns from public bodies show wide variations in census response rates by staff. It can be challenging to create an environment where employees are comfortable to disclose their disability status. Our experience indicates that 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 be helpful.
- The employer creates a culture and environment where the employee is comfortable that declaring their disability to their employer 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 joiners, leavers and 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 employment of people with disabilities.

1.3 Promoting and supporting employment

The NDA would generally expect to see public bodies taking measures such as these to promote and support employment of people with disabilities:

- Setting a strategic target of achieving or exceeding the 3% target within a HR strategy or a workforce plan
- Ensuring a good response rate to an employee census by creating a culture where employees are confident that declaring their disability status will have no negative impacts for their employment
- Ensuring that recruitment policy and processes treat people with disabilities fairly, and allow for non-traditional ways for people to demonstrate their abilities
- Ensuring that interview panel members have been trained to ensure appropriate approaches to disability matters during interviews
- Providing appropriate accommodations to existing or new staff to allow them to do their job, including changes to procedures, communications, physical environment and technology
- Providing disability equality training to staff at all levels, including those responsible for policy development and human resources management

The NDA understands that the public sector employment moratorium has made it difficult or impossible for many public sector bodies to recruit more people with disabilities in recent years. Even with no recruitment, public bodies can improve compliance by changing the culture and improving supports to existing staff. We are hopeful that improving economic conditions will provide more employment opportunities for people with disabilities and others over the coming years.

2 Main Findings for 2015

2.1 The 3% target exceeded for fifth successive year

The proportion of staff declaring a disability in the public service exceeded the 3% target for the fifth successive year (see Table 1). The total number of employees and the number of employees with disabilities both increased from 2014 figures.

The total number of employees is 201, 341, an increase of 6,063 (3.1%) and the total number of employees with disabilities is 7,245, an increase of 474 (7%) from the 2014 figure.

This is the second consecutive year both these figures have increased. 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 has fluctuated up and down.

This is the first time since 2011 that the number of employees in the public sector is above 200,000. It is also the highest number of staff with disabilities ever recorded.

Table 1: Progress towards 3% Target, 2007-2015

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%
2015	201,341	7,245	3.6%

2.2 Changes in public bodies

The Workplace Relations Commission (WRC) was established on October 1st 2015 and assumes the roles and functions previously carried out by the National Employment Rights Authority (NERA), the Labour Relations Agency (LRA) and the Equality Tribunal (ET), Rights Commissioners Service (RCS), and the first-instance (Complaints and Referrals) functions of the Employment Appeals Tribunal (EAT). The Department of Jobs Enterprise and Innovation have included figures for Workplace Relations Commission figures within their overall numbers. For consistency, this is the same way data was collected in previous years from the agencies the Workplace Relations Commission replaces.

Sport Ireland is a new agency resulting from a merger between the National Sports Campus Development Authority and Irish sports council in October 2015.

Ervia moved to the department of Housing, Planning, Community and Local Government in 2015. Previously it was under the Department of Communications, Climate Action and Environment.

Finally, there are three departments with new names, they are:

- Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs
- Department of Communications, Climate Action and Environment
- Department of Housing, Planning, Community and Local Government

2.3 Analysis by type of public sector body

The 2015 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 2015 accounted for 18.5% of the public sector workforce. The data for 2015 shows the overall staff numbers increased by 938 to 37,206 and the number of employees reporting a disability increased by 55 to 1,581 (4.2%). Some of this increase may be due to bodies changing their counting procedures. For example, Bord Na gCon declared their overall staff numbers as the full time equivalent up to and including 2014, whereas in 2015 they declared actual headcount numbers, including seasonal staff. This resulted in an increase of 331 overall staff numbers declared by Bord Na gCon from 175 in 2014 to 506 in 2015.

In total 76.7% of bodies in this category achieved the target, an increase from the 2014 figure of 67.7% (see Table 2).

Government Departments

Government departments account for about one in ten public sector employees. In 2015 there were 20,286 employees of whom 4.5% (916) reported a disability; this shows an increase of 152 compared to 2014 figures. All 17 departments exceeded the 3% target for the fourth year in a row.

Local Government

The local government sector accounts for just below 15% of the public sector workforce and includes city and county councils and other local authority bodies.

The 2015 figures indicate a drop of 102 employees to just under 30,000 as well as a gain of 35 employees who reported having a disability (4.7%). In total 85.7% of bodies in this category achieved the target which is similar to 2014 figures.

Non-Commercial Bodies

This is the largest sector in the public service and accounts for over 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.

Compared to 2014 this sector grew by 4,646 employees to 101,799 of whom 2.8% (2,887) declared a disability, up marginally from 2.6% in the 2014.

Similar to previous years, this is the only sector that failed to reach the 3% target in 2015.

Public Bodies Staffed by Civil Servants (PBCS)

These agencies constitute 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.

In 2015 this sector increased by 429 employees to 12,065 of whom 3.7% (449) declared a disability. In total 65.9% of bodies in this sector achieved the target.

The Adoption Authority of Ireland was previously categorised in the Public Bodies Staffed by Civil Servants and has now moved to the Non-commercial sector. This is due to a change in staff status as there are more public sector employees than civil service employees.

Summary

The 2015 data indicates the Commercial sector, Government departments, the Non-commercial sector and Public Bodies staffed by Civil Servants and have increased both the total number of employees and employees with disabilities. Whereas, in 2014 the Non-commercial sector was the only cohort 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 102 but increased the number of staff with a disability by 35.

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 2015	37,206	1,581	4.2%	18.5%	76.7%	30
Commercial 2014	36,268	1,526	4.2%	18.6%	67.7%	31
Change 2014/15	+938	+55	-	-0.1%	+9%	-1
Gov Dept. 2015	20,286	916	4.5%	10.1%	100.0%	17
Gov Dept. 2014	20,134	874	4.3%	10.3%	100.0%	17
Change 2014/15	+152	+42	+0.2%	-0.2%	-	-
Local Gov 2015	29,985	1,412	4.7%	14.9%	85.7%	35
Local Gov 2014	30,087	1,377	4.6%	15.4%	85.3%	34
Change 2014/15	-102	+35	+0.1%	-0.5%	+0.4%	+1
Non-comm. 2015	101,799	2,887	2.8%	50.6%	67.0%	97
Non-comm.2014	97,153	2,574	2.6%	49.8%	61.2%	98
Change 2014/15	+4,646	+313	-0.2%	+0.8%	+5.8%	-1
PBCS 2015	12,065	449	3.7%	6.0%	65.9%	41
PBCS 2014	11,636	420	3.6%	6.0%	65.1%	43
Change 2014/15	+429	+29	+0.1%	-	-0.8%	-2
Totals 2015	201,341	7,245	3.6%	100%	73.6%	220
Totals 2014	195,278	6,771	3.5%	100%	69.5%	223
Change 2014/15	+6,063	+474	+0.1%	-	+4.1%	-3

2.4 Analysis by size of public sector body

Public bodies with less than 100 staff

There are 89 public bodies with less than 100 staff in the public sector representing just over 1.6% of the entire workforce. This size category employs 3,143 people, of which 4.5% (142) have declared a disability. This category represents just over 2% of the workforce who has declared a disability (see Table 3).

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 40,562 are employed of which 4.2% (1,687) declared a disability. This size category represents 23% of the workforce who have declared a disability.

Public bodies with between 1000 and 4999 staff

There are 28 public bodies employing between 1,000 and 4,999 staff representing just over 30% of the total workforce. This cohort employs 58,021 staff of which 4.1% (2,393) have declared a disability, representing 33% of the workforce who have declared a disability.

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

- Beaumont Hospital 2.5% (2.4% in 2014)
- Child and Family Agency (TUSLA) 1.2% (0.6% in 2014)
- Waterford IT 2.5% (3.2% in 2014)

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 (49.5%). It employs 99,615 staff of which 3% (3,023) have declared a disability. These large public bodies account for just under 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 5.1% (5.0% in 2014)
- Department of Social Protection 5.0% (4.7% in 2014)
- Dublin City Council 5.9% (5.6% in 2014)
- Electricity Supply Board (ESB) 4.7% (5.3% in 2014)
- Health Service Executive 2.2% (2.1% in 2014)
- Revenue Commissioners 3.2% (2.5% in 2014)

Revenue Commissioners returned to compliance in 2015 after being below the 3% target for the previous three years.

Table 3: Data by size of public body 2015

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	89	3,143	142	4.5%	1.6%	2.1%
100 -999	97	40,562	1,687	4.2%	20.1%	23.0%
1,000 -4,999	28	58,021	2,393	4.1%	28.8%	33.0%
5,000 +	6	99,615	3,023	3.0%	49.5%	41.7%
Total 2014	220	201,341	7,245	3.6%	100%	100%

Summary

In terms of size, the trend continues that the largest bodies constitute just under half of overall public sector staff. Like 2014 all size categories reached the 3%. All bodies in the 5000+ size categories increased the reported number of staff with a disability excluding the Electricity Supply Board who dropped from 5.3% in 2014 to 4.7% in 2015.

2.5 Understanding the Changes

The NDA is pleased to note the further small increase in the overall percentage of 3.6%. This reflects an additional 474 people with disabilities employed within the public service. Some of these changes may be due to improved reporting or existing staff who have acquired a disability, rather than new staff members with disabilities.

Two bodies in the health sector made up a substantial part of this increase:

- Health Service Executive +138
- St James's Hospital +125

Other substantial increases were reported by:

- Bus Éireann +26
- Department of Public Expenditure & Reform +24
- Child and Family Agency (TUSLA) +21
- Revenue Commissioners +44

Both Bus Éireann and Revenue Commissioners completed a census in 2015 after considerable gaps.

3. Monitoring and Compliance

3.1 Reporting deadlines

Compliance with the reporting deadlines improved over last year for quantitative data, but disimproved for qualitative data. A number of departments reporting delays in getting approval for the qualitative submissions. The NDA asked that the quantitative submissions be sent ahead urgently to avoid any delay to the data verification and analysis. The qualitative returns were forwarded at a later stage.

This table outlines the dates of submission for those departments that submitted returns after the 30th June deadline. None of these departments were late in 2014.

Compliance with reporting deadlines

Department	Quantitative Returns Received	Qualitative Returns Received
Department of Arts, Heritage, Regional, Rural & Gaeltacht Affairs	13/07/2016	25/08/2016
Department of Communications, Climate Action & Environment	30/06/2016	20/07/2016
Department of Justice & Equality	01/07/2016	15/08/2016
Department of Social Protection	13/07/2016	13/07/2016

Source: Dates of email submissions to NDA

3.2 Compliance with the Act - 2013 and 2014

Last year, the NDA noted with concern that a number of larger public bodies slipped below the 3% target for two successive years, 2013 and 2014.

The NDA has following up with these and other public bodies to get additional information on what actions were taken to achieve compliance using the statutory powers set out in Section 49 of the Act.

Having reviewed responses with due regard to the extent of the effort by those bodies to improve compliance, the NDA is of the opinion that Beaumont Hospital be determined non-compliant with the Act for those two years.

The NDA is engaging with the Minister for Health with regard to the specific measures it can direct the body to implement to address non-compliance.

In the case of the HSE, as a determination already issued for 2012/2013 and the HSE is since

implementing the measures NDA has directed, this will be borne in mind in considering future determinations.

3.3 Compliance with the Act - 2014 and 2015

The NDA notes that the following substantial public bodies (more than 100 staff) failed to reach the 3% for the last two successive years;

- Health Service Executive
- Child and Family Agency
- Beaumont Hospital
- NTMA
- Enterprise Ireland
- Irish Blood Transfusion Service
- Sligo County Council
- Carlow County Council
- Oberstown Children Detention Camps

The NDA will be using the statutory powers under Section 49 of the Act to seek further information from these bodies. This will be used to come to a judgement on non-compliance (or otherwise) with the Act.

3.4 Monitoring Committee engagement

The NDA noted concerns in the 2014 report about the level of engagement in the statutory process from Departmental Monitoring Committees. These concerns remain, with a lack of consistency in the frequency of committee meetings (if any) and wide disparity in the nature of responses. In some cases, the requested feedback from the Monitoring Committees appear to be direct copies of the returns from public bodies, with no intervening analysis.

Issues Raised

Some monitoring committees raised particular issues in their returns that go beyond any one sector and are relevant for all public bodies, including:

- whether possible to have a centralised shared Employee Assistance Service to support many public bodies which could deliver cost benefits and consistent approach.
- the challenge of disclosure for staff with mental health difficulties and how to best support this as well as ensure a supportive work environment.
- that public sector needs to prepare to achieve the higher employment targets arising from the comprehensive employment strategy.

The NDA will continue its role to share information and good practice to assist public bodies to meet their duties. However, the shared Employee Assistance Service is a wider issue that might be considered by the network of HR managers and the Office of Government Procurement.

Improving the quality of information supplied

There appears to be a variety of views as to what constitutes a 'census'. For the purposes of this process, the NDA view is that a census takes place when every employee is invited to declare their disability status within any particular year, or at a particular point in the year.

A census is not the only way for a public body to prepare their monitoring committee return. It is quite legitimate for public bodies to review HR records as an alternative to a census, or to supplement a census from earlier years. Our experience would indicate that the holding of a census can be a useful tool to raise awareness of disability in the workplace. Best results will be achieved when a broad process of communication and engagement with stakeholders including staff and trade unions is implemented.

Where a full census involving all staff is not held in any particular year, public bodies should respond 'No' to question 2.4 'Census Held' and leave questions 2.5 and 2.6 about census responses blank.

3.5 Rounding

All calculated percentages are rounded to one decimal place.

3.6 Errata – changes after publishing date

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

Appendix A – Government Departments

	2015			2014	
Public Bodies	Total Employment	Employees with Disabilities	% of employees with disabilities	Employees with Disabilities	% of employees with disabilities
Departments of					
Agriculture, Food & the Marine	3136	124	4.0%	117	3.7%
Arts, Heritage, Regional, Rural & Gaeltacht Affairs	590	18	3.1%	20	3.4%
Children & Youth Affairs	160	8	5.0%	11	7.1%
Communications, Climate Action & Environment	276	9	3.3%	9	3.4%
Defence	354	11	3.1%	16	4.7%
Defence - Civilian Employees	499	23	4.6%	25	4.9%
Education & Skills	1289	52	4.0%	45	3.5%
Finance	304	15	4.9%	11	3.4%
Foreign Affairs & Trade	1440	51	3.5%	52	3.6%
Health	363	12	3.3%	12	3.3%
Housing, Planning, Community & Local Government	758	36	4.7%	35	4.6%
Jobs, Enterprise & Innovation	842	48	5.7%	44	5.5%
Justice & Equality	1658	84	5.1%	86	5.3%
Public Expenditure & Reform	1060	54	5.1%	30	3.4%
Social Protection	6878	339	4.9%	327	4.7%
Taoiseach	206	11	5.3%	13	6.6%
Transport, Tourism & Sport	473	21	4.4%	21	4.6%
Grand Total	20286	916	4.5%	874	4.3%

Appendix B – Public bodies

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

Department of Agriculture, Food & the Marine

Public Bodies	Total Employment	2014		2015	
		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%	4	3.3%
Bord na gCon	175	7	4.0%	18	3.6%
Coillte	562	33	5.9%	28	5.1%
Horse Racing Ireland	177	8	4.5%	4	2.3%
Irish National Stud	66	0	0.0%	4	6.2%
Marine Institute	175	8	4.6%	8	4.4%
National Milk Agency	5	0	0.0%	0	0.0%
Sea Fisheries Prot Auth	87	5	5.7%	5	5.6%
Teagasc	1208	46	3.8%	50	4.1%
Veterinary Council of Irl	5	0	0.0%	0	0.0%

Department of Arts, Heritage, Regional, Rural & Gaeltacht Affairs

Public Bodies	Total Employment	2014		2015	
		Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Arts Council	47	1	2.1%	0	0.0%
Chester Beatty Library	30	0	0.0%	0	0.0%
Crawford Art Gallery	18	3	16.7%	2	10.5%
Foras na Gaeilge	47	1	2.1%	2	4.1%
Heritage Council	14	1	7.1%	1	7.1%
Irish Film Board	17	1	5.9%	0	0.0%

Irish Museum of Modern Art	66	3	4.5%	6	9.1%
National Concert Hall	89	5	5.6%	5	5.6%
National Gallery of Ireland	108	5	4.6%	5	4.6%
National Library of Ireland	95	8	8.4%	9	9.5%
National Museum of Ireland	150	10	6.7%	10	6.7%
Udarás na Gaeltachta	81	4	4.9%	4	5.0%
Ulster-Scots Agency	17	0	0.0%	0	0.0%
Waterways Ireland	233	9	3.9%	9	3.9%

Department of Children & Youth Affairs

Public Bodies	2014			2015	
	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Adoption Authority of Ireland				4	18.2%
Child and Family Agency	4035	26	0.6%	47	1.2%
Oberstown Children Det	256	2	0.8%	4	1.6%

Department of Communications, Climate Action & Environment

Public Bodies	2014			2015	
	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
An Post	8878	444	5.0%	444	5.1%
Bord na Móna	1779	60	3.4%	59	3.3%
Broadcasting Auth of Ireland	35	0	0.0%	1	2.8%
ComReg	110	4	3.6%	4	3.6%
Comm for Energy Regulation	86	8	9.3%	5	5.4%
EirGrid Plc	345	17	4.9%	19	5.2%
Electricity Supply Board (ESB)	5745	302	5.3%	282	4.7%

Ervia/Gas Networks Ireland	808	24	3.0%		#DIV/0!
Inland Fisheries Ireland	306	15	4.9%	14	4.7%
Ordnance Survey Ireland (OSI)	233	7	3.0%	7	3.1%
Raidió Teilifís Éireann (RTÉ)	1899	68	3.6%	66	3.3%
Sustainable Energy Auth Irl	51	2	3.9%	3	5.6%
TG4	83	3	3.6%	3	3.6%
The Digital Hub	10	0	0.0%	0	0.0%

Department of Education & Skills

Public Bodies	Total Employment	Employees with disabilities	2014		2015	
			% of employees with disabilities	Employees with disabilities	% of employees with disabilities	
Athlone IT	672	21	3.1%	22	3.3%	
Cork IT	1461	66	4.5%	60	4.4%	
Dublin Institute of Technology	1997	86	4.3%	86	3.7%	
Dún Laoghaire Inst of ADT	268	8	3.0%	10	3.6%	
Dundalk IT	581	26	4.5%	27	4.5%	
Galway-Mayo IT	657	24	3.7%	25	3.7%	
IT Blanchardstown	278	11	4.0%	14	5.0%	
IT Carlow	676	33	4.9%	33	4.4%	
IT Sligo	495	18	3.6%	19	3.5%	
IT Tallaght	489	19	3.9%	16	3.3%	
IT Tralee	362	13	3.6%	13	3.5%	
Léargas	36	1	2.8%	1	3.3%	
Letterkenny IT	338	16	4.7%	18	5.1%	

Limerick IT	613	26	4.2%	25	4.1%
Natl College of Art and Design (NCAD)	133	4	3.0%	4	2.5%
Quality and Qualifications Ireland	81	1	1.2%	1	1.4%
SOLAS - Further Ed & Training	218	12	5.5%	11	5.3%
Waterford IT	899	29	3.2%	26	2.5%

Department of Finance

Public Bodies	Total Employment	2014		2015	
		Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
National Treasury Mgmt Agency	759	10	1.3%	10	1.3%

Department of Health

Public Bodies	Total Employment	2014		2015	
		Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Beaumont Hospital	3419	81	2.4%	88	2.5%
Dental Council	4	0	0.0%	0	0.0%
Dublin Dental Hospital	206	11	5.3%	9	4.3%
Food Safety Authority of Ireland	72	3	4.2%	4	5.3%
Health Information and Quality Auth	182	6	3.3%	8	4.2%
Health Insurance Authority	11	1	9.1%	1	10.0%
Health Products Regulatory Auth	289	12	4.2%	12	4.1%

Health Research Board	59	1	1.7%	1	1.7%
Health Service Executive	61974	1293	2.1%	1431	2.2%
Institute of Public Health	27	1	3.7%	1	4.2%
Irish Blood Transfusion Service	601	16	2.7%	15	2.7%
Leopardstown Park Hospital	228	18	7.9%	18	7.2%
Medical Council	60	1	1.7%	3	4.3%
Mental Health Commission	34	1	2.9%	1	2.9%
National Cancer Registry Ireland	51	3	5.9%	3	5.4%
National Treatment Purchase Fund	48	0	0.0%	2	4.3%
Nursing and Midwifery Board Irl	43	1	2.3%	1	2.6%
Pharmaceutical Society of Ireland	37	1	2.7%	4	10.0%
Pre-Hospital Emerg Care Council	11	0	0.0%	0	0.0%
Safefood	29	1	3.4%	1	3.0%
St James's Hospital	4504	291	6.5%	416	9.2%
The Adelaide and Meath Hospital	3223	107	3.3%	115	3.9%
Voluntary Health Insurance Board	1121	37	3.3%	49	4.2%

Department of Jobs, Enterprise & Innovation

Public Bodies	Total Employment	Employees with disabilities	2014	2015	
			% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Competition and Consumer Protection Commission				5	7.1%
Enterprise Ireland	645	19	2.9%	16	2.8%
Health & Safety Authority	174	7	4.0%	6	3.4%
IDA Ireland	307	12	3.9%	13	4.2%
InterTrade Ireland	39	1	2.6%	1	2.6%
National Standards Auth Irl	132	6	4.5%	5	3.8%
Personal Injuries Assess Brd	67	0	0.0%	0	0.0%

Science Foundation Ireland	49	2	4.1%	2	4.1%
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Department of Justice & Equality

Public Bodies	Total Employment	Employees with disabilities	2014		2015	
			% of employees with disabilities	Employees with disabilities	% of employees with disabilities	
National Disability Authority	33	7	21.2%	5	16.1%	

Department of Public Expenditure & Reform

Public Bodies	Total Employment	Employees with disabilities	2014		2015	
			% of employees with disabilities	Employees with disabilities	% of employees with disabilities	
Adoption Authority of Ireland	23	0	0.0%			
An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta	3	0	0.0%	0	0.0%	
An Coimisinéir Teanga	6	0	0.0%	0	0.0%	
Army Pensions Board	2	0	0.0%	0	0.0%	
Central Statistics Office	697	40	5.7%	49	5.8%	
Charities Regulatory Auth	10	0	0.0%	2	10.5%	
Chief State Solicitor's Office				8	3.2%	
Civil Defence Ireland	28	4	14.3%	4	14.3%	
Competition and Consumer Protection Commission	78	4	5.1%			
Data Protection Comm	28	3	10.7%	3	6.8%	
Defence Forces Canteen Brd	5	2	40.0%	0	0.0%	
Garda Inspectorate	9	0	0.0%	0	0.0%	
Houses of the Oireachtas	409	17	4.2%	14	3.0%	
Insolvency Service of Ireland	84	5	6.0%	2	2.9%	
Irish Film Classification Office	8	0	0.0%	0	0.0%	

Irish Human Rights and Equality Commission	21	0	0.0%	0	0.0%
Legal Aid Board	372	16	4.3%	14	3.4%
National Council for Curriculum & Assessment	29	2	6.9%	2	5.9%
National Council for Special Education	97	5	5.2%	5	5.1%
Office of the Appeal Commissioners	5	0	0.0%	0	0.0%
Office of the Attorney General	121	4	3.3%	4	3.1%
Office of the Comptroller & Auditor General	150	6	4.0%	5	3.5%
Office of the Director of Public Prosecutions	189	11	5.8%	11	5.6%
Office of the Ombudsman/Information Commissioner/Commission for Public Service Appointments	96	5	5.2%	4	3.6%
Office of the President	26	1	3.8%	1	3.6%
Office of the Refugee Applications Commissioner	103	5	4.9%	5	5.0%
Ombudsman for Defence Forces	4	0	0.0%	0	0.0%
Property Registration Auth	548	35	6.4%	35	6.6%
Property Services Reg Auth	17	1	5.9%	1	5.0%
Public Appointments Service	105	6	5.7%	5	3.9%
Refugee Appeals Tribunal	34	2	5.9%	2	5.3%
Revenue Commissioners	6036	153	2.5%	197	3.2%
State Examinations Comm	152	7	4.6%	7	4.4%

The Courts Service of Ireland	985	31	3.1%	31	3.1%
The Labour Relations Comm	41	4	9.8%		
National Consumer Agency	78	4	5.1%		
The Office of Public Works	575	17	3.0%	22	3.7%
Ombudsman for Children	8	0	0.0%	0	0.0%
Private Security Authority	36	1	2.8%	1	2.6%
The State Laboratory	85	5	5.9%	5	5.7%
Valuation Office/ Tribunal	127	7	5.5%	6	4.9%

Department of Social Protection

Public Bodies	Total Employment	2014		2015	
		Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Citizens Information Board	87	8	9.2%	8	9.8%
Office of the Pensions Ombudsman	8	1	12.5%	1	16.7%
The Pensions Authority	45	1	2.2%	0	0.0%

Department of the Taoiseach

Public Bodies	Total Employment	2014		2015	
		Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Chief State Solicitor's Office	248	22	8.9%		
Law Reform Commission	18	0	0.0%	0	0.0%
National Economic and Social Development Office	18	1	5.6%	1	5.9%

Department of Transport, Tourism & Sport

Public Bodies	2014			2015	
	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
Bus Éireann	2451	94	3.8%	120	4.8%
Commission for Aviation Regulation	15	0	0.0%	0	0.0%
Córas Iompair Éireann	191	7	3.7%	6	3.2%
daa plc	2595	87	3.4%	90	3.2%
Drogheda Port Company	11	0	0.0%	0	0.0%
Dublin Bus	3286	159	4.8%	156	4.6%
Dublin Port Company	137	1	0.7%	7	5.0%
Dun Laoghaire Harbour Company	21	1	4.8%	1	4.8%
Fáilte Ireland	337	12	3.6%	14	4.0%
Galway Harbour Company	12	0	0.0%	0	0.0%
Iarnród Éireann	3785	119	3.1%	123	3.2%
Irish Aviation Authority	652	22	3.4%	21	3.2%
Irish Sports Council	33	2	6.1%		
National Roads Authority	104	4	3.8%		
National Sports Campus Dev Auth	3	0	0.0%		
National Transport Authority	71	1	1.4%	3	3.8%
New Ross Port Company	4	0	0.0%	0	0.0%
Port of Cork Company	111	4	3.6%	4	3.4%
Port of Waterford Company	30	0	0.0%	0	0.0%
Railway Procurement Agency	171	5	2.9%		
Railway Safety Commission	9	0	0.0%	0	0.0%
Road Safety Authority	314	6	1.9%	10	3.1%
Shannon Foynes Port Company	43	2	4.7%	2	4.5%
Shannon Group Plc	467	17	3.6%	17	3.6%

Tourism Ireland	43	2	4.7%	2	4.7%
Transport Infrastructure Ireland				9	3.6%
Wicklow Port Company	2	0	0.0%	0	0.0%
Sport Ireland				2	6.1%

Department of Housing, Planning, Community & Local Government

Public Bodies	2014			2015	
	Total Employment	Employees with disabilities	% of employees with disabilities	Employees with disabilities	% of employees with disabilities
An Bord Pleanála	152	8	5.3%	5	3.4%
Carlow County Council	311	9	2.9%	7	2.0%
Cavan County Council	384	29	7.6%	28	7.3%
Clare County Council	752	32	4.3%	28	3.7%
Cork City Council	1276	52	4.1%	52	4.0%
Cork County Council	2506	81	3.2%	87	3.4%
Donegal County Council	859	33	3.8%	33	3.8%
Dublin City Council	5763	325	5.6%	330	5.9%
Dublin Docklands Development Auth	1	0	0.0%	0	0.0%
Dún Laoghaire–Rathdown Co CO	1013	45	4.4%	42	4.4%
Eastern & Midland Regional Assembly				0	0.0%
Environmental Protection Agency	365	16	4.4%	16	4.5%
Ervia/Gas Networks Ireland				34	3.9%
Fingal County Council	1382	69	5.0%	73	5.3%
Galway City Council	436	25	5.7%	25	5.6%
Galway County Council	791	35	4.4%	36	4.6%
Housing Agency	36	1	2.8%	1	2.8%
Housing Finance Agency	14	0	0.0%	0	0.0%

Irish Water	660	5	0.8%	24	3.2%
Irish Water Safety	6	0	0.0%	0	0.0%
Kerry County Council	1365	77	5.6%	81	5.9%
Kildare County Council	914	63	6.9%	65	7.0%
Kilkenny County Council	528	23	4.4%	23	4.4%
Laois County Council	375	18	4.8%	21	5.3%
Leitrim County Council	272	8	2.9%	8	3.0%
Limerick City & County Council	1180	37	3.1%	40	3.3%
Local Government Mgmt Agency	97	7	7.2%	7	7.0%
Longford County Council	286	17	5.9%	15	5.2%
Louth County Council	792	35	4.4%	35	4.5%
Mayo County Council	1114	71	6.4%	71	6.4%
Meath County Council	678	25	3.7%	25	3.6%
Monaghan County Council	397	25	6.3%	26	6.5%
Northern & Western Reg Assembly	12	0	0.0%	0	0.0%
Offaly County Council	391	13	3.3%	13	3.3%
Private Residential Tenancies Board	19	1	5.3%	1	4.8%
Roscommon County Council	429	20	4.7%	20	4.7%
Sligo County Council	437	5	1.1%	5	1.2%
South Dublin County Council	1170	36	3.1%	39	3.4%
Southern Regional Assembly	23	0	0.0%	0	0.0%
Tipperary County Council	1089	34	3.1%	34	3.2%
Waterford City & County Council	973	33	3.4%	33	3.3%
Western Development Commission	11	0	0.0%	0	0.0%
Westmeath County Council	447	21	4.7%	22	4.8%
Wexford County Council	917	51	5.6%	66	7.2%
Wicklow County Council	728	23	3.2%	22	3.1%

Appendix C – Staff census response rates 2015

Name	Response Rate
Adoption Authority of Ireland	27.3%
An Bord Pleanála	49.3%
Arts Council	56.8%
Bord Bia	10.8%
Bord Iascaigh Mhara	18.9%
Bord na gCon	80.0%
Broadcasting Authority of Ireland	75.0%
Carlow County Council	41.4%
Charities Regulatory Authority	31.6%
Chief State Solicitor's Office	26.6%
Child and Family Agency (TUSLA)	15.8%
Commission for Aviation Regulation	58.8%
Commission for Communications Regulation (ComReg)	16.2%
Commission for Energy Regulation (CER)	82.6%
Competition and Consumer Protection Commission	14.3%
daa plc	34.5%
Data Protection Commissioner	45.5%
Defence Forces Canteen Board	100.0%
Department of Education & Skills	3.7%
Department of Justice & Equality	78.3%
Department of Public Expenditure & Reform	11.1%
Dublin City Council	32.6%
Dublin Docklands Development Authority	100.0%
Dublin Institute of Technology	18.2%
Dublin Port Company	80.9%
Dundalk IT	56.8%
Eastern & Midland Regional Assembly	100.0%
Foras na Gaeilge	81.6%
Garda Inspectorate	41.7%
Health & Safety Authority	84.0%
Health Information and Quality Authority	22.0%
Health Insurance Authority	100.0%
Health Service Executive	11.3%
Housing Finance Agency	100.0%
Insolvency Service of Ireland	20.0%
Institute of Public Health	83.3%
InterTrade Ireland	100.0%

Irish Blood Transfusion Service	89.1%
Irish Film Classification Office	100.0%
Irish Museum of Modern Art (IMMA)	83.3%
Irish National Stud	84.6%
Irish Water	83.9%
Irish Water Safety	100.0%
IT Sligo	13.8%
Law Reform Commission	94.4%
Leopardstown Park Hospital	98.8%
Medical Council	81.2%
Mental Health Commission	17.6%
National Cancer Registry Ireland	60.7%
National Economic and Social Development Office	100.0%
National Milk Agency	100.0%
National Standards Authority of Ireland (NSAI)	92.3%
National Transport Authority	48.8%
National Treatment Purchase Fund	87.0%
Office of the Attorney General	89.0%
Office of the Pensions Ombudsman	100.0%
Office of the Refugee Applications Commissioner	70.3%
Ombudsman for the Defence Forces	100.0%
Personal Injuries Assessment Board	100.0%
Pharmaceutical Society of Ireland	100.0%
Property Services Regulatory Authority	70.0%
Public Appointments Service	59.8%
Quality and Qualifications Ireland	100.0%
Refugee Appeals Tribunal	65.8%
Revenue Commissioners	3.2%
Road Safety Authority	49.1%
Science Foundation Ireland	79.6%
State Examinations Commission	13.3%
Sustainable Energy Authority of Ireland	74.1%
TG4	84.3%
The Digital Hub	100.0%
The Ombudsman for Children's Office	54.5%
The Private Security Authority	87.2%
Transport Infrastructure Ireland	68.8%
Valuation Office/Valuation Tribunal	68.0%
Voluntary Health Insurance Board	97.9%
Western Development Commission	100.0%
Wicklow Port Company	100.0%
Department of Arts, Heritage, Regional, Rural & Gaeltacht Affairs	23.7%



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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.