

Report on Compliance with Part 5 of the Disability Act 2005 for 2016



Údarás Náisiúnta Míchumais
National Disability Authority

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Executive Summary

This is the eleventh 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 2016, public bodies reported that 3.5% of employees employed in the public sector are people with disabilities. This is a slight decrease from 3.6% in 2015. This was the same percentage achieved in 2014.

This decrease in the percentage of employees employed in the public sector from 3.6% to 3.5% is in the context of a significant increase of 12,650 in the number employed in the public sector. The total number of employees in the public sector in 2016 is 213,991.

In 2016, the total number of employees reporting a disability did increase to 7,457 from 7,245 in 2015. This is an increase of 212.

In 2015, the total number of employees reporting a disability increased to 7,245 from 6,771 in 2014. This was an increase of 474.

While disappointing, it is noted however that this is the highest number of employees with disabilities recorded since the process of statutory monitoring began in 2007.

This increase in the total number of public sector employees is linked to the significant increase in the total number of employees reported by the Health Service Executive (HSE). In 2016, the Health Service Executive, following advice and guidance from the NDA, continued to implement a number of practical measures to promote and support the employment of people with disabilities and to foster a culture where employees with disabilities felt comfortable disclosing a disability. Some key measures included:

- Implementing a Disability Action Plan for employing people with disabilities
- Providing work experience for people with disabilities
- Working with the National Recruitment Service and communicating with agencies supporting people with disabilities, for example, the Association for Higher Education Access and Disability's (AHEAD) Willing Able and Mentoring (WAM) Programme to invite the widest possible applicant pool for a major administrative competition that was launched in 2017
- The development of a diversity-proofing recruitment guide for health service managers to support the practice of diverse recruitment
- Having a policy and processes for retaining employees who acquire a disability

- Improving its data collection methods. In 2016, it reported the total number of employees whereas in previous years it reported the number of Full Time Equivalent employees.

In 2016, therefore the Health Service Executive reported an increase of 9,961 employees. This organisation now employs 76,221 people compared to 66,260 people in 2015. The number of employees reporting a disability also increased by 118 up to 1,549.

Overall, there is an incremental increase in the number of employees reporting a disability every year for the last six years. The NDA will continue to work with the public sector to build its capacity in the coming year to ensure this trend continues.

There are four size categories of public bodies:

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

In 2016, three of the four size categories met or exceeded the target of 3%. The percentage of employees with disabilities in the largest size category of 5000+ employees fell just short of the target at 2.9%. In 2015, all four size categories met or exceeded the target.

There are five types of public bodies:

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

In 2016, four of the five category types also achieved the 3% target. In 2015, non-commercial bodies were just short of the target at 2.8%. In 2016, these bodies were still short of the target by 2.6% in 2016.

Public bodies demonstrated a significant improvement in complying with the 30 June reporting deadline for qualitative and quantitative submissions. Approximately 50% of government departments submitted their returns before the statutory deadline. The final qualitative and quantitative reports from two bodies were submitted by 18 July 2017.

In 2016, many public bodies reported that lack of disclosure prevented them from obtaining an accurate count of the number of people with disabilities that they employed. The NDA continues to provide public bodies with ongoing guidance on creating a culture whereby employees are comfortable disclosing a disability.

Some public bodies have implemented this guidance with positive results. In 2014 and 2015, Enterprise Ireland, Oberstown Children Detention Centre and the Arts Council had not met the 3% target for two years in a row. Each of these public bodies implemented a number of key measures including:

- Having policies on employing people with disabilities
- Providing work experience programmes for people with disabilities
- Creating and implementing a communications strategy within their respective organisations, making it clear that the Part 5 staff census were anonymous and confidential processes
- Clearly communicating to employees the reasons why it was important for them to voluntarily disclose their disabilities.

As a result, these organisations have exceeded the 3% target in 2016.

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 people 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 asked 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 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 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 people with disabilities, and it can be an element of improving a climate of disclosure.

1.3 Incrementally increasing recruitment of people 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 people with disabilities.

The NDA has discussed this incremental increase with the Departmental Monitoring Committees. Under Part 5 of the Disability Act 2005, each government department has a Departmental Monitoring Committee. Each Committee is made up of representatives from the Department. The purpose of each of these Committees is to monitor the progress that public bodies under the aegis of their Department are making to meet their obligations under Part 5 of the Disability Act 2005. These Committees work in consultation with the NDA to encourage the public bodies under their remit to comply with Part 5.

On 05 May 2017, the NDA hosted a seminar on Alternative Routes to Recruitment for public sector employees. This seminar featured a presentation, on incrementally increasing the recruitment and employment of people with disabilities that showcased the proposed approach of increasing the statutory target:

- By 2019, all public bodies must ensure that a minimum of 4% of their employees must be people with disabilities
- By 2021, public bodies must ensure that a minimum of 5% of their employees must be people with disabilities
- By 2023, public bodies must ensure that a minimum of 6% of their employees must be people with disabilities.

The presentation also detailed the positive measures that Senior Management and HR Departments in public bodies could implement to incrementally increase the recruitment of people with disabilities. These included:

- Creating a culture that supports and promotes the recruitment, employment and retention of people with disabilities. This culture should have clear policies on recruiting people with disabilities, providing employees with disabilities with reasonable accommodations and retaining employees that have acquired a disability. These policies should be in accessible formats. Senior Management and HR Departments should ensure that these policies are understood by all employees
- 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 on their employment
- Providing disability equality training to employees at all levels, including those responsible for policy development and human resources management
- Focusing on the recruitment of new employees with disabilities, for example, by using 6 – 12 month work experience programmes as an alternative means to recruiting people with disabilities. Work experience programmes provide employers with the opportunity to determine if a person has the required skills sets to fulfil the role. It also provides people with disabilities with a chance to decide if the position or organisation is a good fit for them. The Health Service Executive and the Arts Council of Ireland are some of the public bodies who are using work experience programmes as a recruitment mechanism. Many public bodies use the Association for Higher Education Access and Disability's (AHEAD) Willing Able and Mentoring (WAM) Programme to provide work experience opportunities for graduates with disabilities. The NDA has also provided advice and guidance to the Department of Public Expenditure and Reform and the Department of Social Protection on the importance of internships and work experience as alternative routes to recruitment
- Advertising job vacancies through disability organisations
- Ensuring that job advertisements and application forms state that job applicants can request forms and recruitment information in accessible formats. Job advertisements and application forms should also state that candidates called for competency/assessment tests and/or for interviews can request reasonable accommodations to support them to attend and participate in tests/job interviews
- Ensuring that recruitment policies and processes treat people with disabilities fairly and allow for non-traditional ways for people to demonstrate their abilities
- Providing interview panels with disability training so that they have the skills and knowledge to conduct interviews with candidates with disabilities
- Improving their reporting processes and accurately documenting the measures they are implementing to increase the recruitment of people with disabilities. An effective way of achieving this could be for public bodies to agree a set target for the number of people with disabilities that they wish to employ, for example, by the end of 2018 they may want to ensure that 4% of their employees are people with disabilities. They can then document and track the actions they have implemented to achieve this target

- At the end of that year, it is then possible for public bodies to measure the impact these actions have had on increasing the recruitment of people with disabilities. In their annual statutory reports to the NDA, public bodies could clearly and concisely document the progress they have made and the learning they have captured from processes that were not as effective. This provides the NDA with a clearer picture of how these public bodies are continuing to meet their obligations under Part 5 of the Disability Act 2005 and identifies any additional supports these bodies may require.

The NDA continues to provide public bodies with guidance in this area. We expect public bodies to demonstrate as part of their reporting how they are implementing these measures and to show an incremental increase in the number of people with disabilities they are employing.

The NDA may consider establishing forums where public bodies, that have exceeded the 3% target and increased the number of employees reporting a disability, can share good practice and experience with their peers. This process could be very effective in supporting public bodies to incrementally increase the number of people with disabilities they recruit and in ensuring that they are making progress to reaching the minimum statutory target of 6% by 2024.

2 Main Findings for 2016

2.1 The 3% target exceeded for the sixth successive year

The proportion of employees declaring a disability in the public service exceeded the 3% target for the sixth successive year (see Table 1). The total number of employees and the number of employees with disabilities both increased from the 2015 figures.

The total number of employees is 213,991, an increase of 12,650 (6.3%) and the total number of employees with disabilities is 7,457, an increase of 212 (2.9%) from the 2015 figure.

This is the third 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.

In 2016, the number of employees with disabilities exceeded the number of employees with disabilities in 2010 by 29.7%. The number of employees with disabilities in 2016 is the highest number of employees with disabilities ever recorded in the public sector in Ireland.

Table 1: Progress towards 3% target, 2007-2016

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	205,067	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%
2016	213,991	7,457	3.5%

2.2 Changes in public bodies

The Policing Authority came into existence in 2016 and submitted its returns for Part 5 under the Department of Public Expenditure and Reform.

The Garda Síochána Ombudsman Commission was set up in 2007. From 2007 – 2015 this public body was included in the total figures for the Department of Justice and Equality and did not make a separate return for Part 5 during this period. In 2016, this public body reported under the Department of Public Expenditure and Reform.

In 2016, Civil Defence Ireland's return for Part 5 was incorporated into the total figures for the Department of Defence.

In 2016, the Army Pensions Board, the Dublin Docklands Development Authority and Wicklow Port Authority were no longer in operation.

The following changes took place in 2016:

- The Office of the Appeal Commissioners became the Office of the Tax Appeals Commission
- The Office of the Refugee Applications Commission was abolished and the functions transferred to a new body, the International Protection Office
- The Refugee Appeals Tribunal was abolished and the functions transferred to the new International Protection Appeals Tribunal
- The Railway Safety Commission became the Commission for Railway Regulation.

In 2016, one Government Department also changed its title:

- The Department of Arts, Heritage and the Gaeltacht changed its name to the Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs

Some public bodies moved to a different Government Department in 2016. Please see Table 2 below:

Table 2 Bodies who moved Department in 2016

Public Body	Total Number of employees		Number of Employees with a disability		% of workforce with a disability		Departmental moves in 2016
	2015	2016	2015	2016	2015	2016	
Western Development Commission	13	12	0	0	0%	0%	In 2016, this public body moved from the Department of Housing, Planning, Community and Local Government to the Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs
Environmental Protection Agency	353	16	382	16	4.5%	4.2%	In 2016, this public body moved from the Department of Housing, Planning, Community and Local Government to the Department of Communications, Climate Action and Environment

Public Body	Total Number of employees		Number of Employees with a disability		% of workforce with a disability		Departmental moves in 2016
	2015	2016	2015	2016	2015	2016	
Ordnance Survey Ireland (OSI)	225	223	7	9	3.1%	4.0%	In 2016, this public body moved from the Department of Communications, Climate Action and Environment to the Department of Justice and Equality

2.3 Analysis by type of public sector body

The 2016 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 2016 accounted for 17.5% of the public sector workforce. The data for 2016 shows the overall employee numbers increased by 337 to 37,543 and the number of employees reporting a disability increased by 3 to 1,584 (4.2%). In total 82.1% of bodies in this category achieved the target, an increase from the 2015 figure of 76.7% (see Table 3).

Government Departments

Government departments account for just less than one in ten of public sector employees. In 2016, there were 20,688 employees of whom 4.6% (952) reported a disability.

The number of employees with a disability increased by 36 compared to 2015 figures.

All 17 departments exceeded the 3% target for the fifth successive year.

Local Government

The local government sector accounts for 14% of the public sector workforce and includes city and county councils and other local authority bodies.

The 2016 figures indicate an increase of 42 employees to just over 30,000 and a gain of 28 employees who reported having a disability (4.8%). In total 91.4% of bodies in this category achieved the target, which is an increase of 5.7% on the 2015 figures.

Non-Commercial Bodies

This is the largest sector in the public service and accounts for over half (52.8%) of the public sector workforce. It contains the largest employer in the public sector, the Health Service Executive. 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 2015 this sector grew by 11,259 employees to 113,058 of whom 2.6% (2,931) declared a disability in 2016. This is a slight decrease from 2.8% in 2015.

The increase in this sector's growth resulted from the significant increase by 9,961 in the total number of employees employed by the Health Service Executive. This accounted for almost 90% of the total increase in this sector.

In 2016, the following bodies did not achieve the 3% target:

- Child and Family Agency (TUSLA) 0.7% in 2016 (1.2% in 2015)
- The Health Service Executive 2.0% (2.2% in 2015)
- Waterford Institute of Technology 2.4% in 2016 (2.5% in 2015)

Similar to previous years, this is the only sector that failed to reach the 3% target in 2016.

Public Bodies staffed by Civil Servants (PBCS)

These agencies constitute 5.9% of the public sector workforce. This sector includes bodies whose employees are classified as civil servants such as An Bord Pleanála, the Revenue Commissioners, the Central Statistics Office and the National Council for Special Education.

In 2016 this sector increased by 610 employees to 12,675 of whom 4.3% (550) declared a disability. In total 75.6% of bodies in this sector achieved the target. This is an increase of 9.8% on the 2015 figures.

Summary

The 2016 data indicates that the Commercial sector, the Government departments, the Local Government departments, the Non-Commercial sector and the Public Bodies staffed by Civil Servants have increased both the total number of employees and employees with disabilities (see Table 3).

Table 3: Data by type of public body 2015, 2016

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 2016	37,543	1,584	4.2%	17.5%	82.1%	28
Commercial 2015	37,206	1,581	4.2%	18.5%	76.7%	30
Change 2015/16	+337	+3	-	-1.0%	+5.4%	-2
Gov Dept. 2016	20,688	952	4.6%	9.7%	100.0%	17
Gov Dept. 2015	20,286	916	4.5%	10.1%	100.0%	17
Change 2015/16	+402	+36	+0.1%	-0.4%	-	0
Local Gov 2016	30,027	1,440	4.8%	14.0%	91.4%	35
Local Gov 2015	29,985	1,412	4.7%	14.9%	85.7%	35
Change 2015/16	+42	+28	+0.1%	-0.9%	5.7%	0
Non-comm. 2016	113,058	2931	2.6%	52.8%	68.0%	97
Non-comm.2015	101,799	2,887	2.8%	50.6%	67.0%	97
Change 2015/16	+11,259	+44	-0.2%	+2.2%	+1.0%	0
PBCS 2016	12,675	550	4.3%	5.9%	75.6%	41
PBCS 2015	12,065	449	3.7%	6.0%	65.9%	41
Change 2015/16	+610	+101	+0.6%	-0.1%	+9.8%	0
Totals 2016	213,991	7,457	3.5%	100%	77.5%	218
Totals 2015	201,341	7,245	3.6%	100%	73.6%	220
Change 2015/16	+12,650	+212	-0.1%	-	+3.9%	-2

2.4 Analysis by size of public sector body

Public bodies with less than 100 employees

There are 85 public bodies with less than 100 employees in the public sector representing just under 1.5% of the entire workforce. This size category employs 3,204 people, of which 4.3% (139) have declared a disability. This category represents just under 1.9% of the workforce who have declared a disability (see Table 4).

Public bodies with between 100 and 999 employees

This size category has the highest number of public bodies (99) making up almost 20% of the total workforce. In total 41,404 are employed of which 4.4% (1,835) declared a disability. This size category represents 24.6% of the workforce who have declared a disability.

Public bodies with between 1000 and 4999 employees

There are 28 public bodies employing between 1,000 and 4,999 employees representing just under 28% of the total workforce. This cohort employs 59,723 employees, of which 3.8%

(2,279) have declared a disability, representing almost 31% of the workforce who have declared a disability.

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

- Child and Family Agency (TUSLA) 0.7% (1.2% in 2015)
- Waterford Institute of Technology 2.4% (2.5% in 2015)

Beaumont Hospital (3.1%) returned to compliance in 2016 after being below the 3% target for the previous three years.

Public bodies with over 5,000 employees

In 2016, this size category had the smallest number of public bodies (6) but represented the largest percentage of the total workforce (51.2%). It employed 109,660 employees of which 2.9% (3,204) have declared a disability. In 2016, these large public bodies accounted for 43% of all public sector employees who have declared a disability.

In 2015, this sector had the smallest number of public bodies (6) but represented the largest percentage of the total workforce (49.5%). In 2015, it employed 99,615 employees of which 3% (3023) were people with disabilities. These larger public bodies accounted for 41.7% of all public sector employees who have declared a disability.

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

- An Post 5.4% (5.1% in 2015)
- Department of Social Protection 5.1% (5.0% in 2015)
- Dublin City Council 5.9% (5.9% in 2015)
- Electricity Supply Board (ESB) 3.8% (4.7% in 2015)
- Health Service Executive 2.0% (2.2% in 2015)
- Revenue Commissioners 4.3% (3.2% in 2015)

With the exception of the Electricity Supply Board, the reported number of employees with a disability increased for all bodies in the 5000+ size category.

The number of employees with a disability employed by the Health Service Executive increased from 1,431 in 2015 to 1,549 in 2016. Despite this increase, the percentage of employees with a disability employed by the Health Service Executive fell in 2016 due to a very substantial increase (15%) in the reported numbers employed in 2016.

Table 4: Data by size of public body 2016

No. of Employees	No. of Public Bodies	Total Employees	No. of employees with disabilities	% of employees with disabilities	% of total workforce reported on under Part 5	% of workforce with disabilities
1-99	85	3,204	139	4.3%	1.5%	1.9%
100 -999	99	41,404	1,835	4.4%	19.3%	24.6%
1,000 -4,999	28	59,723	2,279	3.8%	27.9%	30.6%
5,000 +	6	109,660	3,204	2.9%	51.2%	43.0%
Total 2016	218	213,991	7,457	3.5%	100%	100%

Summary

In terms of size, the dominance of the largest bodies, which now constitute just over half of all public sector employees, has increased. The largest size categories failed to reach the 3% target in 2016 falling just short at 2.9%.

2.5 Understanding the Changes

The NDA is pleased to note that an additional 212 people with disabilities are employed within the public service. However, we would emphasise that more needs to be done in the public sector to increase these employment levels.

Some of these changes may be due to improved reporting or existing employees who have acquired a disability, rather than new employees with disabilities.

Two bodies made up a substantial part of this increase:

- Health Service Executive +118
- Revenue Commissioners +78

Other substantial increases were reported by:

- Dublin Airport Authority Plc +45
- Beaumont Hospital +36
- An Post +22

3. Monitoring and Compliance

3.1 Reporting deadlines

Compliance with the reporting deadlines improved significantly for both qualitative and quantitative data over last year.

This table outlines the dates of submission for the 3 departments that submitted returns after the 30 June deadline.

Table 5. Compliance with reporting deadlines

Department	Quantitative Returns Received	Qualitative Returns Received
Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs	18/07/2017	18/08/2017
Department of Children and Youth Affairs	Received by 30 June 2017 deadline	18/08/2016
Department of Social Protection	03/07/2016	03/07/2016

Source: Dates of email submissions to NDA

3.2 Compliance with the Act - 2013 and 2014

The NDA is pleased to note that Beaumont Hospital, which was declared non-compliant for 2013 and 2014, has reported that in 2016, 3.1% of its employees are people with disabilities. The Hospital is implementing the measures NDA has directed.

3.3 Compliance with the Act - 2014 and 2015

Last year, the NDA noted with concern that a number of larger public bodies slipped below the 3% target for two successive years in 2014 and 2015.

The NDA has followed 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 Disability Act 2005.

The NDA has reviewed the responses with due regard to the extent of the effort made by those bodies to improve compliance. The NDA has also met with many of these public bodies to support and monitor their progress in implementing the necessary measures that will help them to meet their obligations under Part 5 of the Disability Act 2005. While noting the actions these bodies have progressed where practicable to achieve the target and keeping these under review, no determinations of non-compliance have issued thus far.

The following bodies who received letters under Section 49 of the Disability Act 2005 requesting additional information to enable the NDA to assess if they had taken all practicable measures, have in 2016 exceeded the 3% employment levels.

Table 6 Bodies that achieved the 3% in 2016

Public bodies	Total number of employees in 2015	Total number of employees in 2016	Total number of employees with disabilities 2015	Total number of employees with disabilities 2016	% of employees with disabilities 2015	% of employees with disabilities 2016
Enterprise Ireland	563	587	16	20	2.8%	3.4%
Sligo County Council	411	411	5	16	1.2%	3.9%
Carlow County Council	350	346	7	13	2.0%	3.8%
Oberstown Children Detention Camps	247	267	4	16	1.6%	6.0%

3.4 Compliance with the Act - 2015 and 2016

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

- Health Service Executive (HSE)
- Child and Family Agency (Tusla)
- Waterford Institute of Technology (WIT)
- National Treasury Management Agency (NTMA)
- Irish Blood Transfusion Service (IBTS)
- Horse Racing Ireland
- National College of Art and Design (NCAD)
- Bord Bia.

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 terms of the Act.

3.5 Monitoring Committee engagement

The NDA met with the Departmental Monitoring Committees and discussed the concerns that had been raised in the 2015 report about the disparity and the inconsistency regarding the level of engagement in the statutory process by these Committees. The Monitoring Committees have shown improvement in their level of engagement. They have worked very

closely with the NDA to address our queries and enhance data verifications for the 2016 Departmental returns, which were returned in a prompt manner. The NDA looks forward to continuing to work with the Committees to support public bodies to incrementally increase their recruitment of people with disabilities, so that by 2024 a minimum of 6% of employees in the public sector will be people with disabilities.

Improving the quality of information supplied

There still 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 employees and trade unions is implemented.

Where a full census involving all employees 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, when submitting their returns

In the first quarter of 2017, the NDA provided additional guidance to Monitoring Committees and public bodies on the definition of a census. In the next year, the NDA will consider examining the issue of the reporting forms with Monitoring Committees to improve the efficiency of these processes for future years.

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 of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Dept of Agriculture, Food and the Marine	3,136	3,114	124	134	4.0%	4.3%
Dept of Arts, Heritage and the Gaeltacht (Please see Notes section below)	590	634	18	20	3.1%	3.2%
Dept of Children and Youth Affairs	160	190	8	12	5.0%	6.3%
Dept of Communications, Climate Action and Environment	276	349	9	11	3.3%	3.2%
Dept of Defence	354	371	11	20	3.1%	5.4%
Dept of Defence - Civilian Employees	499	487	23	21	4.6%	4.3%
Dept of Education and Skills	1,289	1,319	52	52	4.0%	3.9%
Dept of Finance	304	301	15	9	4.9%	3.0%
Dept of Foreign Affairs and Trade	1,440	1,483	51	54	3.5%	3.6%
Dept of Health	363	426	12	16	3.3%	3.8%
Dept of Housing, Planning, Community and Local Government	758	683	36	32	4.7%	4.7%
Dept of Jobs, Enterprise & Innovation	842	854	48	44	5.7%	5.2%
Dept of Justice and Equality	1,658	1,783	84	98	5.1%	5.5%
Dept of Public Expenditure and Reform	1,060	1,189	54	52	5.1%	4.4%
Dept of Social Protection	6,878	6,823	339	348	4.9%	5.1%
Dept of the Taoiseach	206	196	11	8	5.3%	4.1%
Dept of Transport, Tourism and Sport	473	486	21	21	4.4%	4.3%
Grand Total	20,286	20,688	916	952	4.5%	4.6%

Notes:

Department of Arts, Heritage and the Gaeltacht - in 2016 this Government Department changed its title to the Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs

Appendix B – Public bodies

Public bodies staffed by civil servants report to the Minister for Public Expenditure and Reform. This list includes bodies that operate under the aegis of other departments but as their staff are civil servants they are reported into the process to the Department of Public Expenditure and Reform as provided in the Disability Act 2005.

Department of Agriculture, Food and the Marine

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Bord Bia	93	107	1	3	1.1%	2.8%
Bord Iascaigh Mhara	122	126	4	4	3.3%	3.2%
Bord na gCon	506	493	18	18	3.6%	3.7%
Coillte	546	509	28	30	5.1%	5.9%
Horse Racing Ireland	175	187	4	5	2.3%	2.7%
Irish National Stud	65	56	4	4	6.2%	7.1%
Marine Institute	183	204	8	9	4.4%	4.4%
National Milk Agency	5	5	0	0	0.0%	0.0%
Sea Fisheries Protection Authority	89	92	5	5	5.6%	5.4%
Teagasc	1,233	1,277	50	63	4.1%	4.9%
Veterinary Council of Ireland	6	6	0	0	0.0%	0.0%
Grand Total	3,023	3,062	122	141	4.0%	4.6%

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

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Arts Council	44	45	0	2	0.0%	4.4%
Chester Beatty Library	32	33	0	0	0.0%	0.0%
Crawford Art Gallery	19	19	2	2	10.5%	10.5%
Foras na Gaeilge	49	48	2	2	4.1%	4.2%
Heritage Council	14	14	1	1	7.1%	7.1%
Irish Film Board	17	20	0	1	0.0%	5.0%
Irish Museum of Modern Art (IMMA)	66	106	6	6	9.1%	5.7%
National Concert Hall	90	85	5	4	5.6%	4.7%
National Gallery of Ireland	108	128	5	5	4.6%	3.9%
National Library of Ireland	95	88	9	7	9.5%	8.0%
National Museum of Ireland	150	157	10	9	6.7%	5.7%

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Udarás na Gaeltachta	80	82	4	4	5.0%	4.9%
Ulster-Scots Agency	15	14	0	0	0.0%	0.0%
Waterways Ireland	232	236	9	9	3.9%	3.8%
Western Development Commission (Please see Notes section below)		12		0		0.0%
Grand Total	1,011	1,087	53	52	5.2%	4.8%

Notes:

In 2015, the **Western Development Commission** was under the Department of Housing, Planning, Community and Local Government. The 2015 data for this body is included under the Department of Housing, Planning, Community and Local Government (see page 25). In 2016, the **Western Development Commission** moved to the Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs.

Department of Children and Youth Affairs

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Adoption Authority of Ireland	22	24	4	3	18.2%	12.5%
Child and Family Agency (TUSLA)	3,933	4,045	47	30	1.2%	0.7%
Oberstown Children Detention Camps	247	267	4	16	1.6%	6.0%
Grand Total	4,202	4,336	55	49	1.3%	1.1%

Department of Communications, Climate Action and Environment

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
An Post	8,684	8,582	444	466	5.1%	5.4%
Bord na Móna	1,806	1,795	59	55	3.3%	3.1%
Broadcasting Authority of Ireland	36	37	1	1	2.8%	2.7%
Commission for Communications Regulation (ComReg)	111	120	4	4	3.6%	3.3%
Commission for Energy Regulation (CER)	92	100	5	8	5.4%	8.0%
EirGrid Plc	365	349	19	26	5.2%	7.4%
Electricity Supply Board (ESB)	6,005	6,079	282	234	4.7%	3.8%

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Environmental Protection Agency (Please see Notes section below)		382		16		4.2%
Inland Fisheries Ireland	297	311	14	20	4.7%	6.4%
Ordnance Survey Ireland (OSI) (Please see Notes section below)	225		7		3.1%	
Raidió Teilifís Éireann (RTÉ)	1,978	1,984	66	72	3.3%	3.6%
Sustainable Energy Authority of Ireland	54	53	3	2	5.6%	3.8%
TG4	83	85	3	3	3.6%	3.5%
The Digital Hub	8	10	0	0	0.0%	0.0%
Grand Total	19,744	19,887	907	907	4.6%	4.6%

Notes:

In 2015, the **Environmental Protection Agency** was under the Department of Housing, Planning, Community and Local Government. The 2015 data for the **Environmental Protection Agency** is on page 24. In 2016, the **Environmental Protection Agency** moved to the Department of Communications, Climate Action and Environment. In 2015, **Ordnance Survey Ireland** was under the Department of Communications, Climate Action and Environment. In 2016, **Ordnance Survey Ireland** moved to the Department of Justice and Equality. The 2016 data for **Ordnance Survey Ireland** is on page 26.

Department of Education and Skills

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Dún Laoghaire Institute of Art, Design and Technology	278	256	10	14	3.6%	5.5%
IT Athlone	670	649	22	22	3.3%	3.4%
IT Blanchardstown	282	287	14	23	5.0%	8.0%
IT Carlow	754	760	33	28	4.4%	3.7%
IT Cork	1,374	1,381	60	57	4.4%	4.1%
IT Dublin	2,314	2,359	86	89	3.7%	3.8%
IT Dundalk	595	595	27	30	4.5%	5.0%
IT Galway-Mayo	668	697	25	24	3.7%	3.4%
IT Letterkenny	352	355	18	19	5.1%	5.4%
IT Limerick	614	622	25	25	4.1%	4.0%
IT Sligo	542	544	19	21	3.5%	3.9%
IT Tallaght	488	482	16	14	3.3%	2.9%
IT Tralee	369	393	13	13	3.5%	3.3%

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
IT Waterford	1,049	1,025	26	25	2.5%	2.4%
Léargas	30	40	1	0	3.3%	0.0%
National College of Art and Design (NCAD)	160	148	4	4	2.5%	2.7%
Quality and Qualifications Ireland	74	76	1	1	1.4%	1.3%
SOLAS - Further Education & Training Authority	206	197	11	18	5.3%	9.1%
Grand Total	10,819	10,866	411	427	3.8%	3.9%

Department of Finance

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
National Treasury Management Agency	781	782	10	16	1.3%	2.0%
Grand Total	781	782	10	16	1.3%	2.0%

Department of Health

Public Body	Total number of employees		Number of employees with disabilities		% of the workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Beaumont Hospital	3,510	3,962	88	124	2.5%	3.1%
Dental Council	4	6	0	0	0.0%	0.0%
Dublin Dental Hospital	210	210	9	12	4.3%	5.7%
Food Safety Authority of Ireland	75	75	4	4	5.3%	5.3%
Health Information and Quality Authority	191	198	8	6	4.2%	3.0%
Health Insurance Authority	10	11	1	1	10%	9.1%
Health Products Regulatory Authority	292	310	12	13	4.1%	4.2%
Health Research Board	59	65	1	1	1.7%	1.5%
Health Service Executive	66,260	76,221	1,431	1,549	2.2%	2.0%
Institute of Public Health	24	21	1	1	4.2%	4.8%
Irish Blood Transfusion Service	551	602	15	17	2.7%	2.8%
Leopardstown Park Hospital	249	249	18	19	7.2%	7.6%
Medical Council	69	70	3	2	4.3%	2.9%
Mental Health Commission	34	46	1	1	2.9%	2.2%
National Cancer Registry Ireland	56	52	3	2	5.4%	3.8%

Public Body	Total number of employees		Number of employees with disabilities		% of the workforce with disabilities	
	2015	2016	2015	2016	2015	2016
National Treatment Purchase Fund	46	48	2	3	4.3%	6.3%
Nursing and Midwifery Board of Ireland	39	44	1	1	2.6%	2.3%
Pharmaceutical Society of Ireland	40	40	4	3	10%	7.5%
Pre-Hospital Emergency Care Council	14	14	0	0	0.0%	0.0%
Safefood	33	33	1	1	3.0%	3.0%
St James's Hospital	4,544	4,613	416	266	9.2%	5.8%
The Adelaide and Meath Hospital	2,952	3,146	115	95	3.9%	3.0%
Voluntary Health Insurance Board	1,169	1,166	49	46	4.2%	3.9%
Grand Total	80,431	91,202	2,183	2,167	2.7%	2.4%

Department of Housing, Planning, Community and Local Government

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
An Bord Pleanála	148	150	5	6	3.4%	4.0%
Carlow County Council	350	346	7	13	2.0%	3.8%
Cavan County Council	385	398	28	29	7.3%	7.3%
Clare County Council	758	761	28	28	3.7%	3.7%
Cork City Council	1,288	1,284	52	52	4.0%	4.0%
Cork County Council	2,523	2,530	87	91	3.4%	3.6%
Donegal County Council	875	920	33	33	3.8%	3.6%
Dublin City Council	5,624	5,610	330	332	5.9%	5.9%
Dublin Docklands Development Authority (Please see Notes section below)	1		0		0.0%	
Dún Laoghaire–Rathdown County Council	962	954	42	36	4.4%	3.8%
Eastern & Midland Regional Assembly	12	15	0	0	0.0%	0.0%
Environmental Protection Agency (Please see Notes section below)	353		16		4.5%	
Ervia/Gas Networks Ireland	878	887	34	29	3.9%	3.3%
Fingal County Council	1,368	1,415	73	69	5.3%	4.9%
Galway City Council	445	448	25	26	5.6%	5.8%
Galway County Council	786	800	36	33	4.6%	4.1%
Housing & Sustainable Communities Agency	36	43	1	1	2.8%	2.3%

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Housing Finance Agency	14	11	0	0	0.0%	0.0%
Irish Water	753	749	24	24	3.2%	3.2%
Irish Water Safety	6	7	0	0	0.0%	0.0%
Kerry County Council	1,378	1,387	81	89	5.9%	6.4%
Kildare County Council	928	972	65	60	7.0%	6.2%
Kilkenny County Council	525	550	23	22	4.4%	4.0%
Laois County Council	398	419	21	17	5.3%	4.1%
Leitrim County Council	270	275	8	9	3.0%	3.3%
Limerick City & County Council	1,204	1,230	40	39	3.3%	3.2%
Local Government Management Agency	100	94	7	6	7.0%	6.4%
Longford County Council	290	301	15	16	5.2%	5.3%
Louth County Council	771	652	35	31	4.5%	4.8%
Mayo County Council	1,116	932	71	71	6.4%	7.6%
Meath County Council	692	702	25	35	3.6%	5.0%
Monaghan County Council	403	417	26	25	6.5%	6.0%
Northern & Western Regional Assembly	18	16	0	0	0.0%	0.0%
Offaly County Council	390	389	13	15	3.3%	3.9%
Residential Tenancies Board Ireland (previously Private Residential Tenancies Board)	21	40	1	1	4.8%	2.5%
Roscommon County Council	423	403	20	19	4.7%	4.7%
Sligo County Council	411	411	5	16	1.2%	3.9%
South Dublin County Council	1,136	1,216	39	45	3.4%	3.7%
Southern Regional Assembly	22	25	0	0	0.0%	0.0%
Tipperary County Council	1,064	1,054	34	34	3.2%	3.2%
Waterford City & County Council	989	970	33	41	3.3%	4.2%
Western Development Commission (Please see Notes section below)	13		0		0.0%	
Westmeath County Council	455	472	22	21	4.8%	4.4%
Wexford County Council	912	946	66	65	7.2%	6.9%
Wicklow County Council	714	713	22	22	3.1%	3.1%
Grand Total	32,208	31,914	1,493	1,501	4.6%	4.7%

Notes:

In 2016, the **Dublin Docklands Development Authority** was no longer in operation

In 2016, the, **Environmental Protection Agency** moved to the Department of Communications, Climate Action and Environment. The 2016 data for the **Environmental Protection Agency** is on page 22.

In 2016, the **Western Development Commission** moved to the Department of Arts, Heritage, Regional Rural and Gaeltacht Affairs, therefore data for 2016 is on page 21. The 2015 data for this body is under this Department of Housing, Planning, Community and Local Government on page 25. See above.

Department of Jobs, Enterprise and Innovation

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Competition and Consumer Protection Commission	70	88	5	4	7.1%	4.5%
Enterprise Ireland	563	587	16	20	2.8%	3.4%
Health & Safety Authority	175	167	6	6	3.4%	3.6%
IDA Ireland	307	307	13	18	4.2%	5.9%
InterTrade Ireland	39	38	1	1	2.6%	2.6%
National Standards Authority of Ireland (NSAI)	130	133	5	5	3.8	3.8
Personal Injuries Assessment Board	67	80	0	1	0.0%	1.3%
Science Foundation Ireland	49	48	2	2	4.1%	4.2%
Grand Total	1,400	1,448	48	57	3.4%	3.9%

Department of Justice and Equality

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
National Disability Authority	31	34	5	5	16.1%	14.7%
Ordnance Survey Ireland (OSI) (Please see Notes section below)		223		9		4.0%
Grand Total	31	257	5	14	16.1%	5.4

Notes:

In 2016, **Ordnance Survey Ireland** moved to the Department of Justice and Equality. In 2015 this public body was in the Department of Communications, Climate Action and Environment. The 2015 data for the **Ordnance Survey Ireland** is on page 22.

Department of Public Expenditure and Reform

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta	3	4	0	0	0.0%	0.0%
An Coimisinéir Teanga	6	6	0	0	0.0%	0.0%
Army Pensions Board (Please see Notes section below)	1		0		0.0%	
Central Statistics Office	839	883	49	45	5.8%	5.1%
Charities Regulatory Authority	19	32	2	2	10.5%	6.3%
Chief State Solicitor's Office	252	253	8	14	3.2%	5.5%
Civil Defence Ireland (Please see Notes section below)	28		4		14.3%	
Courts Service of Ireland	995	1,024	31	34	3.1%	3.3%
Data Protection Commissioner	44	57	3	3	6.8%	5.3%
Defence Forces Canteen Board	3	3	0	0	0.0%	0.0%
Department of Agriculture, Food and the Marine	3,136	3,114	124	134	4.0%	4.3%
Department of Arts, Heritage and the Gaeltacht (Please see Notes section below)	590	634	18	20	3.1%	3.2%
Department of Children and Youth Affairs	160	190	8	12	5.0%	6.3%
Department of Communications, Climate Action & Environment	276	349	9	11	3.3%	3.2%
Department of Defence - Civilian Employees	499	487	23	21	4.6%	4.3%
Department of Defence	354	371	11	20	3.1%	5.4%
Department of Education and Skills	1,289	1,319	52	52	4.0%	3.9%
Department of Finance	304	301	15	9	4.9%	3.0%
Department of Foreign Affairs and Trade	1,440	1,483	51	54	3.5%	3.6%
Department of Health	363	426	12	16	3.3%	3.8%
Department of Housing, Planning, Community and Local Government	758	683	36	32	4.7%	4.7%
Department of Jobs, Enterprise and Innovation	842	854	48	44	5.7%	5.2%
Department of Justice and Equality	1,658	1,783	84	98	5.1%	5.5%
Department of Public Expenditure and Reform	1,060	1,189	54	52	5.1%	4.4%
Department of Social Protection	6,878	6,823	339	348	4.9%	5.1%
Department of the Taoiseach	206	196	11	8	5.3%	4.1%
Department of Transport, Tourism and Sport	473	486	21	21	4.4%	4.3%
Garda Inspectorate	12	12	0	1	0.0%	8.3%

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Garda Síochána Ombudsman Commission (Please see Notes section below)		83		3		3.6%
Houses of the Oireachtas	469	507	14	17	3.0%	3.4%
Insolvency Service of Ireland	70	67	2	1	2.9%	1.5%
International Protection Appeals Tribunal (previously Office of the Refugee Appeals Tribunal)	38	39	2	2	5.3%	5.1%
International Protection Office (previously Office of the Refugee Applications Commissioner)	101	119	5	7	5.0%	5.9%
Irish Film Classification Office	7	7	0	1	0.0%	14.3%
Irish Human Rights and Equality Commission	35	41	0	3	0.0%	7.3%
Legal Aid Board	417	489	14	16	3.4%	3.3%
National Council for Curriculum and Assessment	34	37	2	2	5.9%	5.4%
National Council for Special Education	98	99	5	5	5.1%	5.1%
National Property Services Regulatory Authority	20	19	1	1	5.0%	5.3%
Office of Public Works	599	664	22	23	3.7%	3.5%
Office of the Attorney General	127	136	4	9	3.1%	6.6%
Office of the Comptroller and Auditor General	143	145	5	6	3.5%	4.1%
Office of the Director of Public Prosecutions	197	195	11	11	5.6%	5.6%
Office of the Ombudsman/Information Commissioner/Commission for Public Service Appointments	110	124	4	4	3.6%	3.2%
Office of the Secretary-General to the President (previously Office of the President)	28	27	1	1	3.6%	3.7%
Office of the Tax Appeals Commissioner (previously Office of the Appeal Commissioner)	5	5	0	0	0.0%	0.0%
Ombudsman for the Defence Forces	3	3	0	0	0.0%	0.0%
Policing Authority (Please see Notes section below)		20		0		0.0%
Property Registration Authority	533	526	35	35	6.6%	6.7%
Public Appointments Service	127	156	5	5	3.9%	3.2%
Revenue Commissioners	6,164	6,345	197	275	3.2%	4.3%
State Examinations Commission	158	158	7	5	4.4%	3.2%
The Ombudsman for Children's Office	11	14	0	0	0.0%	0.0%

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
The Private Security Authority	39	39	1	1	2.6%	2.6%
The State Laboratory	87	92	5	5	5.7%	5.4%
Valuation Office/Valuation Tribunal	122	118	6	7	4.9%	5.9%
Grand Total	32,230	33,236	1,361	1,496	4.2%	4.5%

Notes:

In 2016, the **Army Pension Board** was no longer in operation.

In 2016, **Civil Defence Ireland's** data was incorporated into the Department of Defence's Part 5 return.

In 2016 the **Department of Arts, Heritage and the Gaeltacht** changed its name to the Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs.

From 2007 -2015, the **Garda Síochána Ombudsman Commission** was included in the total figures for the Department of Justice and Equality. It did not make a separate return during this period. In 2016, this public body reported under the Department of Public Expenditure and Reform.

The **Policing Authority** came into existence in 2016.

Department of Social Protection

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Citizens Information Board	82	83	8	8	9.8%	9.6%
Office of the Pensions Ombudsman	6	6	1	1	16.7%	16.7%
The Pensions Authority	44	51	0	2	0.0%	3.9%
Grand Total	132	140	9	11	6.8%	7.9%

Department of the Taoiseach

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Law Reform Commission	18	18	0	0	0.0%	0.0%
National Economic and Social Development Office	17	17	1	1	5.9%	5.9%
Grand Total	35	35	1	1	2.9%	2.9%

Department of Transport, Tourism and Sport

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Bus Éireann	2,483	2,571	120	100	4.8%	3.9%
Commission for Aviation Regulation	17	17	0	0	0.0%	0.0%
Commission for Railway Regulation (previously Railway Safety Commission)	9	14	0	0	0.0%	0.0%
Córas Iompair Éireann	188	191	6	6	3.2%	3.1%
daa plc	2,841	3,095	90	135	3.2%	4.4%
Drogheda Port Company	10	8	0	0	0.0%	0.0%
Dublin Bus	3,372	3,500	156	165	4.6%	4.7%
Dublin Port Company	141	148	7	5	5.0%	3.4%
Dun Laoghaire Harbour Company	21	21	1	1	4.8%	4.8%
Fáilte Ireland	346	353	14	14	4.0%	4.0%
Galway Harbour Company	12	12	0	0	0.0%	0.0%
Iarnród Éireann	3,803	3,776	123	114	3.2%	3.0%
Irish Aviation Authority	655	658	21	23	3.2%	3.5%
National Transport Authority	80	83	3	4	3.8%	4.8%
New Ross Port Company	4	4	0	0	0.0%	0.0%
Port of Cork Company	116	121	4	4	3.4%	3.3%
Port of Waterford Company	30	31	0	0	0.0%	0.0%
Road Safety Authority	324	325	10	12	3.1%	3.7%
Shannon Foynes Port Company	44	50	2	2	4.5%	4.0%
Shannon Group Plc	470	436	17	17	3.6%	3.9%
Sport Ireland	33	33	2	4	6.1%	12.1%
Tourism Ireland	43	42	2	2	4.7%	4.8%
Transport Infrastructure Ireland	250	250	9	10	3.6%	4.0%

Public Body	Total number of employees		Number of employees with a disability		% of workforce with disabilities	
	2015	2016	2015	2016	2015	2016
Wicklow Port Company (Please see Notes section below)	2		0		0.0%	
Grand Total	15,294	15,739	587	618	3.8%	3.9%

Notes:

In 2016, **Wicklow Port Company** was no longer in operation.

Appendix C – Employee’s census response rates 2016

Public Body	% response
Adoption Authority of Ireland	75.0%
An Bord Pleanála	48.7%
Arts Council	64.4%
Beaumont Hospital	42.6%
Bord Bia	80.4%
Bord Iascaigh Mhara	74.6%
Broadcasting Authority of Ireland	75.7%
Bus Éireann	5.1%
Carlow County Council	61.3%
Charities Regulatory Authority	40.6%
Chief State Solicitor's Office	39.5%
Child and Family Agency (TUSLA)	8.3%
Coillte	9.8%
Commission for Aviation Regulation	94.1%
Commission for Communications Regulation (ComReg)	17.5%
Commission for Energy Regulation (CER)	58.0%
Cork County Council	33.8%
daa plc	55.5%
Data Protection Commissioner	40.4%
Department of Justice and Equality	65.3%
Department of Public Expenditure and Reform	22.0%
Dublin City Council	35.0%
Dublin Port Company	73.0%
Dún Laoghaire Institute of Art, Design and Technology	55.9%
Dún Laoghaire–Rathdown County Council	42.0%
Environmental Protection Agency	0.8%
Fáilte Ireland	63.2%
Foras na Gaeilge	75.0%
Garda Inspectorate	41.7%
Health Insurance Authority	100.0%
Health Service Executive	18.4%
Houses of the Oireachtas	12.4%
Housing Finance Agency	100.0%
Insolvency Service of Ireland	22.4%
Institute of Public Health	100.0%
International Protection Appeals Tribunal (previously Office of the Refugee Appeals Tribunal)	53.8%

Public Body	% response
International Protection Office (previously Office of the Refugee Applications Commissioner)	58.0%
InterTrade Ireland	100.0%
Irish Film Classification Office	85.7%
Irish Human Rights and Equality Commission	82.9%
Irish Museum of Modern Art (IMMA)	57.5%
Irish Water Safety	100.0%
IT Blanchardstown	26.8%
IT Dundalk	57.5%
IT Galway-Mayo	24.2%
IT Letterkenny	31.3%
IT Sligo	14.0%
IT Waterford	3.9%
Law Reform Commission	100.0%
Leopardstown Park Hospital	97.6%
Local Government Management Agency	53.2%
Longford County Council	4.0%
Marine Institute	27.9%
Meath County Council	46.9%
Medical Council	61.4%
Mental Health Commission	4.3%
National Cancer Registry Ireland	71.2%
National Disability Authority	94.1%
National Economic and Social Development Office	100.0%
National Milk Agency	100.0%
National Property Services Regulatory Authority	68.4%
National Transport Authority	44.6%
National Treatment Purchase Fund	100.0%
Oberstown Children Detention Camps	67.0%
Office of the Attorney General	67.6%
Office of the Ombudsman/Information Commissioner/Commission for Public Service Appointments	41.9%
Office of the Tax Appeals Commissioner (previously Office of the Appeal Commissioner)	100.0%
Ombudsman for the Defence Forces	100.0%
Personal Injuries Assessment Board	96.3%
Pharmaceutical Society of Ireland	67.5%
Public Appointments Service	45.5%
Quality and Qualifications Ireland	100.0%
Residential Tenancies Board Ireland (previously Private Residential Tenancies Board)	87.5%
Road Safety Authority	47.4%
Science Foundation Ireland	89.6%
SOLAS - Further Education and Training Authority	78.7%
Sport Ireland	81.8%
Teagasc	49.0%

Public Body	% response
TG4	82.4%
The Digital Hub	100.0%
The Pensions Authority	78.4%
The Private Security Authority	87.2%
Tourism Ireland	97.6%
Ulster-Scots Agency	100.0%
Valuation Office/Valuation Tribunal	50.0%
Voluntary Health Insurance Board	100.0%
Waterford City and County Council	55.2%
Waterways Ireland	41.1%
Western Development Commission	58.3%



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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.