Report on Compliance with Part 5 of the Disability Act 2005 for 2017



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**Executive Summary**

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

At the end of 2017, public bodies reported that 3.5% of employees employed in the public sector are persons with disabilities.

The number and percentage of public bodies achieving the 3% continues to increase. In 2016, 169 (77.5%) public bodies out of 218 achieved the 3% target. In 2017, 184 (84.4%) public bodies out of 218 achieved or exceeded the 3% target. This is an increase of 6.9% from 2016.

The NDA welcomes this increase in the number and percentage of public bodies who have achieved the minimum 3% target in 2017, particularly for those public bodies who achieved or exceeded the 3% target for the first time in 2017:

* Bord Bia (4.6%)
* Child and Family Agency (Tusla) (3.2%)
* Irish Blood Transfusion Service (3.3%)
* National Treasury Management Agency (NTMA) (3.3%)
* Quality and Qualifications Ireland (4.1%)

There were 34 public bodies who did not make the minimum 3% target for 2017. If over 70% (24) of these public bodies reported 1additional employee with a disability than they would have achieved the 3% target. The NDA will be working to advise them on how they could address issues such as disclosure and other actions they could take towards supporting employment of persons with disabilities.

The NDA is pleased to note that the number of employees reporting a disability in the public sector overall has also increased from 7,457 in 2016 to 7,796 in 2017. This is an increase of 339 people. In 2016, the number of employees reporting a disability increased by 212.

The percentage of employees reporting a disability in 2017 is the same as the percentage reported in 2016 (3.5%). This is despite an increase of 11,818in the number of people employed in the public sector. The total number of employees in the public sector in 2017 is 225,809.

Similar to 2016, this increase in the total number of public sector employees is linked to the sizeable increase in the total number of employees reported by the Health Service Executive (HSE). In 2017, the Health Service Executive reported an increase of (+9,391) employees. This organisation employed 85,612 people at the end of 2017 compared to 76,221people in 2016. The number of employees reporting a disability in the Health Service Executive has decreased slightly by 3 people to 1,546 (1.8%).

There are four size categories of public bodies:

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

In 2017, three of the four size categories met or exceeded the target of 3% similar to 2016. The percentage of employees with disabilities in the largest size category of 5000+ employees fell just short of the target at 2.7% in 2017 compared to 2.9% in 2016.

There are five types of public bodies:

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

In 2017, four of the five category types also achieved the 3% target. In 2016, non-commercial bodies were just short of the target at 2.6% and remained at 2.6% in 2017.

## Increase in number of employees reporting a disability

Overall, there has been an incremental, year-on-year increase in the number of employees reporting a disability since 2013. The NDA will continue to work with the public sector to build its capacity in the coming year to ensure this trend continues.

In June 2018, the NDA published a report entitled **Research in Good Practice in the Employment of People with Disabilities in the Public Sector** as part of its commitments under the **Comprehensive Employment Strategy for People with Disabilities 2015-2024**.

NDA commissioned contractors to conduct research and they set out their findings and recommendations.

While the extent of good practice identified by the researchers is limited, this report does provide information that employers may find helpful to creating more inclusive work environments. Such environments both promote and support the employment of persons with disabilities and can assist employees feel comfortable in disclosing their disability status.

It is expected that employers in the public sector will find this report useful when planning to meet the new minimum statutory employment target for persons with disabilities of 6% by 2024. The NDA has already discussed some of the key findings with relevant departments and agencies.

This report can be downloaded from the NDA website at www.nda.ie

## Creating an inclusive working environment

Many public bodies continue to implement NDA’s guidance to create an inclusive working environment. In 2017, some of the key measures that public bodies implemented to create this type of working environment included:

* Having policies on employing and supporting staff with disabilities
* Having policies on retaining employees who acquire disabilities
* Creating and implementing a communications strategy within their respective organisations, making it clear that the Part 5 staff censi were anonymous and confidential processes
* Clearly communicating to employees the supports that are available for persons with existing and acquired disabilities so that employees feel comfortable disclosing their disability
* Having a designated Disability Liaison Officer and/or Disability Team to assist their respective Senior Management teams and HR Departments to create and maintain an inclusive working environment and to provide supports for employees with disabilities. In some public bodies the contact details of the Disability Liaison officer are available to all employees so that it is easier for them to make contact with this Officer
* Having a strategic approach and planning ahead to increase employment opportunities for persons with disabilities
* Providing work experience programmes for persons with disabilities via organisations such as the Association for Higher Education Access and Disability’s (AHEAD) Willing Able and Mentoring (WAM) Programme and Specialisterne – an organisation that supports employers to provide work experience programmes for persons with autism spectrum disorder
* Reviewing their job descriptions and recruitment processes with the objective of increasing job opportunities for persons with disabilities.

## Health Service Executive (HSE)

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

In 2017, the Health Service Executive reported an additional (+ 9,391) employees but the number and percentage of employees reporting a disability decreased from 1549 (2.0%) in 2016 to 1,546 (1.8%) in 2017.

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

Despite the Health Service Executive’s commitment to creating an inclusive working environment, this public body is still experiencing issues with data collection, disclosure and recruiting persons with disabilities. The NDA continues to be available to guide the Health Service Executive on these issues.

## Reporting Deadlines

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

Approximately 60% of government departments submitted their returns before the statutory deadline. The NDA appreciates their support and cooperation in submitting this data within the statutory deadline

The NDA also wishes to acknowledge their prompt response to any queries we had regarding data for the 2017 Departmental returns.

The final qualitative and quantitative reports from three Government Departments were submitted by August 2017.

# 1 Introduction

## 1.1 Legislative background

Part 5 of the Disability Act 2005 sets out a statutory role for the National Disability Authority (NDA) in monitoring employment of persons with disabilities in the public sector. It also details the reporting and monitoring obligations of public bodies and government departments in employment.

In summary, the obligations detailed in the Act are:

* Public bodies shall so far as practicable take all reasonable measures to promote and support the employment by it of persons with disabilities (S.47.1 a)
* Public bodies shall ensure, unless there is good reason to the contrary for not doing so, that they reach any compliance targets prescribed (S.47.2)
* Ministers shall establish a Monitoring Committee in their Departments (S.48.1)
* Public bodies shall submit an annual report on compliance to their Departmental Monitoring Committee by 31 March each year (S.48.2)
* The Monitoring Committee shall submit an annual report to the NDA by 30 June each year (S.48.5 d)
* Where a Minister or the NDA requests more information about compliance, a public body shall provide information within three months (S 49.1)
* After two successive years of non-compliance by any public body, where the NDA is of the opinion that the body is not compliant, it can request ‘specific measures’ that the public body shall take to achieve compliance.

## 1.2 Counting employees with disabilities

The Act does not set out any particular methods of counting or identifying employees with disabilities, although the NDA has previously advised public bodies about various methods that may be used. Each public body is responsible for choosing the appropriate method for counting employees with disabilities in their organisation each year. The NDA has 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 persons with disabilities, and it can be an element of improving a climate of disclosure.

## 1.3 Incrementally increasing recruitment of persons with disabilities

Under the **Comprehensive Employment Strategy for People with Disabilities 2015 – 2024**, the Government has committed to incrementally increasing the statutory employment target, so that by 2024, a minimum of 6% of employees in the public sector will be persons with disabilities.

The NDA 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.

The proposed approach to increasing the statutory target is as follows:

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

The NDA with continue to provide advice and guidance to public bodies on positive measures that they could implement to create inclusive work environments and to incrementally increase the recruitment of persons with disabilities.

The NDA expects public bodies to demonstrate as part of the reporting how they are implementing these measures and to show an incremental increase in the number of persons 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 persons with disabilities they recruit and in ensuring that they are making progress to reaching the minimum statutory target of 6% by 2024.

## 1.4 Review of the Part 5 Process

The NDA was conscious that the process by which it monitors and reports on public bodies’ compliance with Part 5 of the Disability Act (2005) has been in place for some time.

The NDA considers that it is timely to review this process, particularly to guide improved compliance in the future, with the Government’s commitment to incrementally increasing the statutory employment target for the employment of persons with disabilities in the public sector from a minimum of 3% to a minimum of 6% by 2024.

The NDA is commissioning a contractor to conduct this review. The objective of this review is to develop and implement a process that helps to:

* Enrich the data and transferable learning that emerges
* Identify gaps in the current processes and recommend improvements
* Result in a more user friendly process for public bodies to engage in
* Result in a more streamlined, efficient and feasible process for the NDA to manage
* As far as possible to guide continuous improvement across the public sector in creating inclusive work environments that promote and support the employment of persons with disabilities and where employees with disabilities feel supported and comfortable in disclosing a disability
* As far as possible to increase employment opportunities for persons with disabilities
* Identify specific measures that may be required to help public bodies to increase their compliance with the minimum statutory employment target of 6% by 2024

As part of this review, the contractor will be consulting with a number of stakeholders including: Senior Management teams, HR Departments, Disability Liaison Officers, the Monitoring Committees and employees with and without disabilities in the public sector. It is crucial that their views and recommendations, regarding this process are captured and considered.

The NDA will provide the relevant stakeholders with updates and information on the review process once the tendering process has been completed and a contractor has been selected.

## 2. Main Findings for 2017

## 2.1 The 3% target exceeded for seventh successive year

The proportion of employees declaring a disability in the public service exceeded the 3% target for the seventh successive year (see Table 1). The total number of employees and the number of employees with disabilities both increased from the 2016 figures.

The total number of employees at the end of 2017 was 225,809 - an increase of 11,818 (5.5%) from the total number of employees in 2016. The total number of employees with disabilities at the end of 2017 was 7,796 - an increase of 339 (4.6%) on the 2016 figure.

In previous years (from 2007 to 2013), the total number of employees decreased year-on-year. In contrast, the number of employees declaring a disability fluctuated up and down over the same period. The findings for 2017 show that it is the fourth consecutive year that both the total number of employees and the number of employees with disabilities in the public sector have increased, with this upward trend beginning in 2014.

The number of employees with disabilities reported in 2017 is the highest number of employees with disabilities ever recorded in the public sector in Ireland.

Table 1: Progress towards 3% target, 2007-2017

| Year | Total employees | Recorded no. of employees with disabilities | % of total employees |
| --- | --- | --- | --- |
| 2007 | 238,833 | 5,879  | 2.5% |
| 2008 | 229,000 |  6,083  | 2.7% |
| 2009 | 219,653 | 6,380  | 2.9% |
| 2010 | 210,249 | 5,748  | 2.7% |
| 2011 | 205,068 | 6,171  | 3.0% |
| 2012 | 197,588 | 6,611 | 3.3% |
| 2013 | 192,576 | 6,464 | 3.4% |
| 2014 | 195,278 | 6,771 | 3.5% |
| 2015 | 201,341 | 7,245 | 3.6% |
| 2016 | 213,991 | 7,457 | 3.5% |
| **2017** | **225,809** | **7,796** | **3.5%** |

## 2.2 Changes in public bodies

The following changes occurred in a number of public bodies in 2017. See Table 2 below:

Table 2. Changes in public bodies from 2016 - 2017

|  | Total number of employees | Number and % of employees with disabilities  |  |
| --- | --- | --- | --- |
| Public Body  | 2016 | 2017 | 2016 | 2017 | Changes in 2017 |
| Western Development Commission | 12 | 14 | 0 (0%) | 0(0%) | In 2016, this public body reported under the Department of Culture Heritage and the Gaeltacht. In 2017, this public body reported under the Department of Rural and Community Development  |
| Ordnance Survey Ireland (OSI) | 223 | 230 | 9 (4.0%) | 10 (4.3%) | In 2016, this public body reported under the Department of Justice and Equality. In 2017, this public reported under the Department of Housing Planning and Local Government |
| Irish Water safety | 7 | 7 | 0 (0%) | 0 (0%) | In 2016, this public body reported under the Department of Housing Planning and Local Government. In 2017, this public body reported under the Department of Rural and Community Development |
| Law Reform Commission | 18 | 22 | 0 (0%) | 1 (4.5%) | In 2016, this public body reported under the Department of the Taoiseach. In 2017, this public reported under the Department of Public Expenditure and Reform |
| Office of the Pensions Ombudsman | 6 |  | 1 (16.7%) |  | In 2016 this public body reported under the Department of Employment Affairs and Social Protection. The staff in this public body are civil servants on secondment to the Financial Services Ombudsman and are scheduled to transfer to the Financial Ombudsman on a full–time basis in January 2019 if they choose to remain there. As a result these staff are no longer counted in the Department’s staffing returns and their salary costs are recouped from the Financial Services Ombudsman. |
| Ombudsman for the Defence Forces | 3 |  | 0 (0%) |  | In 2017, this public body was included in the Department of Defence’s returns for 2017 so this public body did not make a separate return for 2017. |
| National Shared Services Office |  | 750 |  | 35 (4.7%) | In previous years this public body’s returns were included under the Department of Public Expenditure and Reform. In 2017 this public body reported separately under this Department for the first time. |
| Office of Government Procurement |  | 187 |  | 16 (8.6%) | In previous years this public body’s returns were included under the Department of Public Expenditure and Reform. In 2017 this public body reported separately under this Department for the first time |
| Department of Rural and Community Development |  | 115 |  | 8 (7%)) | This Department was established in 2017. This is the first year it is reporting under Part 5 of the Disability Act 2005. |
| Drogheda Port Company | 8 |  | 0(0%) |  | In 2017, ownership of this public body transferred to Louth County Council. This public body’s figures for 2017 were included in Louth County Council’s 2017 figures. |

## 2.3 Analysis by type of public sector body

The 2017 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

• Public Bodies staffed by Civil Servants.

### Commercial Bodies

The Commercial Bodies sector includes the state’s transport and energy companies and in 2017 accounted for 16.7% of the public sector workforce. The data for 2017 show the overall employee numbers increased by 80 to 37,623 and the number of employees reporting a disability increased by 12 to 1,596

 (+0.76%). In total 92.6% of bodies in this category achieved the target, an increase from the 2016 figure of 82.1% (see Table 3). The percentage of employees with disabilities across the commercial body category as a whole was 4.2%.

### Government Departments

Government Department employees account for just less than one in ten of public sector employees (9.1% of the total public sector). In 2017, there was a decrease in the total number of employees in Government Departments from 20,688 to 20,520. The number of employees with a disability decreased by 8 people from 952 in 2016 to 944 in 2017 but the percentage of employees reporting a disability (4.6%) remained the same in 2016 and 2017.

All Government Departments exceeded the 3% target for 2017 - the sixth successive year that the target was exceeded by all departments. The Department of Rural and Community Development was established in 2017 and strongly exceeded the 3% target for this year, with 7% of its employees reporting a disability.

### Local Government

The Local Government sector accounts for just under 14% of the public sector workforce and includes city and county councils, and other local authority bodies. The 2017 figures indicate a 2.4% increase of 709 employees from 30,027 in 2016 to 30,736 in 2017. The number of employees reporting a disability also increased by 36 people from 1,440 to 1,476 (+2.5%) in 2017. In total 91.4% of bodies in this category achieved the target, which is the same as the 2016 figures. The percentage of employees with disabilities across the local government category as a whole was 4.8%. The 32 public bodies (91.4%) out of 35 that achieved the target in this category included all the local authorities. The 3 public bodies (8.6%) that didn’t achieve the target were very small bodies that have less than 20 staff.

### Non-Commercial Bodies

This is the largest sector in the public service and accounts for over half (54.5%) of the public sector workforce. It contains the largest employer in the public sector, the 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.

Though the total number of employees reporting disabilities increased by 8.4%, the increase was not reflected in the overall percentage target achieved by this category.

HSE employees make up 70% of the total workforce of non-commercial bodies. However, the number of HSE employees reporting disabilities fell to 1.8% of the target. Because these employees make up such a high proportion of the total number of employees with disabilities employed by non-commercial bodies, the overall percentage reached by the category remained at 2.6% for the second year running. The increase in this sector’s growth resulted from another significant increase in the total number of employees employed by the Health Service Executive (+9,391). This accounted for 94.1% of the total increase in this sector.

Similar to previous years, this is the only sector that failed to reach the 3% target in 2017. However, it should be noted that the number of public bodies within this sector achieving or exceeding the minimum target increased from 66 (68%) in 2016 to 78 (80.4%) in 2017.

In 2017, the following bodies did not achieve the 3% target:

* The Health Service Executive 1.8% in 2017 (2.0% in 2016)
* Waterford Institute of Technology 2.7% in 2017 (2.4% in 2016)

### Public Bodies staffed by Civil Servants (PBCS)

In 2017, these agencies constitute 6.2% 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 2017 this sector increased by 1,214 employees to 13,889 of whom 4.3% (602) declared a disability. In total 75.6% of bodies in this sector achieved the target. This is same percentage as the 2016 figures.

### Summary

The 2017 data indicates that the categories of Commercial Bodies, Local Government Bodies, Non-Commercial bodies and 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, 2016, 2017

| 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 | % ofbodies achieving target | No. of Public Bodies |
| --- | --- | --- | --- | --- | --- | --- |
| Commercial 2017 | 37,623 | 1,596 | 4.2% | 16.7% | 92.6% | 27 |
| Commercial 2016 | 37,543 | 1,584 | 4.2% | 17.5% | 82.1% | 28 |
| Change 2016/2017 | **+80** | **+12** | **0** | **-0.8%** | **+10.5%** | **-1** |
|  |  |  |  |  |  |  |
| Gov. Dept. 2017 | 20,520 | 944 | 4.6% | 9.1% | 100.0% | 18 |
| Gov. Dept. 2016 | 20,688 | 952 | 4.6% | 9.7% | 100.0% | 17 |
| Change 2016/17 | **-168** | **-8** | **0%** | **-0.6%** | **0%** | **+1** |
|  |  |  |  |  |  |  |
| Local Gov 2017 | 30,736 | 1,476 | 4.8% | 13.6% | 91.4% | 35 |
| Local Gov 2016 | 30,027 | 1,440 | 4.8% | 14.0% | 91.4% | 35 |
| Change 2016/17 | **+709** | **+36** | **0%** | **-0.4%** | **0%** | **0** |
|  |  |  |  |  |  |  |
| Non-comm. 2017 | 123,041 | 3,178 | 2.6% | 54.5% | 80.4% | 97 |
| Non-comm. 2016 | 113,058 | 2,931 | 2.6% | 52.8% | 68.0% | 97 |
| Change 2016/17 | **+9,983** | **+247** | **0%** | **+1.7%** | **+12.4%** | **0** |
|  |  |  |  |  |  |  |
| PBCS 2017 | 13,889 | 602 | 4.3% | 6.2% | 75.6% | 41 |
| PBCS 2016 | 12,675 | 550 | 4.3% | 5.9% | 75.6% | 41 |
| Change 2016/17 | **+1214** | **+52** | **0%** | **+0.3%** | **0%** | **0** |
|  |  |  |  |  |  |  |
| Totals 2017 | 225,809 | 7,796 | 3.5% | 100.0% | 84.4% | 218 |
| Totals 2016 | 213,991 | 7,457 | 3.5% | 100% | 77.5% | 218 |
| Change 2016/17 | **+11,818** | **+339** | **0%** | **0%** | **+6.9%** | **0** |

## 2.4 Analysis by size of public sector body

### Public bodies with less than 100 employees

There are 82 public bodies with less than 100 employees in the public sector representing just under 1.5% of the entire workforce. This size category employs 3,390 people, of which 4.9% (167) have declared a disability. This category represents just under 2.1% of the workforce who have declared a disability (see Table 4).

This category includes public bodies who are very small in size. The number of staff in these public bodies varies in size from 3 people to 20 people. Each of these bodies with fewer than 20 people have reported that they have no employees with disabilities in 2017.

The NDA acknowledges that if a public body is very small with less than 20 staff then its size does impact its ability to make the 3% target. The departure of a staff member with a disability through retirement, via career break, or through a voluntary redundancy scheme, is one of the main factors that has prevented small public bodies from reaching the 3% target. Losing (or hiring) one extra staff member for bodies of this size represents the difference between meeting and not meeting the 3% target.

In public bodies of this small size, staff with disabilities may also not be comfortable disclosing their disability and this can also impact these public bodies’ ability to accurately report on their obligations under Part 5of the Disability Act 2005.

### Public bodies with between 100 and 999 employees

This size category has the highest number of public bodies (102) making up 19% of the total workforce. In total 42,902 people are employed in this category of which 4.4% (1,895) declared a disability. This size category represents 24.3% 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 27% of the total workforce. This cohort employs 60,392 employees, of which 4.3% (2,576) have declared a disability, representing exactly 33% of the workforce who have declared a disability.

Waterford Institute of Technology was the only public body in this category that did not make the minimum 3% target in 2017.

### Public bodies with over 5,000 employees

In 2017, this size category had the smallest number of public bodies (6) but represented the largest percentage of the total workforce (52.8%). It employed 119,125 employees of which 2.7% (3,158) have declared a disability. In 2017, these large public bodies accounted for 40.5% of all public sector employees who have declared a disability.

In 2016, this sector also had the smallest number of public bodies (6) but represented the largest percentage of the total workforce (51.2%). In 2016, it employed 109,660 employees of which 2.9% (3,204) were persons with disabilities. These larger public bodies accounted for 43% of all public sector employees who have declared a disability.

The public bodies in this category and their reported percentage of employees with disabilities for 2017 are:

* An Post 5.5% (5.4% in 2016)
* Department of Employment Affairs and Social Protection 5.0% (5.1% in 2016)
* Dublin City Council 5.8% (5.9% in 2016)
* Electricity Supply Board (ESB) 3.3% (3.8% in 2016)
* Health Service Executive 1.8% (2.0% in 2016)
* Revenue Commissioners 4.3% (4.3% in 2016)

With the exception of the An Post, the percentage of employees with a disability decreased for 4 of the public bodies in the 5000+ size category. The percentage of employees reporting a disability remained the same for the Revenue Commissioners.

Table 4: Data by size of public body 2017

| No. of Employees | No. of Public Bodies | Total Employees | No. of employees with disabilities  | % of employees with disabilities | % of total public sector workforce  | % of total public sector workforce with disabilities |
| --- | --- | --- | --- | --- | --- | --- |
| 1-99 |  82  |  3,390  |  167  |  4.9%  | 1.5% | 2.1% |
| 100 -999  |  102  |  42,902  |  1,895  |  4.4%  | 19.0% | 24.3% |
| **1,000 -4,999**  |  28  |  60,392  |  2,576  |  4.3 % | 26.7% | 33.0% |
| **5,000 +** |  6  |  119,125  |  3,158  |  2.7%  | 52.8% | 40.5% |
| **Total 2017** | **218** | **225,809** | **7,796** | **3.5%** | **100%** | **100%** |

### Summary

Just over half of the total public sector workforce is accounted for by employees working for the largest bodies (+5,000). This largest size category failed to reach the 3% target in 2017, falling just short at 2.7%.

## 2.5 Understanding the Changes

The NDA acknowledges that an additional 339 employees in the public sector reported a disability in 2017, but we would emphasise that more needs to be done in the public sector to increase employment levels for persons with disabilities.

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

However, the NDA is pleased to note that the following public bodies reported increases in the number of employees with disabilities in 2017 and clearly demonstrated that they had implemented measures to create a working environment where staff felt supported and comfortable in disclosing a disability.

Table 5. Increases in the number of employees with disabilities

|  | Total number of employees | Number and % of employees with disabilities  |  |
| --- | --- | --- | --- |
| Public Body  | 2016 | 2017 | 2016 | 2017 | Increase in the number of employees with disabilities in 2017 |
| Children and Family Agency (Tusla)  | 4,045 | 4,318 | 30 (0.7%) | 138 (3.2%) | +108 |
| Beamount Hospital | 3,962 | 4,084 | 124 (3.1%) | 168 (4.1%) | +44 |
| St James Hospital | 4,613 | 4,266 | 266 (5.8%) | 291 (6.8%) | +25 |
| Iarnród Éireann | 3,776 | 3,761 | 114 (3.0%) | 139 (3.7%) | +25 |
| Dublin Airport Authority (daa plc) | 3,095 | 3,294 | 135 (4.4%) | 156 (4.7%) | +21 |

**3. Monitoring and Compliance**

## 3.1 Compliance with the Act - 2014 and 2015

In 2016, 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 followed up with these 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 reviewed their responses with due regard to the extent of the effort made by those bodies to improve compliance.

The NDA has determined that the following bodies were non-compliant with Part 5 of the Disability Act 2005 for 2014 and 2015.

* Health Service Executive
* Beaumont Hospital
* National Treasury Management Agency
* Carlow County Council

The NDA has contacted the relevant Ministers and these public bodies regarding these determinations of non-compliance and the actions these public bodies need to implement under Part 5 of the Disability Act 2005.

The NDA is pleased to note that Beaumont Hospital and Carlow County Council achieved compliance in 2016.

## 3.2 Compliance with the Act - 2015 and 2016

In 2017, the NDA made S49 requests to the following substantial public bodies (staff over 50) who had not reached the 3% in 2015 and 2016:

* Heath Service Executive
* Bord Bia
* Children and Family Agency (Tusla)
* Health Research Board
* Horse Racing Ireland
* Irish Blood Transfusion Service
* National College of Arts and Design
* National Treasury Management Agency
* Personal Injuries Assessment Board
* Quality and Qualifications Ireland
* Waterford Institute of Technology

The NDA reviewed the responses received from these public bodies with due regard to the extent of the effort made by those bodies to improve compliance. The NDA sought clarification where necessary on information provided by these public bodies and determinations of non-compliance where applicable will issue in 2018.

The NDA is pleased to note that the following public bodies that have not reached the 3% in 2015 and 2016 achieved compliance in 2017.

Table 6. Bodies who achieved the 3% target in 2017

|  | Total number of employees | Number and % of employees with disabilities  |  |
| --- | --- | --- | --- |
| Public Body  | 2016 | 2017 | 2016 | 2017 | Increase in the number of employees with disabilities in 2017 |
| Children and Family Agency (Tusla)  | 4,045 | 4,318 | 30 (0.7%) | 138 (3.2%) | +108 |
| National Treasury Management Agency | 782 | 790 | 16 (2.0%) | 26 (3.3%) | +10 |
| Irish Blood Transfusion Service  | 602 | 600 | 17 (2.8%) | 20 (3.3%) | +3 |
| Bord Bia | 107 | 108 | 3 (2.8%) | 5 (4.6%) | +2 |
| Quality and Qualifications Ireland  | 76 | 74 | 1 (1.3%) | 3 (4.1%) | +2 |
| Horse Racing Ireland  | 187 | 195  | 5 (2.7%) | 6 (3.1%) | +1 |
| National College of Art and Design | 148 | 133 | 4 (2.7%) | 4 (3.0%) | +0 |

## 3.3 Compliance with the Act - 2016 and 2017

The Health Service Executive has not demonstrated the achievement of the 3% target for 2016 and 2017. The NDA continues to be available to guide the Health Service Executive on these issues.

The NDA also note that a following public bodies with staff over 50 have not made the 3% for 2016 and 2017:

* Health Research Board
* Personal Injuries Assessment Board
* Waterford Institute of Technology

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.

## 3.4 Responsibility in providing accurate data

The NDA works closely with the Monitoring Committees and the public bodies and provides them with guidance to help them improve the quality and the accuracy of the data they include in their Part 5 reports.

The NDA conducts a rigorous checking process to verify the accuracy of the data it receives. Responsibility for any errors or omissions of data that may occur in this report remains with the Monitoring Committees and the public bodies.

## 3.5 Monitoring Committees

The Monitoring Committees continue to work with the NDA to ensure that our guidance on creating an inclusive working environment is disseminated to the public bodies and to support public bodies to incrementally increase their recruitment of persons with disabilities, so that by 2024 a minimum of 6% of employees in the public sector will be persons with disabilities.

## 3.6 Rounding

All calculated percentages are rounded to one decimal place.

## 3.7 Errata – changes after publishing date

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

**Appendix A – Government Departments**

| **Department** | **Total number of employees** | **Number employees with disabilities** | **% workforce with disabilities** |  |
| --- | --- | --- | --- | --- |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| Department of Agriculture, Food & the Marine | 3,114 | 3,258 | 134 | 133 | 4.3%  | 4.1%  |
| Department of Business, Enterprise & Innovation(comparison made to Department of Jobs, Enterprise & Innovation 2016) | 854 | 871 | 44 | 45 | 5.2%  | 5.2%  |
| Department of Children & Youth Affairs | 190 | 242 | 12 | 13 | 6.3%  | 5.4%  |
| Department of Communications, Climate Action & Environment | 349 | 387 | 11 | 14 | 3.2%  | 3.6%  |
| Department of Culture, Heritage & the Gaeltacht(comparison made to Department of Arts, Heritage and the Gaeltacht 2016) | 634 | 649 | 20 | 20 | 3.2%  | 3.1%  |
| Department of Defence  | 371 | 351 | 20 | 20 | 5.4%  | 5.7%  |
| Department of Defence - Civilian Employees  | 487 | 469 | 21 | 20 | 4.3%  | 4.3%  |
| Department of Education & Skills | 1,319 | 1,372 | 52 | 55 | 3.9%  | 4.0%  |
| Department of Employment Affairs & Social Protection(comparison made to Department of Social Protection 2016) | 6,823 | 6,728 | 348 | 339 | 5.1%  | 5.0%  |
| Department of Finance | 301 | 320 | 9 | 13 | 3.0% | 4.1%  |
| Department of Foreign Affairs & Trade | 1,483 | 1,584 | 54 | 56 | 3.6%  | 3.5%  |
| Department of Health | 426 | 457 | 16 | 21 | 3.8%  | 4.6%  |
| Department of Housing, Planning & Local Government(comparison made to Department of Housing, Planning, Community & Local Government 2016) | 683 | 656 | 32 | 34 | 4.7%  | 5.2%  |
| Department of Justice & Equality | 1,783 | 1,945 | 98 | 110 | 5.5%  | 5.7%  |
| Department of Public Expenditure & Reform | 1,189 | 412 | 52 | 14 | 4.4%  | 3.4%  |
| **Department of Rural Community Development****(This Dept. was established in 2017 and did not report any data in 2016. See section 2.2 in the report)** |  | 115 |  | 8 |   | 7.0%  |
| Department of the Taoiseach | 196 | 218 | 8 | 10 | 4.1%  | 4.6%  |
| Department of Transport, Tourism & Sport | 486 | 486 | 21 | 19 | 4.3 % | 3.9%  |
| **Grand Total** | **20,688**  | **20,520**  | **952**  |  **944**  | **4.6%** | **4.6%** |

**Appendix B – Public bodies**

**Department of Agriculture, Food & the Marine**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employee** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| Bord Bia | 107 | 108 | 3 | 5 | 2.8% | 4.6% |
| Bord Iascaigh Mhara | 126 | 140 | 4 | 4 | 3.2% | 2.9% |
| Bord na gCon | 493 | 491 | 18 | 17 | 3.7% | 3.5% |
| Coillte | 509 | 442 | 30 | 23 | 5.9% | 5.2% |
| Horse Racing Ireland | 187 | 195 | 5 | 6 | 2.7% | 3.1% |
| Irish National Stud | 56 | 46 | 4 | 4 | 7.1% | 8.7% |
| Marine Institute | 204 | 216 | 9 | 9 | 4.4% | 4.2% |
| National Milk Agency | 5 | 5 | 0 | 0 | 0.0% | 0.0% |
| Sea Fisheries Protection Authority | 92 | 99 | 5 | 5 | 5.4% | 5.1% |
| Teagasc | 1,277 | 1,265 | 63 | 57 | 4.9% | 4.5% |
| Veterinary Council of Ireland | 6 | 6 | 0 | 0 | 0.0% | 0.0% |
| **Grand Total** | **3,062** | **3,013** | **141** | **130** | **4.6%** | **4.3%** |

Department of Business, Enterprise & Innovation (comparison made to

Department of Jobs, Enterprise & Innovation 2016

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employees** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| Competition and Consumer Protection Commission | 88 | 91 | 4 | 6 | 4.5% | 6.6% |
| Enterprise Ireland | 587 | 632 | 20 | 26 | 3.4% | 4.1% |
| Health & Safety Authority | 167 | 170 | 6 | 6 | 3.6% | 3.5% |
| IDA Ireland | 307 | 335 | 18 | 13 | 5.9% | 3.9% |
| InterTrade Ireland | 38 | 44 | 1 | 2 | 2.6% | 4.5% |
| National Standards Authority of Ireland (NSAI) | 133 | 137 | 5 | 6 | 3.8% | 4.4% |
| Personal Injuries Assessment Board | 80 | 83 | 1 | 1 | 1.3% | 1.2% |
| Science Foundation Ireland | 48 | 58 | 2 | 2 | 4.2% | 3.4% |
| **Grand Total** | **1,448** | **1,550** | **57** | **62** | **3.9%** | **4.0%** |

**Department of Children & Youth Affairs**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employee** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| Adoption Authority of Ireland | 24 | 22 | 3 | 2 | 12.5% | 9.1% |
| Child and Family Agency (TUSLA) | 4,045 | 4,318 | 30 | 138 | 0.7% | 3.2% |
| Oberstown Children Detention Campus | 267 | 267 | 16 | 16 | 6.0% | 6.0% |
| **Grand Total** | **4,336** | **4,607** | **49** | **156** | **1.1%** | **3.4%** |

**Department of Communications, Climate Action & Environment**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employees** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| An Post | 8,582 | 8,483 | 466 | 466 | 5.4% | 5.5% |
| Bord na Móna | 1,795 | 1,818 | 55 | 55 | 3.1% | 3.0% |
| Broadcasting Authority of Ireland | 37 | 38 | 1 | 2 | 2.7% | 5.3% |
| Commission for Communications Regulation (ComReg) | 120 | 120 | 4 | 4 | 3.3% | 3.3% |
| Commission for Regulation of Utilities (CRU) (comparison made to Commission for Energy Regulation CER 2016) | 100 | 90 | 8 | 6 | 8.0% |  6.7% |
| EirGrid Plc | 349 | 371 | 26 | 24 | 7.4% | 6.5% |
| Electricity Supply Board (ESB) | 6,079 | 6,189 | 234 | 202 | 3.8% | 3.3% |
| Environmental Protection Agency | 382 | 392 | 16 | 14 | 4.2% | 3.6% |
| Inland Fisheries Ireland  | 311 | 310 | 20 | 20 | 6.4% | 6.5% |
| Raidió Teilifís Éireann (RTÉ) | 1,984 | 1,924 | 72 | 64 | 3.6% | 3.3% |
| Sustainable Energy Authority of Ireland  | 53 | 78 | 2 | 3 | 3.8% | 3.8% |
| TG4 | 85 | 83 | 3 | 3 | 3.5% | 3.6% |
| The Digital Hub | 10 | 10 | 0 | 0 | 0.0% | 0.0% |
| **Grand Total** | **19,887** | **19,906** | **907** | **863** | **4.6%** | **4.3%** |

**Department of Culture, Heritage & the Gaeltacht (comparison made to Department of Arts, Heritage and the Gaeltacht 2016)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employee** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| Arts Council | 45 | 48 | 2 | 2 | 4.4% | 4.2% |
| Chester Beatty Library | 33 | 33 | 0 | 0 | 0.0% | 0.0% |
| Crawford Art Gallery | 19 | 18 | 2 | 2 | 10.5% | 11.1% |
| Heritage Council | 14 | 14 | 1 | 0 | 7.1% | 0.0% |
| Irish Museum of Modern Art (IMMA) | 106 | 105 | 6 | 5 | 5.7% | 4.8% |
| National Concert Hall | 85 | 86 | 4 | 4 | 4.7% | 4.7% |
| National Gallery of Ireland | 128 | 174 | 5 | 5 | 3.9% | 2.9% |
| National Library of Ireland | 88 | 88 | 7 | 10 | 8.0% | 11.4% |
| National Museum of Ireland | 157 | 182 | 9 | 9 | 5.7% | 4.9% |
| Údarás na Gaeltachta | 82 | 88 | 4 | 6 | 4.9% | 6.8% |
| Ulster-Scots Agency | 14 | 14 | 0 | 1 | 0.0% | 7.1% |
| Waterways Ireland | 236 | 234 | 9 | 7 | 3.8% | 3.0% |
| **Western Development Commission****(See section 2.2 in the report for 2017 figures)** | 12 |   | 0 |   | 0.0% |  |
| Forás Na Gaeilge | 48 | 50 | 2 | 4 | 4.2% | 8.0% |
| Screen Ireland (comparison made to The Irish Film Board 2016) | 20 | 19 | 1 | 0 | 5.0% | 0.0% |
| **Grand Total** | **1,087** | **1153** | **52** | **55** | **4.8%** | **4.8%** |

**Department of Education & Skills**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employee** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| Dún Laoghaire Institute of Art, Design & Technology | 256 | 291 | 14 | 10 | 5.5% | 3.4% |
| IT Athlone | 649 | 654 | 22 | 23 | 3.4% | 3.5% |
| IT Blanchardstown | 287 | 289 | 23 | 25 | 8.0% | 8.7% |
| IT Carlow | 760 | 851 | 28 | 29 | 3.7% | 3.4% |
| IT Cork | 1,381 | 1,416 | 57 | 60 | 4.1% | 4.2% |
| IT Dublin | 2,359 | 2,432 | 89 | 93 | 3.8% | 3.8% |
| IT Dundalk  | 595 | 685 | 30 | 34 | 5.0% | 5.0% |
| IT Galway-Mayo | 697 | 698 | 24 | 22 | 3.4% | 3.2% |
| IT Letterkenny | 355 | 361 | 19 | 20 | 5.4% | 5.5% |
| IT Limerick  | 622 | 618 | 25 | 26 | 4.0% | 4.2% |
| IT Sligo | 544 | 580 | 21 | 20 | 3.9% | 3.4% |
| IT Tallaght | 482 | 451 | 14 | 14 | 2.9% | 3.1% |
| IT Tralee | 393 | 383 | 13 | 13 | 3.3% | 3.4% |
| IT Waterford | 1,025 | 983 | 25 | 27 | 2.4% | 2.7% |
| Léargas | 40 | 46 | 0 | 5 | 0.0% | 10.9% |
| National College of Art and Design (NCAD) | 148 | 133 | 4 | 4 | 2.7% | 3.0% |
| Quality and Qualifications Ireland | 76 | 74 | 1 | 3 | 1.3% | 4.1% |
| SOLAS - Further Education & Training Authority | 197 | 187 | 18 | 16 | 9.1% | 8.6% |
| **Grand Total** | **10,866** | **11,132** | **427** | **444** | **3.9%** | **4.0%** |

**Department of Employment Affairs & Social Protection (comparison made to Department of Social Protection 2016)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employee** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| Citizens Information Board | 83 | 86 | 8 | 9 | 9.6% | 10.5% |
| **Office of the Pensions Ombudsman****(See section 2.2 in the report for information on 2017 data)** | 6 |   | 1 |   | 16.7% |   |
| The Pensions Authority | 51 | 62 | 2 | 3 | 3.9% | 4.8% |
| **Grand Total** | **140** | **148** | **11** | **12** | **7.9%** | **8.1%** |

**Department of Finance**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employee** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| National Treasury Management Agency | 782 | 790 | 16 | 26 | 2.0% | 3.3% |
| **Grand Total** | **782** | **790** | **16** | **26** | **2.0%** | **3.3%** |

**Department of Health**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employee** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| Beaumont Hospital | 3,962 | 4,084 | 124 | 168 | 3.1% | 4.1% |
| Dental Council | 6 | 9 | 0 | 0 | 0.0% | 0.0% |
| Dublin Dental Hospital | 210 | 210 | 12 | 12 | 5.7% | 5.7% |
| Food Safety Authority of Ireland | 75 | 77 | 4 | 4 | 5.3% | 5.2% |
| Health Information and Quality Authority | 198 | 216 | 6 | 8 | 3.0% | 3.7% |
| Health Insurance Authority | 11 | 10 | 1 | 1 | 9.1% | 10.0% |
| Health Products Regulatory Authority | 310 | 312 | 13 | 14 | 4.2% | 4.5% |
| Health Research Board | 65 | 63 | 1 | 1 | 1.5% | 1.6% |
| Health Service Executive | 76,221 | 85,612 | 1,549 | 1,546 | 2.0% | 1.8% |
| Institute of Public Health | 21 | 17 | 1 | 1 | 4.8% | 5.9% |
| Irish Blood Transfusion Service | 602 | 600 | 17 | 20 | 2.8% | 3.3% |
| Leopardstown Park Hospital | 249 | 258 | 19 | 19 | 7.6% | 7.4% |
| Medical Council | 70 | 79 | 2 | 3 | 2.9% | 3.8% |
| Mental Health Commission | 46 | 28 | 1 | 0 | 2.2% | 0.0% |
| National Cancer Registry Ireland | 52 | 58 | 2 | 4 | 3.8% | 6.9% |
| National Treatment Purchase Fund | 48 | 38 | 3 | 4 | 6.3% | 10.5% |
| Nursing and Midwifery Board of Ireland | 44 | 52 | 1 | 2 | 2.3% | 3.8% |
| Pharmaceutical Society of Ireland | 40 | 38 | 3 | 3 | 7.5% | 7.9% |
| Pre-Hospital Emergency Care Council | 14 | 14 | 0 | 1 | 0.0% | 7.1% |
| Safefood | 33 | 32 | 1 | 1 | 3.0% | 3.1% |
| St James's Hospital | 4,613 | 4,266 | 266 | 291 | 5.8% | 6.8% |
| The Adelaide and Meath Hospital | 3,146 | 3,119 | 95 | 106 | 3.0% | 3.4% |
| Voluntary Health Insurance Board  | 1,166 | 1,219 | 46 | 46 | 3.9% | 3.8% |
| **Grand Total** | **91,202** | **100,411** | **2,167** | **2,255** | **2.4%** | **2.2%** |

**Department of Housing, Planning & Local Government (comparison made to Department of Housing, Planning, Community & Local Government 2016)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employees** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| An Bord Pleanála | 150 | 164 | 6 | 12 | 4.0% | 7.3% |
| Carlow County Council | 346 | 349 | 13 | 14 | 3.8% | 4.0% |
| Cavan County Council  | 398 | 416 | 29 | 23 | 7.3% | 5.5% |
| Clare County Council | 761 | 806 | 28 | 37 | 3.7% | 4.6% |
| Cork City Council | 1,284 | 1,240 | 52 | 51 | 4.0% | 4.1% |
| Cork County Council | 2,530 | 2,551 | 91 | 93 | 3.6% | 3.6% |
| Donegal County Council | 920 | 938 | 33 | 34 | 3.6% | 3.6% |
| Dublin City Council | 5,610 | 5,741 | 332 | 331 | 5.9% | 5.8% |
| Dún Laoghaire–Rathdown County Council | 954 | 1031 | 36 | 39 | 3.8% | 3.8% |
| Eastern & Midland Regional Assembly  | 15 | 17 | 0 | 0 | 0.0% | 0.0% |
| Ervia/Gas Networks Ireland | 887 | 929 | 29 | 29 | 3.3% | 3.1% |
| Fingal County Council | 1,415 | 1,437 | 69 | 63 | 4.9% | 4.4% |
| Galway City Council | 448 | 450 | 26 | 28 | 5.8% | 6.2% |
| Galway County Council | 800 | 777 | 33 | 31 | 4.1% | 4.0% |
| Housing & Sustainable Communities Agency | 43 | 51 | 1 | 3 | 2.3% | 5.9% |
| Housing Finance Agency | 11 | 12 | 0 | 0 | 0.0% | 0.0% |
| Irish Water | 749 | 726 | 24 | 23 | 3.2% | 3.2% |
| **Irish Water Safety****(See section 2.2 in the report for 2017 data)** | 7 |   | 0 |   | 0.0% |  |
| Kerry County Council | 1,387 | 1,380 | 89 | 96 | 6.4% |  7.0% |
| Kildare County Council | 972 | 985 | 60 | 60 | 6.2% | 6.1% |
| Kilkenny County Council | 550 | 576 | 22 | 22 | 4.0% | 3.8% |
| Laois County Council | 419 | 430 | 17 | 17 | 4.1% | 4.0% |
| Leitrim County Council | 275 | 276 | 9 | 11 | 3.3% | 4.0% |
| Limerick City & County Council | 1,230 | 1,276 | 39 | 44 | 3.2% | 3.4% |
| Local Government Management Agency | 94 | 95 | 6 | 7 | 6.4% | 7.4% |
| Longford County Council | 301 | 310 | 16 | 19 | 5.3% | 6.1% |
| Louth County Council | 652 | 664 | 31 | 29 | 4.8% | 4.4% |
| Mayo County Council | 932 | 1123 | 71 | 71 | 7.6% | 6.3% |
| Meath County Council | 702 | 733 | 35 | 36 | 5.0% | 4.9% |
| Monaghan County Council | 417 | 469 | 25 | 25 | 6.0% | 5.3% |
| Northern & Western Regional Assembly | 16 | 15 | 0 | 0 | 0.0% | 0.0% |
| Offaly County Council | 389 | 386 | 15 | 13 | 3.9% | 3.4% |
| **Ordnance Survey Ireland (OSI)****(See section 2.2 in the report for 2016 figures)** |   | 230 |   | 10 |  | 4.3% |
| Residential Tenancies Board | 40 | 53 | 1 | 1 | 2.5% | 1.9% |
| Roscommon County Council | 403 | 412 | 19 | 20 |  4.7 | 4.9 |
| Sligo County Council | 411 | 434 | 16 | 17 | 3.9% | 3.9% |
| South Dublin County Council | 1,216 | 1,229 | 45 | 49 | 3.7% | 4.0% |
| Southern Regional Assembly | 25 | 22 | 0 | 0 | 0.0% | 0.0% |
| Tipperary County Council | 1,054 | 1,063 | 34 | 38 | 3.2% | 3.6% |
| Waterford City & County Council | 970 | 960 | 41 | 44 | 4.2% | 4.6% |
| Westmeath County Council | 472 | 474 | 21 | 21 | 4.4% | 4.4% |
| Wexford County Council | 946 | 942 | 65 | 71 | 6.9% | 7.5% |
| Wicklow County Council | 713 | 729 | 22 | 22 | 3.1% | 3.0% |
| **Grand Total** | **31,914** | **32,901** | **1501** | **1554** | **4.7%** | **4.7%** |

**Department of Justice& Equality**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employees** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| National Disability Authority | 34 | 34 | 5 | 3 | 14.7% | 8.8% |
| **Ordnance Survey Ireland (OSI)****(See section 2.2 in the report for 2017 figures)**  | 223 |   | 9 |   | 4.0% |  |
| **Grand Total** | **257** | **34** | **14** | **3** | **5.4%** | **8.8%** |

**Department of Public Expenditure & Reform**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employees** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta | 4 | 4 | 0 | 0 | 0.0% | 0.0% |
| An Coimisinéir Teanga | 6 | 7 | 0 | 0 | 0.0% | 0.0% |
| Central Statistics Office | 883 | 825 | 45 | 47 | 5.1% | 5.7% |
| Charities Regulatory Authority | 32 | 47 | 2 | 1 | 6.3% | 2.1% |
| Chief State Solicitor's Office | 253 | 262 | 14 | 8 | 5.5% | 3.1% |
| Courts Service | 1,024 | 1,072 | 34 | 35 | 3.3% | 3.3% |
| Data Protection Commissioner | 57 | 74 | 3 | 3 | 5.3% | 4.1% |
| Defence Forces Canteen Board | 3 | 3 | 0 | 0 | 0.0% | 0.0% |
| Department of Agriculture, Food & the Marine | 3,114 | 3,258 | 134 | 133 | 4.3% | 4.1% |
| Department of Business, Enterprise & Innovation (comparison made to Department of Jobs, Enterprise & Innovation 2016) | 854 | 871 | 44 | 45 | 5.2% | 5.2% |
| Department of Children & Youth Affairs | 190 | 242 | 12 | 13 | 6.3% | 5.4% |
| Department of Communications, Climate Action & Environment | 349 | 387 | 11 | 14 | 3.2% | 3.6% |
| Department of Culture, Heritage & the Gaeltacht (comparison made to Department of Arts, Heritage and the Gaeltacht 2016) | 634 | 649 | 20 | 20 | 3.2% | 3.1% |
| Department of Defence  | 371 | 351 | 20 | 20 | 5.4% | 5.7% |
| Department of Defence - Civilian Employees  | 487 | 469 | 21 | 20 | 4.3% | 4.3% |
| Department of Education & Skills | 1,319 | 1,372 | 52 | 55 | 3.9% | 4.0% |
| Department of Employment Affairs & Social Protection (comparison made to Department of Social Protection 2016) | 6,823 | 6,728 | 348 | 339 | 5.1% | 5.0% |
| Department of Finance | 301 | 320 | 9 | 13 | 3.0% | 4.1% |
| Department of Foreign Affairs & Trade | 1,483 | 1,584 | 54 | 56 | 3.6% | 3.5% |
| Department of Health | 426 | 457 | 16 | 21 | 3.8% | 4.6% |
| Department of Housing, Planning & Local Government (comparison made to Department of Housing, Planning, Community & Local Government 2016) | 683 | 656 | 32 | 34 | 4.7% | 5.2% |
| Department of Justice & Equality | 1,783 | 1,945 | 98 | 110 | 5.5% | 5.7% |
| Department of Public Expenditure & Reform | 1,189 | 412 | 52 | 14 | 4.4% | 3.4% |
| **Department of Rural Community Development****(This Dept. was established in 2017 and did not report data for 2016)** |   | 115 |   | 8 |  | 7.0% |
| Department of the Taoiseach | 196 | 218 | 8 | 10 | 4.1% | 4.6% |
| Department of Transport, Tourism & Sport | 486 | 486 | 21 | 19 | 4.3% | 3.9% |
| Garda Inspectorate | 12 | 11 | 1 | 1 | 8.3% | 9.1% |
| Garda Síochána Ombudsman Commission | 83 | 87 | 3 | 3 | 3.6% | 3.4% |
| Houses of the Oireachtas | 507 | 560 | 17 | 23 | 3.4% | 4.1% |
| Insolvency Service of Ireland | 67 | 81 | 1 | 3 | 1.5% | 3.7% |
| International Protection Appeals Tribunal | 39 | 42 | 2 | 2 | 5.1% | 4.8% |
| International Protection Office | 119 | 139 | 7 | 8 | 5.9% | 5.8% |
| Irish Film Classification Office | 7 | 7 | 1 | 0 | 14.3% | 0.0% |
| Irish Human Rights and Equality Commission | 41 | 45 | 3 | 5 | 7.3% | 11.1% |
| **Law Reform Commission****(See section 2.2 in the report for 2016 figures)** |   | 22 |   | 1 |  | 4.5% |
| Legal Aid Board | 489 | 483 | 16 | 18 |  3.3% | 3.7% |
| National Council for Curriculum & Assessment | 37 | 42 | 2 | 3 | 5.4% | 7.1% |
| National Council for Special Education | 99 | 100 | 5 | 5 | 5.1% | 5.0% |
| National Property Services Regulatory Authority  | 19 | 29 | 1 | 1 | 5.3% | 3.4% |
| **National Shared Services Office** **(See section 2.2 in the report for information on 2016 data)** |   | 750 |   | 35 |   | 4.7% |
| **Office of Government Procurement** **(See section 2.2 in the report for information on 2016 data)** |   | 187 |   | 16 |   | 8.6% |
| Office of Public Works | 664 | 700 | 23 | 23 | 3.5% | 3.3% |
| Office of the Attorney General | 136 | 133 | 9 | 6 | 6.6% | 4.5% |
| Office of the Comptroller & Auditor General | 145 | 145 | 6 | 6 | 4.1% | 4.1% |
| Office of the Director of Public Prosecutions | 195 | 202 | 11 | 11 | 5.6% | 5.4% |
| Office of the Ombudsman | 124 | 123 | 4 | 4 | 3.2% | 3.3% |
| Office of the Secretary to the President | 27 | 28 | 1 | 1 | 3.7% | 3.6% |
| Office of the Tax Appeals Commissioner | 5 | 13 | 0 | 0 | 0.0% | 0.0% |
| **Ombudsman for the Defence Forces (See section 2.2 in the report for information on 2017 data )** | 3 |   | 0 |   | 0.0% |  |
| Policing Authority | 20 | 29 | 0 | 0 | 0.0% | 0.0% |
| Property Registration Authority | 526 | 544 | 35 | 33 | 6.7% | 6.1% |
| Public Appointments Service | 156 | 177 | 5 | 7 | 3.2% | 4.0% |
| Revenue Commissioners | 6,345 | 6,372 | 275 | 274 | 4.3% | 4.3% |
| State Examinations Commission | 158 | 159 | 5 | 5 | 3.2% | 3.1% |
| The Ombudsman for Children's Office | 14 | 14 | 0 | 0 | 0.0% | 0.0% |
| The Private Security Authority | 39 | 43 | 1 | 1 | 2.6% | 2.3% |
| The State Laboratory | 92 | 98 | 5 | 4 | 5.4% | 4.1% |
| Valuation Office (comparison made to Valuation Office/Valuation Tribunal 2016) | 118 | 128 | 7 | 6 | 5.9% | 4.7% |
| **Grand Total** | **33,236** | **34,307** | **1496** | **1543** | **4.5%** | **4.5%** |

**Department of Rural & Community Development**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employee** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| **Irish Water Safety****(See section 2.2 in the report for 2016 data)** |   | 7 |   | 0 |   | 0.0% |
| **Western Development Commission****(See section 2.2 in the report for 2016 data)** |   | 14 |   | 0 |   | 0.0% |
| **Grand Total** |  | **21** |  | **0** |   | **0.0%** |

**Department of the Taoiseach**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employees** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| **Law Reform Commission****(See section 2.2 in the report for 2017 data)** | 18 |   | 0 |   | 0.0% |  |
| National Economic and Social Development Office | 17 | 17 | 1 | 1 | 5.9% |  5.9% |
| **Grand Total** | **35** | **17** | **1** | **1** | **2.9%** | **5.9%** |

**Department of Transport, Tourism & Sport**

|  |  |  |  |
| --- | --- | --- | --- |
| **Public Body** | **Total number of employees** | **Number employees with disabilities** | **% workforce with disabilities** |
|  | **2016** | **2017** | **2016** | **2017** | **2016** | **2017** |
| Bus Éireann | 2,571 | 2,446 | 100 | 98 | 3.9% | 4.0% |
| Commission for Aviation Regulation | 17 | 18 | 0 | 0 | 0.0% | 0.0% |
| Commission for Railway Regulation (previously Railway Safety Commission) | 14 | 16 | 0 | 0 | 0.0% | 0.0% |
| Córas Iompair Éireann | 191 | 193 | 6 | 7 | 3.1% | 3.6% |
| daa plc | 3,095 | 3,294 | 135 | 156 | 4.4% | 4.7% |
| **Drogheda Port Company****(See section 2.2. in this report for information on 2017 data)** | 8 |   | 0 |   | 0.0% |  |
| Dublin Bus | 3,500 | 3,469 | 165 | 172 | 4.7% |  5.0% |
| Dublin Port Company | 148 | 153 | 5 | 12 | 3.4% | 7.8% |
| Dun Laoghaire Harbour Company | 21 | 21 | 1 | 1 | 4.8% | 4.8% |
| Fáilte Ireland | 353 | 312 | 14 | 19 | 4.0% | 6.1% |
| Galway Harbour Company | 12 | 14 | 0 | 0 | 0.0% | 0.0% |
| Iarnród Éireann | 3,776 | 3,761 | 114 | 139 | 3.0% | 3.7% |
| Irish Aviation Authority | 658 | 663 | 23 | 25 | 3.5% | 3.8% |
| New Ross Port Company | 4 | 4 | 0 | 0 | 0.0% | 0.0% |
| Port of Cork Company | 121 | 134 | 4 | 4 | 3.3% | 3.0% |
| Port of Waterford Company | 31 | 35 | 0 | 2 | 0.0% | 5.7% |
| Road Safety Authority | 325 | 344 | 12 | 20 | 3.7% | 5.8% |
| Shannon Foynes Port Company | 50 | 60 | 2 | 2 | 4.0% | 3.3% |
| Shannon Group Plc | 436 | 460 | 17 | 16 | 3.9% | 3.5% |
| Sport Ireland | 33 | 38 | 4 | 3 | 12.1% | 7.9% |
| Tourism Ireland | 42 | 44 | 2 | 2 | 4.8% | 4.5% |
| Transport Infrastructure Ireland | 250 | 257 | 10 | 11 | 4.0% | 4.3% |
| National Transport Authority  | 83 | 83 | 4 | 3 | 4.8% | 3.6% |
| **Grand Total** | **15,739** | **15,819** | **618** | **692** | **3.9%** | **4.4%** |

**Appendix C – Employee’s census response rates 2017**

| **Public Body** | **% response** |
| --- | --- |
| Adoption Authority of Ireland | 68.2% |
| An Bord Pleanála | 54.9% |
| Arts Council | 37.5% |
| Beaumont Hospital  | 41.3% |
| Bord Bia | 85.2% |
| Bord Iascaigh Mhara | 66.4% |
| Broadcasting Authority of Ireland | 57.9% |
| Bus Éireann | 4.7% |
| Carlow County Council | 52.4% |
| Cavan County Council  | 53.8% |
| Charities Regulatory Authority | 61.7% |
| Chief State Solicitor's Office | 20.6% |
| Child and Family Agency (TUSLA) | 20.5% |
| Clare County Council | 60.5% |
| Coillte | 3.4% |
| Commission for Communications Regulation (ComReg) | 5.8% |
| Commission for Railway Regulation (previously Railway Safety Commission) | 100.0% |
| Commission for Regulation of Utilities (CRU) (comparison made to Commission for Energy Regulation CER 2016) | 74.4% |
| Competition and Consumer Protection Commission | 100.0% |
| Córas Iompair Éireann | 51.3% |
| Cork County Council  | 39.6% |
| daa plc | 60.6% |
| Data Protection Commissioner | 40.5% |
| Department of Finance | 4.7% |
| Department of Justice & Equality | 61.1% |
| Department of Public Expenditure & Reform | 14.8% |
| Department of Rural Community Development | 58.3% |
| Dublin City Council | 33.7% |
| Dublin Port Company | 77.1% |
| Electricity Supply Board (ESB) | 63.9% |
| Enterprise Ireland | 52.5% |
| Environmental Protection Agency | 0.3% |
| Fáilte Ireland  | 58.7% |
| Forás Na Gaeilge | 78.0% |
| Garda Inspectorate | 45.5% |
| Health Information and Quality Authority  | 47.2% |
| Health Insurance Authority  | 100.0% |
| Heritage Council | 100.0% |
| Houses of the Oireachtas | 4.6% |
| Housing Finance Agency | 100.0% |
| Insolvency Service of Ireland | 24.7% |
| Institute of Public Health | 100.0% |
| International Protection Appeals Tribunal | 45.2% |
| International Protection Office | 53.2% |
| InterTrade Ireland | 2.3% |
| Irish Blood Transfusion Service  | 3.3% |
| Irish Film Classification Office | 57.1% |
| Irish Human Rights and Equality Commission | 68.9% |
| Irish Museum of Modern Art (IMMA) | 48.6% |
| IT Blanchardstown | 21.8% |
| IT Carlow | 40.0% |
| IT Dundalk | 54.9% |
| IT Tallaght | 4.2% |
| IT Waterford | 15.2% |
| Kildare County Council | 77.6% |
| Leargas  | 80.4% |
| Leopardstown Park Hospital  | 97.7% |
| Limerick City & County Council | 25.5% |
| Longford County Council | 5.5% |
| Marine Institute | 56.9% |
| Medical Council | 69.6% |
| Mental Health Commission | 89.3% |
| National Cancer Registry Ireland | 72.4% |
| National Disability Authority | 94.1% |
| National Economic and Social Development Office | 100.0% |
| National Library of Ireland | 75.0% |
| National Milk Agency | 100.0% |
| National Property Services Regulatory Authority | 58.6% |
| National Shared Services Office | 16.8% |
| National Standards Authority of Ireland (NSAI) | 46.7% |
| National Transport Authority  | 57.8% |
| National Treatment Purchase Fund | 60.5% |
| Northern & Western Regional Assembly | 60.0% |
| Office of Government Procurement | 34.8% |
| Office of the Ombudsman | 53.7% |
| Personal Injuries Assessment Board | 100.0% |
| Pharmaceutical Society of Ireland | 71.1% |
| Port of Waterford Company | 100.0% |
| Public Appointments Service | 70.6% |
| Quality and Qualifications Ireland | 55.4% |
| Road Safety Authority | 49.1% |
| Science Foundation Ireland | 63.8% |
| Screen Ireland (comparison made to The Irish Film Board 2016) | 100.0% |
| Sustainable Energy Authority of Ireland  | 83.3% |
| TG4 | 88.0% |
| The Digital Hub | 70.0% |
| The Pensions Authority  | 61.3% |
| The Private Security Authority | 81.4% |
| The State Laboratory | 77.6% |
| Tourism Ireland | 100.0% |
| Ulster-Scots Agency | 92.9% |
| Valuation Office (comparison made to Valuation Office/Valuation Tribunal 2016) | 68.8% |
| Voluntary Health Insurance Board  | 91.3% |
| Waterford City & County Council | 28.0% |



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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.**