

**2012 Report on Compliance with Part 5 of the
Disability Act 2005 on Employment of People with
Disabilities in the Public Service to Mr. Alan
Shatter TD, Minister for Justice, Equality and
Defence**

The National Disability Authority presents this Report under section 15(6) of the National Disability Authority Act 1999, as inserted by section 50(2) of the Disability Act 2005.

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I. Principal findings for 2012

I.1 Introduction

Part 5 of the Disability Act 2005 ("the Act") sets out the obligations on public service bodies with regard to the employment of people with disabilities.

There are three interlinked requirements which public bodies must fulfill:

- Public bodies must, insofar as practicable, take all reasonable measures to promote and support their employment of people with disabilities.
- Public bodies shall ensure, unless there are good reasons for not doing so, that at least 3% of their employees are people with disabilities.
- Public bodies must report on an annual basis to a statutory monitoring committee in their parent Department on the number of people with disabilities in their employment and the measures they are taking to promote and support their employment. The monitoring committees in turn submit their reports on such compliance to the Minister of their parent Department and to the National Disability Authority (NDA).

Recording the number of staff with a disability

The Act is not prescriptive on how the number of staff with a disability is recorded. The National Disability Authority has recommended to public bodies that they should conduct an initial baseline census of staff to ascertain whether or not they have a disability (as defined in the Disability Act), and that this data should subsequently be updated by tracking the disability status of those who enter or leave employment, as well as adding in staff who acquire a disabling condition.

Although the data collected is used anonymously for statistical purposes only, inevitably there are people across the public sector who are reluctant to disclose a disability, as well as staff who are reluctant to or neglect to return a data form. While it is emphasised that disclosure of a disability is no reflection on any individual's capacity to do their job, some public bodies have reported that there are staff who are reluctant to see their disability recorded for this reason.

The percentage employment rate is calculated based on the recorded number of staff with disabilities as a percentage of the total staff complement. Where the number of staff with a disability provided by a public body is based on incomplete information, for example a low response rate to a staff census, the recorded percentage of staff with disabilities may underestimate the true figure. Movements from year to year in the recorded proportion of staff with disabilities

may be due not only to real changes, but may also reflect changes in how effectively the number of staff with disabilities is measured.

Continued fall in public sector numbers

This report takes place against a background of a continuing fall in overall public sector numbers, and an embargo on recruitment and filling of vacancies in the mainstream civil service and across much of the rest of the public sector. There were some 3,700 fewer people employed in the public bodies covered by the Act in 2012 compared to a year previously. There has been a 19% fall in the number of people employed in these bodies since the monitoring process began in 2007. These factors have limited the scope available to many public bodies to use a proactive recruitment strategy as a means of achieving the statutory 3% target, and of offering job openings to people with disabilities.

1.2 Public sector exceeds 3% target for the second consecutive year

The proportion of staff with disabilities reported for the public service as a whole reached 3.3% in 2012. This shows that the change recorded last year when the 3% target was reached for the first time is being sustained.

After two years in which there was a decrease in the reported number of people with disabilities working in the public service, it has now increased again and is at the highest recorded figure since statutory monitoring came into force. The number of staff with disabilities recorded in the public sector stood at 6,611 in 2012 compared to 5,879 in 2007. This was despite the fact that the total number of staff working in the public service has been decreasing since 2007 with a fall of 37,500 since the peak (see Table 1). Some of the reported increase is likely due to better recording by public bodies of the number of staff with disabilities, alongside a greater willingness by staff to disclose they have a disability for the purpose of this annual monitoring.

Table 1: Progress towards 3% Target, 2007-2012

	Total staff	Recorded no. of staff with disabilities	% of total staff
2007	238,833	5,879	2.5%
2008	229,000	6,083	2.7%
2009	219,653	6,380	2.9%
2010	210,249	5,748	2.7%
2011	205,067	6,171	3.1%
2012	201,333	6,611	3.3%

1.3 Increase in the proportion of public bodies meeting the target

A total of 270 bodies¹ submitted employment figures for the 31st December 2012. Of these 270 bodies 58% (n=157) achieved the 3% target and 42% of bodies are yet not reaching the 3% target. This is an increase from the 2011 figure of 52% (n=144) achieving the target, and just under the peak figure of 2010, where 59% of public bodies reached the target.

1.4 Analysis by type of public sector body

As in previous years, in order to identify explanatory patterns, the NDA has categorised the 2012 data into five types of public bodies: government departments; public bodies staffed by civil servants (PBCS); local government bodies; commercial public bodies and non-commercial public bodies. The following section presents results by type of agency and some comparisons to 2011 data are made. The information is displayed in Table 2.

In 2012, the reported overall number of employees in the public sector decreased by 3,734 people. Increases in total staff numbers were found in two areas: the non-commercial sector (+817) and Government Departments (+180). Increases in the number of staff with disabilities were reported in three areas: Government Departments (+23), commercial (+16) and non-commercial state bodies (+531).

As in 2011, the reported percentage of staff with disabilities increased in each sector except for public bodies staffed by civil servants, which fell slightly from 3.5% in 2011 to 3.2% in 2012.

¹The data for the 270 bodies comes from 236 data sets as the 35 individual County and City Enterprise Boards submit one collective return due to small employee numbers in each Board.

Once again, despite improved numbers on 2011, the non-commercial sector was the only sector that failed to reach the 3% target. However, figures in this sector show the reported numbers of employees with disabilities in 2012 (2,481 or 2.5%) has increased from both the 2011 (1,950 or 2%) and 2010 figures (1,773, or 1.7%). These results are discussed in detail in the rest of this section.

Government Departments

Government Departments account for about one in ten public sector employees. In 2012, the 17 Government Departments employed 20,384 people, of whom 873 (4.3%) were reported to have a disability. All of the 17 Government Departments achieved the 3% target unlike in 2011 when one Department, the newly established Department of Children and Youth Affairs, did not. However in 2012, the Department of Children and Youth Affairs reported 5.8% of staff with a disability.

Public bodies staffed by civil servants

These constitute about 7% of the public sector workforce. This sector includes bodies whose staff 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 2012, this sector employed 13,957 people of whom 451 (3.2%) were reported as people with disabilities. This is a slight decrease from the 2011 figure when there were 15,247 employees of which 537 (3.5%) were reported as having a disability. 65% of these agencies reached the employment target in 2012.

Local Government

The local government sector accounts for just under 16% of the public sector workforce and includes city and county councils and other local authority bodies. In total 31,309 people were employed in the local government sector in 2012. This includes a reported 1,346 (4.3%) people with disabilities. In numerical terms this is a decrease from the 1,390 (4.2%) in 2011 of reported staff with a disability, but the percentage has increased marginally by 0.1% on a lower total staff complement. This is because the reduction in the total number of employees with disabilities is proportionally less than the reduction in the total number of employees. 81% of local government bodies achieved the target.

Commercial Bodies

The commercial bodies sector includes the state's transport and energy companies and accounts for 17.5% of the public sector workforce. In 2012, the commercial bodies reported that they employed 35,329 people, which included 1,460 (4.0%) people with disabilities. However, the total number of employees reported as having disabilities increased by 16 from the 2011 figure of 1,444

(3.9%), although on a reduced overall staff complement. 62% of bodies in this sector reached the target.

Non-commercial Bodies

This is the largest sector in the public service which accounts for just half of the public sector workforce. It also contains the largest employer in the public sector, the Health Service Executive (HSE). It includes other health bodies along with the Institutes of Technology, cultural bodies like the National Concert Hall as well as advisory bodies such as Food Safety Authority of Ireland. It employs 100,354 people of whom 2,481 (2.5%) were reported as having a disability. The reported overall employment figures for the non-commercial sector increased by 817 in 2011 while the total number of staff reported as having a disability rose by 531 from 1,950 in 2011. As in previous years (2010, 2011) this sector is the only one where a majority of bodies did not reach the 3% target, however this sector includes a number of very small bodies. 44% of public bodies reached the 3% target in 2012, and improvement from 41% doing so in 2011.

Summary picture

In sum, the 2012 data shows an overall increase of 440 staff reported as having a disability. It also shows a decrease in the total staff employed in the public sector of 3,734. As a result, the overall percentage of people with disabilities has increased for a second consecutive year to 3.3%. In terms of achieving the target, over 50% of agencies within each sector reached the target except the non-commercial sector (although progress is being made in this sector).

The 2011 report showed a decrease in the overall number of agencies achieving the target from 59% in 2010 to 54% in 2011. The 2012 figures reverse this and show an increase to 58% of public bodies achieving the target. Thus, across each sector, all relevant figures (number of staff with disabilities, percentage of staff with disabilities, percentage of bodies achieving target) were reported as having increased in 2012.

Table 2: Data by type of public body 2011, 2012²

Type of public sector body	Total staff	No. of staff with disabilities	% staff with disabilities	% of total workforce	% achieving target
Gov Dept. 2012	20,384	873	4.3%	10.1%	100.0%
Gov Dept. 2011	20,204	850	4.2%	9.9%	94.1%
Change 2011/12	+180	+23	+0.1%	+0.2%	+5.9%
PBCS³ 2012	13,957	451	3.2%	6.9%	65.2%
PBCS 2011	15,247	537	3.5%	7.7%	60.4%
Change 2011/12	-1,290	-86	-0.3%	-0.8%	+4.8%
Local Gov 2012	31,309	1,346	4.3%	15.6%	81.1%
Local Gov 2011	32,718	1,390	4.2%	15.9%	79.5%
Change 2011/12	-1,409	-44	+0.1%	-0.3%	+1.6%
Commercial 2012	35,329	1,460	4.0%	17.5%	62.1%
Commercial 2011	37,361	1,444	3.9%	18.2%	50.0%
Change 2011/12	-2,032	+16	+0.1%	-0.7%	+12.1%
Non-commercial 2012	100,354	2,481	2.5%	49.8%	44.0%
Non-commercial 2011	99,537	1,950	2.0%	48.3%	40.1%
Change 2011/12	+817	+531	+0.5%	+1.5%	+3.9%
Totals 2012	201,333	6,611	3.3%	100%	58.1%
Totals 2011	205,067	6,171	3.0%	100%	53.6%
Change 2011/12	-3,734	+440	+0.3%	-	+4.5%

The next section analyses the data by the size of public sector body.

1.5 Analysis by size of public sector body

As in 2011, the data for 2012 shows that almost half of public sector staff are employed in public bodies with 5,000 or more people (see Table 3). However, when the data is analysed by size, the 5,000+ category is the only cohort in the size category that did not reach the 3% target.

The following section describes the findings by size of public body and some comparisons to 2011 data are made. The information is displayed in Table 3.

² For the purpose of this report actual numbers of employees in public bodies required to meet the target are used, not the Whole Time Equivalents.

³ PBCS stands for public bodies staffed by civil servants

Small public bodies (less than 50 staff)

There are 109 public bodies with fewer than 50 staff members. A total of 1,620 staff work in this category of whom 66 (4.1%) in 2012 were reported to have disabilities. This represents 0.8% of the public sector workforce and 1% of public sector staff with disabilities.

In 2011, a total of 113 public bodies with 1,634 staff were reported in this group and of these staff 65 (4.0%) had disabilities.

Medium-sized public bodies

Public bodies with 50 and less than 100 staff

There were 27 public bodies in this group with a total of just over 2,000 staff. This group constitutes both 1% of the public sector workforce, and has 1% of those with disabilities. There were 3.4% (72) of staff with disabilities in 2012, as against 3% in 2011.

Public bodies with 100 and less than 500 staff

This had 71 public bodies with a total of 18,465 staff members of whom 800 (4.3%) in 2012 were reported to have a disability. This sub group represents 9% of the public sector workforce and 12% of public sector staff with disabilities.

In 2011, this group had 68 public bodies with a total of 16,785 staff members and of these staff 733 (4.4%) had a disability.

Public bodies between 500 and less than 1,000 staff

This group had 30 public bodies with a total of 21,196 staff members of whom 836 (3.9%) in 2012 were reported to have a disability. This represents 11% of the public sector workforce and 13% of public sector staff with disabilities.

In 2011, this sub group had 33 public bodies with a total of 22,749 staff members and of these staff 888 (3.9%) had a disability.

Large public bodies (over 1,000 staff)

There are 33 public bodies with over 1,000 staff members. There are 157,961 staff members in this group and in 2012 4,837 (3.1%) were reported as having a disability. At 79% this represents the largest cohort of the public sector workforce and contains 73% of public sector staff with disabilities.

The 2011 report found that this group had 161,895 staff members of whom 4,424 (2.7%) had a disability. In 2011 this was the only size category which did not reach the 3% target. The 2012 data shows a reported increase of 448 staff with disabilities in the 5,000+ category.

However as shown in Table 3, the 5,000 plus category failed to reach the target again this year. The six bodies in this group will be examined further in Chapter 2.

Table 3: Data by size of public body, changes 2011-2012

No. of Staff	Year	No. of Public Bodies	Total Staff	No. of staff with disabilities	% staff with disabilities	% of workforce	% workforce with disabilities
1 – 49	2012	109 ⁴	1,620	66	4.1%	0.8%	1.0%
	2011	113	1,634	65	4.0%	0.8%	1.1%
Change 11/12		-4	-14	+1	+0.1%	-	-0.1%
50-99	2012	27	2,090	72	3.4%	1.0%	1.1%
	2011	27	2,005	61	3.0%	1.0%	1.0%
Change 11/12		-	+85	+11	+0.4%	-	+0.1%
100-499	2012	71	18,465	800	4.3%	9.2%	12.1%
	2011	68	16,785	733	4.4%	8.2%	11.9%
Change 11/12		+3	+1,680	+67	-0.1%	+1.0%	+0.2%
500-999	2012	30	21,196	836	3.9%	10.5%	12.6%
	2011	33	22,749	888	3.9%	11.1%	14.4%
Change 11/12		-3	-1,553	-52	-	-0.6%	-1.8%
1000-4,999	2012	27	54,213	1,911	3.5%	26.9%	28.9%
	2011	29	60,346	1,946	3.2%	29.4%	31.5%
Change 11/12		-2	-6,133	-35	+0.3%	-2.5%	-2.6%
5,000 +	2012	6	103,748	2,926	2.8%	51.5%	44.3%
	2011	6	101,549	2,478	2.4%	49.5%	40.2%
Change 11/12		-	2,199	+448	+0.4%	+2.0%	+4.1%
Total 2012	2012	270	201,333	6,611	3.3%	100%	100%
Total 2011	2011	276	205,067	6,171	3.0%	100%	100%
Change 11/12		-6	-3,734	+440	+0.3%		

Chapter 2 of this report discusses the interpretation of these findings and the explanations for the changes reported in 2012.

⁴ This includes the 35 individual County and City Enterprise Boards with an average of 3 staff each.

2. Understanding the Changes in 2012

The fact that the public sector as a whole reached the 3% target in 2012 for the second consecutive year is a good achievement. The 2012 data shows that the target was not only achieved but at 3.3% was exceeded. This chapter will examine some of the reasons underlying this positive outcome. Some remaining weaknesses have been identified and chapter 3 makes suggestions on how to address them.

2.1 Where are the significant levels of change in the reported numbers of staff with disabilities?

To understand why the overall reported figures are increasing it is helpful to examine where these increases are found. Table 4 lists the seven bodies that reported an increase of 15 or more in the number of staff with a disability. In total these bodies reported an increase of 668 staff with disabilities.

The highest proportion of the reported increase in 2011/12 figures comes from the HSE with an increase of 481 staff members reported as having disabilities. This is the second consecutive year the HSE has reported an increase of staff with disabilities. And part of the explanation for this lies in the area of data collection. The HSE has been making a steady improvement in the numbers of staff responding to their staff survey; its response rate for the staff survey has risen to 69% in 2012 from 56% in 2010. So it is likely that improved data collection and higher levels of disclosure are significant in the reported change, along with possible improvements in retention and/or recruitment of staff with disabilities. The only other body to report this level of increase is the Department of Social Protection. This department employed 6,486 staff in 2010 and this increased to 7,148 in 2011, a rise of 662 staff members.

Table 4: Bodies which reported an increase of 15 or more in number of staff with disabilities, 2011 - 2012

Public body	Recorded increase in staff with disabilities
1. Health Service Executive	481
2. Dublin Bus	62
3. Department of Social Protection	43
4. St James Hospital Board	25
5. Iarnród Éireann	23
6. Dublin Institute of Technology	19
7. Cork IT	15
Total Increase 2012	668

Whilst there was an increase in the number of staff with disabilities overall in the public sector, the 2012 figures reveal there was also an increase in the bodies reporting a decrease of 15 or more in the numbers of staff with disabilities. Table 5 illustrates this point. In total 8 bodies and a total of 235 staff members fit this category. Comparative figures for 2011 showed 2 bodies reporting significant decreases in staff with disabilities, totalling 34. One possible explanation for the higher reported losses of staff with disabilities in 2012 could be the early retirement incentive scheme within in the public sector that closed in March 2012, as older staff tend to have a higher rate of disability.

Table 5: Bodies which reported a decrease of 15 or more in number of staff with disabilities, 2011 - 2012

Public Body	Recorded decrease in staff with disabilities
1. Electricity Supply Board	-42
2. Office of the Revenue Commissioners	-35
3. Dublin Airport Authority	-33
4. Property Registration Authority	-33
5. Beaumont Hospital	-31
6. FÁS	-23
7. Cork City Council	-23
8. Bus Éireann	-15
Total Decrease 2012	-235

To understand more about why certain sections are not reaching the target (the 5,000+ category, the non-commercial sector) these were examined in more detail as set out in the following sections. It should be noted that there is some overlap in these analyses, given that the non commercial state bodies includes very large bodies such as the HSE.

2.2 The Non-Commercial Sector

As noted earlier the public sector is categorised by the NDA into five types of public bodies: Government Departments; public bodies staffed by civil servants (PBCS); local government bodies; commercial public bodies and non-commercial public bodies. As in 2011, over half of agencies within each section reached the target in 2012 with the exception of the non-commercial sector.

There are 107 bodies in the non-commercial sector, of which 45 did not achieve the target. In this group, 99 bodies have fewer than 1,000 staff; 5 have between

1,000 and 3,000 staff members; and of the remainder, 2 have 3,000-4,000 staff members and the HSE has nearly 70,000 staff.

The HSE accounts for over a third of the total public sector workforce. The success or otherwise of the HSE in employing people with disabilities, and in recording the numbers of such staff as it employs, is a significant factor in the overall recorded achievement of the 3% target, and of achievement of the target for the non-commercial state body or the larger state bodies sub-sectors.

It is important to acknowledge that the HSE's size and complexity creates logistical issues in collecting data on staff with a disability, to a greater degree than for other state bodies. The HSE also report a significant degree of reluctance by staff to have their disability status recorded, and as a result to allow the HSE to achieve complete coverage in their staff census. Considerable efforts were put in to improving data coverage in 2012, with the result that almost 70% of staff submitted returns. This improvement in coverage has contributed to the overall national performance in relation to the 3% target, and to a better result across the non-commercial state sector as a whole.

2.3 Bodies with 5,000+ employees

Analysis by size has shown that the 5,000 plus category also failed to reach the target. There are six bodies in this cohort; the HSE with 69,432 staff; An Post with 9,288 staff; The Department of Social Protection with 7,148 staff; Office of the Revenue Commissioners with 6,175 staff; Dublin City Council with 6,102 staff; and ESB with 5,603 staff (see Table 6).

As a whole this sector lost 2,199 staff members but reported 448 more staff with disabilities. Most bodies in this group reported lower overall staff numbers (An Post, Office of the Revenue Commissioners, Dublin City Council, and ESB). The HSE and the Department of Social Protection gained overall staff numbers and in this group accounted for most of the reported increase in the number of staff with disabilities (HSE reported staff with disabilities up by 481 and Department of Social Protection up by 43).

As noted earlier, larger bodies may meet with challenges in relation to effective and comprehensive data collection that smaller bodies may not encounter. Therefore it is somewhat unsurprising that this group continually find it most difficult to reach the target. The HSE alone would add 694 staff with disabilities if it were to meet the 3% target (assuming current staffing levels overall). This would bring the 5,000+ cohort as a whole above the target also.

Two of the bodies in this size group (the HSE and Dublin City Council) took part in the NDA programme of specific guidance described in the next section of the report.

Table 6: Reported changes 2011-2012 in Public Bodies employing more than 5,000 staff

Name	Year	Total staff	Recorded no. of staff with disabilities	% of staff with disabilities
Health Service Executive	2012	69,432	1,413	2.0%
	2011	66,333	932	1.4%
Change 2011/12		+3,099	+481	+0.6%
An Post	2012	9,288	432	4.7%
	2011	9,423	424	4.5%
Change 2011/12		-135	+8	+0.2%
Department of Social Protection	2012	7,148	315	4.4%
	2011	6,486	272	4.2%
Change 2011/12		+662	+43	+0.2%
Office of the Revenue Commissioners	2012	6,175	163	2.6%
	2011	6,391	198	3.1%
Change 2011/12		-216	-35	-0.5%
Dublin City Council	2012	6,102	304	5.0%
	2011	6,400	311	4.9%
Change 2011/12		-290	-7	0.1%
Electricity Supply Board	2012	5,603	299	5.3%
	2011	6,516	341	5.2%
Change 2011/12		-913	-42	-0.1%
Totals 2012		103,748	2,926	2.8%
Totals 2011		101,549	2,478	2.4%
Change 2011/12		-2,199	+448	+0.4%

2.4 The NDA Programme of Specific Guidance

The NDA report for 2010 on compliance with Part 5 recommended a programme of specific guidance targeted at the eight largest public bodies which had not met the 3% target. These were the HSE, Dublin City Council, Iarnród Éireann, Dublin Bus, Dublin Institute of Technology (DIT), Garda Civilian Staff, Dublin Airport Authority and Cork IT.

The National Disability Authority implemented a strategic process of engagement with each of these bodies, establishing relationships with senior management teams in these organisations, to assist them to develop supports to address the issues that were preventing each of them from meeting their obligations under Part 5.

The NDA also advised these bodies to put policies in place in preparation for the time when they will be in a position to recruit additional staff, in order to plan ahead for recruitment of staff with disabilities. In some cases, these larger bodies were now in a position to recruit staff, and the NDA gave guidance on strategies to increase the opportunities of recruiting qualified people with disabilities for available positions:

- Working closely with disability organisations to promote vacancies and to recruit suitably qualified candidates with disabilities
- Linking in with disability organisations, including the Association of Higher Education Access and Disability (AHEAD), to increase the number of work placements provided to people with disabilities
- Ensuring that job advertisements and application forms are provided in accessible formats
- Ensuring that job advertisements and application forms state that candidates selected for interview can request any necessary reasonable accommodations that will enable them to participate in the interview process
- Providing disability awareness training to interview boards.

The most common issue that affected all of these bodies related to data collection such as obtaining an accurate count of employees with disabilities and non-disclosure of employees with disabilities of their status for a variety of reasons. The NDA worked with the eight public bodies to address any identified issues in ways such as:

- Developing a strategy to encourage and support staff to return completed staff census forms and voluntarily disclose their disability status. As part of this strategy, each body's Communication Department has produced articles in staff newsletters and on the staff intranets which highlight relevant points such as disclosure being a confidential process and that information collected is used anonymously to record the progress of the public body concerned in employment of staff with disabilities
- Engaging with relevant trade unions asking them to inform and encourage their members to return staff census forms
- Encouraging a more proactive approach to securing the return of census forms, such as line managers reminding their staff to return the confidential forms

Round table for Institutes of Technology

In addition, the NDA held a roundtable for the Institutes of Technology in December 2012. The objective of the roundtable was to enable the ITs to share good practice in meeting the 3% target and to advise them on implementing NDA guidance. The NDA also hosted a conference which covered public bodies' obligations to deliver accessible services to customers with disabilities (Part 3 of the Disability Act) as well as Part 5 on employing staff with disabilities, where information about good practice in achieving and sustaining the 3% target was shared.

The eight programme bodies are pro actively implementing the NDA guidance and the benefits of this are reflected in the 2012 returns, which report higher numbers of staff with disabilities.

2.5 Encouraging Good Practice by Public Bodies

The NDA also provided public bodies more generally with information about:

- NDA's free resources that they may find useful, for example, the disability equality elearning programme and the guide to retention of employees with disabilities
- A new suite of guidance for all public bodies to assist them to meet their obligations under Part 5. This guidance is available under the heading **How to reach and build on 3% jobs target** on the Employment and Training section of our website www.nda.ie

The 2012 data shows the continued use of important good practice measures across all public bodies:

- 158 bodies reported being subject to a code of practice in relation to employment of people with disabilities (166 in 2011)
- 159 bodies reported having a written action plan or policy on employment of people with disabilities (156 in 2011)
- 129 (136 in 2011) reported having conducted an access audit on their premises and a further 51 (49 in 2011) bodies reported having conducted an access audit on some of their premises.

Furthermore 121 people with disabilities received work experience opportunities during 2012 which is an increase from the 2011 figure of 95.

2.6 Summary

The 2012 data shows a reported increase of 440 in the numbers of staff with disabilities in the public sector. This increase, along with a decrease of overall

staff numbers by 3,734 increased the proportion of staff with disabilities in the public sector to 3.3% in 2012.

The information for this report is collected from 270 public bodies. Overall 58% of these bodies report achieving the target in 2012 as opposed to 42% who have not yet done so. Section 3 of this report considers the way forward and makes proposals for further improving the performance of the public sector and individual public bodies in relation to the target.

3 The Way Forward

The milestone of meeting the 3% target for the first time was passed in 2011. So it was decided that there should be four specific further goals for the Part 5 monitoring process in 2012. These were:

- to support public bodies to maintain and, if possible, exceed the 3.1% achieved in 2011
- to intensify efforts to improve the performance of individual public bodies, with a continued focus on larger bodies and those few bodies which are recruiting, so that the proportion of those reaching the target would progressively rise
- to disseminate specific guidance to public bodies on leadership, effective recruitment, retention, and workforce planning
- to strengthen the monitoring process through better data collection

The 2012 findings show that these goals were met. In particular, it is a welcome development that the recorded proportion of people with disabilities employed in the public sector as a whole increased from the 3.1% achieved in 2011 to 3.3% in 2012.

However, a minority of individual public bodies remain below the target, despite improved figures in 2012. Plans for the future must, therefore include a continuation, and indeed strengthening, of the actions taken by the National Disability Authority to support public bodies to reach the target. These include the following:

3.1 Building the 3% target into forward workforce planning

For public bodies, the target to reach 'not less than 3%' of the workforce with disabilities remains an ongoing commitment that must be built in to future planning for workforce needs. Public bodies should plan not only to reach but also to exceed the target, in line with the spirit of the legislation. It was welcome to note that in 2012 more public bodies had exceeded the target.

When the 3% target was first introduced on a non-statutory basis in 1977, a number of special competitions, confined to applicants with disabilities, were put in place to ensure the recruitment of a cohort of staff with disabilities. Many of this initial intake are now coming up towards retirement, and it will be essential for public bodies to ensure that future recruitment builds in the requirement to attain and maintain 3% of staff with disabilities.

This means that public bodies, both those that now meet the target, and those that have yet to reach it, should:

- Anticipate that people with disabilities who are currently on staff may leave or retire, and plan ahead to maintain and grow the proportion of staff with disabilities
- Focus on how they can enhance recruitment, retention and support for staff with disabilities
- Build the requirement to have 3% of staff with disabilities into planning around recruitment
- Identify future skills needs
- Consider how current employees with disabilities can be skilled up to meet those future skills needs
- Consider how the public body can work in partnership with education and training bodies to plan for future availability of appropriately skilled people with disabilities to meet anticipated skills needs
- Ensure that procedures for recruitment are designed to attract people with disabilities to apply, and they are accommodated in the selection process
- Identify relevant disability organisations who may be able to assist in sourcing potential recruits with disabilities

3.2 Draw on successful experience

Public bodies which have not yet achieved the target can learn from the experience of sister public bodies which have successfully achieved it. As mentioned, during 2012 the NDA facilitated a useful sharing of learning in this respect among Institutes of Technology.

Public bodies which take a proactive approach to supporting staff with disabilities are more likely to be successful in reaching and maintaining the 3% target, as well as fulfilling their statutory duty to promote and support the employment of people with disabilities. Useful elements of a proactive approach are:

- Providing leadership from the top on disability employment⁵
- Planning for a positive disability work culture

⁵ See Alban-Metcalfe J (2008). Effective Leadership and Organisational Culture for the Recruitment and Retention of People with Disabilities in the Public Sector. www.nda.ie

- Supporting current employees to remain in work – both those staff who now have a disability, and those who may experience onset of a disability in the future
- Reviewing personnel policies and practices to ensure they give effect to the legal obligations to “promote and support the employment of people with disabilities” (Disability Act) as well as obligations under the Employment Equality Acts
- Planning for an accessible work environment, including by conducting access audits of premises
- Learning from good practice in the public sector, through liaison with sister bodies that have achieved success, and through linking in to the relevant public service networks.

3.3 More effective monitoring

Ensuring comprehensive and reliable data

Data collection which provides a true picture of the level of employment of people with disabilities is important so that the true situation in relation to Part 5 can be tracked and any underlying underperformance can be identified and addressed. This area of the monitoring process has been steadily improving, especially among the public bodies which participated in the NDA programme of specific guidance. The National Disability Authority will continue to work with public bodies on efficient and effective data collection systems.

Compliance with statutory deadlines

In order to ensure the statutory deadlines set out for the annual reporting process were met, the National Disability Authority stated its intention to name public bodies or Monitoring Committees that would be in technical breach of the Act in failing to meet the deadlines for submission of the statutory returns. This proposal was intended to make the monitoring exercise more efficient and effective. This communication had the intended effect as, for the first time, all but two of the Monitoring Committees met the deadline for reporting to the NDA by 30th June 2013, and the two exceptions were resolved within less than a week of the deadline. This success made the next stages of analysing and interpreting the data more efficient and less resource wasteful than before.

Handover processes

In 2012, it was noted that the continuing high levels of change across the public sector had been impacting on the process of monitoring employment of people with disabilities in the public service. Change is now an integral part of the public service, and it is notable that in many cases improved handover processes were put in place which ensured continuity and a smoother operation of the statutory processes during the monitoring exercise in respect of 2012.

3.4 Conclusion

The breakthrough achieved in 2011, when the public sector reported reaching the 3% target for the first time, provided a boost for on-going efforts to implement this important positive action measure aimed at increasing the employment rate of people with disabilities. It is a hopeful sign that the breakthrough occurred and was then maintained during a time of difficulty and challenge. This gives encouragement to all involved to redouble efforts to ensure that not alone is the achievement of the 3% target across the public sector maintained but also that the maximum possible number of public bodies also reaches the target in the near future.

The National Disability Authority expects to continue with a programme of specific guidance to targeted public sector bodies in order to support them to move towards achievement of the 3% target. Other anticipated measures in the coming year by the NDA include

- other sectoral exercises such as that conducted with the Institutes of Technology
- a seminar for public bodies to share good practice
- continued and updated general advice, guidance and useful tools for public bodies
- individualised advice and guidance to public bodies as appropriate
- annual meetings with Monitoring Committee Chairs, and with Monitoring Committee Secretaries. These have been a particularly important forum in a period of change, for supporting newly appointed personnel to take up their new roles and responsibilities in a speedy and effective manner. They have also facilitated the exchange of good practice and of learning.

The resumption of limited recruitment in the civil service, and an anticipated end to the recruitment embargo as the public finances come into balance, will be opportunities to increase the efforts to ensure that the public service plays a key role in ensuring job opportunities for people with disabilities.

The general employment rate of people with disabilities continues to be half that of non-disabled people. Public sector employment will have an important role to play as part of the ten-year comprehensive employment strategy for people with disabilities now in preparation.

Appendix A: Government Department data on 3% employment target

	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
Government Departments					
Department of Agriculture, Food and the Marine	3,447	114	3.3%	117	3.2%
Department of Arts, Heritage and the Gaeltacht	563	18	3.2%	18	3.2%
Department of Children and Youth Affairs	137	8	5.8%	3	2.4%
Department of Communications, Energy & Natural Resources	266	12	4.5%	14	5.0%
Department of Defence	350	14	4.0%	14	4.0%
Department of Defence - Civilian Employees	590	31	5.3%	36	5.4%
Department of Education & Skills	1,206	43	3.6%	46	3.4%
Department of the Environment, Community & Local Government	815	33	4.0%	33	4.1%
Department of Finance	330	11	3.3%	11	3.9%

	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
Department of Foreign Affairs & Trade	1,454	51	3.5%	52	3.5%
Department of Health	383	14	3.7%	12	6.0%
Department of Jobs, Enterprise and Innovation⁶	800	49	6.1%	54	6.6%
Department of Justice and Equality⁷	1,823	111	6.1%	113	5.4%
Department of Public Expenditure & Reform	369	15	4.1%	20	6.5%
Department of Social Protection	7,148	315	4.4%	272	4.2%
Department of the Taoiseach	212	11	5.2%	8	4.7%
Department of Transport, Tourism & Sport	491	23	4.7%	27	5.1%
Total	20,384	873	4.3%	850	4.2%

⁶ The 2010 figures are from the Department of Enterprise, Trade and Innovation

⁷ The 2010 figures are from the Department of Justice and Law Reform

Appendix B: Other public bodies data on 3% employment target

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

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
Department of Agriculture, Food and the Marine					
Bord Bia	90	1	1.1%	1	1.1%
Bord Iascaigh Mhara	126	7	5.6%	0	0.0%
Bord na gCon	165	6.3	3.8%	5.3	3.3%
Coillte	609	31	5.1%	32	5.0%
Horse Racing Ireland	149	4	2.7%	3	2.1%
Irish National Stud	58	0	0.0%	0	0.0%
Marine Institute	183	12	6.6%	9	4.7%
National Milk Agency	5	0	0.0%	0	0.0%
Sea Fisheries Protection Authority	87	7	8.0%	4	4.3%
Teagasc	1,083	60	5.5%	64	5.3%
Veterinary Council of Ireland	5	0	0.0%	0	0.0%
Department of Arts, Heritage and the Gaeltacht					
Arts Council	49	1	2.0%	1	1.9%
Chester Beatty Library	31	1	3.2%	1	3.3%
Crawford Gallery	18	3	16.7%	3	21.4%
Foras na Gaeilge	61	0	0.0%	0	0.0%
Heritage Council	15	1	6.7%	1	6.7%
Irish Film Board	17	1	5.9%	1	5.9%
Irish Museum of Modern Art	67	2	3.0%	2	3.0%
National Concert Hall	91	5	5.5%	5	5.5%

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
National Gallery of Ireland	112	3	2.7%	3	3.0%
National Library of Ireland	98	9	9.2%	9	8.5%
National Museum of Ireland	178	9	5.1%	9	5.0%
Udarás na Gaeltachta	85	4	4.7%	6	6.5%
Ulster Scots Agency	15	0	0.0%	0	0.0%
Waterways Ireland	250	9	3.6%	12	4.7%
Department of Children and Youth Affairs					
Family Support Agency	13	0	0.0%	0	0.0%
National Educational Welfare Board	91	3	3.3%	3	3.3%
Oberstown Boys School	77	0	0.0%	0	0.0%
Oberstown Girls School	50	0	0.0%	2	3.6%
Trinity House School	96	2	2.1%	4	4.0%
Department of Communication, Energy and Natural Resources					
An Post	9,288	432	4.7%	424	4.5%
Bord Gais Éireann	1,072	39	3.6%	42	3.8%
Bord na Móna	1,820	65	3.6%	65	3.4%
Broadcasting Authority of Ireland	37	1	2.7%	1	2.6%
Commission for Communications Regulation	110	4	3.6%	4	3.2%
Commission for Energy Regulation	73	4	5.5%	4	5.7%
Digital Hub Development Agency	14	0	0.0%	0	0.0%
Eirgrid Plc	334	41	12.3%	41	13.0%
Electricity Supply Board	5,603	299	5.3%	341	5.2%
Inland Fisheries Ireland	326	15	4.6%	19	5.4%

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
National Oil Reserves Agency	Exempt	Exempt	Exempt	Exempt	Exempt
Ordnance Survey Ireland	250	8	3.2%	6	2.1%
Radio Telefís Éireann	1,858	67	3.6%	80	3.8%
Sustainable Energy Authority of Ireland	54	1	1.9%	0	0.0%
TG4	83	3	3.6%	0	0.0%
Department of Education and Skills					
Athlone IT	681	21	3.1%	21	3.1%
Cork IT	1,468	32	2.2%	17	1.2%
Dublin Institute of Technology	2,317	47	2.0%	28	1.1%
Dun Laoghaire IADT	276	14	5.1%	10	3.3%
FÁS	1,142	36	3.2%	59	3.0%
Galway/Mayo IT	669	23	3.4%	23	3.2%
IT Blanchardstown	264	12	4.5%	8	3.2%
IT Carlow	656	21	3.2%	18	3.0%
IT Dundalk	508	23	4.5%	25	4.8%
IT Sligo	505	15	3.0%	16	3.0%
IT Tallaght	386	12	3.1%	7	1.8%
IT Tralee	329	13	4.0%	3	0.9%
Léargas	34	1	2.9%	1	2.8%
Letterkenny IT	316	14	4.4%	12	3.3%
Limerick IT	623	22	3.5%	19	3.0%
NCAD	125	3	2.4%	2	1.6%
Quality and Qualifications Ireland	82	1	1.2%	New body	New body
Waterford IT	871	27	3.1%	14	1.6%
Department of Environment, Community and Local Government					
An Bord Pleanála	158	6	3.8%	7	4.2%
An Comhairle Leabharlanna	Dissolved			0	0.0%
Border, Midland and Western Regional Assembly	13	0	0%	0	0.0%

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
Dublin Docklands Development Authority	16	0	0.0%	0	0.0%
Environmental Protection Agency	318	13	4.1%	15	4.5%
Housing and Sustainable Communities Agency	39	1	2.6%	1	2.5%
Housing Finance Agency	13	0	0.0%	0	0.0%
Irish Water Safety Association	7	0	0.0%	0	0.0%
Limerick Northside Southside Regeneration	Dissolved			0	0.0%
Local Government Computer Services Board	Merged with LGMA			4	4.8%
Local Government Management Agency	120	5	4.2%	5	19.2%
Private Residential Tenancies Board	23	1	4.3%	0	0.0%
Radiological Protection Institute of Ireland	47	0	0.0%	1	2.0%
Western Development Commission	11	0	0.0%	New Agency	
Southern and Eastern Regional Assembly	23	0	0.0%	0	0.0%
City and County Councils					
Carlow	317	5	1.6%	8	2.4%
Cavan	404	30	7.4%	31	7.0%
Clare	800	36	4.5%	41	4.9%
Cork City	1,344	56	4.2%	79	3.1%
Cork County	2,661	71	2.7%	57	3.9%
Donegal	944	33	3.5%	33	3.3%
Dublin City	6,102	304	5.0%	311	4.8%

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
Dun Laoghaire Rathdown	1,090	45	4.1%	45	3.9%
Fingal	1,518	64	4.2%	61	3.9%
Galway City	464	23	5.0%	32	3.3%
Galway County	816	33	4.0%	23	4.9%
Kerry	1,439	66	4.6%	71	5.1%
Kildare	970	53	5.5%	41	4.1%
Kilkenny	546	22	4.0%	24	4.2%
Laois	369	10	2.7%	12	3.0%
Leitrim	283	11	3.9%	14	4.7%
Limerick City	490	21	4.3%	27	3.8%
Limerick County	652	22	3.4%	13	2.5%
Longford	302	15	5.0%	13	4.1%
Louth	713	42	5.9%	45	6.3%
Mayo	1,190	76	6.4%	73	5.8%
Meath	686	24	3.5%	27	3.8%
Monaghan	418	21	5.0%	20	4.6%
North Tipperary	437	16	3.7%	15	2.9%
Offaly	404	14	3.5%	16	3.6%
Roscommon	457	18	3.9%	21	4.3%
Sligo	480	9	1.9%	11	2.1%
South Dublin	1,293	40	3.1%	45	3.2%
South Tipperary	695	24	3.5%	26	3.8%
Waterford	466	17	3.6%	17	3.4%
Waterford City	359	25	7.0%	27	6.2%
Westmeath	475	32	6.7%	36	7.2%
Wexford	929	45	4.8%	46	5.0%
Wicklow	758	23	3.0%	24	3.0%
Department of Finance					
National Treasury Management Agency	500	13	2.6%	9	2.1%
Department of Health					
Beaumont Hospital	2,906	89	3.1%	120	3.5%
Board of the Adelaide & Meath Hospital	3,028	78	2.6%	74	2.5%
Bord Altranais	44	1	2.3%	1	2.4%

2012 Report on Compliance with Part 5 of the Disability Act 2005

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
Dental Council	5	0	0.0%	0	0.0%
Drug Treatment Centre Board	102	3	2.9%	2	2.0%
Dublin Dental Hospital Board	205	9	4.4%	10	3.9%
Food Safety Authority of Ireland	78	2	2.6%	2	2.5%
Health Information and Quality Authority	154	6	3.9%	9	6.0%
Health Insurance Authority	10	1	10.0%	0	0.0%
Health Research Board	67	1	1.5%	2	2.9%
Health Service Executive	69,432	1,413	2.0%	932	1.4%
Institute of Public Health in Ireland	27	1	3.7%	1	4.2%
Irish Blood Transfusion Service	574	13	2.3%	13	2.1%
Irish Medicines Boards	288	11	3.8%	12	4.4%
Leopardstown Park Hospital Board	231	19	8.2%	19	7.9%
Medical Council	53	0	0.0%	2	3.8%
Mental Health Commission	33	2	6.1%	2	4.8%
National Cancer Registry Ireland	51	2	3.9%	2	3.6%
National Treatment Purchase Fund	49	3	6.1%	2	4.5%
Pharmaceutical Society of Ireland	25	2	8.0%	0	0.0%
Pre-Hospital Emergency Care Council	13	0	0.0%	0	0.0%
Safefood	34	0	0.0%	0	0.0%
St James's Hospital Board	3,849	174	4.5%	149	3.4%

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
Voluntary Health Insurance Board	1,036	35	3.4%	38	3.7%
Department of Jobs, Enterprise and Innovation					
Competition Authority	42	2	4.8%	1	2.4%
County and City Enterprise Boards (35 bodies)	134	3	2.2%	3	2.3%
Enterprise Ireland	668	20	3.0%	22	3.0%
Forfás	88	5	5.7%	7	6.6%
Health & Safety Authority	173	6	3.5%	5	2.7%
IDA Ireland	254	14	5.5%	13	4.9%
Injuries Board	69	0	0.0%	0	0.0%
InterTrade	40	1	2.5%	1	2.3%
Irish Auditing and Accounting Supervisory Authority	14	0	0.0%	0	0.0%
National Standards Authority of Ireland	141	6	4.3%	6	4.2%
Science Foundation Ireland	41	0	0.0%	0	0.0%
Shannon Development	108	6	5.6%	6	4.9%
Department of Justice and Equality					
Irish Human Rights Commission	10	0	0.0%	0	0.0%
National Disability Authority	34	7	20.3%	8	22.8%
Department of Public Expenditure and Reform					
Adoption Authority of Ireland	23	0	0.0%	0	0.0%
An Coimisinéir Teanga	5	0	0.0%	0	0.0%
An Garda Síochána - Civilian Staff	2,357	60	2.5%	59	2.3%

2012 Report on Compliance with Part 5 of the Disability Act 2005

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
Army Pensions Board	2	0	0.0%	0	0.0%
Central Statistics Office	744	41	5.5%	43	4.7%
Commissioner of Charitable Donations & Bequests	6	0	0.0%	0	0.0%
Civil Defence Board	28	4	14.3%	4	14.3%
Commission for Public Service Appointments	Included with	Office of the	Ombudsman	0	0.0%
Courts Service	998	32	3.2%	34	3.2%
Defence Forces Canteen Board	17	1	5.9%	1	5.9%
Equality Authority	25	1	4.0%	1	2.9%
Equality Tribunal	28	4	14.3%	5	17.2%
Film Classification Office	7	0	0.0%	0	0.0%
Labour Relations Commission	48	4	8.3%	5	10.0%
Law Reform Commission	18	0	0.0%	1	5.0%
Legal Aid Board	363	17	4.7%	17	4.4%
National Consumer Agency	37	3	8.1%	4	10.0%
National Council for Curriculum and Assessment	27	2	7.4%	2	8.3%
National Council for Special Education	103	5	4.9%	5	4.7%
National Property Services Regulatory Authority	10	1	10.0%	1	10.0%
Office of Public Works	633	21	3.3%	21	3.1%
Office of the Appeals Commissioner	4	0	0.0%	0	0.0%
Office of the Attorney General	125	5	4.0%	5	4.0%

2012 Report on Compliance with Part 5 of the Disability Act 2005

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
Office of the Chief State Solicitor	237	10	4.2%	10	4.5%
Office of the Comptroller and Auditor General	138	2	1.4%	4	2.7%
Office of the Data Protection Commissioner	23	1	4.3%	1	4.5%
Office of the Director of Public Prosecutions	199	11	5.5%	9	4.4%
Office of the Houses of the Oireachtas	389	12	3.1%	20	4.4%
Ombudsman for Children	14	0	0.0%	0	0.0%
Office of the Ombudsman for the Defence Forces	4	0	0.0%	0	0.0%
Office of the Ombudsman/Office of the Information Commissioner	96	3	3.1%	5	5.4%
Office of the President	26	1	3.8%	1	4.3%
Office of the Refugee Applications Commissioner	87	5	5.7%	7	6.0%
Office of the Revenue Commissioners	6,175	163	2.6%	198	3.1%
Private Security Authority	34	1	2.9%	1	2.8%
Property Registration Authority	134	7	5.2%	40	6.4%
Public Appointments Service	98	6	6.1%	7	6.6%
Refugee Appeals Tribunal	41	2	4.9%	4	6.5%
State Examinations Commission	154	5	3.2%	5	3.2%
State Laboratory	87	5	5.7%	1	1.1%

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
The Garda Inspectorate	7	0	0.0%	0	0.0%
Valuation Office/Tribunal	144	7	4.9%	7	6.1%
Department of Social Protection					
Citizens Information Board	102	5	4.9%	5	5.2%
Office of the Pensions Ombudsman	10	1	10.0%	0	0.0%
Pensions Board⁸	49	0	0.0%	1	2.6%
Department of The Taoiseach					
National Economic and Social Development Office	20	1	5.0%	1	4.8%
Department of Transport, Tourism and Sport					
Bantry Bay Harbour Commission	2	0	0.0%	0	0.0%
Bus Éireann	2,551	90	3.5%	75	3.2%
Commission for Aviation Regulation	15	1	6.7%	0	0.0%
Córas Iompair Éireann	188	8	4.3%	8	4.0%
Drogheda Port Company	10	0	0.0%	0	0.0%
Dublin Airport Authority	2,200	23	1.0%	56	2.1%
Dublin Bus	3,224	153	4.7%	91	2.8%
Dublin Port Company	137	1	0.7%	3	2.1%
Dun Laoghaire Harbour Company	23	1	4.3%	1	4.0%

⁸ Please note the figures for the Pensions Board have been returned as part of the parent Department of Social Protection

2012 Report on Compliance with Part 5 of the Disability Act 2005

Public Bodies listed under relevant Departments	Total employment 2012	No. of employees with disabilities 2012	% of employees with disabilities 2012	No. of employees with disabilities 2011	% of employees with disabilities 2011
Fáilte Ireland	391	14	3.6%	12	3.5%
Galway Harbour Company	14	0	0.0%	0	0.0%
Iarnród Éireann	3,837	126	3.3%	103	2.5%
Irish Aviation Authority	680	25	3.7%	24	3.5%
Irish Sports Council	43	2	4.7%	1	3.7%
Kinsale Harbour Commission	Transferred to	Cork Co Co		0	0.0%
National Roads Authority	111	4	3.6%	4	3.2%
National Sports Campus Development Authority	4	0	0.0%	0	0.0%
National Transport Authority	74	1	1.4%	1	1.1%
New Ross Port Company	4	0	0.0%	0	0.0%
Port of Cork Company	107	4	3.7%	4	3.7%
Port of Waterford Company	29	0	0.0%	0	0.0%
Railway Procurement Agency	191	5	2.6%	5	2.4%
Railway Safety Commission	10	0	0.0%	0	0.0%
Road Safety Authority	325	10	3.1%	9	2.9%
Shannon Foynes Port Company	40	2	5.0%	3	7.1%
Tourism Ireland	41	2	4.9%	3	7.1%
Wicklow Port Company	3	0	0.0%	0	0.0%

n.a. – not applicable

Appendix C: Bodies which conducted a Staff Census for 2012 and response rates⁹

An Bord Pleanála	52.0%
An Chomhairle um Oideachas, Gaeltachta agus Gaelscolaíochta	100.0%
Adoption Authority of Ireland	78.0%
Appeals Commissioner	100.0%
Arts Council	51.0%
Bantry Bay Harbour Commission	100.0%
BMW Regional Body	100.0%
Bord Bia	87.0%
Broadcasting Authority of Ireland	60.0%
Cavan County Council	96.5%
Carlow Co Council	46.0%
Coillte	74.5%
Commission for Aviation Regulation	100.0%
Commission for Communications Regulation	100.0%
Commission for Energy Regulation	93.0%
Competition Authority	100.0%
County and City Enterprise Boards x 35	98.7%
Department of Children and Youth Affairs	71.5%
Department of Education & Skills	51.0%
Department of Justice and Equality	69.0%
Department of Public Expenditure & Reform	37.0%
Digital Hub Development Agency	100.0%
Drug Treatment Centre Board	33.0%
Dun Laoghaire Institute of Art Design and Technology	45.0%
Dublin Airport Authority	32.0%
Dublin Port Company	61.0%
Enterprise Ireland	30.0%
Equality Authority	60.0%
Equality Tribunal	71.0%
FÁS	63.0%
Film Classification Office	100.0%
Foras na Gaeilge	100.0%
Health Insurance Authority	100.0%
Health and Safety Authority	81.0%

⁹ Only those public bodies securing at least a 30% response rate are included

Health Service Executive	69.0%
Housing Finance Agency	100.0%
Housing sustainable Communities Agency	67.0%
Injuries Board.ie	100.0%
Irish Auditing and Accounting Supervisory Authority	100.0%
Irish Blood Transfusion Service	81.0%
Irish Film Board	100.0%
Irish Human Right Commission	100.0%
Irish Museum of Modern Art	91.0%
Irish Water Safety Association	100.0%
IT Dundalk	64.0%
IT Sligo	76.0%
IT Tralee	36.0%
Kilkenny County Council	96.0%
Law Reform Commission	100.0%
Leopardstown Park Hospital Board	99.0%
Marine Institute	70.5%
Medical Council	94.0%
Mental Health Commission	94.0%
National Disability Authority	94.0%
National Economic and Social Development Office	100.0%
National Milk Agency	100.0%
National Roads Authority	79.3%
National Sports Campus Development Authority	100.0%
National Treatment Purchase Fund	88.0%
National Treasury Management Agency	100.0%
National Standards Authority of Ireland	100.0%
North Tipperary	73.0%
Office of the Attorney General	87.0%
Office of the Pensions Ombudsman	100.0%
Office of the Data Protection Commissioner	78.0%
Pensions Board	82.0%
Pharmaceutical Society of Ireland	100.0%
Private Rented Tenancies Board	91.0%
Private Security Authority	85.0%
Property Services Regulatory Authority	80.0%
Public Appointments Service	61.0%
Radiological Protection Institute of Ireland	55.0%
Railway Safety Commission	100.0%
Refugee Appeals Tribunal	63.0%
Refugee Applications Commission	71.0%

Road Safety Authority	65.0%
Science Foundation Ireland	49.0%
SE Regional Body	100.0%
Shannon Development	92.0%
Shannon Foynes Port Company	100.0%
State Laboratory	87.0%
Sustainable Energy Authority of Ireland	100.0%
TG 4	69.0%
Tourism Ireland	98.0%
Udarás na Gaeltachta	78.0%
Veterinary Council Ireland	100.0%
Voluntary Health Insurance Board	94.0%
Wicklow Port Company	100.0%