

# **2006 Report On Compliance with Part 5 of the Disability Act 2005 On Employment of People with Disabilities in the Public Service**



**National Disability Authority**  
Údarás Náisiúnta Míchumais

The National Disability Authority presents its first report under section 15(6) of the National Disability Authority Act 1999, as amended by section 50(2) of the Disability Act 2005, to the Minister of State at the Department of Justice, Equality and Law Reform with special responsibility for Disability Issues and Mental Health, Dr Jimmy Devins TD.<sup>1</sup>

1. Under S.I. No. 556 of 2007 [Justice, Equality and Law Reform (Delegation of Ministerial Functions) (No. 2) Order 2007] the duties conferred on the Minister for Justice, Equality and Law Reform by the Disability Act 2005 and the National Disability Authority Act 1999 have been delegated to Minister Devins.

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# Introduction

## A positive action measure

The Disability Act 2005 has for the first time put the policy of promoting and supporting the employment of people with disabilities in the public service into law. This is a significant milestone for people with disabilities. This policy offers people with disabilities the opportunity to use their talents in serving the public, and to have fulfilling careers. It provides the framework where the public service, as a major employer, can reflect the diversity of Irish society in its own staff, and can harness the contribution people with disabilities have to make.

Putting this employment policy on a statutory footing creates a new dynamic in which public bodies can renew and increase their efforts to support people with disabilities in their employment, and share good practice.

The aim of Part 5 of the Disability Act is to ensure job opportunities for people with disabilities. Public bodies are required to promote and support the employment of people with disabilities, and to ensure, unless there are good reasons otherwise, that 3% of staff employed are people with disabilities. For public bodies and Monitoring Committees, meeting the 3% target is only one aspect of complying with the provisions of Part 5 of the Act. Compliance involves taking all reasonable measures to promote and support the employment of people with disabilities in the public service. There is also the issue of following through on any recommendations the National Disability Authority (NDA) may make in future on how a public body can improve on compliance with Part 5 where they have fallen short for two successive years.

Real and meaningful work is the best way to give someone with a disability the means to support themselves and their families and the means to gain valuable experience and training that will allow career paths to open up for them. By implementing policies to promote and support the employment of people with disabilities, and to reach the 3% employment target, each public body can make a difference.

The target for employment of people with disabilities in the public service is a positive action measure designed to secure employment and career opportunities for a group who face a higher than average risk of exclusion from mainstream Irish society. The 2002 Census showed that only one in four people with disabilities of working age had a job, compared with 70% of non-disabled people.

## **Job retention**

Achieving the target number of people with disabilities is not just about recruiting staff with disabilities, it is also about retaining those staff, and retaining staff who have acquired a disability in the course of their employment. Statistics show that the majority of impairments are acquired during working life, and the research shows the longer someone is absent from work after acquiring a disability, the less likely they are to return to work. Active strategies for job retention and return to work have an important role to play.

The primary responsibility for monitoring and encouraging compliance with Part 5 of the Act rests with Monitoring Committees in each of the Government Departments, which report on the public bodies under their auspices to their own Minister and to the NDA. Government Departments and bodies whose staff are civil servants report to the Department of Finance Monitoring Committee and to the Minister for Finance. Otherwise, public bodies report to the Monitoring Committee and the Minister in their parent Department.

This report summarises the information received from the Departmental Monitoring Committees, presents issues around collating the data to enable the development of a more accurate and comprehensive database for the future and showcases good practice in the public service in promoting and supporting the employment of people with disabilities.

The Disability Act provides for a different, and narrower, definition of disability than that which was previously used in relation to the previous non-statutory target for employment of people with disabilities in the public sector.

## **Data quality**

In this, the first year of operation of the new monitoring and reporting system, it has been a challenging task to develop accurate and appropriate ways of capturing the data on the number of people with disabilities employed in different bodies. Because of the difficulty and complexity of the task, some of the data presented in this report may not present a full and accurate picture of the underlying efforts and achievements of some of the public bodies concerned. For example, all Government Departments and many other public bodies used a voluntary survey to ascertain how many and what proportion of staff with disabilities were employed. Disclosure may also have been an issue. Where voluntary surveys were applied, returns depended on individuals self-declaring a disability and that such declarations were in line with the restricted definition of disability in the Act. Overall, response rates to the survey were far from complete, making it difficult to establish accurately for a number of the bodies concerned whether they complied with their employment target.

Over time, as more robust methods of data collection are put in place, it will become possible to monitor more accurately the actual proportion of staff with disabilities who are employed.

Because a different definition of disability, and in many cases a different data collection method, was used, the results presented in this report are not comparable with figures for previous years in respect of individual public bodies. Differences between public bodies in how they collected the data also render it difficult to validly compare results across public bodies.

## Obligations on public bodies

Public bodies are obliged to:

- Where practicable, take all reasonable measures to promote and support the employment of people with disabilities,
- Ensure, unless there is good reason to the contrary, that at least 3% of staff employed are people with disabilities,
- Report on an annual basis to the Monitoring Committee and the Minister of their parent Department in relation to the numbers of people with disabilities in their employment and the measures that they are taking to employ people with disabilities.

# Definition of Disability

The Disability Act sets out a new definition of disability for the purposes of defining who should be included in the target. This definition of disability is:

A substantial restriction in the capacity of the person to carry on a profession, business or occupation in the State or to participate in social or cultural life in the State by reason of an enduring physical, sensory, mental health or intellectual impairment.

It should be noted that this definition differs significantly from previous definitions that may have been used for target monitoring purposes such as that used in the 1994 Civil Service Code of Practice on Employment of People with Disabilities. In particular, in terms of the definition in the Disability Act, a person must have both a significant impairment and an impairment that leads to a restriction in participation. This definition must be used in relation to monitoring the target from the year 2006 onwards.

The use of a relatively narrow definition of disability in the Disability Act 2005 was intended to allow resources and positive measures to be focused on areas of most need. In terms of the employment target of 3%, the use of a narrower definition than hitherto poses new challenges for public bodies to make additional efforts to employ and retain staff with disabilities. It also, however, creates new possibilities that public bodies will reach out to employ some of those experiencing more difficulty in finding work.

The use of a different definition of disability to what has been used to record disability status for the purposes of the previous non-statutory target has affected the monitoring and reporting process. There will be a period of adjustment before systems of record-keeping by public bodies have fully adjusted to be compatible with the new definition. In the meantime, the returns received in respect of 2006 may not accurately record the true numbers of staff with disabilities employed, where these were based on HR records which were not fully compatible with the new definition, or where they were based on incomplete response rates to a staff survey.

Monitoring Committees have commented on the fact that under the restricted definition some people with disabilities may not see themselves as coming within the ambit of the more restrictive definition under the Disability Act. Some public bodies which have been proactive in supporting staff with disabilities reported that some of the staff who they supported may not see themselves as covered by the more restrictive definition as they are able to perform the duties assigned to them, and do not see themselves as having a restricted capacity to participate in working life. Thus, the provision of reasonable accommodation by employers can result in employees no longer seeing themselves as substantially restricted in relation to employment.

## Reporting format

Under section 48 of the Disability Act, the NDA may, with the consent of the relevant Minister, specify the format of report to be used. All public bodies were required to give information in a particular format consisting of a narrative statement and a data table. Similarly, all Monitoring Committees had to submit a narrative statement and a composite data table for each of the public bodies under their auspices.

The NDA is not empowered under the Act to specify how the data to monitor achievement of the employment target is to be collected. However, the NDA, based on a report from consultants, advised public bodies on two options for data collection in the initial year of the new system:

- A survey of all staff – a ‘Count Me In’ survey form was prepared and distributed, detailing the definition of disability under the Disability Act,
- Revisiting existing data on disability status of employees in Human Resource (HR) records in the light of the new legal definition of disability, and contacting staff to establish consent for the data to be used.

The NDA also prepared a Frequently Asked Questions document addressing the changed definition of disability.

All Government Departments used the survey, as did a number of other public bodies. While some smaller public bodies achieved a 100% response rate to the survey, and their figures can be regarded as reliable, overall the response rate to the survey was largely incomplete. The tables in Appendix I present the response rates to the survey (where available), the proportion of staff with disabilities among those who responded to the survey, and the proportion they represented of the total staff employed. It is not possible to extrapolate the survey results as being representative of all staff because there is no information available which could validate such an approach. Expressing the survey respondents as a percentage of total staff may not give a fully accurate picture, and should be regarded as a minimum figure of the numbers with disabilities who are employed.

The 'Count Me In' survey had three questions designed to elicit whether the individual came within the definition in the Disability Act. Question 1 sought to ascertain if they had a disability (i.e. an impairment); Question 2 sought information on the nature of that impairment (physical, sensory, mental health, intellectual disability); and Question 3 sought to establish whether the individual, by way of an impairment, was substantially restricted in work, social or cultural life by virtue of that impairment, and thereby meeting the definition of disability as set out in the Disability Act.

Only those who answered 'Yes' to the "substantially restricted" question (Question 3) meet the terms of the definition in the Disability Act. However, a number of public bodies have indicated to the NDA that their returns included as "disabled" some staff who answered 'Yes' to Question 1 only. The NDA sought revised figures, via the relevant Monitoring Committees, to accord with the Disability Act definition and these revised figures, where available, have been used in this report. In addition, the NDA is working with public bodies on the new data collection tools to ensure that this element of confusion is avoided in all future reporting on the 3% data.

Where HR or other records were used to compile the figures, the NDA did not receive any information on the quality or validity of those returns with respect to the new definition of disability.

# Awareness and consent

Information on disability status would be classified as “sensitive personal information” in terms of the Data Protection Acts. The NDA reporting tool asked whether staff were aware that they were being counted as having a disability. Of the public bodies which had staff with disabilities employed, 41% reported that staff were not aware that they were being counted for the 2006 counting exercise. Awareness is not the same as consent – staff may have previously consented to disclosure of their disability status, for example if recruited via a special competition.

The NDA would advise the Minister that data protection principles require public bodies to obtain their information fairly. Legal advice obtained by the NDA states that public bodies need to make staff aware when sensitive personal information is being collected as to what uses that data may be put, including its use as anonymised statistical data, for the purpose of reporting on a statutory target.

Some Monitoring Committees raised the issue of consent to data collection as being a factor in low returns from certain bodies, with staff sometimes reluctant to disclose that they had a disability. International research suggests that people are particularly reluctant to disclose mental health disability. According to the NDA’s 2006 ‘Public Attitudes to Disability in Ireland’ survey, people with mental health disabilities are most likely to be viewed negatively by others in the community. A reluctance to disclose disability in the workplace may, therefore, reflect real fears people may have of experiencing negative attitudes or consequences. Building a sense of trust that the workplace is supportive may be a precondition for securing more accurate data on the prevalence of disability in an organisation.

# Public bodies

The definition of public body used at section 46 is designed to capture as many of the existing public bodies as possible with the exception of the Defence Forces, An Garda Síochána and prison officers.

The NDA received 217 sets of data for the civil and public service. In some cases, the returns for public bodies whose staff are civil servants are subsumed in the returns for their parent Departments. Some public bodies have no staff, others have staff who are supplied by a parent body. For example, the staff of Town Councils are included with their parent County Council.

The Department of Education and Science Monitoring Committee obtained legal advice that a number of their public bodies do not satisfy all three elements of the definition of public body applying to Part 5 (universities, Vocational Education Committees and Colleges of Education); they propose to report on these outside of the statutory process.

# Returns

All Monitoring Committees established under section 48 of the Act have reported to the NDA. These Committees used the specified format recommended by the NDA and agreed to by each Minister. The reports consist of a narrative statement and statistical return. There was no clear preference for using either of the NDA's recommended methods, i.e. the examination of HR records or the distribution of the 'Count Me In' survey questionnaire.

# Results

As discussed, the NDA cannot be confident, in this first year of reporting, that all the data it has received are fully reliable. On the basis of the NDA's analysis of the data received, a minimum of 36% of public bodies have reached the 3% employment target. Monitoring Committees have put forward a number of reasons as to why public bodies were not able to meet the 3% target in 2006, and different Monitoring Committees have put forward similar reasons for not reaching the target:

- The cap on public sector numbers,
- A large proportion of public bodies have small staff complements so the opportunities to employ someone with a disability are limited, particularly as the scale of staff turnover is likely to be small,
- Some public bodies have very specialised remits, resulting in specialist and technical posts which limit the number of people they can employ. There is a difficulty in finding candidates with such skills and qualifications,
- Some public bodies engage in work which is deemed safety-critical where certain levels of fitness, dexterity, concentration, etc., are required. There has tended to be low numbers of people with disabilities employed in these areas,
- Accessibility is a key factor in expanding job opportunities for people with disabilities. In many cases, public bodies do not own the building in which they are located. This limits their capability to make adaptations and create a positive environment for people with disabilities.

# Comment

While 8% of public bodies did not engage in recruitment in 2006, just over 10,000 staff were recruited by public bodies in 2006, with a further 2,266 vacancies at year-end. Across the public service, there is significant annual turnover, opening up possibilities to recruit staff with disabilities where suitably-qualified candidates are available. The NDA notes the decision to hold a recruitment competition for Executive Officer in the civil service in 2007, confined to candidates with disabilities. The 'Willing Able Mentoring' project funded by EQUAL, providing work experience for graduates with disabilities in the public service, offers a model for identifying and supporting people with disabilities with skills the modern job market needs.

10% of public bodies have ten or fewer people employed, and a quarter have fewer than 50 people employed. The NDA acknowledges the difficulties facing small organisations in seeking to recruit staff with disabilities. There may be more imaginative ways in which smaller organisations can be supported to employ people with disabilities, for example via use of work experience.

Again, the NDA acknowledges that health and safety concerns may mean that people with particular impairments may not be suitable for particular kinds of jobs. People with disabilities are not, however, a homogeneous group, and there can be tasks in safety-critical areas that people with particular kinds of impairment may be very competent to perform. Most organisations also have areas of work where safety is rarely an issue, for example in finance or in clerical work.

# Examples of good practice in the public service

The Monitoring Committees were asked to provide examples of good practice in their Department and/or public bodies under their remit.

Many public sector organisations have built up a significant track record in promoting employment of people with disabilities, aiding job retention and fostering a disability-positive work environment. The examples quoted in this first report under Part 5 of the Disability Act are confined to those specifically reported to the NDA by Monitoring Committees, but, across the public sector, there are a number of other organisations showing real leadership and commitment to employing people with disabilities.

Many public bodies have won O<sub>2</sub> Ability Awards. The awards celebrate organisations and their business leaders that are successfully working with people with disabilities, rewarding professional excellence in this particular area of people management. A list of successful public bodies is set out in Appendix 2.

In June 2007, the NDA organised a Good Practice seminar for public bodies which presented a number of examples of good practice initiatives to enable other public bodies to learn from those experiences. The NDA will continue to disseminate good practice to encourage and support public bodies in employing people with disabilities.

There are many practical and effective ways of opening up opportunities for people with disabilities and for retaining those people who have acquired a disability during their working life. What follows are examples of good practice that have been pursued across the public service.

## **Specific Officers and Committees**

Across the public service, many organisations employ Disability/Equality Officers, or in the civil service, Disability Liaison Officers, whose roles include support for staff with disabilities. In addition to their work within their organisations, these officers, through their formal networks, actively promote the sharing of information and good practice. In addition, some public bodies have specific committees or councils addressing disability and equality issues. Here are some of these officers and groups, as reported to the NDA:

The HSE-Employers Agency has a National Equal Opportunities Working Group.

The ESB has a dedicated Joint Equality Council which has a major consultative role in the ESB on all equality-related matters. Membership of this Joint Equality Council includes a Disability Representative.

The Department of Finance has a full-time Disability Advisory Officer who was appointed in 2005 to build up a body of expertise which can be drawn on by Government Departments and individuals and to provide specialist expertise and support in a range of areas.

Dublin City Council has a full-time Equality Officer/Disability Liaison Officer as well as an Access Officer and an Equality and

Diversity Committee. There is a full-time Staff Support Service, offering a comprehensive information and counselling service to staff and their families.

Kildare Local Authorities have a full-time Access Officer to address issues of physical accessibility and monitor access provision. There is an Equality Officer who leads a cross-departmental Equality Action Team. Kildare have also established a cross-departmental DARA team (for Delivering Access Rights to All) in conjunction with Cavan County Council's CRAIC project (Creating Reasonable Accommodation in Cavan).

The Department of Foreign Affairs makes use of opportunities to inform staff of the Disability Liaison Officer (DLO) and services available to officers with a disability. The DLO is also an active participant in the Civil Service DLO Network.

## **Strategies**

The HSE-Employers Agency has recently completed a Strategy and Action Plan for the Employment of People with Disabilities in the Health Service. The aim of the strategy is to assist health service employers in meeting their obligations under the Employment Equality Act 1998 and 2004 and the Disability Act 2005 to provide full and equal access to employment opportunities to people with disabilities and to ensure retention of people with disabilities in employment (including employees who acquire a disability during their working lives). The action plan contains a number of objectives and corresponding actions. These objectives include:

- Ensure people with disabilities have equal access to job opportunities,
- Improve the retention of people with disabilities within the health service,

- Educate line managers on their role in promoting equal opportunities and accommodating diversity.

The Strategy and Action Plan is currently being rolled out throughout the health service.

Teagasc intends to launch its own comprehensive Disability Policy document to all staff before the end of 2007. Three months after the policy launch, it proposes to run a qualitative and quantitative disability survey. The objective of this will not just be to establish the up-to-date numbers of staff with disabilities but, more importantly, to establish employee views on Teagasc's approach to people with disabilities.

## **Codes of Practice**

The Department of Finance is currently revising its 1994 Code of Practice for the Employment of People with Disabilities in the Civil Service. This publication is aimed at all Government Departments and agencies where civil servants make up the staff numbers. It includes policy on recruitment, reception and integration into the workplace, career development, accommodation and equipment, safety and evacuation procedures.

In the Public Appointments Service, current policies in place include: a Code of Practice on the recruitment of people with a disability, Dignity in the Workplace Charter and Equality and Diversity Policy.

Dublin City Council has produced a Code of Practice, supported by a training video, about disability in the workplace.

Kildare Local Authorities have put in place a Code of Practice for the employment of people with disabilities. This will be reviewed as part of the 2007 work programme of the Equality Action Team.

## **Guidelines**

The National Equal Opportunities Working Group under the auspices of the HSE-Employers Agency have developed 'Guidelines for the Employment of People with Disabilities'. The purpose of the Guidelines is to assist HR and line managers to understand their obligations as set out in the Employment Equality Act 1998 and 2004, and to assist them to promote equal opportunities in the workplace. The document covers the salient aspects of recruitment and selection, induction and probation and training and career development as well as providing clarification on what is meant by reasonable accommodation.

In the Revenue Commissioners, a disability survey of all staff was carried out in March 2006. Actions taken as a result include the drawing up of Disability Awareness Guidelines which will issue to all staff.

## **Links with Disability Organisations**

Kildare Local Authorities work with KARE (Kildare-based disability group) to provide opportunities for employment.

South Tipperary County Council works closely with statutory and voluntary agencies in facilitating work experience placements.

## **Integration**

In Dublin City Council, all new recruits with disabilities meet the Equality Officer prior to taking up duty. The Equality Officer carries out a 12-month programme to ensure the successful integration and socialisation of the staff member into the workplace.

## **Reasonable Accommodation, Awareness and Access**

The Department of Finance is promoting various forms of reasonable accommodation. Work-sharing is a form of reasonable accommodation that allows an individual to work a fixed number of days/hours during the week. Pay and entitlements are on a pro rata basis. Teleworking is another form of reasonable accommodation that allows an employee to work from home for some or all of the week. The employee maintains a presence in the office electronically via computer, telephone, fax and e-mail. Government Departments and Offices are developing e-working plans and, where e-working is appropriate, will introduce it for staff on a pilot basis.

The Revenue Commissioners has created a Disability and Equality Awareness training programme which is in the process of being delivered to staff.

In the Department of Foreign Affairs, Disability Awareness training is provided at regular intervals. It is open to all staff and take-up includes line managers, staff working alongside colleagues with a disability, colleagues with a disability and interview board members. Foreign Affairs examples of adapted workstations include those for wheelchair users, officers with back problems, officers requiring flat screens, the provision of glasses for VDU use, the provision of software including JAWS text-to-audio software for officers who are visually impaired, Dragon Naturally Speaking audio-to-text software, Notebook transcription equipment, Braille embossing equipment, modified telephone handsets and text phones. The Office of Public Works undertakes work on behalf of the Department to ascertain the accessibility of office premises and to make alterations accordingly. The Department has also arranged for accessibility audits with private contractors in respect of particular buildings and work stations in response to the needs of colleagues with a disability.

Dublin City Council staff are provided with Sign Language training in order to communicate with colleagues and customers. A Deaf Alerter System has been installed to ensure an independent warning system is available to staff and customers, particularly in the event of emergency, fire evacuation/fire drills.

In Kerry Local Authorities, Disability Awareness training, including Sign Language training, is ongoing. Access audit teams are trained internally and the resulting remedial action work schedules form the basis for the Implementation Plan. This covers physical access to the built and external environments and access to services. The Implementation Plan not only details what the Authorities are doing to improve access but also commits to a continuance of what has been done to date.

In Mayo Local Authorities, universal accessibility is promoted and Disability Awareness training has been made available to all staff.

Galway City Council is leading a Working Group of the Galway City Development Board which was established to promote greater access to training and employment for people with disabilities. Seminars have been held for people with disabilities and for employers. The Council is committed to implementing the initiatives and good practice measures identified by the Group.

Kildare Local Authorities continue to provide Disability Awareness training. Over 100 staff have been trained to date. Specialist computer equipment is also provided, where required, to assist staff with a disability. All interview rooms are checked for accessibility. Sign Language interpreters are provided where required. All vacancies are posted on the FÁS website.

South Tipperary County Council provides specialist computer equipment, where required, to assist staff with a disability.

In the Public Appointments Service, Disability Awareness training is provided for all staff.

The Citizens Information Board (CIB) provides a full-time personal assistant for a staff member who has a mobility disability. Their offices are fully accessible. All external venues used to host CIB events are checked to ensure their accessibility also. Adjustments are made to workstations (e.g. provision of specialist telephone headsets, customised office furniture, PC screen magnification).

## **Recruitment and Retention**

Kildare Local Authorities hold, on a regular basis, a Clerical Officer competition, confined to applicants who are registered or qualified to be registered with FÁS as having a disability.

South Tipperary County Council runs a Clerical Officer competition which is held on a regular basis and confined to applicants who are registered or qualified to be registered with FÁS as having a disability. In addition, applicants for every post, when being invited to attend for interview, are asked if there are any special arrangements that they require.

In Kerry, policies on recruitment, development and retention are all largely mainstreamed. The Staff Retention policy provides for consultation and assessment, where necessary, to enable the employee to remain at work.

South Tipperary County Council has a policy to, where possible, retrain staff members that acquire a disability and can no longer work in their original post, e.g. a general operative has been retrained to do clerical duties.

The CIB has a newly-designed application form that allows candidates with a disability to notify the CIB of any special needs. All interview venues are fully accessible and audio loops are provided.

The CIB has facilitated both the taking of special leave and the reduction of working hours to facilitate staff who felt they needed to adjust their work patterns due to an acquired disability. Where a new member of staff has a disability or where a staff member has acquired a disability, and following discussions with the staff member and their line manager that an assessment is required, the CIB ensures that a timely assessment is carried out to identify all reasonable and practical measures applicable. Recommended measures are implemented and a continuous review of these measures is undertaken to ensure that they are appropriate to the individual's needs and, where necessary, further assessments are carried out.

In 2006, the CIB put an Employee Well-Being Programme (EWP) in place to assist staff to cope with personal problems where they impact on work performance or attendance. The aim of the service is to assist employees and participation is on a voluntary basis. The EWP is available to all employees, regardless of service or employment status.

# Appendix 1

# 3% employment target - 2006 data

## Introduction

This Appendix is divided into two sections. Section 1 presents 3% data tables in respect of individual Government Departments and Public Bodies for 2006. The Public Bodies are listed alphabetically by their parent Government Departments. Section 2 provides generalised tables and commentary in respect of the 3% data received. The figures presented in this Appendix need to be treated with caution. This is due to a number of factors which have been discussed in the main report; notably, different methods (survey, examination of HR records, or a combination of both) were used to collect the 3% data, the new and more restricted definition of disability, and the view expressed by Monitoring Committees that under-reporting of employees with disabilities has occurred.

## Section 1 – Individual Government Departments and Public Bodies

There are two tables of 3% employment target 2006 data in this section of the report. Table I.1 provides information on: the size of each of the 15 Government Departments, whether or not a survey of employees was carried out to determine the disability status of employees, the response rate if a survey was conducted, the percentage of survey respondents who had a disability, the number of employees with a disability and, finally, for each Department, the number of employees with a disability as a percentage of the total number of employees. Table I.1 is accompanied by a short commentary. Information in respect of Public Bodies is set out in Table I.2.

## Government Departments

### Achieving the 3% employment target<sup>2</sup>

Irish Government Departments vary in size from 210 employees in the Department of the Taoiseach to almost 5,000 in the Department of Social and Family Affairs (4,802) (Table 1.1). The total number of employees reported across all Departments was 20,554. Of those, it was indicated that a minimum of 492 had a disability as defined in the Disability Act 2005. This represents a minimum 2.4% employment rate. However, as noted previously, this data must be treated with caution. All Government Departments carried out a voluntary survey to obtain their 3% data. As can be seen in Table 1.1, the survey response rates were less than 100% in all instances. In many instances, the response rates were below 50%, with an average of 45%. This makes it difficult to establish accurately whether compliance with the 3% target has been achieved. The overall figure of 2.4% above could be regarded as a minimum figure of the proportion of people with disabilities who are employed across all Government Departments.

Bearing in mind the cautionary note above, data received in relation to each of the 15 Government Departments suggests that a minimum of 4 Departments reached or exceeded the 3% employment target. The Department of the Taoiseach achieved 7.1%, and 3.1% was achieved by the Department of Communications, Marine and Natural Resources, the Department of Justice, Equality and Law Reform, and the Department of

2. As mentioned earlier (see *Reporting format, page 11*), for those organisations which used a survey in their data collection, two sets of percentages are being presented in this Appendix in terms of achieving the 3% employment target. In Tables 1.1 and 1.2, these percentages are labelled '**No. of employees with a disability as a % of total no. of survey participants**' (4th data column of Table) and '**No. of employees with a disability as a % of total no. of employees**' (6th data column of Table). It is the percentage in Data Column 6 which is referred to in text throughout this Appendix unless otherwise stated. This percentage may be interpreted as the minimum proportion of staff with disabilities in the organisations. Data Column 4 relates solely to survey participants and no inferences can be made in relation to the disability status of those who did not respond to the survey. It is also important to note, that of those organisations which carried out a survey, some combined the survey results on the numbers of staff with disabilities employed with data from their HR records, and some disregarded the survey data and used only HR data due to issues they had with their survey data.

Transport. It is suggested that a further 9 Government Departments achieved at a minimum an employment rate of people with disabilities of between 2% and 3%, with a few of these being just below the 3% target – Enterprise, Trade and Employment 2.9%, Defence 2.8% and Health and Children 2.7%.

The data received suggests that 3 Government Departments fell below a 2% employment rate of people with disabilities. Data from the Department of Community, Rural and Gaeltacht Affairs indicated a 1.9% employment rate, Arts, Sport and Tourism had a 1.7% rate and the employment rate in Environment, Heritage and Local Government stood at 1.0%. Again it is important to remember that, due to data collection issues, this data may not reflect an accurate picture of the employment rate of people with disabilities among Government Departments and, in particular, these are minimum figures reflecting in part very low response rates to the survey.

### **Achieving the 3% employment target among survey respondents**

In terms of the employment rate of people with disabilities among only the survey respondents in the Government Departments, the rate in all instances reached or exceeded the 3% employment target. This rate varied from 12.2% among survey participants in the Department of Justice, Equality and Law Reform to 3.0% in the Department of Community, Rural and Gaeltacht Affairs, with an average rate of 5.3%. However, as mentioned earlier, this rate refers only to survey participants and no inferences can be made in relation to the disability status of those employees who did not respond to the survey.

**Table 1.1: Government Departments – percentage of employees with a disability**

Government Department <sup>3</sup>	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Agriculture and Food	4442	Y	57%	4.1%	102	2.3%
Arts, Sport and Tourism	180	Y	23%	7.1%	3	1.7%
Communications, Marine and Natural Resources	585	Y	47%	6.5%	18	3.1%
Community, Rural and Gaeltacht Affairs	261	Y	64%	3.0%	5	1.9%
Defence (civil servants) <sup>4</sup>	425	Y	44%	6.5%	12	2.8%
(civilian employees) <sup>5</sup>	855	Y	38%	5.2%	17	2.0%
Education and Science	1219	Y	27%	7.3%	24	2.0%

3. The titles of the Government Departments are those in existence in 2006, i.e. the time period to which the above data refer.
4. The Department of Defence aggregated the information in respect of all the civil service staff employed by it, including the staff of the Army Pensions Board, Civil Defence Board, Coiste an Asgard, the Office for the Ombudsman for the Defence Forces and the staff working in the main Department.
5. Refers to civilian employees who are employed by the Department of Defence on behalf of the Defence Forces. These are not members of the Defence Forces, in respect of whom Part 5 of the Disability Act 2005 does not apply.

Government Department	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Enterprise, Trade and Employment	1036	Y	83%	3.5%	30	2.9%
Environment, Heritage and Local Government	1468	Y	30%	3.2%	14	1.0%
Finance	684	Y	36%	6.9%	17	2.5%
Foreign Affairs	1161	Y	22%	10.0%	26	2.2%
Health and Children	670	Y	30%	8.9%	18	2.7%
Justice, Equality and Law Reform	2079	Y	25%	12.2%	64	3.1%
Social and Family Affairs	4802	Y	51%	4.5%	112	2.3%
Taoiseach	210	Y	76%	9.4%	15	7.1%
Transport	477	Y	53%	5.9%	15	3.1%
<b>Total</b>	<b>20554</b>				<b>492</b>	<b>2.4%</b>

**Table 1.2: Public Bodies – percentage of employees with a disability**

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
<b>Agriculture</b>						
Bord Bia	96	Y	76%	1.4%	1	1.0%
COFORD	5	N	NA	NA	0	Nil
Coillte	821	Y	8%	4.3%	3	0.4%
Irish Horse Board	17	Y	87%	Nil	0	Nil
Irish National Stud <sup>6</sup>	81	N	NA	NA	1	1.2%
National Milk Agency	5	N	NA	NA	1	20.0%
Teagasc	1616	N	NA	NA	20	1.2%
Veterinary Council	3	Y	100%	Nil	0	Nil
<b>Arts, Sport and Tourism</b>						
Arts Council	45	N	NA	NA	0	Nil
Bord na gCon	620	N	NA	NA	7	1.1%

6. The Irish National Stud indicated that it based its return on the current status of its staff.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
National Sports Campus Development Authority	3.5	N	NA	NA	0	Nil
Chester Beatty Library	37	N	NA	NA	3	8.1%
Fáilte Ireland	405	N	NA	NA	21	5.2%
Horseracing Ireland	187	N	NA	NA	4	2.1%
Irish Film Board	16	N	NA	NA	0	Nil
Irish Museum of Modern Art	66	N	NA	NA	0	Nil
Irish Sports Council	25	N	NA	NA	0	Nil
National Concert Hall	85	N	NA	NA	4	4.7%
National Gallery of Ireland	122	N	NA	NA	2	1.6%
National Library of Ireland	109	N	NA	NA	7	6.4%

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
National Museum of Ireland	186	N	NA	NA	4	2.2%
Tourism Ireland Ltd	41	N	NA	NA	1	2.4%
<b>Communications, Marine and Natural Resources</b> <sup>7</sup>						
Bord Gáis Éireann	817	Unavailable	Unavailable	Unavailable	26	3.2%
Bord Iascaigh Mhara	172	Unavailable	Unavailable	Unavailable	7	4.1%
Bord na Móna plc	1261	Unavailable	Unavailable	Unavailable	31	2.5%
Broadcasting Commission of Ireland	40	Unavailable	Unavailable	Unavailable	2	5.0%
Central Fisheries Board	57	Unavailable	Unavailable	Unavailable	1	1.8%
Commission for Communications Regulation	115	Unavailable	Unavailable	Unavailable	5	4.3%

7. The information needed for the 2nd, 3rd and 4th data columns above is not currently available to the NDA.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Commission for Energy Regulation	62	Unavailable	Unavailable	Unavailable	3	4.8%
Digital Hub Development Agency	17	Unavailable	Unavailable	Unavailable	0	Nil
Eastern Regional Fisheries Board	50	Unavailable	Unavailable	Unavailable	0	Nil
Eirgrid plc	169	Unavailable	Unavailable	Unavailable	8	4.7%
Electricity Supply Board	7599	Unavailable	Unavailable	Unavailable	461	6.1%
Marine Institute	210	Unavailable	Unavailable	Unavailable	10	4.8%
National Oil Reserves Agency	4	Unavailable	Unavailable	Unavailable	0	Nil
North Western Regional Fisheries Board	46	Unavailable	Unavailable	Unavailable	1	2.2%

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Northern Regional Fisheries Board	58	Unavailable	Unavailable	Unavailable	0	Nil
Post	9451	Unavailable	Unavailable	Unavailable	180	1.9%
RTE	2283	Unavailable	Unavailable	Unavailable	83	3.6%
Shannon Regional Fisheries Board	51	Unavailable	Unavailable	Unavailable	0	Nil
South Western Regional Fisheries Board	43	Unavailable	Unavailable	Unavailable	0	Nil
Southern Regional Fisheries Board	34	Unavailable	Unavailable	Unavailable	0	Nil
Sustainable Energy Authority of Ireland	42	Unavailable	Unavailable	Unavailable	0	Nil
Western Regional Fisheries Board	55	Unavailable	Unavailable	Unavailable	1	1.8%

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
<b>Community, Rural and Gaeltacht Affairs</b>						
Bord na Leabhar Gaeilge	4	Y	75%	Nil	0	Nil
Commissioners of Charitable Donations and Bequests <sup>8</sup>	8	N	NA	NA	0	Nil
Foras Teanga <sup>9</sup>	45	Y	92%	Nil	0	Nil
Pobal	220	Y	42%	4%	7	3.2%
Údarás na Gaeltachta	113	Y	15%	6%	5	4.4%
Waterways Ireland	267	Y	27%	3%	2	0.7%
Western Development Commission WDC	15	Y	100%	Nil	0	Nil
<b>Defence</b> <sup>10</sup>						

8. The Commissioners of Charitable Donations and Bequests is under the aegis of the Department of Community, Rural and Gaeltacht Affairs. Its reporting arrangement for the 2006 3% data was to the Department of Finance's 3% Monitoring Committee.

9. Comprises of two separate agencies – Foras na Gaeilge and the Ulster Scots Agency.

10. The Department of Defence did not report on any Bodies individually, indicating that most of the staff employed in them are civil servants, and so the information was aggregated with that of the staff working in the main Department.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
<b>Education and Science</b> <sup>11</sup>						
Comhairle um Oideachas Gaeltachta agus Gaelscolaíochta	4	Y	100%	Nil	0	Nil
Further Education and Training Awards Council FETAC	53 <sup>12</sup>	Y	100%	Nil	0	Nil
Higher Education and Training Awards Council HETAC <sup>13</sup>	34	Y	82%	Nil	2	5.9%
Léargas	46	Y	89%	Nil	0	Nil

11. The Department of Education and Science Monitoring Committee has indicated that it will submit data on another 16 Public Bodies. In addition, the Department has identified another 51 Bodies under its aegis which it indicated do not meet the legal definition of a Public Body based on advice received from the Department's Legal Services Section. The Department has advised that it will encourage compliance with the 3% target in these Bodies.

12. FETAC indicated that this figure includes contractors.

13. Due to data collection issues, the information in the 5th and 6th data columns may not be based on the definition of disability in the Disability Act 2005.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
National Council for Curriculum and Assessment NCCA <sup>14</sup>	67	Y	60%	5.6%	1	1.5%
National Council for Special Education <sup>15</sup>	92.5	Y	99%	5.5%	6	6.5%
National Education Welfare Board <sup>16</sup>	102	Y	59%	1.7%	2	2.0%
National Qualification Authority of Ireland	17	Y	80%	Nil	0	Nil
State Examinations Commission <sup>17</sup>	185	Y	22%	12.2%	5	2.7%
Teaching Council	24	Y	73%	Nil	0	Nil
<b>Enterprise, Trade and Employment</b>						

14. NCCA indicated that it surveyed only full-time staff (30).

15,16. Due to data collection issues, the information in the 5th and 6th data columns may not be based on the definition of disability in the Disability Act 2005.

17. The State Examinations Commission is under the aegis of the Department of Education and Science. Its reporting arrangement for the 2006 3% data was to the Department of Finance's 3% Monitoring Committee.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Competition Authority	37	Y	97%	3%	1	2.7%
County Enterprise Boards <sup>18</sup>	151	N	NA	NA	1	0.7%
Enterprise Ireland	907.5	N	NA	NA	30	3.3%
FÁS	2283	N	NA	NA	75	3.3%
Forfás	117	N	NA	NA	4	3.4%
Health and Safety Authority	175	N	NA	NA	5	2.9%
IDA Ireland	275	N	NA	NA	10	3.6%
Inter-TradeIreland	42	N	NA	NA	0	Nil
Irish Auditing and Accounting Supervisory Authority	7	N	NA	NA	0	Nil
National Standards Authority of Ireland	157	Y	89%	3.7%	5	3.2%

18. This represents an amalgamation of all 35 County Enterprise Boards.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Personal Injuries Assessment Board	76	N	NA	NA	0	Nil
Science Foundation Ireland	34	Y	80%	Nil	0	Nil
Shannon Free Airport Development Company Ltd	152	Y	74%	6.2%	7	4.6%
<b>Environment, Heritage and Local Government</b> <sup>19</sup>						
Affordable Homes Partnership	10	N	NA	NA	0	Nil
Bord Pleanála	157	Y	57%	4.4%	4	2.5%
Border Regional Authority	4	N	NA	NA	1	25.0%

19. There are 75 Town Councils and 5 Borough Councils that come within the direct responsibility of County Managers. These Councils and 5 of the 8 Regional Authorities that are staffed by County Council and City Council employees have not made separate reports but are included in the respective County Council and City Council data.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Border, Midland and Western Regional Assembly	14	N	NA	NA	0	Nil
Carlow County Council	344	N	NA	NA	13	3.8%
Cavan County Council	520	N	NA	NA	21	4.0%
Clare County Council	860	N	NA	NA	28	3.3%
Comhairle Leabharlanna	18	Y	100%	Nil	0	Nil
Cork City Council	1720	N	NA	NA	110	6.4%
Cork County Council	3131	Y	33%	2.0%	21	0.7%
Donegal County Council	1148	N	NA	NA	36	3.1%
Dublin City Council	6422.9	N	NA	NA	62	1.0%
Dublin Docklands Development Authority	44	N	NA	NA	0	Nil
Dun Laoghaire-Rathdown County Council	1398	Y	2%	20.0%	41	2.9%

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Environmental Protection Agency	290	Y	100%	1.4%	4	1.4%
Fingal County Council	1687	N	NA	NA	63	3.7%
Galway City Council	481.5	N	NA	NA	12	2.5%
Galway County Council	1165	N	NA	NA	34	2.9%
Heritage Council	15	N	NA	NA	1	6.7%
Housing Finance Agency	12	N	NA	NA	0	Nil
Irish Water Safety Association	5	N	NA	NA	0	Nil
Kerry County Council	1577	N	NA	NA	58	3.7%
Kildare County Council	1040	N	NA	NA	33	3.2%
Kilkenny County Council	616	N	NA	NA	18.5	3.0%
Laois County Council	409.7	N	NA	NA	15.5	3.8%
Leitrim County Council	314	N	NA	NA	10	3.2%

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Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Limerick City Council	631	Y	49%	2.3%	7	1.1%
Limerick County Council	828	N	NA	NA	27	3.3%
Local Government Computer Services Board	100	N	NA	NA	3	3.0%
Local Government Management Services Board	28.3	N	NA	NA	2	7.1%
Longford County Council	382.4	N	NA	NA	10	2.6%
Louth County Council	821	N	NA	NA	34	4.1%
Mayo County Council	1407	N	NA	NA	72	5.1%
Meath County Council	874	N	NA	NA	28	3.2%
Mid-West Regional Authority	5	N	NA	NA	0	Nil

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Monaghan County Council	470.8	N	NA	NA	15	3.2%
National Building Agency	61	N	NA	NA	2	3.3%
Offaly County Council	512	N	NA	NA	15	2.9%
Radiological Protection Institute of Ireland	51	N	NA	NA	1	2.0%
Roscommon County Council	591	N	NA	NA	24	4.1%
Sligo County Council	583.78	N	NA	NA	18	3.1%
South Dublin County Council	1514	N	NA	NA	48	3.2%
South West Regional Authority	6	N	NA	NA	0	Nil
Southern & Eastern Regional Assembly	18	N	NA	NA	0	Nil
Tipperary North County Council	554	N	NA	NA	30	5.4%

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on Employment of People with Disabilities in the Public Service

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Tipperary South County Council	732	N	NA	NA	23	3.1%
Waterford City Council	468	Y	38%	12.4%	22	4.7%
Waterford County Council	587.5	N	NA	NA	19	3.2%
Westmeath County Council	523	Y	11%	8.5%	11	2.1%
Wexford County Council	778.25	Y	54%	1.6%	25	3.2%
Wicklow County Council	875.7	N	NA	NA	30	3.4%
<b>Finance</b>						
Commission for Public Service Appointments	9	N	NA	NA	0	Nil

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
National Treasury Management Agency <sup>20</sup>	129	N	NA	NA	0	Nil
Office of Public Works	710	Y	13%	6.5%	6	0.8%
Office of the Comptroller & Auditor General	152	Y	30%	2.2%	1	0.7%
Office of the Ombudsman/Office of the Information Commissioner/Standards in Public Office Commission	79	Y	99%	3.8%	3	3.8%
Office of the President of Ireland	24	Y	96%	4.3%	1	4.2%
Office of the Revenue Commissioners	7153	Y	14%	5.8%	57	0.8%

20. Also includes the returns from the National Development Finance Agency, the National Pension Reserve Fund and the State Claims Agency.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Ordnance Survey Ireland	324	Y	48%	3.8%	6	1.9%
Public Appointments Service	175	Y	62%	5.5%	6	3.4%
State Laboratory	99	Y	54%	1.9%	1	1.0%
Valuation Office/ Valuation Tribunal	153	Y	39%	10.0%	6	3.9%
<b>Foreign Affairs<sup>21</sup></b>						
<b>Health and Children</b>						
Beaumont Hospital Board	3619	N	NA	NA	97	2.7%
Board of the Adelaide and Meath Hospital	3165	Y	29%	Unavailable <sup>22</sup>	79	2.5%
Bord Altranais	52.5	N	NA	NA	2	3.8%

21. The Department of Foreign Affairs did not report on any Body individually. There is one Body under the aegis of this Department, the Advisory Board for Irish Aid, and its information was aggregated with that of the staff working in the main Department.

22. This information is not currently available to the NDA.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Crisis Pregnancy Agency	13	Y	Nil <sup>23</sup>	NA	0	Nil
Dental Council	3	N	NA	NA	0	Nil
Drug Treatment Centre Board	140	Y	31%	Nil	0	Nil
Dublin Dental Hospital Board	234	Y	65%	3.3%	5	2.1%
Food Safety Authority of Ireland	86	Y	64%	3.6%	2	2.3%
Health Insurance Authority	9	N	NA	NA	0	Nil
Health Research Board	62.1	Y	87%	1.9%	1	1.6%
Health Service Executive	72989	N	NA	NA	1706	2.3%

23. The Crisis Pregnancy Agency indicated that only people declaring disability were asked to return the survey.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Health Services Accreditation Board	18	N	NA	NA	0	Nil
Institute of Public Health in Ireland	27	N	NA	NA	1	3.7%
Irish Blood Transfusion Service	664	N	NA	NA	8	1.2%
Irish Medicines Board	202	N	NA	NA	4	2.0%
Leopardstown Park Hospital Board	209	N	NA	NA	6	2.9%
Medical Council	34	N	NA	NA	0	Nil
Mental Health Commission	28.7	N	NA	NA	1	3.5%
National Cancer Registry Ireland	45	Y	89	Nil	0	Nil

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
National Cancer Screening Service (formerly Breastcheck)	128	Y	80%	Nil	0	Nil
National Council for the Professional Development of Nursing and Midwifery	11.5	N	NA	NA	0	Nil
National Council on Ageing and Older People	16	N	NA	NA	0	Nil
National Social Work Qualifications Board	7	N	NA	NA	0	Nil
National Treatment Purchase Fund	39	N	NA	NA	0	Nil
Office of Tobacco Control	14	Y	100%	Nil	0	Nil

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Pharmaceutical Society of Ireland	14	N	NA	NA	0	Nil
Postgraduate Medical and Dental Board	60	N	NA	NA	0	Nil
Pre-Hospital Emergency Care Council	12	N	NA	NA	0	Nil
Safefood	35	N	NA	NA	0	Nil
Special Residential Services Board	16	Y	100%	Nil	0	Nil
St James's Hospital Board	3582.56	N	NA	NA	DK	DK
St Luke's and St Anne's Hospital Board	533	N	NA	NA	0	Nil
Voluntary Health Insurance Board <sup>24</sup>	1022	Y	55%	4.3%	24	2.3%

24. Due to data collection issues, the information in the 4th, 5th and 6th data columns may not be based on the definition of disability in the Disability Act 2005.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Women's Health Council	5	N	NA	NA	0	Nil
<b>Justice, Equality and Law Reform</b>						
Courts Service <sup>25</sup>	1057	Y	23%	5.5%	13	1.2%
Garda Síochána (Civilian) <sup>26</sup>	1246	Y	See below <sup>27</sup>	NA	29	2.3%
Irish Human Rights Commission	11	N	NA	NA	0	Nil
Legal Aid Board <sup>28</sup>	400	Y	49%	2.5%	9	2.2%
National Disability Authority	40	Y	85%	17.6%	6	15.0%
Property Registration Authority <sup>29</sup>	714	Y	71%	6.7%	34	4.8%

25, 26, 28, 29. The Courts Service, the Garda Síochána (Civilian), the Legal Aid Board and the Property Registration Authority are under the aegis of the Department of Justice, Equality and Law Reform. Their reporting arrangement for the 2006 3% data was to the Department of Finance's 3% Monitoring Committee.

27. The Garda Síochána Civilian Directorate implemented a survey but asked that only staff with disabilities reply.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
<b>Social and Family Affairs</b>						
Citizen Information Board	101	N	NA	NA	4	4.0%
Combat Poverty Agency	29	Y	78%	Nil	0	Nil
Family Support Agency	63	Y	60%	2.6%	1	1.6%
Office of the Pensions Ombudsman	7	Y	86%	Nil	0	Nil
Pensions Board	41	Y	98%	Nil	0	Nil
<b>Taoiseach</b>						
Central Statistics Office <sup>30</sup>	976	Y	26%	12.3%	31	3.2%
Director of Public Prosecutions and Staff <sup>31</sup>	174	Y	64%	8.1%	9	5.2%
Law Reform Commission	26	N	NA	NA	1	3.8%

30, 31. The Central Statistics Office and the Director of Public Prosecutions and Staff are under the aegis of the Department of the Taoiseach. Their reporting arrangement for the 2006 3% data was to the Department of Finance's 3% Monitoring Committee.

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
National Economic and Social Development Office	25	N	NA	NA	1	4.0%
Office of the Attorney General	130	Y	20%	15.4%	4	3.1%
Office of the Chief State Solicitor	246	N	NA	NA	9	3.7%
<b>Transport</b>						
Bus Éireann	2733	Y	38%	2.3%	24	0.9%
Commission for Aviation Regulation	18	Y	100%	Nil	0	Nil
Córas Iompair Éireann	243	N	NA	NA	8	3.3%
Dublin Airport Authority plc	2093	N	NA	NA	89	4.3%
Dublin Bus (Bus Átha Cliath)	3600	N	NA	NA	59	1.6%

Public Bodies	Total no. of employees	Survey of employees carried out? (Yes/No)	Survey response rate	No. of employees with a disability as a % of total no. of survey participants	No. of employees with a disability	No. of employees with a disability as a % of total no. of employees
Dublin Port Company	190	Y	65%	4.0%	5	2.6%
Dun Laoghaire Harbour	47	Y	36%	5.9%	1	2.1%
Iarnród Éireann	5228	N	NA	NA	105	2.0%
Irish Aviation Authority	644	N	NA	NA	19	3.0%
National Roads Authority	149	Y	40%	5.0%	3	2.0%
Port of Cork Company	110	Y	See below <sup>32</sup>	NA	3	2.7%
Railway Safety Commission	7	N	NA	NA	0	Nil
Road Safety Authority	235	Y	50%	1.7%	2	0.9%
<b>Non-Departmental</b>						
Houses of the Oireachtas Commission <sup>33</sup>	479	Y	61%	2.4%	7	1.5%

32. The Port of Cork Company surveyed only those staff thought to have a disability.

33. The Houses of the Oireachtas Commission reported to the Department of Finance's 3% Monitoring Committee.

## Section 2 – Generalised Tables and Commentary

### Context

As noted earlier in Section 1, Government Departments had an overall minimum employment rate of 2.4% of people with disabilities. A comparable figure is not being presented for the wider public service due to the variety of data collection methods used.

### Organisation size

217 sets of 3% data for Government Departments and Public Bodies<sup>34</sup> were received by the NDA. In terms of the size of these organisations, the total number of employees varied greatly, ranging from 3 employees to over 70,000 employees. 1 in 10 of the bodies had 10 or fewer employees (Table 2.1). Approximately one quarter of the bodies had between 11 and 50 employees, 51 to 200 employees, and over 200 to up to 1000 employees. The remaining 36 bodies (17%) had more than 1000 employees.

34. This consists of 15 Government Departments where the Department of Defence provided two sets of data for its civil servants and its civilian employees (see Table 1.1). Some Departments included in their Departmental returns the staff employed in Public Bodies under their aegis where these staff were predominantly civil servants. The remaining 201 sets of data related to Public Bodies. As detailed in Table 1.2, some of these sets of data represented more than one Public Body. For example, each of the 75 Town Councils was included in the return of its respective parent authority and the 35 County Enterprise Boards were reported as one set of data.

**Table 2.1: Size of Organisation**

Number of employees	n	%
10 or fewer	21	10
11-50	52	24
51-200	52	24
201-1,000	56	26
1,001-73,000	36	17
<b>Total number of organisations</b>	<b>217</b>	<b>100</b>

**Staff recruitment and turnover**

The vast majority of organisations indicated that they recruited their own staff (Table 2.2).

**Table 2.2: Staff Recruitment**

Recruit own staff?	n	%
Yes	182	86
No	20	9
Yes and No	9	4
<b>Total number of organisations</b>	<b>211</b>	<b>100</b>

176 of the organisations, who indicated recruiting their own staff, provided figures on the number recruited in 2006 (Table 2.3(a)). Only 8% had no recruitment in 2006, and the remaining bodies between them recruited over 10,000 (10,026.5) employees in 2006.

171 of the organisations, who indicated recruiting their own staff, provided figures on the number of vacancies at the end of 2006 (Table 2.3(b)). Almost three quarters of these bodies (73%) had vacancies, indicating a total vacancy count of over 2,000 (2265.9).

**Table 2.3: Staff Turnover**

(a) Number of employees recruited in 2006	n	%
No recruitment	14	8
Recruited 1 or more (Total employees recruited: 10,026.5)	162	92
<b>Total number of organisations</b>	<b>176</b>	<b>100</b>
(b) Number of vacancies at end of 2006	n	%
No vacancies	47	27
1 or more vacancies (Total vacancies: 2265.9)	124	73
<b>Total number of organisations</b>	<b>171</b>	<b>100</b>

## Achieving the 3% employment target<sup>35</sup>

### Overall

Allowing for the data collection issues commented on earlier in Section I of this Appendix, the data received indicates that 36% of organisations reported reaching or exceeding the 3% employment target (Table 2.4). In a further 17% of the bodies, employees recorded with a disability made up between 2% and 3% of the staff complement. Just over 3 in 10 organisations indicated no employee with a disability on their workforce. However, as can be seen in Table 2.5 below, a large majority of these organisations were small in size (50 or less employees).

**Table 2.4: Achievement of the 3% Employment Target**

Proportion of staff with disabilities	n	%
Nil	66	31
0.1% to less than 1%	11	5
1% to less than 2%	25	12
2% to less than 3%	37	17
3% or more	77	36
<b>Total number of organisations</b>	<b>216</b>	<b>100</b>

### Organisation size and achieving the 3% employment target

Overall, as in Table 2.4 above, it is indicated from the data received, which must be treated with caution, that 31% of organisations had no employees with a disability. When the size of the body is examined, it can be seen that this figure rises to 90% for bodies with 10 or less staff members (Table 2.5). In contrast, only 1 of the bodies in the 201-1000 size category had no employees with a disability.

35. Commentary and data here, as already mentioned, relate to achieving the 3% employment target where the percentage achieved refers to the number of employees with a disability as a percentage of the total number of employees (i.e. the 6th column of data in Tables I.1 and I.2).

Correspondingly, the smaller organisations were less likely to achieve the 3% employment target. Only 10% of bodies with 10 or less employees indicated reaching the target, while over one third of the bodies (34%) in the largest size category reached the target. However, it was bodies in the 201-1000 employee category which reported the highest rate (57%) of reaching the target.

**Table 2.5: Proportion of Staff with Disabilities by Size of Organisation**

Proportion of staff with disabilities	Number of employees									
	10 or less		11-50		51-200		201-1000		1001-73000	
	n	%	n	%	n	%	n	%	n	%
Nil	19	90	37	71	9	17	1	2	0	Nil
0.1% to less than 1%	0	Nil	0	Nil	2	4	4	7	5	14
1% to less than 2%	0	Nil	0	Nil	11	21	9	16	5	14
2% to less than 3%	0	Nil	4	8	10	19	10	18	13	37
3% or more	2	10	11	21	20	38	32	57	12	34
<b>Total</b>	<b>21</b>	<b>100</b>	<b>52</b>	<b>100</b>	<b>52</b>	<b>100</b>	<b>56</b>	<b>100</b>	<b>35</b>	<b>100</b>

### Access audit of premises

Only 13% of organisations which the data suggested had achieved or exceeded the 3% employment target had not carried out an access audit of at least some of their offices or other work sites (Table 2.6). This rose to 40% for bodies with no employees with disabilities in their workforce.

**Table 2.6: Access Audit of Premises by Proportion of Staff with Disabilities**

Proportion of staff with disabilities	Access audit of offices/work sites?							
	All		Some		None		Total	
	n	%	n	%	n	%	n	%
Nil	25	43	10	17	23	40	58	100
0.1% to less than 3%	26	38	30	44	12	18	68	100
3% or more	38	50	28	37	10	13	76	100
<b>Total number of organisations</b>	<b>89</b>	<b>44</b>	<b>68</b>	<b>34</b>	<b>45</b>	<b>22</b>	<b>202</b>	<b>100</b>

## Type of organisation

From the data received, indications are that more than two thirds (67%) of local authorities achieved the 3% employment target (Table 2.7). The data suggests that just over half of the bodies (51%) classified as non-commercial did not have any people with a disability on their workforce.

**Table 2.7: Proportion of Staff with Disabilities by Type of Organisation**

Proportion of staff with disabilities	Type of organisation					
	Commercial		Non-commercial		Local authority	
	n	%	n	%	n	%
Nil	3	11	57	51	4	10
0.1% to less than 3%	14	52	28	25	9	23
3% or more	10	37	26	23	26	67
<b>Total number of organisations</b>	<b>27</b>	<b>100</b>	<b>111</b>	<b>100</b>	<b>39</b>	<b>100</b>

# Appendix 2

## Public bodies that have won O<sub>2</sub> Ability Awards

Kerry Local Authorities were the overall winners in the non-private sector in 2005 and 2006. Mayo County Council were the overall winners in the non-private sector in 2007

2005	2006	2007
Cork City Council	Athlone IT	Athlone IT
Dublin Bus	Bord Gáis	Cavan County Council
ESB	Comhairle	Comhairle
Iarnród Éireann	Dept of Social & Family Affairs	ComReg
Kerry Local Authorities	Dublin Airport Authority	Dept of Finance
Kilkenny County Council	Dublin Bus	Dept of Social & Family Affairs
Mayo County Council	Dublin City Council	Fingal County Council
National Gallery of Ireland	Dun Laoghaire Rathdown County Council	Kilkenny County Council
Public Appointments Service	Fingal County Council	Limerick County Council
South Dublin County Council	Kerry Local Authorities	Mayo County Council
Waterford City Council	Kilkenny County Council	South Dublin County Council
	Mayo County Council	VHI
	Public Appointments Service	Waterford City Council
	South Dublin County Council	
	Railway Procurement Agency	
	Waterford City Council	
	Waterford IT	
	Wicklow Local Authorities	