

# Civil Service Conciliation and Arbitration Scheme

## General Council Report 1440

(Meeting/s of 26 May 2004)

Agreement on the publication of the research report 'Employment and Career Progression of People with a Disability in the Irish Civil Service' and the development of a new Code of Practice for the employment of people with a disability

### **Agreement on the publication of the research report 'Employment and Career Progression of People with a Disability in the Irish Civil Service' and the development of a new Code of Practice for the employment of people with a disability**

1. The Government's target for the employment in the public service of people with a disability was announced in 1977. Under the policy, Departments must work to ensure that at least 3% of posts are allocated to people with disabilities. A Code of Practice on the Employment of People with a Disability in the civil service has been in place since 1994.
2. As part of the Modernisation programme for the Civil Service, research on the employment and career progression of people with a disability in the Civil Service was commissioned by the Department of Finance, following consultations with the Civil Service unions, from Goodbody Economic Consultants.
3. The Report entitled "Employment and Career Progression of People with a Disability in the Irish Civil Service" proposes a new approach which emphasises the two separate aspects of the policy: first, an increased emphasis on recruitment with special competitions being arranged from time to time and, second, the need to take special measures to identify and support existing staff with a disability.
4. The Government has accepted the main recommendations of the report in relation to improving the operation of the policy, namely, that  
  
[i] the present Civil Service Code on the employment of people with a disability, drawn up in 1994, should be revised, in conjunction with the Civil Service unions, to put in place modern policies to positively manage over 2,300 civil servants with a disability (approximately 7% of existing staff), Figure derived from self report staff survey carried out by the research team.

[ii] new monitoring, reporting and recording arrangements in relation to staff with a disability in Government Departments and Offices are required to accurately record progress and employment trends, including a move towards self disclosure using an appropriate format, these arrangements to be discussed and agreed in consultation with the Civil Service unions,

[iii] the revision of the Code to emphasise, in particular, policies to improve the career progression of people with a disability,

[iv] the appointment of one full-time Disability Advisory Officer (DAO), in addition to the existing part-time Departmental Disability Liaison Officers, to advise and assist Departments in developing and implementing policies for existing and new staff with disabilities, and supporting individual civil servants with disabilities; it is proposed that the DAO will be part of the Equality Unit in the Department of Finance, and

[v] the adoption of a new approach to the recruitment of people with a disability under which special competitions or sub-panels will be held from time to time to ensure that 3% of all recruits to the Civil Service are people with a disability,

5. Both sides agreed at the Disability Subcommittee to commence discussions on revising the present Civil Service Code on the employment of people with a disability.

6. This report recording agreement was adopted on 26 May 2004.

Agreed report

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