

From: [Oireachtas](#)
To: [Holly Cairns](#)
Cc: Shane.DONNELLY@transport.gov.ie
Subject: RE: PQ Referred: 23058/23, for answer 16/05/2023, Written from - Holly Cairns
Date: 19 May 2023 12:51:00
Attachments: [image001.png](#)

Dear Deputy Cairns,

As an equal opportunities employer, the Irish Aviation Authority (IAA) is aware of its statutory obligations with respect to the Employment Equality Acts 1998-2015. We are continually working to ensure that we meet and where possible exceed the requirements of the legislation. In order to meet its obligations, the IAA works with all staff to ensure that they are met with reasonable accommodation.

Employees who have disclosed disabilities have been provided with assistive technology to allow them to carry out their roles. Ergonomic and risk assessments are available to all staff and specialised furniture has been made available to those who require it. Evacuation chair training has been completed to ensure the safety of those with mobility issues during an emergency and the Health and Safety officer reviews the accessibility of the IAA's offices on an ongoing basis.

Blended working and other flexible working arrangements are available to staff, and requests for accommodations in the nature of reduced on-site attendance are reviewed on a case-by-case basis. Special arrangements to accommodate disability requirements are reviewed and actioned as necessary.

Yours sincerely

Alec Elliott

Corporate Affairs and Public Relations Manager

M: +353 (0) 87 706 4018 | T: +353 (01) 603 1119

E: alec.elliott@iaa.ie | www.iaa.ie

The Times Building, 11-12 D'Olier Street, Dublin 2, D02 T449



From: ePQ (Transport) <transport-epq-noreply@cloud.gov.ie>

Sent: 16 May 2023 21:21

To: communication@cie.ie; Kathleen.keary@dublinbus.ie; oireachtas@buseireann.ie; Elizabeth.headon@buseireann.ie; Suzanne.altman@buseireann.ie; Heidi.reardon@irishrail.ie; parliamentaryquestions@daa.ie; angela.flynn@daa.ie; Deirdre FORREST <Deirdre.Forrest@IAA.ie>; Alec ELLIOTT <Alec.ELLIOTT@IAA.ie>; rachael.leahy@snnairportgroup.ie; regina.duffy@shannongroup.ie; msheary@dublinport.ie; dcrowley@portofcork.ie; bm@portofwaterford.com; fr@portofwaterford.com;

pkeating@sfpc.ie; Brian Higgins <brianhiggins@aviationreg.ie>; forensic.medicine@ucd.ie; oireachtasliaison@nationaltransport.ie; caitrionakeenahan@crr.ie; secretariat@rsa.ie; Raymond.Foley@TII.ie; michael.kennedy@tii.ie; Oireachtas@tii.ie; Deirdre.forrest@airnav.ie
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PQ 23058/23 has been referred to CIÉ; Bus Átha Cliath; Irish Aviation Authority; daa plc; Iarnród Éireann; Bus Éireann; Commission for Aviation Regulation; Shannon Foynes Port Company; Port of Waterford Company; Port of Cork Company; Dublin Port Company; Shannon Group; Medical Bureau of Road Safety; National Transport Authority; Commission for Railway Regulation; Road Safety Authority; Transport Infrastructure Ireland; Marine Casualty Investigation Board; AirNav Ireland; AirNav by Shane Donnelly (Transport) (Shane.DONNELLY@transport.gov.ie).

Dail Question No: 250

To ask the Minister for Transport how his Department and public bodies and agencies that operate under his remit meet their obligations for reasonable accommodation under the Employment Equality Acts 1998-2015.

Identical Question(s): to all Depts.

Answer

Under the Employment Equality Acts 1998-2015 employers are required to take reasonable steps to accommodate the needs of current and prospective employees with disabilities. As an equal opportunities employer, my Department is conscious of its statutory obligations and is continually working to ensure that it meets all commitments in this regard. In order to meet its obligations my Department works with the Public Appointments Service to ensure that prospective recruits are provided with reasonable accommodations throughout the recruitment process.

Employees who have disclosed disabilities have been provided with assistive technology to allow them to carry out their roles. Ergonomic and risk assessments are available to all staff and specialised furniture has been made available to those who require it. Evacuation chair training has been completed to ensure the safety of those with mobility issues during an emergency and the Health and Safety officer reviews the accessibility of the Department's offices on an ongoing basis.

Blended working and other flexible working arrangements are available to staff, and requests for accommodations in the nature of reduced on-site attendance are reviewed by my Department on a case-by-case basis. My Department facilitates special arrangements to accommodate disability requirements as necessary, including the changing of roles to enable staff to avail of accommodations required.

My Department has a dedicated Disability Liaison Officer (DLO) who assists employees with their disabilities and accessing reasonable accommodations. The Disability Liaison Officer is also part of a wider network of DLOs across the Civil/Public Service which meets regularly to exchange ideas on how the workplace for people with disabilities and/or those that require reasonable accommodations can be improved. My Department continues to work with the Office of the

Chief Medical Officer and the Civil Service Employee Assistance Service, both of whom provide guidance on the provision of reasonable accommodation for employees.

I have asked the aegis bodies to respond directly to you on this matter and if you do not hear from them within 10 days you should contact my office.

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