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February 16th, 2024

Deputy Pauline Tully,
Dáil Éireann, Leinster House,
Kildare Street, Dublin 2.

Dáil Question No: 67

To ask the Minister for Transport if he is satisfied that his Department and the bodies under its aegis are aware and in compliance with article 4(3) of the United Nations Convention on the Rights of Persons with Disabilities; and if he will make a statement on the matter.

Dear Deputy Tully,

As an equal opportunities' employer, daa is very conscious of its statutory obligations to support people with disabilities and has measures in place to ensure those obligations are met which are fully compliant with the UNCRPD. Diversity and Inclusion is one of the key priorities within our ESG strategy and disability is a focus area within the plan.

daa continues to partner with "Ability Focus" to deliver disability awareness training to all our frontline employees and with our hiring managers, with a specific focus on ensuring that the recruitment policies are fully inclusive.

Our reasonable accommodations policy provides support to candidates and employees who need some reasonable accommodations during a selection process and/or during employment. Current employees who have disclosed disabilities are also provided with assistive technology to allow them to carry out their roles, e.g., larger screen text requirements. They are also given additional time to complete training/mandatory assessments as part of onboarding.

Ergonomic assessments are also available to all staff who may require them. In circumstances where an employee can no longer work within their current role due to ill health, or as a result of an acquired disability, daa works with the employee to assess how best they can be accommodated, either through restricted duties or redeployment to another role. Any redeployment options are considered in light of a full medical assessment, carried out by our medical provider. Reduced hours and time off for medical appointments are also facilitated as required.

Kind regards,

A handwritten signature in black ink, appearing to read 'Des O'Connor', written in a cursive style.

Des O'Connor,
daa plc

Would you like to provide feedback on this process? [daa Parliamentary Questions Feedback](#)

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