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February 9th, 2024

Deputy Ged Nash,
Dáil Éireann, Leinster House,
Kildare Street, Dublin 2.

Dáil Question No: 87

To ask the Minister for Transport to provide figures for the number of staff directly employed in agencies and bodies directly under his aegis who work from home/remotely as part of their working week; the percentage of staff on an overall basis who work from home at least one day a week; the number of working hours on average per week that staff in relevant agencies and bodies work from home; the gender breakdown of those who avail of the opportunity to work from home/remotely; if he will provide the figures for 2022 and 2023; and if he will make a statement on the matter.

Dear Deputy Nash,

daa introduced a Hybrid Working Policy which came into effect on May 15th, 2023. The policy provides a hybrid approach to working arrangements with a minimum of 3 days office based / 2 days remote pattern in a weekly period, for employees who are approved for hybrid working arrangements. There is an application process in place for employees to request hybrid working arrangement with their manager.

There are anchor days outlined in the policy where onsite attendance is required. The policy allows flexibility to the employee to select onsite attendance days for the other (2) onsite days. Employees are expected to be flexible where business requirements necessitate to attend the office in addition to 3 office-based days per week. Pro-rata arrangements are in place for employees who may be on reduced hours working arrangements /contracts.

There is a large percentage of daa's total workforce who are frontline based employees whose role would not be able to be performed remotely and are therefore unsuitable for hybrid working arrangements. Of the workforce who are non-front line based (total 834 as at year end 2023), 766 (92%) employees availed of daa's Hybrid Working Policy – 481 (58%) male and 353 (42%) female.

Kind regards,

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

Des O'Connor,
daa plc

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