



Public Sector Duty Action Plan 2025

Assessment	Actions	Owner	Timeframe
There is a need to enable OPR staff to understand and meet their obligations under the Public Sector Equality and Human Rights Duty.	All staff newly recruited during 2025 will complete the Irish Human Rights and Equality Commission eLearning module - Equality and Human Rights in the Public Service. [All other staff recruited prior to 2025 have completed this training]	HR Staff	Ongoing
There is a need to raise general disability awareness for all staff by providing training which looks at language, diversity of disability, reasonable accommodations and challenging bias.	Disability awareness training will be delivered to staff during 2025. Celebrate and promote the International Day of Persons with Disabilities.	HR Staff Staff HR	Q4 Q4
There is a need to support disabled employees who require workplace adjustments or accommodations.	Undertake staff census on disability status. Promote the Office of the Planning Regulator	HR HR	Q1 Q1



	Reasonable Accommodation Passport.		
There is a need to promote and enhance Equality, Diversity and Inclusion in our workplace.	<p>EDI group to meet regularly and propose initiatives to build and foster an inclusive culture, promote equality, prevent discrimination and protect the human rights of our staff and stakeholders.</p> <p>Issue an invitation to staff welcoming new members to join the EDI group.</p>	<p>Staff HR</p> <p>Staff HR</p>	<p>Q1, Q2, Q3, Q4</p> <p>Q1</p>
There is a need to promote an inclusive and supportive working environment where all employees are treated fairly, with dignity, respect and understanding and their health and wellbeing is fully supported.	<p>The Civil Service Employee Assistance Service (CSEAS) will be promoted to staff.</p> <p>Dignity at Work training will be delivered to all staff.</p>	<p>HR Line managers</p> <p>HR Staff</p>	<p>Q1, Q2, Q3, Q4</p> <p>Q4</p>
There is a need to ensure the OPR is an employer of choice, fostering a safe working environment	Equal opportunities employer with all recruitment processes carried out in accordance with	HR	Ongoing



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which promotes equality, is respectful and inclusive.	Commission for Public Service Appointments Codes of Practice. Policies in place including Dignity at Work, Right to Disconnect, Blended Working, Menopause in the Workplace.	HR	Ongoing
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