

Úsáid na Gaeilge sa Riarachán Poiblí

I dTreo
Seirbhís Phoiblí
Dháttheangach

The Use of Irish in Public Administration



Towards a Bilingual
Public Service

Cén chaoi?

- ☐ Achtanna na dTeangacha Oifigiúla, 2003 & 2021
- ☐ Plean Náisiúnta um Sheirbhísí Poiblí Gaeilge
- ☐ Caighdeáin Teanga
- ☐ Dualgais trí Rialacháin
- ☐ Dualgais Dhíreacha

How?



- ☐ Official Languages Acts 2003 & 2021
- ☐ National Plan for Irish Language Public Services
- ☐ Language Standards
- ☐ Duties through Regulations
- ☐ Direct Duties

Comhthéacs Polasaí

- An Straitéis 20 Bliain don Ghaeilge 2010-2030 (S20)
- An Plean Gníomhaíochta don Ghaeilge 2018-2023
- Acht na Gaeltachta 2012
- Polasaí don Oideachas Gaeltachta 2017-2022
- Tionscadal Éireann 2040
- Clár Rialtais
- Straitéis Athnuachana na Státseirbhíse 2030

Policy Context



- 20-Year Strategy for the Irish Language 2010-2030 (S20)
- Action Plan for the Irish language 2018-2023
- Gaeltacht Act 2012
- Policy on Gaeltacht Education 2017-2022
- Project Ireland 2040
- Programmes for Government
- Civil Service Renewal 2030 Strategy



Spriocdhátaí Sonracha

Spriocdhátaí	Foráil	Staid Reatha
21/06/2022	Bunú an Choiste Chomhairligh um Sheirbhísí Gaeilge	Déanta ó 20/06/2022
19/06/2024	Plean Náisiúnta um Sheirbhísí Poiblí Gaeilge le bheith curtha faoi bhráid an Aire	Déanta ar an 19/06/2024
3 mhí tar éis an Plean a chur faoi bhráid an Aire	Plean Náisiúnta um Sheirbhísí Poiblí Gaeilge le bheith curtha faoi bhráid an Rialtais	Déanta agus ceadaithe ag an Rialtais ar an 01/10/2024
31/12/2030	20% d'earcaigh chuig an earnáil phoiblí inniúil i nGaeilge	Ar lean
Le deimhniú	Gach seirbhís phoiblí sa Ghaeltacht agus don Ghaeltacht ar fáil trí Ghaeilge	Spriocdháta le socrú ag an Aire laistigh de 3 mhí ó fhoilsiú an Phlean Náisiúnta
Le deimhniú	Gach oifig phoiblí sna Limistéir Pleanála Teanga ag feidhmiú trí mheán na Gaeilge	Spriocdháta le socrú ag an Aire laistigh de 3 mhí ó fhoilsiú an Phlean Náisiúnta

Specific Deadlines



Deadlines	Provision	Current Status
21/06/2022	Establish the Irish Language Services Advisory Committee	Established on 20/06/2022
19/06/2024	National Plan for Irish Language Public Services submitted to the Minister	Submitted on 19/06/2024
3 months following the submission of the Plan to the Minister	National Plan for Irish Language Public Services to be submitted to Government	Submitted and approved by Government 01/10/2024
31/12/2030	20% of recruits to the public sector competent in Irish	Ongoing
TBC	All public services in and for the Gaeltacht will be provided in Irish	The Minister to specify a date within 3 months of the publication of the National Plan
TBC	All public offices in the Gaeltacht will operate through the medium of Irish	The Minister to specify a date within 3 months of the publication of the National Plan

Tosach Feidhme

Commencements



Tús feidhme	Foráil
10/10/2022	Fógraíocht: 20% ar a laghad d'fhógraíocht bhliantúil i nGaeilge & 5% de bhuiséad fógraíochta caite ar fhógraíocht Ghaeilge sna meáin Ghaeilge
13/03/2023	Breischumachtaí d'Oifig an Choimisinéara Teanga (OCT)
15/03/2023	Córas Caighdeán Teanga
05/05/2023	Oifigeach Sinsearach le hainmniú chun críche an Achta & oibleagáidí don Tuarascáil Bhliantúil
30/06/2024	Fógraí a eisítear chun duine a thoghairm chun fónamh mar ghiúróir le heisiúint go dátheangach
30/06/2024	An Coiste Logainmneacha bunaithe in ionad an Choimisiúin Logainmneacha
21/12/2024	Dualgais bhreise ar chomhlachtaí poiblí maidir le: • freagraí ar chomhfhreagras tríd na meáin shóisialta • ábhar margaíochta • ainmneacha, seoltaí agus teidil i nGaeilge (glacadh le síneadh fada) • foirmeacha oifigiúla • lógónna • ainmneacha & lógónna comhlachtaí reachtúla nuabhunaithe • seirbhísí pobal-inrochtana (tríú páirtí)

Commencement	Provision
10/10/2022	Advertising: at least 20% of annual advertising done through Irish & 5% of advertising budget to be spent on Irish language advertising in Irish language media
13/03/2023	Additional powers for Oifig an Choimisinéara Teanga (OCT)
15/03/2023	Language Standards system
05/05/2023	Nominate a Senior Official for the purposes of the Act & obligations for Annual Report
30/06/2024	Summons notices issued to people to serve as a juror to be done so bilingually
30/06/2024	Placenames Committee established in place of the Placenames Commission
21/12/2024	Additional duties of public bodies in relation to: • responses to correspondence through social media • marketing material • names, addresses and titles in Irish (to accept síneadh fada/length accent) • official forms • logos • names and logos of newly established statutory bodies • publicly accessible services (third party)

Idirthréimhse: Moltar feidhmiú de réir an Achta chun am agus airgead a shábháil amach anseo

Interim Period: Recommended to operate in accordance with the Act to save time and money down the line

An Coiste Comhairleach

Advisory Committee



- **Bunaithe:**
20 Meitheamh 2022
- **Comhaltaí:**
 - + 1 x LPT Ghaeltachta
 - + 1 x Limistéir nach LPT iad



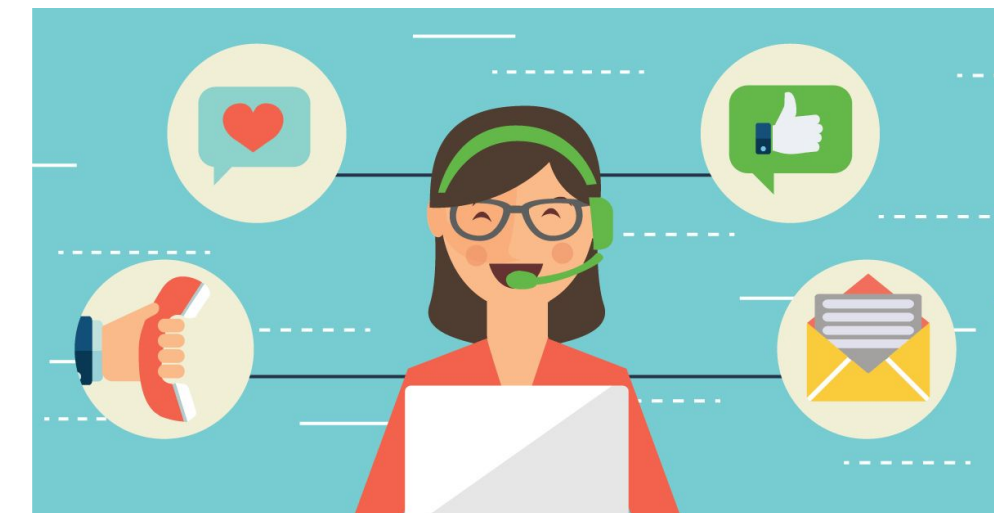
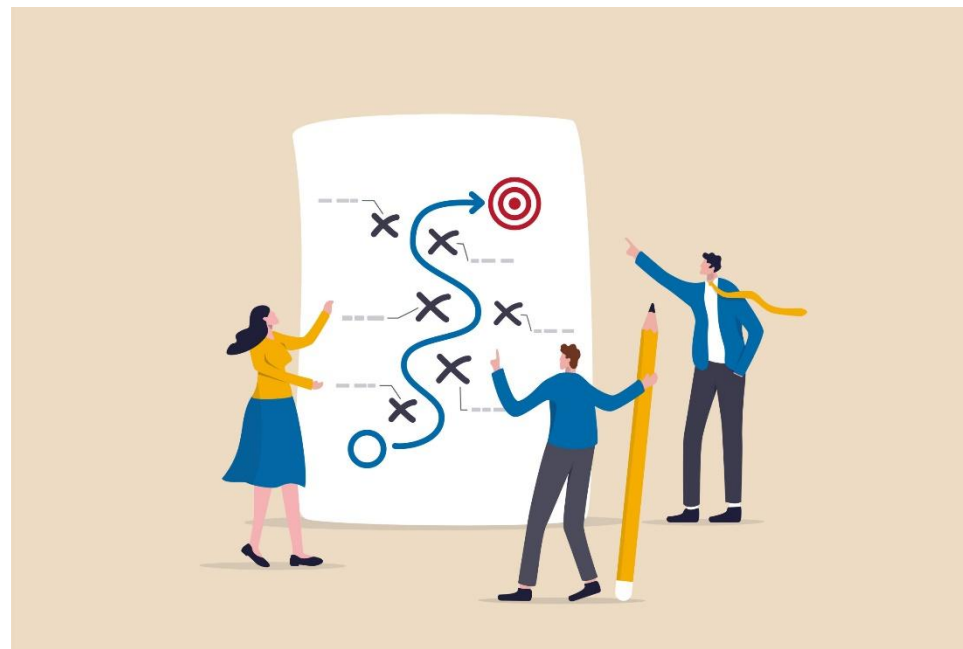
- **Established:**
20 June 2022
- **Members:**
 - + 1 x Gaeltacht LPA
 - + 1 x Area not LPA

Feidhmeanna an Choiste

Functions of the Committee



□ Plean Náisiúnta um Sheirbhísí Poiblí Gaeilge □ National Plan for Irish Language Services



Feidhmeanna an Choiste

Functions of the Committee



□ Comhairle: Líon, Grád & Leibhéal Inniúlachta

- Creat Comhchoiteann Tagartha Eorpach le haghaidh Teangacha

□ Advice: Number, Grade & Competency Level

- Common European Framework of Reference for Languages



Feidhmeanna an Choiste

- ❑ Taighde
- ❑ Suirbhé ar Leibhéal Inniúlachta



Functions of the Committee



- ❑ Research
- ❑ Survey on Competence Level

c. 35,000
rannpháirtith
e Márta 2024
/ participants
March 2024

Feidhmeanna an Choiste Functions of the Committee



Nuacht
na hearnála
poiblí
20%
le Gaeilge
faoi / by
2030

Tá tusa uainn!



We want you!

Suirbhé Inniúlachta

Competency Survey



Leibhéal inniúlachta sa Ghaeilge	Gaeilge Labhartha		Gaeilge Scríofa	
	Líon	%	Líon	%
B2-C2 (i.e. inniúil i nGaeilge)	3,844	11.45%	3,041	9.06%
B1 (i.e. poitéinseal a bheith inniúil i nGaeilge)	4,337	12.92%	3,920	11.7%
<B1 (i.e. gan inniúlacht reatha sa Ghaeilge)	25,379	75.62%	26,599	79.26%
IOMLÁN	33,560		33,560	

	I GCÓNAÍ	GO MINIC	ANOIS AGUS ARÍS	NÍ ARIAMH	TOTAL
Labhraím Gaeilge mar chuid de mo dhualgais oifigiúla	1.59% 526	1.58% 523	9.53% 3,151	87.29% 28,849	33,049
Scríobhaim i nGaeilge mar chuid de mo dhualgais oifigiúla	1.39% 459	1.35% 446	6.78% 2,235	90.48% 29,828	32,968
Labhraím Gaeilge le mo chomhghleacaithe go sóisialta	1.29% 428	1.94% 643	12.63% 4,178	84.13% 27,827	33,076
Úsáidim an Ghaeilge ag an ionad oibre i gcásanna eile nach luaitear thuas	1.32% 437	1.96% 649	12.98% 4,296	83.74% 27,710	33,092

Level of competency in Irish	Spoken Irish		Written Irish	
	Number	%	Number	%
B2-C2 (i.e. competent in Irish)	3,844	11.45%	3,041	9.06%
B1 (i.e. potential to be competent in Irish)	4,337	12.92%	3,920	11.7%
<B1 (i.e. without current competency in Irish)	25,379	75.62%	26,599	79.26%
TOTAL	33,560		33,560	

	Always	Often	Occasionally	Never	Total
– I speak Irish as part of my official duties	1.59% 526	1.58% 523	9.53% 3,151	87.29% 28,849	33,049
– I write in Irish as part of my official duties	1.39% 459	1.35% 446	6.78% 2,235	90.48% 29,828	32,968
– I speak Irish socially with my colleagues	1.29% 428	1.94% 643	12.63% 4,178	84.13% 27,827	33,076
– I use Irish in the workplace in other circumstances not mentioned above	1.32% 437	1.96% 649	12.98% 4,296	83.73% 27,710	33,092

Suirbhé Inniúlachta Competency Survey



50%
Suim acu Interested in
cur lena increasing
n-inniúlach their
t competency

An mbeadh suim agat a bheith ag obair as Gaeilge?		
Táim ag obair as Gaeilge cheana féin	463	1.39%
Bheadh	1,430	4.31%
Bheadh le breis oiliúna/tacaíochtaí	7,763	23.37%
Níl a fhios agam/níor smaoinigh mé air	9,094	27.38%
Ní bheadh	14,459	43.54%
Iomlán	33,209	

Would you be interested in working through Irish?		
I'm already working through Irish	463	1.39%
Yes	1,430	4.31%
Yes with additional training/supports	7,763	23.37%
I don't know/I haven't thought about it	9,094	27.38%
No	14,459	43.54%
Total	33,209	

Suirbhé Inniúlachta Competency Survey



An bhfuil tú ar an eolas faoi 20% d'earcaigh le Gaeilge roimh 2030 de réir Earnála.		
	Tá	Níl
Iomlán (gach earnáil)	8,714 (26.3%)	24462 (73.7%)
De réir Earnála		
Státseirbhís	34.01%	65.99%
Rialtas Áitiúil agus BOO	28.36%	71.64%
Tríú Leibhéal	27%	73%
An Garda Síochána	16.5%	83.5%
Sláinte	14.52%	85.48%

Are you aware of 20% of recruits with Irish by 2030 by Sector.		
	Yes	No
Total (all sectors)	8,714 (26.3%)	24462 (73.7%)
By Sector		
Civil Service	34.01%	65.99%
Local Authority and ETB	28.36%	71.64%
Third-Level	27%	73%
An Garda Síochána	16.5%	83.5%
Health	14.52%	85.48%

An Plean Náisiúnta

The National Plan





Rialtas na hÉireann
Government of Ireland



An Plean Náisiúnta um Sheirbhísí Poiblí Gaeilge National Plan for Irish Language Public Services

2024-2030

Arna hullmhú ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán
Prepared by the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media

gov.ie



An Plean Náisiúnta The National Plan

▣ 5 mhóρθéama straitéiseacha:

- Bunaithe ar an Taighde

▣ 2 x Plean Gníomhaíochta 3 bliana:

- 2025-2027: Le foilsiú sna míonna amach romhainn
- Bearta sonracha chun na cuspóirí straitéiseacha a bhaint amach

▣ 5 major strategic themes:

- Research-based

▣ 2 x 3-year Action Plans:

- 2025-2027: To be published in coming months
- Specific measures to achieve the strategic objectives under the themes

Teicneolaíocht

Technology



Leas a Bhaint as Digiú
Creat Digiteach na hÉireann



Harnessing Digital
The Digital Ireland Framework





Alliance for
Language Technologies

Alliance pour les
technologies des langues

An Chomhghuaillíocht
um Theicneolaíochtaí Teanga

Na Caighdeáin Teanga

Language Standards



□ Caighdeáin teanga in áit scéimeanna teanga:

- Gach earnáil rialtais ar bhonn céimiúil
- Ní féidir leibhéal níos lú seirbhísí trí Ghaeilge a chur ar fáil
- Comhairliúchán leis na comhlachtaí ábhartha
- Comhairliúchán leis an bpobal
- Réamhthréimhse sula gcuirfear caighdeáin i bhfeidhm
- Treoirínte le foilsiú ag an Roinn

□ Language standards instead of language schemes:

- All governmental sectors on an incremental basis
- Must not be a lower level of service than previously provided through Irish
- Consultation with the relevant bodies
- Consultation with the public
- Lead-in time before standards are implemented
- Guidelines to be published by the Department

Forálacha Eile

21 Nollaig 2024

▣ Trí Rialacháin:

- Ainmneacha, seoltaí agus teidil i nGaeilge – Córais TFC
- Foirmeacha Oifigiúla

▣ Dualgais Dhíreacha:

- Meáin Shóisialta
- Margaíocht
- Lógónna (Uasdátú)
- Ainmneacha agus lógónna comhlachtaí reachtúla nuabhunaithe
- Seirbhísí Tríú Páirtí

Other Provisions

21 December 2024



▣ Through Regulations:

- Names, addresses and titles in Irish language – ICT systems
- Official Forms

▣ Direct Duties:

- Social Media
- Marketing
- Logos (On Updating)
- Names & logos of newly established statutory bodies
- Third Party Services

Treoirlínte

▣ Na Caighdeáin Teanga

▣ Dualgais maidir le:

- Ainmneacha, seoltaí agus teidil i nGaeilge – Córais TFC
- Foirmeacha Oifigiúla
- Lógónna
- Ainmneacha agus lógónna comhlachtaí reachtúla nuabhunaithe

Guidelines



▣ Language Standards

▣ Obligations regarding:

- Names, addresses and titles in Irish language – ICT systems
- Official Forms
- Logos
- Names & logos of newly established statutory bodies

Beartha Ábhartha

- ❑ **Scéim Printíseachta do Speisialtóirí Gaeilge:**
 - *Plean Printíseachta na Seirbhíse Poiblí 2030*
- ❑ **Gréasán Gaeilge na hEarnála Poiblí:**
 - Seolta – 11 Iúil 2024
 - Tuilleadh eolais – eolas@greasangaeilge.ie / @greasangaeilge
 - Cláraigh - [anseo](https://anseo.ie)
- ❑ **Cúrsaí Gaeilge: TEG:**
 - Cúrsaí OneLearning ⬆ 93%
- ❑ **Comórtais Speisialtóirí:**
 - Cumarsáide AOE Gaeilge

Relevant Measures



- ❑ **Apprenticeship Scheme for Irish Language Specialists:**
 - *Public Service Apprenticeship Plan 2030*
- ❑ **Irish Language Public Sector Network**
 - Launched – 11 July 2024
 - Further information – eolas@greasangaeilge.ie / @greasangaeilge
 - Register - [here](#)
- ❑ **Irish Language Courses: TEG:**
 - OneLearning courses ⬆ 93%
- ❑ **Specialists Competitions:**
 - Irish language HEO Communications

Bearta Ábhartha ar lean...

- Tacú le hOifigigh na dTeangacha Oifigiúla (Alt 4B)
- Bunú Grúpa Oibre Teicniúil
- Feachtais Feasachta:
 - *Gluaiseacht* – 28,000+ daoine óga
 - Feachtas sna Meáin – Ráithe 1 2025
 - Seimineáir Faisnéise:
 - **Seachtain Chlaochlú na Seirbhíse Poiblí 2024 - 21/10/2024 – Ar Líne**
- Tionscnamh Ardscileanna Gaeilge
- Tréimhsí Taithí Oibre/Intéirneachta

Relevant Measures cont...



- Support the Official Languages Officers (Section 4B)
- Establish a Technical Working Group
- Awareness Campaigns:
 - *Gluaiseacht* – 28,000+ young people
 - Media Campaign – Q1 2025
 - Information Seminars:
 - **Public Service Transformation Week 2024 - 21/10/2024 – Online**
- Advanced Irish Language Skills Initiative
- Work Experience/Internships

Aird ar

- An méid a foghlaimíodh ó:
 - **deireadh a chur leis an maolú** ar an nGaeilge san AE
 - **taithí idirnáisiúnta** eile ar nós:
 - An Bhreatain Bheag
 - Ceanada
 - tráchttaireacht agus tuarascálacha Oifig an **Choimisinéara Teanga**

Looking to



- Learnings from:
 - **ending the derogation** on Irish in the EU
 - **other international experiences** e.g.
 - Wales
 - Canada
 - commentary and reports of Oifig an **Choimisinéara Teanga**