An Coimisinéir Teanga

Tráchtaireacht ar Thuarascáil an Choiste Chomhairligh um Sheirbhísí Gaeilge

(don tréimhse: 1 Eanáir – 31 Nollaig 2024)

Commentary on the Report of the Irish Language Services Advisory Committee

(for the period: 1 January – 31 December 2024)

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Don Aire Forbartha Tuaithe agus Pobail agus Gaeltachta:

faoi 18F(3) d'Acht na dTeangacha Oifigiúla 2003, mar atá leasaithe.

An Coimisinéir Teanga, Séamas Ó Concheanainn

Nollaig 2025

For the Minister for Rural and Community Development and the Gaeltacht:

under section 18F(3) of the Official Languages Act 2003, as amended.

An Coimisinéir Teanga, Séamas Ó Concheanainn

December 2025

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1. RÉAMHRÁ

Is é aidhm Acht na dTeangacha Oifigiúla, 2003, mar atá leasaithe, líon agus caighdeán na seirbhísí poiblí a chuireann eagraíochtaí stáit ar fáil a mhéadú agus a fheabhsú agus cearta teanga phobal labhartha na Gaeilge a threisiú dá réir. Leasaíodh bun-Acht 2003 in 2021 ar mhaithe le dul i ngleic le bearnaí suntasacha ar thug m'Oifig suntas dóibh agus a d'aithin geallsealbhóirí éagsúla sa soláthar reatha seirbhísí poiblí i nGaeilge.

Faoi alt 18F(3) d'Acht na dTeangacha Oifigiúla, 2003, mar atá leasaithe, is feidhm de mo chuid mar Choimisinéir Teanga é tráchtaireacht ar obair an Choiste Chomhairligh a leagan faoi bhráid an Aire Forbartha Tuaithe agus Pobail agus Gaeltachta (an tAire FTPG). Leag mé mo chéad tráchtaireacht ar obair an Choiste Chomhairligh, a bhain leis an tréimhse bhunaidh, 20 Meitheamh 2022 – 31 Nollaig 2023, faoi bhráid an Aire Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (TCEGSM) i Mí na Nollag 2024. D'fhoilsigh an tAire an chéad tráchtaireacht sin de mo chuid an 27 Deireadh Fómhair 2025. Tá cóip den tráchtaireacht sin faoi iamh in Aguisín A anseo. Is cúram de mo chuid anois freisin é an dara tráchtaireacht seo ar obair an Choiste Chomhairligh don tréimhse 1 Eanáir 2024 – 31 Nollaig 2024 a leagan faoi bhráid an Aire FTPG.

An Plean Náisiúnta um Sheirbhísí Poiblí i nGaeilge

Den chéad uair riamh i stair an Stáit leagadh amach in Acht na dTeangacha Oifigiúla (Leasú), 2021 go bhforbrófaí plean reachtúil náisiúnta trína ndéanfaí comhordú ar an straitéis náisiúnta chun seirbhísí poiblí i nGaeilge a fheabhsú. Tugadh cúram faoin reachtaíocht teanga leasaithe don Choiste Comhairleach um Sheirbhísí Gaeilge (An Coiste Comhairleach) an Plean Náisiúnta sin a ullmhú agus a fheidhmiú. Sheol an tAire Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán, Catherine Martin TD, agus Aire Stáit na Gaeltachta, Spóirt agus Corpoideachais, Thomas Byrne TD an Plean Náisiúnta um Sheirbhísí Poiblí Gaeilge an 9 Deireadh Fómhair 2024. Tá ról an Choiste Chomhairligh i bhfeidhmiú an Phlean Náisiúnta i gcroílár na hiarrachta a chuir an Stát roimhe cearta teanga phobal na Gaeilge a threisiú trí fheabhas as cuimse a chur ar an bhfreastal a dhéanann comhlachtaí poiblí ar an bpobal i dteanga náisiúnta agus i gcéad teanga oifigiúil an Stáit seo.

1. INTRODUCTION

The aim of the Official Languages Act 2003, as amended, is to increase and improve the availability and quality of public services provided by state bodies in Irish and to strengthen the language rights of the Irish-speaking community accordingly. The principal 2003 Act was amended in 2021 to address significant gaps identified by my Office and various stakeholders in the current provision of public services in Irish.

Under section 18F(3) of the Official Languages Act 2003, as amended, one of my functions as Coimisinéir Teanga is to submit a commentary on the work of the Advisory Committee to the Minister for Rural and Community Development and the Gaeltacht (the Minister for RCDG). I submitted my first commentary on the work of the Advisory Committee, for the initial period of 20 June 2022–31 December 2023, to the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media (TCAGSM) in December 2024. That first commentary was published by the Minister on 27 October 2025. A copy of the commentary is attached in Appendix A herewith. I now submit my second commentary on the work of the Advisory Committee for the period of 1 January 2024 – 31 December 2024 to the Minister for RCDG.

The National Plan for Irish Language Public Services

For the first time in the history of the State, the Official Languages (Amendment) Act 2021 provided for the development of a statutory national plan to coordinate a national strategy for improving public services in Irish. The task of preparing and implementing that National Plan fell within the remit of the Irish Language Services Advisory Committee (The Advisory Committee). The National Plan for Irish Language Public Services was launched by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media, Catherine Martin T.D., and the Minister of State for the Gaeltacht, Sport and Physical Education, Thomas Byrne T.D., on 9 October 2024. The Advisory Committee's role in the implementation of the National Plan is central to the State's efforts to strengthen the language rights of the Irish-speaking community by significantly improving public service provision in the national and first official language of this State.

2. AN COISTE COMHAIRLEACH UM SHEIRBHÍSÍ GAEILGE

Is coiste reachtúil é an Coiste Comhairleach a bhunaigh an tAire TCEGSM i Meitheamh 2022. Is faoi Chathaoirleacht na Roinne Forbartha Tuaithe agus Pobail agus Gaeltachta (RFTPG) a reáchtáiltear an Coiste agus tá 10 gcomhalta eile air freisin. Mar aon leis an RFTPG féin tugtar stádas gnáthchomhaltaí faoin Acht don Roinn Caiteachais Phoiblí, Bonneagair, Athchoiriúcháin Seirbhíse Poibli agus Digitiucháin (RCPBASPD) agus don tSeirbhís um Cheapacháin Phoiblí ar an gCoiste. Ina mbaill freisin tá comhaltaí a d'ainmnigh an tAire thar ceann na Roinne Oideachais agus Óige, na Roinne Coimirce Sóisialaí, Fheidhmeannacht na Seirbhíse Sláinte, an Gharda Síochána, Fhoras na Gaeilge, na Gníomhaireachta Bainistíochta Rialtais Áitiúil mar aon le hionadaithe ó na Pobail Teanga Ghaeltachta agus ó na Pobail Teanga lasmuigh den Ghaeltacht.

Clochmhíle mhór a bhí i seoladh an chéad Phlean Náisiúnta i stair an Stáit faoi stiúir an Choiste Chomhairligh i Mí Dheireadh Fómhair 2024. Bhí obair shuntasach i gceist leis an bPlean a chur i dtoll a chéile. Tá comhdhéanamh an Choiste le moladh mar go bhfuil ionadaíocht air ó eagraíochtaí stáit atá lárnach i bpleanáil agus i bhfeidhmiú bheartas poiblí na seirbhíse poiblí in Éirinn. Chomh maith leis sin is comhlachtaí poiblí iad atá ag soláthar cuid de na seirbhísí poiblí is forleithne agus is mó a bhfuil éileamh an phobail orthu. Dá réir sin tá saineolas agus saintaithí ar leith ar fáil don Choiste Comhairleach maidir le riaradh agus forbairt na Seirbhíse Poiblí.

Feidhmeanna Criticiúla an Choiste Chomhairligh

I measc na bhfeidhmeanna is tábhachtaí a forordaíodh don Choiste Comhairleach in Acht na dTeangacha Oifigiúla (Leasú), 2021, maidir leis an idirbheartaíocht náisiúnta atá de dhíth chun seirbhísí poiblí i nGaeilge a fheabhsú as cuimse ar bhonn córasach tá:

- stiúradh a dhéanamh ar ullmhú agus ar fheidhmiú an Phlean Náisiúnta um Sheirbhísí Poiblí Gaeilge (An Plean Náisiúnta) (alt 18C. (1))
- comhairle a chur ar fáil do chomhlachtaí poiblí maidir le líon agus grád na foirne a bheidh ag teastáil d'fhonn seirbhísí poiblí i nGaeilge a shólathar (alt 18C. 1(b)(i))
- comhairle a chur ar chomhlachtaí poiblí faoi earcú foirne atá inniúil i nGaeilge chun críoch na forála 20% d'earcaigh atá inniúil i nGaeilge (alt 18C. 1(b)(ii))
- moltaí a dhéanamh don Aire Forbartha Tuaithe agus Pobail agus Gaeltachta maidir le seirbhísí ar chóir dualgas a leagan ar chomhlachtaí poiblí ina leith maidir lena soláthar i nGaeilge trí chóras nua na gcaighdeán teanga (alt 18C. (1)(a)(i))

Is crainn taca chriticiúla iad na feidhmeanna thuasluaite a forordaíodh don Choiste Comhairleach lena chinntiú go dtarlóidh an leibhéal idirbheartaíochta ar scála náisiúnta ionas go dtiocfaidh an feabhas a bhfuil géarghá leis ar sheirbhísí poiblí i nGaeilge. Aithnítear ról criticiúil na Roinne Caiteachais Phoiblí, Bonneagair, Athchoiriúcháin Seirbhise Poiblí agus Digitiucháin (RCPBASPD) agus na Seirbhíse um Cheapacháin Phoiblí i ngnóthaí pleanála agus forbartha na Seirbhíse Poiblí trí stádas gnáthchomhalta a bhronnadh orthu ar an gCoiste Comhairleach. Beidh ról criticiúil ag an dá eagraíocht seo trína gcuid oibre tríd an gCoiste Comhairleach agus faoi chathaoirleacht na Roinne FTPG i dtaca leis na straitéisí agus na hoibríochtaí náisiúnta a bhíonn idir lámha acu maidir le forbairt agus formhaoirsiú na Seirbhíse Poiblí in Éirinn a ailíniú le cuspóirí an Phlean Náisiúnta um Sheirbhísí Poiblí Gaeilge.

2. THE IRISH LANGUAGE SERVICES ADVISORY COMMITTEE

The Advisory Committee is a statutory committee established by the Minister for TCAGSM in June 2022. The Committee is chaired by the Department of Rural and Community Development and the Gaeltacht (DRCDG) and comprises 10 other members. As well as DRCDG itself, the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation (DPER) and the Public Appointments Service are granted ordinary member status on the Committee under the Act. Members are also nominated by the Minister on behalf of the Department of Education and Youth, the Department of Social Protection, the Health Service Executive, An Garda Síochána, Foras na Gaeilge, and the Local Government Management Agency, as well as representatives from Gaeltacht Language Communities and from Language Communities outside the Gaeltacht.

The launch in 2024 of the first National Plan in the history of the State under the auspices of the Advisory Committee represented a significant milestone. The development of the Plan involved a significant body of work. The composition of the Committee is to be commended, as it is represented by state bodies that are central to the planning and implementation of public service policy in Ireland. It also comprises public bodies that are providing some of the most extensive and in-demand public services. Therefore, the Advisory Committee has particular expertise and experience in relation to the administration and development of the public service.

Critical Functions of the Advisory Committee

The Advisory Committee, as set out in the Official Languages (Amendment) Act 2021, has several important functions regarding the national effort towards systematically improving public services in Irish, including:

- direct the preparation and implementation of the National Plan for Irish Language Public Services (The National Plan) (section 18C. (1))
- provide advice to public bodies on the number and grade of staff who are competent in the Irish language required to provide public services in Irish (section 18C. 1(b)(i))
- advise public bodies on the recruitment of staff competent in Irish for the purpose of the 20% provision for recruits competent in Irish (section 18C. 1(b)(ii))
- make recommendations to the Minister for Rural and Community Development and the Gaeltacht regarding services that public bodies should be obliged to provide in Irish under the new system of language standards (section 18C. (1)(a)(i))

The above-mentioned functions are critical pillars prescribed to the Advisory Committee to ensure that the necessary interventions take place on a national scale to provide a significant improvement of public services in the Irish language. The critical role of the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation (DPER) and the Public Appointments Service with regard to Public Service planning and development is recognised by their membership on the Advisory Committee. Both organisations have a critical role to play through their work on the Advisory Committee, and under the chair of DRCDG, in aligning the national strategies and operations they implement in relation to the development and oversight of the Irish Public Service, with the objectives of the National Plan for Irish Language Public Services.

3. SCÓIP NA TRÁCHTAIREACHTA SEO

Sainítear in Acht na dTeangacha Oifigiúla (Leasú), 2021 gur laistigh de dhá bhliain ón tráth a bunaíodh an Coiste Comhairleach (Meitheamh 2022) a bhí dualgas ar an gCoiste Comhairleach an Plean Náisiúnta a thabhairt ar láimh don Aire TCEGSM. Thug an Coiste an Plean Náisiúnta ar láimh don Aire i Samhradh na bliana 2024 agus mar a luaitear thuas foilsíodh an Plean i Mí Dheireadh Fómhair 2024. Dá réir sin níor tháinig mionscagadh ar ábhar an Phlean Náisiúnta faoi scóip mo chéad tráchtaireachta a bhain leis an tréimhse 20 Meitheamh 2022 – 31 Nollaig 2023, tráchtaireacht a leagadh faoi bhráid an Aire TCEGSM i Mí na Nollag 2024.

Díríonn an tráchtaireacht seo ar obair an Choiste Chomhairligh um Sheirbhísí Gaeilge don tréimhse 1 Eanáir 2024 – 31 Nollaig 2024 agus mar a thuairiscigh an Coiste Comhairleach dom. Déantar scagadh sa tráchtaireacht go háirithe ar dhá ghné chriticiúla a bhaineann le fearann freagrachta an Choiste:

- na bearta a rinne an Coiste Comhairleach i gcomhthéacs a chuid feidhmeanna agus cumhachtaí chun críoch seirbhísí poiblí i nGaeilge a fheabhsú ar bhonn comhordaithe go náisiúnta, go háirithe trí stiúradh an Phlean Náisiúnta.
- na 5 Mhór-Théama a luaitear sa bPlean Náisiúnta agus na príomhchuspóirí a luaitear leo chun críoch na sprice náisiúnta i ndáil le líon agus caighdeán na seirbhísí poiblí atá ar fáil i nGaeilge a mhéadú agus a fheabhsú as cuimse.

Tá sé tábhachtach a aithint, dar ndóigh, go mbraitheann forbairt agus feidhmiú na 5 Mhór-Théama straitéiseacha den Phlean Náisiúnta go mór ar an soláthar a bheidh sa chéad cheann den dá phlean gníomhaíochta a fhoilseofar faoin bPlean. De bhrí nár foilsíodh an chéad phlean gníomhaíochta i gcaitheamh na tréimhse 1 Eanáir – 31 Nollaig 2024 is bhonn leis an tráchtaireacht seo, ní thagann an plean gníomhaíochta faoi scóip na tráchtaireachta seo.

3. SCOPE OF THIS COMMENTARY

The Official Languages (Amendment) Act 2021 specifies that within two years of the establishment of the Advisory Committee (June 2022), the Advisory Committee was obliged to submit the National Plan to the Minister for TCAGSM. The Committee submitted the National Plan to the Minister in Summer 2024, and as noted above, the Plan was published in October 2024. Accordingly, the content of the National Plan did not fall within the scope of my first commentary for the period 20 June 2022 – 31 December 2023, which was submitted to the Minister for TCAGSM in December 2024.

This commentary focuses on the work of the Advisory Committee on Irish Language Services for the period 1 January 2024 – 31 December 2024 and as reported to me by the Advisory Committee. In particular, this commentary encompasses two critical aspects of the Committee's area of responsibility:

- the measures taken by the Advisory Committee in the context of its functions and powers to improve public services in Irish on a coordinated basis nationally, in particular through its oversight of the National Plan.
- the 5 Major Themes mentioned in the National Plan and the accompanying key objectives to achieve the national target of significantly increasing and improving the availability and quality of public services in Irish.

It is important to recognise, of course, that the development and implementation of the 5 Major strategic Themes of the National Plan significantly depends on the provisions of the first of the two action plans to be published under the National Plan. As the first action plan was not published during the period 1 January–31 December 2024, to which this commentary pertains, it does not fall within the scope of this commentary.

4. BAINISTÍOCHT TIONSCADAIL AN PHLEAN NÁISIÚNTA

Tá scóip agus téagar an Phlean Náisiúnta a ullmhaíodh faoi stiúir an Choiste Chomhairligh le moladh. Cuireann an taighde cainníochtúil agus cáilíochtúil a d'eascair ó thaighde deisce, ó thaighde páirce agus ó ghrúpaí fócais bonn eolaíoch faoin bPlean. Tá tábhacht ar leith ag baint leis an suirbhé ar leibhéil inniúlachta na foirne atá ag obair i roinnt comhlachtaí poiblí cheana féin. Aithníodh cohórt luachmhar foirne sa taighde seo a bheidh lárnach sna hiarrachtaí chun dóthain foirne ag a bhfuil inniúlacht i nGaeilge a aimsiú d'fhonn cur go mór le hacmhainn na Seirbhíse Poiblí i dtaca le líon agus caighdeán na seirbhísí poiblí a mhéadú agus a fheabhsú. Tugann an suirbhé a rinneadh ar chleachtais reatha chomhlachtaí poiblí maidir le soláthar seirbhísí poiblí spléachadh luachmhar ar na deiseanna agus na dushláin atá amach romhainn maidir le seirbhísí poiblí i nGaeilge a fheabhsú ar bhonn córasach go náisiúnta. Tugtar le fios go gcuirfear an Plean Náisiúnta i bhfeidhm trí dhá phlean gníomhaíochta a mhairfeadh 3 bliana an ceann. Tugadh le fios freisin go bhfoilseofaí an chéad cheann de na pleananna gníomhaíochta sin laistigh de roinnt míonna ó sheoladh an Phlean Náisiúnta i mí Dheireadh Fómhair 2024.[1]

Scála na hIdirbheartaíochta Náisiúnta

Tá feabhsú seirbhísí poiblí i nGaeilge ag brath go mór ar dhóthain foirne atá inniúil i nGaeilge a bheith ann chun freastal ar riachtanais seirbhíse poiblí phobal na Gaeilge. Is bunriachtanas a bheidh ann don Phlean Naisiúnta scála, scóip agus éagsúlacht na seirbhíse poiblí in Éirinn a thógáil san áireamh. Léiríonn figiúirí náisiúnta a d'fhoilsigh RCPBASPD[2] go raibh 408,895 duine i bhfostaíocht leis an tSeirbhís Phoiblí i ndeireadh na bliana 2024. Áiríonn na figiúirí sin an Státseirbhís agus earnálacha an leighis, an oideachais, na cosanta, an dlí, na n-údarás áitiúil agus áisineachtaí stáit neamhthráchtála (NCSA). Mar a shonraítear i dTábla A thíos tháinig méadú 11,773 ar líon na ndaoine a bhí i bhfostaíocht leis an tSeirbhís Phoiblí idir deireadh 2023 agus deireadh 2024. Méadú 13,309 fostaí ar an meán in aghaidh na bliana a tháinig ar an tSeirbhís Phoiblí idir 2018 agus 2024.

Tábla A

Bliain	Líon Fostaithe	Méadú
2018	330,576	
2019	339,258	8,683
2020	350,454	11,195
2021	365,893	15,439
2022	377,311	11,417
2023	397,122	19,811
2024	408,895	11,773

Mar gheall ar scála na hidirbheartaíochta a bhaineann leis an bPlean Náisiúnta, beidh sé riachtanach bainistíocht leanúnach tionscadail a dhéanamh ar an bPlean féin agus ar na fo-thionscadail is croíchuid den Phlean. Nuair a bhreithnítear mórsprioc an Phlean, is é sin seirbhísí poiblí i nGaeilge a fheabhsú ar bhonn córasach go náisiúnta, is féidir roinnt fo-tionscadal criticiúil a shainiú a mbeidh géarghá leo agus a bheadh abhártha d'fhiontar náisiúnta den chineál seo in aon tír nó dlínse. Is féidir roinnt fo-thionscadal a léiriú mar chrainn taca den Phlean Náisiúnta mar a chuirtear i láthair i Léaráid A. Is féidir na crainn taca seo a léiriú ó na 5 Mhór-Théama a shainítear sa bPlean Náisiúnta freisin.

Amhail aon straitéis, is é an cur i bhfeidhm an chuid is dúshlánaí go minic d'fhíorú straitéise ag leibhéal stáit nó eagraíochta. Beidh na chéad chéimeanna eile d'fheidhmiú an Phlean Náisiúnta criticiúil d'fhonn bonn taca láidir a chur faoi dhul chun cinn i dtaca leis an mórsprioc náisiúnta i ndáil le seirbhísí poiblí i nGaeilge a fheabhsú. Is ceist thábhachtach a chaithfidh an Coiste Comhairleach a mheá agus é i mbun an Plean Náisiúnta a stiúradh é an cur chuige bainistíochta tionscadail a bheidh ag teastáil chun an Plean Náisiúnta a fhormhaoirsiú, a chomhordú agus a fheidhmiú, lena n-áirítear na fo-thionscadail a chothóidh an Plean.

1. Lá stairiúil agus an chéad Phlean Náisiúnta um Sheirbhísí Poiblí Gaeilge fógartha, An Roinn TCEGSM, 9/10/2024
2. Department of Public Expenditure and Reform - Databank - Public Service Numbers

4. NATIONAL PLAN PROJECT MANAGEMENT

The scope and content of the National Plan prepared under the direction of the Advisory Committee are to be commended. Quantitative and qualitative research from desk research, field research, and focus groups scientifically underpins the Plan. The survey of competence levels among staff working in a number of public bodies at present is of particular importance. A valuable cohort of staff has been identified in this research who will be instrumental in the efforts to source sufficient staff with competence in Irish in order to substantially increase the capacity of the Public Service to increase the availability and improve the quality of public services. The survey of public bodies' current practices in the provision of public services provides a valuable insight into future opportunities and challenges in improving public services in Irish on a systematic basis nationally. It is indicated that the National Plan will be implemented through two three-year action plans. It was also indicated that the first of these action plans would be published within several months of the launch of the National Plan in October 2024.[1]

Scale of National Intervention

The improvement of public services in Irish relies heavily on having sufficient staff proficient in Irish to meet the public service needs of the Irish-speaking community. Taking into account the scale, scope and diversity of public service in Ireland will be a basic requirement for the National Plan. National figures published by DPER[2] show that there were 408,895 people employed in the Public Service at the end of 2024. These figures include the civil service and health, education, defence, justice, local authority and non-commercial state agencies (NCSA) sectors. As detailed in Table A below, the number of people employed in the Public Service increased by 11,773 between the end of 2023 and the end of 2024. The number of employees entering the Public Service, increased on average by 13,309 per year,between 2018 and 2024.

Table A

Year	No. of Employees	Increase
2018	330,576	
2019	339,258	8,683
2020	350,454	11,195
2021	365,893	15,439
2022	377,311	11,417
2023	397,122	19,811
2024	408,895	11,773

Due to the scale of the intervention required through the National Plan, ongoing project management of the Plan itself and of the sub-projects that underpin the Plan will be essential. Given that the primary goal of the Plan is to systematically improve public services in Irish on a national level, several critical sub-projects can be identified that would be relevant to any national enterprise of this nature, in any country or jurisdiction. Figure A outlines a number of sub-projects as pillars of the National Plan. These pillars can also be gleaned from the 5 Major Themes defined in the National Plan.

As with any strategy, implementation is often the most challenging part of strategy realisation at state or organisational level. The next steps in the implementation of the National Plan will be critical in order to provide a strong basis for the progression of the major national target in relation to improving public services in Irish. The project management approach that will be required to oversee, coordinate and implement the National Plan, including the sub-projects that will sustain the Plan, is a criticial issue for consideration for the Advisory Committee as it steers the National Plan.

1. Historic day as first National Plan for Irish Language Public Services announced, Department TCAGSM, 9/10/2024
2. Department of Public Expenditure and Reform - Databank - Public Service Numbers

Tá róil ríthábhachtacha ag na rannáin um Sheachadadh Claochlaithe Seirbhíse Poiblí (*Public Service Transformation Delivery Unit*) agus Fórsa Saothair sa Roinn CPBASPD atá i mbun an chineáil seo oibre thar ceann an Stáit cheana féin maidir le pleanáil agus forbairt na Seirbhíse Poiblí. Tá ról ar leith ag na hAonaid i bpleanáil fórsa saothair agus eagraíochtúil don tSeirbhís Phoiblí. Ní léir áfach ó Thuarascáil an Choiste Chomhairligh don tréimhse 1 Eanáir 2024 – 31 Nollaig 2024 an mbeidh ról gníomhach agus leanúnach ag na hAonaid seo maidir le tacú leis an gCoiste Comhairleach formhaoirsiú a dhéanamh ar fheidhmiú an Phlean Náisiúnta.

Beidh pleanáil agus cinntí tábhachtacha le déanamh lena chinntiú go mbeidh na hacmhainní daonna agus an saineolas ábhartha ar fáil laistigh nó lasmuigh den Roinn FTPG agus den Choiste Chomhairleach féin maidir leis an bPlean Náisiúnta a chur i ngníomh. Chruthaigh an Coiste Comhairleach fasach dearfach i ndáil le saineolas seachtrach a aimsiú le bonn a chur faoi fhorbairt an Phlean Náisiúnta cheana féin ach ar coimisiúnaíodh taighdeoirí ó Ollscoil na Gaillimhe. Tá soláthar leanúnach in alt 18C. 1(c) ar fáil don Choiste Comhairleach d'fhonn cúnamh a fháil chun na críche seo:

> 'cibé taighde a sheoladh, nó a choimisiúnú go seolfar cibé taighde, is cuí leis an gCoiste Comhairleach d'fhonn a fheidhmeanna a chomhlíonadh faoi mhíreanna (a) agus (b),'

LÉARÁID A: CRAINN TACA AN PHLEAN NÁISIÚNTA

Is é príomhchuspóir an Phlean Náisiúnta conair shoiléir a leagan amach chun líon agus caighdeán seirbhísí poiblí i nGaeilge, a mhéadú agus a fheabhsú.

Tá ról ríthábhachtach ag an gCoiste Comhairleach um Sheirbhísí Gaeilge, a bhunaigh an tAire Gaeltachta i mí an Mheithimh 2022, i bhforbairt an Phlean agus maoirsiú a dhéanamh ar a chur i bhfeidhm. Sheol an Rialtas an chéad Phlean Náisiúnta i Mí Dheireadh Fómhair 2024.

Caighdeáin Teanga Nua

- Is é córas nua na gCaighdeán Teanga a leagfaidh amach cé na seirbhísí poiblí nua a chaithfidh comhlachtaí poiblí a sholáthar i nGaeilge.
- Leagfaidh na Caighdeáin Teanga amach freisin an leibhéal inniúlachta sa Ghaeilge a haithfidh a bheith ag an bhfoireann a bheidh ag soláthar na seirbhíse thar ceann an chomhlachta phoiblí.
- Aire na Gaeltachta a leagfaidh síos na Caighdeáin Teanga nua a bhfuil ar chomhlachtaí poiblí cloí leo.

20% d'Earcaigh inniúil sa Ghaeilge

- Tá dualgas ar chomhlachtaí poiblí a chinntiú go mbeidh inniúlacht sa Ghaeilge ag duine as gach cúigear ball foirne a earcaíonn siad idir Bealtaine 2022 – Nollaig 2030.
- Teastaíonn cur chuige córasach náisiúnta le comhordú agus tomhais a dhéanamh ar chur chun cinn na forála 20%.

Bonneagar Náisiúnta

- Ní mór an bonneagar náisiúnta do sheachadadh seirbhísí poiblí i nGaeilge a fheabhsú go mór.
- Caithfear breithniú a dhéanamh ar mhoil campais réigiúnacha a bhunú sa Ghaeltacht agus ar fud an bhonneagair náisiúnta pleanála teanga chun feabhas a chur ar rochtain ar chroíseirbhísí poiblí i nGaeilge. Chabhródh moil den sórt sin le dlús seirbhísí poiblí i nGaeilge a threisiú, dlús na foirne le Gaeilge san earnáil phoiblí a threisiú, agus ag an am céanna freastal ar éileamh méadaithe ar sheirbhísí poiblí i nGaeilge ó phobal na teanga.

Pleanáil Fórsa Saothair le Gaeilge

- Caithfear pleanáil don fhórsa saothair atá inniúil sa Ghaeilge a neadú i bpleanáil eagraíochtúil na gcomhlachtaí poiblí.
- Ba chóir an tsamhail phleanála d'fhórsa saothair náisiúnta atá á feidhmiú cheana ag comhlachtaí poiblí faoi threoir na Roinne Caiteachais Phoiblí, Sheachadadh PFN agus Athchóirithe a fheidhmiú chun na críche seo.

Straitéis Ollscolaíochta Ghaeilge

- Tá géar-riachtanas ann straitéis náisiúnta nua don Ollscolaíocht Ghaeilge a fhorbairt d'fhonn méadú as cuimse a chur ar líon na gcéimithe le Gaeilge a bheidh ar fáil don tseirbhís phoiblí.

The Public Service Transformation Delivery and Workforce Divisions within DPER have key roles in public service planning and development on behalf of the State. These Divisions have very important roles in particular in public service workforce and organisational planning and development. However, it is not clear from the Advisory Committee's Report for the period 1 January 2024 – 31 December 2024 whether these divisions will play an active and ongoing role in supporting the Advisory Committee to oversee the implementation of the National Plan.

Important planning and decision-making will be required to ensure that the relevant human resources and expertise are available internally or externally to the DRCDG and the Advisory Committee in implementing the National Plan. The Advisory Committee has already created a positive precedent in terms of sourcing external expertise to underpin the development of the National Plan by commissioning researchers from the University of Galway. There is an ongoing provision in Section 18C.1(c) for the Advisory Committee to draw on external assistance to this end:

> 'conduct, or commission the conduct of, such research as the Advisory Committee deems appropriate in order to carry out its functions under paragraphs (a) and (b),'

FIGURE A: CORNERSTONES OF THE NATIONAL PLAN

The key objective of the National Plan is to set out a clear pathway for increasing the number, and improving the standard, of public services in Irish.

The Irish Language Services Advisory Committee, which was established by the Minister for the Gaeltacht in June 2022, plays a vital role in the development of the Plan and the oversight of its implementation. The Government launched the first National Plan in October 2024.

New Language Standards

- The new Language Standards system will set out additional public services that public bodies will be obliged to provide in Irish.
- The Language Standards will also set out the level of proficiency in Irish that staff providing the services must have.
- Language Standards are prescribed by the Minister for the Gaeltacht.

20% Irish-Language Proficient Recruits

- Public bodies must ensure that one in every five staff members recruited between May 2022 – December 2030 are proficient in Irish.
- A systemic national strategy is essential to effectively coordinate and measure progress regarding the 20% provision.

National Infrastructure

- The current national infrastructure for delivering public services in Irish needs considerable improvement.
- Establishing regional campus hubs in the Gaeltacht and throughout the national language planning infrastructure must be considered to improve access to essential public services in Irish. Such hubs would help to concentrate public services in Irish, the number of public sector staff with competency in Irish delivering those services, while also responding to the increased demand for public services in Irish from the language community.

Irish-medium University Education Strategy

- There is an urgent need to develop a new national Irish-medium university education strategy to dramatically increase the number of graduates proficient in Irish that will be available to the public sector.

Workforce Planning

- Workforce planning that incorporates staff with proficiency in Irish must be embedded in the organisational planning of public bodies.
- The national workforce planning model, which is currently being implemented by public bodies under the guidance of the Department of Public Expenditure, NDP Delivery and Reform, should be used to this end.

5. BREITHNITHE ARDLEIBHÉIL AN CHOIMISINÉARA TEANGA

Tá forléargas i dTábla B thíos ar bhreithnithe tábhachtacha ar Thuarascáil an Choiste Chomhairligh (1 Nollaig 2024 – 31 Nollaig 2024) agus ar na 5 Mhór-Théama Straitéiseacha a leagadh amach mar bhonn leis an bPlean Náisiúnta (2024 – 2030).

Tá na breithnithe thíos á gcur i láthair i gcomhthéacs fheidhmeanna an Choiste Chomhairligh maidir le hullmhú agus feidhmiú an Phlean Náisiúnta. Níl aon réamhbhreithiúnas á thabhairt sna breithnithe ar sholáthar an chéad phlean gníomhaíochta a chuimseoidh bearta praiticiúla maidir le cur i bhfeidhm an Phlean Náisiúnta. Táthar ag súil, áfach, go gcuideoidh na breithnithe le bonn eolais a chur faoi na pleananna gníomhaíochta.

Tábla B: An Plean Náisiúnta - Osradharc ar Bhreithnithe Tábhachtacha

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mórthéama Straitéiseach 1: Tionscnaimh Leathana & Neartú Struchtúir Reatha	An Plean Náisiúnta	Tá an Plean Náisiúnta ina chroíchuid den neartú struchtúir is gá a dhéanamh ar bhonneagar Seirbhísí Poiblí i nGaeilge.	Mar gheall ar scála na hidirbheartaíochta a bhaineann leis an bPlean Náisiúnta beidh sé riachtanach bainistíocht leanúnach tionscadail a dhéanamh ar an bPlean féin agus ar na fo-thionscadail is croíchuid den Phlean. Tugtar léargas ar na fo-thionscadail a bheidh ina gcrainn taca don Phlean i Léaráid A thuas.
Mór-Théama Straitéiseach 1: Tionscnaimh Leathana & Neartú Struchtúir Reatha	Go mbreathnófaí ar na féidearthachtaí a bhaineann le mo(i)l-seirbhísí nó clinicí a bhunú ar bhonn píolótach chun croí-sheirbhísí poiblí a chur ar fáil do phobal agus lucht labhartha na Gaeilge lasmuigh den Ghaeltacht.	Tá géarghá le bonneagar seirbhísí poiblí a fhorbairt sa Ghaeltacht agus lasmuigh den Ghaeltacht. **Is beart thar a bheith riachtanach agus fiúntach a moladh sa bPlean Náisiúnta go bhforbrófaí molchampais seirbhísí poiblí a chuirfidh raon leathan seirbhísí poiblí ar fáil ar bhonn comhtháite, idir sheirbhísí a sheachadtar go pearsanta agus ar líne.** Chruthódh na molchampais dlús foirne a bheadh ag seachadadh seirbhísí poiblí i nGaeilge mar aon le dlús éilimh ón bpobal teanga. Luífeadh an fhorbairt seo isteach go huile agus go hiomlán le feidhmeanna alt 18E(a) agus alt 18E(b) an Achta leasaithe (2021) freisin lena bhforáiltear go mbeidh an Ghaeilge ina teanga oibre in oifigí na gcomhlachtaí poiblí sa Ghaeltacht ó dháta a fhorordóidh Aire na Gaeltachta. Tá deiseanna suntasacha ann go bhféadfaí na molchampais a chomhtháthú sa mbonneagar oideachais tríú leibhéal, teicneolaíochta (e.g. gTeiceana), sealbhaithe agus buanaithe teanga atá an Stát tar éis a fhorbairt sa Ghaeltacht cheana féin.	Beidh sé riachtanach tionscadal pleanála agus forbartha ar leith a chur sa tsiúl a thógfaidh san áireamh scóip agus feidhm náisiúnta **na molchampas** a bheidh de dhíth chun seachadadh seirbhísí poiblí i nGaeilge a fheabhsú. Is gá mionscagadh a dhéanamh i gcomhairle leis an tSeirbhís Phoiblí ar phacáistiú na seirbhísí agus ar na róil ar leith a d'fhéadfaí a lonnú sna molchampais i mBailte Seirbhíse straitéiseacha laistigh den Ghaeltacht agus lasmuigh di. Is cuid chriticiúil iad na molchampais nua den leigheas ar na bacanna ollmhóra atá ar phobal na Gaeilge teacht ar sheirbhísí poiblí bunúsacha, idir eineach in ionchaibh agus ar líne, ina rogha teanga. Ba chóir tús áite a thabhairt do líon beag molchamaps straitéiseach a fhorbairt i gceantair Ghaeltachta agus i roinnt bailte seirbhíse pobail lasmuigh den Ghaeltacht. Ba chóir na molchampais seirbhísí Gaeilge a úsáid mar chomhartha suaitheantais san athbhrandáil atá le déanamh ar sholáthar poiblí Gaeilge an Stáit. Beidh an taighde a rinne RFTPG cheana féin maidir le soláthar seirbhísí sa Ghaeltachta luachmhar don fhiontar.

5. HIGH-LEVEL OBSERVATIONS OF AN COIMISINÉIR TEANGA

Table B below provides an overview of important observations relating to the Advisory Committee's Report (1 December 2024 – 31 December 2024) and the 5 Major strategic themes set out to underpin the National Plan (2024–2030).

The observations are presented in the context of the functions of the Advisory Committee in relation to the preparation and implementation of the National Plan. These observations do not prejudge the contents of the first action plan, which will include practical measures on the implementation of the National Plan. However, it is expected that the observations will help inform the action plans.

Table B: The National Plan - Overview of Important Observations

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Strategic Theme 1: Broad Initiatives & Structural Strengthening	The National Plan	The National Plan is an invaluable road map for strengthening the essential structures of the national infrastructure of Irish Language Public Services.	Due to the scale of the interventions required in the National Plan, ongoing project management of the Plan itself and of the sub-projects that are central to the Plan will be essential. An overview of the sub-projects that will form pillars of the Plan is provided in Figure A above.
Major Strategic Theme 1: Broad Initiatives & Structural Strengthening	That the establishment of service hub(s) or clinics be examined on a pilot basis to provide core services to Gaeltacht communities and Irish speakers outside the Gaeltacht.	There is an urgent need to develop public service infrastructure within and outside the Gaeltacht. **The National Plan proposes the development of public service hubs that will deliver a wide range of public services on an integrated basis, both in person and online.** The hubs would create a critical mass of staff delivering public services in Irish as well as a coalescing of public services in Irish and demand from the language community. This development would complement the functions of section 18E(a) and section 18E(b) of the amended Act (2021), which also provide that Irish will be the working language of the offices of public bodies in the Gaeltacht from a date prescribed by the Minister for the Gaeltacht. There are significant opportunities to integrate the hubs into the third-level education, technology (e.g., gTeic), language acquisition and sustainment infrastructure already developed by the State in the Gaeltacht.	It will be necessary to establish a separate planning and development project that will take into account the national scope and function of the **hubs** required to enhance the delivery of public services in Irish. The Public Service must be consulted on the array of services and staff roles that may be delivered from the hubs in strategic Service Towns within and outside the Gaeltacht. The new hubs are a critical part of addressing the considerable barriers the Irish-speaking community face when accessing basic in-person and interactive public services in their language of choice. Developing a small number of regional strategic hubs in Gaeltacht areas and public service towns outside the Gaeltacht should be prioritised. The new Irish-language public services hubs should be considered a motif in the essential rebranding of the State's public service provision in the Irish language. The research already undertaken by DRCDG in relation to the provision of services in the Gaeltacht will inform this venture.

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama Straitéiseach 1: Tionscnaimh Leathana & Neartú Struchtúir Reatha	Go mbreathnófaí ar na féidearthachtaí a bhaineann le Seirbhís Chomhroinnte Aistriúcháin a bhunú don earnáil phoiblí.	Tagann cuid mhaith gearán i dtreo m'Oifige maidir le droch-chaighdeán Gaeilge a bheith á úsáid ag comhlachtaí poiblí agus iad ag comhlíonadh a gcuid dualgas faoin reachtaíocht teanga. Bíonn raon comhthéacsanna mar bhonn leis na gearáin, idir chomharthaíocht mhíchruinn agus fógraí chun críoch alt 10A (Fógraíocht ag Comhlachtaí Poiblí) nó droch-chaighdeáin i bhfoilseacháin oifigiúla chun críoch alt 10 d'Acht na dTeangacha Oifigiúla, 2003 mar atá leasaithe. Is minic a dhéanann comhlachtaí poiblí an cás go mbíonn sé deacair orthu teacht ar aistritheoirí nó ar scríbhneoirí cáilithe i nGaeilge. Is cinnte go gcabhródh Aonad Seirbhíse Comhroinnte Aistriúcháin Náisiúnta le dul i ngleic leis na dúshláin seo.	
Mór-Théama Straitéiseach 1: Tionscnaimh Leathana & Neartú Struchtúir Reatha	Go mbreathnófaí ar bhealaí le tarraingt go héifeachtach ar mheicníocht Oifigeach na dTeangacha Oifigiúla (OTO) atá tagtha i bhfeidhm faoin Acht Teanga.	Tá róil na nOifigeach Gaeilge ar fud na Seirbhíse Poiblí tar éis saineolas ar leith a shealbhú. Is iad na hOifigigh Ghaeilge croílár na hiarrachta in go leor comhlachtaí poiblí freastal ar an bpobal trí mheán na Gaeilge.	Ba chóir forbairt **ról an Oifigigh Ghaeilge** a áireamh sa bpleanáil fórsa saothair agus sna beartais athraithe eagraíochtúla a bheidh de dhíth le freagairt don éileamh ar sheirbhísí breise i nGaeilge de thoradh fheidhmiú chóras nua na gcaighdeán teanga agus na forála earcaíochta 20%. Faoi alt 4B(a) d'Acht na dTeangacha Oifigiúla, 2003 mar atá leasaithe tá dualgas anois ar chomhlachtaí poiblí ball den bhainistíocht a ainmniú le cúram a dhéanamh d'fheidhmiú na reachtaíochta teanga laistigh den chomhlacht poiblí agus tuairisciú chuig ceann an chomhlachta phoiblí dá réir. Ba chóir athbhreithniú a dhéanamh ar ghrád agus ar chúraimí ról na nOifigeach Gaeilge lena chinntiú go bhfuil dícheall cuí á dhéanamh do chomhlíontacht na reachtaíochta teanga laistigh de struchtúir ardbhainistíochta agus chliarlathas rialachais chorparáidigh na gcomhlachtaí poiblí.

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Strategic Theme 1: Broad Initiatives & Structural Strengthening	That the establishment of a Shared Translation Service for the public sector be examined.	My Office receives numerous complaints regarding the poor standard of Irish used by public bodies in the performance of their duties under the language legislation. The complaints comprise a range of contexts, from inaccurate signage and notices for the purposes of section 10A (Advertising by Public Bodies) to poor standards in official publications for the purposes of section 10 of the Official Languages Act 2003 as amended. Public bodies frequently argue that they encounter challenges in sourcing qualified translators or writers proficient in Irish. A National Translation Shared Service Unit would certainly help address these challenges.	
Major Strategic Theme 1: Broad Initiatives & Structural Strengthening	That methods of effectively drawing on the Official Languages Officer (OLO) mechanism that has now come into effect under the Act be examined.	Particular expertise had been gained by Irish Language Officer roles across the Public Service. The Irish Language Officers are central to the many public bodies' efforts to serve the public through the medium of Irish.	The development of the **Irish Language Officer's role** should be incorporated into the workforce planning and organisational change policies needed to address the increased demand for services in Irish, which arises from the implementation of the new language standards system and the 20% recruitment provision. Under section 4B(a) of the Official Languages Act 2003 as amended, public bodies are now obliged to nominate a member of management responsible for the implementation of language legislation within the public body and to report to the head of the public body accordingly. The grade and tasks of the role of Irish Language Officers should be reviewed to ensure due diligence for compliance with language legislation within higher management structures and corporate governance hierarchy of public bodies.

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama Straitéiseach 2: Soláthar Seirbhísí Poiblí trí Ghaeilge	Seirbhísí Poiblí i nGaeilge	Is díol molta iad na príomhchuspóirí (Mír 4.2.1) a luaitear sa bPlean Náisiúnta faoi Mhór-Théama 2: Soláthar Seirbhísí Poiblí. Tá tábhacht ar leith ag baint le Cuspóirí Uimh. 1& 2: 1. Go bhforordaítear trí na caighdeáin teanga go mbeidh aon seirbhís phoiblí a chuireann comhlacht poiblí ar fáil trí mheán na Gaeilge ar comhchéim ar a laghad leis an tseirbhís chéanna a chuirtear ar fáil trí mheán an Bhéarla. 2. Go mbreathnófaí ar na seirbhísí sonracha ba cheart a áireamh agus caighdeáin teanga á bhforordú do chomhlachtaí poiblí ar leith, i gcomhréir le Pointe 1 thuas agus aird á tabhairt ar ghealltanais a thug comhlachtaí poiblí cheana féin (féach Mír 4.2.2.1. thíos).	Tá **córas na gcaighdeán teanga** ar cheann de na crainn taca a chinnteoidh go bhfeabhsófar seirbhísí poiblí i nGaeilge. Leagfaidh na caighdeáin teanga amach go sonrach na seirbhísí breise a bheidh dualgas ar chomhlachtaí poiblí a sholáthar i nGaeilge, agus an leibhéal inniúlachta i nGaeilge a chaithfidh a bheith ag an bhfoireann a bheidh ag soláthar na seirbhísí sin thar ceann an chomhlachta phoiblí. Tugtar cúram tábhachtach don Choiste Comhairleach faoi alt 18C.(1)(i) den Acht Teanga leasaithe (2021) sa mhéid gur féidir leis seirbhísí poiblí ba chóir do chomhlachtaí poiblí a sholáthar i nGaeilge a shonrú. Is féidir leis an gCoiste Comhairleach ansin a mholadh don Aire FTPG gur chóir caighdeáin teanga a fhorordú ina leith le go mbeidh dualgas reachtúil ar na comhlachtaí poiblí ábhartha na seirbhísí poiblí riachtanacha breise a sholáthar i nGaeilge. Tá géarghá ann faoi láthair córas na gcaighdeán teanga a thabhairt i bhfeidhm d'fhonn laigí chóras na scéimeanna teanga agus na bearnaí suntasacha a sonraíodh i seirbhísí poiblí i nGaeilge le roinnt mhaith blianta anuas a réiteach. Léiríonn líon agus cineál na ngearán atá m'Oifig a fháil go bliantúil go mbaineann na bearnaí reatha is mó i seirbhísí poiblí bunúsacha i nGaeilge leis na seirbhísí a riarann an caidreamh leanúnach idir an saoránach agus an Stát, e.g. seirbhísí tacaíochta custaiméirí agus seirbhísí idirghníomhacha ar líne le clárú do sheirbhísí poiblí, iarratais a dhéanamh ar thacaí ar líne agus coinní a dhéanamh le comhlachtaí poiblí. Sampla maith a léiríonn an éagothromaíocht ollmhór idir caighdeán seirbhísí poiblí bunúsacha i mBéarla agus i nGaeilge is ea an tairseach MyGovID. I measc na mbunseirbhísí atá ar fáil, cuir i gcás tá iarratas a dhéanamh ar cheadúnas tiomána, ar phas, ar chárta seirbhíse sóisialta, ar sheirbhísí tithíochta agus araile.

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Strategic Theme 2: Provision of Public Services through Irish	Irish Language Public Services	The key objectives (Section 4.2.1) mentioned in the National Plan under Major Theme 2: Public Service Provision are to be commended. Of particular importance are Objectives No. 1 & 2: 1. That it is prescribed through the language standards that any public service provided by a public body through the medium of Irish is on par at least with the same service provided through the medium of English. 2. That consideration be given to the specific services that should be included when language standards are prescribed for specific public bodies, in accordance with Point 1 above, taking into account commitments already made by public bodies (see Section 4.2.2.1 below).	The **system of language standards** is one of the pillars that will ensure the improvement of public services in Irish. The language standards will specify the additional services that public bodies must provide in Irish, as well as the required degree of competence for those providing those services. The Advisory Committee is entrusted with an important responsibility under section 18C.(1)(i) of the amended Language Act (2021) in that it can specify public services that public bodies should provide in Irish. The Advisory Committee can then recommend to the Minister of RCDG that language standards should be prescribed in respect of those services so that the relevant public bodies have a statutory obligation to provide additional essential public services in Irish. There is currently an urgent need to implement the language standards system in order to resolve the weaknesses of the language schemes system and the significant gaps that have been identified in public services in Irish over a number of years. The number and type of complaints my Office receives annually indicate that the greatest current gaps in basic public services in Irish relate to services essential to the ongoing dealings between the citizen and the state, e.g., customer support services and interactive online services to register for public services, make applications for online supports and make appointments with public bodies. A good example that illustrates the huge disparity between the standard of basic public services in English and Irish is the MyGovID portal. Basic services available include applying for a driver's licence, passport, social service card, housing services, etc.

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama Straitéiseach 2: Soláthar Seirbhísí Poiblí trí Ghaeilge	Seirbhísí Poiblí i nGaeilge		Nuair a scrúdaítear leibhéal an tsoláthair i nGaeilge ar an tairseach náisiúnta seo i láthair na huaire tá éagothromaíocht ollmhór idir caighdeán agus cuimsitheacht na seirbhísí poiblí atá ar fáil i mBéarla agus an tseirbhís thearc agus bhearnach i nGaeilge. Beidh sé ina bhunriachtanas go bhfaighidh na caighdeáin teanga tosaigh greim ar na comhlachtaí poiblí atá ag úsáid córais idirghníomhacha ar líne chun seirbhísí poiblí bunúsacha a sholáthar don phobal. Seo sampla maith de chomhthéacs ina bhféadfadh an Coiste Comhairleach a fheidhm faoi alt 18C. (1)(i) d'Acht na dTeangacha Oifigiúla, 2003, mar atá leasaithe a ghníomhachtú ach a mholadh don Aire FTPG caighdeáin teanga a fhorodú do na seirbhísí uile a thagann faoi scáth thairseach náisiúnta MyGovID, cuir i gcás. Dar ndóigh, d'fhéadfadh sé go bhfuil na seirbhísí ábhartha á mbreithniú sna dréacht-chaighdeáin atá idir lámha ag an RFTPG i láthair na huaire.
		Tagraítear i Ráiteas an Chathaoirligh ar lch 8 de Thuarascáil an Choiste Chomhairligh do bhearta an-tábhachtach atá le tabhairt i bhfeidhm go fóill agus a bhfuil feabhsú seirbhísí poiblí i nGaeilge ag brath orthu, eadhon: • dátaí faoina mbeidh seirbhísí uile a bheidh á gcur ag fáil ag comhlachtaí poiblí sa Ghaeltacht ar fáil i nGaeilge (alt 18E)	
		• treoirlínte reachtúla a eisiúint d'ailt 9A – 9D den Acht leasaithe. Seirbhísí criticiúla ar nós cearta maidir le sonraí pearsanta a bheith á n-úsáid go cruinn i nGaeilge agus foirmeacha oifigiúla • foilsiú dréacht-chaighdeáin teanga • uasdatú sceideal na gcomhlachtaí poiblí	Tá práinn le tabhairt i bhfeidhm na mbeart seo d'fhonn bonn láidir a chur faoi na seirbhísí poiblí nua agus feabhsaithe i nGaeilge a ghealltar in Acht na dTeangacha Oifigiúla (leasú), 2021.
		An Tairiscint Ghníomhach Luaitear i Mór-Théama Straitéiseach 2: Soláthar Seirbhísí Poiblí trí Ghaeilge freisin go ndéanfar iarracht 'coincheap na tairisceana gníomhaí a neadú isteach chomh fada agus is féidir sna seirbhísí sin a bheidh le forordú chun críoch na gcaighdeán teanga.'	Tá cleachtas na tairisceana gníomhaí i bhfeidhm i ndlínsí eile, cuir i gcás Ceanada, ach tá sé tábhachtach a chur san áireamh go bhfuil bonn reachtúil faoin gcleachtas ansin faoi Acht na dTeangacha Oifigiúla sa dlínse sin. Dá réir tá dualgas ar oifigí a léiriú go soiléir go bhfuil seirbhísí á soláthar acu sa dá theanga oifigiúla.

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Strategic Theme 2: Provision of Public Services through Irish	Irish Language Public Services		When the current level of Irish language provision is examined on this national portal, there is a huge disparity between the quality and comprehensiveness of public services available in English compared to the sparse and gapped service in Irish. It will be essential that the initial language standards include those public bodies that are using interactive online systems to provide basic public services to the public. This is a good example of a context in which the Advisory Committee could utilise its function under section 18C.(1)(i) of the Official Languages Act 2003, as amended, by recommending that the Minister for DRCDG prescribe language standards for example for all the services that come under the scope of the the national MyGovID portal. The relevant services may, of course, be under consideration in the draft standards currently being prepared by DRCDG.
		The Chairperson's Statement on page 8 of the Report of the Advisory Committee refers to critical measures yet to be implemented and on which the improvement of public services in Irish relies, namely: • dates by which all services provided by public bodies in the Gaeltacht will be available in Irish (section 18E) • issue statutory guidelines for sections 9A - 9D of the amended Act. Critical services such as rights regarding the accurate use of personal data in Irish and official forms • publication of draft language standards • update of the schedule of public bodies	The implementation of these measures is of the utmost urgency in order to provide a solid basis for the new and improved public services in Irish provided for in the Official Languages Act (Amendment) 2021.
		The Active Offer Major Strategic Theme 2: Provision of Public Services through Irish also states that effort will be made to examine: '[the embedding of the concept of the active offer [...] as far as possible when services are being prescribed for the purpose of the language standards.'	The practice of the active offer is practiced in other jurisdictions, for example in Canada, but it is important to bear in mind that the practice in that jurisdiction has a statutory basis under the Official Languages Act. Accordingly, offices are obliged to clearly indicate that they are providing services in both official languages.

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama Straitéiseach 3: Teicneolaíocht	Go mbeifí réamhghníomhach ó thaobh gné na Gaeilge a neadú isteach ón tús i bhforbairtí atá agus a bheidh ag teacht chun cinn i spás na teicneolaíochta, go háirithe mar a bhaineann le húsáid na hintleachta saorga i gcomhthéacs soláthar seirbhísí poiblí.	Agus an Plean Náisiúnta á sheoladh i Mí Dheireadh Fómhair 2024 fógraíodh go raibh dhá bheart eile a thacódh le feidhmiú an Phlean le tarlú freisin, eadhon: • Próiseas tairisceana chun forbairt a dhéanamh ar uirlis intleachta saorga úrnua 'Ard-Intleacht na Gaeilge' faoi scáth Údarás na Gaeltachta • Coiste Comhairleach don Ghaeilge sa Réimse Digiteach á bhunú[3] Beart an-dearfach atá idir lámha ag Údarás na Gaeltachta "uirlis úrnua" don Ghaeilge a bheidh bunaithe ar an intleacht shaorga (AI) a fhorbairt mar thacaíocht don Phlean Náisiúnta. Mar aon le hacmhainní nua intleachta saorga i nGaeilge a fhorbairt a d'eascódh rochtain ar sheirbhísí faisnéise poiblí i nGaeilge, ba chóir breathnú ar na deiseanna freisin a chothóidh an Intleacht Shaorga i gcomhthéacs na molchampas ilsheirbhísí thuasluaite. Is féidir na molchampais a shamhlú ina gcumasc den nuatheicneolaíocht, lena n-áirítear an Intleacht Shaorga, agus den acmhainn dhaonna inniúil i nGaeilge a bheadh ag soláthar taisclann seirbhísí poiblí i nGaeilge ar líne, ar láthair fhisiciúil agus go hidirghníomhach sa Ghaeltacht, i mBailte Seirbhíse Gaeltachta agus i Líonraí Teanga.	Beidh sé riachtanach scóipeáil bheacht a dhéanamh ar na seirbhísí poiblí, nó gné díobh, a bhféadfaí réitigh intleachta saorga i nGaeilge a fhorbairt dóibh agus spriocanna ama dochta a cheangal leis an bhfréamhshamhaltú agus na réitigh dheiridh. Ba chóir scóip reatha an Phlean Dhigitigh don Ghaeilge (2023 – 2027) a bhreithniú mar aon le ról an ghrúpa oibre theicniúil, a bunaíodh faoi choimirce an Choiste Chomhairligh, maidir le deiseanna comhroinnte acmhainní agus saineolais a chinntiú.

3. Lá stairiúil agus an chéad Phlean Náisiúnta um Sheirbhísí Poiblí Gaeilge fógartha

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Strategic Theme 3: Technology	That a proactive approach is taken in terms of embedding an Irish language element at the outset in developments that are and will be emerging in the technology sector, especially as it relates to the use of artificial intelligence in the context of the provision of public services.	In launching the National Plan in October 2024, it was announced that two further measures supporting the implementation of the Plan would also take place, namely: • A tender process for the development of a brand new AI tool, 'Ard-Intleacht na Gaeilge', under the auspices of Údarás na Gaeltachta • Establish an Irish Language Advisory Committee in the Digital Realm.[3] Údarás na Gaeltachta is undertaking a very positive measure to develop a "brand new tool" for the Irish language based on artificial intelligence (AI) to support the National Plan. As well as the development of new AI resources in Irish that would facilitate access to public information services in Irish, the opportunities that artificial intelligence will foster in the context of the aforementioned multi-service hubs should also be considered. The hubs can be envisaged as a blend of modern technology, including artificial intelligence, and human resources proficient in Irish that would provide a repository of public services in Irish online, in person and interactively in the Gaeltacht, in Gaeltacht Service Towns and in Language Networks.	Exact scoping of the public services, or the relevant aspect, for which AI solutions in Irish could be developed and clear timelines for prototyping and final solutions are required. The current scope of the Digital Plan for the Irish Language (2023–2027), together with the role of the technical working group setup under the Advisory Committee's remit, should be explored to ensure opportunities for resource and knowledge sharing.

3. Historic day as first National Plan for Irish Language Public Services announced

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama Straitéiseach 3: Teicneolaíocht	Go mbreathnófaí ar na suíomhanna idirlín, córais nó seirbhísí idirghníomhacha eile ar cheart iad a chur ar fáil sa dá theanga oifigiúla, ag tabhairt san áireamh tosaíochtaí ar leith sa ghearrthéarma, meántéarma agus fadtéarma.	Mar a luadh sa tráchtaireacht roimhe seo, sampla maith a léiríonn an éagothromaíocht ollmhór idir caighdeán seirbhísí poiblí bunúsacha i mBéarla agus i nGaeilge is ea an tairseach dhigiteach MyGovID. I measc na mbunseirbhísí atá ar fáil, cuir i gcás tá iarratas a dhéanamh ar cheadúnas tiomána, ar phas, ar chárta seirbhíse sóisialta, ar sheirbhísí tithíochta agus araile. Ach nuair a scrúdaítear leibhéal an tsoláthair i nGaeilge ar an tairseach náisiúnta seo i láthair na huaire tá éagothromaíocht ollmhór idir caighdeán agus cuimsitheacht na seirbhísí poiblí atá ar fáil i mBéarla agus an tseirbhís thearc agus bhearnach i nGaeilge. Beidh sé ina bhunriachtanas go bhfaighidh na caighdeáin teanga tosaigh greim ar na comhlachtaí poiblí atá ag úsáid córais dhigiteacha idirghníomhacha ar líne chun seirbhísí poiblí bunúsacha a sholáthar don phobal.	Sampla maith é seo freisin de chomhthéacs ina bhféadfadh an Coiste Comhairleach a fheidhm faoi alt 18C. (1)(i) d'Acht na dTeangacha Oifigiúla, mar atá leasaithe, a bhreithniú ar mhaithe lena mholadh don Aire FTPG caighdeáin teanga a fhorordú do na seirbhísí uile a thagann faoi scáth na tairsí MyGovID. Dar ndóigh, mar a luadh roimhe seo, d'fhéadfadh go bhfuil na seirbhísí ábhartha a thagann faoi scáth na tairsí MyGovID á mbreithniú sna dréacht-chaighdeáin atá idir lámha ag an Aire agus an RFTPG i láthair na huaire.
Mór-Théama Straitéiseach 3: Teicneolaíocht	Go mbunófar grúpa nó grúpaí oibre teicniúla le féachaint go háirithe ar nithe a bhaineann leis na pointí thuas.	Ach a mbreithnítear straitéisí rialtais ar nós 'Cónascadh Rialtais 2030: Straitéis Dhigiteach agus TFC do Sheirbhís Phoiblí na hÉireann' a d'fhoilsigh RCPSPA in 2022, feictear go mbeidh oiread agus 90% de sheirbhísí poiblí ar leith á seachadadh ar líne faoin mbliain 2030. Luaitear sa straitéis chéanna go bhfuiltear ag súil go mbeidh 80% de shaoránaigh na tíre ag úsáid an ardáin MyGovID faoin mbliain 2030 d'fhonn teacht ar sheirbhísí poiblí áirithe. Má tá seirbhísí poiblí i nGaeilge le bheith i dtiúin le riachtanais chomhaimseartha Phobal na Gaeilge, i gcomhthéacs na spriocanna thuas, beidh ról tábhachtach ag an nGrúpa Oibre Teicniúil maidir le deiseanna a aithint tríd an bPlean Náisiúnta d'fhonn aghaidh a thabhairt ar na bearnaí ollmhóra i seirbhísí poiblí digiteacha i nGaeilge i láthair na huaire.	**Plean Digiteach don Ghaeilge (2023-2027)** D'fhéadfaí scóip reatha an Phlean Dhigitigh don Ghaeilge a scrúdú le breathnú go sonrach ar na deiseanna móra atá ann i dtaca le leas a bhaint as an nuatheicneolaíocht d'fhonn seirbhísí poiblí i nGaeilge a fheabhsú. Ba chóir ról fadtéarmach an ghrúpa oibre theicniúil a bhreithniú i gcomhthéacs na ndeiseanna comhroinnte eolais agus acmhainní faoi scáth an Phlean Dhigitigh don Ghaeilge.
Mór-Théama 4: Oiliúnt, Earcaíocht & Inniúlacht Teanga	Earcaíocht	Sonraítear breithnithe tábhachtacha maidir le hearcú foirne ag a bhfuil hinniúlacht i nGaeilge i dTuarascáil ar dhul chun cinn an Choiste Chomhairligh um Sheirbhísí Gaeilge (1 Eanáir 2024 – 31 Nollaig 2024). Leagtar béim i Ráiteas an Chathaoirligh sa Tuarascáil ar thábhacht na pleanála fórsa saothair ag a bhfuil inniúlacht i nGaeilge.	**Pleanáil Fórsa Saothair Náisiúnta** **Teastaíonn fo-thionscadal don Phleanáil Fórsa Saothair** ar leith a bhunú faoin bPlean Náisiúnta le haghaidh dóthain foirne ag a bhfuil inniúlacht i nGaeilge a earcú agus a chothú. Beidh sé seo riachtanach le stiúradh a dhéanamh ar fheidhmiú na forála earcaíochta 20% go córasach ar bhonn náisiúnta. Tá sé riachtanach go dtiomsaítear mionsonraí ar chleachtais earcaíochta foirne ag a bhfuil inniúlacht i nGaeilge ar fud na 500 comhlacht poiblí a thagann faoi scáth na reachtaíochta teanga má tá bunsraith láidir le leagan faoin bPlean Náisiúnta.

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Strategic Theme 3: Technology	That the websites, systems or other interactive services which should be made available in both official languages, taking into account specific priorities in the short, medium and long term, be examined.	As previously mentioned in this commentary, a good example illustrating the huge disparity between the standard of basic public services in English and Irish is the MyGovID portal. Basic services available include applying for a driver's licence, passport, social service card, housing services, etc. But when the current level of Irish language provision is examined on this national portal, there is a huge disparity between the quality and comprehensiveness of public services available in English compared to the sparse and gapped service in Irish. It will be essential that the initial language standards include those public bodies that are using digital interactive online systems to provide basic public services to the public.	This is also a good example of a context where the Advisory Committee could consider its function under section 18C. (1) (i) of the Official Languages Act, as amended, for the purpose of recommending that the Minister prescribe language standards for all services falling under the MyGovID portal. As previously mentioned, the relevant services that fall under the MyGovID portal may, of course, be under consideration in the draft standards currently being prepared by the Minister and DRCDG.
Major Strategic Theme 3: Technology	That a technical working group or groups be established to examine matters relating to the above points.	Government strategies such as 'Connecting Government 2030: A Digital and ICT Strategy for Ireland's Public Service' published by DPER in 2022, indicate that by 2030 as many as 90% of specific public services will be delivered online. The same strategy states that 80% of the country's citizens are expected to be using the MyGovID platform by 2030 in order to access certain public services. If public services in Irish are to meet the current needs of the Irish language community in the context of the above goals, the Technical Working Group will play an important role in identifying opportunities through the National Plan in order to address the huge gaps in digital public services in Irish at present.	Digital Plan for the Irish Language (2023-2027) The current scope of the Digital Plan for the Irish Language could be examined to look specifically at the considerable opportunities for exploiting new technology in order to improve public services in Irish. The long-term role of the technical working group should be considered in the context of knowledge and resource sharing opportunities under the Digital Plan for the Irish Language.
Major Theme 4: Training, Recruitment & Language Competence	Recruitment	Important observations for the recruitment of staff with proficiency in Irish are detailed in the Progress Report of the Advisory Committee on Irish Language Services (1 January 2024 – 31 December 2024). The Adivsory Committee Chairperson's Statement in the Report highlights the importance of Irish-language proficient workforce planning.	National Workforce Planning A separate **National Workforce Planning sub-project needs to be established** under the National Plan for the recruitment and capacity building of sufficient Irish-language-competent staff. This will be necessary to guide the systematic implementation of the 20% recruitment provision on a national basis. It is essential that details of Irish-language proficient staff recruitment practices are compiled across the 500 public bodies that come under the scope of the language legislation if a strong foundation is to be laid under the National Plan.

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama 4: Oiliúnt, Earcaíocht & Inniúlacht Teanga	Earcaíocht	Leagtar béim freisin i Ráiteas an Chathaoirligh ar an riachtanas go dtarlóidh earcú réamhghníomhach foirne ag a bhfuil inniúlacht i nGaeilge.	Tá an taighde a rinneadh ar 112 comhlacht poiblí d'ullmhú an Phlean Náisiúnta le moladh ach tá géarghá ann le sonraí cainníochtúla faoi leibhéil inniúlachta Gaeilge foirne ar fud na Seirbhíse Poiblí.
		Tugtar le fios sa Tuarascáil (lch 14) freisin gur eisíodh ceistneoir corparáideach chun léargas a fháil ar an staid reatha sna comhlachtaí poiblí sin ó thaobh soláthar seirbhísí poiblí dátheangacha, earcaíochta agus oiliúna, agus chur i bhfeidhm an Achta go ginearálta. Scaipeadh an ceistneoir ar 112 comhlacht poiblí agus d'fhreagair 81 comhlacht poiblí an ceistneoir corparáideach.	**Formhaoirsiú, Monatoiréacht & Tuairisciú** Is bunriachtanas é fo-thionscadal thuasluaite an Phlean Náisiúnta i dtaca le pleanáil fórsa saothair le monatóireacht, tuairisciú agus feasú a dhéanamh freisin ar dhul chun cinn fhoráil chriticiúil sin an 20%. Mar a luadh roimhe seo sa tráchtaireacht seo, ba chóir breathnú ar ról na rannán um Sheachadadh Claochlaithe Seirbhíse Poiblí agus Fórsa Saothair laistigh de RCPBASPD maidir le tacú leis an gCoiste Comhairleach formhaoirsiú agus tuairisciú a dhéanamh ar chothú acmhainne foirne atá inniúil i nGaeilge. **Scála Náisiúnta na Seirbhíse Poiblí** Is bunriachtanas é go ndéanfar mionscagadh ar scála agus ar threochtaí earcaíochta na seirbhíse poiblí. Tá RCPBASPD tar éis figiúirí oifigiúla a fhoilsiú maidir le líon iomlán na ndaoine a earcaítear chuig an tSeirbhís Phoiblí agus líon iomlán na ndaoine a théann ar scor ón tSeirbhís Phoiblí gach bliain. Léiríonn na figiúirí is deireanaí go raibh 408,895 duine i bhfiostaíocht leis an tSeirbhís Phoiblí i ndeireadh 2024 agus gur méadú 11,773 fostaí é sin ar líon iomlán na bhfostaithe ó dheireadh 2023. Tá tiomsú agus áireamh na bhfigiúirí seo criticiúil don phróiseas pleanála fórsa saothair ag a bhfuil inniúlacht i nGaeilge a bheidh mar chrann taca don Phlean Náisiúnta. **Treoir ón Stát** Is feidhm de chuid RCPBASPD é treoirlínte a eisiúint don tSeirbhís Phoiblí maidir le cleachtais agus dualgais earnála. Mar shampla d'fhoilsigh RCPBASPD treoirlínte dar teideal 'Ár Seirbhís Phoiblí 2020 - Treoir um Pleanáil Straitéiseach don Fhórsa Saothair'. Tá na treoirlínte sin chun críoch pleanála don fhórsa saothair á bhfeidhmiú go forleathan ar fud na hearnála poiblí agus athnuachan á déanamh orthu ar bhonn rialta. Déantar cur síos i Réamhrá na dTreoirlínte ar an aidhm a bhaineann leis an bPleanáil Straitéiseach don Fhórsa Saothair:

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Theme 4: Training, Recruitment & Language Competence	Recruitment	The Chairperson's Statement also highlights the need for proactive recruitment of Irish-language-proficient staff.	The research carried out on 112 public bodies for the preparation of the National Plan is to be commended, but there is an urgent need for quantitative data on Irish-language competency levels of staff across the Public Service.
		The Report (p. 14) also indicates that a corporate questionnaire was issued to gain insight into the current situation in public bodies in terms of the provision of bilingual public services, recruitment and training, and the implementation of the Act in general. The questionnaire was circulated to 112 public bodies, and 81 public bodies responded to the corporate questionnaire.	**Oversight, Monitoring & Reporting** The aforementioned National Plan sub-project on workforce planning is a key requirement for monitoring, reporting and also informing progress on this critical 20% recruitment provision. As mentioned earlier in this commentary consideration should be given to the role of the Public Service Transformation Delivery and Worforce Divisions within DPER to support the Advisory Committe in oversight and reporting of capacity building of staff proficient in the Irish language. **National Scale of the Public Service** It is essential to ascertain the scale and recruitment trends of the public service. DPER has published official figures for the total number of people recruited to the Public Service and the total number of people retiring from the Public Service each year. The most recent figures show that there were 408,895 people employed in the Public Service at the end of 2024, representing an increase of 11,773 on the total number of employees at the end of 2023. The compilation and computation of these figures is critical to the Irish-language proficient workforce planning process that will underpin the National Plan. **State Guidance** It is a function of DPER to issue guidelines for the Public Service on sectoral practices and obligations. For example, DPER has published guidelines entitled 'Our Public Service 2020 – Strategic Workforce Planning Guide'. This workforce planning guide is being widely implemented across the public sector and is reviewed on a regular basis. The Introduction to the Guide describes the aim of the Strategic Workforce Planning:

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama 4: Oiliúnt, Earcaíocht & Inniúlacht Teanga	Earcaíocht		'Uirlis riachtanach is ea Pleanáil Straitéiseach don Fhórsa Saothair (PSFS)' chun teacht roimh fhorbairtí féideartha amach anseo agus chun fórsa saothair dea-struchtúrtha a chothabháil, fórsa saothair lena mbaineann méid chuí, atá in ann freastal ar riachtanais athraitheacha na seirbhíse poiblí ar bhealach costéifeachtúil.' Beidh tagarmharcáil le déanamh maidir le líon na foirne ag a bhfuil inniúlacht i nGaeilge a bheidh ag teastáil chun seirbhísí ar leith a sholáthar i gcomhlachtaí poiblí comhchosúla. Is ceist thábhachtach í ar iarr an Coiste Comhairleach an bhfuil sé i gceist ag RCPBASPD aon treoracha a eisiúint do chomhlachtaí poiblí maidir leis an dualgas atá orthu chun críoch na forála 20% d'earcaigh ag a bhfuil inniúlacht i nGaeilge agus an riachtanas go mbeadh gach comhlacht poiblí i mbun pleanála chuige. Is beart stuama a bheadh anseo chun tacú le cleachtais rialachais chorparáidigh na gcomhlachtaí poiblí a ailíniú le feidhmiú na forála earcaíochta 20%, go háirithe nuair a thabharfar na caighdeáin teanga i bhfeidhm.
		Leagtar béim in Aguisín B (Aguisín B: Buaicphointí an Phlean Náisiúnta) de Thuarascáil an Choiste Chomhairligh ar an riachtanas: 'Go mbreathnófaí ar dheiseanna **ailíniú a dhéanamh** idir róil nua a luaitear in Acht na dTeangacha Oifigiúla, 2003 agus róil reatha.'	Is cinnte gur beart é seo ba chóir don Choiste a bhreithniú i gcomhthéacs na cumhachta a fhorordaítear don Choiste Comhairleach faoi alt 18(C)(4) d'Acht na dTeangacha Oifigiúla, 2003 mar atá leasaithe: 'Beidh ag an gCoiste Comhairleach na cumhachtaí sin go léir is gá nó is fóirsteanach chun a fheidhmeanna a chomhlíonadh.' Feidhm ríthábhachtach eile atá ag an gCoiste Comhairleach is ea gur féidir leis faoi fho-alt 18C. (1)(b)(i) d'Acht na dTeangacha Oifigiúla, 2003, mar atá leasaithe comhairle a chur ar fáil do chomhlachtaí poiblí maidir le líon agus grád na foirne a bheidh ag teastáil d'fhonn seirbhísí poiblí i nGaeilge a shólathar.

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Theme 4: Training, Recruitment & Language Competence	Recruitment	 Appendix B (Appendix B: Highlights of the National Plan) of the Report of the Advisory Committee highlights the need: 'Opportunities to align new roles mentioned in the Official Languages Act 2003 and existing roles be examined.'	'Strategic Workforce Planning (SWFP) is an essential tool for anticipating possible future developments and maintaining a well-structured workforce of an appropriate size, which is able to meet the changing needs of the public service in a cost-efficient manner.' Benchmarking will be required as to the number of staff with proficiency in Irish that will be required to provide specific services in similar public bodies. An important question for the Advisory Committee to consider is whether DPER intends to issue any guidelines to public bodies regarding their duty for the purpose of the 20% provision for Irish-language-proficient recruits and the requirement for all public bodies to plan for it. This would be a prudent measure to support the alignment of corporate governance practices in public bodies to the implementation of the 20% recruitment provision, especially once the new language standards system is implemented. This is certainly a measure that the Committee should consider in the context of the power prescribed to the Advisory Committee under section 18(C)(4) of the Official Languages Act 2003 as amended: 'The Advisory Committee shall have all such powers as are necessary or expedient for the performance of its functions.' Another critical function of the Advisory Committee is that it can, under subsection 18C.(1)(b)(i) of the Official Languages Act 2003, as amended, provide advice to public bodies on the number and grade of staff required to provide public services in Irish.

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama 4: Oiliúnt, Earcaíocht & Inniúlacht Teanga	Earcaíocht	Tugtar cuntas ar lch 22 den Tuarascáil gur reáchtáil Poist Phoiblí comórtais ag leibhéal Oifigigh Chléireachais agus Feidhmiúcháin sa Státseirbhís i gcaitheamh 2024. 205 iarratasóir a chuir isteach ar na comórtais éagsúla sin.	**Beidh éifeacht an Phlean Náisiúnta ag brath go mór ar ailíniú idir na seirbhísí poiblí a theastaíonn ó phobal na Gaeilge (Córas na gCaighdeán Teanga) agus dóthain foirne atá inniúil i nGaeilge a bheith ar fáil chun na seirbhísí sin a chur ar fáil ar chaighdeán ard.** Ionas go dtarlóidh sé sin caithfidh córas na gcaighdeán teanga atá le feidhmiú go fóill, córas a leagfaidh síos na seirbhísí poiblí a bheidh dualgas reachtúil ar chomhlachtaí poiblí a sholáthar agus pleanáil don fhórsa saothair atá inniúil i nGaeilge, caithfidh siad sníomh isteach go hiomlán ina chéile. Is é an Plean Náisiúnta gona Phleananna Gníomhaíochta an fheithicil a léireoidh mar a tharlóidh sé seo. **Comórtais Earcaíochta Poist Phoiblí** Tuairiscíodh i dTuarascáil an Choiste Chomhairligh don tréimhse Meitheamh 2022 – Nollaig 2023 gur 411 iarrtasóir a chuir isteach ar 7 gcomórtas a reáchtáil Poist Phoiblí i gcaitheamh 2022 agus 2023 don Státseirbhís. Ar bhonn comparáide leis an 205 iarratasóir a thuairiscítear do chomórtais le Gaeilge in 2024 is deacair a ríomh ó na figiúirí seo gur tháinig aon mhéadú ar líon na n-iarratasóirí do rólanna le Gaeilge do chomórtais earcaíochta na Státseirbhíse, cé go bhfuil an fhoráil earcaíochta 20% i bhfeidhm ó Mheitheamh 2022.
Mór-Théama 4: Oiliúnt, Earcaíocht & Inniúlacht Teanga	Inniúlacht Teanga	Gníomh an-tábhachtach é an taighde a rinneadh mar chuid den Phlean Náisiúnta suirbhé a dhéanamh ar leibhéil inniúlachta teanga na foirne reatha sa tSeirbhís Phoiblí de réir Chomhchreat Tagartha na hEorpa um Theangacha (*CEFR*) a aithint. Tugtar le fios i dTuarascáil an Choiste Chomhairligh gur ghlac c. 35,000 fostaí san earnáil phoiblí páirt i suirbhé taighde an Phlean Náisiúnta. Léirigh torthaí an tsuirbhé spéis shuntasach i measc na foirne sa teanga, eadhon dúirt: • 50% de fhreagróirí go mbeadh suim acu cur lena n-inniúlacht sa Ghaeilge; agus • 23% de fhreagróirí go mbeadh suim acu a bheith ag obair as Gaeilge ach breis oiliúna/tacaíochtaí a fháil (anuas ar 5% atá ag obair as Gaeilge cheana féin nó a bheadh réidh le dul ag obair as Gaeilge láithreach).	Ba chóir na tátáil as eascraíonn ó thaighde an Phlean Náisiúnta ar leibhéil inniúlachta Gaeilge fhoireann na státseirbhíse a shníomh isteach san fho-thionscadal um Pleanáil Fórsa Saothair d'fhoireann ag a bhfuil inniúlacht i nGaeilge. Is bunsraith den fho-thionscadal sin é feasacht ar líon na foirne ag a bhfuil inniúlacht i nGaeilge atá ag obair sa tSeirbhís Phoiblí cheana féin agus an líon foirne breise a chaithfear a earcú chun na seirbhísí nua a fhordófar i gcóras na gcaighdeán teanga a sholáthar ar ardchaighdeán. Beidh feidhm thábhachtach ag an bhfo-thionscadal um Pleanáil Fórsa Saothair ag a bhfuil inniúlacht i nGaeilge i dtaca leis an ailíniú a bheidh de dhíth idir an fhoireann a bheidh inniúil i nGaeilge agus an raon seirbhísí poiblí a chaithfidh comhlachtaí poiblí a sholáthar i nGaeilge a chinntiú.

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Theme 4: Training, Recruitment & Language Competence	Recruitment	Page 22 of the Report outlines that PublicJobs held competitions at Civil Service Clerical and Executive Officer level in 2024, with 205 applicants applying for these various competitions.	**The effect of the National Plan will depend heavily on the alignment between the public services required by the Irish-speaking community (System of Language Standards) and the availability of sufficient staff proficient in Irish to provide those services to a high standard.** In order for that to happen, the system of language standards that is yet to be implemented, which will set out the public services that public bodies will be statutorily obliged to provide, and planning for the workforce competent in Irish must be fully integrated. How this will happen will be set out by the National Plan and its supporting Action Plans. Public Job Recruitment Competitions The Advisory Committee Report for the period June 2022 – December 2023 reported that 411 applicants had applied for 7 Civil Service competitions organised by PublicJobs during 2022 and 2023. When compared with the 205 applicants reported for Irish-language competitions in 2024, it is difficult to glean from these figures that there has been any increase in the number of applicants for Irish-language roles for Civil Service recruitment competitions, even though the 20% recruitment provision has been in place since June 2022.
Major Theme 4: Training, Recruitment & Language Competence	Language Proficiency	The research carried out as part of the National Plan to survey the language proficiency levels of the current staff in the Public Service according to the Common European Framework of Reference for Languages (*CEFR*) was a very important undertaking. The Advisory Committee Report indicates that c. 35,000 public sector employees took part in the National Plan research survey. The results of the survey indicated a considerable interest amongst staff regarding the language, namely: • 50% of respondents would be interested in improving their proficiency in Irish; and • 23% of respondents would be interested in working in Irish if they received additional training/support (in addition to 5% who are already working in Irish or would be ready to undertake work in Irish immediately).	The conclusions from the National Plan research on public sector staff proficiency levels in the Irish language must be incorporated into the Workforce Planning sub-project for Irish-language proficient staff. An awareness of the number of Irish-language-proficient staff already working in the Public Service and the number of additional staff that need to be recruited to provide the new services that will be prescribed in the language standards system to a high standard is a cornerstone of this sub-project. The Workforce Planning sub-project will play an important role in ensuring the necessary alignment between Irish-language-competent staff and the range of public services that public bodies must provide in Irish.

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama 4: Oiliúnt, Earcaíocht & Inniúlacht Teanga	Inniúlacht Teanga	Sainítear cohórt tábhachtach c.3,000 – c.3,800 fostaí reatha sa tSeirbhís Phoiblí sa taighde a deir go bhfuil idir inniúlacht i labhairt na Gaeilge agus i scríobh na Gaeilge acu idir leibhéal B2 – C2 den *CEFR*.	Beidh sé riachtanach iomlánú a dhéanamh ar thorthaí thaighde an Phlean Náisiúnta i dtaca le leibhéil inniúlachta Gaeilge fhoireann reatha na seirbhíse poiblí ach na comhlachtaí poiblí uile a thagann faoi scáth Acht na dTeangacha Oifigiúla, 2003, mar atá leasaithe a áireamh agus sainiú a dhéanamh ar an líon iomlán foirne reatha ag a bhfuil inniúlacht i nGaeilge sa tSeirbhís Phoiblí reatha. Nuair a chuirtear san áireamh go bhfuil breis agus 500 comhlacht poiblí forodaithe faoin reachtaíocht teanga is sampla cúngaithe é an 112 comhlacht poiblí a roghnaíodh do shuirbhé taighde an Phlean Náisiúnta. Is cúinge fós an sampla nuair a chuirtear san áireamh gur 81 den 112 comhlacht poiblí sin a d'fhreagair an suirbhé.
Mór-Théama 4: Oiliúnt, Earcaíocht & Inniúlacht Teanga	Oiliúint	Luaitear i ráiteas an Chathaoirligh i dTuarascáil an Choiste Chomhairligh: 'I gcomhthéacs na sprice earcaíochta 20%, leagtar béim sa Phlean Náisiúnta ar uasoiliúint teanga a chur ar fhoireann reatha de chuid comhlachtaí poiblí - anuas ar dhaoine le Gaeilge a earcú ón taobh amuigh. Ag teacht leis seo, tá méadú suntasach le sonrú ar líon na ndaoine atá ag glacadh páirte i gcúrsaí oiliúna Gaeilge san earnáil phoiblí le blianta beaga anuas – suas 144% sa státseirbhís mar shampla idir Earrach 2022 agus Earrach 2025.' Luaitear ar leathanach 23 den Thuarascáil gur thug 2,649 faoi chúrsa Gaeilge le Gaelchultúr in 2024. Thug 925 den lucht iomlán freastail 2,649 faoin scrúdú TEG.	Is cohórt an-tábhachtach é an 2,649 fostaí a thug faoi chúrsaí Gaeilge i gcaitheamh 2024. Ba chóir tosaíocht a thabhairt do scagadh a dhéanamh ar ghrád na bpost agus na n-inniúlachtaí atá i seilbh an chohóirt seo i gcomhthéacs fho-thioscadal an Phlean Náisiúnta um Pleanáil Fórsa Saothair. Chabhródh sé sin le raon scileanna a aithint do róil nua a eascróidh ó fheidhmiú chóras nua na gcaighdeán teanga. Gné thábhachtach eile fho-thioscadal an Phlean Náisiúnta um Pleanáil Fórsa Saothair is ea tagarmharcáil líon na bhfostaithe a theastaíonn d'fhonn seirbhísí poiblí tábhachtacha a chur ar fáil i nGaeilge cúig lá na seachtaine.

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Theme 4: Training, Recruitment & Language Competence	Language Proficiency	The research identifies an important cohort of c.3,000 - c.3,800 current employees in the Public Service who state that they have between level B2 and C2 competence in speaking and writing Irish according to the *CEFR* system.	It will be necessary to augment the National Plan research results regarding the competency levels of current public service staff in Irish, by including all public bodies covered by the Official Languages Act 2003, as amended, to determine the total number of current Irish-language-competent staff in the Public Service. Considering that over 500 public bodies are prescribed under the language legislation, the 112 public bodies selected for the National Plan research survey is a reduced sample. The sample is further reduced considering that 81 of those 112 public bodies contacted responded to the survey.
Major Theme 4: Training, Recruitment & Language Competence	Training	The Chairperson's statement in the Advisory Committee Report states: In the context of the 20% recruitment target, the National Plan emphasises Irish language upskilling for current public bodies staff – along with people with Irish - in addition to recruiting Irish-language-competent staff externally. In line with this, there is a significant increase in the number of people who have been taking part in Irish-language training courses in the public sector in recent years – up 144% in the civil service, for example, between Spring 2022 and Spring 2025.[4] Page 23 of the Report states that 2,649 people undertook an Irish language course with Gaelchultúr in 2024. 925 of the 2,649 total attendees sat the TEG examination.	The 2,649 employees who undertook Irish-language courses during 2024 are a very important cohort. Priority should be given to determining the grade of posts and competencies held by this cohort in the context of the National Plan Workforce Planning sub-project . This would assist to identify the skills pool available for new roles arising from the implementation of the new language standards system. Another important component of the National Plan Workforce Planning sub-project will be to benchmark the number of employees required in order to provide important public services in Irish on a full-time basis.

4. The Advisory Committee's Report is not available in English. OCT translation is provided here.

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama 4: Oiliúnt, Earcaíocht & Inniúlacht Teanga	Oiliúint	Luaitear ar lch 7 de Thuarascáil an Choiste Chomhairligh gur chóir féachaint ar chonairí gairme éagsúla reatha isteach chuig an tseirbhís phoiblí agus forbairt a dhéanamh orthu ach gnéithe Gaeilge a chuimsiú iontu más féidir. Feictear go mbeidh tábhacht ar leith ag baint le forbairt printíseachtaí trína bhféadfaí scileanna teanga a fhorbairt sa mhéid seo, rud a bheidh ag teacht le gealltanas ina leith seo i *bPlean Printíseachta na Seirbhíse Poiblí 2023*, mar aon le hintéirneachtaí agus tréimhsí taithí oibre.	Tá an-fhiúntas leis an mbeartas do chláir phrintíseachta, intéirneachta agus socrúcháin oibre le Gaeilge. Beidh sé riachtanach mar chuid den phleanáil fórsa saothair náisiúnta, líon na rannpháirtithe atá beartaithe a theacht faoi scáth na gclár seo a bheachtú. De bharr scála agus ilghnéitheacht na seirbhíse poiblí beidh riachtanas ann do bheart náisiúnta de chuid earnáil na hollscolaíochta d'fhonn dóthain céimithe atá inniúil sa Ghaeilge a sholáthar i ndisciplíní éagsúla chun a chinntiú go n-éireoidh leis an bhforáil 20% d'earcaithe atá inniúil sa Ghaeilge faoi dheireadh 2030. Beidh géar-riachtanas le sruth leanúnach céimithe sna hearnálacha seo a leanas: Riarachán & Beartas Poiblí, Rialachas Corparáideach, Bainistíocht Eagraíochtúil, Pleanáil Teanga, Pleanáil Straitéiseach, Oiliúint Múinteoirí Bunscoile agus Iar-bhunscoile, Oideachas do Ghairmithe Cúraim Shláinte agus araile. Tá deis ag an gCoiste Comhairleach ról ceannais a ghlacadh trí fhorbairt an Phlean Náisiúnta i ndáil le conair a leagan amach leis na páirtithe leasmhara ábhartha (An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, an ÚAO, RFTPG agus Institiúidí Tríú Leibhéal), trína bhforbrófar acmhainneacht earnáil na hOllscolaíochta Gaeilge chun dóthain céimithe ag a bhfuil Gaeilge mhaith a sholáthar, chun críoch na forála earcaíochta 20% agus d'fhonn cur le líon na foirne atá inniúil sa Ghaeilge sa tseirbhís phoiblí trí chéile. Is bunriachtanas a bheidh ann maidir le fórsa saothair ardoilte a fhorbairt atá inniúil sa Ghaeilge go mbainfear leas as an bhforáil atá in Acht an Údaráis um Ard-Oideachas, 2022 i dtaca le straitéis nua don oideachas lán-Ghaeilge go náisiúnta a fhorbairt. Cruthaíonn an soláthar reachtúil atá i bhfho-alt 8(1)(b) d'Acht an Údaráis um Ard Oideachas, 2022 maidir le cláir ardoideachais lán-Ghaeilge nua a fhorbairt trí líonra na Pleanála Teanga go náisiúnta, cruthaíonn sé deis eisceachtúil tacú le riachtanais an ardaithe shuntasaigh atá ag teastáil ar fhoireann atá inniúil i nGaeilge san earnáil phoiblí.

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Theme 4: Training, Recruitment & Language Competence	Training	Page 7 of the Advisory Committee's Report suggests that various present career paths into the public sector should be considered and, if possible, developed with Irish language aspects. The development of apprenticeships through which language skills could be developed will be of particular importance in this respect, which will be consistent with a commitment in this regard in the *Public Service Apprenticeship Plan 2023*, together with internships and periods of work experience.	The proposal for Irish-language apprenticeship, internship and work placement programmes is highly worthwhile. It will be necessary as part of the national workforce planning to quantify the number of participants envisaged under these programmes. Due to the scale and diversity of the public service, a university sector national initiative will be required in order to provide sufficient graduates who are proficient in Irish in a variety of disciplines to ensure the success of the 20% provision of recruits who are proficient in the Irish language by the end of 2030. There will be an urgent need for a continuous stream of graduates in the following sectors: Administration & Public Policy, Corporate Governance, Organisational Management, Language Planning, Strategic Planning, Primary and Post-Primary Teacher Training, Education for Healthcare Professionals etc. The Advisory Committee has an opportunity to take a lead role through the development of the National Plan in relation to setting out a pathway with the relevant stakeholders (Department of Further and Higher Education, Research, Innovation and Science; the HEA; DRCDG; and third-level institutions), which will develop the potential of the Irish-medium university sector to provide sufficient numbers of Irish-language-competent graduates towards the 20% recruitment provision, and in order to increase the overall number of Irish-language-competent staff in the public service. It will be a fundamental requirement for the development of a highly skilled Irish-language proficient workforce that the provisions contained in the Higher Education Authority Act 2022, in relation to the development of a new strategy for Irish-medium education be leveraged. The statutory provision contained in subsection 8(1)(b) of the Higher Education Authority Act 2022 in respect of the development of new Irish-medium higher education programmes through the Language Planning network nationally creates an exceptional opportunity to support the requirement of significantly increasing the number of Irish-language-competent staff in the public service.

Teideal an Mhór-Théama	Bearta Ardleibhéil (mar a tuairiscíodh)	Breithnithe an Choimisinéara Teanga	Bearta atá de dhíth
Mór-Théama 4: Oiliúnt, Earcaíocht & Inniúlacht Teanga	**Oiliúint**	Tugtar le fios ar lch 26 faoin mhír '2.5.2.3. Athbhreithniú ar an Tionscnamh Ardscileanna Gaeilge' go dtabharfar an t-athbhreithniú ar an Tionscnamh Ardscileanna Gaeilge chun críche in 2025.	Is cinneadh tábhachtach a rinne RFTPG é athbhreithniú a dhéanamh ar an Tionscnaimh Ardscileanna Gaeilge chun críocha an tsoláthair a bheidh de dhíth d'fhonn foireann bhreise ag a bhfuil inniúlacht sa Ghaeilge a oiliúint. Beidh sé riachtanach, áfach, i dtaca le cibé tionscnamh nó straitéis a fheidhmeoidh RFTPG agus a mholfaidh an Coiste Comhairleach d'fhonn freastal ar an riachtanas le go mbeidh dóthain foirne atá inniúil sa Ghaeilge ar fáil don tseirbhís phoiblí, beidh sé riachtanach go n-aithneofar scála na hidirbheartaíochta a bheidh de dhíth go náisiúnta.
Mór-Théama Straitéiseach 5: Bailiú Sonraí	**Tuarascáil an Chomhchoiste - Aguisín B: Buaicphointí an Phlean Náisiúnta** Modhanna cuí a aithint do chomhlachtaí poiblí chun sonraí a bhailiú agus, nuair is cuí, tuairisciú ina dtuarascálacha bliantúla agus chuig an gCoiste Comhairleach maidir le: - inniúlacht teanga iarratasóirí ar róil sa tseirbhís phoiblí agus i measc na mball foirne reatha; - toilteanas oibriú trí Ghaeilge; - fonn inniúlacht Ghaeilge a fheabhsú; - líon na mball foirne a earcaítear go bliantúil le leibhéal sonraithe Gaeilge; - cúrsaí oiliúna Gaeilge a dhéanann an fhoireann (agus an leibhéal).	Tá feabhsú seirbhísí poiblí i nGaeilge ag brath go mór ar dhóthain foirne atá inniúil sa Ghaeilge a bheith ann chun freastal ar riachtanais phobal na Gaeilge. Cruthaíodh tacair shonraí luachmhara cheana féin leis an bhforléargas ar líonmhaireacht na foirne ag a bhfuil leibhéil inniúlachta éagsúla i nGaeilge. I measc na dtátal tábhachtach a tháinig as an taighde ba bhonn leis an bPlean Náisiúnta bhí: • cohórt idir c.3,000 – c.3,800 fostaí reatha de chuid na seirbhíse poiblí a deir go bhfuil idir inniúlacht i labhairt na Gaeilge agus i scríobh na Gaeilge acu. Tá difríocht ollmhór áfach idir leibhéal inniúlachta cainteora a bhfuil leibhéal C1 agus B2 acu agus caithfear a bheith airdeallach air sin. • Is cohórt tábhachtach freisin an c.3,900 – c.4,300 duine a d'fhéintuairiscigh go raibh inniúlacht i nGaeilge acu ar leibhéal B1 den *CEFR*. Beidh sé riachtanach freisin go leagfaidh an chéad phlean gníomhaíochta amach cosán forbartha don chohórt seo le hinniúlacht níos airde sa Ghaeilge a shealbhú.	Is bunriachtanas é d'fho-thionscadal an Phlean Náisiúnta a bhaineann le pleanáil fórsa saothair bailiú, anailís agus tuairisciú sonraí faoi leibhéil inniúlachta Gaeilge fhoireann na Seirbhíse Poiblí a chórasú. Beidh éifeachtúlacht na pleanála fórsa saothair a chothóidh an Plean Náisiúnta ag brath ar fhaisnéis chruinn agus cothrom le dáta ar fud na Seirbhíse Poiblí. Tá na rannáin um Sheachadadh Claochlaithe Seirbhíse Poiblí (*Public Service Transformation Delivery Unit*) agus Fórsa Saothair i RCPBASPD i mbun an chineáil seo oibre thar ceann an Stáit cheana féin maidir le pleanáil agus forbairt na Seirbhíse Poiblí. Beidh sé riachtanach cúnamh a fháil ó na rannáin seo ionas gurbh fhéidir fo-thionscadal Pleanála Fórsa Saothair an Phlean Náisiúnta a chur i bhfeidhm i dtaca le foireann atá inniúil i nGaeilge.

Major Theme Title	High-Level Measures (as reported)	Observations of An Coimisinéir Teanga	Measures required
Major Theme 4: Training, Recruitment & Language Competence	Training	Page 26, paragraph '2.5.2.3. Review of the Advanced Irish Language Skills Initiative' indicates that the review of the Advanced Irish Language Skills Initiative will be completed in 2025.	DRCDG's decision to review the Advanced Irish Language Skills Initiative for the purposes of the training provision required in order to provide additional staff with Irish-language competence is important. However, whatever initiative or strategy DRCDG implements and the Advisory Committee proposes to meet the need for sufficient Irish-language-proficient staff in the public service, the scale of the actions required must be recognised nationally.
Major Strategic Theme 5: Data Collection	Report of the Joint Committee – Appendix B: Highlights of the National Plan Identify appropriate methods for public bodies to collect data and, where appropriate, report in their annual reports and to the Advisory Committee on: - language proficiency of applicants for public service roles and among current staff; - willingness to work through the medium of Irish; - desire to enhance Irish-language competence; - the number of staff recruited annually with a specified level of Irish; - Irish language training courses undertaken by staff (and level).	The improvement of public services in Irish relies heavily on having sufficient numbers of Irish-language-proficient staff to meet the needs of the Irish-speaking community. Valuable datasets have already been created with an overview providing staff numbers with varying levels of proficiency in Irish. Important conclusions drawn from the research that underpinned the National Plan include: • a cohort of between c.3,000 and c.3,800 current public service employees who state that they have competence in both speaking and writing Irish. Nevertheless, the proficiency of a speaker at level C1 significantly exceeds that of a B2, and this disparity must be duly recognised. • An important cohort is also the c. 3,900-c. 4,300 people who self-reported as having proficiency in Irish at level B1 of the *CEFR*. It will also be essential that the first action plan sets out a development pathway for this cohort to acquire a higher competency in Irish.	A core requirement of the National Plan sub-project relating to workforce planning is the systematic collection, analysis and reporting of data on the Irish-language proficiency levels of Public Service staff. The effectiveness of workforce planning fostered by the National Plan will depend on accurate and up-to-date information across the Public Service. The Public Service Transformation Delivery and Workforce Divisionsin DPER is already undertaking this work on behalf of the State in relation to the planning and development of the Public Service. Ongoing support from these Divisions for the Advisory Committee would be very important towards the successful Implementation of the National Plan Workforce Planning sub-project for staff proficient in the Irish language.

6. GNÓTHAÍ REACHTÁLA AN CHOISTE CHOMHAIRLIGH

Déantar cur síos i gCaibidil 1 de Thuarascáil an Choiste Chomhairligh ar riaradh an Choiste Chomhairligh i gcaitheamh 2024.

Tionóladh ocht gcruinniú den Choiste agus cuirtear nasc chuig cláir agus miontuairiscí na gcruinnithe ar fáil. Tugtar le fios go dtionóltar cruinnithe an Choiste eineach in ionchaibh de ghnáth in Oifigí Fhoras na Gaeilge, 63-66 Sráid Amiens, Baile Átha Cliath 1. Faoi nósanna imeachta an Choiste is féidir cruinnithe a thionól ar láthair eile nó go cianda más riachtanach ag brath ar chlár oibre an Choiste. Dá réir sin luaitear gur reáchtáladh 3 chruinniú go fíorúil an 27 Bealtaine, an 10 Meitheamh agus an 17 Meitheamh 2024 le dlús a chur faoi ullmhú an Phlean Náisiúnta. Sa chás nach mbíonn comhalta in ann freastal ar chruinniú an Choiste, is féidir le hionadaí atá ag feidhmiú ag grád príomhoifigigh chúnta nó a chomhionann a chur chuig an gcruinniú ina (h)áit, nó freastal ar an gcruinniú go cianda.

Tuairiscítear gurb é an tAire Forbartha Tuaithe agus Pobail agus Gaeltachta a chuireann rúnaíocht ar fáil don Choiste mar a fhorordaítear in alt 18A(3) d'Acht na dTeangacha Oifigiúla 2003, mar atá leasaithe. Tá soláthar san Acht um sheirbhísí ateangaireachta a chur ar fáil do chruinnithe an Choiste mar ba ghá. Tugtar le fios go bhfuiltear tar éis conarthaí soláthair a aontú le beirt ateangairí mar aon le conradh le haghaidh trealamh ateangaireachta, a aontaíodh trí phróisis soláthair phoiblí. Cinntíonn sé seo gur féidir le comhaltaí an Choiste cumarsáid a dhéanamh lena chéile agus le haíonna chuig an gCoiste ina rogha teanga oifigiúla.

Tugadh cuireadh d'aoichainteoirí ó Chonradh na Gaeilge ar mhaithe le moltaí a chur faoi bhráid an Choiste faoin bPlean Náisiúnta an 23 Feabhra 2024. Rinne an fhoireann taighdeoirí ó Ollscoil na Gaillimhe, a coimisiúnaíodh leis an bPlean Náisiúnta a ullmhú, cur i láthair don Choiste maidir le dul chun cinn an taighde ar an bPlean ar 26 Eanáir agus 2 Bealtaine 2024.

Tagraíonn an Cathaoirleach ina Ráiteas i dtús na Tuarascála do dlúth-chomhoibriú idir comhaltaí an Choiste Chomhairligh i gcomhthéacs fhorbairt an Phlean Náisiúnta:

> Tá an Plean mar thoradh ar dhlúthchomhoibriú ag leibhéal sinsearach idir na heagraíochtaí a bhfuil ionadaíocht acu ar an gCoiste Comhairleach, eadhon an Roinn Forbartha Tuaithe agus Pobail agus Gaeltachta mar Chathaoirleach, an Roinn Caiteachais Phoiblí, Bonneagair, Athchóiriúcháin na Seirbhíse Poiblí agus Digitiúcháin, an Roinn Oideachais agus Óige, an Roinn Coimirce Sóisialaí, Feidhmeannacht na Seirbhíse Sláinte, an Ghníomhaireacht Bainistíochta Rialtais Áitiúil, An Garda Síochána, poistphoiblí, Foras na Gaeilge agus ionadaithe phobal labhartha na Gaeilge laistigh agus lasmuigh den Ghaeltacht mar aon le páirtithe leasmhara eile a raibh ionchuir éagsúla acu sa phróiseas dréachtaithe. *(Tuarascáil ar dhul chun cinn an Choiste Chomhairligh um Sheirbhísí Gaeilge, 1 Eanáir – 31 Nollaig 2024, lch 5]*

Focal Scoir

Is léir gur chuir an Coiste Comhairleach um Sheirbhísí Gaeilge clár leathan oibre i gcrích i rith na tréimhse 1 Eanáir – 31 Nollaig 2024. Beart suntasach stairiúil a bhí i bhfoilsiú an chéad Phlean Naisiúnta maidir le forbairt seirbhísí poiblí i nGaeilge. Beidh an chéad phlean gníomhaíochta den Phlean Náisiúnta ríthábhachtach chun cur leis an mbunchloch atá sa Phlean Náisiúnta agus chun móiminteam a choinneáil san iarracht náisiúnta atá riachtanach d'fhonn seirbhísí poiblí i nGaeilge a fheabhsú go suntasach agus cearta teanga phobal na Gaeilge a fhíorú.

Tá ról ceannaireachta ag an gCoiste Comhairleach, go háirithe i dtiomáint an bhirt náisiúnta sin i gcomhar leis na geallsealbhóirí éagsúla.

6. THE ADVISORY COMMITTEE ORGANISATIONAL MATTERS

Chapter 1 of the Advisory Committee's Report outlines the Committee's administrative matters for 2024.

Eight meetings of the Committee were held, and a link to the agendas and minutes of the meetings is provided. It states that meetings of the Committee are normally held in the Foras na Gaeilge Offices, 63-66 Amiens Street, Dublin 1. Under committee procedures, meetings can be held in another venue or remotely if required, depending on the Committee's agenda. It is accordingly noted that 3 meetings were held virtually on 27 May, 10 June and 17 June 2024 to accelerate the preparation of the National Plan. Where a member is unable to attend a meeting of the Committee, a representative acting at assistant principal officer grade or equivalent may attend the meeting, or attend the meeting remotely.

It is reported that the secretariat for the Committee is provided by the Minister for Rural and Community Development and the Gaeltacht as prescribed in section 18A(3) of the Official Languages Act 2003, as amended. The Act provides for the provision of interpretation services for Committee meetings as required. It states that procurement contracts have been agreed with two interpreters as well as a contract for interpretation equipment, which has been agreed through public procurement processes. This ensures that Committee members can communicate with each other and with guests to the Committee in their official language of choice.

Guest speakers from Conradh na Gaeilge were invited to submit recommendations to the Committee under the National Plan on 23 February 2024. The team of researchers from the University of Galway, who were commissioned to prepare the National Plan, made a presentation to the Committee on the progress of research on the Plan on 26 January and 2 May 2024.

In his opening statement of the report the Chairperson accentuates the cooperation between the members of the Advisory Committee in the context of the development of the National Plan:

> The Plan is the result of close collaboration at a senior level between the organisations represented on the Advisory Committee, namely the Department of Rural and Community Development and the Gaeltacht as Chair, the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, the Department of Education and Youth, the Department of Social Protection, the Health Service Executive, the Local Government Management Agency, An Garda Síochána, publicjobs, Foras na Gaeilge and representatives of the Irish-speaking community within and outside the Gaeltacht, as well as other stakeholders who have had various inputs in the drafting process.[5]
> *(Report on the progress of the Irish Language Services Advisory Committee, 1 January-31 December 2024, p. 5]*

Conclusion

It is clear that the Irish Language Services Advisory Committee undertook a broad programme of work during the period 1 January – 31 December 2024. The publication of the first National Plan for the development of public services in Irish was a significant historical measure. The first action plan of the National Plan will be key to building on the foundations of the National Plan and sustaining momentum in the national effort required to improve public services in Irish, significantly, and realise the language rights of the Irish language community.

In particular, the Advisory Committee holds a leadership role in advancing this national initiative in collaboration with relevant stakeholders.

5. The Advisory Committee's Report is not available in English. OCT translation is provided here.

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