

PLÉ CHÁIPÉIS

**Cumann na nOifigeach Forbartha Gaeilge
Feabhra 2016**

**Moltaí Aontaithe ag Coiste COFG
le cur faoi bhráid Cumann na nOifigeach Forbartha Gaeilge**

**COISTE COFG 2016
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Seirbhísí trí Ghaeilge do Phobal na hÉireann

Éifeacht agus Luach Airgid

COFG

Cumann na nOifigeach
Forbartha Gaeilge

**Services through Irish
for the Irish People**

Efficient and Value for Money

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Cumann na nOifigeach Forbartha Gaeilge

**‘Tá dualgas ar an Stát an Ghaeilge a chur chun cinn agus a chothabháil.
Bheadh sé ag sárú an dualgais sin dá bhfógródh sé go buan
go ndéanfaí feidhmeanna áirithe de chuid an Stáit i mBéarla,
agus i mBéarla amháin...’**

*Anailís ar thábhachtach Alt 8 den Bhunreacht
agus léamh na Cúirte de.*

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Réamhrá

Is príomh chuspóir den Stát é fós
úsáid a bhaint as ár dTeanga Náisiúnta.

Is é príomh aidhm *Acht na dTeangacha Gaeilge 2003*
ná an Ghaeilge a chur i lár an aonaigh agus a normalú
agus muid ag déileáil go laethúil leis an Stát.

Ní gá go mbeidh chomh deacair is atá
chun caighdeán ard Seirbhíse Custaiméara trí Ghaeilge
a chur ar fáil trí do dhaoine agus do phobail Gaeilge na tíre.

Léiríonn an plé cháipéis seo, a d'ullmhaigh
Cumann na nOifigeach Forbartha Gaeilge,
slí níos éifeachtaí chun an sprioc seo a bhaint amach,
mar aon le luach airgid níos fearr a thabhairt don cháin íocóir.

Má tá an toil ... **Is féidir linn!**

Introduction

Maintaining and using our National Language remains a key objective of this State.

The primary aim of the *Official Language's Act 2003* is to help mainstream and normalise Irish as part of our everyday dealings with the Irish State.

Providing good quality Customer Service as Gaeilge to Irish speaking individuals and communities in Ireland, need not be as difficult as it currently is.

This discussion document, prepared by Cumann na nOifigeach Forbartha Gaeilge, outlines a more efficient and effective way to reach this goal, while giving the taxpayer the greater value for money.

If willing... **Is féidir linn!**

Cúlra Dlí agus Bunreachtúil

**Ní leatrom é don Stát daoine le Gaeilge líofa a fhostú san Earnáil Phoiblí,
mar is í an Ghaeilge an chéad teanga oifigiúil den Stáit seo.**

‘Ós í an Ghaeilge an teanga náisiúnta is í an phríomhtheanga oifigiúil í.’

Bunreacht na hÉireann, Airteagal 8

‘Tá de cheart ag an saoránach gnó a dhéanamh i nGaeilge leis an Stát.’

An Chúirt Uachtarach - Ó Beoláin v Fahy 2001

**‘Tá sé mídhleathach leatrom a dhéanamh ar 9 bhonn éagsúil,
inscne, stádas pósta, aois, cine srl.’ (Ní áirítear teangacha oifigiúla)**

Reachtaíocht Comhionannais na hEorpa

**‘Thig le hÚdarás Áitiúil agus é i mbun a gcuid oibre, pé bhearta
a cheaptar a bheith cuí, a chur in áit chun úsáid na Gaeilge a spreagadh.**

Cuid 68(1), An tAcht um Rialtais Áitiúil

**‘Líon na ndaoine lasmuigh den gcóras oideachais
a bhaineann úsáid as an nGaeilge go laethúil a mhéadú go 250,000.**

**‘Líon na ndaoine a bhaineann úsáid as an nGaeilge go laethúil
sa Ghaeltacht a mhéadú faoi 25%.’**

Straitéis 20 Bliain don Ghaeilge 2010-2030

The Constitutional and Legal Background

It is not discriminatory for the State to employ people with fluent Irish in the Public Sector, as Irish is the first official language of the this State.

‘The Irish language, as the national language is the first official language.

Bunreacht na hÉireann, Airteagal 8

‘It is the right of every citizen to conduct their business with the State through Irish.

Supreme Court 2001 Hardiman J. - Ó Beoláin V Fahy

‘Discrimination is unlawful on any one of 9 different grounds age, marital status, sex, race etc.’ (Official Languages are not included)

European Equality Legislation

‘A local authority may, in performing its functions, take such steps as it considers appropriate to encourage the use of the Irish language.’

Cuid 68(1) An tAcht um Rialtais Áitiúil

‘To increase the number of people using Irish on a daily basis outside the education system to 250,000.

‘To increase the number of people using Irish on a daily basis in Gaeltacht areas by 25%.

20 Year Strategy for the Irish Language

Cúlra Dlí agus Bunreachtúil

Is é príomhaidhm Acht na dTeangacha Oifigiúla 2003 ná **a chinntiú go gcuirtear feabhas ar sholáthar Seirbhísí Poiblí trí Ghaeilge, ar mhaithe leis an nGaeilge a normalú mar ghnáth chuid d’obair laethúil an phobail leis an Stát.**

Deintear seo trí **Rialacháin** Achta, ar nós Alt 9.1 a leagann síos go beacht na dualgais reachtúla i dtaobh Comharthaíochta, Stáiseanáireachta agus Fógraí Taifeadta Béil.

Deintear é chomh maith tríd **Ordaithe Logainmneacha (Gaeltachta) 2004 agus 2011**, a chuireann dualgas reachtúil ar Logainmneacha Gaeltachta a úsáid i nGaeilge amháin ar chomharthaíocht bóithre agus léarscáileanna.

Mar aon le **Scéimeanna Gaeilge 3 Bliana** Áit a roghnaíonn Comhlachtaí Poiblí ceangaltais reachtúla éagsúla dóibh féin chun feabhas a chur ar a gcuid sheirbhísí trí Ghaeilge don phobal.

Bunaíodh **Oifig an Choimisinéara Teanga** faoin Acht i 2004 chun monatóireacht a dhéanamh ar chomhlíonadh an Achta agus na Scéimeanna Gaeilge, agus chun gearáin an phobail a chur faoi bhráid Comhlachtaí Poiblí.

Acht na dTeangacha Oifigiúla 2003

Tá sainmhíniú nua anois ar na Ceantair Ghaeltachta faoi Acht na Gaeltachta 2012. Táid aitheanta anois mar **cheantair theangeolaíochta le córas pleanála teanga pobal bhunaithe.**

Acht na Gaeltachta 2012

The Constitutional and Legal Background

The primary aim of the Official Languages Act 2003 **is to ensure the improvement of Public Services through the medium of Irish, in order to mainstream and normalise Irish as part of our everyday dealings with the State through...**

This is done by way of **Regulations** under the Act, such as Article 9.1 that specifically sets out the statutory obligations in regard to Signage, Stationary and Recorded Oral Announcements.

It is also done by way of the **Placenames (Gaeltacht) Orders of 2004 and 2011,** that place a statutory obligation to use Gaeltacht Placenames in Irish only on road signage and maps.

As well as **3 year Irish Language Schemes** where Public Companies select additional various statutory commitments in order to improve the services through Irish they offer the public.

The **Office of An Coimisinéir Teanga** was established under the Act in 2004 to monitor the implementation of both the Act and the Irish Language Scéimeanna Gaeilge, and to raise complaints from the public with the relevant Public Companies.

The Official Languages Act 2003

The Gaeltacht Act 2012 has redefined Gaeltacht Areas. They are now recognised **as linguistic areas with a community language planning system** at its heart.

The Gaeltacht Act 2012

Seirbhísí ó bhéal

‘Tá easpa foirne le hinniúlacht in dhá theanga oifigiúla an Stáit fós ag cur laincisí ar eagraíochtaí stáit a gcuid seirbhísí a sholáthar don phobal i nGaeilge san am amach romhainn.’

An Coimisinéir Teanga 2014

Ní bhainfí príomh aidhm Acht na dTeangacha 2003 amach ná An Straitéis 20 Bliain don Ghaeilge gan ceist na hearcaíochta a réiteach go sásúil.

Is gá breis baill foirne atá inniúil i labhairt na Gaeilge a earcú isteach san Earnáil Phoiblí.

Cé go gcabhraíonn Ranganna Gaeilge le muinín agus scileanna Gaeilge na foirne a chothú is próiseas fíor-mhall é, a thógann tamall de bhlianta, agus go minic ní baintear an caighdeán ard amach atá ag teastáil chun seirbhís iomlán trí Ghaeilge a sholáthar.

Moltar polasaí earcaíochta nua a chur in áit sa tSeirbhís Ceapacháin Phoiblí agus sna Comhlachtaí Poiblí, **arna mbeidh Gaeilge labhartha líofa¹ ag 30% d’fhostaithe nua a bheidh ag feidhmiú ar an líne tosaigh² san Earnáil Phoiblí, go dtí go mbeidh suas le 15% den bhfoireann chuí in ann seirbhísí a sholáthar trí Ghaeilge go compordach.**

Chuirfeadh seo ar chumas na hEarnála Poiblí a cuid dualgas Gaeilge a chomhlíonadh go dtí 2020, go háirithe ag na cuntair phoiblí, gan aon chostas breise ar an gCáin Íocóir.

1. TEG B2 - Pas le Gradam
2. Féach lth. 19 An Líne Tosaigh san Earnáil Phoiblí

Spoken services

‘The lack of staff capable of providing services in both official languages of the State continues to hinder the ability of state organisations to provide services to the public through the Irish language.’

An Coimisinéir Teanga 2014

Neither the primary goals of the Official Languages Act 2003 nor the 20 Year Strategy for the Irish Language will be achieved unless recruitment question is addressing.

Additional members of staff competent in speaking Irish must be recruited into the Public Sector.

While Irish Classes help to boost staff confidence and develop Irish Language skills it is an extremely slow process, that takes many years, and quite often the high standard required to deliver a full service through Irish is not achieved.

A new recruitment policy is proposed, for the Public Appointments Service and Public Companies, **whereby 30% of new recruits would require a fluency in spoken Irish¹ to operate at the Public Sector front line² up to a level where 15% of the appropriate staff are able to comfortably deliver services through Irish.**

This will enable the Public Sector fulfil their Irish Language obligations until 2020, particularly at the public counters, at no additional cost to the taxpayer.

1. *TEG B2 - Pass with a Distinction*
2. *See - Public Sector Front Line page 20*

Seirbhísí i scríbhinn

Mar atá, tá Córas na Scéimeanna Gaeilge ar bheagán éifeachta, ar mhórán riaracháin, gan seasmhacht, gan leanúnachas doiléir don phobal agus don Earnáil Phoiblí araon.

Moltar na codanna comónta sin de na Scéimeanna a chaighdeánú fé rialachán an Achta, go háirithe...

- **Foirmeacha Iarratais**
- **Bileoga Eolais**
- **Suíomhanna Idirlín**
- **Fógráin**
- **Foilseacháin**
- **Preasráitis**

Chothódh seo soiléireacht agus leanúnachas san Earnáil Phoiblí agus sa phobal i gcoitinne ar na Seirbhísí Gaeilge atá ar fáil don phobal ón Stát.

Written Services

As they currently stand, the System of Irish Language Schemes have little impact, are heavy on administration, are inconsistent, with no continuity and are vague to the community and the Public Sector alike.

It is proposed that the common section of the Language Schemes are standardised as Regulations under the Acht, in particular...

- **Applications Forms**
- **Information leaflets**
- **Websites**
- **Adverts**
- **Publications**
- **Press Statements**

Such a move will give clarify and continuity to both people in general and the Public Sector as to the Irish Language Services being provided for the community by the State.

Comharthaíocht - córas caighdeánaithe

Moltar **Lámhleabhar na gComharthaí Trácht**a a chónascadh le **Rialacháin Chomharthaíochta Acht na dTeangacha Oifigiúla** bunaithe ar chóras **nua dath-chódaithe**, seachas an cló iodálach, chun idirdhealú a dhéanamh idir an téacs Gaeilge agus Béarla, agus aon cháipéis amháin a bheidh ina threoir chomónta ar chomharthaíocht dhátheangach don earráil phoiblí.



Garrett Reil agus
Conradh na Gaeilge i 2009.

Faoi láthair tagann an treoir ón Lámhleabhar salach ar rialacháin in Acht na dTeangacha Oifigiúla, rud a chothaíonn deacrachtaí dóibh siúd atá freagrach as comharthaí a chrochadh...

- comharthaí charr-chlóis V comharthaí ar thaobh na sráide
- comharthaí ar nós Pobal ar Aire

Is cló tánaisteach é an *cló iodálach* nach dtugann cothrom na féinne don téacs Gaeilge. Ar chúinsí soiléireachta molann an tÚdarás Náisiúnta Míchumais **‘cló iodálach a sheachaint’**.

Is dea-chleachtas é an dath-chódú sa dátheangachas, mar atá molta ag Bwrdd yr Iaith Gymraeg (Bord na Breatnaise).

Signage - a standardised system

It is proposed that the **Traffic Signs Manual** be amalgamated with the **Official Languages Act Signage Regulations** into a single document that will act as a common guide to bilingual signage for the public sector, based on a colour-coding system, rather than italic script, to distinguish between the Irish and English texts.



Garrett Reil and
Conradh na Gaeilge 2009.

The direction given in the Signs Manual currently conflicts with the Official Languages Act which creates difficulties for those responsible for erecting signage...

- car park signage V signage on the roadside
- signage such as Community Alert

Italic text is considered a secondary text that does not give Irish text the same status.

On grounds of clarity The National Disability Authority recommends **'to avoid using italics'**.

It is considered best practise to use colour-coding for bilingual text, As proposed by Bwrdd yr Iaith Gymraeg (Welsh Language Board)

Treoirlínte Céannachta

Leis an dul chun cinn i gcúrsaí teicneolaíochta tá deis ann comhchaighdeánú a dhéanamh ní amháin ar chomharthaíocht dhátheangach an Stáit, ach ar ábhar scríofa chomh maith.

- I gcás na nÚdarás Áitiúil mar shampla **d'fhéadfaí Dearadh 's Leagan Amach a chaighdeánú,** ach a gcuid dathanna agus lógónna a fhágáil faoi chúram na nÚdarás féinigh.
- Tá den obair den tsórt seo déanta cheana féin arna bhfuil **Treoirlínte Céannachta DLR foilsithe ag Comhairle Contae Dhún Laoghaire-Ráth an Dúin ina shampla den scoth.**

Baineadh chaighdeánú an éiginnteacht as na cinnithe go mbíonn baill foirne ag stráicail leis go rialta, maidir le cineál, ord agus cóimheas idir téacs Gaeilge agus Béarla, rud a bheadh ina leas ana-mhór do na hÚdaráis Áitiúla.

Chabhródh caighdeánú ar fhoilseacháin dhátheangacha, msh. Stáiseanóireacht, Foirmeacha, Suíomhanna Idirlín, Tuarascálacha go mór leis an bpobal and earnáil príobháideach Acht na dTeangacha Oifigiúla a thuiscint, chun teacht agus chun cloí leis.

Identity Guidelines

With advancements in technology there now exists an opportunity to standardise not only bilingual signage by the State, but written material also.

- In every Local Authority for example **Design and Layout could be standardised,** while leaving the logos and colours under the control of the relevant Authorities.
- Work of this sort has been carried out before, **of which DLR Identity Guidelines produced by Dún Laoghaire Rath Down County Council is an excellent example.**

Standardisation would eliminate the decisions that staff members struggle with on a regular basis, regarding the type, order and ratio between the Irish and English texts, which would greatly benefit Local Authorities.

Standardisation of bilingual publications such as Stationary, Forms, Websites, Reports would greatly help the community and the private sector to understand the Official Languages Act, to buy-in and to comply with it.

An Líne Tosaigh san Earnáil Phoiblí

Ar mhaithe le Seirbhísí trí Ghaeilge a thairiscint ón Earnáil Phoiblí i gcoitinne, ní mór go mbeadh dátheangachas feidhmiúil ag baill foirne sna poist seo leanas:

- **Oifigh ag Grád 3,4 agus 5, a sholáthraíonn seirbhísí custaiméara ag an líne tosaigh ag na Cuntair Poiblí agus na Malartáin**
- **Oifigh eile san Earnáil Phoiblí a bhíonn ag plé go rialta leis bpobal... Oifigeach Forbartha Gaeilge, Oifigeach Preasa, Oifigeach Custaiméara/ Seirbhísí Custaiméara**
- **Oifigh atá lonnaithe agus/nó ag obair go rialta sa Ghaeltacht ina measc... Oifigh Riaracháin agus Innealtóirí áitiúla ó na hÚdaráis Áitiúla, Oifigh Áitiúla sa Gharda Síochána, sa Phost, sa Roinn Leasa Shóisialaigh, i bhFeidhmeannach na Seirbhísí Sláinte agus san Earnáil Phoiblí i gcoitinne.**

Má tá an Stáit i ndáiríre faoin Straitéis 20 Bliain don Ghaeilge a chur i bhfeidhm is ceart go mbeimid ag súil go mbeadh caighdeán maith Gaeilge labhartha ag Ceannairí ár nEagras Stáit chomh maith.

The Public Sector Front Line

In order for the Public Sector in general to offer and provide a Customer Service through the medium of Irish Functional bilinguals will be necessary in the following jobs:

- **Officials at Grades 3,4 and 5, who deliver customer services at the front line, at Public Counters and Switchboards.**
- **Other key Public Sector personnel who engage regularly with the community... the Irish Language Development Officer, the Press Officer and the Customer/ Customer Service Officer as well as...**
- **Officials based or working regularly in Gaeltacht Areas. including... Local Authority Administration Officials and Local Engineers, Local Officials of An Garda Síochána, An Post, the Department of Social Welfare, The Health Service Executive and the Public Sector in general.**

If the State is serious about implementing the 20 Year Strategy for the Irish Language then it is right to expect that the Leaders of our State Organisations also have a good level of spoken Irish.

Caighdeán Gaeilge ar an líne Tosaigh

Ar mhaithe le Seirbhísí Custaiméara trí Ghaeilge a thairiscint agus a sholáthar don Chustaiméir is é an tslí is éifeachtaí agus is mó luach airgid ná **Oifigigh le Béarla agus Gaeilge Fheidhmiúil** a earcú isteach Earnáil Phoiblí.

Má tá Oifigigh le bheith ábalta an plé iomlán a dhéanamh le Custaiméirí Líofa/Gaeltachta trí Ghaeilge gan iompú ar an mBéarla, ní mór dóibh **Leibhéal TEG B2 a phasáil le Gradam.** *

Má tá Oifigigh le bheith ábalta Litreacha bunúsacha a scríobh agus a fhreagairt trí Ghaeilge, mar aon le fógraí agus comharthaí gairide a dhréachta, ní mór dóibh **Leibhéal TEG B2 a phasáil.** *

Ar mhaithe le barr feabhais a chur agus a choimeád ar scileanna Gaeilge Oifigeach san Earnáil Phoiblí a sholáthraíonn Seirbhísí trí Ghaeilge tá sé riachtanach go gcuirfí **Cúrsaí Gaeleagrais** ar bun athuair.

* Bunaithe ar chóras Teastas Eorpach na Gaeilge, atá aitheanta ag an tSeirbhís Ceapacháin Phoiblí.

The Standard of Irish at the Front Line

The most effective way, and that which gives best value for money, to offer and provide a Customer Service through the medium of Irish for customers is to recruit **Officials with both functional Irish and English** into the Public Sector.

If Officials are to be able to comprehensively converse with Fluent/Gaeltacht Customers through the medium of Irish, without reverting to English, they should have a **Distinction at TEG B2 level in Irish ***.

If Officials are to be able to write and answer basic letters through the medium of Irish, as well as drafting short notices and signs, they should have a **Pass at TEG B2 level in Irish ***.

In order to improve and to upkeep the Irish Language Skills of an Official in the Public Sector who delivers services through the medium of Irish it is essential that delivery of **Gaeleagras Courses** begin once again.

* Based on the European Certificate in Irish System that is recognised by the Public Appointments Service.

Oifigigh Forbartha Gaeilge

Feidhmíonn Oifigigh Forbartha Gaeilge sna hÚdaráis Áitiúla, i bhFeidhmeannach na Seirbhísí Sláinte, i roinnt eagraíochtaí Stáit agus roinnt Institiúidí 3^ú Leibhéal.

Post Speisialtóra is ea an post seo atá ag braith ar scileanna áirithe nach mbíonn ar fáil go sonrach ag oifigigh eile san earnáil phoiblí, ina measc...

- **Gaeilge labhartha agus scríofa ar ard chaighdeán** (cáilíocht TEG C1 nó a macasamhail)
- Tuiscint ar shaincheisteanna reatha na Gaeilge & na Gaeltachta, .i. tuiscint cuimsitheach ar chúrsaí reatha a bhaineann le saol mhuintir na Gaeilge agus na Gaeltachta, agus an tionchar a bheadh ag ábhair, ar leith ar nós cúrsaí polaitíochta, oideachais, geilleagracha, chomh maith le hábhair eile nach iad, ar shaol lucht labhartha na Gaeilge;
- Dréachtú, measúnú agus athbhreithniú polasaithe, ina measc polasaithe teanga;
- Forbairt, bainistiú agus feidhmiú tionscnamh a bhfuil baint ag cúrsaí teanga leo ar uairibh;
- Saineolas ar reachtaíocht a bhaineann leis an nGaeilge, go háirithe Acht na dTeangacha Oifigiúla, 2003 agus Scéimeanna Teanga i gcoitinne;
- Saineolas agus taithí ar an bPleanáil Teanga (bheadh cáilíocht sa Phleanáil Teanga inmhianaithe)

Irish Language Development Officers

Irish language Development Officers operate in Local Authorities,
in the Health Service Executive,
in some State agencies agus some 3rd Level Institutes.

This is a **specialist post**,
which calls for a particular employment skillset
not always found in other public service officials, in particular...

- **Spoken and written Irish of a high standard** (TEG C1 qualification or its equivalent)
- An understanding of current Irish Language and Gaeltacht issues
i.e. a comprehensive understanding of current affairs that pertain to Irish Language and Gaeltacht speakers, as well as the influence that particular issues, such as political, education, economic and other issues, as well as other such issues have on the lives of Irish Language speakers;
- The drafting, assessing and reviewing of policies, including language policies;
- Development, management and implementation of projects, including those that pertain to the Irish language;
- Expert knowledge of legislation that references the Irish language, particularly the Official Languages Act 2003, and Language Schemes;
- Expert knowledge of Language Planning (a qualification in Language Planning is desirable).

Chun éifeacht agus tacaíocht shásúil a thabhairt do Chomhlacht Poiblí
ó thaobh na teanga de,
ní mór don OFG feidhmiú ag leibhéal sinsearach san eagraíocht
lena cinntiú go n-áireofaí cúrsaí teanga
i ngach gné d'fheidhmiú na heagraíochta sin, más is cuí.

Mar sin, is gá na scileanna seo a leanas a léiriú, i dteannta na scileanna
riachtanacha thuas:

- Bainistiú Buiséad agus Airgeadais;
- Bainistiú Foirne;
- Comhairliú ar reachtaíocht, próisis oibre agus polasaithe;
- Comhchomhairliú ar straitéisí agus iad á gcur le chéile;
- Eagrú, bainistiú agus feidhmiú tionscnamh éagsúil;
- Cleachtadh le láithreachtaí agus eolas ar na meáin chumarsáide.

To effect change and give appropriate language support to a Public Body, **it is essential that the Irish language Development Officer functions at a senior level within the organisation,** to ensure that language affairs are managed in every aspect of the organisation's operations, as appropriate.

Therefore, along with the essential skills mentioned previously, the following skills are also necessary:

- Budget & Financial Management skills;
- Staff Management skills;
- Advisory role on legislation, operation processes and policies;
- (Co-)Advisory role on strategies, particularly at the draft stage;
- Organisation, management and implementation of various projects;
- Experience as a media presence and knowledge of such.

Cumann na nOifigeach Forbartha Gaeilge

Gréasán tacaíochta agus urlabhra
d'Oifigigh Forbartha Gaeilge san Earnáil Phoiblí agus eile
is ea Cumann na nOifigeach Forbartha Gaeilge (COFG).

Mar chuid dár ndualgais,
tacaímid lenár n-eagraíochtaí féin san earnáil phoiblí
chun Seirbhísí Custaiméara a sholáthar trí Ghaeilge
de réir ár Scéimeanna Gaeilge agus
de réir Forálacha, Rialacháin agus Acht na dTeangacha Oifigiúla 2003.

Tacaíonn an gréasán lena chéile tríd
eolas a roinnt,
taithí a mhalartú,
agus cur chuige comóna a phlé agus a aontú
ar mhaithe le dea-chleachtas, éifeachtacht agus luach airgid.

Deintear seo go príomhgha tríd
ár suíomh idirlín www.cumannofg.ie
ag seimineár bliantúil,
ag seimineár an Oireachtais,
ag comhoibriú le hOifig an Choimisinéara Teanga
agus ag eisiúint ráiteas agus moltaí de réir nuair is cuí.

Association of Irish Language Development Officers

The Association of Irish Language Development Officers (COFG) is a support network for and on behalf of the Irish Language Development Officers in the Public Sector and elsewhere.

As part of our remit, we support our own organisations in the public sector to deliver Customer Services through the medium of Irish in accordance with our Irish Language Schemes and Directives, Regulations and the Official Languages Act 2003.

The network supports our members by the sharing of information, exchange of experiences, and the discussing and agreeing of common approaches that lead to best practise, efficiency and value for money.

This is done primarily through our website www.cumannofg.ie at an annual seminar, at the Oireachtas seminar, in cooperation with the office of An Coimisinéir Teanga and issuing statements and recommendations as necessary.