



Comhairle Cathrach & Contae Phort Láirge
Waterford City & County Council

OFFICIAL LANGUAGES ACT 2003

LANGUAGE SCHEME

2022 - 2025

Contents

Chapter 1: Introduction and Background	3
1.1 Introduction	3
1.2 Preparation and Content of the Scheme	3
1.3 Commencement date of the Scheme	4
Chapter 2: Overview of Waterford City and County Council	5
2.1 Mission and Objectives	5
2.2 Main Functions	5
2.3 Key Services	5
2.4 Customers and Clients.....	5
Chapter 3: Details of services currently being provided in English only, in Irish only or bilingually	6
Chapter 4: Enhancing the provision of Irish Language Services	9
Chapter 5: Enhancing the Provision of Irish Language Services	in
Gaeltacht Areas.....	15
Chapter 6: Improving Language Capability	16
6.1 Recruitment	18
6.2 Training and Development	18
6.3 Designated Irish Language Posts	20
Chapter 7: Monitoring and Review	20
Chapter 8: Publicising of Agreed Scheme	21

Chapter 1: Introduction and Background

1.1 Introduction

The Official Languages Act 2003 provides for the preparation by public bodies of a language scheme detailing the services which they will provide:

- through the medium of Irish;
- through the medium of English;
- through the medium of Irish and English; and

the measures to be adopted to ensure that any service not currently provided by the body through the medium of the Irish language will be so provided within an agreed timeframe.

In accordance with section 14(3) of the Act, language schemes remain in force for a period of 3 years or until such time as a new scheme is confirmed by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport & Media, whichever is the later.

1.2 Preparation and Content of the Scheme

In the preparation of this scheme, due regard has been given to the Guidelines issued by the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media. In addition, there has been a comprehensive process of consultation with relevant stakeholders.

Waterford City & County Council is guided by the principle that the provision of Irish language services should be based on:

- the underlying level of demand for specific services in the Irish language;
- the importance of a proactive approach to the provision of such services; and
- the resources, including human and financial resources, and the capacity of the body concerned to develop or access the necessary language capability.

This Scheme complements the principles of Quality Customer Service and our Customer Charter. It has been formulated with the intention of ensuring that all relevant obligations under the Official Languages Act by **Waterford City & County Council** will be fully addressed on an incremental basis, through this and future schemes.

This Scheme is based on all the commitments contained in previous schemes having been implemented. In whatever instances commitments in previous Schemes have not been fully implemented, the issue was the subject of discussion with the Language Commissioner's Office.

The time and effort put in by all concerned in this process is acknowledged and appreciated.

1.3 Commencement date of the Scheme

This Scheme has been confirmed by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport & Media. It commences with effect from 02 February 2022 and shall remain in force for a period of 3 years or until a new scheme has been confirmed, whichever is the later.

Chapter 2: Overview of Waterford City and County Council

2.1 Mission and Objectives

Waterford City & County Council's mission is to make Waterford the best possible place for all its people and for those that wish to live, visit, work or invest here. We will seek to deliver all our services with honesty, openness and respect. We recognise that our services are delivered for people and through people and we will accordingly place respect for people as individuals and communities at the heart of the organisation. Notwithstanding pressure on resources we will aspire to quality and long term sustainability in all our services.

2.2 Main Functions

The main functions of Waterford City & County Council are: Economic Development; Environmental Services (including Beaches, Public Spaces, Dog & Horse Control); Local Authority Housing Provision and Maintenance; Roads & Transportation; Water Services (under a Public Services Agreement with Irish Water); Planning; Fire & Emergency Services; Tourism Development & Festivals; Library Services, Arts & Cultural Services (including Archives, Irish Language, Conservation and Heritage); Community Development; Motor Tax & Finance (Rates); Corporate Services (Council Meetings and Administration).

2.3 Key Services

Waterford City & County Council has eight key strategic priorities, as follows:

- **Economic** – develop and implement an effective Economic Plan.
- **Tourism** – Making Waterford a longer stay destination by developing and implementing an integrated branding and communications programme.
- **Primary Urban Centres** – focus on regeneration and improvement in Waterford City, Dungarvan and Tramore and link these three urban centres by Greenway.
- **Environment** – ensuring quality of access to our natural heritage and development of amenities in general.
- **Heritage & Culture** – enhance and promote the natural heritage and cultural assets of Waterford, including the Gaeltacht.
- **People & Communities** – develop and implement an effective Community Plan with increased engagement at all levels.
- **Our Services** – aspire to deliver efficient, effective and equitable services through ambitious annual service plans with appropriate monitoring and reporting.
- **Communications** – effective communications with key stakeholders.

2.4 Customers and Clients

The stakeholders of Waterford City & County Council are:

- Members of the public, customers and community groups throughout Waterford City & County, including the Gaeltacht of An Rinn & An Sean Phobal
- Applicants for services under various schemes
- Government departments, state agencies and other public services
- Business community
- Other local authorities and regional authorities
- Local Community Development Committee (LCDC) and the Public Participation Network (PPN)
- Social partners, sectoral interests and local development agencies
- Local and national media

Chapter 3: Details of services currently being provided in English only, in Irish only or bilingually

Current Provision of Services			
Name of Service	In English only	In Irish only	Bilingually
Irish Language Office		√	All services in Irish only or bilingual
Application Forms	Some		√ The majority are available bilingually
Brochures & Information Leaflets	√ mostly		Some are bilingual and some have a percentage of Irish text included.
Main Policy Documents	Waterford City & County Noise Action Plan 2019-2023 Renewable Energy Strategy for Waterford City & County 2016-2030		Annual Report 2019 & 2020 Arts Plan 2016-2021 Budget & AFS Corporate Plan 2019-2024 Customer Service Charter Heritage Plan for Waterford 2017-2022 Library Development Plan 2017-2022 Litter Management Plan 2021-2024 Waterford City & County Culture & Creativity Strategy 2018 – 2022 Single Use Plastic Policy One Waterford: Local Economic & Community Plan 2015-2020 The 2022-2028 Development Plan is currently being produced bilingually
Correspondence (letters and e-mails)			When correspondence is received in Irish it is responded to in Irish
Press releases	√ mostly	Press releases relating to the Gaeltacht or Irish language issues	All press releases issued by the Irish Office are issued in Irish only/bilingually, as are a number of others for various services from time to time.
Website	Some still in English		Most of the static content and first level links are now available in Irish, particularly the main service pages, i.e. those pages which receive the most 'hits' from the public. Work is ongoing on the translation of further website content.
IT systems	√		Choice Based Letting System Standard e-mail disclaimer Agresso issues bilingual cheques and receipts. Systems such as Agresso and IReg and IPlan are capable of handling the Irish language in terms of names and

			addresses The BCMS (Building Control Management System – an online system for developers to comply with Building Control Regulations requirements) offers the user a choice of Irish or English. Two Irish speaking staff members in the City
Customer Services Desk			There is a separate phone line/e-mail address to deal with calls/queries in Irish and Irish speaking staff members have been identified to deal with these queries.
Planning		Any correspondence received in Irish is responded to in Irish	Three Irish speaking staff members - two in the City and one in Dungarvan – provide services through the medium of Irish to the public as required.
Library Services	The following Branch Libraries do not have an Irish speaker: Portlaw, Tramore, Dunmore East & Cappoquin	There are 3,400 Irish language items in the Library stock, equivalent to 1.3% of total stock.	Irish speakers work in Library HQ and in the following Branch Libraries: Central Library, Lismore, Carrickpheirish, Ardkeen, Brown’s Road, Kilmacthomas, Tallow and Dungarvan. Irish/bilingual events are organised for Seachtain na Gaeilge; as part of the on-line reading scheme for families; and for the ‘Summer Stars’ reading programmes in Gaelscoileanna. A bilingual Parent & Toddler Group operates in Dungarvan Library. Main Library membership application form. Library Catalogue on-line search system is bilingual.
Arts Service			One of two Arts Officers is Irish speaking. Application forms and guidelines for the following schemes: Annual Arts Grants; Arts Festivals Grants; Blas Bursary; National Drama Association Summer School Scoil; Tyrone Guthrie Arts Bursary; Irish Youth Choir Summer School; National Youth Orchestra Summer School.
Archive Service			The Archivist can provide a bilingual service. 25% of publications and of descriptive lists for the archive collections are available bilingually or as separate Irish and English documents.

Environment			Statutory reports and policies. Application forms, grant applications. The Environment Education Programme is delivered in Irish/bilingually to Gaelscoileanna and to Gaeltacht schools. Three Irish speaking staff members, two in the City Offices and one in Dungarvan
Housing			Four Irish speaking staff members, three in the City and one in Dungarvan.
Roads			Two Irish speaking staff members - one in the Machinery Yard, Dungarvan and one in the Menapia Building, Waterford City.
Water Services			Every mailshot and advertisement relating to Water Services is issued bilingually to the Gaeltacht community. Two Irish speaking staff members, one each in the Waterford City and Dungarvan
Economic Development		The website <i>Bealaí na gCeilteach / Celtic Routes</i> , a tourism brand developed with funding from an Interreg programme, which contains information on Waterford, is available in Irish: https://celticroutes.irish/	One Irish speaking staff member in Waterford City. Application forms for schemes such as: Festival Funding; Economic Incentive Scheme; Shopfront Improvement Scheme 2021.
Fire Services			The Fire Safety Programme for Primary Schools is delivered in Irish/bilingually to Gaelscoileanna and to Gaeltacht schools.
Corporate Services			One staff member with Irish in Waterford City.

Services in the Gaeltacht – Waterford City & County Council does not have any offices in the Gaeltacht. The Council Offices in Dungarvan are the nearest offices to the Gaeltacht. Every effort is made to accommodate Irish speakers through the Council Offices in Dungarvan, depending on the availability of Irish speaking staff members at any given time.

Service Title	In English only	In Irish Only	Bilingually
Working with local community development group, Comhlacht		Irish service provided by the Council's Irish Officer, who sits on the board of	

Forbartha na nDéise		Comhlacht Forbartha na nDéise as Secretary.	
Advertisements/mailshots/correspondence with the Council			Any correspondence/communication with the Gaeltacht community initiated by the Council is in Irish/bilingual.
Particular requests for services from other Council Departments			Every effort is made to deal with correspondence/requests received in Irish in the same language.
Environmental Education Programme		Provided in Irish/bilingually to Gaeltacht schools	
Fire Safety Programme		Provided in Irish/bilingually to Gaeltacht schools	

Chapter 4: Enhancing the provision of Irish Language Services

The provisions shaded in grey in the table below are mandatory requirements under the Official Languages Act 2003.

Means of communication with the public		Commitment	
Recorded Oral Announcements		<p>The following recorded oral announcements will be in Irish or bilingual:</p> <p>(a) Recorded oral announcements provided on the telephone when the offices of the public body are closed;</p> <p>(b) Recorded oral announcements transmitted by a public address system;</p> <p>(c) Recorded oral announcements created and transmitted by means of a computerised messaging system or a computerised telephone answering system.</p> <p>This provision relates to 'recorded' announcements rather than 'live announcements'.</p> <p>Where a Placenames Order is in force, a public body is required to use the Irish language version of the placename specified</p>	Mandatory

		in that Order in recorded oral announcements made by it or on its behalf.	
Written Communication	Letters and Electronic Mail	All written communication will be responded to in the official language in which it was received.	Mandatory
	Stationery	Headings of stationery, including notepaper, compliment slips, fax cover sheets, file covers and other folders, labels and envelopes are provided in Irish or bilingually.	Mandatory
Signage	Signage	All signage placed by Waterford City & County Council or on its behalf must be in Irish or bilingually, in accordance with the regulations (S.I. No.391/2008).	Mandatory
Publications	Publications	Documents setting out public policy proposals, audited accounts or financial statements, annual reports and strategy statements will be published simultaneously in Irish and English.	Mandatory
	Circulars/Mailshots	Where a public body communicates in writing or by electronic mail with the general public or a class of the general public for the purpose of furnishing information to the public or the class, the body shall ensure that the communication is in the Irish language or in the English and Irish languages.	Mandatory
An Ghaeltacht	Gaeltacht Placenames	The official placenames of Gaeltacht areas will be used by the public body in accordance with the legislation.	Mandatory

Waterford City and County Council will also undertake the following list of actions under each service.

Means of communication with the public		Commitment	Timeline By end Yr 1/ Yr 2 / Yr 3
Oral / Written Communication	<u>Reception</u>	<ul style="list-style-type: none"> • An up-to-date list of staff members who can provide a service through Irish will be made available to the public at our Customer Service Desks. • Reception Desk staff will be able to give basic greetings in Irish. • We will ensure that members of the public 	Yr 1

	seeking services in Irish at reception will not experience any undue delay. Arrangements are in place to put members of the public in touch speedily with the relevant official(s) responsible for providing the service required through Irish.	
<u>Face to Face/Counter Service</u>	An up-to-date list of staff members who can provide a service through Irish will be made available to the public on our website, on the Council's intranet site and at the Customer Service Desks.	Yr 1
<u>Switchboard</u>	<ul style="list-style-type: none"> • There will be a separate Irish language option for those calling the main Council phone number. • Additional people in the organisation with Irish competency will be available as back-up to the Customer Service Desk team in dealing with callers in Irish. • Customer Service Desk staff will be able to give basic greetings in Irish and will be able to transfer a call to other staff members with Irish where necessary. • An up-to-date list of Irish speakers in each section will be provided to the staff at the Customer Service Desks. • Standard guidelines will be developed to deal with callers who wish to speak Irish and they will be distributed to the various sections. 	Yr 1
<u>Telephone communications with the public</u>	<ul style="list-style-type: none"> • Members of staff who are willing to provide a bilingual service will have bilingual voicemail messages. • Staff will receive training on how to deal efficiently with a member of the public who wishes to conduct their business through Irish. • Nominated bilingual members of staff will inform customers that they are willing to conduct business in Irish. 	Yr 1
<u>Recorded Oral Announcements</u>	<p>Nominated Irish speakers in the various sections will have their pre-recorded personal telephone greetings in bilingual format, in accordance with the Council's 'Out of Office Communication Policy for Staff.'</p> <p>The <i>My Open Library</i> announcements in Lismore and Dungarvan Libraries will be bilingual.</p>	Yr 1 Yr. 2/3
Live Announcements	Not applicable	
Other	Invitations being issued by the Council will be	Yr 1,2,3

		bilingual, as will Councillors' meeting summonses.	
	<u>Information Leaflets/ Brochures</u>	<ul style="list-style-type: none"> • Certain information leaflets and brochures will be available in Irish or bilingually, for example brochures relating to the Gaeltacht/Irish language matters. • New information leaflets or brochures produced by Waterford City and County Council will contain an average of 20% Irish language text, the actual percentage to be determined on a case-by-case basis, based on public demand. 	Yr 1,2,3
	<u>Application Forms</u>	<ul style="list-style-type: none"> • Work will continue on increasing the number of application forms that are available bilingually, particularly the following: <ul style="list-style-type: none"> • Rates Section application forms will be made available in bilingual format. • The registration/application forms and guidelines for the ArtLinks Bursaries (a collaboration between Waterford, Wexford, Carlow and Kilkenny Councils and the Arts Council) will be bilingual from 2022 onwards. • The Irish version of application forms will be made available in the same outlets as the English version. 	Yr 1,2,3
	<u>Publications/ Guidelines</u>	<ul style="list-style-type: none"> • The Archivist will publish 40% of Archives' Descriptive Lists bilingually. • The new policy and guidelines relating to Festival Funding (which are currently being developed) will be published bilingually, once adopted. 	Yr. 2 Yr. 1
	Other	<ul style="list-style-type: none"> • The Archivist will organise 40% of public events bilingually or in Irish. • The Environment Section will review all written information for the public that comes from the Department of the Environment to ensure that the most circulated information is available bilingually. • Details of Councillors who are willing to do business with the public in Irish are published on the Council's website 	Yr 1 Yr. 2 Yr. 1
Media	<u>Press Releases</u>	<ul style="list-style-type: none"> • 10% of all press releases issued will be issued bilingually. The objective will be to issue this material simultaneously. • All press releases pertaining to the Gaeltacht or Irish language issues will be issued simultaneously in Irish or bilingually. 	Yr 1, 2, 3 Yr 1,2,3

	<u>Media Spokespersons</u>	<ul style="list-style-type: none"> • An Irish speaking spokesperson will be available from the Library Service during Seachtain na Gaeilge and at other times as needed. • A current list of Irish speaking spokespersons will be circulated to the media and this list will be kept up to date. 	<p>Yr 1</p> <p>Yr. 2</p>
	<u>Social Media</u>	<ul style="list-style-type: none"> • 25% of the Archivist’s social media posts will be in Irish/bilingual. • One/two posts in Irish will be issued from the main communications office each week. • The Library Service will issue bilingual posts, during Seachtain na Gaeilge in particular. • Any other social media/advertisements relating to the Gaeltacht/Irish language (e.g. Mapalserter) will be issued in Irish and in English at the same time. 	<p>Yr. 1</p> <p>Yr. 1</p> <p>Yr. 1</p> <p>Yr. 1</p>
	<u>Speeches</u>	<ul style="list-style-type: none"> • All Councillors (Mayors) will be encouraged to use some Irish at public engagements (as appropriate according to competency), and support will be provided to them to so do. • The CEO will use some Irish at public engagements and support will be provided to him to so do. 	Yr 1, 2, 3
Information Technology	<u>Email</u>	<ul style="list-style-type: none"> • Standard email messages such as disclaimers will be bilingual. • The common template for e-mail signatures that has been developed and is contained in the Out of Office Communication Policy for Staff, will be rolled out to all staff. • The separate e-mail address for Irish language queries on the Council’s website will continue to be maintained and operated. 	<p>Yr 1</p> <p>Yr 1/2/3</p> <p>Yr. 1</p>
	<u>Websites</u>	<ul style="list-style-type: none"> • Further material on Waterford City & County Council’s main website will be provided in Irish, focusing on the most visited pages and outstanding static content. • There will be a navigational link from a page in the English version of the website to the relevant page in the Irish version. • A system will be devised and implemented in order to ensure that the Irish version of material on the website corresponds with the English version. • The Staff Resources Irish language page on the intranet (which contains guidance regarding the 	<p>Yr 2,3</p> <p>Yr 1</p> <p>Yr 2</p> <p>Yr 1,2,3</p>

		provision of Irish language services and the availability of Irish language resources) will continue to be kept up to date and developed as necessary.	
	<u>Computer Systems</u>	<ul style="list-style-type: none"> • Where applicable, it is intended that any new IT system being introduced will have the ability to handle the Irish language. • The public body will continue to actively use technology to improve the provision of bilingual services. • The Irish Language section of the Council's intranet will continue to be kept up to date and expanded as necessary as a support and resource for staff. 	Yr 1,2,3
	<u>Interactive Services</u>	Any online and interactive services that the public body itself develops will be made available bilingually.	Yr 1,2,3
	Other	<ul style="list-style-type: none"> • The Irish language will be a part of all major festivals and events being organised by the Council, both through its use in signage and publicity material and by the inclusion of Irish language/bilingual events and activities in various festival programmes. • The Council will continue to organise Irish language public events for national campaigns such as Seachtain na Gaeilge, Creative Ireland, Heritage Week etc. and on an annual basis locally. 	Yr 1,2,3
Gaeltacht	<u>Meetings</u>	<ul style="list-style-type: none"> • Where required, meetings held in the Gaeltacht will be conducted in Irish with simultaneous translation to English provided, as appropriate. • Contributions in Irish or English will be welcome at public meetings organised by or on behalf of the public body. 	Yr 1,2,3
	<u>Speeches</u>	Any speech relating to the Gaeltacht/taking place in the Gaeltacht will be in Irish/bilingual.	Yr 1,2,3
	Other	<ul style="list-style-type: none"> • Correspondence with the Gaeltacht community will be in Irish only or bilingual. • Any correspondence being initiated with Gaeltacht organisations such as schools, local community groups etc, will be initiated in Irish. • The Traditional Arts and Arts through Irish will be identified as special areas for support by the Arts Office. 	Yr 1,2,3

Chapter 5: Enhancing the Provision of Irish Language Services in Gaeltacht Areas

Enhancing the provision of Irish language services in Gaeltacht areas and ensuring that Irish becomes the working language in offices located in Gaeltacht areas by a certain date.

Commitments in Gaeltacht Areas

Description of services in Gaeltacht areas	Commitment	Timeline By end Yr 1/ Yr 2 / Yr 3
General	Waterford City & County Council recognises the importance and value of the Gaeltacht community of Co Waterford and will strive to support and protect its unique cultural and linguistic heritage in all Council activities. In addition to the commitments given in Chapter 4, we also give the following commitments:	Yr 1, 2, 3
Community Development	The Council will continue to work closely with Gaeltacht community organisations for the greater good of the local community, specifically by continuing to support the role of the Council's Irish Officer on the board of Comhlucht Forbartha na nDéise.	Yr 1, 2, 3
Language Planning	Waterford City & County Council acknowledges the importance and significance of the Language Planning process as per the Gaeltacht Act of 2012 and the 20 Year Strategy for the Irish Language. The Council will support the implementation of lead organisation, Comhlucht Forbartha na nDéise's Language Plan in Gaeltacht na nDéise in so far as it relates to the functions of the local authority.	Yr 1, 2, 3
Dungarvan as a Gaeltacht Service Town	<ul style="list-style-type: none"> • The Council will also support and facilitate the work of the group Dún Garbhán le Gaeilge in relation to the development and implementation of a Language Plan for the town of Dungarvan as a Gaeltacht Service Town. • The Arts Service will work proactively with the Irish Officer and with the Dún Garbhán le Gaeilge committee to develop relevant cultural services through Irish/bilingually in Dungarvan. • Additional funding will be provided through the Shopfront Improvement Scheme for applicants who wish to erect Irish/bilingual signage on their shopfronts in Dungarvan. • Dungarvan Town Centre Management Group will continue to promote Foras na Gaeilge's funding scheme for signage to the businesses in the town, with the intention of further promoting and developing Irish language signage in the town. • As outlined in it's Town Centre Management Plan, the 	Yr 1, 2, 3

	Dungarvan Town Centre Management Group will co-operate with the Dún Garbhán le Gaeilge committee towards the implementation of certain measures in the Language Plan for Dungarvan.	
Roads maintenance	Signage to be in Irish only/bilingual.	Yr 1, 2, 3
Water Services	Signage to be in Irish only/bilingual.	Yr 1, 2, 3
Planning	<ul style="list-style-type: none"> • Planning Applications will be processed and dealt with in Irish whenever requested. • The Council will continue to administer the implementation of Linguistic Competency requirements in Gaeltacht planning permissions. • The Council's City & County Development Plan 2022-2028 will contain provisions to ensure the continued support and development of the linguistic and cultural heritage of the Gaeltacht area of An Rinn & An Seanphobal, as per the Planning & Development Acts. • A Local Area Plan for Gaeltacht na nDéise will be prepared during the lifetime of the Development Plan 2022-2028, focusing specifically on the particular needs of the Gaeltacht. • Waterford City & County Council will actively participate in the Working Group on Gaeltacht Planning Matters established by the Department of Housing, Local Government and Heritage in 2021. • The Irish Office will continue to provide advice and support to the Council's Planning Department in relation to Gaeltacht planning policy. • The Council's Placenames Committee will continue to provide a naming service to the Planning Authority to ensure appropriate naming of housing developments, using the Irish language and traditional Irish placenames as far as possible, thus ensuring compliance with the naming condition of grants of permission. 	Yr 1, 2, 3
Gaeltacht Scholarship Scheme	The Irish Office will continue to offer an annual Gaeltacht Scholarship(s) for students to attend a summer course in Coláiste na Rinne.	Yr 2, 3
<u>Irish as the working language of offices based in the Gaeltacht</u>		
		Timeline By end Yr.1/Yr.2/Yr.3
Waterford City & County Council does not have any offices in the Gaeltacht. The Council Offices in Dungarvan are the nearest offices to the Gaeltacht. Every effort is made to accommodate Irish speakers through the Council Offices in Dungarvan, depending on the		Yr. 1/ 2/3

availability of Irish speaking staff members at any given time.	

Chapter 6: Improving Language Capability

6.1 Recruitment

The recruitment of staff with the appropriate level of competence in the Irish language in each area of work of Waterford City & County Council will be the primary means of optimising the availability of services through Irish. Our recruitment policy, which is subject to the framework of agreed national recruitment procedures, will have regard to the need to improve Irish language capability on an incremental basis.

All new staff will be provided with an induction pack containing a copy of our agreed scheme in order to ensure that they are made aware of our commitments under the legislation.

6.2 Training and Development

Waterford City & County Council is committed to making available opportunities for staff to attend appropriately accredited Irish language training courses, as resources permit. All staff will be advised of facilities/opportunities to improve their competency in Irish.

		Commitment	Timeline By end Yr 1/ Yr 2 / Yr 3
Improving Irish Language Capability	<u>Recruitment</u>	<ul style="list-style-type: none"> • New staff will be provided with an induction pack containing a copy of our agreed scheme. • Those attending for interview for the Library Assistants' Panel will be given the opportunity to undertake an Irish test in order to assist with the recruitment of more Irish speakers for the Library Services. 	Yr 1, 2, 3
	<u>Training</u>	<ul style="list-style-type: none"> • Opportunities to develop the Irish language competence of staff will continue to be provided. • Arrangements will be made for the provision of Irish language training and proficiency testing certification for staff in order to: <ul style="list-style-type: none"> - support staff in maintaining and developing their proficiency in the Irish language, - enhance the capacity of staff to meet their Irish language obligations in the conduct of their duties, - give staff members the opportunity to attend on-line Irish classes provided by external bodies and funding will be provided for this - provide in-person Irish classes 	Yr 1, 2, 3

		<p>internally for staff as soon as public health guidelines allow.</p> <ul style="list-style-type: none"> • As part of the PDP process, every effort will be made to encourage staff to undertake Irish language classes. This will be done through the review process administered by the Internal Audit section. • The Waterford Local Enterprise Office will make a particular effort to encourage it's staff to undertake Irish language classes so that they can provide a greater level of Irish language services to the public. • Staff will be made aware of language resources such as; www.focal.ie, www.focloir.ie, www.breis.focloir.ie, www.abair.ie, as well as WinGléacht, the electronic version of Ó Dónaill's Irish-English dictionary. 	
	<u>Participation in language promotion activities /Provision of resources</u>	<ul style="list-style-type: none"> • Staff will be made aware of and given details of Irish language on-line resources and supports. • Access to information on language resources and supports will be facilitated through the Intranet and other means. • Designated Irish speaking staff and other staff will receive regular Language Awareness Training to ensure continued understanding of the language rights of the Gaeltacht and Irish speaking communities. • Staff undertaking and completing Irish language proficiency certification tests will be facilitated to improve their language skills as appropriate, with a view to ensuring increased competency for service provision in Irish. 	Yr 1,2,3
	Other	Compliance with our Language Scheme and statutory Irish Language measures will be included as a Task for Revision in all staff members' Personal Development Plans under the new PMDS System	Yr 1, 2, 3

6.3 Designated Irish Language Posts

The posts listed below have been designated as having an Irish language competency requirement. It is the intention that holders of these posts will have achieved specified accredited standards in the Irish language, commensurate with the responsibilities of the post. When designating these posts, particular consideration has been given to posts located in Gaeltacht areas and to posts located outside Gaeltacht areas but whose customer base consists largely of Gaeltacht and/or Irish language speaking communities.

Title of Post	Location	Gaeltacht/Irish speaking community served	Indication of standard of Irish required (choose from basic, intermediate or advanced)
Irish Language Development Officer	Dungarvan Offices & Waterford City Offices	Gaeltacht na nDéise – An Rinn & An Sean Phobal and the Irish speaking community in Waterford City and County	Advanced
Clerical Officer, Customer Care Desk	Civic Offices, Dungarvan	Gaeltacht na nDéise – An Rinn & An Sean Phobal and the Irish speaking community in County Waterford	Intermediate
Clerical Officer, Customer Care Desk	City Hall, Waterford City	Waterford City and East of the County and the Irish speaking community in Waterford City	Intermediate

Chapter 7: Monitoring and Review

The implementation of the scheme will be monitored and reviewed on a regular basis by the Corporate Services Section. The contact person for the scheme will be Máire Seosaimhín Breathnach, Oifigeach Gaeilge.

The Council will establish a '**Coiste Gaeilge**' comprising Council officials to develop and monitor the Council's Irish language policy.

A formal system for monitoring requests for services through Irish will be developed and recorded in our Annual Report.

Chapter 8: Publicising of Agreed Scheme

This scheme will be publicised both internally and externally, through a press release initially. A bilingual version of the scheme will be made available on our website and circulated to all staff and appropriate agencies. Other means to publicise the scheme may also be used.

In addition, we will take every opportunity in our day to day interaction with customers to promote and publicise the services we provide in Irish through the following means:

- directly informing customers on a proactive basis of the option of conducting business with us through Irish, for example, by the display of notices at reception areas indicating the Irish language services that are available;
- prominently listing these services on our website;
- signifying on selected guidelines, leaflets and application forms that these documents are also available in Irish, unless presented bilingually;
- giving equal prominence to Irish and English language materials.

A copy of the agreed scheme will be forwarded to the Office of An Coimisinéir Teanga.