

# **Language Scheme 2022– 2025**

## **Scéim Teanga 2022–2025**

under Section 15 of the Official Languages Act,  
2003faoi Alt 15 d’Acht na dTeangacha Oifigiúla,  
2003

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Arna foilsiú ag an nGníomhaireacht um Chaomhnú Comhshaoil

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## EXECUTIVE SUMMARY

This is the Environmental Protection Agency's (EPA) Second Irish Language Scheme and sets out a range of areas in which we are committed to improving Irish language services to staff and customers over the next three years. The Irish language is a vital and living part of Irish culture – increasing the use and knowledge of Irish as a community language and ensuring that as many citizens as possible are bilingual in Irish and English is an objective of Government policy. We recognise the role the EPA has in helping realise this objective, in particular by ensuring that in public services the use of Irish or English will be, as far as practical, a choice for the citizen to make.

We acknowledge that the successful delivery of existing and enhanced services in Irish is largely dependent on the Irish language skills and competence of our staff. We recognise that, in common with many other public sector organisations, the current complement of staff in the EPA with proficiency in the Irish language is relatively modest and that this presents a challenge to developing and improving our services through Irish. In this Second Scheme, therefore, the EPA is very much focused on encouraging and supporting the development of Irish language skills among our staff with a view to fostering the use of Irish in the workplace and ultimately increasing the core group of staff with proficient Irish language capability to facilitate the delivery of Irish language services as required.

In developing this Second Scheme, we are reaffirming and building upon the commitments given in the EPA's First Scheme. Specifically, we are committing to encouraging and supporting the development of Irish language skills among our staff, increasing our bilingual publications material and enhancing the provision of Irish language services via our various communication channels, including our social media channels and website content.

## ACHOIMRE FEIDHMIÚCHÁIN

Seo í an Dara Scéim Teanga de chuid na Gníomhaireachta um Chaomhnú Comhshaoil (GCC) agus leagtar amach inti raon réimsí ina bhfuilimid tiomanta do sheirbhísí Gaeilge a chur chun cinn don fhoireann agus do na custaiméirí thar na trí bliana atá romhainn. Is cuid thábhachtach agus bheo í an Ghaeilge i gcultúr na hÉireann; tá sé mar chuspóir i mbeartas an Rialtais úsáid na Gaeilge agus an t-eolas fúithi mar theanga phobail a mhéadú agus a chinntiú go bhfuil an Ghaeilge agus an Béarla ag an méid is mó saoránach. Tuigimid an ról atá ag GCC maidir leis an gcuspóir sin a bhaint amach, go háirithe trí rogha a thabhairt don saoránach Gaeilge nó Béarla a úsáid sna seirbhísí poiblí, chomh fada agus is praiticiúil é.

Glacaimid leis an bhfíric go bhfuil an soláthar rathúil ar sheirbhísí reatha agus feabhsaithe trí mheán na Gaeilge ag brath go mór ar scileanna agus cumas Gaeilge na foirne againne. Tuigimid, mar a chéile le cuid mhaith eagraíochtaí san earnáil phoiblí, go bhfuil an fhoireann reatha GCC a bhfuil cumas sa Ghaeilge aici measartha go leor agus is dúshlán é seo i bhforbairt agus i bhfeabhsú ár seirbhísí trí mheán na Gaeilge. Sa Dara Scéim seo, mar sin, tá GCC ag díriú go mór ar spreagadh agus tacaíocht d'fhorbairt scileanna Gaeilge a chur chun cinn i measc ár bhfoirne chun úsáid na Gaeilge a chothú san ionad oibre agus grúpa foirne a bhfuil cumas sa Ghaeilge aige a mhéadú agus soláthar sheirbhísí Gaeilge a éascú i ndeireadh na dála, de réir mar is gá.

Trí fhorbairt na Dara Scéime seo, tá athdhearbhaíocht agus forbairt á déanamh againn ar na gealltanais a bhí mar chuid de Chéad Scéim GCC. Go háirithe, táimid tiomanta do spreagadh agus tacaíocht a thabhairt d'fhorbairt scileanna Gaeilge i measc ár bhfoirne, méadú a dhéanamh ar ár n-ábhar foilseacháin dátheangach agus feabhas a chur ar ár seirbhísí Gaeilge a chuirtear ar fáil trí chainéil áirithe chumarsáide, lena n-áirítear ár gcainéil ar na meáin shóisialta agus ár n-ábhar suímh ghréasáin.

## 1. INTRODUCTION

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

..il 𐌆 through the medium of Irish,

..il 𐌆 through the medium of English, and

..il 𐌆 through the medium of Irish and English.

The scheme must set out how the public body intends to improve the level of service provision through Irish.

- 1.2** This is the Environmental Protection Agency's (EPA's) Second Irish Language Scheme. In addition to continuing with the provisions of the First Scheme and implementing the mandatory requirements of the 2003 Act and the 2004 Minister's Guidelines, the EPA commits to enhancing services and language competency among staff via the new commitments presented in this Second Scheme.
- 1.3** This Scheme has been confirmed by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media and commences on **02.02.2022**. In accordance with section 14(3) of the Act, language schemes remain in force for a period of three years or until such time as a new scheme is confirmed by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media, whichever is the later.

## 1. RÉAMHRÁ

- 1.1** Déantar foráil in Acht na dTeangacha Oifigiúla 2003 d’ullmhú scéime teanga ag comhlachtaí poiblí, ina sonraítear na seirbhísí a gcuirfear ar fáil:

..ii 贏 trí mheán na Gaeilge,

..ii 贏 trí mheán an Bhéarla, agus

..ii 贏 trí mheán na Gaeilge agus an Bhéarla.

Ba cheart go leagfar amach sa scéim an bealach atá an comhlacht poiblí ag iarraidh feabhas a chur ar leibhéal sholáthar seirbhísí trí mheán na Gaeilge.

- 1.2** Seo í an Dara Scéim Teanga de chuid na Gníomhaireachta um Chaomhnú Comhshaoil (GCC). Chomh maith le forálacha na Chéad Scéime a leanúint agus riachtanais éigeantacha na hAchta 2003 agus treoirlínite an Aire 2004 a chur i bhfeidhm, tá GCC tiomanta do sheirbhísí agus cumas teanga a chur chun cinn i measc na foirne trí ghealltanais nua a léirítear iad sa Dara Scéim.
- 1.3** Tá an Scéim seo dearbhaithe ag an Aire Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus cuirfear tús leis an Scéim ar **02.02.2022**. I gcomhréir le halt 14(3) den Acht, fanfaidh scéimeanna teanga i bhfeidhm ar feadh trí bliana nó go dtí cibé am a bheidh scéim nua dearbhaithe ag an Aire Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán, cibé acu is déanaí.

## 2. ROLE OF THE EPA

**2.1** The EPA is responsible for protecting and improving the environment as a valuable asset for the people of Ireland. We are committed to protecting people and the environment from the harmful effects of radiation and pollution. The work of the EPA can be divided into three main areas:

- ..il 羸 **Regulation:** Implementing regulation and environmental compliance systems to deliver good environmental outcomes and target those who don't comply.
- ..il 羸 **Knowledge:** Providing high-quality, targeted and timely environmental data, information and assessment to inform decision making.
- ..il 羸 **Advocacy:** Working with others to advocate for a clean, productive and well-protected environment and for sustainable environmental practices.

Our responsibilities include:

- ▶ Licensing
- ▶ National Environmental Enforcement
- ▶ Waste Management and Chemicals in the Environment
- ▶ Water Management
- ▶ Climate Science and Climate Change
- ▶ Environmental Monitoring and Assessment
- ▶ Environmental Research and Development
- ▶ Radiological Protection
- ▶ Guidance, Awareness Raising and Accessible Information
- ▶ Partnership and Networking

Detailed information is provided on the EPA website at [www.epa.ie](http://www.epa.ie).

**2.2** The management structure of the EPA consists of a Director General and five Directors. The work is carried out across five Offices:

- ..il 羸 Office of Environmental Sustainability
- ..il 羸 Office of Environmental Enforcement
- ..il 羸 Office of Evidence and Assessment
- ..il 羸 Office of Radiation Protection and Environmental Monitoring
- ..il 羸 Office of Communications and Corporate Services
- ..il 羸 The EPA is assisted by advisory committees who meet regularly to discuss issues of concern and provide advice to the Board.



## 2. RÓL GCC

**2.1** Tá GCC freagrach as an gcomhshaol a chosaint agus a fheabhsú, mar shócmhainn luachmhar do mhuintir na hÉireann. Táimid tiomanta do chosaintna ndaoine agus an chomhshaoil ó dhrochthionchar na radaíochta agus an truailithe. Is féidir obair na Gníomhaireachta a roinnt ina trí phríomhréimse:

- ..i **Rialáil:** Rialáil agus córais chomhlíonta comhshaoil éifeachtacha a chur i bhfeidhm, chun dea-thorthaí comhshaoil a bhaint amach agus díriú orthu siúd nach mbíonn ag cloí leo.
- ..i **Eolas:** Sonraí, faisnéis agus measúnú comhshaoil ardchaighdeán, spriocdhírthe agus tráthúil a chur ar fáil chun eolas a dhéanamh don phróiseas cinnteoireachta.
- ..i **Abhcóideacht:** Obair a dhéanamh le daoine eile chun a bheith ar son comhshaol atá glan, táirgiúil agus dea-chosanta agus cleachtais inbhuanaithe chomhshaoil.

I measc ár gcuid freagrachtaí tá:

- ▶ Ceadúnú
- ▶ Forfheidhmiú Náisiúnta i leith Cúrsaí Comhshaoil
- ▶ Bainistíocht Dramhaíola agus Ceimiceáin sa Chomhshaol
- ▶ Bainistíocht Uisce
- ▶ Eolaíocht Aeráide agus Athrú Aeráide
- ▶ Monatóireacht agus Measúnú Comhshaoil
- ▶ Taighde agus Forbairt Chomhshaoil
- ▶ Cosaint Raideolaíoch
- ▶ Treoraíocht, Ardú Tuisceana agus Faisnéis Inrochtana
- ▶ Comhpháirtíocht agus Líonrú

Tá mioneolas ar fáil ar shuíomh gréasáin GCC ag [www.epa.ie](http://www.epa.ie).

**2.2** Tá Ard-Stiúrthóir amháin agus cúig Stiúrthóir i gceann ar GCC. Déantar an obair ar fud cúig cinn d'Oifigí:

- ..i An Oifig um Inbhuanaitheacht i leith Cúrsaí Comhshaoil
- ..i An Oifig Forfheidhmithe i leith Cúrsaí Comhshaoil
- ..i An Oifig um Fhianaise agus Measúnú
- ..i An Oifig um Chosaint ar Radaíocht agus Monatóireacht Comhshaoil
- ..i An Oifig Cumarsáide agus Seirbhísí Corparáideacha
- ..i Tugann coistí comhairleacha cabhair don Ghníomhaireacht agus tagann siad le chéile go rialta le plé a dhéanamh ar ábhair inní agus le comhairle a chur ar an mBord.

The EPA currently has a complement of 420 staff working from our Headquarters in Wexford and five Regional Inspectorates in Dublin, Cork, Kilkenny, Castlebar and Monaghan. Four of the Regional Inspectorates – Dublin, Kilkenny, Castlebar and Monaghan – also contain accredited laboratories.

- 23** The EPA is committed to leading by example and incorporating good environmental management and practice into our everyday activities. We implement and maintain an Environmental Management System (EMS), certified to the international standard ISO14001, and have done so since March 2010. Using this standard, we strive to continually improve our environmental impact and in doing so to prevent pollution and encourage environmental awareness.

Tá 420 baill foirne ag GCC atá ag obair ónár gCeannteathrú i Loch Garman agus cúig Chigireacht Réigiúnacha i mBaile Átha Cliath, Corcaigh, Cill Chainnigh, Caisleán an Bharraigh agus Muineachán. Tá cúig shaotharlann chreidiúnaithe i gceathair de na Cigireachtaí Réigiúnacha – Baile Átha Cliath, Cill Chainnigh, Caisleán an Bharraigh agus Muineachán.

- 2.3** Tá GCC tiomanta d'eiseamláir a thabhairt agus bainistíocht agus cleachtas maith comhshaoil a thabhairt isteach inár ngníomhaíochtaí laethúla. Cuirimid i bhfeidhm agus coinnimid Córas Bainistíochta Comhshaoil (CBC), arna dheimhniú don chaighdeán idirnáisiúnta ISO14001, agus rinneamar é seo ó mhí an Mhárta 2010 ar aghaidh. Ag baint úsáid as an gcaighdeán seo, déanaimid iarracht feabhas leanúnach a chur ar ár dtionchar comhshaoil, agus cosc a chur ar thruailliú agus spreagadh a thabhairt d'fheasacht chomhshaoil dá bharr.

### 3. DEVELOPMENT OF EPA'S SECOND LANGUAGE SCHEME

**3.1** In drawing up this Second Scheme, the EPA has given due regard to the guidelines issued by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media. In advance of drawing up the Second Scheme, we have:

- ..il 羸 carried out a review of the EPA's First Scheme 2016–2019;
- ..il 羸 undertaken an organisation-wide staff survey;
- ..il 羸 consulted with relevant business units and also staff who are competent Irish speakers;
- ..il 羸 considered the public submissions we received from Conradh na Gaeilge and Údarás na Gaeltachta;
- ..il 羸 undertaken a comparative study of other public organisations and bodies that have produced a second or subsequent confirmed language scheme;
- ..il 羸 sought to emulate best practice in the development of the EPA's Second Scheme while reinforcing and building on commitments provided in the First Scheme.

**3.2** In the EPA's First Scheme, the main focus was on building up a range of bilingual written and electronic communication materials/resources and delivering mandatory requirements of the Act as well as identifying Irish language competency among a cohort of staff to provide for delivery of services in Irish as/when required. An internal review of the EPA's First Scheme, along with feedback from public submissions and staff survey, found that there were further opportunities for service enhancement in terms of:

- ..il 羸 encouraging/improving greater language competency;
- ..il 羸 strengthening Scheme governance, monitoring and reporting;
- ..il 羸 a modern approach to delivery of bilingual web content and communications overall.

In order to address and meet requirements, the EPA has identified a series of measures and commitments in this Second Scheme under the following headings:

- ..il 羸 Publications/Materials provided bilingually and in English only;
- ..il 羸 Enhancing the provision of Irish language services;
- ..il 羸 Improving language capability.

While the extent to which some of the services can be developed will be affected by actual demand for such services and progress in improving language capability, the EPA seeks to promote public

confidence though the measures and commitments outlined in this Second Scheme and to potentially unlock latent demand for services in Irish.

### 3. FORBAIRT NA DARÁ SCÉIME TEANGA DE CHUID GCC

**3.1** Agus an Dara Scéim seo a dréachtú, tá aird chuí tugtha ag GCC ar na treoirlínte arna n-eisiúint ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán. Sula ndréachtaíodh an Dara Scéim, rinneamar na nithe seo a leanas:

- ..il 贏 athbhreithniú ar chéad scéim GCC 2016–2019;
- ..il 贏 suirbhé ar fhoireann iomlán na heagraíochta;
- ..il 贏 plé le haonaid ghnó ábhartha agus le baill foirne a bhfuil cumas sa Ghaeilge acu;
- ..il 贏 machnamh ar aighneachtaí poiblí a fuarthas ó Chonradh na Gaeilge agus Údarás na Gaeltachta;
- ..il 贏 staidéar comparáideach ar eagraíochtaí agus comhlachtaí poiblí eile a bhfuil dara scéim teanga dheimhnithe nó scéim teanga dheimhnithe ina dhiaidh sin curtha ar fáil acu
- ..il 贏 iarracht aithris a dhéanamh ar dhea-chleachtas i bhforbairt na Dara Scéime GCC agus gealltanais na Chéad Scéime a neartú agus a chur chun cinn.

**3.2** Sa Chéad Scéim de chuid GCC, díríodh go príomha ar réimse ábhar/acmhainní dátheangacha atá scríofa nó ar fáil go leictreonach a chur le chéile agus ceanglais éigeantacha an Achta a chur ar fáil, chomh maith le cumas Gaeilge a aithint i measc chohórt foirne chun seirbhísí Gaeilge a chur ar fáil nuair is gá. Fuarthas amach in athbhreithniú inmheánach ar an gCéad Scéim GCC, chomh maith le haiseolas ó aighneachtaí poiblí agus suirbhé foirne, go raibh níos mó deiseanna chun an tseirbhís a fheabhsú maidir le:

- ..il 贏 cumas níos fearr sa teanga a spreagadh/fheabhsú;
- ..il 贏 rialachas Scéime, monatóireacht agus tuairisciú a neartú;
- ..il 贏 cur chuige nua-aimseartha do sholáthar ábhar dátheangach ar líne agus cumarsáid ghinearálta.

Chun dul i ngleic le agus tabhairt faoi riachtanais, tá sraith beart agus gealltanais leagtha amach ag GCC sa Dara Scéim seo faoi na ceannteidil seo a leanas:

- ..il 贏 Foilseacháin/Ábhar curtha ar fáil go dátheangach agus sa Bhéarla amháin;
- ..il 贏 Soláthar sheirbhísí Gaeilge a chur chun cinn;
- ..il 贏 Cumas teanga a fheabhsú.

Cé go mbeidh tionchar ag an éileamh iarbhír ar sheirbhísí mar sin agus ag dul chun cinn ar fheabhsú cumais sa Ghaeilge ar an méid forbartha

atá ar chuid de na seirbhísí, tá GCC ag iarraidh muintín an phobail a chur chun cinn trí bhearta agus gealltanais atá leagtha amach sa Dara Scéim agus éileamh folaigh ar sheirbhísí Gaeilge a dhíghlasáil.

## **4. PUBLICATIONS/MATERIAL PROVIDED BILINGUALLY AND IN ENGLISH ONLY**

### **4.1 Review of Publications & Forms**

- a) Further EPA publications and forms will be identified for provision bilingually.
- b) Bilingual publications will be produced under a single cover except where this is not practical due to the size, nature or layout of the document. Where separate Irish language and English language versions are provided, each will contain a statement that a version is available in the other language.

### **4.3 Videos/Animations/Infographics**

Opportunities for the development of bilingual videos, animations and infographics will be identified.

### **4.4 Translation Services**

The EPA will continue to use professional Irish translation services as/when required. In order to comply with best practice, the services of qualified translators (i.e. translators who have obtained Foras na Gaeilge's Seal of Accreditation for Translators) will be availed of where possible.



## **4. FOILSEACHÁIN/ÁBHAR AR FÁIL GO DÁT HEANGACH AGUSSA BHÉARLA AMHÁIN**

### **4.1 Athbhreithniú ar Fhoilseacháin agus ar Fhoirmeacha**

- a) Aithneofar níos mó foilseachán agus foirmeacha de chuid GCC don soláthar dátheangach.
- b) Cruthófar foilseacháin dhátheangacha faoi chlúdach amháin seachas nuair nach bhfuil sé seo praiticiúil mar gheall ar thomhas, ar chineál nó ar leagan amach na cáipéise. Gach uair a bhíonn leaganacha Gaeilge agus Béarla curtha ar fáil, beidh ráiteas iontu go bhfuil leagan ar fáil sa teanga eile.

### **4.3 Físeáin/Gearrthóga Beochana/Grafaicí Faisnéise**

Aithneofar deiseanna maidir le físeáin dhátheangacha, gearrthóga beochana agus grafaicí faisnéise a fhorbairt.

### **4.4 Seirbhísí Aistriúcháin**

Leanfaidh GCC ar aghaidh ag baint úsáid as seirbhísí proifisiúnta aistriúcháin Gaeilge de réir mar is gá. Chun cloí le dea-chleachtas, bainfear leas as seirbhísí aistritheoirí cáilithe (i.e. aistritheoirí a bhfuil an Séala Creidiúnaithe d’Aistritheoirí de chuid Fhoras na Gaeilge bainte amach acu) nuair is féidir.

## 5. ENHANCING THE PROVISION OF IRISH LANGUAGE SERVICES

### 5.1 Written Communication

- a) The option of having bilingual email signatures will be available to staff.
- b) Standard messages on EPA email (such as disclaimers of responsibility) will be in both Irish and English.

### 5.3 Oral Communication

- ..i Recorded Oral Announcements and Switchboard/Reception Services will be reviewed to identify additional opportunities for enhanced Irish language or bilingual services.

### 5.4 Signage

- ..i A review of signage will be undertaken; the signage provision will relate to temporary signs as well as permanent signs.

### 5.5 Events

- ..i Event stands and material such as information leaflets and posters by the EPA will be bilingual where practicable.

### 5.6 Media

- ..i We will provide an Irish language EPA spokesperson, with relevant expertise in given topics/subject matter.

### 5.7 Advertising

- ..i Print/online advertisements made on behalf of the EPA will be available bilingually.

### 5.8 EPA Website

- ..i A review of the EPA's website will be undertaken with a view to delivering more website content in Irish.

### 5.9 Social & Other Online Media

- ..i For key messages in social media communications the EPA will provide content bilingually in Irish and English.

### 5.10 Contact Portal

- ..i An Irish language version of the EPA's contact portal ([info@epa.ie](mailto:info@epa.ie)) will be created (e.g. [eolas@epa.ie](mailto:eolas@epa.ie)) and implemented.

## 5. SOLÁTHAR SHEIRBHÍSÍ GAEILGE A CHUR CHUN CINN

### 5.1 Cumarsáid Scríofa

- a) Beidh an rogha ag an bhfoireann sínithe dátheangacha ar ríomhphoist a úsáid.
- b) Beidh teachtaireachtaí ginearálta ar ríomhphoist GCC (amhail clásailshéanta ar fhreagracht) sa Ghaeilge agus sa Bhéarla.

### 5.3 Cumarsáid Ó Bhéal

..il 羸 Déanfar athbhreithniú ar Fhógraí Taifeadta ó Bhéal agus Seirbhísí Lasc-chláir/Fáiltithe chun deiseanna breise do sheirbhísí feabhsaithe Gaeilge nó dátheangacha a aithint.

### 5.4 Comharthaíocht

..il 羸 Déanfar athbhreithniú ar chomharthaíocht; beidh baint ag an soláthar comharthaíochta le comharthaí sealadacha chomh maith le buanchomharthaí.

### 5.5 Imeachtaí

..il 羸 Beidh seastáin imeachtaí agus ábhar mar bhileoga agus póstaer de chuid GCC dátheangach i gcás inar féidir.

### 5.6 Na Meáin

..il 羸 Cuirfidimid urlabhraí GCC le Gaeilge ar fáil, a bhfuil taithí ábhartha aige le topaicí/ábhar.

### 5.7 Fógraíocht

..il 羸 Beidh fógraí clóite/ar líne déanta ar son GCC ar fáil go dátheangach.

### 5.8 Suíomh Gréasáin GCC

..il 羸 Déanfar athbhreithniú ar shuíomh gréasáin GCC chun níos mó ábhair sa Ghaeilge a chur ar fáil ar an suíomh.

### 5.9 Na Meáin Sóisialta agus Ar Líne

..il 羸 Le haghaidh teachtaireachtaí tábhachtacha i gcumarsáid ar na meáin shóisialta, cuirfidh GCC ábhar ar fáil go dátheangach sa Ghaeilge agus sa Bhéarla.

### 5.10 Tairseach Theagmhála

..il 羸 Déanfar leagan Gaeilge de thairseach theagmhála GCC ([info@epa.ie](mailto:info@epa.ie)) a chruthú (m.sh. [eolas@epa.ie](mailto:eolas@epa.ie)) agus a chur i bhfeidhm.

## 6. IMPROVING LANGUAGE CAPABILITY

As outlined above the EPA is very much focused on encouraging and supporting the development of Irish language skills among our staff. During the period of the Second Scheme the EPA will provide language resources, an awareness programme and training that will develop and build on the existing Irish language skills of staff. The detailed commitments are set out below.

### 6.1 Language Resources for Staff

..il 𐀀 A dedicated Irish language section will be provided on the EPA’s intranet site to provide staff with quick and easy access to Irish language information, news and resources such as an online dictionary as well as details of fluent staff and a support structure for delivering Scheme commitments.

### 6.2 Irish Language Awareness Programme

..il 𐀀 An Irish Language Awareness Programme will be developed in conjunction with HR so that all members of staff (including new staff through the induction process) are informed about the Language Scheme and the EPA’s requirements under the Official Languages Act. The Programme will also serve to increase the visibility of and foster the use of Irish in the workplace.

### 6.3 Staff Fluency

..il 𐀀 A survey of staff competency in Irish will be undertaken and details of fluency collated and analysed for staff training needs purposes.

### 6.4 Training & Development

- a) Our Learning & Development Unit will encourage and facilitate attendance on beginner-level courses for staff who are not ‘recognised competent Irish speakers’ but would like to achieve competence in the language, e.g. Conradh na Gaeilge.
- b) The ‘refund of fees’ scheme will be promoted as a mechanism for encouraging Irish language training by refunding 100% of fees to staff who take a recognised Irish language course.

## 6. CUMAS TEANGA A FHEABHSÚ

Mar atá leagtha amach thuas, tá GCC dírithe go háirithe ar spreagadh agus tacaíocht a thabhairt d'fhorbairt scileanna Gaeilge i measc ár bhfoirne. Le linn thréimhse na Dara Scéime, beidh acmhainní teanga, clár feasachta agus oiliúint a fhorbróidh agus a chuirfidh leis na scileanna Gaeilge atá ag an bhfoireann cheana curtha ar fáil ag GCC. Tá na mionghealltanais leagtha amach thíos.

### 6.1 Acmhainní Teanga don Fhoireann

.il 羸 Beidh rannán tiomanta don Ghaeilge curtha ar fáil ar shuíomh inlín GCC chun rochtain bheo agus éasca a chur ar fáil don fhoireann ar eolas, nuacht agus acmhainní Gaeilge, mar fhoclóir ar líne, chomh maith le sonraí na mball foirne líofa agus tacaíocht do sholáthar ghealltanais na Scéime.

### 6.2 Clár Feasachta Gaeilge

.il 羸 Forbrófar Clár Feasachta Gaeilge i gcomhar le AD sa chaoi is go mbeidh gach ball den fhoireann (lena n-áirítear baill nua tríd an bpróiseas ionduchtúcháin) ar an eolas faoin Scéim Teanga agus riachtanais GCC faoi Acht na dTeangacha Oifigiúla. Beidh feidhm leis an gclár chomh maith chun infheictheacht na Gaeilge a mhéadú agus úsáid na Gaeilge a chothú san ionad oibre.

### 6.3 Líofacht na Foirne

.il 羸 Déanfar suirbhé ar chumas Gaeilge na foirne agus cuirfear sonraí líofachta i dtoll a chéile agus déanfar anailís orthu chun críocha oiliúint foirne.

### 6.4 Oiliúint agus Forbairt

- a) Beidh an tAonad um Fhoghlaim agus Fhorbairt mar spreagadh agus mar áit éascaithe d'fhreastal ar bhunchúrsaí ag baill foirne nach bhfuil 'aitheanta mar chainteoirí a bhfuil cumas sa Ghaeilge acu' ach a bhfuil fonn orthu cumas a bhaint amach sa teanga, m.sh. Conradh na Gaeilge.
- b) Beidh an scéim 'aisíocaíocht táillí' curtha chun cinn mar chóras chun oiliúint Ghaeilge a spreagadh trí tháillí iomlána a aisíoc le baill foirne aghlacann páirt i gcúrsa aitheanta Gaeilge.

## **7. MONITORING AND REVIEW**

### **7.1 Official Language Compliance Officer**

- ..i A Compliance Officer will assess progress and report on the commitments contained in this Second Scheme.

### **7.2 Reporting**

- ..i Information on implementation of this Second Scheme will be posted on the EPA's website and published in the EPA's annual report. This information will also be publicised in the media, including on social media.

## **8. PUBLICISING OF AGREED SCHEME**

The contents of this Second Scheme will be publicised by means of:

- ..i publication of the Scheme on the EPA's website at [www.epa.ie](http://www.epa.ie);
- ..i the issuing of a press release and notification on EPA's social media;
- ..i circulation of the Scheme to Oifig Choimisinéir na dTeangacha Oifigiúla and to the organisations that made submissions to the EPA during the public consultation process;
- ..i circulation to all EPA staff, along with details of requirements for implementation.

## 7. MONATÓIREACTH AGUS ATHBHREITHNIÚ

### 7.1 Oifigeach um Chomhlíonadh Teanga Oifigiúla

.il 羸 Déanfaidh Oifigeach um Chomhlíonadh measúnú ar an dul chun cinn agus tabharfaidh sé tuairisc ar ghealltanais sa Dara Scéim seo.

### 7.2 Tuairisciú

.il 羸 Cuirfear eolas faoi fheidhmiú na Dara Scéime ar shuíomh gréasáin GCC agus foilseofar é i dtuarascáil bhliantúil GCC. Poibleofar an t-eolas seo snameáin freisin, lena n-áirítear ar na meáin shóisialta.

## 8. SCÉIM AONTAITHE A PHOIBLIÚ

Poibleofar ábhar na Dara Scéime seo trí:

- .il 羸 fhoilsiú na Scéime ar shuíomh gréasáin GCC ag [www.epa.ie](http://www.epa.ie);
- .il 羸 eisiúint preasráitis agus fógra ar na meáin shóisialta de chuid GCC;
- .il 羸 scaipeadh na Scéime ar Oifig Choimisinéir na dTeangacha Oifigiúla agus ar na heagraíochtaí a bhfuil aighneachtaí seolta chuig GCC acu i rith an phróisis chomhairliúcháin phoiblí;
- .il 羸 scaipeadh ar fhoireann GCC, chomh maith le sonraí faoi riachtanais maidir le feidhmiú.