



**RÁITEAS TOSAIGH LE MARGARET MCCABE, UAS., PRÍOMHFHEIDHMEANNACH, AN
tSEIRBHÍS UM CHEAPACHÁIN PHOIBLÍ DO CHOMHCHOISTE NA GAEILGE, NA GAELTACHTA
AGUS PHOBAL LABHARTHA NA GAEILGE AR AN 24 EANÁIR 2024.**

Ba mhaith liom buíochas a ghabháil le Cathaoirleach agus le Baill an Chomhchoiste as cuireadh a thabhairt dom freastal ar chruinniú an lae inniu. Táim anseo toisc gur iarr an Coiste orm plé a dhéanamh ar ról na Seirbhise um Cheapacháin Phoiblí (an tSCP) i gCóras Feidhme Choiste na gCeapachán Ardleibhéil i gcás Poist Ardbainistíocha sa Státseirbhís agus an riachtanas faoi Acht na dTeangacha Oifigiúla (Leasú), 2021, go ndéanfar ar a laghad 20% de cheapacháin sa Státseirbhís i leith iarrthóirí a bheidh ina n-oifigigh dhátheangacha fheidhmiúla, agus na bearta atá á gcur i bhfeidhm ag an tSCP maidir leis seo. Tá mo chomhghleacaí, Amy Mitchell, an bainisteoir sinsearach atá freagrach as Foireann na Gaeilge sa tSCP anseo liom inniu.

Is í an tSCP an soláthraí seirbhise earcaíochta agus an soláthraí seirbhise i dtaca le hacmhainní a chur ar fáil d'eagraíochtaí claint sa státseirbhís agus sa tseirbhís phoiblí agus táimid freagrach as iarrthóirí den scoth a aimsiú, a mheas agus a sholáthar do na claint sin; an Státseirbhís, Údarás Áitiúla, An Garda Síochána, Feidhmeannacht na Seirbhise Sláinte (FSS) agus forais phoiblí eile san áireamh.

I dtaca le ceapacháin TLAC, reáchtálaimid na céimeanna tosaigh den phróiseas earcaíochta ar son TLAC (céim na fógraíochta go dtí céim na réamhagallamh) agus reáchtálaimid na céimeanna deiridh den phróiseas earcaíochta do ról speisialtachta TLAC chomh maith (de réir mar a aontaítear le TLAC). Oibrímid faoi Chód Cleachtais an Choimisiúin um Cheapacháin Seirbhise Poiblí (CCSP) maidir leis seo.

Tá tuiscint againn ar an riachtanas a leagtar amach in Acht na dTeangacha Oifigiúla go mbeidh cumas sa Ghaeilge ag 20%, ar a laghad, de bhaill foirne a earcófar sa tSeirbhís Phoiblí roimh 2030 agus is gné thábhachtach é seo dár Straitéis reatha agus de na haighneachtaí a chuirimid faoi bhráid na Roinne maidir leis an infheistíocht atá ag teastáil chun an riachtanas reachtúil seo a chomhlíonadh. D'ainmníomar Ball de Bhord Bainistíocha na SCP mar ionadaí ar an gCoiste Comhairleach um Sheirbhísí Gaeilge, agus táimid tiomanta do mholtáí a dhéanfar i dtaca le cúrsaí earcaíochta sa Phlean Náisiúnta maidir le Seirbhísí Gaeilge, atá a fhorbairt ag an gCoiste seo faoi láthair go bhfios dom, a chur i bhfeidhm.

Tá tú curtha againn le tionscadal feidhmithe um straitéis bhranda le déanaí chomh maith, a ligfidh dúinn réitigh earcaíochta a chur chun cinn ar bhealach níos fearr i margadh earcaíochta dúshlánach.



Mar phríomhghné dár gcur chuige, ba mhaith linn níos mó iarrthóirí a bhfuil cumas acu sa Ghaeilge a mhealladh i dtreo na seirbhíse poiblí, i róil ag gach leibhéal.

Beidh sé seo mar bhonn faoi straitéis mheallta shaincheaptha do na leibhéal is sinsearaí chomh maith, agus leagfar béis ar leith ar an nGaeilge trí na grúpaí ar a ndíríonn ár gcuid fógraíochta mar aon le tionchar ár gcuid fógraíochta a leathnú agus a neartú, agus trí fheachtas mhargaíochta earcaíochta shaincheaptha agus níos cuimsithí a fhorbairt trí ardáin agus fhormáidí meán éagsúla.

Ina theannta sin, tá imscrúdú á dhéanamh againn ar an gcaoi ar féidir linn neart publicjobs.ie mar an bpriomhthairseach lánach aitheanta do ghairmeacha sa tseirbhís phoiblí a fhorbairt, mar aon leis an ábhar a chuirtear ar fáil go dátheangach ann.

In 2022, sheolamar Gréasán d'Earcaitheoirí sa tSeirbhís Phoiblí, i gcomhar leis an gCCSP. I mí an Mheithimh 2023, réachtálamar seisiún a bhí dírithe ar Acht na dTeangacha Oifigiúla (Leasú), 2021, agus ar phríomhfhorálacha a bhaineann leis an earcaíocht. Seisiún an-tráthúil a bhí ann, trínar scaipeadh eolas faoin gcaoi ar féidir linn líon na gcainteoirí Gaeilge sa tseirbhís phoiblí a mhéadú roimh 2030. Táimid tiomanta do dhul chun cinn sa réimse seo agus tá sé beartaithe againn imeacht eile a chur ar siúl leis an ngréasán sa cheathrú ráithe in 2024 chun breathnú ar fhorbairtí sa réimse seo sa tseirbhís phoiblí.

Oibrímid go dlúth le claint atá ag earcú trí mheán na Gaeilge chun próiseas a dhearadh a chinntíonn go mbaintear an toradh is fearr amach. Táim ag súil le plean gnímh an Choiste Chomhairleach um Sheirbhísí Gaeilge a phlé chun a shocrú cén chaoi ar féidir leis an tSCP cur leis an obair atá ar siúl sa réimse seo.

Bheinn lánsásta aon cheisteanna atá ag an gCoiste seo a fhreagairt.



OPENING STATEMENT BY MS MARGARET McCABE, CHIEF EXECUTIVE OFFICER, PUBLIC APPOINTMENTS SERVICE TO THE JOINT COMMITTEE ON THE IRISH LANGUAGE, THE GAELTACHT AND THE IRISH SPEAKING COMMUNITY ON 24 EANÁIR 2024

I would like to thank the Chairperson and Members of the Joint Committee for their invitation to today's meeting. I am here, as requested by the Committee, to discuss the role of the Public Appointments Service (PAS) in TLAC's functional model in terms of senior management jobs in the Civil Service and the requirement under the Official Languages [Amendment] Act, 2021, for at least 20% of appointments to the Public Service to consist of functional bilingual officers by 2030 and the measures being taken by PAS in this regard. My colleague, Amy Mitchell, who is the senior manager with responsibility for the Irish Language Unit in PAS is with me today.

PAS is the recruitment and resourcing service provider for client organisations in the civil and public service and we are responsible for the sourcing, assessment and delivery of quality candidates to those clients, who include the Civil Service, Local Authorities, An Garda Síochána, the HSE and other public bodies.

In terms of TLAC appointments, we run the initial stages of the recruitment process on behalf of TLAC (from advertising up to preliminary interviews) and also run the final stages of the recruitment process for specialist TLAC level roles (as agreed by TLAC). We operate under the Commission for Public Service Appointments (CPSA) Code of Practice in this regard.

We are aware of the Official Languages Act requirement for at least 20% of staff recruited to the Public Service to consist of staff who are competent in the Irish language by 2030 and this is a key element of our current Strategy and our submissions to the Department in terms of the investment needed to deliver on this legislative requirement. We nominated a Member of the PAS Management Board to the Irish Language Services Advisory Committee and are fully committed to implementing any recommendations in relation to recruitment included in National Plan for Irish Language Services, which I understand is currently in development by this Committee.

We are also at the initial stages of a brand strategy implementation project which will allow us better drive recruitment solutions in a difficult recruitment market. A key element of our approach includes the requirement to attract more candidates with Irish Language proficiency to public service roles at all levels.

This will also inform a tailored attraction strategy for the most senior levels with a particular emphasis on Irish Language to be achieved through a significant broadening and strengthening of our



advertising base and reach, and the development of more comprehensive and targeted recruitment marketing campaigns across a range of media platforms and formats.

We have also been examining how we can build on the strength of publicjobs.ie as the acknowledged key central gateway to careers in the public service, alongside its established dual language offering.

In 2022, we launched a Public Service Recruiters Network, in collaboration with the CPSA. In June 2023, we hosted a session, with a theme of the Official Languages (Amendment Act) 2021 and key provisions relating to recruitment. The session was very timely to raise awareness on how to increase the number of Irish speakers to the public sector by 2030.

We are committed to achieving progress in this area and have planned another such network event for Q4 2024 in order to consider developments in this area across the public service.

We work closely with clients recruiting through the medium of Irish to design the process to achieve the best outcome. I look forward to engaging with the action plan of the Irish Language Services Advisory Committee to see how best PAS can contribute.

I am happy to answer any questions this Committee may have.