

Requester Name:**File Re: FOI-000016-2024**

Page No	Description of document	Deletions	Relevant Section of FOI Acts	Reason for Decision	Decision Maker's
1-2	Meeting Minutes 28th January 2022	0			Grant
3-5	Meeting Minutes 13th May 2022	0			Grant
6-8	Meeting Minutes 15th July 2022	4	Part 1(n) Schedule 1	Out of Scope	Part-Grant
9-11	Meeting Minutes 23rd September 2022	4	Part 1(n) Schedule 1	Out of Scope	Part-Grant
12-14	Meeting Minutes 10th November 2022	5	Part1(n) Schedule 1; Section 37	Out of Scope; Personal Information	Part-Grant
15-18	Meeting Minutes 15th February 2023	7	Part 1(n) Schedule 1	Out of Scope	Part-Grant
19-22	Meeting Minutes 10th March 2023	13	Part1(n) Schedule 1; Section 37	Out of Scope; Personal Information	Part-Grant
23-24	Meeting Minutes 17th April 2023	6	Part1(n) Schedule 1; Section 36	Out of Scope; Commercially Sensitive	Part-Grant
25-27	Meeting Minutes 13th June 2023	2	Part 1(n) Schedule 1	Out of Scope	Part-Grant
28-31	Meeting Minutes 19th July 2023	9	Part1(n) Schedule 1; Section 37	Out of Scope; Personal Information	Part-Grant
32-34	Meeting Minutes 5th September 2023	6	Part1(n) Schedule 1; Section 36	Out of Scope; Commercially Sensitive	Part-Grant
35-36	Meeting Minutes 16th October 2023	2	Part1(n) Schedule 1; Section 36	Out of Scope; Commercially Sensitive	Part-Grant

Irish Language Strategic Working Group		
Meeting Date & Venue	28 th January 2022	Video Conference
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Chief Administrative Officer Joseph Nugent 3. Superintendent David Kelly Donegal 4. Superintendent Liam Geraghty Garda Press Office 5. Superintendent Aidan Minnock Garda College 6. Superintendent Jarlath Lennon HRM 7. Assistant Principal Éilís Gilvarry HR&PD 8. Eimear Ní Cheallaigh Irish Language Liaison Officer 9. Carol Byrne North Western Communications Coordinator 10. Inspector Ronan Farrelly Navan 11. Inspector Adrian O'Neill Galway 	
Apologies	<ol style="list-style-type: none"> 1. Acting Executive Director HRPD Yvonne Cooke 	

Agenda Item		Action:
1.	Minutes of last meeting	Minutes of the 2 nd November agreed
2.	Irish Language Strategy	<p>970 Garda Personnel have signed up to wear the Fáiinne to date.</p> <p>Strategy is finalised and ready for launch.</p> <p>Agreed that launch of the Strategy and Fáiinne will take place together and during the first week of Seachtain na Gaeilge.</p> <p>Actions:</p> <ul style="list-style-type: none"> • Irish Language Officer to determine if there any other significant activities in the opening days of Seachtain na Gaeilge to ensure that the AGS launch does not occur the same day as other noteworthy planned by Government / Public Bodies. • Press Office to check with regard to the Commissioner's availability for the launch • There will be another inclusion in Newsbeat with regard to the Fáiinne to encourage sign-ups in advance of the launch

3.	Irish Language Courses	<p>Funding with regard to upskilling and TEG courses/exams was discussed.</p> <p>Action:</p> <ul style="list-style-type: none"> • CAO and Irish Language Officer will discuss and draft Directive with regard to funding will be prepared by end next week for consideration.
4.	Number of Irish-speakers in Gaeltacht stations	<p>Discussion on the allocation of fluent Irish speakers and that challenges that exist with regard to Gaeltacht Stations.</p> <p>Action:</p> <ul style="list-style-type: none"> • CAO to discuss Garda Members who entered via the Irish Stream/transfer requests by fluent Irish speakers with the Acting Executive Director, HRPD next week • Next allocation of Probationer Gardaí not to progress until that discussion takes place
5.	Fáinne Gaeilge an Gharda Síochána	Covered at Agenda item 2 above.
6.	Strategy & Fáinne Launch	Covered at Agenda item 2 above.
7.	AOB	None raised.
<p style="text-align: center;">Next Meeting: In two weeks</p>		

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Irish Language Strategic Working Group		
Meeting Date & Venue	13 th May 2022	Video Conference
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Chief Superintendent Curley Galway 3. Chief Superintendent McGinn Donegal 4. Chief Superintendent Cadogan Cork West 5. Principal Officer Éilís Gilvarry HR&PD 6. Superintendent Jarlath Lennon HRM 7. Seán Ó Maoilmhichíl Acting Irish Language Liaison Officer 8. Inspector Ronan Farrelly Navan 9. Inspector Adrian O'Neill Galway 10. Sergeant Olivia Markham Galway 	
Apologies	<ol style="list-style-type: none"> 1. Chief Administrative Officer Nugent 2. Superintendent Minnock 3. Executive Director Cooke 4. Chief Superintendent Healy 	

Owner:		Action:
1.	Irish Language Strategic Working Group	Minutes of the 28 th January, 2022 agreed.
2.	D/C McMahon Policing & Security	<p>Irish Language Implementation Plan</p> <p>Irish Language Implementation plan stems from the Irish Language Strategy 2022 - 2025.</p> <p>First two areas of action:</p> <ul style="list-style-type: none"> • Irish Recruitment – positive result from the recent recruitment campaign • Online training - First of six online modules now live. Remaining five almost ready for upload to LMS. Information piece to issue in newsbeat and internal networks promoting LMS. • Education circular published 13th May with Irish Language course available.

		<p>Next steps:</p> <ul style="list-style-type: none"> • Allocations Policy – subcommittee to be established chaired by PO Gilvarry. Each Division with a Gaeltacht remit will be represented on the working group with the objective of looking at the Irish Language allocations policy and provide suggestions to the Irish Language Strategic Working Group on how to proceed in this area. Nominations are requested to be of Inspector rank / HEO grade or above. <ul style="list-style-type: none"> ➤ <u>Donegal DV</u>: Nomination - Supt David Kelly ➤ <u>Galway DV</u>: Nomination - Insp Adrian O'Neill ➤ <u>Cork West DV</u>: Nomination - Insp Catherine O'Donoghue ➤ <u>Meath DV</u>: Nomination - Insp Ronan Farrelly ➤ <u>Kerry DV</u>: TBC ➤ <u>Waterford DV</u>: TBC ➤ <u>Mayo DV</u>: TBC <p>Discussion on Garda Code exceptions for allocations to Gaeltacht areas for personnel with more experience. Working Group to consider this and associated implications.</p> <p>Identify personnel being promoted with Irish and utilise this. Working group to look at personnel on the Irish stream getting promoted.</p> <p>Actions</p> <ul style="list-style-type: none"> • PO Gilvarry to circulate Implementation plan to the Group. • Irish Language Officer to issue newsbeat article promoting Irish language LMS training and supports available • Sgt Markham to liaise with Divisions with a Gaeltacht remit not in attendance at meeting to obtain a nomination for the subcommittee. • PO Gilvarry to chair subcommittee providing an update at each meeting of the Irish Language Strategic Working Group.
3	<ul style="list-style-type: none"> • D/Commissioner P&S • Exec Dir HR&PD • CAO 	<p>Irish Language Training / Initiatives</p> <p>Irish Media training Q2 2022 – compile list of personnel who will engage with the media through Irish and assess training needs.</p> <p>Actions:</p> <ul style="list-style-type: none"> • PO Gilvarry and Irish Language Officer to look at options to bring back submersive Gaeltacht courses. • PO Gilvarry to explore Irish media training requirements.
4.	<ul style="list-style-type: none"> • Chief Superintendent with Gaeltacht remit 	<p>List of Gaeltacht Stations & Gaeltacht Service Stations for approval</p>

	<ul style="list-style-type: none"> • Irish Language Officer • Ex Director HR&PD 	<p>Chief Superintendent Donegal – list approved Chief Superintendent Galway – list approved Chief Superintendent Cork West – list approved Inspector Farrelly Meath – list approved</p> <p>Actions:</p> <ul style="list-style-type: none"> • Sgt Markham to liaise with Divisions with a Gaeltacht remit not in attendance at meeting to agree list of Gaeltacht stations and service stations. • PO Gilvarry to liaise with Press Office prior to publication of list of Gaeltacht stations and service stations. Manage expectations – not all personnel in service stations will have fluent Irish however, Irish language service will be available.
6.	Irish Language Strategic Working Group Members	<p>Number of Irish Speakers in Gaeltacht Stations</p> <p>Supt Lennon suggested the following:</p> <ol style="list-style-type: none"> 1. Probationer proficiency examinations in the Garda College should be carried out under the standardised testing system to provide AGS with data on proficiency levels. 2. Proficiency testing should be carried out to allow prioritisation of proficient speakers with transfer requests to Gaeltacht locations.
7.	Irish Language Strategic Working Group Members	AOB
<p>Next Meeting: 15th July 2022</p>		

Irish Language Strategic Working Group		
Meeting Date & Venue	15 th July 2022	Video Conference
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Assistant Commissioner McElgunn North Western Region 3. A/Executive Director Cooke HR&PD 4. Chief Superintendent Curley Galway 5. Chief Superintendent Cadogan Cork West 6. Superintendent Lennon HRM 7. Superintendent Minnock 8. Seán Ó Maoilmhichíl Acting Irish Language Liaison Officer 9. Inspector Farrelly Navan 10. Sergeant Markham Galway 	
Apologies	<ol style="list-style-type: none"> 11. Chief Administrative Officer Nugent 12. Chief Superintendent McGinn Donegal 13. Principal Officer Gilvarry HR&PD / Garda College 14. Chief Superintendent Healy 15. Inspector O'Neill Galway 	

Owner:		Action:
1.	Irish Language Strategic Working Group	Minutes of the 13 th May, 2022 agreed.
2.	D/C McMahon Policing & Security	<p>Irish Language Implementation Plan</p> <p>Newsbeat article to issue in next two weeks detailing LMS training and supports available for personnel through the medium of Irish. A/Ex Dir Cooke, Supt Minnock Garda College and Irish Language Officer to collaborate on this piece. A content refresh is required 3 times a year to promote awareness of the supports available.</p> <p>Actions</p> <ul style="list-style-type: none"> • Carried Forward: PO Gilvarry to circulate Implementation plan to the group membership. • Carried Forward: A/Ex Dir Cooke, Irish Language Officer & Garda College to issue newsbeat article promoting Irish language training and supports available.

3.	PO Gilvarry	<p>Irish Language Strategic Working Group – Allocations Subgroup</p> <p>Meeting chaired by PO Gilvarry 24th June 2022. All Divisions with a Gaeltacht remit represented in addition to HRM & Appointments Office.</p> <p>Update from meeting of the 24th June:</p> <ul style="list-style-type: none"> • Terms of reference agreed. • Update to be provided on applicants remaining in the Irish stream for 2022 Garda Trainee Recruitment. • Changes resulting from the introduction of the Operating Model being considered with regard to Irish language requirements. <p>Action</p> <ul style="list-style-type: none"> • PO Gilvarry to chair subcommittee providing an update at each meeting of the Irish Language Strategic Working Group.
3	<ul style="list-style-type: none"> • D/Commissioner P&S • Exec Dir HR&PD • CAO 	<p>Irish Language Training / Initiatives</p> <p>Irish Media training Q2 2022 – list of personnel who will engage with the media through Irish to be compiled and a training needs assessment to be completed.</p> <p>Advertisement of basic level Irish language courses discussed. It was requested consideration be given to separating Irish language courses from the HQ Directive advertising higher level courses. A/Ex Dir Cooke in conjunction with Garda College (and group members as required) to examine this.</p> <p>Actions:</p> <ul style="list-style-type: none"> • A/Exec Dir Cooke to identify media training options for proficient Irish speakers. • Seán Ó Maoilmhichíl, Acting Irish Language Officer, to liaise with Press Office to identify personnel proficient in the Irish language to attend media training. Requirement of more than one person per Division. • <u>Carried forward</u>: PO Gilvarry and Irish Language Officer to look at options for Gaeltacht courses. • A/Ex Dir Cooke in conjunction with Garda College (and required group members) to examine advertisement of Irish language courses.
4.	<ul style="list-style-type: none"> • Chief Superintendent with Gaeltacht remit • Irish Language Officer • Ex Director HR&PD • PO Gilvarry 	<p>List of Gaeltacht Stations & Gaeltacht Service Stations for approval</p> <p>All Divisions with Gaeltacht remit have agreed the list of Gaeltacht Stations & Gaeltacht Service stations.</p>

		<p>Requested that vacancies for personnel with proficient Irish language be identified so that personnel from the Irish stream and promotions of personnel from the Irish stream be utilised in these areas.</p> <p>Actions:</p> <ul style="list-style-type: none"> • <u>Carried forward:</u> PO Gilvarry to publish list of Gaeltacht stations and service stations on Garda Website. • PO Gilvarry & Supt Lennon to identify options to fill vacancies in Gaeltacht locations and to liaise with Workforce Planning.
6.	Irish Language Strategic Working Group Members	<p>Number of Irish Speakers in Gaeltacht Stations</p> <p>A/Exec Dir Cooke provided an update in relation to Irish language stream in the recent recruitment campaign.</p> <ul style="list-style-type: none"> • 8,568 applicants with 430 in the Irish stream. • 150 applicants received EOI to identify if they would remain in the Irish stream to which 71 confirmed same. • 57 Irish stream applicants completed the report writing stage and progressing to interview in 2nd batch as of 13th July, 2022. <p>Prioritisation of Irish language applicants was requested and facilitated by PAS.</p> <p>Action:</p> <ul style="list-style-type: none"> • Media & communications to be utilised to promote Irish language stream and benefits. • [REDACTED] • A/Ex Dir Cooke to identify opportunities for Garda Reserves recruitment and increasing applications from Gaeltacht areas.
7.	Irish Language Strategic Working Group Members	<p>AOB</p> <p>[REDACTED]</p>
<p style="text-align: center;">Next Meeting: 23rd September, 2022 10am</p>		

Irish Language Strategic Working Group		
Meeting Date & Venue	23 rd September 2022	Video Conference
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Assistant Commissioner Foster North Western Region 3. A/Executive Director Cooke HR&PD 4. Chief Superintendent Dollard Meath 5. Chief Superintendent McMahon Mayo Roscommon Longford 6. Chief Superintendent Dunne, Waterford 7. Principal Officer Gilvarry HR&PD / Garda College 8. Superintendent Lennon HRM 9. Superintendent Kelly, Donegal 10. Superintendent Murphy Garda College 11. Seán Ó Maoilmhichíl Acting Irish Language Liaison Officer 12. Inspector O'Donoghue Cork West 13. Inspector O'Neill Galway 14. Inspector Markham North Western Regional Office 15. Sergeant MacSeoin Garda Press Office 	
Apologies	<ol style="list-style-type: none"> 16. Assistant Commissioner McElgunn 17. Chief Administrative Officer Nugent 18. Chief Superintendent McGinn 19. Chief Superintendent Cadogan 20. Chief Superintendent Curley 21. Inspector Farrelly 	

Owner:	Action:
1. Irish Language Strategic Working Group	Minutes of the 15 th July, 2022 agreed.
2. D/C McMahon Policing & Security	<p>Irish Language Implementation Plan</p> <p>Implementation plan circulated to the Group membership for observations in particular with regard to action managers and ownership.</p> <p>Newsbeat article issued with information regarding Fáinne Gaeilge initiative.</p> <p>Actions</p> <ul style="list-style-type: none"> • Group membership to review implementation plan and forward observations to PO Gilvarry.

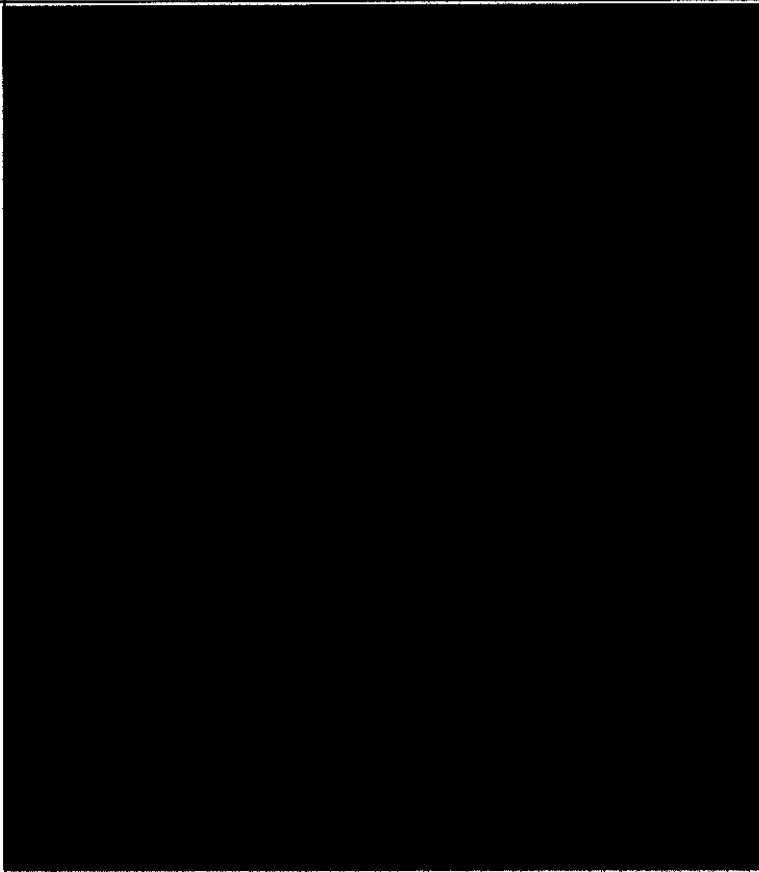
		<ul style="list-style-type: none"> • <u>Carried Forward</u>: A/Ex Dir Cooke, Irish Language Officer & Garda College to issue newsbeat article promoting Irish language training and supports available.
3.	PO Gilvarry	<p>Irish Language Subcommittee</p> <p>Update on subcommittee meetings provided by PO Gilvarry. Proposals from subcommittee to be circulated before end of year. Points discussed:</p> <ul style="list-style-type: none"> • Upskilling • [REDACTED] • Irish language recruitment and promotion streams
3	<ul style="list-style-type: none"> • D/Commissioner P&S • Exec Dir HR&PD • CAO 	<p>Irish Language Training / Initiatives</p> <p>A/Exec Dir Cooke outlined a competition was held by PAS for Garda Staff proficient in Irish. AGS to seek Garda Staff from Irish stream for positions such as communications, front counter etc.</p> <p>Seán Ó Maoilmhichíl updated Group that a list of personnel who require Irish Media training from each Division now compiled.</p> <p><u>Actions:</u></p> <ul style="list-style-type: none"> • <u>Carried forward</u>: A/Exec Dir Cooke to identify media training options for proficient Irish speakers. • <u>Carried forward</u>: PO Gilvarry and Irish Language Officer to identify options for Gaeltacht courses. • A/Ex Dir Cooke in conjunction with Garda College (and required group members) to examine advertisement of Irish language courses.
4.	<ul style="list-style-type: none"> • Chief Superintendent with Gaeltacht remit • Irish Language Officer • Ex Director HR&PD • PO Gilvarry – Subcommittee 	<p>[REDACTED]</p> <p>Subcommittee examining proposals for proficient Irish speakers to be allocated to Gaeltacht stations including the possibility of temporary transfer. An update will be provided in their end of year report.</p> <p>Requirement for an organisation wide survey discussed to provide an overview of all levels of proficiency from 1 to 5. To be addressed by subcommittee through engagement with Workforce Planning and GSAS. The results of the survey will allow AGS to make informed decisions as to the necessary Irish language supports required.</p> <p><u>Actions:</u></p> <ul style="list-style-type: none"> • Subcommittee to complete Organisation wide survey on Irish language proficiency and report to be provided on necessary supports required as result.

6.	Irish Language Strategic Working Group Members	<p>Number of Irish Speakers in Gaeltacht Stations</p> <p>A/Exec Dir Cooke to identify media opportunities to promote recruitment through Irish language stream.</p> <p>Targeted communications strategy will be utilised when advertising for Garda Reserve recruitment aimed at proficient Irish speakers.</p> <p>A/Exec Dir Cooke discussed the possibility of Irish language speaking internships with two options to be explored:</p> <ol style="list-style-type: none"> a. Interns with Irish language proficiency b. Professional intern option e.g. ICT in addition to proficiency in Irish. <p>Discussion regarding the Gaeltacht allowance and the benefit of same for promoting allocation to Gaeltacht stations and upskilling in the language. Report to be submitted regarding the Gaeltacht allowance after the next subcommittee meeting for onward transmission to the Department.</p> <p>Action:</p> <ul style="list-style-type: none"> • <u>Carried forward:</u> A/Exec Dir Cooke; Media & communications to be utilised to promote Irish language stream and benefits. <p>[REDACTED]</p> <ul style="list-style-type: none"> • Supt Kelly to submit request regarding the Gaeltacht allowance after the next subcommittee meeting for onward transmission to the Department.
7.	Irish Language Strategic Working Group Members	<p>AOB</p> <p>Action:</p> <p>[REDACTED]</p>
<p>Next Meeting: 11th November, 2022</p>		

Irish Language Strategic Working Group		
Meeting Date & Venue	10 th November 2022	Video Conference
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Chief Administrative Officer Nugent 3. Chief Superintendent Dollard Meath 4. Chief Superintendent Roche Galway 5. Principal Officer Gilvarry HR&PD / Garda College 6. Superintendent Molloy HRM 7. Superintendent Kelly, Donegal 8. Superintendent Murphy Garda College 9. Inspector Farrelly Meath 10. Inspector Markham North Western Region 11. Sergeant MacSeoin Garda Press Office 	
Apologies	<ol style="list-style-type: none"> 12. Assistant Commissioner Foster 13. Assistant Commissioner McElgunn 14. A/Executive Director Cooke HR&PD 15. Chief Superintendent McGinn 16. Chief Superintendent Curley 17. Chief Superintendent McMahon 18. Ms Eimear Ní Cheallaigh 19. Inspector O'Neill 	

1.	Owner:	Action:
	Irish Language Strategic Working Group	Minutes of the 23 rd September, 2022 agreed.
	D/C McMahon Policing & Security	<p>Irish Language Implementation Plan</p> <p>Implementation plan circulated to the Group membership and final observations submitted to PO Gilvarry.</p> <p><u>Actions</u></p> <ul style="list-style-type: none"> • PO Gilvarry to circulate final version of the implementation plan to the Group membership.
	PO Gilvarry	<p>Irish Language Subcommittee</p> <p>Update on subcommittee meetings provided by PO Gilvarry.</p>

		<p>Two submissions will be made by subcommittee:</p> <ol style="list-style-type: none"> 1. Application for the reintroduction of the Gaeltacht allowance – specialist skill. 2. Proposal for promotion stream for Sergeants/Inspectors with Irish proficiency.
		<div style="background-color: black; height: 20px; width: 100%;"></div> <div style="background-color: black; height: 20px; width: 100%;"></div>
4	<ul style="list-style-type: none"> • D/Commissioner P&S • Exec Dir HR&PD • CAO 	<p>Irish Language Training / Initiatives</p> <p>E. Ní Cheallaigh exploring options for in-person language courses for 2023.</p> <ul style="list-style-type: none"> • Low update for Irish language courses including funded educational courses (3 applicants) and Gaelchultúir online Irish course (156 registered and only 47 with 30mins engagement). • How these courses are advertisement to be looked at. • Gaelchultúir online course not very user friendly and the possibility of in-house LMS to be explored. <p>List of Irish speakers compiled for Irish media training. No specific Irish media training identified to date. E. Ní Cheallaigh to look at options for course to be facilitated by TG4 or RnaG or if other options could be explored.</p> <p>Actions:</p> <ul style="list-style-type: none"> • Carried forward: PO Gilvarry and Irish Language Officer to identify options for Gaeltacht courses. • A/Ex Dir Cooke in conjunction with Garda College (and required group members) to examine advertisement of Irish language courses. • PO Gilvarry to examine the possibility of in-house LMS Irish training course – ensuring user friendly & accessible. • E. Ní Cheallaigh to explore Irish media course options with TG4 or RnaG. • Chief Superintendent Roche to identify any possible contacts for Irish media training with TG4.
6.	Irish Language Strategic Working Group Members	<p>Number of Irish Speakers in Gaeltacht Stations</p> <p>List of Gaeltacht Stations & Gaeltacht Service stations published on website and portal. A number of queries regarding allowance eligibility however, previous ██████████ governs payment of the allowance and is still applicable.</p>

		<p>Supt Molloy outlined low numbers on the Irish proficiency panel.</p> <p>PO Gilvarry informed Group that 15 successful Garda trainee applicants received from the Irish stream which is 3 times the attrition rate of the previous competition. PAS have indicated there will be further Irish stream applicants at a later date.</p> <p><u>Actions:</u></p> <ul style="list-style-type: none"> • <u>Carried Forward:</u> Subcommittee to complete Organisation wide survey on Irish language proficiency and report to be provided on necessary supports required as result.
7.	Irish Language Strategic Working Group Members	
<p><u>Next Meeting:</u> January 2023</p>		

Irish Language Strategic Working Group		
Meeting Date & Venue	15 th February 2023	MS Teams
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. A/Executive Director Cooke HR&PD 3. Chief Superintendent Roche Galway 4. Principal Officer Gilvarry HR&PD / Garda College 5. Superintendent Molloy HRM 6. Superintendent Murphy Garda College 7. AP Sarah Langrell HRM 8. Inspector Farrelly Meath 9. Ms Eimear Ní Cheallaigh, Oifigeach Gaeilge an Gharda Síochána 10. Inspector Watters, Galway Division 11. Inspector Markham North Western Region 	
Apologies	<ol style="list-style-type: none"> 12. Chief Administrative Officer Nugent 13. Chief Superintendent McMahon 14. Chief Superintendent Dollard 15. Inspector O'Neill 16. Sergeant MacSeoin 	

1.	Owner:	Action:
	Irish Language Strategic Working Group	Minutes of 10 th November, 2023 agreed.
	D/C McMahon Policing & Security	Irish Language Implementation Plan Implementation plan agreed. <u>Actions</u> <ul style="list-style-type: none"> • PO Gilvarry to circulate Q1 2023 actions from Implementation plan to Group membership.
	PO Gilvarry	Irish Language Subcommittee Update on subcommittee meetings provided by PO Gilvarry. <ul style="list-style-type: none"> • Application for the reintroduction of the Gaeltacht allowance discussed. Difficult to get an allowance approved in the current climate however, merit in submitting an application particularly with retention/allocation difficulties in remote Gaeltacht stations.

		<div style="background-color: black; width: 100%; height: 60px; margin-bottom: 5px;"></div> <p>Action:</p> <ol style="list-style-type: none"> 1. A/Ex Dir Cooke supported by PO Gilvarry, Supt Kelly, Supt Molloy, Chief Roche to submit Gaeltacht allowance proposal to the SLT. Submission to focus on [REDACTED] difficulties with allocations in remote Gaeltacht stations, financial implications on AGS if reintroduced etc. <div style="background-color: black; width: 100%; height: 40px; margin-top: 5px;"></div>
4	<ul style="list-style-type: none"> • D/Commissioner P&S • Exec Dir HR&PD • CAO 	<p>Irish Language Training / Initiatives</p> <ul style="list-style-type: none"> • E. Ní Cheallaigh establishing options for in-person Gaeltacht courses for 2023. Possibility of three courses, costs have been received from Rath Cairn, a location not previously used by AGS. Other submissions expected in the coming days. • Low update of Irish language courses in 2022 to be addressed by promoting Irish courses prior to F13 directive published. Promotion material to encourage all levels of participation on Portal, Newsbeat etc. • E. Ní Cheallaigh and Insp Waters have identified points of contact in TG4 & RnaG who are in a position to provide Irish language media training for AGS. • Governance Group meeting suggestion for bespoke Irish Language course for AGS similar to the Human Rights course provided by UL. Course thought via blend of online and in-person learning. E. Ní Cheallaigh to look at options. Accreditation not compulsory but would be the preferred option. Tendering requirements also to be considered. • PO Gilvarry developing a courtesy piece for LMS. Will engage with Foundation Training, Garda College as this is currently forming part of the training syllabus. Supt Murphy outlined Garda College seek to maximise Irish language training provided in the College however, the expectation must be realistic given all levels of Irish to be catered for within a 22 wk training period. Priorities include, courtesy Irish, meet & greet, etc. • E. Ní Cheallaigh has contacted Gaelchultúir regarding online training content and accessibility. Needs to be more user friendly. Response awaited.

		<p>Actions:</p> <ul style="list-style-type: none"> • <u>Carried forward:</u> E. Ní Cheallaigh to identify options for Gaeltacht courses. • A/Ex Dir Cooke in conjunction with Garda College (and required group members) to examine advertisement of Irish language courses. • E. Ní Cheallaigh & Insp Waters to establish Irish media training course for AGS and funding options. • E. Ní Cheallaigh to research options for bespoke Irish Language course for AGS. • PO Gilvarry developing courtesy LMS Irish training. To engage with Garda College. Update to be provided at the next meeting. • E. Ní Cheallaigh to provide update in relation to Gaelchultúir online training.
6.	Irish Language Strategic Working Group Members	<p>Number of Irish Speakers in Gaeltacht Stations</p> <ul style="list-style-type: none"> • Survey to be completed again to identify current AGS proficiency position. Current status will be required in advance of the next Oireachtas Committee meeting. • C/Supt Roche discussed options for allocating proficient speakers to Gaeltacht stations. [REDACTED] Further discussions to take place between A/Ex Dir Cooke, Chief Supt Roche and Supt Molloy. <p>Actions:</p> <ul style="list-style-type: none"> • <u>Carried Forward:</u> Subcommittee to complete Organisation wide survey on Irish language proficiency. • PO Gilvarry to update Group in relation to applicants under the Irish language stream.
7.	Irish Language Strategic Working Group Members	<p>AOB</p> <p>[REDACTED]</p> <p>Action:</p> <p>[REDACTED]</p> <ul style="list-style-type: none"> • Supt Molloy outlined EDI Policy to be published bilingually. <p>[REDACTED]</p>
<p>Next Meeting: 10th March 2023</p>		

Irish Language Strategic Working Group		
Meeting Date & Venue	10 th March 2023	MS Teams
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Assistant Commissioner Richardson North Western Region 3. Chief Superintendent Roche Galway 4. Chief Superintendent McMahon Mayo Roscommon Longford 5. Chief Superintendent O'Sullivan Cork West 6. Chief Superintendent Dollard Meath 7. Chief Superintendent Pettit Waterford Kilkenny Carlow 8. Principal Officer Gilvarry HR&PD / Garda College 9. Superintendent Molloy HRM 10. Superintendent Murphy Garda College 11. AP Sarah Langrell HRM 12. Inspector Farrelly Meath 13. Ms Eimear Ní Cheallaigh, Oifigeach Gaeilge an Gharda Síochána 14. Inspector Markham North Western Region 15. Inspector O'Neill 16. Ms Carol Byrne, Garda Press Office 	
Apologies	<ol style="list-style-type: none"> 17. A/Executive Director Cooke 18. Chief Administrative Officer 19. Sergeant MacSeoin 20. Chief Superintendent Glacken 21. Superintendent Kelly 	

Owner:	Action:
1. Irish Language Strategic Working Group	Minutes of 15 th February 2023 agreed.
2. D/C McMahon Policing & Security	<p>Irish Language Implementation Plan</p> <p>Q1 & Q2 Irish Strategy Actions circulated to Group membership and discussed as follows:</p> <p>Actions Carried Over:</p> <ul style="list-style-type: none"> • HR&PD to complete profile of current Irish language skills in AGS via self-assessment. <div style="background-color: black; height: 20px; width: 100%;"></div> <ul style="list-style-type: none"> • Specific Irish language internship to be examined. Engagement to commence with third level colleges in order to obtain candidates for September 2023.

- Expressions of Interest to issue in each Division for fluent speakers to join Champions network. A one-day seminar and quarterly meetings envisaged. Champions to drive initiatives in their Divisions.
- Calendar of events – for discussion at the next subcommittee meeting on the 23rd March.

Actions Q1 2023:

- Promotion of Irish proficiency panel to be included on the agenda of the Subcommittee.
- Mentoring programme – development needed in this area to support personnel with upskilling. A lead to be nominated from each Division.


- Chief O’Sullivan outlined solution to vacancy in Ballyvourney could be resolved in May.
- Chief Dollard informed the Group two probationers from the Irish Language Stream with fluent Irish were recently allocated to the Division.

Quarter 2 2023:

Actions as per circulated document outlined by PO Gilvarry.

3.	PO Gilvarry	<p>Irish Language Subcommittee</p> <p>Next subcommittee meeting scheduled 23rd March 2023.</p> <ul style="list-style-type: none"> PO Gilvarry liaising with Supt Kelly regarding application for the reintroduction of the Gaeltacht allowance. <p>Action:</p> <ol style="list-style-type: none"> <u>Carried forward:</u> A/Ex Dir Cooke supported by PO Gilvarry, Supt Kelly, Supt Molloy, Chief Roche to submit Gaeltacht allowance proposal to the SLT. Submission to focus on obligations under the Official Languages Act, difficulties with allocations in remote Gaeltacht stations, financial implications on AGS if reintroduced etc. <u>Carried forward:</u> PO Gilvarry, E. Ní Cheallaigh, Supt Murphy, Chief Roche and subcommittee to complete calendar of Irish Language events.
4	<ul style="list-style-type: none"> D/Commissioner P&S Exec Dir HR&PD CIO 	<p>Irish Language Training / Initiatives</p> <ul style="list-style-type: none"> E. Ní Cheallaigh exploring Gaeltacht course options for AGS in 2023. Coláiste na Rinne has availability from 11th to 15th April. Donegal options being looked at for summer months. Newsbeat article to issue when advertising courses to encourage participation. Gaelchultúir online training inactive for a period and is now back online – link available via AGS Portal. Group membership to complete Gaelchultúir online training with a view to providing feedback at next meeting. E. Ní Cheallaigh has identified media training for AGS personnel. One or two-day course available. Costs to be obtained and submitted for approval. <div data-bbox="646 1691 1406 1825" style="background-color: black; height: 60px; width: 100%;"></div> <p>Actions:</p> <ol style="list-style-type: none"> Group members to complete Gaelchultúir online training and provide feedback at the next meeting.

		<p>4. E. Ni Cheallaigh to obtain Irish media training course costs and submit for approval.</p> <p>6. <u>Carried forward</u>: E. Ni Cheallaigh to research options for bespoke Irish Language course for AGS.</p> <p>7. <u>Carried forward</u>: PO Gilvarry developing courtesy LMS Irish training. To engage with Garda College. Update to be provided at the next meeting.</p>
5.	Irish Language Strategic Working Group Members	<p>Number of Irish Speakers in Gaeltacht Stations</p> <p>Supt Molloy provided update on status of proficiency panel:</p> <ul style="list-style-type: none"> ➤ ■ seeking transfers to Galway DV ➤ ■ seeking transfer to Donegal DV <p>Information available for personnel with fluency on Irish stream but not for personnel with fluency through normal stream. HRM to consult with E. Ni Cheallaigh & Garda College on how best to capture this information going forward.</p> <p>Personnel on Irish Stream to be allocated to Divisions with Gaeltacht remits and Chief Supt to reallocate as required on completion of probationary periods.</p> <p>■ personnel recently completed proficiency test having expressed interest to transfer on proficiency panel. ■ failed the test. Options / information to be provided to personnel on supports AGS provide to assist with improving Irish language skills. When recommending TEG course information to be provided on funding available.</p> <p>Actions:</p> <p>8. E. Ni Cheallaigh to provide options/information to personnel who do not pass the Irish proficiency exam on supports AGS provides to assist with improving Irish language skills. Newsbeat article also to issue regarding supports available.</p>
7.	Irish Language Strategic Working Group Members	<p>AOB</p> <p>■</p> <ul style="list-style-type: none"> • Supt Murphy: Garda College Irish language training under review at present recommendations imminent. • 90% of recent Garda trainees applied for a fáinne under the Fáinne Gaeilge initiative.

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| | | <ul style="list-style-type: none">• Events taking place in Garda College for Seachtain na Gaeilge include showing of An Cailín Ciúin, Irish language coffee morning with conversation starters, Tráth na gCeist, circulating wording and possibility of recording Amhrán na bhFiann with the Garda Band among others events.• Foundation Training internal newsletter in to issue bilingually  |
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Next Meeting:
17th April 2023

Irish Language Strategic Working Group

17th April 2023

MS Teams

1. Deputy Commissioner McMahon Policing & Security
2. Chief Superintendent Pettit Waterford Kilkenny Carlow
3. Principal Officer Gilvarry HR&PD / Garda College
4. Superintendent Seán Glynn Gaillimh
5. Superintendent Molloy HRM
6. Superintendent Murphy Garda College
7. AP Sarah Langrell HRPD
8. Ms Eimear Ní Cheallaigh, Oifigeach Gaeilge an Gharda Síochána
9. Inspector O'Neill Salthill
10. Ms Carol Byrne, Garda Press Office
11. Ms Niamh Dargan HRP
12. Supt Joe Moore
13. HEO Liam McLoughlin

Apologies:

14. A/Executive Director Cooke
15. Inspector Markham North Western Region

Owner:		Action:
1.	Irish Language Strategic Working Group	Minutes of 10th March 2023 agreed.
2.	D/C McMahon Policing & Security	Action: Has asked that the Minutes be consolidated – Capture high level Sub Committee and Q1 2023 Actions to be 1 Agenda item <div style="background-color: black; height: 20px; width: 100%; margin-top: 5px;"></div>
3.	PO Gilvarry	Irish Language Subcommittee <ul style="list-style-type: none"> • Analyst finalising questionnaire, end of week to be on the portal. <div style="background-color: black; height: 20px; width: 100%; margin-top: 5px;"></div> Action: <ol style="list-style-type: none"> 1. Ed O'Reilly to update on the Grad recruitment program, at the next meeting. 2. EG to follow up with Carol Byrne on the online feedback system. 3. Draft Business Case for the Irish allowance. 4. TOR to be developed for Champions Network.

4	Exec Dir HR&PD CIO	<p>Irish Language Training / Initiatives</p> <ul style="list-style-type: none"> • 15th – 19th May Newsbeat advertise Irish Course • Gaelchultúir online training – group feedback was that it is difficult to find the quick link for training, Dialects to be distinguished. • E. Ní C has identified media training for AGS personnel. Guest speaker from TG4, intense course x12 people for 1 day, interview skills at a costing [REDACTED] • Mentoring – looked at in subgroup. Focus on Champions network 1st. Look at Gold and Silver Fainne members for mentors <p>[REDACTED]</p> <p>Actions</p> <ol style="list-style-type: none"> 1. ÉG Direct link on the Portal. 2. Formal application to be made for intensive Irish language course on interview skills. 3. Eimear Ní Cheallaigh to engage with the Portal Office to ensure that the Gaelchultúir training is visible and easily accessible.
5.	Irish Language Strategic Working Group Members	<p>[REDACTED]</p> <ul style="list-style-type: none"> • Garda College Bilingual newsletter, coffee table chat, press office has the recording of this <p>[REDACTED]</p>
<p><u>Next Meeting:</u> 16th May 2023</p>		

Irish Language Strategic Working Group		
Meeting Date & Venue	13 th June 2023	MS Teams
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Chief Superintendent Roche Galway 3. Chief Superintendent O’Sullivan Cork West 4. Chief Superintendent Dollard Meath 5. Chief Superintendent Pettit Waterford Kilkenny Carlow 6. Superintendent Molloy HRM 7. Superintendent Kelly Donegal 8. Superintendent Murphy Garda College 9. AP Sarah Langrell HRM 10. Inspector Watters Galway 11. Ms Eimear Ní Cheallaigh, Oifigeach Gaeilge an Gharda Síochána 12. Siobhan Lynch, HRM 13. Inspector Markham North Western Region 	
Apologies	<ol style="list-style-type: none"> 14. Assistant Commissioner Richardson 15. A/Executive Director Cooke 16. Chief Superintendent McMahon 17. Principal Officer Gilvarry HR&PD / Garda College 18. Chief Superintendent Glacken 19. Inspector Farrelly Meath 20. Ms Carol Byrne, Garda Press Office 	

Owner:	Action:
1. D/C McMahon Policing & Security Ex Director HR&PD PO Gilvarry	<p>Q2 2023 Actions from the Irish Language Implementation Plan / Irish Language Subcommittee update.</p> <ul style="list-style-type: none"> • Update provided in relation to Irish language Stream. Trainees in this stream will be allocated to Divisions with a Gaeltacht areas. • Proficiency panel update provided. • Irish language event to be hosted by HRM – ‘Craic agus Comhrá’, in the Officer’s Club next Monday evening. • Update provided on Irish language Subcommittee. • Garda Research Unit are assisting with a questionnaire to assess AGS workforce level of Irish language fluency.

		<p>Questionnaire is being finalised before uploading to the Garda Portal.</p> <ul style="list-style-type: none"> • Business case submitted to Executive Director HR&PD for the reinstatement of the Gaeltacht allowance. <div style="background-color: black; height: 350px; width: 100%;"></div> <p>Actions</p> <ol style="list-style-type: none"> 1. HR&PD to explore rollout of linguistic courtesy piece organisation wide. 2. Garda Staff on-line induction to be explored by HR&PD. <div style="background-color: black; height: 150px; width: 100%;"></div>
<p>2</p>	<ul style="list-style-type: none"> • D/Commissioner P&S • Exec Dir HR&PD • Eimear Ní Cheallaigh 	<p>Irish Language Training / Initiatives</p> <ul style="list-style-type: none"> • Gaeltacht Courses: immersion course held, 42 personnel in attendance, three levels catered for (beginner, intermediate,

		<p>advanced). Very positive feedback received from the course director.</p> <p>3 Garda personnel gave an interview on Radio na Gaeltachta following the course which included the recruitment campaign. A/Ex Director HR&PD to send correspondence to the three personnel to acknowledge their good work</p> <ul style="list-style-type: none"> • Gaelchultúir online learning: Quick link for online course now on the Portal. E. Ní Cheallaigh to explore options to linking personnel completing Irish language courses for support and encouragement. • Graduate programme being explored. Engagement is ongoing with third level colleges. • Linguistic Courtesy: Foundation Training, Garda College continue to rollout linguistic courtesy training to trainee Gardai. Garda College will support HR&PD if further rollout to the organisation required. • Garda Staff on-line induction piece to be explored by HR&PD <p><u>Actions:</u></p> <ol style="list-style-type: none"> 7. Executive Director HR&PD to issue correspondence to the three personnel who gave radio interview to acknowledge their good work. 8. E. Ní Cheallaigh to give consideration to linking personnel completing Irish language courses. 9. <u>Carried forward:</u> E. Ní Cheallaigh researching options for bespoke Irish Language course for AGS. 10. <u>Carried forward:</u> PO Gilvarry developing courtesy LMS Irish training. To engage with Garda College. Update to be provided at the next meeting.
3.	Irish Language Strategic Working Group Members	<p>AOB</p> <ul style="list-style-type: none"> • Information/idea sharing regarding Irish language initiatives encouraged across Divisions. • Posters with useful Irish phrases being circulated by HR&PD.
<p style="text-align: center;"><u>Next Meeting:</u> 19th July 2023.</p>		

Irish Language Strategic Working Group		
Meeting Date & Venue	19 th July 2023	MS Teams
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Chief Superintendent Roche Galway 3. Principal Officer Gilvarry HR&PD / Garda College 4. Chief Superintendent O'Sullivan Cork West 5. Chief Superintendent Dollard Meath 6. Chief Superintendent Pettit Waterford Kilkenny Carlow 7. Superintendent Molloy HRM 8. AP Sarah Langrell HRM 9. Inspector Watters Galway 10. Ms Eimear Ní Cheallaigh, Oifigeach Gaeilge an Gharda Síochána 11. Inspector Waters Galway 12. Inspector Farrelly Meath 13. Carol Byrne, Garda Press Office 14. Inspector Markham North Western Region 	
Apologies	<ol style="list-style-type: none"> 15. Assistant Commissioner Richardson 16. A/Executive Director Cooke 17. Chief Superintendent McMahon 18. Chief Superintendent Glacken 19. Superintendent Kelly Donegal 20. Superintendent Murphy Garda College 21. HEO Siobhan Lynch, HRM 22. Inspector Adrian O'Neill, Galway 	

	Owner:	Action:
1.	D/C McMahon Policing & Security	<p>Actions from Previous Meeting</p> <p>Update provided on status of applicants from Irish language stream. HR&PD to monitor Irish stream to ensure allocations are to Divisions with a Gaeltacht remit.</p> <p>Proficiency panel to be promoted internally to increase awareness and information on how to apply. Newsbeat, Portal etc to be utilised.</p> <p>■ members on the panel passed the proficiency test during the week for Donegal and Cork Gaeltachts. A total of ■ members completed the test in recent weeks of which ■ passed the required standard.</p>

Successful [REDACTED] from panel to be allocated to Ballyourney in Cork. [REDACTED]
[REDACTED]


Craic & Comhrá update: Supt Molloy outlined it was a very successful event. Consideration for rollout nationwide. More events to be scheduled and consideration will be given to a development plan. Similar events in other Divisions / sections to be explored. Events of this nature could be run at lunch time.

Linguistic Courtesy training update provided by PO Gilvarry: This training is being explored for wider rollout by HR&PD. Garda College will support HR&PD with rollout if required. Package will include various elements including induction, legal obligations & linguistic piece.

Actions:

1. HR&PD to ensure Irish Language Stream applicants are allocated to Divisions with a Gaeltacht remit.

		<p>2. HR&PD to promote proficiency panel via Portal & Newsbeat to increase awareness and how to apply.</p> <p>3. HR&PD to develop linguistic courtesy/induction piece online.</p> <p>[REDACTED]</p> <p>7. E. Ní Cheallaigh researching options for bespoke Irish Language course for AGS similar to Human Rights Course provided by UL.</p>
2	<ul style="list-style-type: none"> • PO Gilvarry • Eimear Ní Cheallaigh 	<p>Irish Language Subcommittee Update</p> <p>Update provided in relation to Irish Language Subcommittee.</p> <p>Feedback from the Group regarding the draft submission for the reinstatement of the Gaeltacht Allowance to be incorporated into the document and resubmitted.</p> <p>Station alignment for receipt of Gaeltacht allowance requires further consideration.</p> <p>Terms of Reference for subcommittee drafted.</p>
3.	<p>Irish Language Strategic Working Group Members</p>	<p>AOB</p> <ul style="list-style-type: none"> • Irish Language Strategic Working Group meetings to be utilised as a forum for Information/idea sharing. • Approval granted for an EO position for the Irish Language office based in Galway. Skillset of applicant important factor for this role. <p>[REDACTED]</p>

		
<p style="text-align: center;"><u>Next Meeting:</u> 5th September 2023</p>		

Irish Language Strategic Working Group		
Meeting Date & Venue	5 th September 2023	MS Teams
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. A/Executive Director Cooke HR&PD 3. Chief Superintendent McMahon Mayo Roscommon Longford 4. Chief Superintendent Roche Galway 5. Principal Officer Gilvarry HR&PD / Garda College 6. Chief Superintendent Dollard Meath 7. Chief Superintendent Pettit Waterford Kilkenny Carlow 8. Superintendent Molloy HRM 9. Superintendent Moore Cork West 10. Superintendent Glynn Galway 11. AP Sarah Langrell HRM 12. Ms Eimear Ní Cheallaigh, Oifigeach Gaeilge an Gharda Síochána 13. HEO Trish Hannifin Kerry 14. HEO Siobhan Lynch HRM 15. Carol Byrne, Garda Press Office 16. Inspector Adrian O'Neill, Galway 17. Inspector Markham North Western Region 	
Apologies	<ol style="list-style-type: none"> 18. Assistant Commissioner Richardson NWR 19. Chief Superintendent Glacken Donegal 20. Chief Superintendent O'Sullivan Cork West 21. Superintendent Murphy Garda College 22. Inspector Farrelly Meath 	

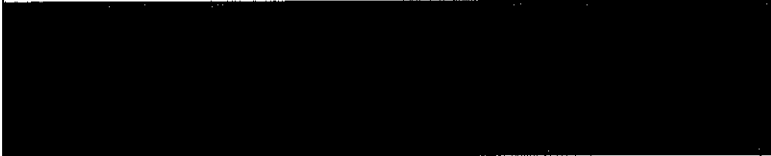

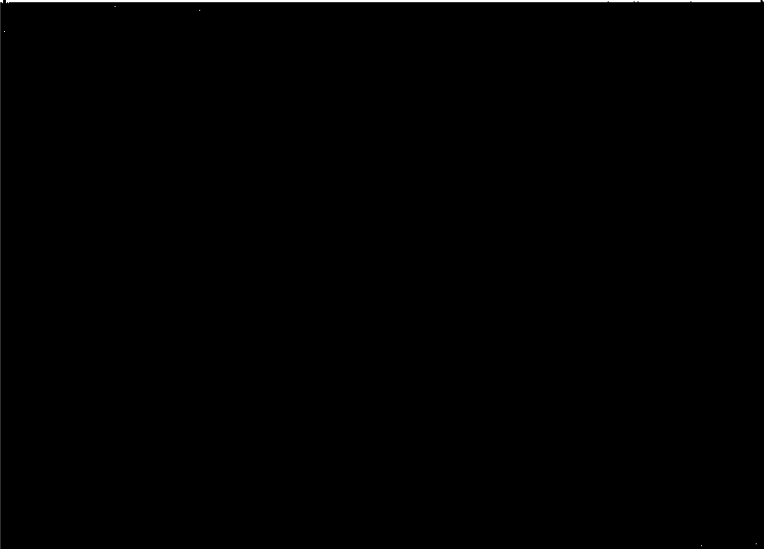
	Owner:	Action:
1.	D/C McMahon Policing & Security	<p>Minutes of previous meeting agreed.</p> <p>Update on Actions from Previous Meeting:</p> <p>HR&PD updated Group on status of applicants via Irish language stream.</p> <p>Newsbeat & Portal articles to feature next week promoting proficiency panel. The aim of the article is to increase awareness of the proficiency panel and how to apply.</p> <p>Linguistic Courtesy training progressing. Further update to be provided at next meeting.</p>

E. Ní Cheallaigh updated group in relation to bespoke Irish language courses for AGS. Bespoke option may not work for languages. The next two levels of online courses are ready to launch. AGS could use the resources we currently have and include online or face to face classes with the goal of achieving the European Certificate at the end of the course. The European Certificate (TEG) exam is held annually with a cost of [REDACTED] per person.

Meeting to take place with A/Ex Dir Cooke, PO Gilvarry, E. Ní Cheallaigh & T. Hannifin to discuss options/logistics for progressing and promoting this course.

Actions:

1. HR&PD to issue information via Portal & Newsbeat to promote proficiency panel and how to apply.
2. HR&PD to provide update on progression of linguistic courtesy training.

		 <p>5. A/Ex Dir Cooke, PO Gilvarry, E. Ní Cheallaigh & T. Hannifin to identify options to progress and promote Irish language course resulting in TEG certificate.</p>
2	PO Gilvarry	<p>Irish Language Subcommittee Update</p> <p>Update in relation to Irish Language Subcommittee to be provided at next meeting.</p>
3.	Irish Language Strategic Working Group Members	<p>AOB</p> <ul style="list-style-type: none"> Irish Language Strategic Working Group meetings to be utilised as a forum for Information/idea sharing.  <ul style="list-style-type: none"> Competition date awaited for EO position based in the Irish Language office, Co. Galway. Skillset of applicant important factor for this role. 
<p>Next Meeting: 16th October 2023</p>		

Irish Language Strategic Working Group		
Meeting Date & Venue	16 th October 2023	MS Teams
Attendees	<ol style="list-style-type: none"> 1. Deputy Commissioner McMahon Policing & Security 2. Director of ICT Aeneas Leanne 3. Chief Superintendent O’Sullivan Cork West 4. Principal Officer Gilvarry HR&PD / Garda College 5. Chief Superintendent Pettit Waterford Kilkenny Carlow 6. Ms Eimear Ní Cheallaigh, Oifigeach Gaeilge an Gharda Síochána 7. Inspector Farrelly Meath 8. HEO Trish Hannifin Kerry 9. Carol Byrne, Garda Press Office 10. Jean Lalor, HRPD 	
Apologies	<ol style="list-style-type: none"> 11. A/Executive Director Cooke HR&PD 12. Assistant Commissioner Richardson NWR 13. Chief Superintendent Dollard Meath 14. Chief Superintendent Glacken Donegal 15. Chief Superintendent McMahon Mayo Roscommon Longford 16. Chief Superintendent Roche Galway 17. Superintendent Murphy Garda College 18. Superintendent Molloy HRM 19. Superintendent Moore Cork West 20. Superintendent Glynn Galway 21. AP Sarah Langrell HRM 22. Inspector Adrian O’Neill, Galway 23. Inspector Markham North Western Region 24. HEO Siobhan Lynch HRM 	

Owner:	Action:
1. D/C McMahon Policing & Security	<p>Minutes of previous meeting agreed.</p> <p>Update on Actions from Previous Meeting:</p> <p>HR&PD updated Group on status of applicants via Irish language stream.</p> <p>Newsbeat & Portal articles to feature next week promoting proficiency panel. The aim of the article is to increase awareness of the proficiency panel and how to apply.</p>

Linguistic Courtesy training progressing. Further update to be provided at next meeting. **In Progress**

E. Ní Cheallaigh updated group in relation to bespoke Irish language courses for AGS. Bespoke option may not work for languages. The next two levels of online courses are ready to launch. AGS could use the resources we currently have and include online or face to face classes with the goal of achieving the European Certificate at the end of the course. The European Certificate (TEG) exam is held annually with a cost of [REDACTED] per person. **Open**

Meeting to take place with A/Ex Dir Cooke, PO Gilvarry, E. Ní Cheallaigh & T. Hannifin to discuss options/logistics for progressing and promoting this course.

Actions:

1. HR&PD to look at cost & processes of course (TEG)
2. HR&PD to check if leave is granted for course
3. HR&PD to check if study leave can be granted
4. EG to have update for audit of Language skills across org
5. BSFA's to circulate courses to all HR areas

Next Meeting:
10th January, 2024