

IRISH UNIVERSITIES ACT, 1908
ACHT CHOLÁISTE PHRÍOMH-SCOILE NA GAILLIMHE, 1929
UNIVERSITIES ACT, 1997

OLLSCOIL NA hÉIREANN, GAILLIMH

REACT CCCLXXIV

National University of Ireland, Galway/*Ollscoil na hÉireann, Gaillimh*

STATUTE CCCLXXIV/ *REACTH CCCLXXIV*

WE, Údarás na hOllscoile of National University of Ireland, Galway, under and by virtue of the powers in that behalf conferred on us by the above Acts, DO by this present instrument under the Seal of National University of Ireland, Galway, make the Statute contained in the Schedule hereto for the general government of the said University./*Faoi agus de bhua na gcumhacht sin a bheirtear dúinn ag na hAchtanna thuasluaite, déanaimidne, Údarás na hOllscoile ag Ollscoil na hÉireann, Gaillimh, tríd an ionstraim seo faoi Shéala Ollscoil na hÉireann, Gaillimh, an Reacht atá sa Sceideal seo thíos chun rialú ginearálta na hOllscoile sin.*

Given under the Common Seal of National University of Ireland, Galway, this twenty second Day of April, Two Thousand and Twenty./*Arna thabhairt faoi Ghnáth-Shéala Ollscoil na hÉireann, Gaillimh, an fiche dara lá seo d'Aibreán, Dhá Mhíle agus a Fiche.*

Present when the Common Seal of National University of Ireland, Galway, was affixed hereto:

I láthair nuair a greamaíodh Gnáth-Shéala Ollscoil na hÉireann, Gaillimh, dó seo:

L.S.

Ciarán Ó hÓgartaigh, *Uachtarán*
Caroline Loughnane, *Rúnaí Gnóthaí Rialachais & Acadúla*

Schedule – STATUTE CCCLXXIV/*Sceideal* – REACTH CCCLXXIV

All previous Statutes of National University of Ireland, Galway, shall be read and construed with the alterations, additions and modifications hereinafter set forth./*Déanfar Reachtanna uile Ollscoil na hÉireann, Gaillimh, roimhe seo a léamh agus a fhorléiriú maille leis na hathruithe, na breisithe agus na modhnuithe atá leagtha amach ina dhiaidh seo thíos.*

CHAPTER I

Section 1 of Chapter 1 of Statute CCXCVI and Section 1 of Chapter 1 of Statute CCCLIII is hereby amended by the addition of the words ‘and support services’.

1. Pursuant to the University College Galway Acts 1929 and 2006, Údarás na hOllscoile shall ensure that one of the principal aims for the operation and development of the University set out in each strategic development plan prepared in accordance with Section 34 of the Universities Act 1997 is the provision of education and support services at the University through the medium of the Irish language.

CHAPTER II

APPOINTMENTS IN THE UNIVERSITY

1. Statute CCXCVI, Chapter II, Sections 6 – 15 are hereby amended as follows:
 - (a) by the substitution of the phrase “under Section 2 of Chapter I of this Statute” for “under Section 2 of Chapter I of Statute CCXCVI”, by the addition of the words “and the obligations placed on the President in accordance with Statute CCCLII”, and by the addition of the following extract “Údarás na hOllscoile and the President may delegate the decision to determine the Irish language requirement for University posts to the Registrar and Deputy President who shall have due regard to the advice and recommendations of the University Standing Committee on Language Competency and the Coiste Straitéiseach don Ghaeilge on the matter. From time to time, the Registrar and Deputy President will report to Údarás na hOllscoile and the President on posts assigned a language requirement” in Section 6 thereof. **Section 6** to now state as follows:

“In accordance with Section 5 of this Chapter, and as more particularly provided for by Sections 8, 9 and 10 *infra*, Údarás na hOllscoile shall decide from time to time, having regard to the general and specific objectives and requirements of its strategic aim to become an exemplary bilingual campus and having regard to the obligations on Údarás na hOllscoile and the President under Section 2 of Chapter I of Statute CCXCVI, and the obligations placed on the President in accordance with Statute CCCLII, that competency to discharge the duties of the particular post through the medium of Irish shall be an essential qualification for appointment, or otherwise. The decision on whether competency to discharge the duties of each particular post through the medium of Irish shall be an essential qualification for appointment to the said post shall be taken with due regard to the provisions of the University College Galway Acts 1929 and 2006, the requirements of the University’s Scheme in accordance with the provisions of the Official Languages Act 2003, and the provisions of the University’s Strategic Plan from time to time in relation to the role of Irish in the University, and having regard to the operational requirements, as they exist or as envisaged, of the said post. Údarás na hOllscoile and the President may delegate the decision to determine the Irish language requirement for University posts to the Registrar and Deputy President who shall have due regard to the advice and recommendations of the University Standing Committee on Language Competency and the Coiste

Straitéiseach don Ghaeilge on the matter. From time to time, the Registrar and Deputy President will report to Údarás na hOllscoile and the President on posts assigned a language requirement.”

- (b) by the substitution of the sentence “In the case of a post for which competency to discharge the duties thereof through the medium of Irish is an essential qualification for appointment, the outcome of such assessment shall be duly considered by the Board of Assessors or Assessment Board before deciding on the candidates to be shortlisted for interview by it” for “In the case of a post for which competency to discharge the duties thereof through the medium of Irish is an essential qualification for appointment, such assessment shall normally take place after short listing but prior to interview, and shall be considered by the Board of Assessors or Assessment Board before inviting the candidates to interview, as specified by the University Human Resources Unit”. **Section 7** to now state as follows:

“The assessment of competency to discharge the duties of the particular post through the medium of Irish as aforesaid shall have regard to the operational requirements, as they exist or as envisaged, of the said post. Such assessment shall form an integral part of the assessment procedures for appointments to such posts. The outcome of such assessment shall be duly considered by the Board of Assessors or Assessment Board and shall be included in its report on the candidates. In the case of a post for which competency to discharge the duties thereof through the medium of Irish is an essential qualification for appointment, such assessment shall normally take place after short listing but prior to interview, and shall be considered by the Board of Assessors or Assessment Board before inviting the candidates to interview, as specified by the University Human Resources Unit.”

- (c) by the deletion of the words “the respective”, the substitution of the word “post” for “posts”, and of the phrase “under Section 2 of Chapter I of this Statute” for “under Section 2 of Chapter I of Statute CCXCVI”, in paragraph 1 of in Section 8 thereof. By the substitution of the word “office” for “Office(s)”, and the phrase “shall be an essential qualification for appointment to the office of President and to the office of Secretary” for “shall be available in the Office of President and/or the Office of Deputy President & Registrar, and/or the Office of Secretary for Governance & Academic Affairs” in paragraph 2 of Section 8 thereof. **Section 8** to now state as follows:

“Competency to discharge the duties of posts through the medium of Irish shall be an essential qualification for appointment to such posts whose holders are members of the University Management Team as Údarás na hOllscoile shall decide from time to time, following consultation, where appropriate, with the Academic Council in relation to specific such posts, and with due regard to the obligations on Údarás na hOllscoile and the President under Section 2 of Chapter I of Statute CCXCVI.

Notwithstanding the foregoing, competency to discharge the duties of the respective Office(s) through the medium of Irish shall be available in the Office of President and/or the Office of Deputy President & Registrar, and/or the Office of Secretary for Governance & Academic Affairs.

- (d) by the deletion of the words “Faculty or Faculties” and their substitution by the words “College or Colleges” in Section 9 thereof and by the addition of the following extract “Henceforth, the assessment of an applicant’s capacity to discharge the duties of an academic post through the medium of Irish at Lecturer, Senior Lecturer, and Professorial levels, shall not require an applicant to sit specially convened oral and written Irish examinations. Such capacity shall instead be determined at general interview by the relevant appointment boards”. **Section 9** to now state as follows:

“In the case of academic appointments, competency to discharge the duties of the respective post through the medium of Irish shall be an essential qualification for appointment to such posts as shall be decided by Údarás na hOllscoile from time to time, following consultation with the Academic Council, the relevant College or Colleges, and Acadamh na hOllscolaíochta Gaeilge, and with due regard to the obligations on Údarás na hOllscoile and the President under Section 2 of Chapter I of this Statute. Henceforth, the assessment of an applicant’s capacity to discharge the duties of an academic post through the medium of Irish at Lecturer, Senior Lecturer, and Professorial levels, shall not require an applicant to sit specially convened oral and written Irish examinations. Such capacity shall instead be determined at general interview by the relevant appointment boards.”

- (e) by the deletion of the words “following consultation with the relevant member of the University Management Team”, by the substitution of the phrase “under Section 2 of Chapter I of this Statute” for “under Section 2 of Chapter I of Statute CCXCVI”, and by the addition of the following extract “As provided for in Section 6 of this Chapter, Údarás na hOllscoile and the President may delegate to the Registrar and Deputy President the decision that competency to discharge the duties of a particular post through the medium of Irish shall be an essential qualification for appointment, or otherwise” in Section 10 thereof. **Section 10** to now state as follows:

“In the case of appointments other than those set out in Sections 8 and 9 of this Chapter, competency to discharge the duties of the respective post through the medium of Irish shall be an essential qualification for appointment to such posts as shall be decided by Údarás na hOllscoile from time to time on the recommendation of the President and with due regard to the obligations on Údarás na hOllscoile and the President under Section 2 of Chapter I of Statute CCXCVI. As provided for in Section 6 of this Chapter, Údarás na hOllscoile and the President may delegate to the Registrar and Deputy President the decision that competency to discharge the duties of a particular post through the medium of Irish shall be an essential qualification for appointment, or otherwise.”

- (f) by the deletion of the words “coterminous with the term of office of each new Údarás na hOllscoile” and their substitution with the words “of 5 years following the establishment of An Coiste” and by the addition of the sentence “An Coiste shall adhere to the University’s requirement for gender balance in the membership, with at least 40% male and at least 40% female membership” in Section 11 thereof. **Section 11** to now state as follows:

“There is hereby established a Standing Committee on Language Competency, to be known as An Coiste Seasta um Cháilíocht Teanga. The Members of An Coiste shall be appointed by Údarás na hOllscoile on the recommendation of the President, who shall consult widely before making his/her recommendation, and following consideration by the Academic Council. An Coiste shall include external membership with appropriate expertise. An Coiste shall adhere to the University’s requirement for gender balance in the membership, with at least 40% male and at least 40% female membership. The Members of An Coiste shall hold office for a period of 5 years following the establishment of An Coiste. An Coiste shall operate in accordance with such regulations as may be made from time to time by Údarás na hOllscoile.”

- (g) by the deletion of the words “have responsibility, subject to approval by Údarás na hOllscoile, for determining and documenting”, by the addition of the words “advise on”, by the deletion of the words

“for devising” and their substitution with the words “in the case of support services posts, shall further advise on the” and by the deletion of the second paragraph in Section 12 thereof as follows “Both those procedures and the methods of assessment proposed by An Coiste shall, in respect of the posts referred to in Sections 9 and 10 supra generally, be put before Údarás na hOllscoile and the Academic Council for approval; in respect of the posts referred to in Section 8 supra, the procedures and the methods of assessment proposed in respect of each individual post shall be put before Údarás na hOllscoile and, where appropriate, the Academic Council, for approval”. **Section 12** to now state as follows:

“An Coiste Seasta um Cháilíocht Teanga shall, for each post for which competency to discharge the duties thereof through the medium of Irish is an essential qualification for appointment, advise on the specific standard of competency in Irish required to carry out the duties of the said post through the medium of Irish and, in the case of support services posts, shall further advise on the procedures for the assessment of the said required competency.

- (h) by the addition of the words “in collaboration with the Human Resources Unit”, by the deletion of the words “to discharge the functions of the post through Irish”, by the substitution of the word “appoint” for “recommend”, by the substitution of the word “Faculty” for “School”, and by the deletion of the second paragraph of Section 13 thereof and its substitution by the following “A Bord Gaeilge shall consist of three to four members as follows: An Cathaoirleach of an Coiste or by one other member on An Coiste nominated by An Cathaoirleach, An tOllamh le Nua-Ghaeilge or his/her nominee, and one or two other members, at least one of which is external to the University. Each Bord Gaeilge shall be gender balanced”. **Section 13** to now state as follows:

“In the performance of its duties, An Coiste may seek expert advice. An Coiste shall arrange in collaboration with the Human Resources Unit, for a test to be conducted to determine the competency of any candidate for a post for which competency to discharge the duties thereof through the medium of Irish is an essential qualification for appointment. An Coiste shall recommend a Bord Gaeilge to conduct such a test, except in the case of a post referred to in Section 8 supra, in which case An Coiste shall nominate a Bord Gaeilge for appointment by Údarás na hOllscoile, following consideration of the views, where appropriate, of the Academic Council in relation to specific such posts. In the case of academic posts, the Bord Gaeilge shall be put by An Coiste before the relevant School for approval.

A Bord Gaeilge shall consist of three to four members as follows: An Cathaoirleach of An Coiste or by one other member on An Coiste nominated by An Cathaoirleach, An tOllamh le Nua-Ghaeilge or his/her nominee, and one or two other members, at least one of which is external to the University. Each Bord Gaeilge shall be gender balanced.”

- (i) by the substitution of the words “Faculty or Faculties” for “College or Colleges” and the deletion of the words “ as the case may be” in Section 14(b) thereof. **Section 14** to now state as follows:

“(a) The Bord Gaeilge shall, in regard to each candidate who presents for the examination in Irish, find as a fact whether or not (s)he is competent to discharge the duties of the particular post through the medium of the Irish language and shall embody such finding in its report. In the event of a difference of opinion between the members of the Bord in relation to such finding, a simple majority of the members present and voting shall decide the point and in the event of the voting being equal the Cathaoirleach shall have a casting vote.

- (b) The appropriate College or Colleges, the Academic Council, the President and Údarás na hOllscoile, shall conclusively accept said finding of the Bord and shall not question or review same, but shall be absolutely bound thereby.”
- (j) by the deletion of **Section 15** thereof in its entirety and its replacement by the following text: “The previous University practice of requiring all administrative staff recruited and/or promoted to Grades 1 – 3 to have competence in the Irish language as provided for in the Human Resources policy HR/M17/5 and as at least in accordance with the foundation level of the Common European Framework of Reference for language learning, is hereby revoked. In lieu of this policy, it shall henceforth be a requirement in respect of the range of support services offices delineated in the University Language Scheme to provide customer services through the medium of Irish commensurate with the proficiency level in the Irish language necessary to discharge this responsibility effectively. An Coiste Seasta Um Cháilíocht Teanga shall determine the specific Irish language competency requirement in respect of each office listed in the aforementioned University Language Scheme, and shall identify a minimal staff resource level to meet the Irish language service obligations of the said offices subject to periodic review.”
2. Statute CCXCVI, Chapter II is hereby extended by the addition of **Section 16** as follows: “The President shall establish and Chair a high-level Strategy Committee to advise on University Irish Language policy and its implementation. The committee shall have external representation and shall include the Professor of Modern Irish, the Acadamh na hOllscolaíochta Gaeilge Director, and the Deputy President & Registrar as members ex officio. The Committee shall adhere to the University’s requirement for gender balance in the membership, with at least 40% male and at least 40% female membership. In exercising its role, the Committee shall have regard to the University Language Scheme and legislation governing the University’s responsibilities in respect of the development and furtherance of the Irish Language. The Committee shall have a term of office of 5 – 10 years, as determined by the University President”.

CHAPTER III

1. Nothing herein contained shall affect any appointment made, right acquired or act done under any previous Statute of the University.
2. This Statute shall come into operation on the twenty second Day of April, Two Thousand and Twenty, and may be cited as Statute CCCLXXIV, National University of Ireland, Galway, or Stat. CCCLXXIV, Nat. Univ. of I., Galway.

Present when the Common Seal of National University of Ireland, Galway, was affixed hereto:

L.S.

Ciarán Ó hÓgartaigh, *Uachtarán*
Caroline Loughnane, *Rúnaí Gnóthaí Rialachais & Acadúla*

CAIBIDIL I

Leasaítear leis seo Alt 1 de Chaibidil 1 de Reacht CCXCVI agus Alt 1 de Chaibidil 1 de Reacht CCCLIII trí na focail 'agus seirbhísí tacaíochta' a chur leis.

1. De bhun Achtanna Choláiste na hOllscoile, Gaillimh 1929 agus 2006, cinnteoidh Údarás na hOllscoile go mbeidh ar cheann de na príomhaidhmeanna i leith oibriú agus fhorbairt na hOllscoile a leagfar amach i ngach plean forbartha straitéiseach a ullmhófar de réir Alt 34 d'Acht na nOllscoileanna 1997 oideachas agus seirbhísí tacaíochta trí mheán na Gaeilge a sholáthar san Ollscoil.

CAIBIDIL II

CEAPACHÁIN SAN OLLSCOIL

1. Leasaítear leis seo Reacht CCXCVI, Caibidil II, Ailt 6 - 15 mar seo a leanas:
 - (a) tríd an ráiteas "faoi Alt 2 de Chaibidil I de Reacht CCXCVI" a chur in ionad "faoi Alt 2 de Chaibidil I den Reacht seo", trí na focail "agus na hoibleagáidí a leagtar ar an Uachtarán de réir Reacht CCCLII" a chur leis, agus tríd an sliocht seo "Féadfaidh Údarás na hOllscoile agus an tUachtarán an cinneadh chun an riachtanas Gaeilge do phoist Ollscoile a chinneadh a tharmligean don Mheabhránaí agus Uachtarán Ionaid a fhéachfaidh go cuí do chomhairle agus do mholtaí Choiste Seasta na hOllscoile um Cháilíocht Teanga agus Choiste Straitéiseach don Ghaeilge i ndáil leis sin. Ó am go ham, tabharfaidh an Meabhránaí agus Uachtarán Ionaid tuairisc d'Údarás na hOllscoile agus don Uachtarán maidir le poist a bhfuil riachtanas teanga leo" in Alt 6 den Reacht. Léifidh **Alt 6** anois mar seo a leanas:

"De réir Alt 5 den Chaibidil seo, agus mar a bhfuil foráil níos sonraí déanta ina leith ag Ailt 8, 9 agus 10 infra, cinnfidh Údarás na hOllscoile ó am go chéile, ag féachaint dóibh do na cuspóirí agus na riachtanais ghinearálta agus shonracha ag aidhm straitéiseach na hOllscoile go ndéanfar campas eiseamláireach dátheangach di, agus ag féachaint do na dualgais ar Údarás na hOllscoile agus ar an Uachtarán faoi Alt 2 de Chaibidil I de Reacht CCXCVI, agus do na hoibleagáidí a leagtar ar an Uachtarán de réir Reacht CCCLII, go mbeidh inniúlacht ar dhualgais an phoist ar leith a chomhlíonadh trí mhéan na Gaeilge ina cáilíocht riachtanach ceapacháin, nó a mhalairt. Glacfar an cinneadh faoi inniúlacht ar dhualgais gach poist ar leith a chomhlíonadh trí mheán na Gaeilge a bheith ina cáilíocht riachtanach le bheith ceaptha sa phost sin ag féachaint go cuí d'fhorálacha Achtanna Choláiste na hOllscoile Gaillimh 1929 agus 2006, do riachtanais Scéim na hOllscoile de réir forálacha Acht na dTeangacha Oifigiúla 2003, agus d'fhorálacha Phlean Straitéiseach na hOllscoile ó am go ham i ndáil le ról na Gaeilge san Ollscoil, agus ag féachaint do riachtanais oibriúcháin an phoist sin, mar atá siad nó mar is dóigh a bheidh siad. Féadfaidh Údarás na hOllscoile agus an tUachtarán an cinneadh chun an riachtanas Gaeilge do phoist Ollscoile a chinneadh a tharmligean don Mheabhránaí agus Uachtarán Ionaid a fhéachfaidh go cuí chomhairle agus do mholtaí Choiste Seasta na hOllscoile um Cháilíocht Teanga agus Choiste Straitéiseach don Ghaeilge ar an ábhar. Ó am go chéile, tuairisceoidh an Meabhránaí agus Uachtarán Ionaid chuig Údarás na hOllscoile agus an tUachtarán ar phoist a bhfuil riachtanas teanga sannta orthu."

- (b) tríd an abairt “I gcás poist a bhfuil inniúlacht ar a dhualgais a chomhlíonadh trí mheán na Gaeilge ina cáilíocht riachtanach le bheith ceaptha ann, breathnóidh an Bord Measúnóirí nó an Bord Measúnaithe toradh an mheasúnaithe sin go cuí sula ndéanfaidh siad cinneadh ar na hiarrthóirí a ghearrliostálfar le cur faoi agallamh acu” a athrú go “I gcás poist a bhfuil inniúlacht ar a dhualgais a chomhlíonadh trí mheán na Gaeilge ina inniúlacht riachtanach le bheith ceaptha ann, is iondúil go ndéanfar an measúnú sin tar éis an ghearrliostaithe ach roimh an agallamh, agus déanfaidh an Bord Measúnóirí nó an Bord Measúnaithe breithniú air sula dtabharfar cuireadh do na hiarrthóirí chuig agallamh, mar atá sonraithe ag Aonad Acmhainní Daonna na hOllscoile”. Léifidh **Alt 7** anois mar seo a leanas:

Féachfaidh measúnú na hinniúlachta ar dhualgais an phoist ar leith a chomhlíonadh trí mheán na Gaeilge, mar atá réamhráite, do riachtanais oibriúcháin an phoist sin, mar atá siad nó mar is dóigh a bheidh siad. Beidh an measúnú sin ina dhlúthchuid de na nósanna imeachta measúnaithe i leith cheapachán sna poist sin. Breathnóidh Bord na Measúnóirí nó an Bord Measúnaithe toradh an mheasúnaithe sin go cuí agus beidh sé mar chuid dá dtuarascáil ar na hiarrthóirí. I gcás poist a bhfuil inniúlacht ar a dhualgais a chomhlíonadh trí mheán na Gaeilge ina cáilíocht riachtanach le bheith ceaptha ann, is iondúil go ndéanfar an measúnú sin tar éis an ghearrliostaithe ach roimh an agallamh, agus déanfaidh an Bord Measúnóirí nó an Bord Measúnaithe breithniú air sula dtabharfar cuireadh do na hiarrthóirí chuig agallamh, mar atá sonraithe ag Aonad Acmhainní Daonna na hOllscoile.”

- (c) trí na focail “ar leith” a scriosadh, trí na focail “na bpost” a chur in ionad “an phoist”, agus an abairt “faoi Alt 2 de Chaibidil I den Reacht seo” a athrú go “faoi Alt 2 de Chaibidil I de Reacht CCXCVI”, i mír 1 d’Alt 8 den Reacht. Trí na focail “na hOifige/nOifigi” a chur in ionad “oifig”, agus an frása “ina cáilíocht riachtanach le bheith ceaptha in oifig an Uachtaráin agus in oifig an Rúnaí” a athrú go “ar fáil in Oifig an Uachtaráin agus/nó Oifig an Leas-Uachtaráin agus an Mheabhránaí, agus/nó Oifig an Rúnaí do Rialachas & Gnóthaí Acadúla” i mír 2 d’Alt 8 den Reacht. Léifidh **Alt 8** anois mar seo a leanas:

“Beidh inniúlacht ar dhualgais na bpost ar leith a chomhlíonadh trí mheán na Gaeilge ina cáilíocht riachtanach le bheith ceaptha i cibé poist, díobh siúd a bhfuil a sealbhóirí ina gcomhaltaí d’Fhoireann Bhainistíochta na hOllscoile, a chinnfidh Údarás na hOllscoile ó am go chéile, tar éis dóibh dul i gcomhairle, de réir mar is iomchuí, leis an gComhairle Acadúil i gcás post sonrach díobh sin, agus ag féachaint go cuí dóibh do na dualgais ar Údarás na hOllscoile agus ar an Uachtarán faoi Alt 2 de Chaibidil I de Reacht CCXCVI.

Ainneoin a bhfuil réamhráite, beidh inniúlacht ar dhualgais na hOifige/nOifigi ar leith a chomhlíonadh trí mheán na Gaeilge ar fáil in Oifig an Uachtaráin agus/nó Oifig an Leas-Uachtaráin agus an Mheabhránaí, agus/nó Oifig an Rúnaí do Rialachas & Gnóthaí Acadúla.

- (d) trí na focail “Dámh nó Dámha” a scriosadh agus na focail “Coláiste nó Coláistí” a chur ina n-ionad in Alt 9 den Reacht agus tríd an sliocht seo a leanas a chur leis “As seo amach, ní éileoidh measúnú ar chumas iarrthóra dualgais poist acadúil a chomhlíonadh trí mheán na Gaeilge ag leibhéal Léachtóra, Léachtóra Sinsearaí, agus Ollaimh, go ndéanfaidh iarrthóir scrúduithe Gaeilge béil agus scríofa a thionólfar go speisialta. Ina áit sin, déanfaidh na boird cheapacháin ábhartha a leithéid de chumas a mheas ag gnáthagallamh”. Léifidh **Alt 9** anois mar seo a leanas:

“I gcás ceapachán acadúil, beidh inniúlacht ar dhualgais an phoist ar leith a chomhlíonadh trí mheán na Gaeilge ina cáilíocht riachtanach le bheith ceaptha sna poist sin a chinnfidh Údarás na hOllscoile ó am go chéile, tar éis dóibh dul i gcomhairle leis an gComhairle Acadúil, leis an gColáiste nó Coláistí cuí, agus le hAcadamh na hOllscolaíochta Gaeilge, agus ag féachaint go cuí dóibh do na dualgais ar Údarás na hOllscoile agus ar an Uachtarán faoi Alt 2 de Chaibidil I den Reacht seo. As seo amach, ní éileoidh measúnú ar chumas iarrthóra dualgais poist acadúil a chomhlíonadh trí mheán na Gaeilge ag leibhéal Léachtóra, Léachtóra Sinsearaí, agus Ollaimh, go ndéanfaidh iarrthóir scrúduithe Gaeilge béil agus scríofa a thionólfar go speisialta. Ina áit sin, déanfaidh na boird cheapacháin ábhartha a leithéid de chumas a mheas ag gnáthgallamh”.

- (e) trí na focail “tar éis dó/di dul i gcomhairle leis an gcomhalta cuí d’Fhoireann Bhainistíochta na hOllscoile” a scríosadh, tríd an bhfrása “faoi Alt 2 de Chaibidil I den Reacht seo” a athrú go “faoi Alt 2 de Chaibidil I de Reacht CCXCVI”, agus tríd an sliocht seo a leanas a chur leis “Mar a fhoráiltear dó in Alt 6 den Chaibidil seo, féadfaidh Údarás na hOllscoile agus an tUachtarán an cinneadh go bhfuil inniúlacht chun dualgais poist áirithe a chomhlíonadh trí mheán na Gaeilge ina cáilíocht riachtanach le haghaidh ceapacháin, nó eile, a tharmligean don Mheabhránaí agus Uachtarán Ionaid ” in Alt 10 den Reacht. Léifidh **Alt 10** mar seo a leanas:

“I gcás ceapachán seachas iad siúd atá leagtha amach in Ailt 8 agus 9 den Chaibidil seo, beidh inniúlacht chun dualgais an phoist ar leith a chomhlíonadh trí mheán na Gaeilge ina cáilíocht riachtanach le bheith ceaptha sna poist sin a chinnfear ag Údarás na hOllscoile ó am go ham ar mholadh ón Uachtarán, agus, ag féachaint go cuí dóibh do na dualgais ar Údarás na hOllscoile agus ar an Uachtarán faoi Alt 2 de Chaibidil I de Reacht CCXCVI. Mar a fhoráiltear dó in Alt 6 den Chaibidil seo, féadfaidh Údarás na hOllscoile agus an tUachtarán an cinneadh go bhfuil inniúlacht chun dualgais poist áirithe a chomhlíonadh trí mheán na Gaeilge ina cáilíocht riachtanach le haghaidh ceapacháin, nó eile, a tharmligean don Mheabhránaí agus Uachtarán Ionaid.”

- (f) trí na focail “tréimhse is ionann leis an téarma oifige a bheas ag an gcéad Údarás na hOllscoile eile” a scríosadh agus na focail “tréimhse 5 bliana tar éis bhunú an Choiste” a chur ina n-ionad agus tríd an abairt “Cloífidh an Coiste le riachtanas na hOllscoile maidir le cothromaíocht inscne sa bhallaíocht, le 40% fir, ar a laghad, agus 40% mná, ar a laghad” a chur isteach in Alt 11 den Reacht. Léifidh **Alt 11** mar seo a leanas:

“Bunaítear leis seo coiste seasta um cháilíocht teanga, dá ngairfear An Coiste Seasta um Cháilíocht Teanga. Ceapfar baill an Choiste ag Údarás na hOllscoile ar mholadh ón Uachtarán, tar éis dó/di dul i gcomhairle go forleathan sula ndéanfaidh sé/sí an moladh sin, agus tar éis don Chomhairle Acadúil an moladh sin a bhreathnú. Beidh ballraíocht sheachtrach le saineolas cuí i measc bhallaíocht an Choiste. Cloífidh an Coiste le riachtanas na hOllscoile maidir le cothromaíocht inscne sa bhallaíocht, le 40% fir, ar a laghad, agus 40% mná, ar a laghad. Beidh baill an Choiste i seilbh oifige ar feadh tréimhse 5 bliana tar éis bhunú an Choiste. Oibreoidh an Coiste de réir cibé rialacháin a dhéanfar ó am go chéile ag Údarás na hOllscoile.”

- (g) trí na focail “freagrach, faoi réir cheadú Údarás na hOllscoile, as cinneadh agus doiciméadú a dhéanamh,” a scríosadh, trí na focail “comhairle a thabhairt” a chur isteach, trí na focail “a cheapadh” a scríosadh agus na focail seo a chur isteach “i gcás post sna seirbhísí tacaíochta, tabharfar comhairle bhreise ar na” agus tríd an dara mír in Alt 12 den Reacht a scríosadh mar seo a leanas “Cuirfear na

nósanna imeachta agus na modhanna measúnaithe sin araon a mholfar ag an gCoiste, i ndáil leis na poist dá dtagraítear in Ailt 9 agus 10 supra go ginearálta, faoi bhráid Údarás na hOllscoile agus na Comhairle Acadúla lena gceadú; i gcás na bpost dá dtagraítear in Alt 8 supra, cuirfear na nósanna imeachta agus na modhanna measúnaithe a mholfar i leith gach poist ar leith faoi bhráid Údarás na hOllscoile, agus, nuair is iomchuí, na Comhairle Acadúla, lena gceadú". Léifidh **Alt 12** mar seo a leanas:

"Beidh an Coiste Seasta um Cháilíocht Teanga, i leith gach poist a mbeidh inniúlacht ar a dhualgais a chomhlíonadh trí mheán na Gaeilge ina cáilíocht riachtanach le bheith ceaptha ann, in ann comhairle a thabhairt ar an gcaighdeán sonrath inniúlachta sa Ghaeilge is gá le dualgais an phoist sin a chomhlíonadh trí mheán na Gaeilge, agus, i gcás post sna seirbhísí tacaíochta, tabharfar comhairle bhreise ar na nósanna imeachta le measúnú a dhéanamh ar an inniúlacht riachtanach sin.

- (h) trí na focail "i gcomhar leis an Aonad Acmhainní Daonna" a chur isteach, trí na focail "dualgais an phoist a chomhlíonadh trí Ghaeilge" a scriosadh, tríd an bhfocal "Molfaidh" a chur in ionad "Ceapfaidh", tríd an bhfocal "Scoil" a chur in ionad "Dámh", agus tríd an dara mír d'Alt 13 den Reacht a scriosadh agus an méid seo a leanas a chur ina ionad "Beidh trí nó ceithre chomhalta ar an mBord Gaeilge mar seo a leanas: Cathaoirleach an Choiste nó comhalta amháin eile ar an gCoiste arna ainmniú ag an gCathaoirleach, an tOllamh le Nua-Ghaeilge nó a (h)ainmní, agus comhalta amháin nó dhá chomhalta eile, ar duine lasmuigh den Ollscoil duine amháin acu ar a laghad. Beidh cothromaíocht inscne ag gach Bord Gaeilge". Léifidh **Alt 13** mar seo a leanas:

"I gcomhlíonadh a dhualgas dó, féadfaidh an Coiste comhairle a lorg ó shaineolaithe. Déanfaidh an Coiste, i gcomhar leis an Aonad Acmhainní Daonna, socrú le tástáil a reachtáil le cinneadh a dhéanamh ar inniúlacht aon iarrthóra ar phost a mbeidh inniúlacht ar dhualgais an phoist a chomhlíonadh trí mheán na Gaeilge ina cáilíocht riachtanach le bheith ceaptha ann. Molfaidh an Coiste Bord Gaeilge leis an tástáil sin a reachtáil, ach amháin i gcás poist dá dtagraítear in Alt 8 supra, agus sa chás sin ainmneoidh an Coiste Bord Gaeilge lena cheapadh ag Údarás na hOllscoile, tar éis dóibh, nuair is iomchuí, tuairimí na Comhairle Acadúla maidir le poist shonracha dá leithéid a bhreathnú. I gcás post acadúil, cuirfear an Bord Gaeilge ag an gCoiste faoi bhráid na Scoile cuí lena cheadú.

Beidh trí nó ceithre chomhalta ar an mBord Gaeilge mar seo a leanas: Cathaoirleach an Choiste nó comhalta amháin eile den Choiste arna ainmniú ag an gCathaoirleach, an tOllamh le Nua-Ghaeilge nó a (h)ainmní, agus comhalta amháin nó dhá chomhalta eile, ar duine lasmuigh den Ollscoil duine amháin acu ar a laghad. Beidh cothromaíocht inscne ag gach Bord Gaeilge."

- (i) trí na focail "an Coláiste cuí nó na Coláistí cuí" a chur in ionad "an Dámh cuí nó na Dámha cuí" agus na focail "de réir mar a bheidh" a scriosadh in Alt 14(b) den Reacht. Léifidh **Alt 14** mar seo a leanas:

"(a) Tabharfaidh an Bord Gaeilge, i leith gach iarrthóra a láithreoidh don scrúdú Gaeilge, a mbreith mar fhíric cé acu an bhfuil nó nach bhfuil sé/sí inniúil ar dhualgais an phoist ar leith a chomhlíonadh trí mheán na Gaeilge agus cuirfidh siad an bhreith sin isteach ina dtuarascáil. I gcás nach mbeidh baill an Bhoird ar aon intinn maidir leis an mbreith sin, cinnfear an cheist le móramh simplí de na baill a bheidh i láthair agus a vótálfaidh, agus i gcás go mbeidh na vótaí sin cothrom beidh vóta réitigh ag an gCathaoirleach.

(b) Glacfaidh an Coláiste cuí nó na Coláistí cuí, an Chomhairle Acadúil, an tUachtarán agus Údarás na hOllscoile go críochnúil le breith sin an Bhoird agus ní cheisteoidh siad agus ní athbhreithneoidh siad í sin, ach beidh siad faoi cheangal iomlán aici.”

- (j) trí **Alt 15** den Reacht a scriosadh ina iomláine agus an téacs seo a leanas a chur ina ionad: “Aisghairmtear leis seo an cleachtas a bhí ag an Ollscoil roimhe seo go gcaithfeadh gach comhalta foirne a earcaíodh agus/nó a bhain ardú céime amach go Grád 1 – 3 inniúlacht sa Ghaeilge a bheith acu mar a fhoráiltear dó i bpolasaí Acmhainní Daonna HR/M17/5 agus ar a laghad a bheith ag teacht le bunleibhéal Chomhchreat Tagartha na hEorpa maidir le Foghlaim Teangacha. In ionad an pholasaí seo, beidh sé mar riachtanas as seo amach maidir le raon na n-oifigí seirbhísí tacaíochta atá leagtha amach i Scéim Teanga na hOllscoile seirbhísí a chur ar fáil do chustaiméirí trí mheán na Gaeilge i gcomhréir leis an leibhéal inniúlachta sa Ghaeilge is gá chun an fhreagracht seo a chomhlíonadh go héifeachtach. Cinnfidh an Coiste Seasta um Cháilíocht Teanga an riachtanas sainiúil inniúlachta Gaeilge maidir le gach oifig atá liostaithe sa Scéim Teanga Ollscoile thuasluaite, agus aithneoidh sé an t-íosleibhéal acmhainní foirne a bheidh ag teastáil chun oibleagáidí seirbhíse Gaeilge na n-oifigí sin a chomhlíonadh faoi réir athbhreithniú tréimhsiúil.”
2. Cuirtear síneadh le Reacht CCXCVI, Caibidil II leis seo trí **Alt 16** a chur leis mar seo a leanas: “Bunóidh an tUachtarán Coiste Straitéise ardleibhéil chun comhairle a thabhairt maidir le polasaí Gaeilge na hOllscoile agus maidir le cur i bhfeidhm an pholasaí sin agus beidh sé/sí mar Chathaoirleach ar an gCoiste sin. Beidh ionadaithe seachtracha ar an gcoiste agus beidh Ollamh na Nua-Ghaeilge, Stiúrthóir Acadamh na hOllscolaíochta Gaeilge, agus an tUachtarán Ionaid agus Meabhránaí ina gcomhaltaí ex officio. Cloífidh an Coiste le riachtanas na hOllscoile maidir le cothromaíocht inscne sa bhallraíocht, le 40% fir, ar a laghad, agus 40% mná, ar a laghad. Agus a ról á fheidhmiú aige, beidh aird ag an gCoiste ar Scéim Teanga na hOllscoile agus ar an reachtaíocht a rialaíonn freagrachtaí na hOllscoile maidir le forbairt agus cur chun cinn na Gaeilge. Beidh téarma oifige 5 – 10 mbliana ag an gCoiste, arna chinneadh ag Uachtarán na hOllscoile”.

CAIBIDIL III

1. Ní dhéanfaidh aon ní anseo difear d’aon cheapachán a rinneadh, d’aon cheart a fuarthas ná d’aon ghníomh a rinneadh faoi aon Reacht den Ollscoil roimhe seo.
2. Tiofadh an Reacht seo i ngníomh an dara lá is fiche d’Aibreán, Dhá Mhíle agus a Fiche, agus féadfar Reacht CCCLXXIV, Ollscoil na hÉireann, Gaillimh, a ghairm de, nó R. CCCLXXIV, O. na hÉ., Gaillimh.

I láthair nuair a greamaíodh Gnáth-Shéala Ollscoil na hÉireann, Gaillimh, dó seo:

L.S.

Ciarán Ó hÓgartaigh, *Uachtarán*
Caroline Loughnane, *Rúnaí Gnóthaí Rialachais & Acadúla*